

The following formed the coda to Adele Patrick's AHRC/Clore funded Post Fellowship Research:

*Moving Mountains: questioning and visioning intersectional feminist leadership in cultural organisations.* (February 2020)

## **Coda**

**Feminist Leadership and Eldership approaches: my demands of myself, and demands I am personally making in my leadership role at Glasgow Women's Library and of the cultural sector.**

Use the term Feminist Leadership when this is called for and where it has impact.

Use the term Feminist Eldership when it is called for and where it has impact.

Honour and cite and bring to the fore other Elders and appreciate how you can learn from the anger, honesty and kindness of women, non-binary and trans people of all ages.

Appreciate that Black and Brown women and women from the Global South are in the vanguard of understanding and modelling (of feminist) leadership and ensure that they are centred.

Make sure y/our professional and personal 'go to' people include those who know most about how it feels to be righteously angry and marginalised.

Advocate for and practice kindness.

Practice Active Listening.

Check in on the alignment of y/our Values, Vision, Roles/Responsibilities and nurture dialogistic culture.

Actively Hold and Host where it is called for.

Centre and make space for reflection.

Respect and expect Respect.

Create space/s creatively.

Centre and make space for learning.

Honour, safeguard and share Institutional Knowledge.

Take courage and hope from the diversity and the continuum of Feminist Leadership.

Identify and work against divisional behaviours, structures and thinking.

Ask the people who can best help for guidance and offer your own freely.

Appreciate and take responsibility for y/our potential to be ethical Feminist Leaders.