



Diversity in
Leadership

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Rural Pact Conference, Pecq

An aerial photograph of a village in autumn. A large church with a tall, dark spire is the central focus. The village is surrounded by fields and trees with yellow and orange foliage. The text 'Local Action Programme – Getting Women into Politics!' is overlaid on the image in a large, bold, sans-serif font. The words 'Local Action Programme' are in a dark red color, while '– Getting Women into Politics!' is in black.

Local Action Programme – Getting Women into Politics!

Women's Political Participation matters for Rural Resilience

- **Diverse perspectives** and solutions to local challenges
- Women often prioritize **social infrastructure**, which supports community resilience.
- Inclusive leadership fosters **trust and cooperation**
- Women's political engagement helps **address gender-specific needs**
- Greater diversity in leadership enhances **innovation and long-term sustainability**



Women in Politics in Germany

National Parliament (Bundestag)



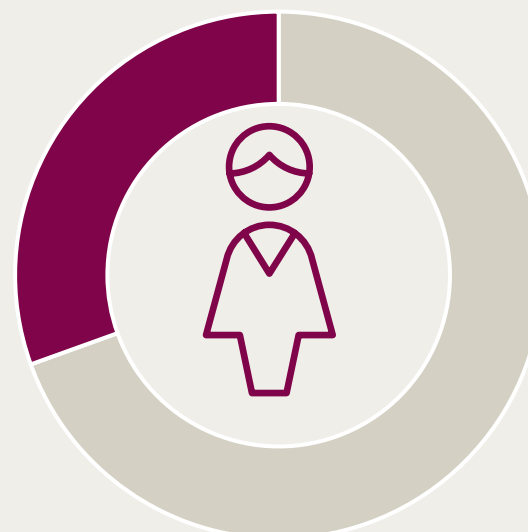
32,4 %

State Parliaments



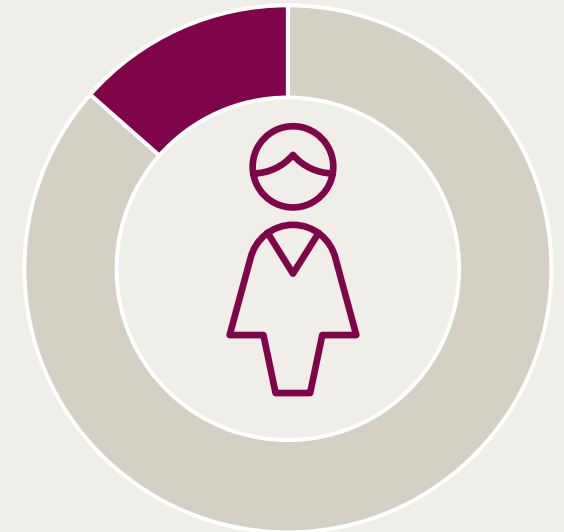
33,2 %

Local Councils*



30,5 %

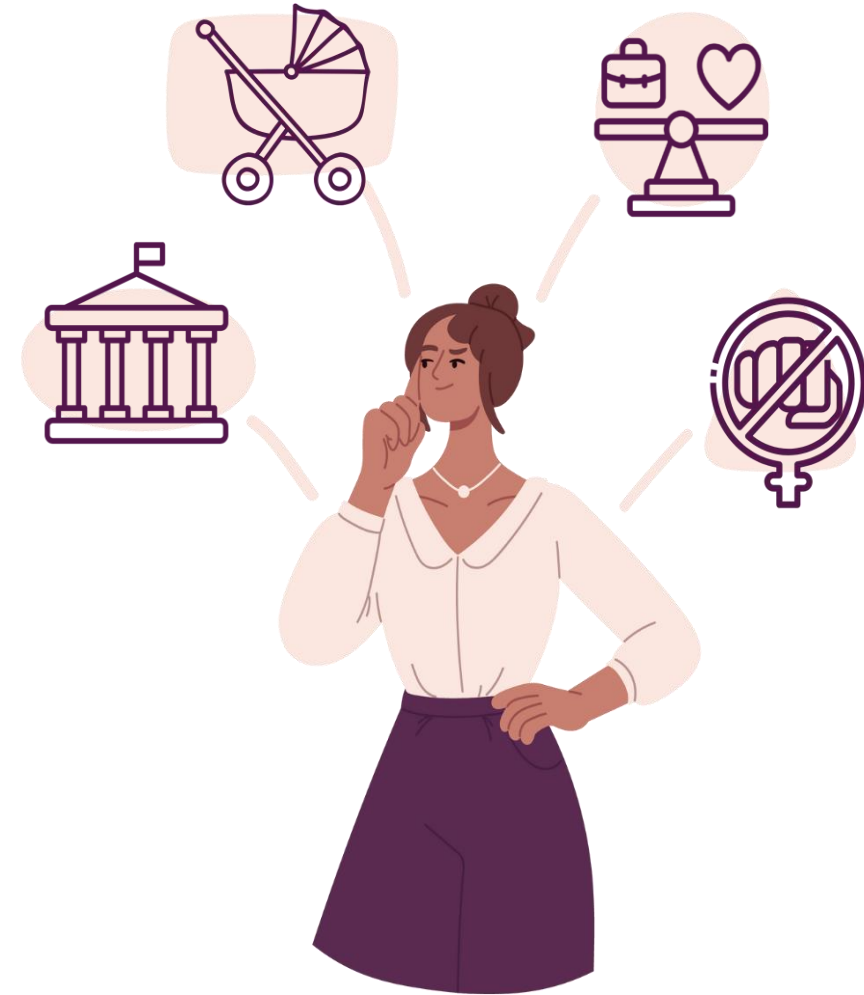
Women Mayors



13,5 %**

Barriers for Gender Equality: Social and Institutional Factors

- Party cultures & nomination processes
- Gender stereotypes & work–family reconciliation
- Violence against women in politics



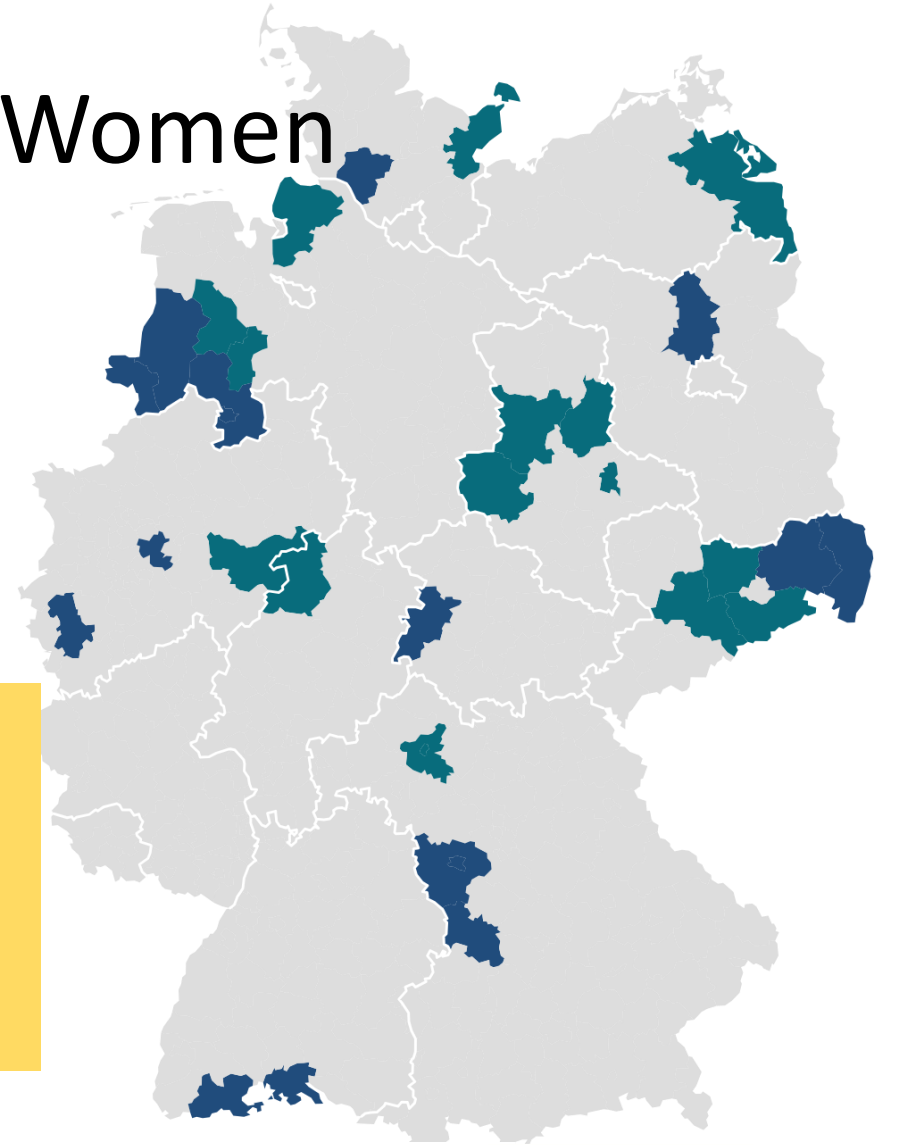
THE LOCAL ACTION PROGRAMM

GETTING WOMEN INTO POLITICS

Local Action Programme – Getting Women into Politics!



- 2 rounds
- 10 regions each
- Focus: rural areas
- Duration: 2021 – 2024
- Cooperation with dlw



Programmträgerin:



In Kooperation mit:



Gefördert vom:



Impact and Achievements

- Election successes: 68 % of the mentees (260 participants) ran for office or planned to become candidates
- City Council of Constance: 35% to 42,5%



- Structural transformation to improve discussions (Codes of Conduct) and facilitate online meetings



- Local networks with 100+ participants as well as loose networks around women in politics
- New meeting spaces and formats



- 20 regions, 11 federal states, 24 districts, 937 cities and municipalities.
- Increased visibility for equality officers, female mayors, and women politicians.



Recommendations for Rural Communities

- Create safe and **empowering spaces** for women and **supportive networks**
- facilitate **mentoring programmes**
- Strengthen **family-friendly policies** in local politics
- Highlight women leaders as **role models**
- **Collaboration** across municipalities, administration & civil society
- Develop innovative ways to participate and to promote **diversity in local politics**



Foto: GettyImages

New Project: Women.Diversity.Politics.

- Nationwide, cross-party contact point and information platform for anyone who wants to make a difference in local politics.
- Information, advice, best practices and networking – we offer solutions for improving the general conditions in local politics. So that more women, in all their diversity, can and want to get involved in politics.
- www.frauen-vielfalt-politik.de



Foto: GettyImages

Thank you!

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Lets connect at LinkedIn:

