

Get Diversity and Inclusion working for your business

Our Vision

To make Diversity and Inclusion a strategic business priority of Irish food, drink and horticulture companies thus advancing the attractiveness, performance and ultimate sustainability of the industry.

The Business Case for D&I

“At Dawn Meats we recognise that having a diverse workforce is a major asset and take every opportunity to promote equity, embrace diversity and challenge behaviour not aligned with our core values. Our D&I Strategy is led by a cross functional team and underpinned by defined targets which promote Diversity & Inclusion at all levels. We are committed to ensuring Dawn Meats is a place where we “do the right thing” with a culture that fosters personal growth and development, enabling people to be the best they can be.”

Niall Browne, CEO Dawn Meats



Source: IMI Insights

Why Diversity and Inclusion?

| | | |
|--|--|---|
| More diverse groups tend to be more innovative, creative, hard-working and better at problem solving . | Companies with female Board representation have been found to outperform those with no women on their Boards. | Gender-diverse companies are 15% more likely to outperform competitors. |
| Deeper understanding of the consumer market . eg. In the US, women direct 80% of consumer spending. | The talent pool is shrinking . Every organisation is competing for the same talent. | Ethically diverse companies are 35% more likely to outperform competitors. |

The Moral Case

The social case for change, along with the power of social media highlight the importance of taking the lead and ensuring that the food and drink sector is a force for good not only in nutrition but also with equality.

“Kepak believes in true diversity, and an inclusive culture where differences are valued. We recognise that achieving diversity, equity, and inclusion (DEI) is a journey not a destination and that real change takes time”.

Simon Walker, CEO, Kepak.

The Disconnect

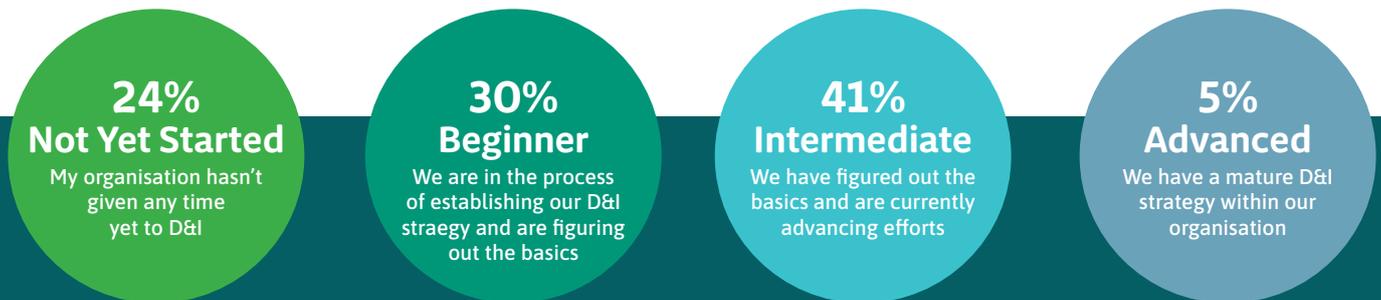
What Irish food and drink Companies believe:

- **84%** say gender D&I is a priority.
- **86%** believe progress has been made.

What Irish Food and Drink Employees say:

- **63%** believe gender D&I is important.
- **20%** believe it's tick-box.
- **65%** believe progress is made

Ask yourself... How D&I mature are you?



"We established Ornu's Diversity & Belonging Group in 2017, with the ambition to foster a culture of equality where everyone can bring their whole selves to work. Today, this is one of our five core values, and we have a global network of passionate diversity & inclusion advocates at all levels of the organisation supporting the delivery of our D&B strategy. Personally, I'm very proud of the culture that has evolved across Ornu over the last few years and the many positives it has brought at both individual and company level."

John Jordan, CEO, Ornu

"Our Diversity & Inclusion journey started as a grass-roots initiative, led by a committee of passionate volunteers. It has now become a fundamental part of our strategy and KPI's, sponsored by our leaders. We're really proud of the engagement and community we're building around Diversity & Inclusion and we know that engaged workforce will lead to better outcomes for our customers and our business performance."

Malcolm Sheil, Chief Commercial Officer – Kerry Group

Tips to becoming D&I mature

- Start the conversation.
- Demonstrate a visible commitment.
- Measure.
- Accept personal accountability – get uncomfortable asking difficult conversations.
- Create shared responsibility.
- Increase organisation learning in relation to D&I.
- Visit 30% [Club Diversity and Inclusion Toolkit](#).

Next Steps

- Put and keep D&I on your agenda.
- Create a team of D&I champions across your organisation.
- Become a member of AgDif to learn more, Email agdif@bordbia.ie
- Follow us on Instagram, Twitter, Facebook, LinkedIn, Youtube.

Resources available

- Bord Bia
- AGDIF tool kit <https://www.bordbia.ie/globalassets/bordbia.ie/about/diversity-toolkit.pdf>
- The Business Case
 - IMI – [Creating a Culture of Inclusion](#)
 - Food Navigator – [The Business Case has never been clearer](#)
- Getting Started
 - [Harvard Business Review – 5 strategies to infuse D&I into your organisation](#)

Brought to you by

BORD BIA
IRISH FOOD BOARD

AON

in
partnership
with


30% Club
GROWTH THROUGH DIVERSITY

 **AgDIF**
Diversity and Inclusion in the Irish
Food, Drink and Horticulture Industry