



Welcome!

Feminist Leadership & Institutions

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Global and Africa Strategic Priorities, UN Women



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

15:10 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."

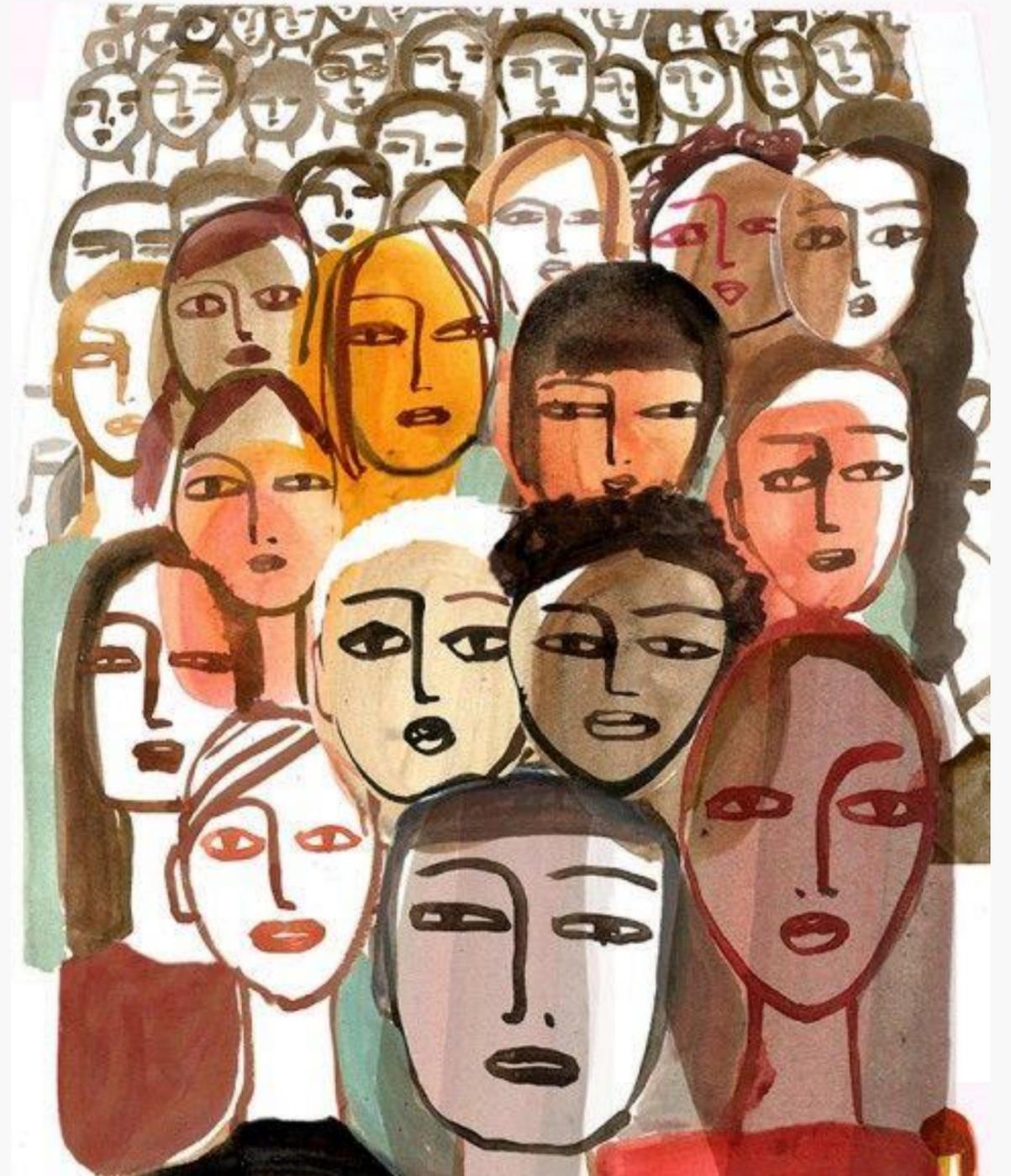
- Phumzile Mlambo-Ngcuka, Feminist and Former Executive Director of UN Women



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*



How could we define Institutions?

➤ **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

Hopi Elders

***Remember that change is always possible,
and it always starts with you.***

Thank you!



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Thank you!