



**Women  
in Dairy**

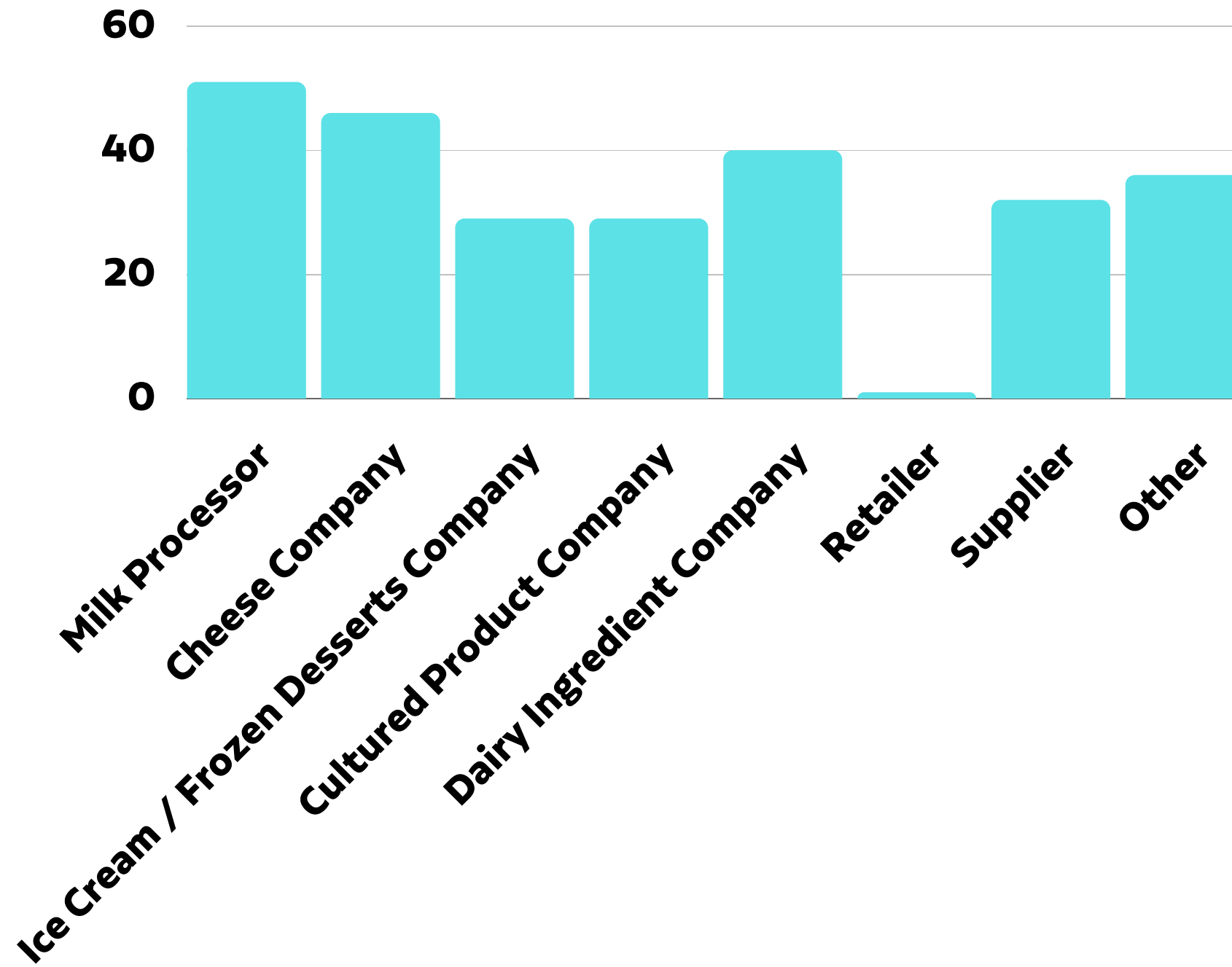
Empower | Encourage | Support

# **Women in Dairy Member Survey Results**

March 2023

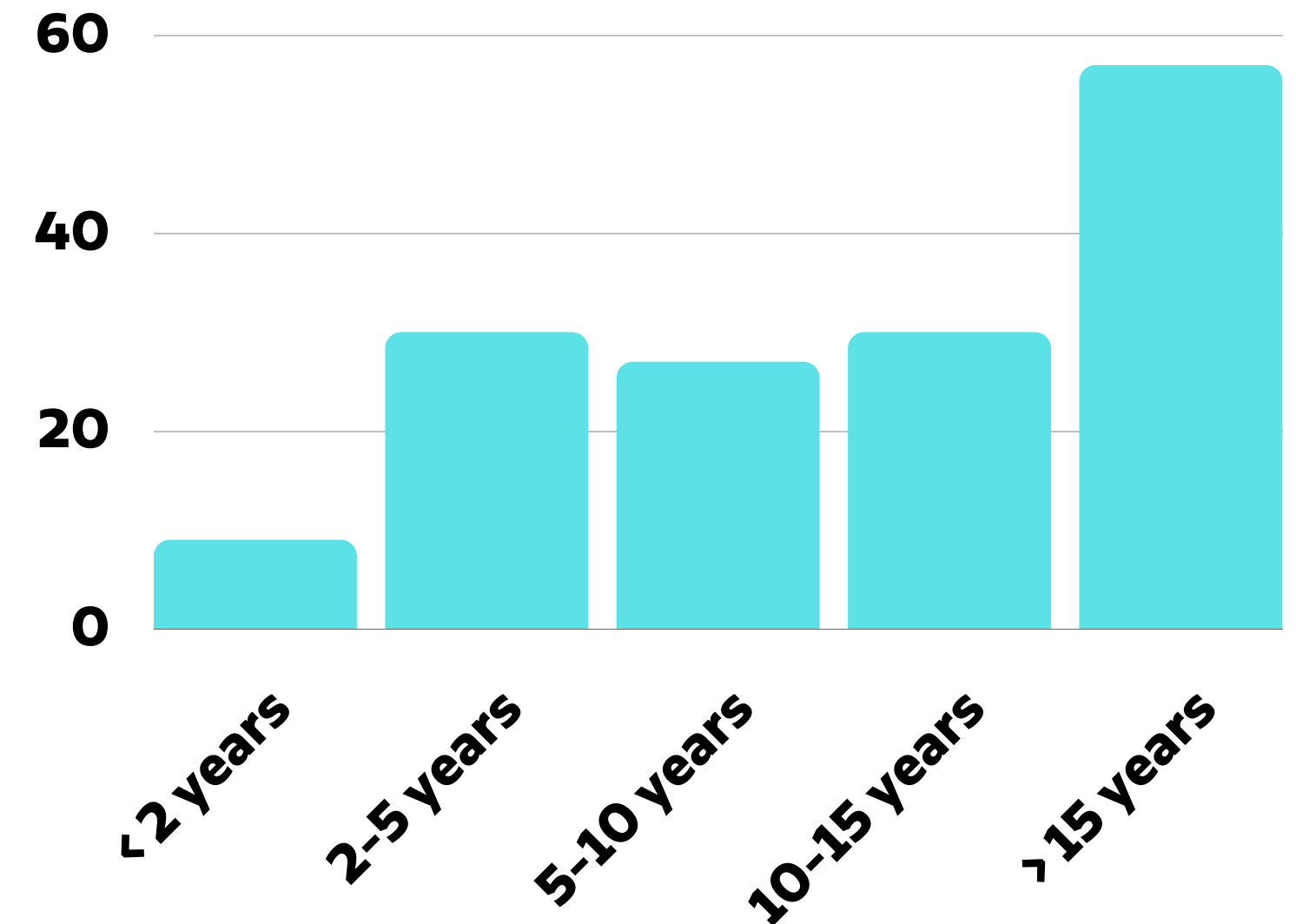
# 168 Responses

## Industry Segment



**Broad representation across experience level, industry segments and company size**

## Years Experience





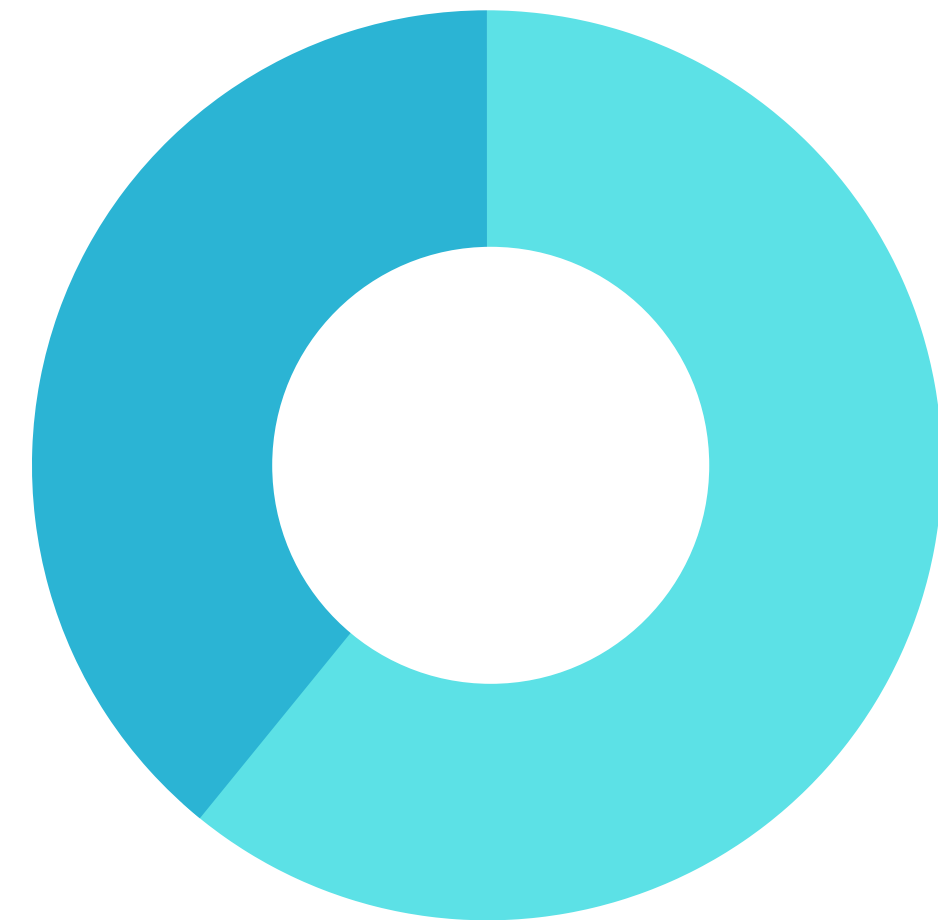
# **Women and Opportunity in the Dairy Industry**

# Women and Opportunity in the Dairy Industry

**61%**

**of respondents say  
gender has played a role  
in their missing out on a  
raise, promotion, key  
assignment, or chance to  
get ahead.**

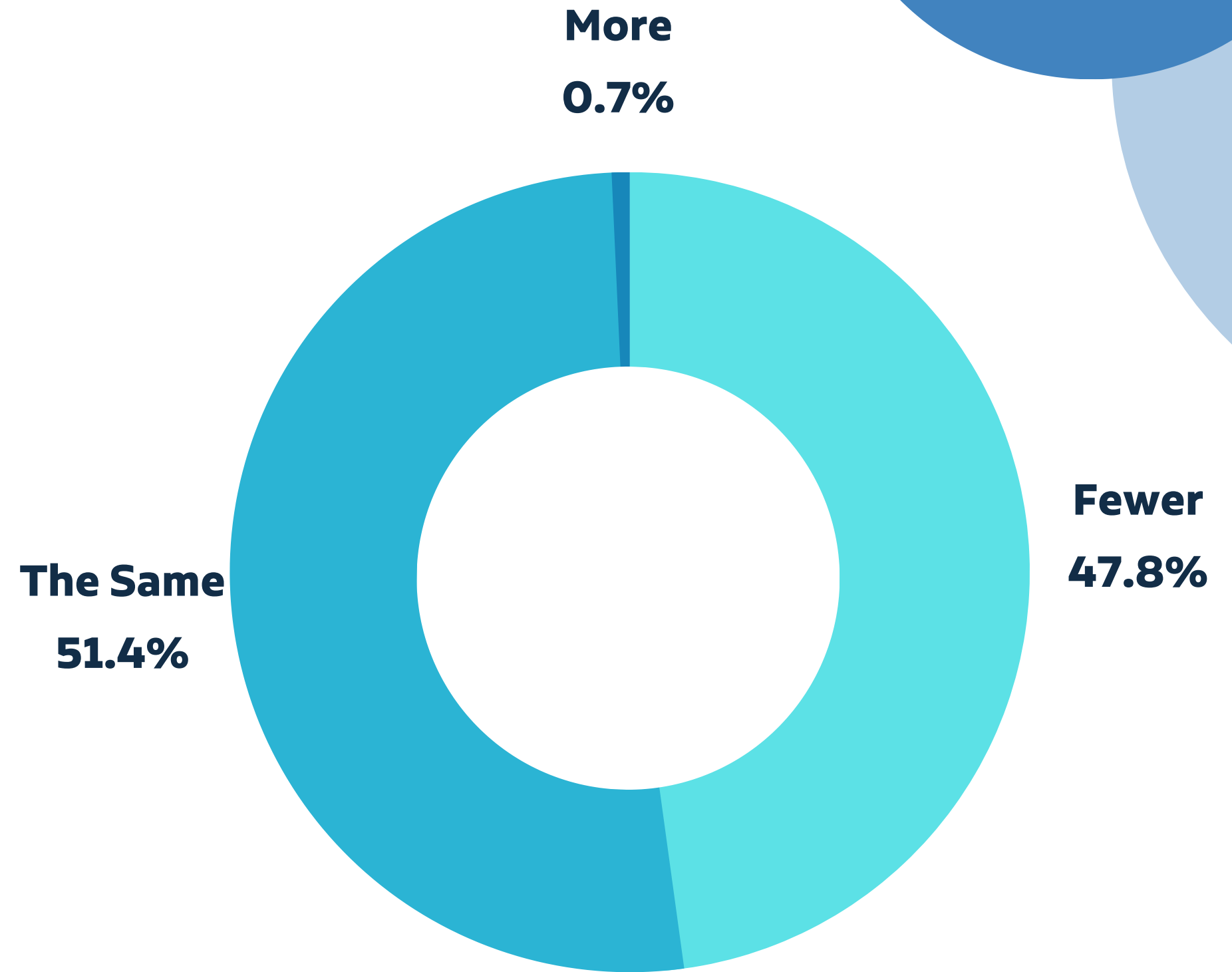
**No  
39.1%**



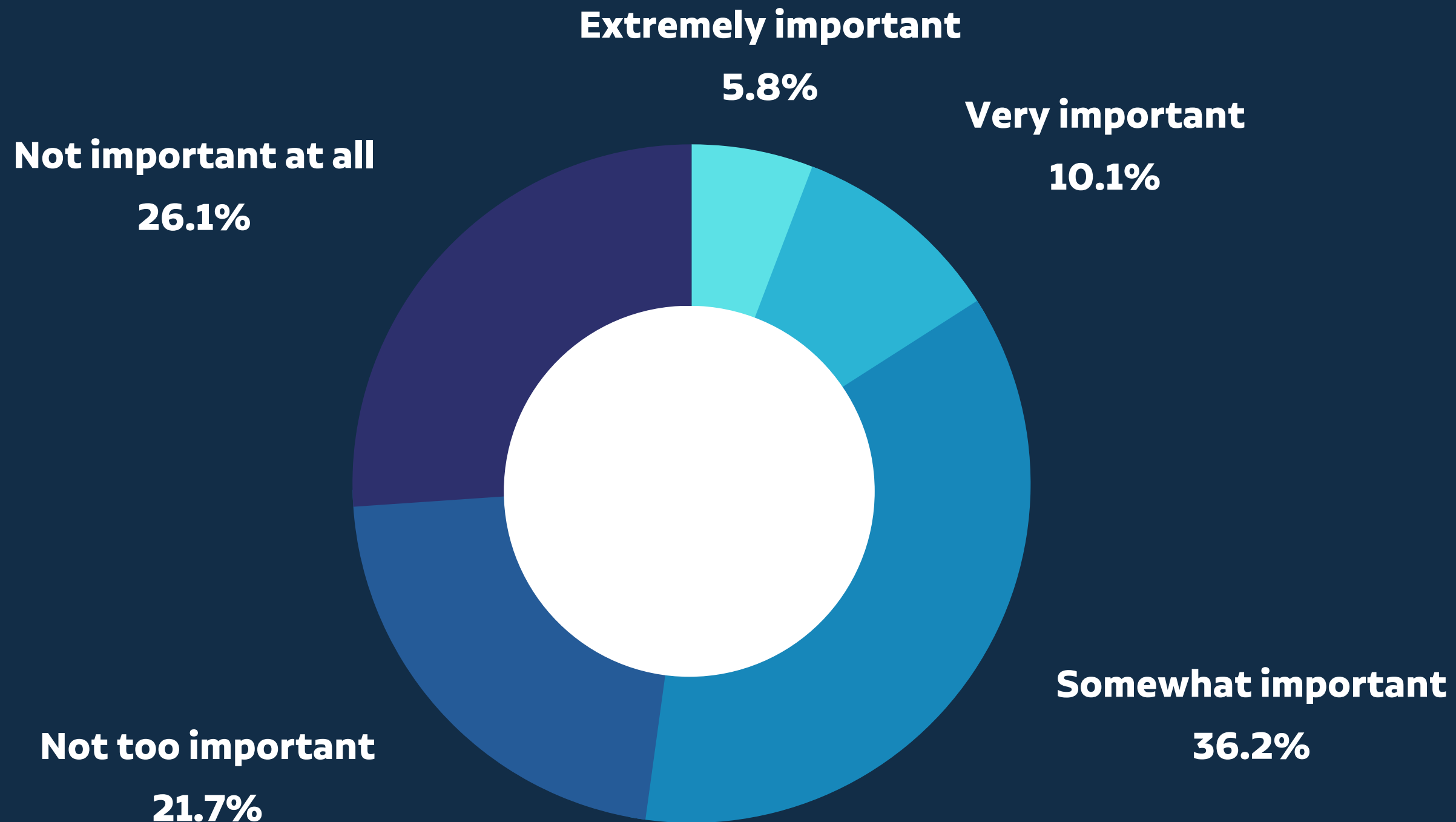
**Yes  
60.9%**

Have you ever felt that your gender has played a role in your missing out on a raise, promotion, key assignment, or chance to get ahead?

Nearly half of respondents (48%) believe women have fewer opportunities to advance in their organization than men.



In your organization, do you think that women have more, fewer, or the same opportunities to advance as men?

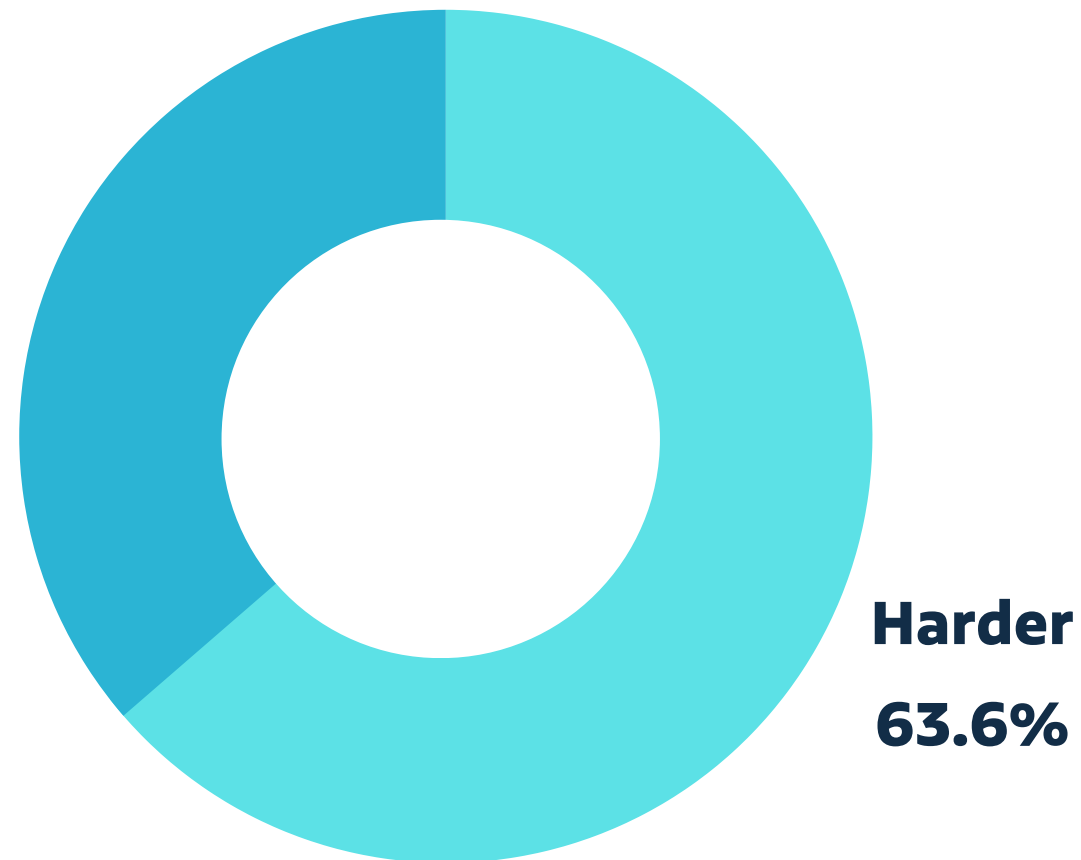


**More than half of the respondents (52%) indicated that gender is important when determining promotions at their organization.**

When determining promotions at your organization, how important is gender?

# Women and Opportunity in the Dairy Industry

**No Difference**  
**36.4%**



Going forward, do you think gender will make it harder or easier for you to advance in your career, or will it not make much difference?

**Among those with fewer than 5 years experience in the dairy industry,**

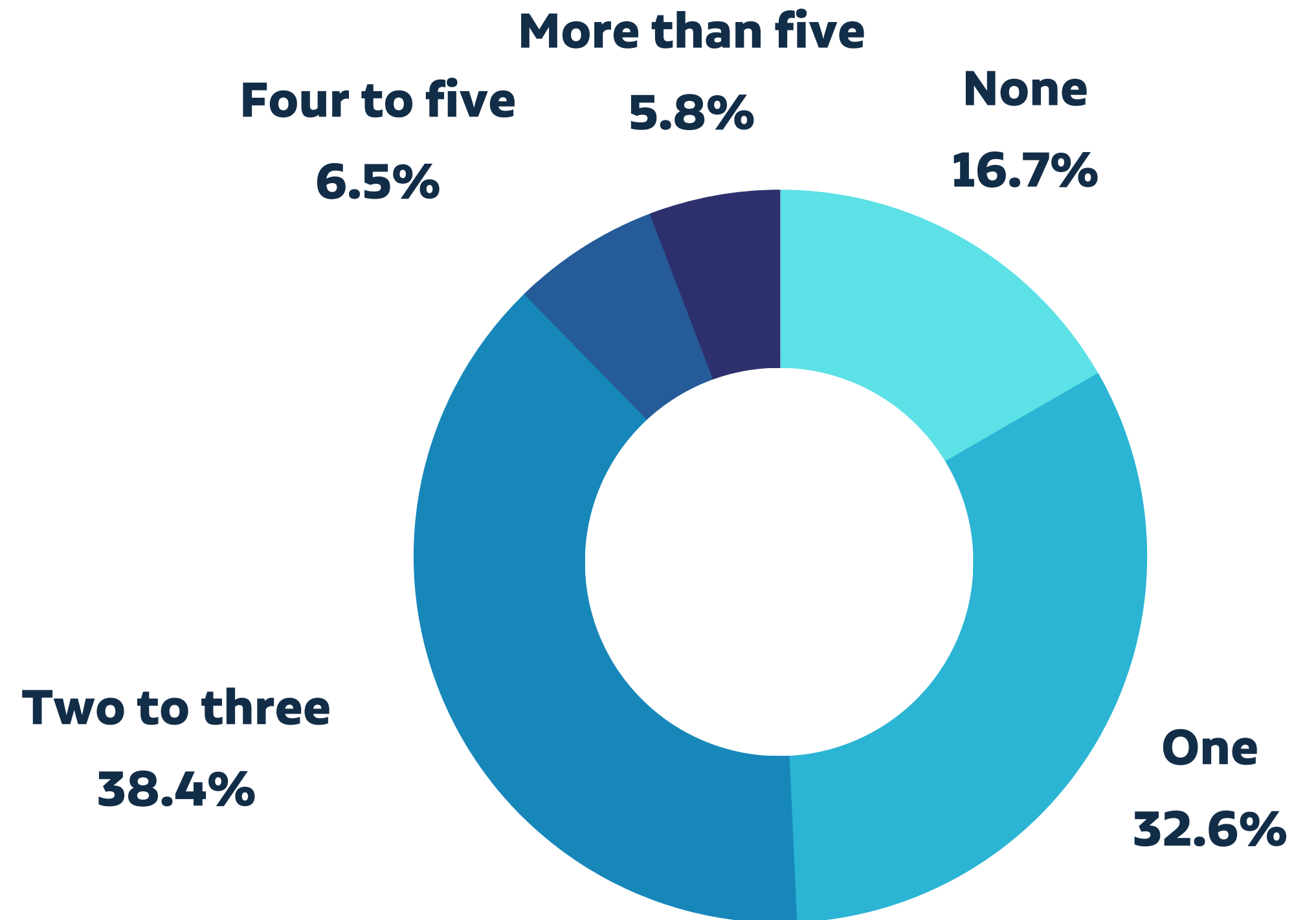
**64%**

**believe their gender will make it harder for them to advance in their career.**

Nearly half of respondents (**49%**) said they had **one or zero senior-level staff members** actively assisting them getting ahead in their career.



How many senior-level staff members at your organization have actively assisted you in getting ahead in your career?





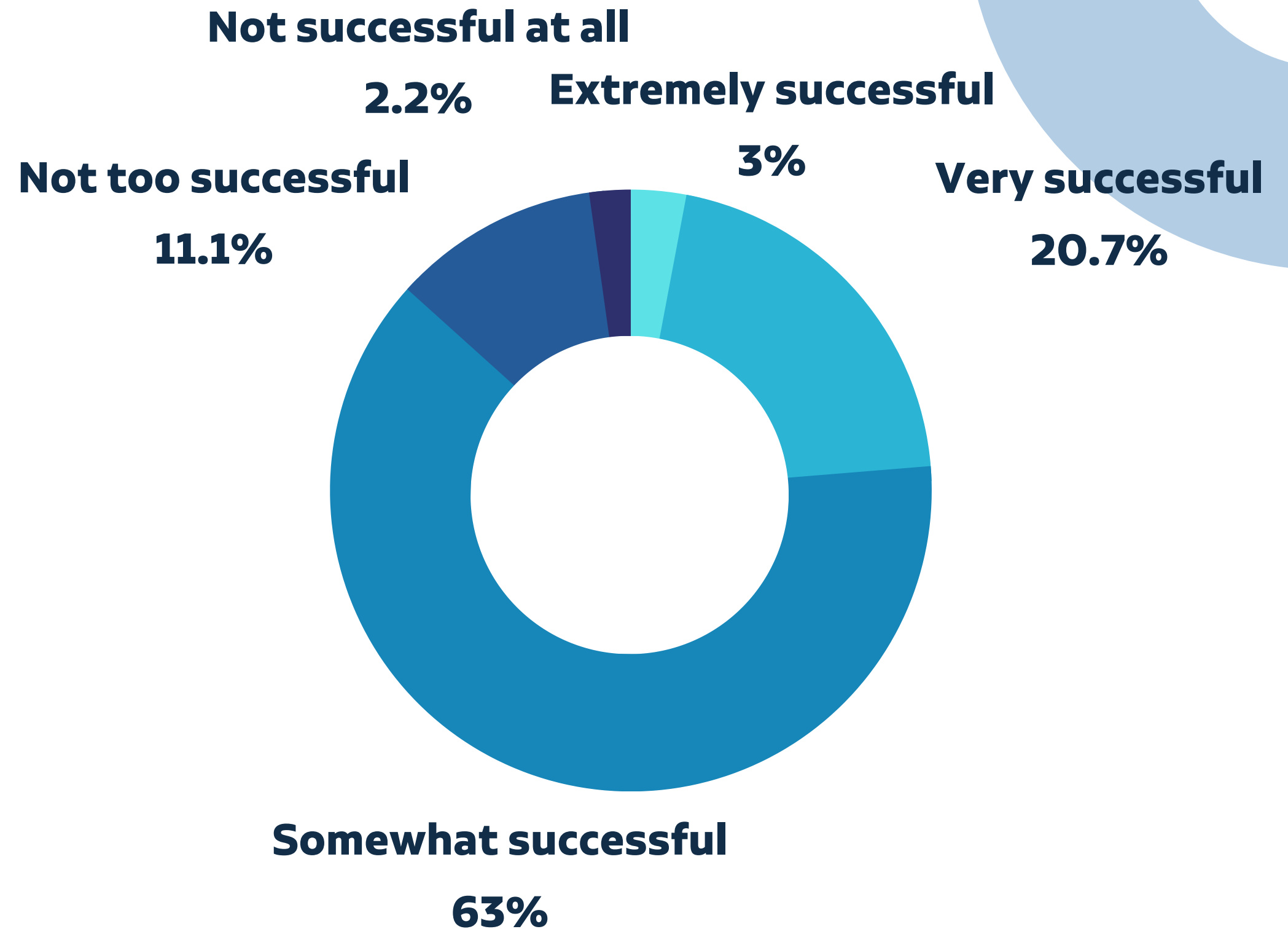


# **Women in Dairy: Programming and Networking**

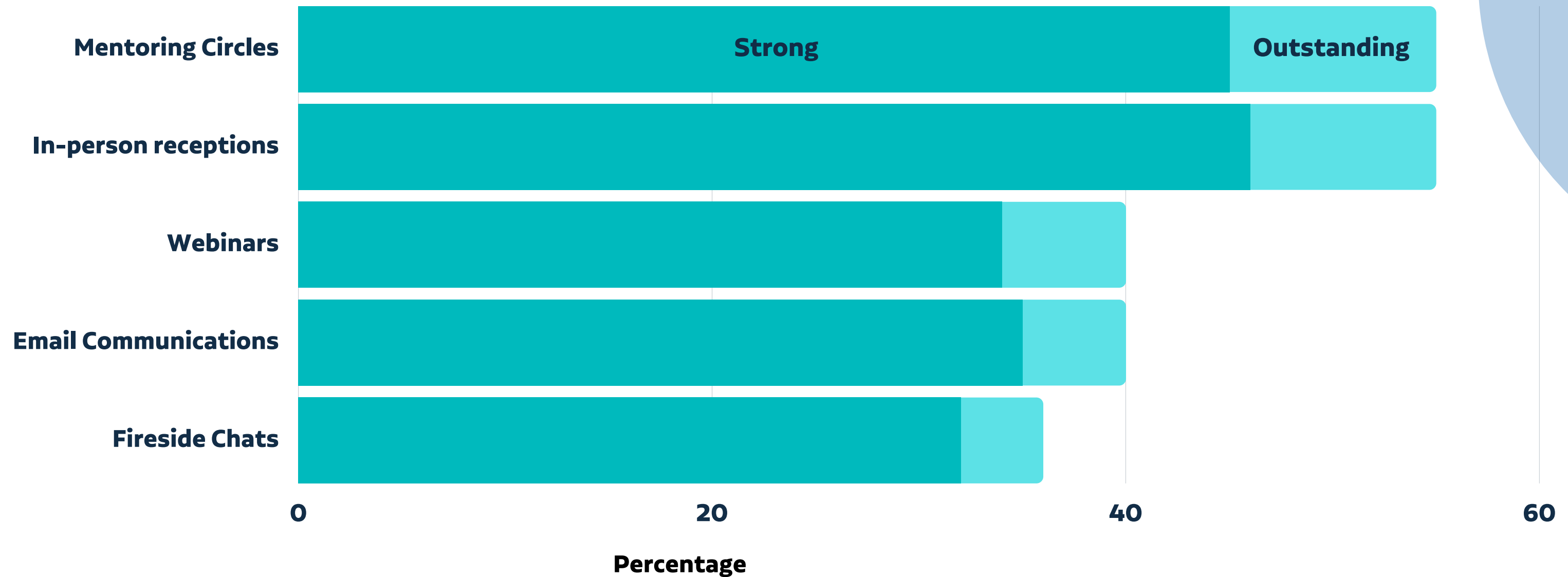
# Overall Satisfaction

87%

of respondents say IDFA's Women in Dairy has been successful in empowering and supporting women in the dairy industry through leadership development, mentoring, and networking events.



# Offerings



Of those who were familiar with each type of programming offered by Women in Dairy, **mentoring circles** and **in-person receptions** were rated highest.

## **What is working well?**

**Several women at our company have joined the mentoring circles and have found them to be valuable in terms of connections, support, information and career advice**

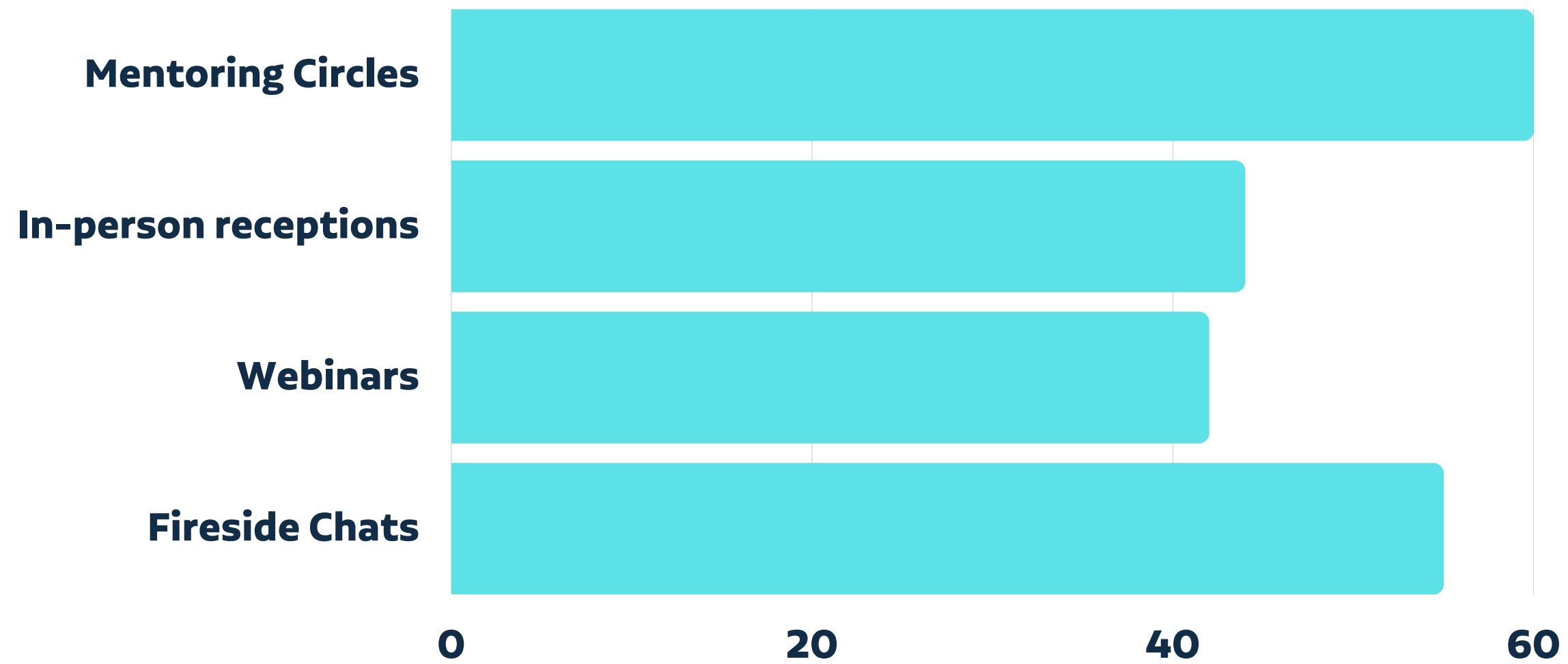
**It is a platform that allows women's experiences and professional growth to be shared amongst the industry. Provides resources and support from women who are key in dairy manufacturing who are fighting the good fight.**

**This is an excellent opportunity for networking and seeing how successful women can be in a male dominated field.**

**Provided support from other females in leadership roles and the ability to talk through situations.**

**Education and discussions on what holds women back and how to overcome.**

# Percentage Unfamiliar With Programming



**What should be improved?**

**Communication.**