'Power which can harness' instead of 'power which takes over'- as a way towards inclusive leadership

Due to gender stereotyping, leadership is traditionally characterized as masculine (mostly white). Leadership paradigms are thus typified by traits traditionally considered dominant, rational, hierarchical, and goal-oriented. This state of affairs can cause members of the ‘wrong’ gender or the ‘wrong’ culture, skin colour, and class, to doubt their entitlement to inclusion in the exclusive leadership ‘boys club’. Under the neoliberal climate, schools are being pressured to adopt and comply with global capitalist values in order to increase human capital. Messages of empowerment convey contradictory messages; and they can hinder women and girls - directly or indirectly - from achieving leadership roles, especially black Ethiopian girls, in Israel. It is not just the dichotomy paradigm between 'agentic' masculine, as opposed to 'communal' and feminine. In addition, the binary trap between whiteness and blackness prevents some girls from being able to contradict negative stereotypes they tend to internalize in order to comply with neoliberal values.

In the short lecturer I propose a way to blur that dichotomy, by distinguishing between two forms of power: the traditional perception of power as taking over, and power that harnesses abilities; challenging the traditional ‘leadership’ concept and drawing a distinction between the act of leadership and its performer. Hopefully, young women (and also young men) can free themselves from the connection between power 'that takes over', and the concept of traditional leadership. So, we may move a step closer to social justice by performing 'acts of leadership' as everyday actions.

Key words: act of leadership; patriarchal culture; power that can harness; power that takes over.