



Saskatchewan's
Bioscience Industry Association



Cultivating knowledge: Agriculture across the disciplines

Presented in collaboration with the
USask Agriculture Signature Area of Research



SIGNATURE AREA
AGRICULTURE

.....
Oct. 2, 2024

Karen Churchill
President and CEO



Ag-West Bio:
an economic development agency
dedicated to growing **innovative** agriculture and
food biobusinesses in Saskatchewan.



AN ELEVATOR PITCH

BIO

• EDUCATION

- Saskatchewan farm girl
- BSA (Agronomy), MSc (Crop Science)
U of S*
- PhD (Food Science and Nutrition)
U of MN
- SARDI (South Australian Research and
Development Institute)

• BUSINESS

- M&M MARS (MASTERFOODS) UK
- CARGILL/Prairie Malt - Global Quality
Projects Manager



BIO

- **NFP**

- CEREALS CANADA - Director of Research and Market Support
 - Co-led the National Wheat Research Strategy with AAFC
 - Regulatory issues that impact trade – seed reg, PMRA, biotech
 - Marketing Wheat around the World

- AWB – President and CEO





We grow biobusiness in Saskatchewan

Our mandate is to move research to market

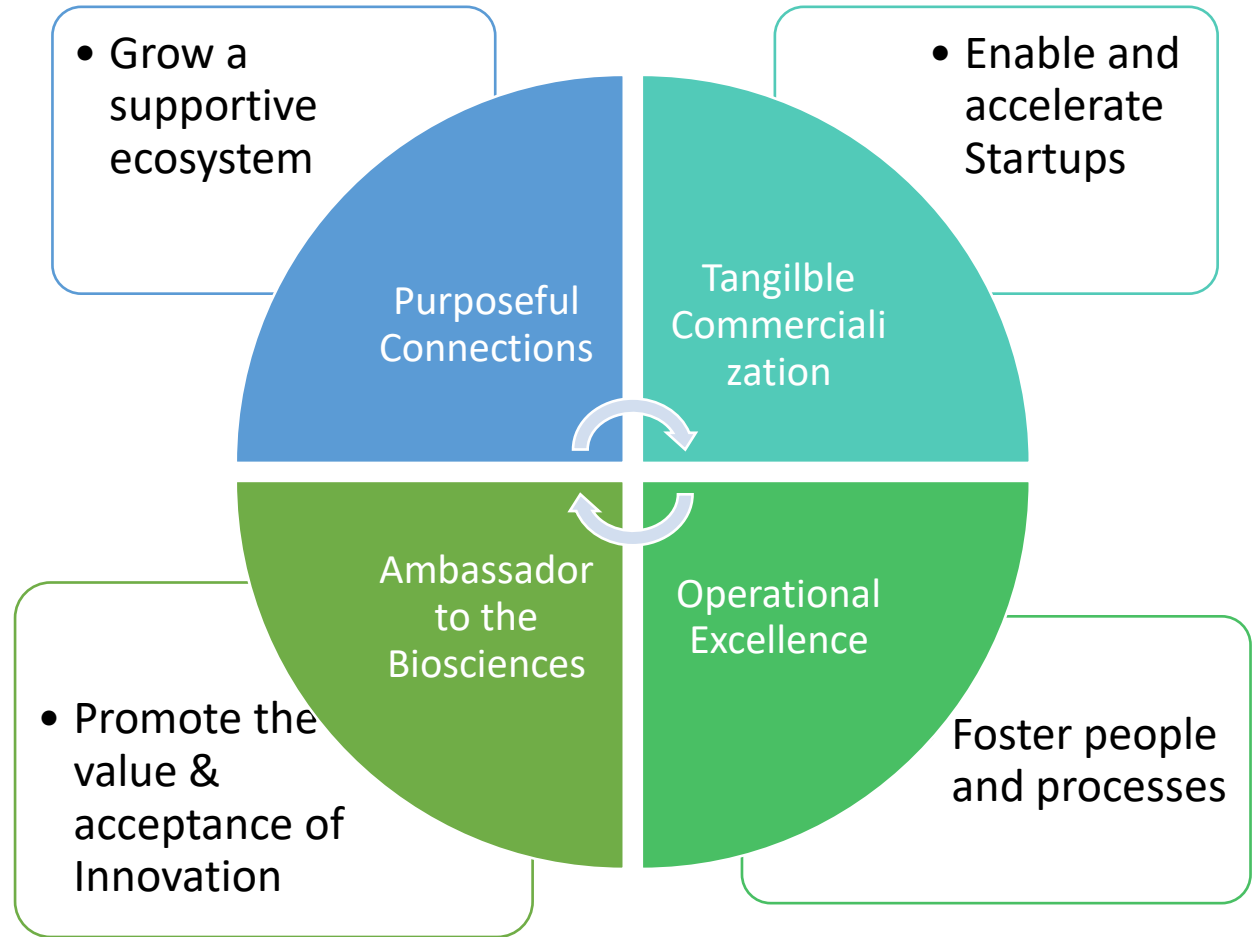
In the areas of sustainable crop production, health, environment,
bioproducts and value-added food processing.

Build Businesses and be an ambassador the Biosciences



**PURE HEART.
PRAIRIE SCIENCE.**





How



**PURE HEART.
PRAIRIE SCIENCE.**

SUPPORT WOMEN IN LEADERSHIP

- When more women are empowered to lead, everyone benefits.
- Decades of studies show women leaders help increase productivity, enhance collaboration, inspire organizational dedication, and improve fairness.



AMERICAN PSYCHOLOGICAL ASSOCIATION



WHY SUPPORT WOMEN IN BIO?

- Its good for business
 - The glass ceiling exists
 - Pay equity doesn't exist
 - Unconscious bias exists
- Men and women are different
 - Women appreciate having a safe place to talk about issues that men don't face



Facts ...

Women in bio leadership report:

33% of senior leadership

13% CEOs

10 largest global pharma co.

22% Executive leadership were women

29% Board of directors

‘Broken rung’: Not promoted as often to first level management





Women in Bio

Joining Women in Bio is a great way to reconnect with old friends while making new ones.

These afternoon events bring together women working in science, agri-food, and agriculture to learn from each other while building community. Short presentations from women working in the industry offer attendees the opportunity to hear their stories and ask questions. These are not 'women only' events, but the topics do focus on challenges typically faced by women.





**It's not always
enough to lean in,
because that
sh*t doesn't
work all
the time.**



System Factors

- New leaders from outside
- Women hired on achievement
- Men hired for potential
- Affinity – networking, relationship building
- Lack of representation: Women want to hear from people that look like them- kids and families



People don't know what they don't know

“Women get stuck in the middle because they work so hard to do a great job not thinking about managing their career – execution mode”



What to do now....

- Deliberate climb
- Take time to insert yourself in places that matter for the future of the organization
- Ensure policies need to be filtered through gender lens
- Pipeline to include diversity – built it in from the top
- Recognize different leadership styles- empathetic collaborative style
- Think strategically about career
- Work life harmony not balance
- manage up



CONNECTIONS



Purposeful Connections



The Knowledge Farm

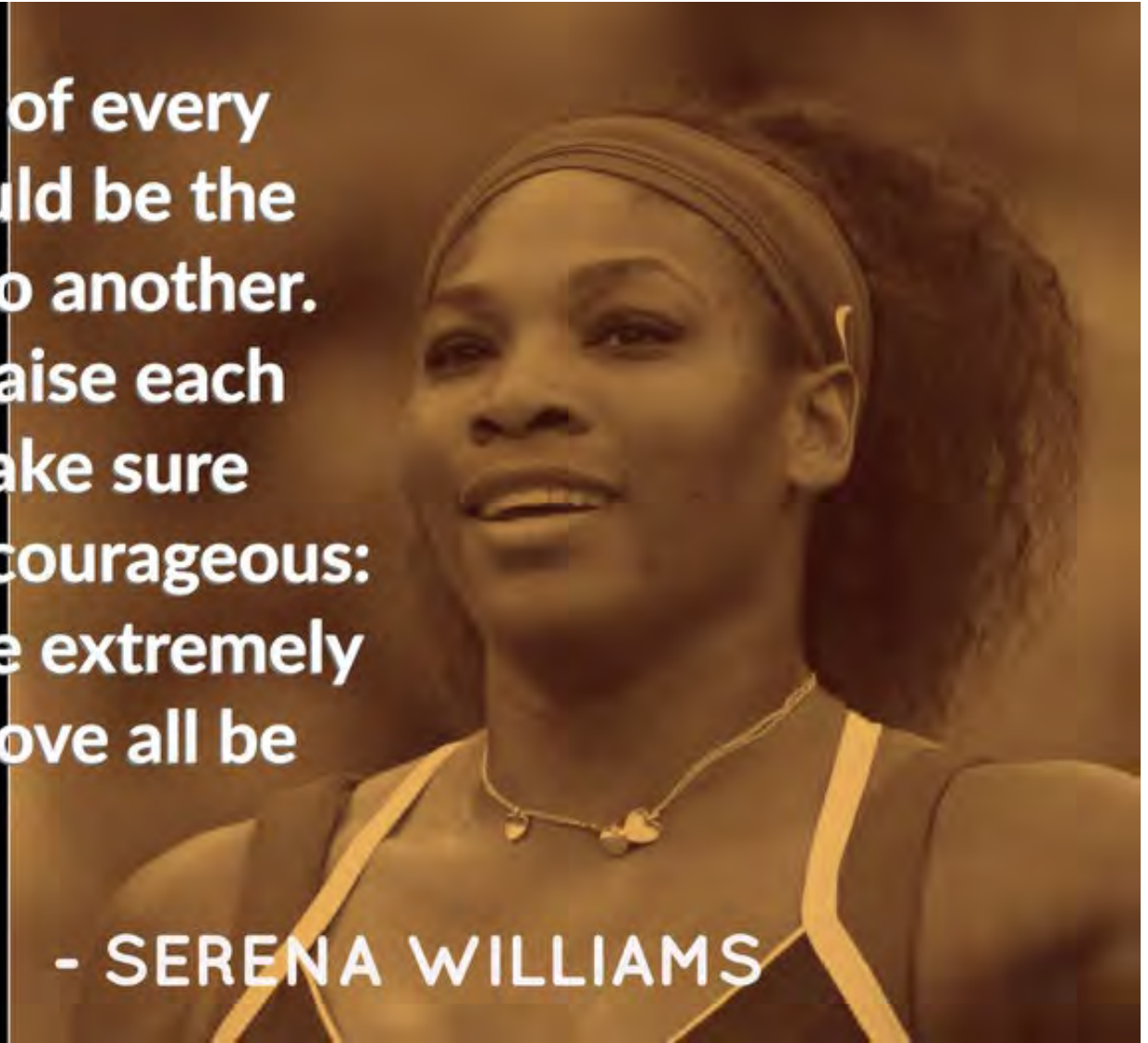
Cultured by **Ag-West Bio**
& **Innovation Place**

***WOMEN IN BIO – CONNECTIONS, MENTORSHIP, INFORMATION, SUPPORT,
COMMUNITY***



The success of every woman should be the inspiration to another. We should raise each other up. Make sure you're very courageous: be strong, be extremely kind, and above all be humble.

- SERENA WILLIAMS



Unconscious Bias

- Assertive, aggressive, likeable
- Women who are mothers 'not available' extended hours or short notice, or travel availability
- Titles: 'Women leaders' vs 'Men leaders?'
- Empathy, vulnerability and leadership
- Work life balance : ♂ caring, compassion, admired toward men who experience
- Work life balance: ♀ can't handle it, overwhelmed, weakness
- Micro-aggression, micro-invalidation, micro-assault, micro-insult

