


 Top Ten
Basics of

Feminist Leadership



I make these commitments to myself, my colleagues and the wider organisation

1.

I will keep my ego in check, so that I can lead with empathy and an open mind. In order to do this, I will work towards accepting my vulnerabilities, as well as recognising and valuing my strengths and those of others.


 Self-awareness

2.

I will take care of my emotional and physical well-being, in order to renew my inner sources of inspiration and compassion so that I can continue to give of my best to colleagues. I will encourage and support others to do the same, actively working towards a more flexible and supportive work environment, particularly for those with caring responsibilities.


 Self-care & caring for others

3.

I recognise that society gives me (and others) certain advantages that are not asked for or earned (for example, based on gender, class, race, caste, ability, sexual orientation, education or other factors). I will help to uncover and challenge these forms of discrimination in our day to day workplace practices and policies. I will be aware of how my own privileges can make others feel disempowered or inferior, as well as how I react to others' privilege, and deliberately change my behaviour to treat all of my colleagues as equals.


 Dismantling bias

4.

I will create ways for everyone to be equally heard, respected and successful in my team and organisation. I will challenge myself to build diverse and inclusive teams and to recognize and respond to different barriers to participation.


 Inclusion


5.

I accept that the ultimate test of my leadership is the space I create for others to lead. Involving my team in setting shared goals, I will trust and empower them to share leadership with me in reaching those goals. Likewise, I will trust and support those in positions of authority to guide me in the best interests of our mission.


 Sharing power


6.

I will be clear, timely and transparent in making the decisions entrusted to me, with appropriate consultation and in the interests of our mission. If involved in allocating resources and choosing partners, I will ensure these choices promote ActionAid's values and aspirations. I will communicate decisions, and the reasons for them, openly.


 Responsible & transparent use of power

7.

I will ensure that goals are clearly defined and mutually owned, and hold all team members, including myself, strongly accountable for our individual and collective efforts to achieve them. I will measure my own achievements by the contributions I've made to team success. I will recognise and value successful collaboration, while addressing poor performance fairly but decisively.


 Accountable collaboration

8.

I will seek, give and value constructive feedback as an opportunity for two-way learning. I won't wait for formal reviews - instead I will practice continuous feedback, sideways (to my colleagues) and bottom up (to my manager and those senior to me) as well as top down (to those I manage). I will work to resolve conflict through active listening, timely intervention and promoting non-violent and respectful communication and behavior.


 Respectful feedback

9.

I will constantly aim for transformative change, seeking out new ideas and learning from mistakes rather than fearing failure, and empowering teammates to do the same. When I encounter defeatism or cynicism in myself or others, I will strive to restore belief in our goals; where there is competition or insecurity over status and turf, I will build trust; and where I find complacency or mediocrity I will help to renew passion and creativity to excel in our mission.


 Courage

10.

I will call out any form of discrimination and abuse of power that I witness or experience in the workplace, and safely enable and support those around me to do the same. I will ensure my own conduct is free from any form of harassment, exploitation and abuse.


 Zero tolerance