



CHARACTERISTICS OF A SOCIAL CHANGE LEADER

COMMITMENT TO SOCIAL JUSTICE

- Committed to social justice, equality, inclusion and the empowerment of disenfranchised communities
- Seeks to work across difference including, but not limited to, race, ethnicity, class, gender and sexual orientation
- Willing to identify and share resources and skills with members of historically disadvantaged groups
- Incorporates social change including transparent dialogue about power and privilege into organizational development strategies
- Accepts responsibility for social change outcomes

EMPHASIZES COLLABORATION & RELATIONSHIP-BUILDING

- Focuses on relationship-building to support many leaders rather than directing all resources to a handful of charismatic “heroes”
- Embraces the intersectional nature of individuals’ identities, including race, ethnicity, class, gender and sexual orientation
- Collaborates with partners to design, implement, and evaluate initiatives to achieve common social justice goals
- Understands and consciously works to address imbalances in power within individual and group relationships
- Regularly assesses individual and group accountability for social change goals

ENGAGES HOLISTIC & SYSTEMIC STRATEGIES

- Recognizes that discrimination is often institutionalized and requires holistic, systems strategies
- Promotes the ability to work from a multi-group perspective, understanding the needs of each group and bridging them to work toward a greater good for everyone
- Includes those most affected by an issue to participate in designing the strategies to address the issue
- Evaluates the potential impact of plans on historically disadvantaged groups before making final decisions as a way to maximize equitable systemic change

Adapted from Leadership Development in Interethnic Relations, Equipping Leaders for Change (2005) and Leadership Learning Community, How to Develop and Support Leadership that Contributes to Racial Justice (2010)