

# Positive Peace and Female Leadership in the NFP Sector

Positive peace is achieved when societies have structures, attitudes, and institutions that create and sustain peaceful environments. In the nonprofit (NFP) sector, integrating the eight pillars of positive peace can help foster inclusive, resilient organizations where female leadership is better supported and empowered.

## Eight Pillars of Positive Peace

The eight pillars of positive peace, developed by the Institute for Economics and Peace, are a framework for building peaceful societies through resilient attitudes, structures, and institutions.

Female leadership in the nonprofit (NPF) sector is growing, and women leaders are recognized for promoting collaboration, mentorship, and community-focused approaches, but gender disparities continue to exist in executive roles.

The eight pillars are:

- Well-functioning government
- Sound business environment
- Equitable distribution of resources
- Acceptance of the rights of others
- Good relations with neighbors
- Free flow of information
- High levels of human capital (education)
- Low levels of corruption

These pillars work together to foster stable, peaceful, and inclusive environments, both within societies and organizations such as nonprofits.



## **Positive Peace Pillars in NFPs**

Nonprofits can strengthen positive peace by:

- Promoting transparent and effective governance
- Equitably distributing resources among staff, volunteers, and communities
- Upholding human rights, diversity, and inclusion as core values
- Building strong relationships internally and with community partners
- Ensuring open, honest information flow across all levels
- Investing in professional development and education for all staff
- Addressing and reducing corruption and bias in hiring, compensation, and advancement

## **Female Leadership in the Nonprofit Sector**

- Women represent about 75% of the nonprofit workforce but lead fewer than 25% of organizations as executives
- Female leaders are known for building trust, enhancing collaboration, and prioritizing community well-being
- Barriers such as the "broken rung" (fewer promotions to management), implicit bias, and unequal compensation hinder female advancement in the sector

## **Female Leadership Impact**

Female leaders in nonprofit organizations are typically recognized for:

- Leading with empathy and collaboration, which aligns with positive peace principles
- Driving diversity, equity, and mentorship, echoing acceptance of rights and equitable resource distribution
- Cultivating work environments that value transparency and trust, supporting low corruption and good governance pillars

Increasing support for female leadership, through mentorship programs, fair promotion practices, and cultivating inclusive cultures, can help nonprofit organizations better actualize the principles of positive peace. This leads to increased impact, resilience, and representation within the sector.