

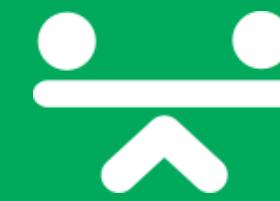


**Welcome!**

# **Feminist Leadership & Accountability**

**with Leila Billing**

Co-founder, We Are Feminist Leaders



**FAIR SHARE**  
of Women Leaders

## Our Vision

We envision a global social impact sector that walks the talk on gender equality and embraces feminist principles and culture at all levels of our organisations.

## We work towards this by:

- 1) Monitoring the # of women leaders annually
- 2) Advocating for Feminist Leadership



# **Shared Principles**

**Confidentiality  
Listening  
Self-awareness  
Discomfort  
Interrupting  
power  
Equal thinkers**

# Agenda

- 15:00 Welcome
- 15:05 What does feminist accountability look like?
- 15:45 Journalling activity
- 15:50 Group discussions
- 16:10 Closing
- 16:30 End

- Accountability can have a positive framing
- Rooted in care and connection – big tensions!

**"...how do we hold people accountable for wrongdoing, and yet at the same time remain in touch with their humanity enough to believe in their capacity to be transformed?"**

- bell hooks

- Not a reaction, but a proactive, everyday practice

**‘An internal resource for recognising and redressing harms we have caused to ourselves and others.’**

(Ann Russo, Feminist Accountability, 2019)

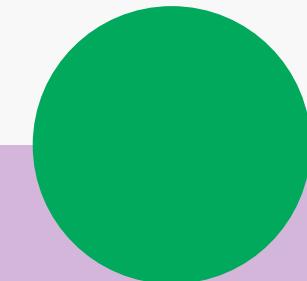
- Shifts from centring me, to centring others (non-individualistic)

- Exceptions!
- Importance of distinguishing between harm, abuse, critique and simple differences of opinion

**'[We cannot] erase histories of slavery, forced labour on railroads, colonialism, genocide. There is no food we can eat, clothing we can buy, energy we can use without deepening our ties to complex webs of suffering. So what happens if we start from there?' Alexis Shotwell**



# Communal practice/community accountability



# Personal Journalling

Think of a time when you broke a promise to someone or didn't follow through on something you had committed to. What did it feel like? How did you react? How did others react? How might applying a feminist approach to accountability have helped you?

OR

When did I see harm happening around me and didn't say anything? Why didn't I? What made it so difficult for me? What were the wider systems that allowed that harm to take place?

## **Group discussions**

**How do you already practise accountability? Share one example with the rest of your group.**

**What might make practising feminist approaches to accountability difficult?**

**What skills or inner transformations might we need to develop in order to practise feminist approaches to accountability?**

**Find resources from this session and  
others at [fairsharewl.org/  
explorefeministleadership-resources](http://fairsharewl.org/explorefeministleadership-resources)**

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**Thank you!**