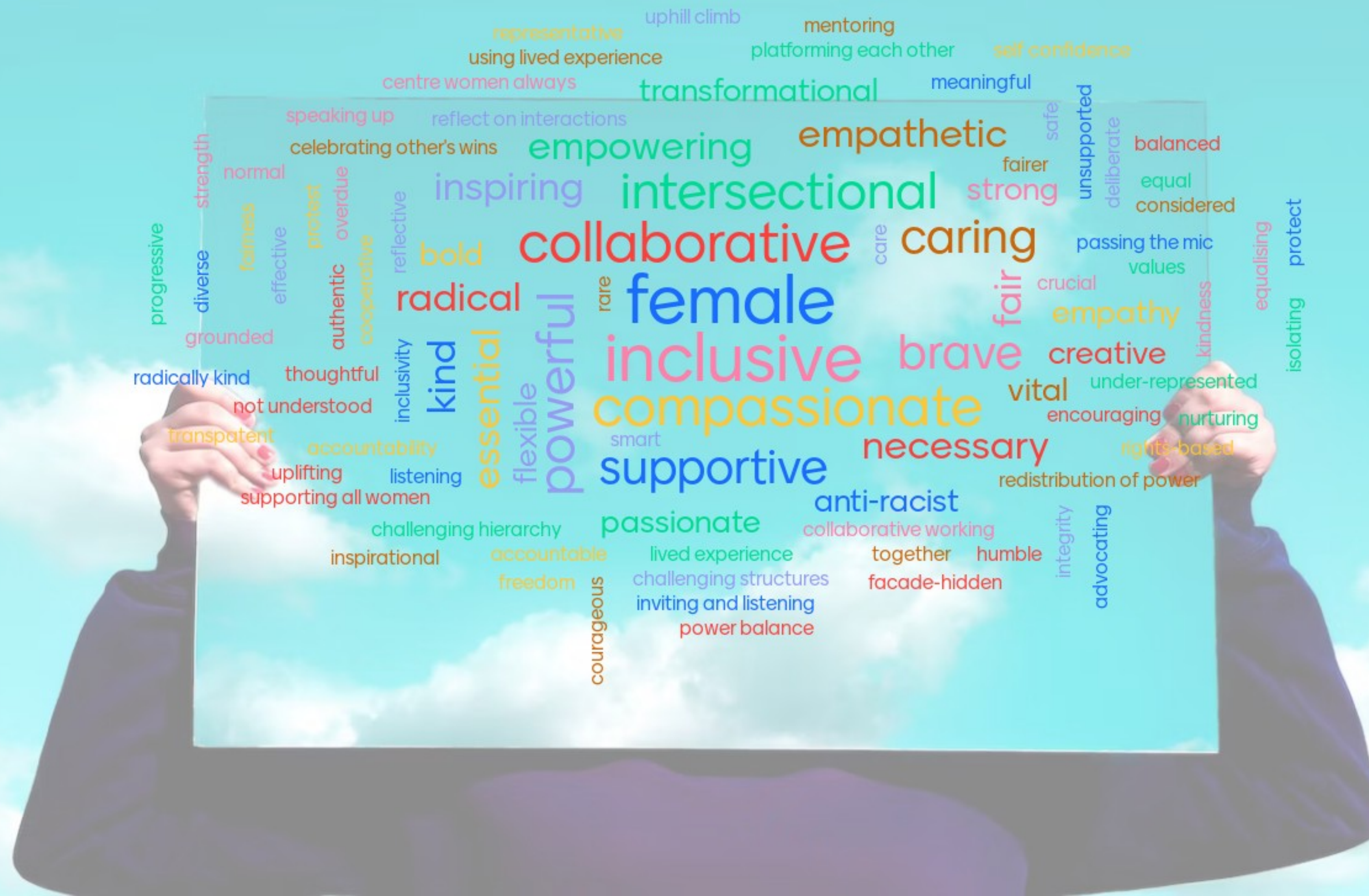


What words would you use to describe Feminist Leadership?



How do you currently practice Feminist Leadership?

67

Responses

Take positive risks

Incorporating intersectional mentalities throughout my work

Reaching out to women around me to encourage and support them in their progress.

Lead with compassion, in a person centred approach.

Reflect on whose voices are missing - include them!

Challenge appropriately

By being aware of when misogyny is playing a part in professional interactions.

listening to understand rather than always respond

Having the voices of the women in my team at the forefront of my decisions

How do you currently practice Feminist Leadership? 67 Responses

By challenging policy that is exclusionary... and ALWAYS helping women up the ladder behind me

Flexible as can possibly be

I listen

listening & learning

Challenge language/stereotypes

Showing compassion and kindness. Sharing power and amplifying other voices.

Encouraging women to feel confident in their skills and abilities

taking opportunities

researching policy roles of women harmed by gambling

How do you currently practice Feminist Leadership?

67 Responses

Advocate for feminist perspectives in the digital space

Organising for increased women's involvement.

Through v flexible working patterns, agile working,

Platform others where necessary but also knowing when to step back and let women speak for themselves and share their experiences

Understanding

Youth-led and women-led approaches at the heart of everything we do.

Attempting to always think about how I can power share and putting that into practice

I model

active listening

How do you currently practice Feminist Leadership?

67 Responses

Mentoring others

Support and amplify women-led businesses

Flexibility, being creative in how we respond to challenges

Power sharing, promoting work / life balance, felxibility,

supporting colleagues with tasks

Volunteering for women's organisation

Collaborative

I take an inclusive, collaborative and listening approach.

extend the ladder

How do you currently practice Feminist Leadership? 67 Responses

consensus approaches

always pointing out inequality happening around me.

Shared ownership

Learning from other feminist leaders to improve my own leadership

I create and build on others' opportunities for younger women's leadership.

Skill sharing

Make sure others feel heard in group settings

Proactively learning about feminist values

Standing up for my rights within flexible working

How do you currently practice Feminist Leadership?

67 Responses

being collaborative

Serving as a positive example for young women and girls

Centre women always

Challenge systems

build community

Learning from other feminist leaders.

encouraging chat sessions on topics to develop new ideas and spare knowledge

mentoring

Creating space to listen and learn. Humble yet tenacious

How do you currently practice Feminist Leadership? 67 Responses

trauma practicing workplace

Leading by example, mentoring, constructive challenging of the current norm.

Supporting ALL women where they are at.

sharing power

Listening to those who are easily ignored

Understanding and caring for my peers

By engaging in feminist groups. applying to be a mentor for young girls (inclusive). Listening to people, talking about women rights

Share experience

Making sure there are safe spaces to reflect, learn and discuss.

How do you currently practice Feminist Leadership? 67 Responses

Share knowledge that helps women progress

Not allowing myself to be held back by doubts about my abilities (including my own!)

inverted triangle

Keeping myself and others safe mentally and emotionally in this misogynistic society we live in

What has resonated with you so far?



A word cloud visualization of survey responses. The words are arranged in a circular pattern, with the most frequent or prominent words in the center. The words are color-coded and vary in size. The background is a soft-focus image of a sunset or sunrise over a body of water, with a large, bright sun partially obscured by clouds.

Key words and phrases visible in the word cloud include:

- intersectionality
- change
- hope
- anti-racism
- disaggregated data
- vision and empathy
- lived experience
- overcoming self-doubt
- radical kindness
- role modelling
- power
- reality of the situation
- progress
- individual-power
- womens strength
- education on equality
- feminist leadership
- overcoming self doubt
- leadership at all levels
- structural change
- sex
- power sharing
- learning
- confidence
- commitment
- be aware
- feminism
- safety
- impact
- interdisciplinary
- inspiration
- inclusion
- participatory research
- leading and listening
- anti-racism
- women supporting woman
- overcoming self-doubt
- alliances

Mentimeter

1 24

What has resonated with you so far?



A word cloud visualization of survey responses. The words are arranged in a circular pattern, with the most frequent or prominent words in the center. The background is a soft-focus image of a sunset or sunrise over a body of water, with a bridge visible in the distance.

Key words and phrases include:

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Mentimeter

1 24

How can we grow Feminist Leadership in Scotland?

41 Responses

Work together

Work together

Share resources

Host a regular group to give female leaders the space to connect

Raising awareness

by actively including different perspectives and women from diverse backgrounds

Check in with each other and share power

Networking

Link with feminists in other organisations

How can we grow Feminist Leadership in Scotland?

41 Responses

Listen and include underrepresented groups of women

Mentoring across all sectors

Work with young people to understand and tackle misogyny

learn from each other

Mentoring.

Events like this with speakers from organisations and groups just mentioned

Celebrate achievements

Challenging each other and holding each other to account with care

Supporting and mentoring one another. Be a friendly face to women just starting out in your sector/job

How can we grow Feminist Leadership in Scotland?

41 Responses

Need for coalition

Tackle HR issues so that discrimination, bullying and exclusion of women are actually tackled effectively.

Recruit women from all walks of life into sectors

Learn from good practice

Allyship

reflect and include

Share positive stories

Leading by example

Be demanding

How can we grow Feminist Leadership in Scotland?

41 Responses

Acknowledgement and accountability

Clear info and guidance on what feminist leadership looks like.

Change how we recruit, intersectional recruitment

educating young girls - so they are aware of their power

better engagement with grassroots orgs, genuine integration of class in analysis, listening to & engaging with dissent between women on key issues - making spaces for disagreement

Understand different perspectives and NOT making any women 'evil' because of their beliefs

Be radical in ambition

Get angry when its right to

Accountability

How can we grow Feminist Leadership in Scotland?

41 Responses

Publicly championing feminist leaders.

Shared learning

Ensure Equally safe strategy is embedded within all Local Authorities HR and arms length orgs that are meant to uphold the standard of the LA.

Family friendly policy nationally

Grant funding for CPD/PG studies for women

What actions will you take after today?

32

Responses

Widely share the report and make regular calls for change.

Access resources on engender website more

I'll contact Engender again to see how I can support your work as a female leader - speaking, etc

Share the report with those leaders around me

Reach out to others

Research further the reports provided

Build my capacity and help embed feminist leadership in my organisation.

encourage my organisation to attract a more diverse workshop

Challenge poor practice where I see it

What actions will you take after today?

32

Responses

Encourage and fund applications within relevant leadership theme

Include information from report into learning being disseminated in the workplace

I'll share what I've learned today and the report with my networks via LinkedIn

Not being afraid to take on powerful roles

build gender into our research

Increase intersectional female leadership visibility

Raising awareness by sharing informations

Champion feminist leaders.

Actively seek and collaborate with others

What actions will you take after today?

32

Responses

Share the report, create space for discussion, continue to promote intersectional feminism within my work

ask colleagues how we plan to reflect on report in our own policy area

Speak up about the need for feminist leadership - make sure that the word feminist isn't seen as a negative

ask ourselves who isn't represented in the room

Question the lack of inclusive and intersectional representation in the senior management team in my workplace

Review own thoughts practice and outlook
Make appropriate improvements based on learning from today

Influencing colleagues to have an empathetic way to work (answering to job application that are rejected)

Not conflate sex and gender - there are hundreds of genders. This makes gender equal spaces unachievable

continue to encourage colleagues to consider neuro diversity in women and how this creates further inequality

What actions will you take after today?

32

Responses

Be a mentor

Pro actively seek ways to increase intersectionality

Connect with other feminist leaders

Keep speaking up when silenced making organisations accountable

Continue to expose intersectional inequality