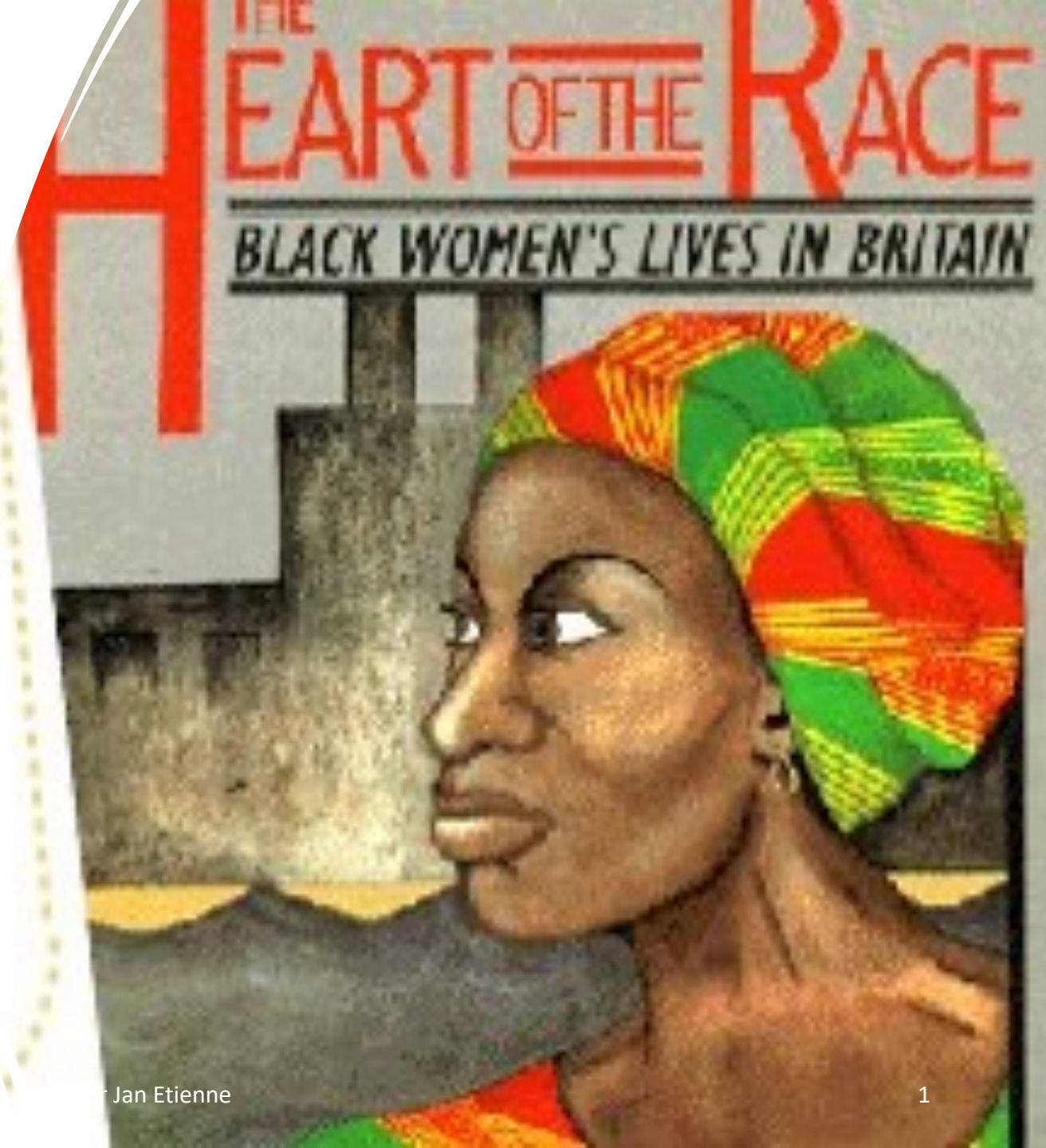


Explorations in Leadership,
Followership and Transformational
Change Expert Seminar Series

Jan Etienne
25th October 2022

Activism as leadership

*How do Black women at the
sharp end of activist struggle
propel, collaborate, and inspire?*



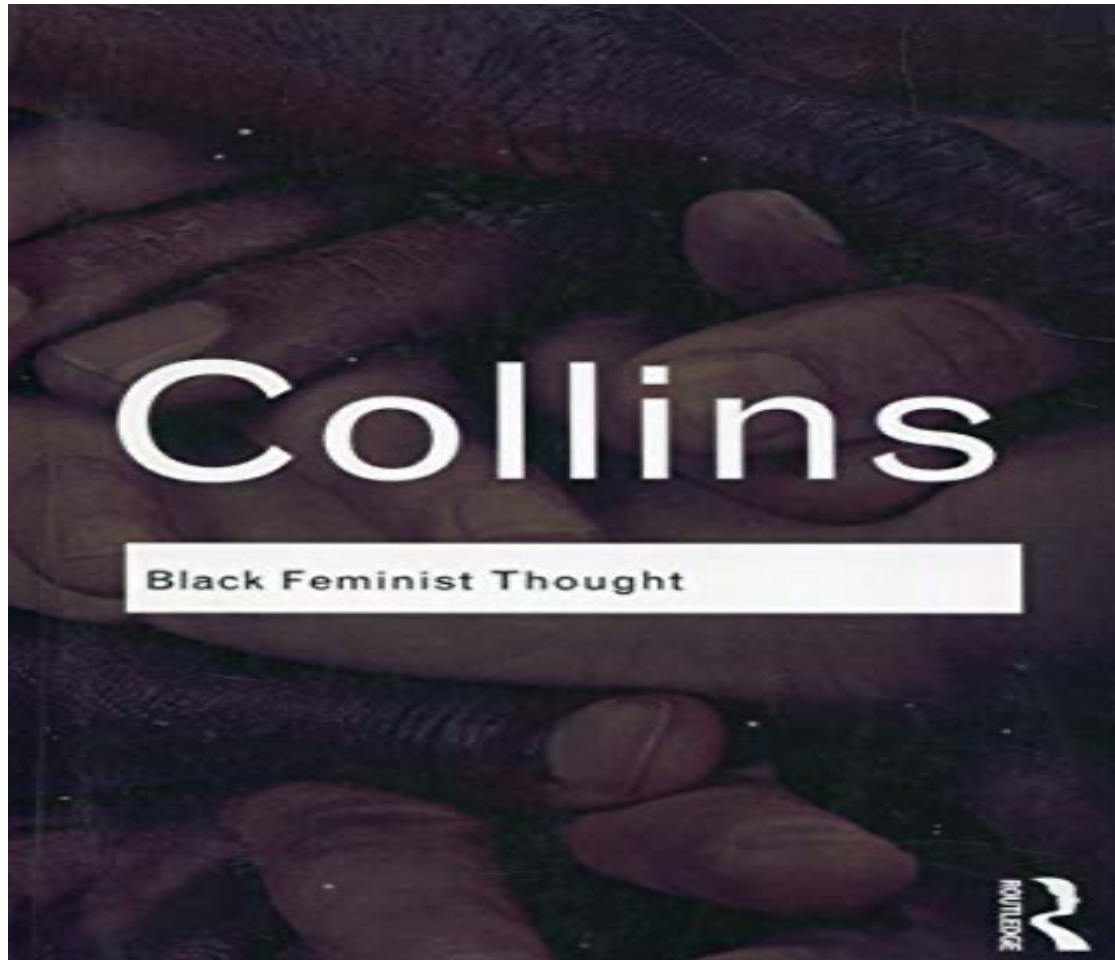
Aims and objectives

- To explore activism as leadership from the perspective of the Womanism, activism higher education research network
 - To demonstrate how Black women at the sharp end of activist struggle - propel, collaborate, and inspire
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- To widen understanding of the leadership qualities of Black feminist thought and its usefulness inside organizations

Black feminist politics of resistance, impact and change

- Utilizing the power in our senior, professional leadership roles
- Allowing ourselves opportunities to consider our individual, collective and collaborative roles in influencing change
- Understanding how a school of thought can signal change
- What is Black feminist thought?

Black Feminist Thought



- *Developing Black feminist thought involves searching for its expression in alternative institutional locations and among women who are not commonly perceived as intellectuals (Collins: 2000:17)*

Drawing on black feminist epistemology

- Collins (2000) highlights the interwoven influence of sexism and racism and advocates black feminist thought as a critical social theory, reflecting power relationships and empowerment. She insists that it is an analysis of a response to injustice which remains at the core of its principles. Black feminist thought seeks to embrace and address the common oppressions of sexism, racism, sexuality and class.

A Womanist Approach

- A focus on voice and representation
- Rejection of a white feminist lens
- Reflection on critical social issues impacting black communities
- A distinct approach to an ethic of care
- Lived experience
- Breaking down patriarchal barriers



Womanism Higher Education Research Network

- Black women in higher education, including those on the front line, activist education workers in diversity leadership role
- Coming together to discuss developments to help revamp diversity practice and thinking in higher education – presenting a Womanist approach
- Working alongside senior managers in higher education
- A recognition that such groups are vital for change.
- <https://www.bbk.ac.uk/research/networks/womanism-activism-higher-education>

Understanding the value
of activism as leadership
inside our organization

Patricia Hill
Collins

bell hooks

Heidi Mirza

Anne Phoenix

Tracey Collins

- Conversations
- Shadow conversations
- Networks - essential for survival

Communities of *Activism*

Black women, higher education
and the politics of representation



Edited by
Jan Etienne

Writing about activism and leadership

- Activism – Movements
- Black feminist leadership roles
- Influenced by hooks, Fanon, Rodney

Black women academics: Politics of representation and community activism in the African diaspora – Patricia Daley

- Despite the hurdles they face, black women academics have a unique opportunity to change the scope, discourse and agenda of research on black communities in the academy in ways that lead to transformative outcomes (13:2020)

Complexities of Activism leadership

Leadership and activism are key aspects of leadership, followership and transformational change

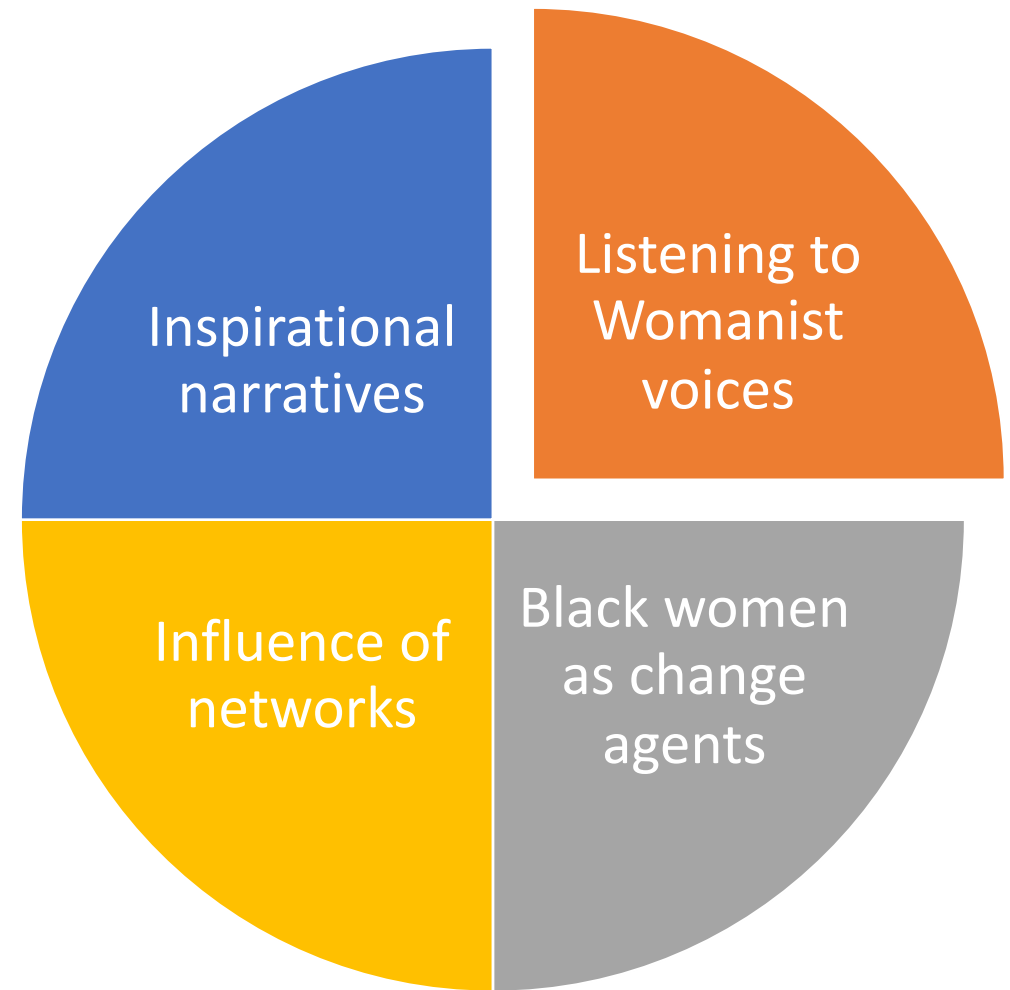
Daley tackles the pan-Africanist approach in her discussion

Frantz Fanon – The place of activist writing

Walter Rodney – The Pan-African struggle

Activism draws black women in – word of mouth – support within activist groups

Critical reflections on activism, leadership and change



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