Welcome!
Feminist Leadership & Process Design

With Xenia Kellner (Young Feminist Europe)
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
15:10  Circle Practice
15:20  Processes
15:50  Spaces
17:00  Closing
“We cannot solve problems with the same thinking we used to create them.”
– Albert Einstein
What is this session about?

Why is it important?

• Feminist Leadership aims at transforming unequal power equations. How do we lead in a way that enables this transformation?

• Transformation is a complex process. Process Design helps us to “plan” transformation better and to lead in complexity.

• Transformation doesn’t just happen, we need to create spaces and processes where this transformation can take place.
How do we assume change happens?

Our Vision can be the same but how we think we get there, achieve our vision, can be very different.

I do X to achieve Z
Vs
I do A to achieve Z because I believe Y
Example: Feminist Principle - Sharing Power

From Principle to Practice: Think about how you can practice the feminist principle of „sharing power“

- Individual
- Relational
  - Institutional/ Organisational
  - Society
Intersectionality

Helps us to understand better the complexity of intersecting systems of inequality and oppression

Don't confuse with: diversity, inclusion!

4 dimensions of discrimination:

- Individual
- Institutional/organisational
- Systemic
- Historic
How to Hold Space for Transformation?
Co-creation, co-learning, co-designing doesn‘t just happen. For it to happen, you need to do the groundwork

- Trust
- Focus on Connection & Relationships
  - Safe(r) & Brave Space
  - Creating co-ownership of the space
- Presence and prepare People; skills and attitudes
Four Fold Practice

Becoming a Community that LEARNS

Community of Practitioners
Co-create

Hosting Conversations
Contribute

To be Present
Pre-sensing

Practice Conversation
Participating

Becoming a Community of LEARNERS

Becoming a LEARNER
Safe(r) & Brave Spaces

• What’s a safe(r) & brave space?

• Creating Safe(r) and brave spaces in different circumstance (events, conferences, organisations)
Find resources from this session and others at fairsharewl.org/explorefeministleadership-resources