



ILA Women and Leadership Conference

Embrace and Elevate Systems of Change

Transformative Thinking on Women and Leadership

11-13 June 2025 | Claremont McKenna College, Claremont, California, USA

Call for Presentations Guide

INVITATION

The ILA Women and Leadership Member Community invites you to submit a proposal for their 7th conference, *Embrace and Elevate Systems of Change: Transformative Thinking on Women and Leadership*, which will take place 11-13 June in Claremont, CA, located in Southern California just east of Los Angeles on lands that are the traditional homeland of the Tongva people.

The 7th ILA Women and Leadership Conference provides a critical platform to convene top scholars, thought leaders, change-makers, practitioners, and students to engage in insightful discussions, share best practices, and co-create solutions that drive meaningful progress toward leadership equity. The conference is dedicated to finding new ways of thinking about leadership that empower women. Submissions with an intersectional lens or about topics including gender-minoritized individuals are especially welcome.

IMPORTANT DATES

- **20 November 2024**
Call for Presentations Portal Opens
- **9 December 2024**
Call for Peer Reviewers Form Opens
- **5 February 2025, 11:59 PM EDT**
Call for Presentations Portal Closes
- **5 February 2025**
Peer Review Recruitment Closes
- **7-28 February 2025**
Peer Review Period
- **10 March 2025**
Acceptance Notifications are emailed
- **5 April 2025**
Presenter Registration and Edits Deadline



SUBMISSION LINK

Home - 7th Women in Leadership
Conference Call for Proposals

QUESTIONS? If you have any questions or need assistance with the CFP, please contact us.
Email: conferences@ilaglobalnetwork.org



International Leadership Association®

The International Leadership Association (ILA) is the professional home of a global community of leaders and leadership researchers, educators, and development specialists from a wide array of sectors and disciplines who believe that leadership is the key to a just and thriving future for all people. For more than 25 years, the ILA has advanced the study and practice of leadership by creating opportunities for people to connect and engage with one another to explore innovative ideas, create new resources, and multiply our collective impact. Learn more at ILAglobalnetwork.org.

BEING IN COMMUNITY WITH ONE ANOTHER

When we enter into the trusted space of the ILA, we are making a commitment to be in community with a diverse group of learners from around the world.

The most powerful lever for change is in how we relate to, and connect with, one another, especially across differences.

Connections are created and nurtured as we share our experiences and learn from the experiences and perspectives of others. This engenders a feeling of belonging that nourishes our creativity and advances our collective purpose of advancing the practice and study of leadership for a just and thriving future.

Being in community with one another at the ILA Women and Leadership Conference is not just a vision, it is a leadership practice. Each person who enters this trusted space shares the responsibility to create an environment where everyone is respected and valued.

CONFERENCE POLICIES

Conference Registration is Required. If your submission is accepted, all listed presenters and co-presenters, including those later designated as chairs, are required to register and pay the published conference fees by the deadline noted in the acceptance email. Accepted submissions will not be scheduled until registration is complete. Registration rates vary according to student status, member status, and time of registration.

IMPORTANT: The ILA does not pay honoraria, reimburse expenses (e.g., travel, lodging, copying, poster production, etc.), or waive or discount conference registration fees for presenters or chairs.

Consent of Presenters. All participants listed in a proposal must give their consent to be part of the proposal prior to submission. It is the responsibility of the submitter to adhere to this rule for all individuals listed in the proposal. It is also the responsibility of the submitter to make sure participants are aware of the conference registration requirement (see above) prior to submitting.

Scheduling Requests. The ILA does not take scheduling requests. If you submit to the conference, please be prepared to present at any time from the start of the conference on 11 June through the conclusion on 13 June. By submitting a proposal, submitters are confirming the availability of all presenting participants during the conference.

Rule of Two. All presenters may only appear on up to two submissions as presenters and up to two submissions as chairs. People who violate this policy create a lot of extra work for reviewers and the conference team who then have to weed out their excess submissions. Please be considerate.

PREPARE YOUR PROPOSAL

This guide will walk you step-by-step through each submission question.. We recommend gathering all of the information in a document file prior to entering the submission portal. This makes it easy to copy and paste and quickly go through the process once you are in the portal. *REMINDER: Do not include identifying information in any of the proposal fields (proposal title, short description, long description) or on an uploaded paper.*

STEP 1: Learn About the Review Process and Evaluation Questions

ILA utilizes a 3-stage review process for this Conference.

Stage One – Peer Review. Peer reviewers read and score each proposal on the evaluation questions listed below. This is a double-anonymous review. The call for peer reviewers will open on 9 December 2024.

Stage Two – Stream Co-Chair Review. Stream co-chairs decide which proposals to recommend for acceptance based on the proposal and on the reviews.

Stage Three – Conference Chair(s)/ Program Chair(s) and ILA Staff. Recommendations from the stream co-chairs are considered as the team pulls together a compelling overall program.

EVALUATION QUESTIONS

During Stage One, Peer reviewers will be asked to evaluate each proposal as follows:

On a scale of 1-5, with 1 being the lowest and 5 being the highest, rate the proposal on the following:

Innovation: Rate the proposal's level of originality.

Quality: Rate the proposal's coherence and clarity of design/structure/thought.

Rigor: Rate the proposal's use of evidence from experience and/or research.

Relevance: Rate the topic's importance to the field of leadership today.

Impact: Rate the potential of the proposal to stimulate future scholarship/practice/conversation.

Pro Tip: Keep the review criteria in mind as you develop your proposal's short and long description. Ask your own peers to evaluate what you've written using the above criteria and provide you with feedback to make the proposal stronger.

STEP 2: Presenter Information (Required)

Note: The word presenter (or sometimes author in the submission platform's terms) is generic for presenter, panelist, host, facilitator, chair, etc.

Please have the following information available for all presenters and co-presenters (including chairs as applicable) listed on your proposal. For the purposes of the proposal submission process, only enter those people who are planning to be at the session in person in Claremont. If accepted, you will be able to add non-attending co-authors at a later date.

- First and Last Name
- Job Title, Department (if applicable), and Organization.
- Best Email
- Best Phone Number
- Are you a student? Yes/No (Submitting Presenter Only)
- What best describes your career level? Early, Mid, Senior, Retired (Submitting Presenter Only)
- I agree to the policies as listed in the Call for Presentations Guide (Submitting Presenter Only)
- I understand that by submitting, I agree to receive emails from the ILA. (Submitting Presenter Only)

Pro Tips: 1) Note the maximum number of presenters for each presentation type in the section below. 2) Make sure all the individuals listed on the submission consent to being included in the proposal, plan to attend the conference in Claremont, and understand that conference registration is required at the published rates.

STEP 3: Proposal Title (100 characters max, including spaces) (Required)

Create a proposal title that accurately conveys your topic. Creativity is encouraged but not at the expense of clarity.

Pro Tip: 99% of the time, including the conference theme in your title makes it less interesting.

STEP 4: Select Your Stream (Required)

For each proposal submitted, select one stream:

- **Transformative Thinking on Women and Leadership**
- **Elevate Leadership Development and Education**
- **Elevate Girls and Young Women**
- **Elevate Women in Leadership**
- **Systems of Change**

STEP 5: Select Your Session Type/ Presentation Format (Required)

Panel - An informed 60-minute dialogue or debate by panelists with contrasting or complementary points of view, moderated by a chairperson, with time reserved for audience participation, questions, and comments. Short opening remarks by the panelists set the stage for robust discussion with each other and the audience. Panelists: 3-5 plus one Chair.

Poster - A visual display of a paper, a research project, a developing idea, or a program or practice that is set up and hosted by the creator(s) during a poster session. Posters will be set up and displayed during the conference poster session (and potentially earlier). During the poster session, the poster creator will host their poster by engaging with attendees who stop by the poster. Presenters: 1-2.

Presentation - A concise, oral presentation (typically 10-15 minutes) that shares best practices, model programs, case studies, theory building, research findings, pedagogy, etc. Upon acceptance, presentations are grouped together with two other submissions to form one 60-minute session. A session chair will be assigned by the stream(s) who will keep time during the session and moderate any Q&A. Presenters: 1-3.

Workshop - An interactive 60-minute demonstration or experiential session on a leadership-related topic that is rooted in audience participation and active learning. Half or more of the time must be dedicated to experiential learning and innovative, active audience participation focused on the development of capacities, skills, techniques, or proficiencies. Facilitators: 1-4.

STEP 6: Proposal Short Description (750 characters max, including spaces) (Required)

Your short description should convey why the topic is interesting and important. Be clear and straightforward. Your short description should concisely summarize the main point, central arguments, evidence, and/or experience you'll be delving into should your proposal be accepted. Keep ILA's multidisciplinary, multisector, global audience in mind and avoid specialized jargon.

STEP 7: Proposal Long Description (7500 characters max, including spaces) (Required)

This is your opportunity to expand upon your short description with a more complete abstract of your proposal. If you choose to include quotations, please cite each author's name, but a full citation is not needed.

Please note the following recommendations for a long description based on session type.

Workshops: If you are submitting a workshop, please include the key takeaways for attendees and a draft schedule of how you will use the 60 minutes in the session.

Inclusion of Biographical Information in Workshops and Panels: Workshop and panel submitters are encouraged to provide biographical information in the long description that will help peer reviewers and the program team understand why you are qualified to lead a particular workshop or discuss the topic of a panel. To maintain the double-anonymous review, please do not include your name in this biographical information or things like titles of books you've written – be more generic.

STEP 8: Review, Edit, and Submit

Review your submission and make any needed corrections/edits, then click submit. You may log back into the portal and edit your submission at any time prior to the CFP deadline of 11:59 PM EDT, 5 February 2025.



SUBMISSION LINK

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STREAM DESCRIPTIONS

Transformative Thinking on Women and Leadership

STREAM CO-CHAIRS: Joanne Barnes, Areli Chacon Silva

Women continue to make progress in various positions in an ever-changing world. Leaders who fall outside of the dominant leader prototype are often challenged on their decision-making and their ability to lead effectively. In times of global crisis, such as the COVID-19 pandemic, women were able to transform their thinking and leadership styles for the greater good. This stream seeks proposals that change our thinking about leaders to include the multiplicity of identities and leadership approaches that disrupt normativity. Understanding intersectionality and 21st century leadership allows transformative thinking to be a catalyst for inclusion.

We welcome proposals that explore transformative thinking about women and minoritized individuals as agents of change. Additionally, we are interested in novel ideas that disrupt dominant narratives, and moves 21st leadership toward equity and inclusive practices. We encourage submissions from a variety of sectors, including education, nonprofit organizations, community groups, corporate, and beyond.

Areas of particular interest include, but are not limited to:

- Practicing transformative thinking
- Recognizing the importance of women leaders using transformative thinking as a catalyst for reform
- Guiding teams with transformative thinking
- Leveraging power, systems, and structural impact for change
- Bridging the gap as a change maker
- Developing inclusive practices through transformative thinking.
- Using transformative thinking to elevate gender diverse and other underrepresented identities
- Infusing critical perspectives and approaches (e.g., intersectionality, critical race theory, feminism, etc.) to transformatively lead

Elevate Leadership Development and Education

STREAM CO-CHAIRS: Sakina Dixon, Martinella Dryburgh

There is a need to focus on leadership development and education that supports women and other gender minoritized individuals to promote equity. This conference stream will facilitate the sharing of contemporary approaches to leadership development and education. For the purpose of this conference, we define leadership education as topics that relate to curriculum and pedagogical approaches. Whereas leadership development is more holistic and could include biological or environmental factors, as well as how relationships affect growth in leadership.

We welcome data-driven proposals on innovative leadership development and education programming, pedagogy, and effective process for the development of all leaders, including those of diverse gender identities (e.g., trans-, non-binary, femme, gender nonconforming, etc.). Additionally, leaders who offer perspectives from intersectional identities (e.g., women of color, indigenous people, etc.) are encouraged to submit proposals. Submissions with an emphasis on preparing all individuals to exercise leadership in diverse settings, and those that compare and contrast multiple approaches, courses, or programs are highly encouraged.

Areas of particular interest include, but are not limited to:

- Coaching and mentoring (research-based practices, navigating challenges)
- Curriculum creation, design and development: models, theories, approaches, and other innovations in leadership education
- Developing leadership knowledge, skills, and competencies
- Ethical decision making in a global society
- International business leadership and global effectiveness
- Organizational change and process improvement
- Place-based programs (corporate, government, non-profit, university, etc.)
- Power and influence (including how social identities influence leadership)
- Program content (evaluation, assessment, sharing models)
- Social entrepreneurship and social justice
- Team building and leadership (in sports, organizations, or other systems)
- Technology and social media as tools to enhance learning and development

Elevate Girls and Young Women

STREAM CO-CHAIRS: Rebecca Burns, Marilyn Pierce

This stream is dedicated to advancing the leadership development of girls and young women, while also expanding the conversation to include diverse gender identities, such as trans-, non-binary, femme, and gender nonconforming individuals. We invite submissions that not only explore innovative strategies, programs, and research aimed at empowering girls, women, and gender-diverse individuals to step into leadership roles with confidence and capability, but also those that engage with the transformative thinking required to foster leadership across intersectional identities and perspectives. This includes centering women of color, Indigenous people, and other historically marginalized groups, recognizing the importance of addressing class, race, and other intersecting factors in leadership development.

We welcome submissions from a variety of sectors, including education, nonprofit organizations, community groups, and beyond. This stream aims to contribute to a richer understanding of how to effectively cultivate and support the leadership journeys of girls, young women, and gender-diverse individuals across the globe.

Areas of focus include, but are not limited to:

- Programs that successfully foster leadership skills in girls, young women, and individuals with diverse gender identities
- Case studies of leadership development initiatives in diverse and inclusive settings
- Research on the impact of early leadership development on future success across gender and intersectional identities
- Strategies for overcoming barriers to leadership for girls, women, and gender-diverse individuals
- The role of mentorship and role models in leadership development, particularly for underrepresented communities
- Comparative studies of leadership programs across different cultures, identities, and contexts
- Innovative approaches to leadership development, including digital, camp-based, and community programs that reflect diversity
- Interdisciplinary perspectives on how to best prepare the next generation of leaders from various backgrounds and identities
- Discussions on systemic changes needed to support the rise of diverse leaders, including policies that promote inclusivity and equity

Elevate Women in Leadership

STREAM CO-CHAIRS: Lori Peters, Joanna Sztandur

Women and gender-diverse individuals have been on a decades-long path to reach equity in leadership and only modest progress has been made. Aspiring leaders from diverse gender identities are ready for leadership in all sectors. This stream seeks to explore strategies and solutions that support the advancement of women and other minoritized groups into leadership. We invite submissions that engage in transformative thinking to elevate gender-diverse leaders, foster strong leader identity, and uplift those who are not commonly seen as leaders to narrow the leadership gap.

We welcome empirical and theoretical/conceptual proposals, along with submissions on practical and pragmatic approaches. Creative and innovative ideas are encouraged along with diverse research methodologies and approaches.

Areas of focus include, but are not limited to:

- Organizational conditions / workplace policies as solutions
- Internalizing a leader identity and developing a sense of purpose
- Inclusivity as a moral and business imperative
- Gender parity and representation at the executive table
- The Impact of gender-washing on leadership development and practice
- Culturally-specific or intersectional approaches to advancing and elevating women and other minoritized individuals in leadership
- Mindset, self-efficacy and leadership
- Unconscious bias and structural barriers in the workplace
- Mentorship, sponsorship, and formal/informal networks

Systems of Change

STREAM CO-CHAIRS: Chrys Egan, Christine Haskell

Leadership and change are intrinsically linked and shaped by systems, organizations, and cultures. This stream explores how women leaders and leaders with underrepresented identities navigate and influence change across various domains. We invite submissions that examine the challenges and opportunities in leading change, particularly in contexts where traditional pathways may be limiting. Elevating diverse, innovative approaches to leadership that support systemic and structural changes that include centering women of color, Indigenous people, and other historically marginalized groups, recognizing the importance of addressing class, race, and other intersecting factors.

We welcome research addressing change leadership in contexts such as workplace, community, justice, politics, education, healthcare, nonprofit, and technology sectors. This stream aims to contribute to our understanding of how leaders can effectively drive and sustain change in complex systems.

Areas of focus include, but are not limited to:

- Case studies of successful change leadership in diverse settings
- Strategies for overcoming resistance and barriers to change
- The diverse impacts of leadership by gender and racially-minoritized leaders on systems of change
- Individual agency in effecting systemic change
- Innovative programs and practices in change management
- Leadership transitions across career stages and life changes
- Current issues and controversies in organizational change