Leadership Committee
Report to the General Assembly

About the Leadership Committee

The Leadership Committee is a group that works on making leadership at Inclusion International more inclusive.

The Committee started after the General Assembly in 2025, when members asked the Council to think about ways to make the path to leadership more diverse and inclusive.

The Committee's job is to:

- Think about leadership at Inclusion International
- Ask members about changes they want to see to leadership at Inclusion International
- Help make plans for how we can make leadership more accessible and inclusive

The Leadership Committee does not make final decisions about changes we could make at Inclusion International.

Decisions about small changes - like ways of working or how we communicate with members - are done by the Council.

Decisions about big changes - like changing the roles of our leaders - are done by members at the General Assembly.

Who is on the Leadership Committee?

There are 5 people on the Leadership Committee:

- Richard Bennett, Officer - Chair of Committee
- Sue Swenson, President
- Chaica al-Qassimi, Council Member
- Mariette Zaide, Council Member
- Stephanie Gotlib, Council Member

What has the Leadership Committee been working on?

The Leadership Committee has met 6 times this year.

This is the work they have done so far:

1. Thinking about the ideas that members shared at the General Assembly

   At the General Assembly, members shared lots of ideas about how leadership at Inclusion International could be more inclusive. You can read those ideas here. The Leadership Committee looked at all of the different ideas. They thought about which ones were a good idea for Inclusion International to do. They thought about which ones we could do this year and which ideas might take longer.

2. Made an Action Plan for Inclusive Leadership

   The Leadership Committee agreed on lots of different actions that Inclusion International should do to make becoming a leader more accessible.

   They made this list of actions into a plan. They asked the Council to review their plan and help make it stronger.

   The plan is made up of tasks that the Inclusion International staff, Officers, and Council can do. Some of these tasks are things that we will do in 2026. Others might take a few years to do.

   Council approved the final plan in August 2026. You can read the Action Plan here.

3. Held discussions at the Council about how to make leadership more inclusive

   The Council is the group that leads Inclusion International. They represent our members around the world. They make decisions about our big goals, our advocacy, and how we grow our network.

The Leadership Committee has been helping the Council think about what we need to make leadership at Inclusion International more inclusive.

The Leadership Committee led 2 Council meetings in 2026 to talk about this.

4. Asked members what they thought about our leadership roles

   The Leadership Committee made a survey for Inclusion International members. They asked members what they thought about different leadership roles in our organisation. You can read more about what members said in the next section.

   The Leadership Committee is looking at what members told us, thinking about what changes are a good idea, and making suggestions for changes we could make.

What has the Leadership Committee heard from members?

The Leadership Committee did a survey for members in June and July.

The survey asked members what they thought about some of the leadership roles at Inclusion International.

76 Inclusion International members replied to the survey.

- 71% of our Full Members answered the survey
- 57% of our Affiliate Members answered the survey
- 30% of our Individual Members answered the survey

Members told us that:

➢ Family members should have their own roles on Council.

Right now, we have roles just for self-advocates but we do not have roles just for families.

➢ Self-advocates and families should not be the only ones on Council - people who support us (like professionals and people who work for our organisations) should also have a voice on Council.

Members also feel that these people who are not self-advocates or families on Council should be elected by the members, not chosen.

➢ They are not sure if the President's role needs to change.

The Leadership Committee asked this question because members at the General Assembly said that it can be hard for people who are good leaders to take on the role of President.

Many members think that the President role should be smaller, but members are not sure if having the President less involved in helping run the organisation is a good idea.

➢ They are not sure if we should have Co-Presidents.

About half of members think that having a self-advocate and family member working together as Co-Presidents is a good idea. About half of the members think this is a bad idea.

You can see the full survey results here.

What will the Leadership Committee do next?

The Leadership Committee is working on coming up with options based on what members told us.

These will be changes we could make that would make our leadership roles more accessible.

Big changes, like changing our leadership roles, would mean that Inclusion International needs to change its Constitution. The

Constitution is an important document that explains how our organisation works. Only Full Members can make these changes.

If the Leadership Committee finds changes that could work, they will ask the members what they think about it.

If members like it, then they could decide to make the change at an extraordinary General Assembly in 2027.

Who should I talk to if I have thoughts?

If you have questions or you want to share what you think, you can contact the Chair of the Leadership Committee.

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