

# Agri-Women's Development Trust

Annual Report 2021



## Our **vision**

Women are vital partners in world-leading New Zealand primary industries.

## Our **purpose**

Empower women to accelerate progress and change in the primary sector and rural communities.

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Next Level programme graduates (Christchurch) from left: Janet Gregory, Caroline Amyes, Rachael Handy, Tina Giera, Emily Darling, Annabel Barnett, Sara Heard (AWDT Facilitator), Nicole Lang, Dawn Sangster (AWDT Facilitator), Dale Neill, Anna Hart, Poppy Hardie, Siobhan O'Malley, Rebecca Tosswill and Rebecca Miller.

Cover image: 2021 Next Level (Dunedin) graduates Karen McDonald and Trish Burborough with guest speaker Anna Campbell, Zestt Wellness Co-Founder & Director.

## Chair's Report



Tēnā koutou katoa

The uncertainty and changing environment of 2020 continued into 2021 with all organisations not only feeling the impacts of COVID, but the growing social, political and commercial challenges that have resulted.

While the Trust was also impacted by these challenges and reported a small deficit in 2021, we considered this a good result as we committed to investing in our programmes, and our women and men to help meet the future needs of the sector.

Great leadership has never been more needed than now, and we continue to support women and men in all parts of the sector, across the value chain, on and off-farm. I define leadership as our behaviours and our courage, not by our positions.

While Lisa as General Manager will outline the programmes in her report, highlights for me included rolling out the final Red Meat Profit Partnership programmes, continuing to work on developing a leadership programme for Māori women, new programmes in conjunction with MPI to build skills and resilience in these ever-changing and challenging times, the review of the Escalator programme and continued investment in online content and digital platforms.

A big shout out to our small staff, led by Lisa, who are an inspiration and work tirelessly to ensure quality programmes are researched, designed and delivered. During the year, they continued their can-do approach, adapting to the ever-changing environment to ensure programmes and events were able to go ahead safely while meeting participant needs. They also coordinate an amazing team of contract facilitators who ensure quality delivery on programme, and just as importantly, empower our participants to connect, find their courage and engage in creating positive change.

As a charity, our partners are key to our success, and we highly value our relationships with them. All our partners share the values of AWDT which is very important to us. Their commitment and support of the Trust and the women and men of our sector is something that inspires and humbles me every day. To all our partners, thank you for your support and your trust in us.

This year saw us also working with a wide variety of new organisations especially in the newer programmes and these connections and relationships will continue to thrive.

Our three strategic priorities focus on equipping and empowering primary sector women, building pan sector networks and future proofing AWDT. As part of future proofing, 2022 will see work start on reviewing the overall AWDT business model to ensure future financial sustainability and the ability to plan longer term than currently possible.

This past year has again made it challenging to meet in-person as a board, but we were thrilled to welcome three new trustees. Anne-Marie Broughton, Keri Johnston and Poto Davies joined the board in September 2021, bringing strong governance experience and from Anne-Marie and Poto considerable wisdom to guide us on our te ao Māori journey. We are fortunate to attract governors of this calibre. All three are Escalator Alumni so are well-versed in what we are all about!

Scott Champion stepped off the Board after five years and we acknowledge his huge contribution, calm guidance and continued support.

I have a dual role currently as a facilitator and Chair so I do get to experience the magic that happens when a group of smart, passionate women come together to connect, learn new skills, gain confidence and discover how they can make meaningful change. Watching them find their 'why', discover new opportunities and lead our sector, on their farms, in other businesses and in the community never fails to warm my heart and remind me of the great need for AWDT and all it does.

As a Trust we focus all our efforts on providing support, programmes, and connections as we work to empower women to accelerate progress and change in the primary sector and rural communities. It is sometimes timely to remind ourselves that by doing all of this, AWDT is also a leader in our sector and beyond.

Noho ora mai  
**Linda Cooper**

## General Manager's Report



Tēnā koutou katoa

In another challenging and disruptive year, our participants continued to step up, investing in their development and taking their place as changemakers in Aotearoa's food and fibre sector and rural communities.

During the year, 523 participants - from farms, orchards, marae and boardrooms - including some men, joined us to build their confidence, skills and connections.

In line with our principle of researching, designing and delivering programmes that meet real needs, we also undertook significant programme development, building on earlier AWDT research and pilot programmes.

As the pandemic continued to hold sway, our small dedicated team of staff, facilitators and contractors found ways through, pulling together to deliver on plans A, B and sometimes C. Thank you for your hard work and unwavering commitment to the AWDT kaupapa.

Overall, 97% of our programme participants were satisfied or very satisfied with their experience.

It's all about YOU remained a popular personal development programme, with eight in-person programmes held for 106 women.

In its third year, our Next Level leadership programme was further scaled, with an expanded team of facilitators working with 39 women in three locations.

We celebrated the extended journey of the 2020 Escalator cohort in April. The way the group and our team adapted over 15 months though the pandemic paid off, with the women now actively deepening their impact in their respective roles and communities.

Programme delivery under the Red Meat Profit Partnership was complete at the conclusion of RMPP in March. Our work over six years with about 25 percent of red meat sector farms to improve their performance is a proud milestone for everyone involved. The challenge now is

to take the resources and lessons from RMPP forward in a sustainable way.

In our final programme delivered through RMPP, it was a privilege to work alongside Oromāhoe Marae leaders in Tai Tokerau for Wāhine Māia Wāhine Whenua. Our team was humbled by the manaakitanga extended to them.

Building on our 2017-2020 Sustainable Farming Fund research project, we developed 'Generation Change', a new programme to help young women in tertiary study kickstart purposeful careers in the food and fibre sector. We began evolving the Wāhine o te Whenua women's leadership pilot for delivery in 2022-2024. Both are funded through MPI's MPI Sustainable Food and Fibre Futures project, alongside AGMARDT.

With support from MPI, we researched, designed and delivered a new pilot programme 'Our Resilient Farming Business' to support financial and personal resilience in businesses. We also scaled our Know your Mindset. Do what Matters programme with MPI support.

We reviewed the Escalator programme to ensure that it remains fit for the changing needs of the sector and women's leadership in it. The review's recommended enhancements will be made in 2022 and 2023.

We hone our online delivery through online facilitated learning and self-directed learning, removing barriers to participation for some.

The year's financial deficit of \$32,060 was the result of two factors - future proofing through programme development, and agility and flexibility to deliver during the pandemic. Audited financial statements and the statement of service performance are available separately to this report.

Alongside our funding we found new ways of working with others - Farmstrong, Rural Support Trust, Rural Leaders NZ and New Zealand Young Farmers - to deepen our impact together.

We remain inextricably connected with the Escalator Alumni Inc - thank you to Nicki Mackay who stepped down from chairing the incorporated society after three years of selfless leadership.

In 2022, we will embark on an AGMARDT-funded project that will provide insights, resources and options for not-for-profit sustainable business models, including how partnering can deliver on primary sector capability needs.

As the pace and extent of change in the sector continues to accelerate and new opportunities emerge, it's clear that the only way through is together.

Ngā mihi nui  
**Lisa Sims**

## Board of Trustees

We are governed by a board of eight appointed trustees with diverse backgrounds in the primary sector and rural communities.

During 2021 Dr Scott Champion stepped off the board after five years of service, wisdom, and guidance. We welcomed three experienced governors to the board, all members of the Escalator Alumni – Anne-Marie Broughton, Poto Davies and Keri Johnston.

## Women are vital partners in the Fit for a Better World vision

We are committed to meeting the greatest challenge humanity faces; rapidly moving to a low carbon emissions society, restoring the health of our water, reversing the decline in biodiversity and at the same time, feeding our people.



Linda Cooper  
Chair



Anne-Marie Broughton  
Trustee



Fi Dalgety  
Trustee



Poto Davies  
Trustee



Jenni Vernon  
Trustee



Scott Champion  
Trustee



Murray Donald  
Trustee



Keri Johnston  
Trustee



Lindy Nelson MNZM  
Founder



Mavis Mullins MNZM  
Patron

## Principles: how we sort what we do

- Research, design, and deliver programmes that meet real needs
- People, profit, planet & progress underpin our impact focus
- Form vital partnerships through collaboration & creating mutual value
- Flexibility & agility in responding to new problems & opportunities
- Develop a Te Ao Māori perspective in our work

## Values: how we behave

- Standing shoulder to shoulder
- Keeping it real: meet today's needs, from farm to boardroom
- Creating confidence: to learn, connect, take action
- Being curious: always learning, open to new possibilities
- Inspiring hearts & minds

## Where we are going

Our strategic plan is focused on ensuring primary sector women are equipped to respond to a rapidly evolving primary sector that is facing disruption from its traditional modes of operating. We are focused on three key strategic priority areas:

- 1 Equip and empower primary sector women:** Investing in insights-driven high impact programmes that meet the needs of primary sector women, equipping and empowering them with the right mindsets and skillsets to be valuable contributors in the primary sector today and into the future.
- 2 A high impact leveraged pan-sector network:** Creating a high value collaborative network of AWDT alumni and key partners that can be leveraged to create mutual value and amplify AWDT's impact across the sector.
- 3 Future-proof AWDT:** A relevant and high performing organisation with sustainable funding streams that is well positioned to support the needs of primary sector women.

## 2020 -2023 Strategy

### Vision: what we aspire to

Women are vital partners in world-leading New Zealand primary industries

### Purpose: why we exist

To empower women to accelerate progress and change in the primary sector and rural communities

## Purpose-led Leadership

### Escalator

14

#### Leading pan sector collaboration

Our 2020 Escalator cohort finally graduated in April 2021 following disruption from the pandemic. These women are leading catchment groups, stepping onto boards, and into new positions across the food and fibre value chain.

*"To be a good leader, you have to first know your 'why.'"*

- Donna Cram, 2020 Escalator Alumni

"For me it is to connect people across agricultural communities using values-based communication to empower collaboration."

In the past 13 years Donna and husband Phil have fenced 9.7km of streambanks and made over 11,700 plantings to protect waterways on their land. It was part of a vision that foresaw a need for Taranaki's rural communities to come together for local solutions to social and legislative changes.

"The skills and confidence gained on Escalator enabled me to turn that vision into Taranaki Catchment Communities Incorporated," said Donna. "We have bought together 13 pan-sector



catchment communities throughout Taranaki to empower rural communities with knowledge and specialist skills to face change and ensure a sustainable future. This is farmer-led, farmer-driven, and each community has come up with its own plan.

"Most people have some form of imposter syndrome. We make little of our achievements, and rarely see ourselves as leaders. Escalator gave me confidence in my leadership abilities and helped me understand my motivations through knowing my 'why.'"



From left 2020 Escalator Alumni: Keri Johnston, Helen Barnes, Donna Cram, Courtney Nimmo, Helga Kerse, Vicki Compton, Jo Gibbs, Poto Davies, Emma Crutchley, Jo Hay, Steph Cresswell, Leanne Stewart, AWDT Founder Lindy Nelson, Janine Alfeld, Tania Te Akau

## Next Level

39

### Scaling leadership development

In its third year, our six-month Next Level in-person leadership and governance programme was further scaled to reach 39 women, up from 26 in 2020. A hybrid in person and online programme, Next Level was held in Christchurch, Dunedin and Palmerston North.



*"Leading change in the wildlife sector by bringing together species management, conservation and people to benefit the wellbeing of the ecosystem at large."*

- Erin Garrick, Southland Fish & Game Field Officer & 2021 Next Level Graduate shares her mission to lead positive change.

## It's all about YOU

106

### Life-changing personal development

Eight programmes were held for 106 women in New Plymouth, Morrinsville, Balclutha, Invercargill, Gisborne, Napier, Amberley and Geraldine.

Women who start their development journey on It's all about YOU, often continue to progress through the AWDT programme pipeline, including Next Level and Escalator.



*"OMG - this programme was completely life changing. I'm so glad that I went on it and have continued with the coaching. I have made decisions differently and a better understanding of my value, why I think things, and the negative self-talk has changed. I'm so grateful for the opportunity."*

- It's all about YOU participant

## Vital partners in a stronger red meat sector

On 31 March 2021 the Red Meat Profit Partnership concluded, along with our contribution to the seven-year Primary Growth Partnership (PGP) programme tasked with helping the New Zealand red meat sector increase productivity and profitability.

We are proud of our part in this legacy project, improving farm performance by engaging women as critical farming partners in their businesses.

Born out of the 2011 Red Meat Sector strategy, RMPP involved a consortium of agribusinesses from across the red meat sector value chain, along with farmers and the Ministry of Primary Industries.

Funding and in-kind support from the RMPP partners enabled us to research, design, and deliver three programmes at scale – Understanding Your Farming Business (women only), Wāhine Māia Wāhine Whenua (Māori women) and Future Focus (farming partnerships). The valuable tools and resources developed in other RMPP initiatives were also made available to and used by AWDT programme participants.

We acknowledge and thank everyone who contributed to this success, from the early initiators of UYFB - Charmaine O’Shea, Kirsten

Bryant, Lindy Nelson and Diane Falconer, and our team of facilitators and support staff over the years.

The challenge now is to sustain these programmes so they can continue to break down the barriers for women wanting to be more active business partners in their farming businesses.



*“The AWDT Future Focus course was subsequently introduced allowing husbands and partners to strengthen the farm team’s understanding of operating a successful business. The AWDT built a strong team of professional presenters who continued to offer courses beyond RMPP.”*

- RMPP Final Report, 2021



Celebrating the conclusion RMPP, from left: Malcolm Bailey RMPP Chair, Di Falconer former RMPP manager & current AWDT Programme Manager, Scott Champion AWDT Trustee, Karen Adair MPI Deputy Director-General Agriculture & Investment Services, John Ladley Beef + Lamb New Zealand South Island GM, Linda Cooper AWDT Chair and Lisa Sims AWDT GM.



*“A highlight was the courses run by AWDT with 2,885 rural women undertaking the Understanding Your Farming Business course and able to support their farm business partners. Women have always been a crucial part of farming life and enabling this professional development opportunity enhanced business decision-making.”*

- RMPP Final Report (Note: number includes Wāhine Māia, Wāhine Whenua participants, pictured)

## Impact at scale

The economic and non-economic impacts of each of the RMPP initiatives were measured in a report by Scarlett Ltd.

AWDT programmes stood out in the People, Training and Capability programme that delivered learning opportunities and grew the skills of current farmers.

The Scarlett report broke down the overall industry impact generated by the RMPP training programmes and online learning resources.

As shown graph below noting that the primary contributor to the overall industry impact was Understanding Your Farming Business (47%) with Future Focus contributing 9%. Taking Ownership of Your Financials (6%) drew from UYFB material to improve farmers’ financial literacy and benchmarking skills.

Non-economic impacts were also realised across farmer wellbeing, environmental, social licence and succession.



## Meeting women where they are - in-person, online, on marae

An extension of the final milestones extended from September 2020, due to Covid 19 disruptions, saw our work with the Red Meat Profit Partnership finally conclude in March.

### 45 Understanding Your Farming Business

We continued to evolve and modify the delivery of 'Understanding Your Farming Business', building skills and confidence in budgeting, financial statements, key performance measures, communication, overcoming resistance and barriers to change.

Early in 2021, four UYFB programmes were completed by 45 women from sheep, beef and dairy farming businesses. Two programmes were delivered fully online and two in a hybrid in-person/online mode.

We successfully trialled the introduction of a user pays component to both face-to-face and online versions which did not appear to be a barrier to participation.



Maddy McLean with ANZ Hastings Relationship Manager Henry Tietjen (left), children Oscar & Olivia and husband Andrew.

*"Understanding Your Farming Business made me realise just how involved you can be in the business, and how important you are to the business. There's also much more to it now – with the environmental regulation, health and safety, grants to apply for and nutrient budgets to organise, so there are plenty areas where I can contribute. Now when the bank manager calls, the conversation we have is equally as valuable as the one they have with Andrew, as I'm more confident in my understanding of the financial side of the business."* – Maddy McLean, Hawkes Bay farmer

### Distance learning – removing barriers

Following the full development and delivery of Understanding Your Farming Business online in 2020, we further evolved and tested online delivery options.

While in-person delivery continued to facilitate strong connections and conversations within groups, the online delivery enabled other women who face barriers to in-person learning to participate.

The fully-online version combined facilitated group Zoom sessions and self-directed learning - clearly delivering similar impact and outcomes for participants who prefer to learn this way.

*"Learning while on maternity leave appealed (distance learning made this possible) & the course content is just what I have been looking for."*

- 2021 UYFB online participant

## Aspirational design with heart



Participant Lucy Taurua-Mason and AWDT Facilitator Geordie McCallum work together during Wāhine Māia Wāhine Whenua. Right image: Maryann Stuart celebrates her graduation from the programme with AWDT Facilitator Mel Sweet.

The final programme delivered under RMPP was the Wāhine Māia Wāhine Whenua wānanga, delivered to 16 women at Oromāhoe Marae in Kaikohe in March. This followed our first successful wānanga in November 2020 at nearby Ōhaki Marae.

New to the programme this year was a field visit to the Omorāhoe Trust farm - a highlight for the participants, especially those who reconnected to the whenua having not visited it for many years.

Using the actual farm trust accounts on programme provided valuable context, learning and insights for the women as governors and beneficiaries.



*"The programme was designed with heart, research, and opportunity creation for wāhine on the farm. It has a very clear and direct programme that has evolved from where it was first delivered."*

- Karleen Everitt, independent reviewer



Participants and AWDT facilitators gather at the Omorāhoe Trust farm in Kaikohe during the Wāhine Māia Wāhine Whenua wānanga in March 2021.

**Kia noho, kia rongu, kia korero. Ka rere te reo o te wāhine.**

## Adapting to change

In response to increasingly uncertain and rapidly-changing world and business environment, we supported farmers, growers and others in rural communities through two programmes, supported by the Ministry for Primary Industries.

**74**

### Our Resilient Farming Business pilot

We researched, designed and delivered the 'Our Resilient Farming Business' pilot programme to help farmers and growers reduce risk, build agility and cultivate business resilience.

connected with each other and measure financial and non-financial risks and opportunities, then use existing knowledge and tools to help insulate impacts from change events.

More than seventy farmers and growers – women and men in sheep, beef, dairy, arable and kiwifruit businesses – took part in the two-month pilot,

Separate to the pilot, a focus group with eight Māori agri-business leaders provided insights into the needs of this group.

**93%**

of participants were very satisfied with the pilot programme, with 7% satisfied. Overall positive shift across the agreement scale for all learning outcomes. Minor-moderate programme changes recommended to pilot.



### Actions taken by participants post-programme

- Reviewed** loans & interest rates with bank
- Sorted** wills and insurance (life/trauma)
- Completed** biosecurity and winter grazing plans
- Hired** a casual labour unit - more time off-farm
- Trained** children on emergency radio telephone
- Started** a grower group to share experiences
- Took time out for exercise** at the gym twice a week

- Scheduled** more time with family, bought a spa pool
- Appointed** a farm consultant for formal planning/budgeting
- Planned** "What if?" scenarios for livestock policies & income
- Delegated** planning responsibilities to staff, created operations manuals
- Approached** planning & decisions with more awareness of the other business partner

**219**

## Know your Mindset. Do what Matters

After initial investment in 2020 by Beef + Lamb New Zealand for the pilot, we scaled 'Know your Mindset. Do what Matters' to reach 219 women and men.

This short, practical, online programme helps rural people learn how stress affects their ability to plan and act effectively, practice some evidence-based techniques to focus under pressure, and prioritise wellbeing.

The project supported MPI's 'Complementary Services' programme to help build well-connected and supportive rural communities. Thanks to the teams from Farmstrong, Rural Support Trust and Beef + Lamb New Zealand for their help with delivering this programme.

*"The course was invaluable. We did it as a couple and I think this is the way to get the most benefit from the learning contained in the workshop. As a couple you more than double the effect. Loved the science presented. Especially good for our farming men who trust science. Enjoyed facilitators relating the content to their own experiences. Made it real and sometimes I saw myself in their examples."*

*-2021 Know your Mindset. Do what Matters participant*

### Mentals skills training another pillar



Matt Goodwin has plenty on his plate. He oversees not just one farm, but two – the family's South Canterbury dairy operation comprises a 600-cow farm and a 300-cow farm. It's a big job, but Matt loves dairying.

The pressure to perform, however, is constant. "This is a 7-day-a-week, 365-day-a-year industry. It never stops. There are also lots of things you have no control over, but still have to deal with. For example, the weather."

Matt says the bigger picture is that mental skills training is just another aspect of being organised on farm.

"Farmers already seek expert advice on financial matters, livestock, the environment and staff development. Mental skills training is just another pillar to support the business."

Know your Mindset. Do what Matters also helped Matt manage the day-to-day pressures of the job. "My thinking's far more flexible nowadays. If everything's going well, I'll think, 'good staff, good rosters, cows are happy, sweet, away you go for a day'. Or if the weather turns bad for a month, I'll think 'right, time to pace yourself' and I'll schedule a bit of downtime on-farm so I'm not burning myself out."

"Being in the right head space is important in farming. It's like oiling the squeaky wheel on the silage wagon. The day that it rains, you know that the bearing will still be going strong because you've greased it. This course is doing the same for your brain. You're keeping all the cogs working at their best, so you don't get bogged down mentally when things crop up. This programme helps you to take a step back and manage those pressure points calmly and clearly."

## Better together – with our partners

*Shared values and a common vision for a thriving New Zealand primary sector and rural communities continue to underpin our partnerships.*

Ongoing commitment from our financial partners continued to provide certainty for AWDT's operational delivery in 2021, especially at the end of RMPP and in the ongoing Covid-19 challenges.

Additional in-kind support by our partners in the form of expertise, information, venues and networks plays an increasingly important role as we combine strengths to serve common audiences and create impact together.

We entered a new three-year Sustainable Food and Fibre Futures project with MPI and AGMARDT to support Māori women's leadership development (Wāhine o te Whenua) and young women in tertiary study into food and fibre careers (Generation Change).

In 2021, MPI funded our new work to support rural and business resilience through the Our Resilient Farming Business pilot and scaling of the Know your Mindset. Do what Matters programme.



Our strategic partners, FMG and ANZ, kindly hosted our leadership programmes at their offices – providing wonderful hospitality for our Facilitators Sara Heard, Linda Cooper and Mena Antonio (pictured) and programme participants.



AWDT continues to partner strongly with the AWDT Escalator Alumni Inc in its work as a growing network of supportive leaders, connecting with each other and other AWDT programme participants.



We acknowledge the contribution of Malcolm Nitschke (pictured with 2020 Escalator graduates) in his retirement from AGMARDT and extend our thanks for his support of our work.

## Collaborating for common goals

*We continue to develop informal and in-kind partnerships, collaborating with a range of organisations where common audience and goals are clear.*

Farmstrong worked alongside us to further evolve, evaluate, and share stories from Know your Mindset. Do what Matters. They, along with the Rural Support Trust network helped us connect with the audience for this programme and worked alongside our team in support facilitation.

We were grateful for the support and expertise provided by Beef + Lamb New Zealand Extension Managers in the online delivery of Know your Mindset. Do what Matters.

AWDT, Rural Leaders New Zealand and New Zealand Young Farmers worked alongside each other to connect our alumni and members into the Generation Change: Mentoring pilot for young women. More than 80 mentors from our three organisations signed up for the pilot programme, delayed in 2021 by Covid restrictions, and now beginning in 2022.



AWDT Strategic Partner Ravensdown Director, Bruce Wills, with Ravensdown Escalator Scholarship recipients Jo Hay and Donna Cram.



Our partnership with Shepherdess magazine saw our graduates, including Escalator Alumni member and FMG leader, Nicki Mackay inspire and lift others by sharing their stories and build community.

## Design & delivery – keeping it real

Our staff and facilitation team had a busy year of programme development and delivery, keeping things real with their lived experiences and deep understanding of the primary sector and the world our participants live and work in.

Other facilitators stepped into new roles in the Next Level and the Beef + Lamb New Zealand Farmer Council leadership programmes. We welcomed several new facilitators and project managers who



Members of our facilitation team supported the development of the 'Our Resilient Farming Business' pilot programme, threading their sector knowledge and experience through from design to delivery and follow-up impact measurement.



Building capability in tikanga and mātauranga Māori - Maraetai Herbert-Pickering, Ōhaki Marae Chair and Wāhine Māia Wāhine Whenua Facilitator Melanie Sweet (right) with fellow AWDT facilitators Geordie McCallum and Anna Steele at the Oromāhoe marae-based wānanga.

brought te ao Māori and their professional expertise and experience in the psychology and resilience areas.

We partnered with amp'd careers to co-design 'Generation Change', our new programme for women in tertiary study and training to create purposeful careers and connections in the food and fibre sector.



AWDT team members Daniel Eb (Dirt Road Communications), Rachel Morgan and Di Falconer with Suzie Marsden and Sharon Spence of amp'd careers (right & centre), during co-design of the Generation Change programme.

"It was a privilege to sit and observe the facilitators of Wāhine Māia. Each brought with them their strength, expertise and skill as a professional facilitator in their respective fields. It was great to witness how they not only engaged with the participants but also with each other. They each held their participants in the subject matter, even though at times the 'wānanga korero' did take them off programme. At one stage of the programme I was intrigued to witness the participants so deep into a korero and how the facilitator was able to draw the participants back on point. This is always a difficult task to do, even for the most skilled facilitators of wānanga." – Karleen Everitt, independent reviewer.

## Our Partners

### Strategic partners



### Programme partners



### Sponsors



-  Agri-Women's Development Trust
-  Agri-Women's Development Trust (AWDT)
-  @AWDTNZ

