



Next-Generation Leaders
for Global Good

Leadership-in-Action Reflection

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Embracing Co-Leadership at SGP

Embarking on my LiA project with the Society of Gender Professionals (SGP) felt like stepping into a living experiment in feminist leadership. From the outset, I was immersed in an environment where collaboration and inclusivity weren't just encouraged—they were the foundation of everything we did. Over the course of six weeks, I contributed to SGP's initiatives and gained invaluable insights into leadership, sustainability, and the power of global connections. These experiences have profoundly shaped my understanding of what it means to lead in a way that is both equitable and impactful.

One of the first things that struck me about SGP was its commitment to creating a truly inclusive platform for global dialogue. This was evident during my first week at the Gender Café event, where participants from all over the world gathered to discuss the challenges faced by transgender and intersex athletes. It wasn't just the range of perspectives that was impressive, but also the willingness of participants to engage with complex, often contentious issues in a constructive and open-minded way. This experience highlighted the importance of making SGP's work accessible and relevant to a diverse range of communities, setting the tone for my entire internship. It also underscored the role that SGP plays in bridging gaps between different regions and cultures, fostering a sense of global solidarity in the pursuit of gender justice.

My central project was the re-launch of the SGP podcast, a task that was both exciting and challenging. The podcast had previously struggled with sustainability, and reviving it offered a chance to extend SGP's impact far beyond its immediate community. From the outset, it was clear that the podcast needed to embody SGP's values of co-leadership, inclusivity, and feminist action—not just in content but in its very production process. I realized that this podcast could become a vital tool for spreading SGP's message, providing a platform for voices that might not otherwise be heard on such a global stage.

As I drafted the script for the first series, which focused on the first five years of SGP, co-leadership quickly emerged as a central theme. Through interviews with SGP's founding members, I gained a deeper understanding of how this model challenges traditional power structures and promotes a collaborative decision-making process. Co-leadership at SGP isn't just about shared responsibilities; it's a philosophy that ensures diverse perspectives are integral to leadership, fostering an inclusive environment where no single individual holds all the power. This approach resonated with me, particularly as I recalled my previous research on the challenges women face in leadership roles. SGP's model provided a tangible example of how leadership can be reimaged to create more inclusive and equitable workplaces. It reinforced my belief that effective leadership is not about hierarchy but about collaboration and shared power.

One of the most inspiring moments during my LiA was interviewing Kristy, one of SGP's co-founders. She shared how members who took on leadership roles often credited SGP with transforming their lives, with some saying, "If I didn't join SGP, I wouldn't have become a leader in my community." This story encapsulated the transformative power of global feminist leadership and reminded me that organizations like SGP do more than just advocate for change—they actively create opportunities for individuals to step into leadership roles. It was clear that SGP's impact extended far beyond its immediate projects, touching the lives of its members in profound and lasting ways. Hearing this directly from someone who had helped build the organization from the ground up was incredibly motivating. However, Kristy also expressed concerns about the sustainability of the podcast and the broader challenges facing SGP. This conversation was a turning point for me, as it underscored the importance of ensuring that our efforts were not just impactful but sustainable. Inspired by this, I developed a Podcast Sustainability Plan, outlining strategies for maintaining the

podcast's momentum over the long term. The plan included approaches to increase membership, attract donations, and engage a wider audience, laying a foundation for the podcast to thrive alongside SGP. This task made me acutely aware of the financial and logistical realities that organizations like SGP must navigate, and it strengthened my resolve to contribute solutions that would support SGP's longevity.

Finalizing the podcast host scripts, episode planning templates, and the sustainability plan was about more than just completing tasks—it was about ensuring that SGP's voice could reach and resonate with as many people as possible. Each resource I created was a step toward embedding SGP's values into a sustainable process that could adapt and grow with the organization. It was a reminder that leadership isn't just about setting a vision; it's also about building the structures and processes that will enable that vision to endure.

Reflecting on my experience at SGP, I realize that co-leadership has shaped every aspect of my work. It has taught me the value of shared responsibility, the importance of inclusive decision-making, and the power of collective action. This project has reinforced my belief in the impact of feminist leadership and the critical role that well-crafted, inclusive initiatives play on a global scale. Looking ahead, I'm eager to see how the podcast will contribute to SGP's mission of promoting gender justice. The lessons I've learned at SGP—about leadership, sustainability, and collaboration—will undoubtedly inform my future endeavors. This journey has been more than just a professional experience; it has been a personal exploration of global feminism, co-leadership, collaboration, and meaningful change. I'm grateful for the opportunity to contribute to SGP's story and confident that the work we've accomplished will continue to resonate well beyond the end of my project.