

Supporting the Advancement of Women in Agriculture



#women of harvest15



Canadian Agricultural Human Resource Council

October 2015

CANADIAN AGRICULTURAL HR COUNCIL



Who are we

- National, non-profit organization
- Focused on addressing Human Resource issues facing agricultural businesses across Canada



BOARD OF DIRECTORS

- **Agriculture Producers Association of Saskatchewan (APAS)**
- **Agriculture Alliance of New Brunswick(AANB)**
- **British Columbia Agriculture Council (BCAC)**
- **Canadian Aquaculture Industry Alliance (CAIA)**
- **Canadian Federation of Agriculture (CFA)**
- **Canadian Honey Council (CHC)**
- **Canadian Horticulture Council (CHC)**
- **Canadian Nursery Landscape Association (CNLA)**
- **Canadian Young Farmers Forum (CYFF)**
- **Flowers Canada Growers (FCG)**
- **Keystone Agricultural Producers (KAP)**
- **Canadian Herb, Spice and Natural Health Products Coalition (CHSNC)**
- **Newfoundland and Labrador Federation of Agriculture (NLFA)**
- **Nova Scotia Federation of Agriculture (NSFA)**
- **Ontario Federation of Agriculture (OFA)**
- **PEI Federation of Agriculture (PEIFA)**
- **Union des producteurs agricoles (UPA)**
- **Alberta Federation of Agriculture (AFA)**
- **Canadian Association of Diploma in Agriculture Programs (CADAP) ***
- **Agriculture Agri-Foods Canada (AAFC)***
- **Employment & Social Development Canada (ESDC)***



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What are we in business to do

Develop solutions

to support the Workforce needs of Agriculture



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Offerings – one stop shop



The Centre for Reliable Agriculture Research
such as Labour Market Information
&
the Access Point for Customizable Solutions
related to HR Mgmt and Training

Supporting the Advancement of Women in Agriculture Project



Jean Sullivan, Crop Advisor, PT Sullivan Agro



Why is This Project Important?

- **AgriLMI:** proportion of women in leadership roles is small relative to the participation of rate of women in ag education and women working in the industry



Project Objectives

- **Examine and address critical barriers**
- **Implement a strategic program to support improvements**



Anne Lindsay, owner-operator.

Activities

PHASE ONE

Comprehensive assessment of current situation facing women in agriculture:

- **Contributions of women to the industry;**
- **Barriers they experience;**
- **Priority options for improvements;**
- **Effectiveness of current services.**



Photo taken at SunTech south of Ottawa

Activities

PHASE TWO

Program Development:

- Supporting Women in Agricultural Leadership Site
- Supporting Women in Agricultural Leadership Network
- Supporting Women in Agricultural Leadership Suite

*Pre and post-test assessment will take place to ensure quality of programs.



Ashley Lavcock, Farmer, Saskatchewan

Timelines

Project set-up : **Apr – Jun 2015**

- Establish groups
- Develop research plan
- Develop communications plan

Research: **Apr – Dec 2015**

- Best practices research
- Background research
- Surveys and focus groups

Tool Development: **Jan – Dec 2016**

- Tool development
- Pilot testing
- Case study development



Amy Matheson, Dairy Farmer, Oxford County ON

Advisory Group

- **Comprised of 16 members**
- **Represent various commodity areas and regions of Canada.**
- **Ensures that all project activities remain on track and that all research and data requirements are vetted by industry**



Chantelle Donahue, Farmer and VP of Corporate Affairs, Cargill

Brenda Lammens



Terry Banack



Heather Broughton



Iris Meck



Jennifer Christie



Dr. Laura Halfyard



Geneviève Lemonde



Liz Robertson



Susan Fitzgerald



Dr. Annamieke Farenhorst



Dr. Nancy Tout



Debra Pretty-Straathof



Kim Shukla



Trish Jordan



Rebecca Hannam



Chantelle Donahue



Working Groups

- Put in place to provide productive opportunities for stakeholder engagement throughout the project.
- Groups are not defined by demographics or by numbers.
- Participants in each group have experience, expertise or particular interest in the area of the focus for that subgroup.



Working Groups

- **RESEARCH**
- **TOOLS**
- **SUPPORTING YOUNG
WOMEN**
- **NETWORKING**



How to Get Involved

- **LinkedIn Group:** [Supporting the Advancement of Women in Agriculture](#)
- **Follow our blog:** supportingadvancementofwomeninag.wordpress.com
- **Survey (October)**
- **Focus Groups (November)**
- **Interviews (November)**



Jill Burkhardt, Wetaskewin, Freelance journalist & direct markets beef at farmers mkts in Edmonton

Survey

- **Survey is OPEN**
all of October
- [http://www.cahrc-ccrha.ca/
supportingwomeninagriculture](http://www.cahrc-ccrha.ca/supportingwomeninagriculture)



How to Connect

For project inquiries or to share info

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Thank You



*Allison Ammeter, Alberta Grain Farmer &
Commissioner with the Alberta Pulse Growers*

For Your Support of the Canadian Agricultural HR Council