

# REDEFINING LEADERSHIP

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YOUNG  
WOMEN'S  
LEADERSHIP  
NETWORK

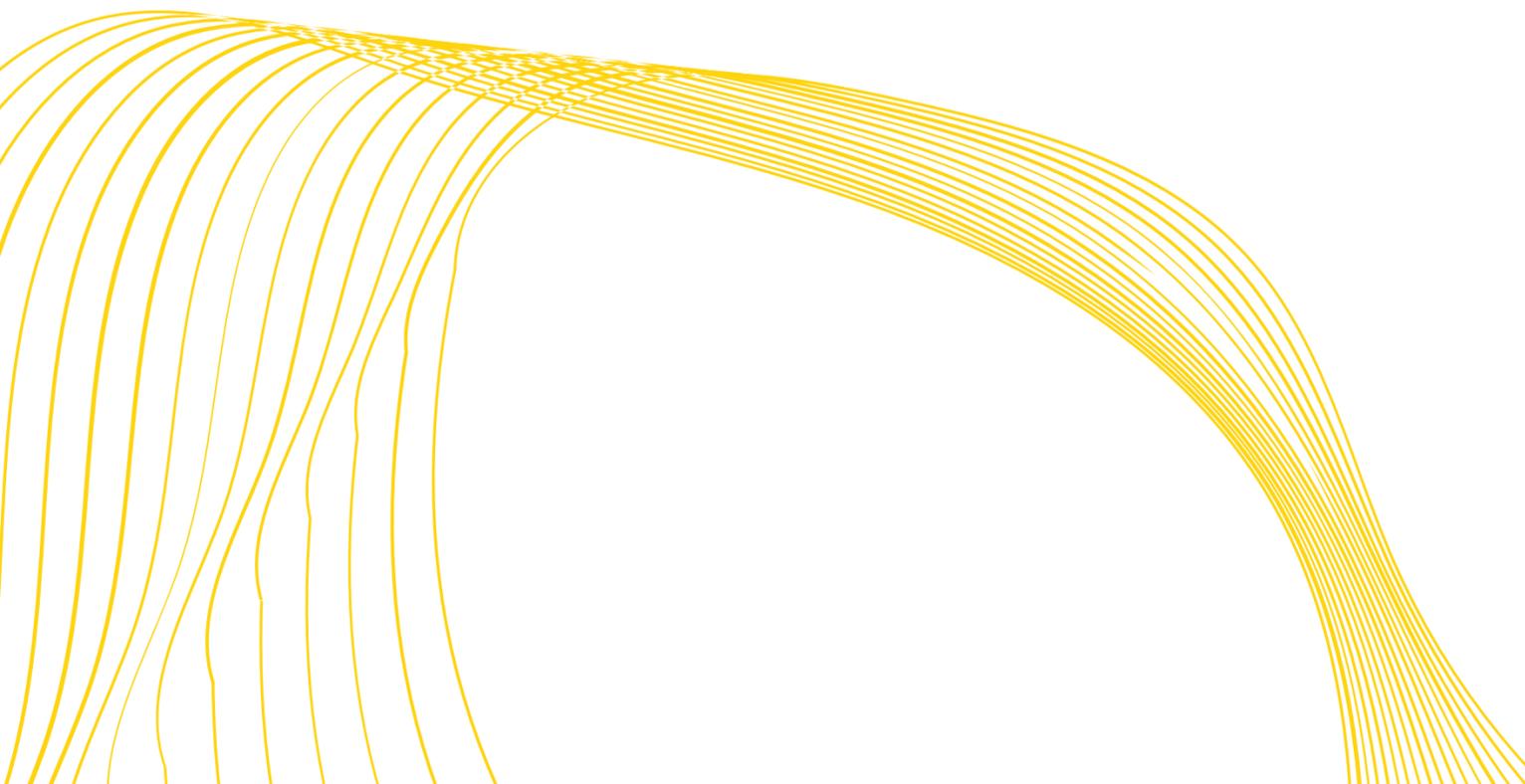
# DISCUSSION POINTS

Our aspirations

Challenging current leadership development models

(Re)defining leadership

Embracing the possibilities



# Our Aspirations

## ANTI-OPPRESSION & INTERSECTIONALITY

- Feminism is not enough
- Intersectionality as a framework
- Anti-oppression in practice

## TRANSFORMATIVE LEADERSHIP

- From feminist awakening to collective solidarity
- Redefining power
- Utilizing privilege

## LIBERATION

- Move beyond binaries and boundaries
- Leadership beyond function

## COLLECTIVE POWER

- Solidarity
- Structural and systemic change
- Accountability

# PUSSYHAT LEADERSHIP HAS FAILED US

## REPRESENTATION IS NOT IT, SIS.

- No representation is better than bad representation
- Representation does not necessarily lead to action or transformation
- We won't settle for scraps

## CLIMBING THE LADDER, AT WHAT COST?

- Don't step on the rest of us on your way up
- Intersectionality is a practice, not an identity or qualification
- One step forward, 10 steps back

## CLEAN-CUT DIVERSITY

- Diversity as defined by limitations
- Only one way to be "Muslim" or "Indigenous"
- self-tokenism
- Disposable bodies



“if they  
DON'T GIVE  
you a seat at  
THE TABLE,  
bring a  
FOLDING CHAIR.”  
~shirley chisholm

*the*  
WOMEN'S FUND  
OF CENTRAL OHIO

ADD WOMEN.  
CHANGE POLITICS.



# We're failing young leaders

**FOCUS ON  
LEADERSHIP &  
CIVIC  
ENGAGEMENT  
EDUCATION**

**NOT  
CONSIDERING  
CAPACITY AND  
ACCESSIBILITY**

**REPRODUCING  
HIERARCHIES  
AND UPHOLDING  
THE PATRIARCHY**

**REWARDING  
COMPLIANCE AND  
ASSIMILATION**



# FOCUS ON EDUCATION

- Assumes that a lack of knowledge and expertise is the main barrier for young leaders
- Often neglects to address systemic and structural barriers that impede on our ability to reach our full potential
- Reproduces existing power dynamics and leadership models

# LACK OF CAPACITY BUILDING AND ACCESSIBILITY

- Fails to advocate for systemic changes that will enable marginalized youth to lead and participate in public life





# REPRODUCING HIERARCHIES

- Definitions of leadership continue to follow masculine and hierarchal patterns
- Women continue to face sexist double-standards and violence while reproducing patriarchal leadership styles

**Hillary vs. AOC**

# REWARDING ASSIMILATION

- Follows the notion of "model minority" and respectability politics.
- "Respectability politics" are rules for marginalized people to follow in order to "earn" respect in mainstream culture.



# REDEFINING LEADERSHIP



Individual leadership for collective power



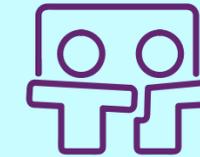
Inclusion not tokenism



An agenda for liberation



Safety and validation



Teamwork and accountability



# BUILD COLLECTIVE POWER

Individual leaders can transform themselves to use their power, resources and skills in non-oppressive, inclusive structures and processes to mobilize others and build collective power.

Build coalitions to support multiple feminist and liberatory agendas. We don't need a share agenda to build solidarity and power.

# INCLUSION

Inclusive leadership leads to increased innovation by permitting all voices to be heard and by constantly creating spaces for creative conversations to emerge spontaneously.

Inclusive spaces must be co-designed through meaningful collaboration with diverse communities.





# AN AGENDA FOR LIBERATION

Prioritize anti-oppression, anti-oppression, and gender liberation.

Remove engagement barriers for diverse young women and gender-diverse youth to actively and meaningfully redefine leadership and power.

Call out binarism and sexism in leadership development spaces.

# SAFETY FIRST

Challenge the idea that feminist leaders and movements for liberation are "safe"

Understand power dynamics and work to dismantle them, but prioritize safety and support.

From racist remarks to sexual violence, interpersonal violence continues to uphold oppressive systems and structures.





# ACCOUNTABILITY

Create ecosystems and team structures that encourage (un)learning and accountability.

Remember, we're **transforming** leadership.

# Imagine the Possibilities

**INNOVATION  
OVER  
ASSIMILATION**

**COLLECTIVE  
POWER**

**SYSTEMIC  
CHANGE**

**SOLIDARITY**

**THANK YOU!**  
STAY IN TOUCH!  
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