

FEMINIST LEADERSHIP

LEARNING IN BRIEF



Source: COFEM: Feminist Leadership Learning Brief
Edited by: Gender and development for cambodia



WHAT

IS

FEMINIST

LEADERSHIP?

“ IT IS ABOUT SOCIAL JUSTICE, AND THE USE
OF POWER, RESOURCES, AND SKILLS IN
TRANSFORMATIVE, DIVERSE, AND INCLUSIVE
WAYS, BOTH INDIVIDUALLY AND
COLLABORATIVELY. ”



FEMINIST LEADERSHIP

"It's not just about taking charge, but about leading with a soul."

Feminist leadership urges us to not only consider inclusion and diversity in our working relationships but also to recognize that how we show up in spaces is determined by our lived experiences. Therefore, a feminist approach to leadership is inherently intersectional and aims to create spaces in which all people can exercise their agency and realize their potential.



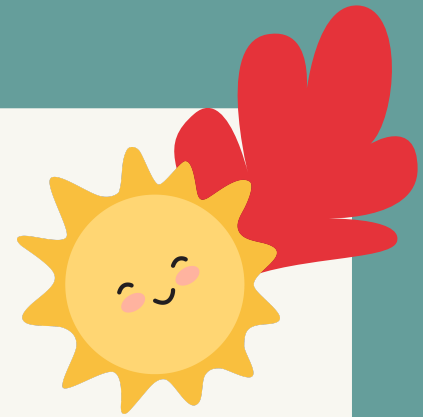
HOW CAN WE
PRACTICE FEMINIST LEADERSHIP?

ANYONE CAN BE A FEMINIST LEADER.

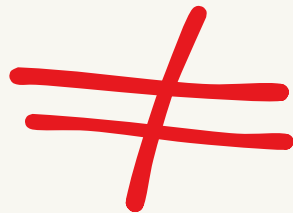
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Feminist leadership



traditional forms of leadership


because it focuses on how we use our respective power and privilege to lead collaboratively rather than exert power over others.



For example, consider how we hold leaders accountable, center self-care, and address issues that many would prefer to ignore or dismiss, such as violence against women and girls, racism, etc. Feminist leadership implores us to use our power and privilege for social and structural change.

BEST LEADER!





For instance, we can center Black, brown, indigenous, LGBTQIA+ women and girls, who are often ignored, by understanding when to:



Speak up



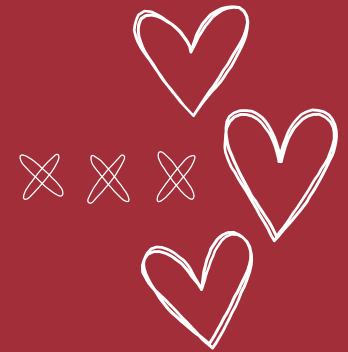
Step back to
allow others to speak



Stand in solidarity with
those who speak



By analyzing power-sharing and inclusive approaches to leadership, we can define for ourselves the qualities and behaviors we see as fundamental to feminist leadership.



Feminist leadership can therefore guide us in a personal reflection, change, and development process while giving us approaches we can use to transform traditional forms of leadership.



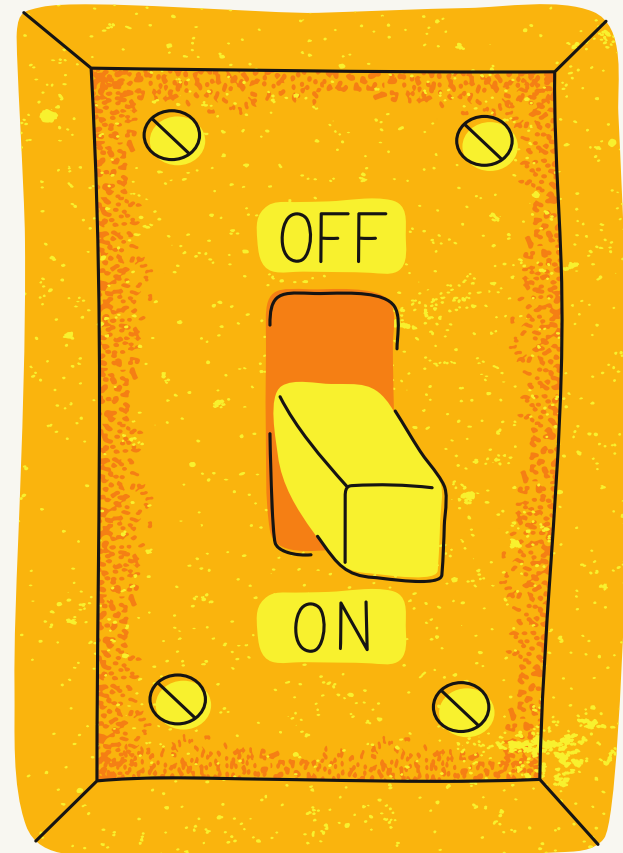


**To
actively practice
feminist always
reflect on the
following
key tenets:**



Accountability:

- ✓ Do you prioritize honesty and integrity in your working relationships?
- ✓ Do you take responsibility when things don't go to plan?
- ✓ Are you open to being accountable to others regardless of their position?
- ✓ and take responsibility when necessary to learn, grow and change?





Do you support collective action and encourage your colleagues to build alliances?



Do you promote working relationships that are safe and value all participants?



Do you seek and provide support to other feminist leaders and colleagues?

Collaboration:



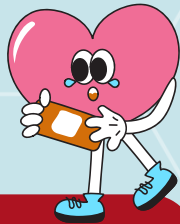
Diversity of thought



REPRESENTATION:

- ✔ Does your team prioritize equitable relationships and foster diverse people and forms of knowledge and experiences?
- ✔ Does your team have diverse representation across gender, age, ethnicity and other forms of identity?
- ✔ Are you ensuring that diverse voices are heard and respected?





Empathy:



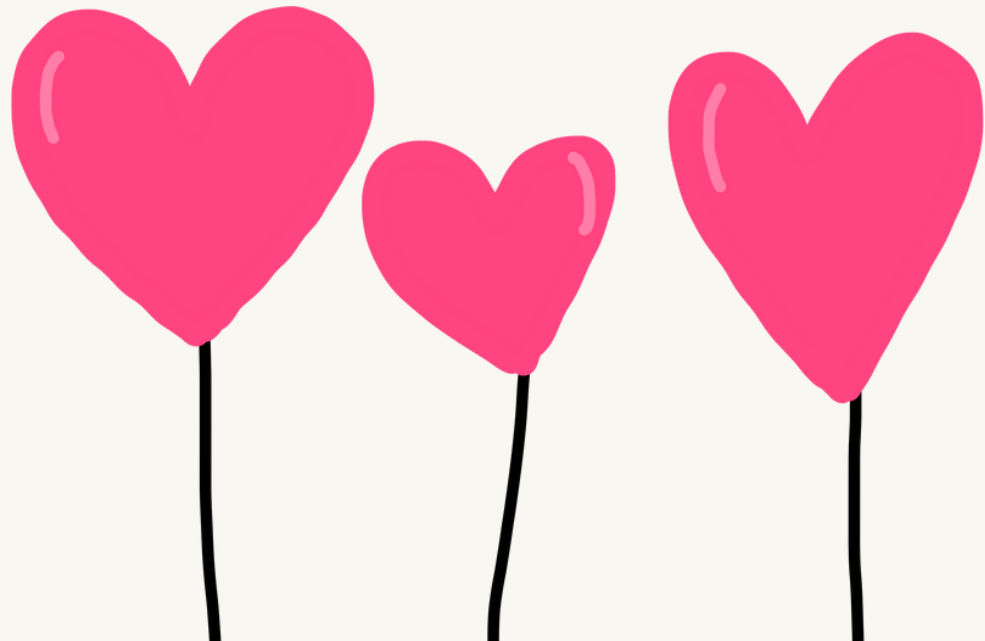
Do you model thoughtfulness and patience, listen to your colleagues, and allow them to grow?



Do you create positive spaces for your team to unlearn negative organizational cultures?



Are you considerate of your team members' circumstances, including any responsibilities that may influence their professional work?





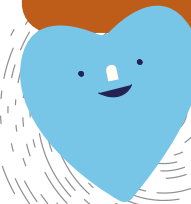
Do you emphasize the self and collective care of your team and those with whom you work as a priority?

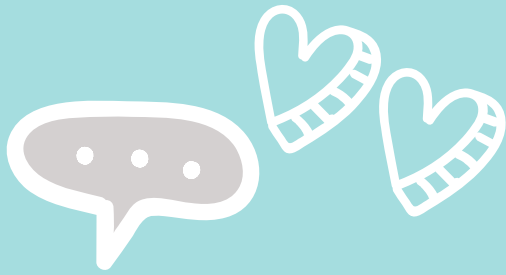
Do you recognize that care practices are essential to sustaining energy, well-being, and solidarity and creating structures in which your team can care for themselves and others?

Do you plan or budget for self-care for your team?



community care:





BALANCE POWER:



Do you consider the power dynamics at play among your team?



If you are in a position of power, do you cede space and promote the work and achievements of others?



How do you ensure inclusive decision-making that takes diverse views into account?





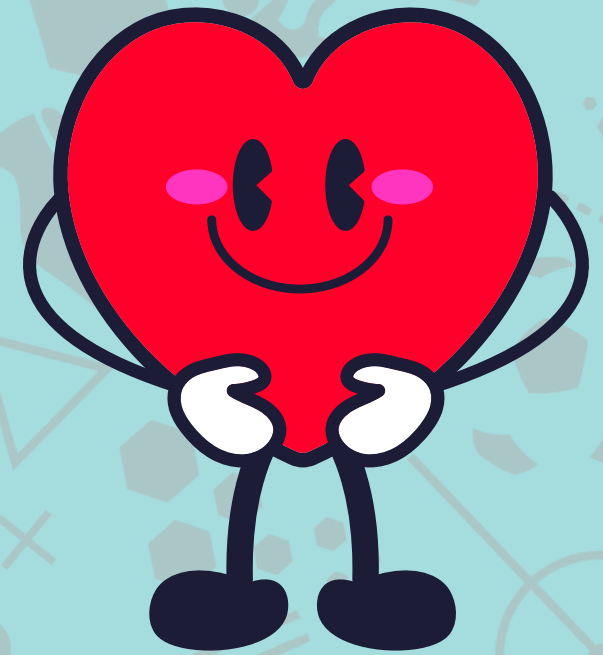
Do you provide clarity to your colleagues around expectations, and share information openly with them?



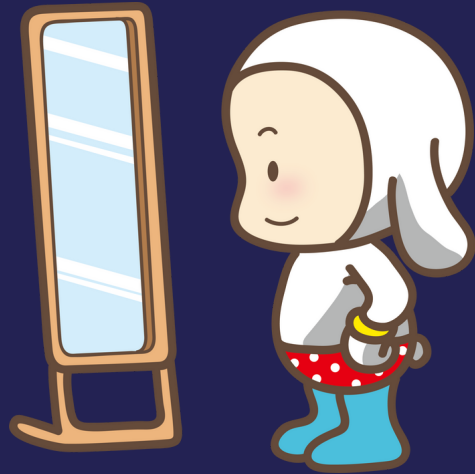
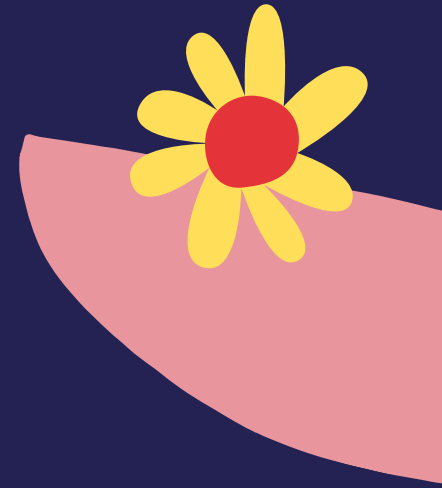
Do you build trust and mutual learning into your feedback and review processes?



How do you receive, learn from, and respond to feedback?



Transparency:



**& SELF
Reflection:**

How feminist leaders show up, heal and treat others.



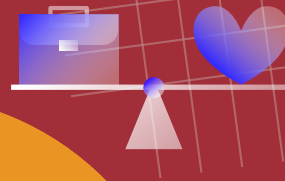


Being a feminist leader requires committing to self-reflection about who you are, how you show up, what you bring to the spaces you enter, and how you hold yourself accountable for your leadership practice and how it affects others.

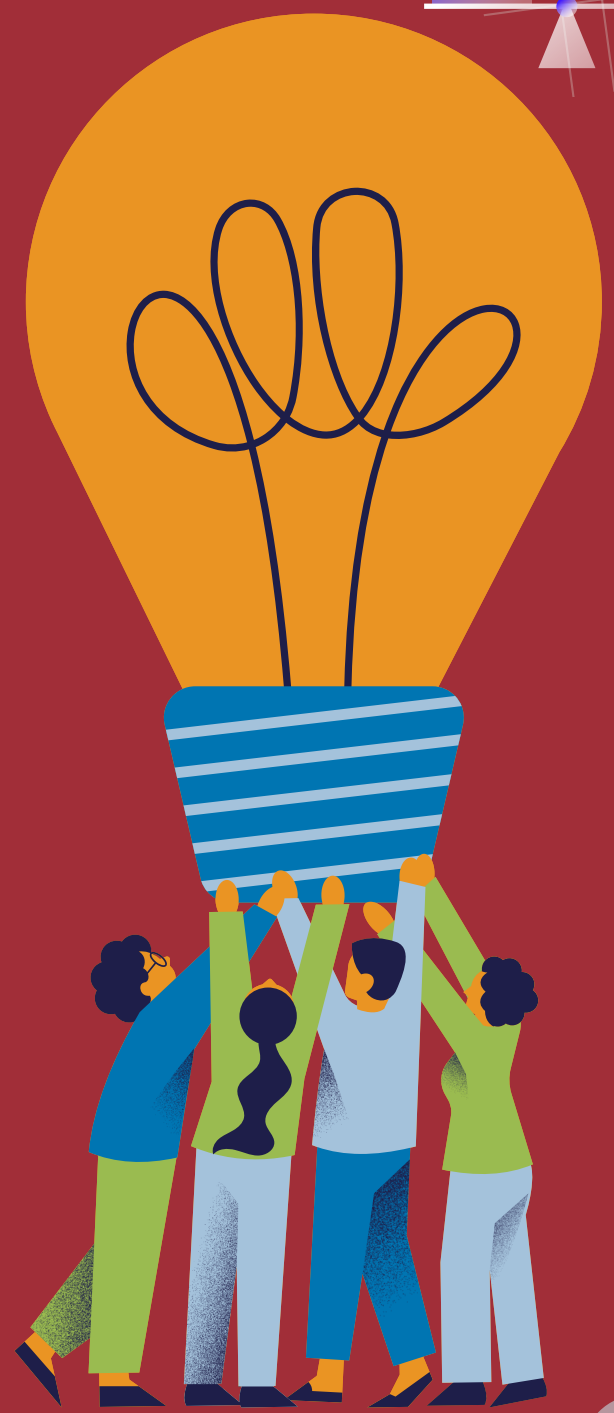


We all bring our lived experiences, including traumas, into our workspaces. These wounds are often the result of intersecting forms of oppression – racism, sexism, colonialism, and ableism, among others.





A key aspect of feminist leadership is holding space for our own and others' healing journeys so that the wounds we carry are less likely to manifest in harmful ways. A feminist leader shows vulnerability, asks questions, is humble, and is open-minded. Although traditional management models set expectations that leaders define solutions, feminist leadership is about sharing power and building self-reflection and collaborative decision-making into all processes.



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