

## Women Inclusiveness in Governance and Public Relations

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**Abstract :** The purpose of this research is to introduce inclusive leadership as a distinct theoretical framework to understand its meaning and functions in advancing gender equality and empowerment in public relations leadership. By proposing women inclusive leadership theoretical model, We explored the roles of inclusive leadership in fostering an organization's diverse climate and facilitating its practice of participative leadership in empowering women in public relations to reach their full potential in leadership advancement. Moreover, our results confirmed both direct and indirect impacts inclusive leadership could have on women's perceptions of continued career growth opportunities. Our findings provide theoretical implications and practical solutions to address women's leadership challenges through an inclusive leadership lens.

**Keywords :** gender equality, women empowerment, inclusive leadership, growth

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