# Women on Agricultural Boards Event – Highlights: Video description and transcript

29 October 2024

## Introduction

This is the accessible text transcript capturing the highlights from the Woman on Agricultural Boards event on 17 September 2024.

## Transcript

[Video begins]

Screen 1 [00:00:07 - 00:00:3.40]

[Audio]: **Tess Bishop:** I’m excited to see so many of you here today, a community of people with vast experience, some already on our portfolio boards, but importantly those interested in joining as well

**Cathy McGowan:** So why do I think we need more women on boards? It's not just because we hand up half the sky and we've got half the talent. It's that most of us are in a unique position to understand that interconnection between land, production, families and community.

**Sally Morgan:** I would say often I think the role of the chair on the board can't be underestimated in terms of how they develop a culture in a board, how they encourage diversity, encourage different perspectives, and ensure that everybody does have a voice.

**Dr. Harjeet Khana:** One needs to understand what diversity means. Diversity is not about having a different talking face on the table. It's about different voices, different perspectives, and being comfortable with different.

**Cathy McGowan:** I want to be part of a movement of us women in particular, those of us who are connected to production, families, communities, education, all the service stuff that we know about and then have our voices heard. So, by the time we get to 2050, rural and regional Australia and agriculture and our food and our fibre is in a better position.

**Diana Hallam:** I was actually approached about a job about a decade ago. And when I asked the company why they wanted me to join them, they said it's because their entire executive management team were men and they felt they needed a female face. And I thought, I might bring a female face, but I can also bring so much more. And I'm pleased a number of boards have recognisedthat, but there's still more work to be done. And, I heard that today, and I think that all the people in the room, we can achieve that change. Very exciting to be part of it.

**Cressida Caines:** I was really thrilled to hear about this event today, and I was particular keen to come. Getting on more boards has been a goal of mine. I'm a sheep dairy farmer and a cheese maker, and I'm really passionate that we have more producers in positions of influence, particularly women, to be able to lead the conversation and turbocharge agriculture as it's such a wonderful industry, and we've got lots of challenges, but so many opportunities as well.

**Christine Presland:** The importance of creating board cultures and having a board chair that supports people to feel comfortable with difference was the term that a panel member used and I think that’s a really important part of increasing diversity

**Dimity Smith**: Probably leaving from speaking to a few of these women today, there's a lot of opportunities I hadn't thought of, and ways that I can build my experience currently on the board with dairy New South Wales, but in other areas too.

**Tina Hutchison:** And I heard from people about not recognising that they have skills that would be of value to boards or not even being aware that there were boards that they could bring their skills to. So I think there's something about individuals and helping them understand how they could contribute. But equally, what’s the framework, the regulation, and some of the ways that people can be nominated that prohibit it.

**Tess Bishop:** If you're interested in being on a board, please do register. Our portal is under the Have Your Say on the Department's website. And, it is a key information tool for us when we're looking to make appointments.

**Narelle Hooper:** It's a great opportunity to participate in the future of our country. And I really urge you to get on board, literally.

[Video ends]

[End of transcript.]

**Acknowledgement of Country**

We acknowledge the Traditional Custodians of Australia and their continuing connection to land and sea, waters, environment and community. We pay our respects to the Traditional Custodians of the lands we live and work on, their culture, and their Elders past and present.

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