



**IDFA**  
International  
Dairy Foods  
Association

**DAIRY**

DIVERSITY COALITION

MAKING A  
**DIFFERENCE**  
FOR **DIVERSITY**  
IN **DAIRY**

# MISSION

## To create a more diverse, equitable, and inclusive dairy industry by:

Leading and influencing organizational culture to create an industry role model for Diversity, Equity, and Inclusion.

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Sharing best practices to build inclusive cultures through information sharing and transparency.

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Empowering industry collaboration to increase Diversity, Equity, and Inclusion in the dairy industry.

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Building a workforce that looks like, and is reflective of, the communities and consumers we serve.



# OVERVIEW

The IDFA Dairy Diversity Coalition was created in response to strong interest from IDFA member companies in building a community of leaders committed to increasing Diversity, Equity and Inclusion (DEI) in the Dairy Industry. IDFA partnered with the experts at Egon Zehnder to develop a framework for our work within the IDFA membership. IDFA, in partnership with Egon Zehnder, also performed an in-depth assessment of Diversity, Equity and Inclusion in the industry through personal interviews and surveys. The assessment provided our members with information on the current status of DEI, as well as members' desires for future DEI initiatives.

There is not a "best in class" strategy or proven method for driving change, and DEI is a continuous journey with challenges unique to individual companies. IDFA is committed to helping facilitate the changes needed to help build a more diverse, equitable and inclusive—and therefore, stronger—dairy industry.



"Become an industry Role Model by building a workforce that is reflective of the communities and consumers we serve, and that embraces humanity at work"

**IDFA PEOPLE STRATEGY**

**DEI OPERATING PRINCIPLES**

Commitment: We enable and empower dairy industry members on their DEI journeys

<b>1.</b> <b>COMMUNITY</b>	<b>2.</b> <b>PROMISING PRACTICES</b>	<b>3.</b> <b>LEARNING &amp; UNLEARNING</b>	<b>4.</b> <b>DEI AS DNA</b>
<p><b>Priority Actions</b></p> <p>Create a community of sharing where IDFA Members come together to learn from one another.</p> <hr/> <p>Work with IDFA Boards to implement a structured governance category to empower a diverse talent pipeline of future leaders.</p> <hr/> <p>Ensure that every IDFA event represents a range of identities and backgrounds.</p>	<p><b>Priority Actions</b></p> <p>Share and offer support/guidance for organizational DEI program development.</p> <hr/> <p>Establish formal mentorship and sponsorship programs for underrepresented groups.</p>	<p><b>Priority Actions</b></p> <p>Equip IDFA members with tools, resources and education material to create diverse, inclusive and equitable workplaces.</p> <hr/> <p>Prepare Dairy DEI Toolkit providing members with resources, education and tools to elevate diversity within their organizations.</p> <hr/> <p>Host and facilitate DEI expert speaker series and training.</p>	<p><b>Priority Actions</b></p> <p>Co-create a marketing strategy that evolves the dairy industry's brand as a hub for a diverse range of talent.</p> <hr/> <p>Establish an annual award program that recognizes a person or company who display leadership in fostering diversity in the dairy industry.</p>



# DAIRY DIVERSITY COALITION



## THE VISION OF OUR INDUSTRY

—as described by IDFA members



"Greater diversity in the industry while at the same time improving the quality of workforce and supporting dairy growth."

"For our industry to be viewed as a highly diverse and inclusive industry in the marketplace."

"Diverse, Inclusive, Equitable organizations where people feel like they belong."

"An industry where bias towards groups of people is a thing of the past, and diversity is not only embraced but also a standard."

# JOIN US!

IDFA People Strategy  
United by Dairy. Powered by People.

**DAIRY**  
DIVERSITY COALITION



If you would like to join the Dairy Diversity Coalition or any other People Strategy Initiative, please contact

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[www.idfa.org/people](http://www.idfa.org/people)