

Faces of Leadership

Developing a more inclusive understanding of leadership

Background

Faces of Leadership is a collaborative project with the City of Peterborough and the Community Foundation of Greater Peterborough. Faces of Leadership aims to create a space for nurturing and growing local leaders. The project will support the development of a new and more inclusive understanding of leadership. This project is entirely focused on women and gender-diverse people who experience barriers to leadership opportunities due to the intersectionality of race, gender, (dis) ability, class and other social factors.

Purpose

The purpose of this project is to gather data from local leaders to inform evidence-based activities. The data collected will be used to create curriculum for community-led leadership education.

Findings: Common Themes



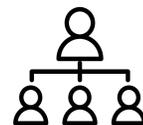
Collaborative Leadership

Every member of a team plays an important role and a team cannot function without all of its parts. Leaders need listen to their team to inform their decisions



Defining Characteristics

Good leaders are often 'quiet' meaning they take initiative without needing to be in the front. Quiet leaders lead from behind. These leaders listen to their team and take action for the overall betterment of the team.



Systems of Power and Privilege

Conflicting identities and marginalized communities face barriers to leadership. These leaders challenge conventional understandings of leadership therefore posing a threat to the current hierarchical system.



Support Systems

Support systems are integral for fostering new leaders. Support systems create the space needed to cultivate the skills necessary for leaders.

"A leader moves quietly and unyielding towards a goal, with that goal in mind, with integrity and ethics, regardless of the negative motives of others"
-Focus group participant

Methodology

Faces of Leadership has two phases: the research phase and community-led leadership education. This report falls within the first phase.

1. Literature review on leadership models involving marginalized communities.
2. 3 focus groups were conducted by the Faces of Leadership team. The 3 focus groups were individuals with lived experience, individuals from the charitable sector, and elected officials. The transcripts were analyzed for common themes.

Conclusion

The knowledge gained in this report helps to create space for more leadership opportunities for marginalized communities and will help empower voices that are often ignored in leadership spaces. These leaders will help to challenge conventional understandings of what constitutes a leader.