

FROM FEMINIST GOVERNANCE: A PRACTICAL GUIDE FOR CHANGE

This is a short primer on Policies and Processes 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!

POLICIES & PROCESSES

Policies and procedures serve as important reference points for employees, providing them with guidance and clarity. They ensure accountability and consistency by defining the organization's objectives and expectations. Policies serve as practical tools for implementing Feminist Governance's values in day-to-day operations, instructing employees on how the organisation actively promotes inclusive and equitable practices.

✦ SOME PRACTICAL TIPS ✦

Include women, people of colour, LGBTQIA+ individuals, and other marginalised groups in your policy-making team to ensure diverse perspectives.

Create a detailed anti-harassment and anti-discrimination policy, ensure all employees understand it, and have a clear reporting process in place.

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✨ SOME PRACTICAL TIPS ✨

Send regular email updates and hold open meetings where policy changes are discussed and questions can be answered.

Set a schedule to review key policies every six months and make adjustments based on feedback and changing needs.

Use anonymous recruitment techniques, diverse hiring panels, and standardised interview questions to minimise bias.

Offer flexible start and end times, remote work options, and equal parental leave for all genders.

Perform annual salary reviews to identify and address any pay disparities between different demographics.

