



Advancing Women in Dairy - Current State of Work and How Companies Can Improve Their Recruitment and Retention



- » **Food Scientist turned commercial sales director**
- » **Sr. Director of New Market Development for Solecta & Founder of Females in Food**
- » **15 years of experience working across B2B Food Ingredients, CPG, and Food Service sectors**
- » **Founded FIF in 2019 with the goal of propelling high-achieving women forward by providing connection, resources, and the best opportunities in the Food and Beverage Industry.**

What is voluntary turnover costing your organization in terms of time, money and resources?





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**A trillion dollars...
That's what U.S.
businesses are
losing every year
due to voluntary
turnover.**

SOURCE: BUREAU OF LABOR STATISTICS

The other costs to turnover

- » Loss of your reliable winners
- » Loss of your constant innovators
- » Loss of your most effective problem solvers



With the majority of this voluntary turnover being women,
what changes do you know you need to make?



Meet Sophia

- » Works in Dairy industry for a manufacturer who employs 350 people
- » PhD + 10 Years of Experience
- » Recently decided to start a family
- » Company offered no paid maternity leave and no short term disability



Meet Jane

- » High achieving employee who works in data analytics for a food manufacturer
- » Senior leader with 15 years of experience
- » For 2 years continued to take on additional responsibilities without recognition, pay, or advancement
- » Passed over for promotions and experiencing burn out from feeling overworked, underpaid, and dismissed



Meet Mary

- » Self Starter and high achieving professional working in the B2B dairy ingredient sector
- » Scientist turned commercial sales manager with a M.S. and MBA
- » 7 years with current organization with significant contributions to the bottom line
- » Experiencing lack of support by manager and organization for career planning and development opportunities



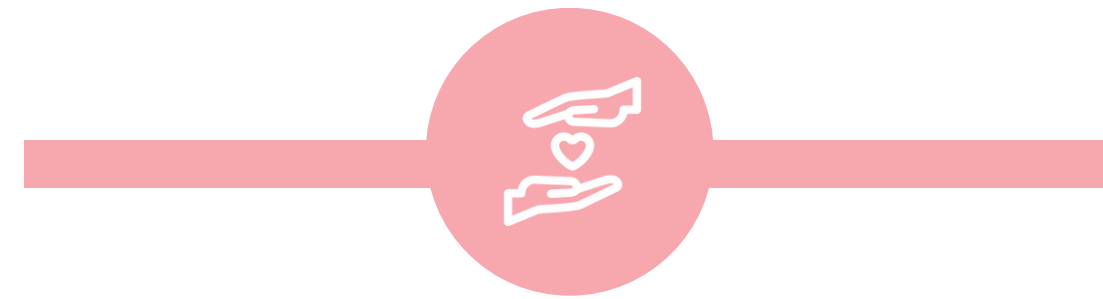
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When you think about the women in your organization who are leaving, what clues have they been giving that you may be missing?

Companies should focus on two broad goals



**Getting more
women into
leadership**

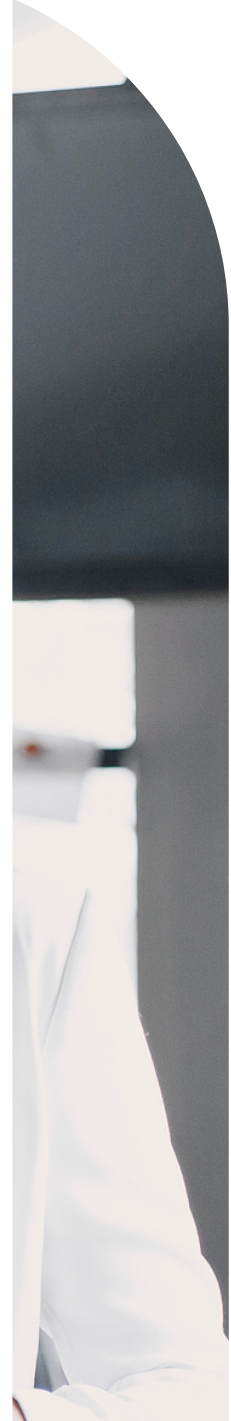


**Retaining the
women leaders
they already
have**



Two pipeline challenges put gender equality out of reach for most companies: **the broken rung** and **women leaving the workplace** at the highest rates than in years past.

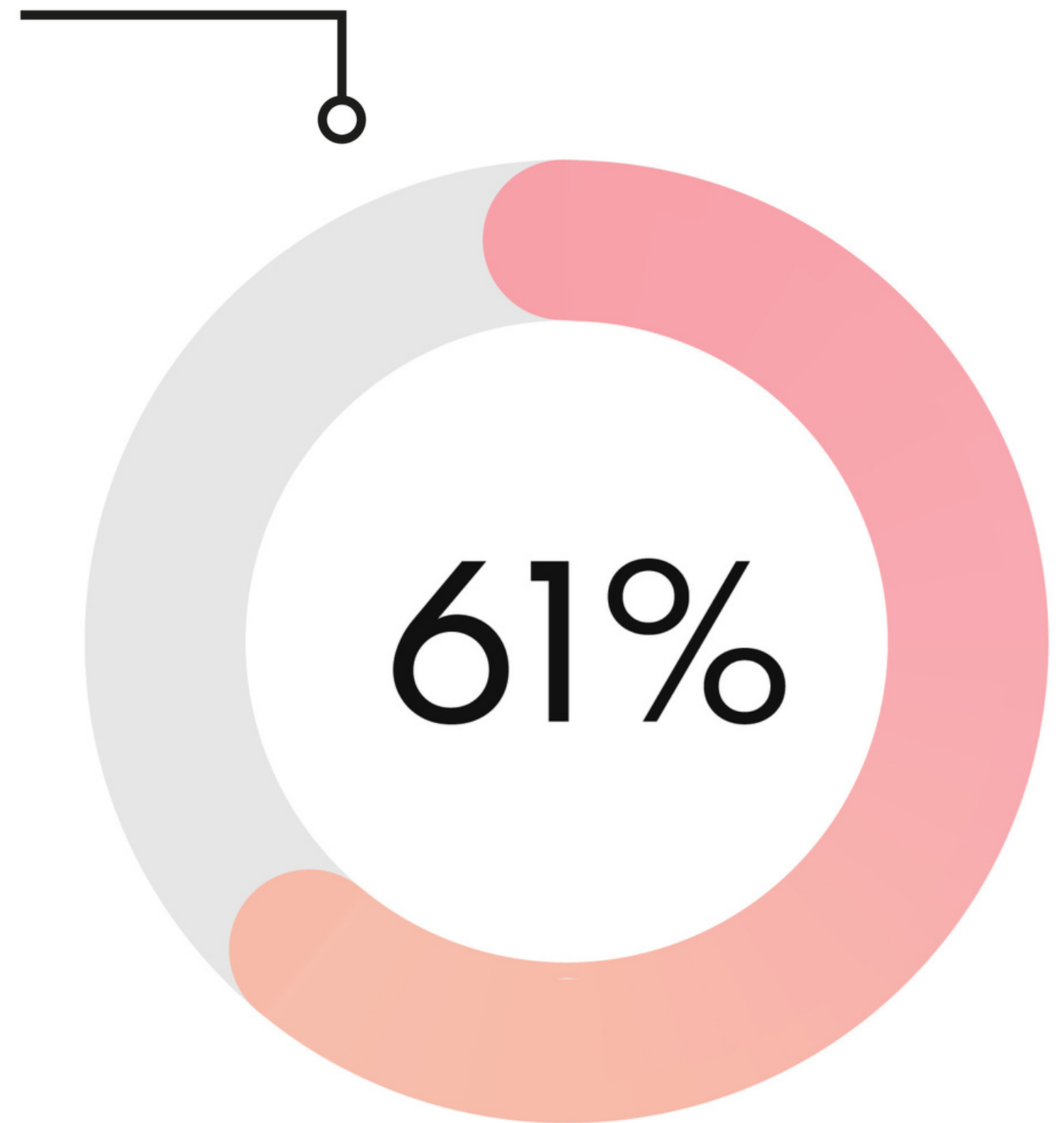




The broken rung is an issue in the workplace for 4 reasons:

- 1) It limits diversity**
- 2) It perpetuates gender stereotypes**
- 3) It can lead to a lack in role models**
- 4) Economic consequences for company and industry**

61% of women in recent IDFA survey said their gender has played a role in their missing out on an raise, promotion, key assignment, or chance to get ahead and nearly half of the respondents believe women have fewer opportunities to advance in their organization than men.



For every woman at the director level who gets promoted to the next level, **two women directors choose to leave their company.**





Women are leaving the workplace due to lack of flexible work arrangements, paid family leave benefits, microaggressions in the workplace, inequitable pay, and a lack of development and career progression.

60% of women in a F&B industry survey said their organization offered less than 8 weeks of paid maternity leave.

In a separate poll, when we asked women what was one change they felt organizations in the F&B industry could make that would improve the workplace for women, over 75% of the women stated (without prompt) better paid parental leave.





Too many women are coming back to work when they are not in a place, often physically and certainly emotionally to be ready to navigate the demands of work.





How do we start
moving toward
creating workplaces
that foster and
champion women
and their
contributions?

We need to be investing in the identification and cultivation of future leaders.

4 in 10 leaders in a recent DDI report saying their company currently has high quality leaders and only 12% of companies expressed confidence in their leadership bench this year.

Source: Development Dimensions International





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Women tend to be over-mentored and under-sponsored - which hinders career advancement into senior leadership roles



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Women who have a diverse and tight inner circle of female contacts are more likely to land executive positions with greater authority and higher pay.

SOURCE: HARVARD BUSINESS REVIEW

Creating inclusive work policies such as equal pay and compensation policies, anti-discrimination and harassment policies, & ongoing DE&I training is critical for promoting gender equality and ensuring that women feel valued, supported, and empowered in their professional lives.





Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.

BARACK OBAMA



Females in Food has a mission to close the gender gap that exists at the top in the food and beverage industry.

We accomplish this by helping companies improve 4 key metrics that are critical to achieving gender parity.



Attract

Helping companies attract more qualified female talent by elevating their employer brand.



Advance

Provide the connections and resources needed to move women from middle management to executive leadership.



Retain

Deliver critical training to corporate management teams to improve culture, employee engagement, and ultimately retention



Sponsor

Supporting leaders & organizations by designing & launching internal sponsorship programs and through the FIF Global Leadership Program.

FEMALES IN FOOD OFFERS A 360 DEGREE APPROACH TO HELP COMPANIES ATTRACT, ADVANCE, AND RETAIN TOP FEMALE TALENT IN THE FOOD AND BEVERAGE INDUSTRY.

“ WE CAN GO FAST ALONE
WE CAN GO FURTHER
TOGETHER ”



A photograph of Ruth Bader Ginsburg, shown from the chest up in profile, looking down. She is wearing a blue patterned jacket, a green and yellow lei, and a purple lei. She has her hair pulled back with a blue scrunchie and is wearing glasses and a green earring. In the background, a red and white striped flag is visible. A large white quote mark is in the top left corner. A white text box is overlaid on the right side of the image.

**Real change, enduring
change, happens one
step at a time.**

RUTH BADER GINSBURG



TEXT "MTF" TO 55444
TO RECEIVE THE NOTES
FROM TODAY'S
PRESENTATION ALONG
WITH A LIST OF POST
SESSION DEBRIEF
QUESTIONS



FEMALES IN FOOD

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