

FROM FEMINIST GOVERNANCE: A PRACTICAL GUIDE FOR CHANGE

This is a short primer on Feminist Decision Making with content taken from a larger resource on Feminist Governance, developed by the [Community Advisory Body](#) for the [Feminist Leadership Hub](#).

The full resource will be available soon - keep an eye out on our website and on the Hub platform!

FEMINIST DECISION-MAKING

We often labour under the belief that a direct democratic vote is the most inclusive, feminist way we can make decisions, but that is not always so. Let's explore methods that offer greater nuance and opportunities for learning and compromise than a simple vote can provide.

✦ SOME PRACTICAL TIPS ✦

Don't feel that the only way to make a feminist decision is that everyone is involved and enthusiastically agrees. This can be burdensome in terms of capacity and isn't always necessary for a beneficial decision to be made. Explore different approaches for different contexts and document them transparently for the whole organisation.

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✧ SOME PRACTICAL TIPS ✧

When collecting input for a collective decision-making process, consider that people may have different preferences for how they share their opinions - e.g. some people are not comfortable speaking in a big group, or others need time to process and prefer to put their thoughts in writing.

Striving for unanimous agreement safeguards against making decisions that are harmful to a minority, and can lead to more sustainable work due to the high level of buy-in; the trade-off is that due to the amount of time needed, participants may tolerate decisions just to close the process.

Majority votes are quick and can be useful in urgent situations, but can have a win/lose outcome and mean that ownership of the decision is limited to those who voted for the proposal.

Always confirm decisions rather than assuming that people agree based on the discussion or silence; if a meeting ends without a clear decision, decide how the decision will be made.

