



## BUILDING SUSTAINABLE LEADERSHIP

As a G/QSA leader, at some point, you'll have to think about how to keep the group going. If you're staying on next year, who will lead with you? If you're graduating or moving on to something new, who will take your place? Below are some things to consider that will hopefully assist in the task of selecting new leadership.

- **Make Use Of What's Available To You**
  - Can your faculty advisor help you identify any potential leader?
  - Are there younger students involved that you can recruit into a leadership position?
- **Start Early!**
  - Don't wait until the end of the year to think about who's going to take on a leadership role next year.
  - At the beginning of the year, let folks know that you're looking for new leadership and give people the opportunity to take on more responsibility as the year progresses.
- **Identify Potential Leaders**
  - Every member can be a leader.
  - Give everyone some responsibility and opportunity.
  - Take turns facilitating meetings so everyone gets to give it a shot...and let the young ones facilitate too!
  - Network and build connections with other groups.
- **Think About Inclusivity & Diversity**
  - Who is represented in your leadership?
  - Who is not represented in your leadership?
  - How can you make ALL students feel included?
    - Refer to our document about creating inclusive G/QSAs.
  - Avoid cliques! Make sure you welcome newcomers and place them at the center of the group. They may be a great source of leadership!
- **Train**
  - Make sure your members know about the rules and history of your G/QSA.
  - Transfer resources and documentation to new leadership.

