



HOW DO WE GROW **FEMALE** TALENT
in the meat industry

ACTIONS FROM KIRSTY LEWIS WORKSHOP . 18TH JAN 2022

ATTRACT

 *Role models, Case studies, Testimonials*



What do you want to learn about?

Who in the industry are you curious to know more about?

what roles or jobs do you want demystifying?

Imagine you were starting out in the industry, what would you want to know?

EMPLOYEE VALUES

EXAMPLES OF HOW THE INDUSTRY SUPPORTS WOMEN

UNDERSTAND CAREER PATHS OF SENIOR MANAGEMENT

CROSS SECTION OF ROLE MODELS IN DIFFERENT DISCIPLINES / LEVELS

EMBRACE BUSINESSES WHO ARE HAPPY TO SHARE KNOWLEDGE

LEARN MORE ABOUT WHAT APPRENTICESHIPS ARE AVAILABLE

EDUCATE/PROMOTE THE DIFFERENT JOB ROLES AVAILABLE

SUSTAINABILITY, WHO IS DRIVING THIS



DEVELOP

Buddy up & Cross Company Networking



What could this look like?

How could it work?

What are the benefits of having cross company networking?

How do we overcome the concern that we can't meet onsite due to competition?



SHARE KNOWLEDGE BETWEEN BUSINESSES

SHARE IDEAS TO GENERATE SOLUTIONS

AGREE UPFRONT RULES OF ENGAGEMENT / TOPICS OFF LIMITS

OFFSITE MEETINGS TO REDUCE CONCERNS OVER COMPETITION

UTILISE MBW FORUMS AS A SAFE ZONE TO SHARE INFORMATION

SHARE PROGRAMMES FOR DEVELOPMENT

SHARE BEST PRACTICE

RETAIN

 *Men as Allies*



Where is this happening in our industry?

what information do you need to help you - understand, bring the concept alive?

what does it look like?



UNDERSTAND THE MALE PERCEPTION

ENGAGE MEN WHO HAVE SIMILAR EXPERIENCES

REMOVE STIGMA AROUND MBW BEING WOMEN ONLY

EDUCATE AND EXPLAIN WHY MBW MEMBERSHIP IS IMPORTANT/NEEDED

MALE STEERING COMMITTEE TO HELP SPREAD THE MESSAGE / TALK ABOUT ISSUES

ENCOURAGE MEN TO SHARE THEIR THOUGHTS TO INFLUENCE CHANGE

ROLE MODEL MEN WITH SHARED PARENTAL RESPONSIBILITY

LOOK TO OTHER INDUSTRIES FOR BEST IN PRACTICE