

Women's Inclusive Leadership: A Catalyst for Excellence





Campus Women Lead's (CWL) History

- March 2000
 - National Initiative for Women In Higher Education (NIWHE)
 - University of Minnesota
- Summer 2002
 - An affiliate of AAC&U
- Summer 2003
 - Campus Women LEAD
- Summer 2005
 - Women's Inclusive Leadership Project Launched



Core CWL Values

- The capacity of each woman to exercise **leadership in whatever position** she holds
- The necessity of **multicultural alliances** across different communities and sectors of our institutions
- The **transformational power of women** acting individually, collectively, and strategically to strengthen and sustain inclusive institutions that expect and cultivate the best from everyone



Working Assumptions of CWL Workshops

- Individuals are part of larger complex systems and need to develop capacities to analyze systems as well as their roles in those systems.
- Having diverse leaders skilled at understanding that inclusiveness is a necessary element in effective institutional and personal transformation.
- Leaders survive and thrive when they can draw upon their own multiple cultural resources.



More Working Assumptions

- All leaders need to be adept cultural translators and boundary crossers with strong intercultural capacities.
- Higher education needs women's inclusive leadership to become the vibrant institutions called for in a diverse but unequal world.
- Self-creating, self-sustaining systems and leaders require time for random joy, attentive self-care, and spiritual nourishment.



Components of Women's Inclusive Leadership Workshops

- Self-reflection and Analysis
- Multicultural Alliance Building
- Institutional Transformation
- Strategic Political Planning



Organizing Strategies – major strands

- Leading from anywhere and from everywhere
- Our students are different; our leadership needs to look different
- We need to be both systemic thinkers and culturally inclusive



Suggested Content

- What Does Inclusive Leadership Mean
- Eco-systems: Understanding the Political Landscape
- Multicultural Alliance Building Benefits and Skills
- What Are Your Learning Edges: Identifying and Using As Signposts
- Using Your Sphere of Influence to Effect Change



Project Design

- Campus-based One or Two-day Workshop
- Regional or Multi-Institutional Two-Day Workshop
- Free-Standing Three-Four Day Institute
- Workshops Nested within Existing Meetings and Conferences



Session facilitators

- Patricia Lowrie, Senior Academic Specialist and Director of the Women's Resource Center, Michigan State University, lowrie@cvm.msu.edu
- Caryn McTighe Musil, Senior Vice President, Association of American Colleges and Universities, musil@aacu.org
- Judith S. White, Executive Director, (Higher Education Resource Services (HERS)), jwhite28@du.edu