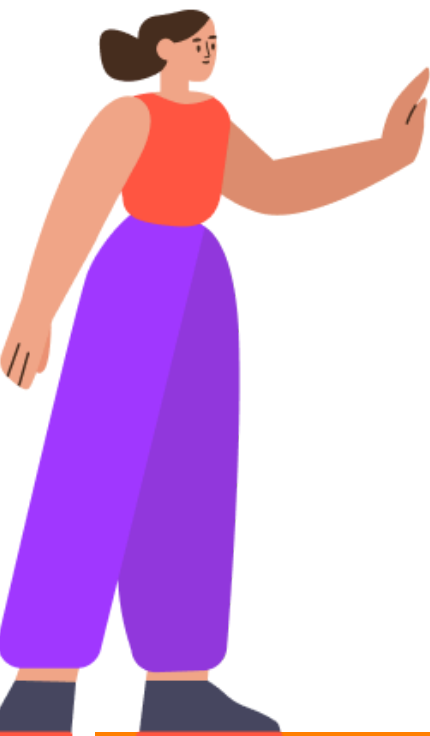


FROM FEMINIST GOVERNANCE: A PRACTICAL GUIDE FOR CHANGE

This is a short primer on Organisational Structure 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!

UNPACKING HIERARCHY AND ORGANISATIONAL STRUCTURE



Traditional organisational structures can perpetuate oppression, domination, and subordination while also reifying patriarchal ways of knowing and being. Critically examining and reimagining how we organise ourselves, our responsibilities, and our accountability to one another and the communities we serve can result in more equitable, liberatory, and ultimately feminist ways of knowing and acting. Reimagining accountability and hierarchy through feminist practice emphasises collaborative leadership and shared empowerment over hierarchical control, and it can also help to build a culture of collective accountability.

FROM FEMINIST GOVERNANCE: A PRACTICAL GUIDE FOR CHANGE

✦ SOME PRACTICAL TIPS ✦

Honest conversations about reimagining organisational structures that will challenge you are critical. Releasing authority, redistributing power and responsibilities, and receiving constructive feedback can all be emotionally charged. Preparing ourselves and our teams for this difficult journey is critical to reaching the other side!

Holding team, department, and organisational meetings to discuss concerns or anxieties can help with this process. Encouraging conversation is a healthy way for us to prepare for, experience, and process change.

Create a champions committee!

Depending on the size of your organisation, these 4-8 folks can be identified from any area of the organisation and are responsible for ensuring the process timeline, checkpoints, and activities. Additionally, they ensure a transparent process by providing regular progress updates on behalf of the organisation.

Involve the whole organisation in this reimagination! Facilitate a workshop that encourages creative feminist thinking about how we can more equitably organise ourselves.

Leadership development is essential in a feminist organisational structure.

Many women, particularly women of colour, queer women, and women with disabilities, have historically been ignored and/or overlooked when staff members are identified as having "leadership potential" and may not have received additional leadership training, learning, and development. Providing opportunities for everyone in the organisation to participate in Feminist Leadership learning will aid in the successful transition to a Feminist Governance structure in which leadership and power are redistributed and actively practised and held by everyone.