Welcome!
Feminist Leadership & Institutions
with Verlaine-Diane Soobroydoo
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Global and Africa Strategic Priorities, UN Women
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
tower
Equal thinkers
Agenda

15:00 Welcome
15:10 Contextualizing Feminist Leadership and Institutions: Overview
15:30 Experience Sharing and Open Discussion (Q&A)
15:50 Moving the agenda forward
16:00 Session end
"It is through Feminist Leadership, Collective movements and Solidarity that we will be able to build the world we want to see."

- Phumzile Mlambo-Ngcuka, Feminist and Former Executive Director of UN Women
How could we define the characteristics of Feminist Leadership?

1. Collaboration
2. Inclusion
3. People-centered: relational, care
4. Focus on building consensus

5. Self-Awareness
6. Dismantle Patriarchy / biases
7. Transparent & Shared Power and Accountability
8. Courage
Formal and informal rules that organize social, political and economic relations (North, 1990)

Systems of established and prevalent rules that structure interactions
*social contract (an implicit agreement among the members of a society to cooperate for social benefits)

How do Institutions work?

- Reproduction through commonly adopted culture and routine actions
- Internalized (consciously or unconsciously) and Persist over time but can change.
- Shape behaviour and affect processes and outcomes.
Reality Check for Feminist Leadership and Institutions

Most Institutions are led by *patriarchal models* of leadership, despite efforts to center feminist leadership model. *There is hope, because there are people.* Recent efforts have given strong impetus for institutional change.
Moving the Agenda Forward

“Solidarity between women can be a powerful force of change, and can influence future development in ways favourable not only to women but also to men.”

- Nawal El Saadawi, Egyptian feminist writer
Injecting Feminist Leadership within Institutions
Response to Participants’ Advance Questions

• Curating change from within institutions, as well as finding ways to bring in external forces.

• Questioning and Overcoming Patriarchal structures as young women within institutions

• How do we avoid fatigue and feeling burnt out in institutions where we feel responsible for carrying the efforts to transform into more feminist and safe spaces?
Where are you living?

What are you doing?

What are your relationships?

Are you in right relation?

Where is your water?

Create Community

Be good to each other

And do not look outside of yourself for your leaders
Remember that change is always possible, and it always starts with you.

Thank you!
Find resources from this session and others at fairsharewl.org/explorefeministleadership-resources

Thank you!

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