

Women leading in emergency management



About the project

We are inviting women who lead in emergency management - whether in risk reduction, readiness, response, recovery - to share their stories, so we can pass them on to those who come after us.

Emergency management is about making decisions in uncertainty, caring for others in chaos, and stepping forward when others step back. It demands courage, clarity, and compassion. But behind every plan, every warning, and every act of leadership is a person - someone who chose to lead in tough spaces, often without a clear path ahead.

This project sets out to gather the voices of women who have led in this field - from around the world, across roles, and through crises both seen and unseen. This project also intends to capture stories from women in 'leadership' - in all its forms - and not limited to leadership by 'position'.

Jackson and Parry (2018) defined the **6 Ps of leadership** as:

1. **Person** – Leadership as the traits, behaviours, or identity of an individual.
2. **Position** – Leadership as a formal role or place in a hierarchy.
3. **Process** – Leadership as something that happens between people, through interaction.
4. **Performance** – Leadership as demonstrated through results, outcomes, or actions.
5. **Purpose** – Leadership driven by a clear mission, goal, or shared vision.
6. **Place** – Leadership shaped by context, culture, or environment.

This will not be a book of bio's. It will be a collection of stories about grit, growth, mistakes, turning points, and truths. It is about the kind of leadership that holds people together in the worst of times. It is about legacies - those we inherit, and those we leave behind.

Each contributor will respond to five simple questions:

1. What drew you to this work in emergency management?
2. What difference do you think your work/leadership makes?
3. What have you learned about leadership - about yourself and others?
4. What tips or advice would you give to those coming after you?
5. How can we open more doors for women and girls entering this field?

Whether you are just beginning or have decades of experience, your story matters.

Join us in offering honesty, strength, and solidarity.

Leadership is not a ladder, it's a legacy.

We look forward to receiving your story!

Michelle Gillman and editorial team

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Terms and conditions for contributors

Thank you for your interest in contributing to this storytelling project. Before you submit your piece, please take note of the following terms:

1. Permission to Publish

By submitting your contribution, you give the project team full permission to publish, edit for clarity or length, and use your work in both print and digital formats. This includes use in a compiled book, on associated websites, and in promotional materials. You will be credited by name unless you explicitly request otherwise in writing.

2. How We Will Manage Your Personal Information

All personal information submitted (including your name, contact details, photo, and written story) will be stored securely and accessed only by the editorial team for the purposes of reviewing and preparing content for publication.

Submissions will be retained for the duration of the project and securely archived or deleted once the publication process is complete. You can request access to your information or withdraw your submission at any time by contacting us.

3. Original Story Only

Submissions must be based on your own lived experience and reflections. Please do not submit someone else's story, even with permission.

4. Submission Format

- Maximum length: Three A4 pages or 1500 words (absolute maximum)
- Format: Please send as a single word or PDF document, with no images only text
- Font: 11-point, standard readable font (e.g. Calibri or Arial)
- Please answer each of the five provided questions directly. You may write in full paragraphs or a Q&A format.
- Submissions outside these guidelines will be excluded.

5. Photo Requirement

Please supply one high-quality photo of yourself (head and shoulders or in action), minimum 1MB – maximum 5MB in size, in jpeg, jpg or png format. By submitting this photo, you grant permission for it to be published alongside your story.

6. Contact Details

You must include your current mobile phone number and email address with your submission so we can contact you for any follow-up, approvals, or clarification.

7. Edits and Final Review

We may make light edits for clarity, grammar, or length. Substantial changes will be sent to you for approval prior to publication.

8. Respectful Content Only

We will not publish any material that is inflammatory, discriminatory, or harmful towards any individual or group. Submissions must reflect respectful language and uphold the intent of the project which is to inspire, uplift, and inform girls and women interested in social science careers.

9. Verification of Qualifications

If you are not known to the editorial team or do not have an online presence, we may request brief evidence of your professional background, and other verification may take place to confirm eligibility for inclusion.

10. Language and Translation

We welcome diverse stories and voices. If English is not your preferred written language, please have your story translated into English before submitting it. We are unable to provide translation services at this time.

11. Volunteer Project and Editorial Discretion

All editors and coordinators involved in this project are contributing their time and skills voluntarily. There is no payment for story contributors. Any profits from the sale of the book may be donated to causes chosen solely at the discretion of the editorial team. No discussion will be entered into with contributors regarding the allocation of any proceeds.

12. Right to Decline

We reserve the right not to include submissions that do not meet these requirements, are not aligned with the project's purpose, editorial teams' ethics, or are very similar to other stories that have been submitted (as we want to represent a broad range of voices).

Please note: We will publish a selection of the stories submitted. Submission does not guarantee inclusion in the final publication. The editorial team will not enter into discussions with individual contributors about story selections in the end products.

13. Questions

If you have any questions about these terms, please email:

WomenLeadingInEM@gmail.com prior to submitting a story. Please **do not** submit stories via this email address (use the link below).

14. Story submission

Stories must be submitted via the submission form at

<https://form.jotform.com/251267032402849> and in accordance with all Terms and Conditions set out above.

15. Agreement

By submitting a story to this project you are agreeing to all Terms and Conditions above. On the next page (Story template) you are asked to confirm your acceptance.

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Story template

*****ALL FIELDS BELOW MUST BE COMPLETED*****

First Name	
Last Name	
Occupation	
Organisation (current/most recent)	
Region/province/state	
Country of residence	
Length in time in EM field	
Mobile number (include Country code)	
Email address	
Confirm acceptance of Terms and Conditions (add text) ☐	(Finish this sentence) I confirm...
Please confirm this is your own story and own work (add text) ☐	(Finish this sentence) I confirm...

YOUR STORY

*****NO MORE THAN 3 X A4 PAGES WITH NORMAL MARGINS, AND 11 PT FONT IN ENGLISH OR 1500 WORDS maximum*****

Please start your story here and respond to these 5 questions:

1. What drew you to this work?
2. What difference do you think it makes?
3. What have you learned about leadership - about yourself and others?
4. What tips or advice would you give to those coming after you?
5. How can we open more doors for women and girls in this field?

****PLEASE SUBMIT THIS COMPLETE DOCUMENT including the front pages that contain the project description and the terms and conditions and your story pages (3 x A4) as a single pdf or Word document – 7 pages in total*****

Start your story submission below (this is page 1 of a maximum 3 pages)

