



Farming Facilitators

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Funded by:



Queensland Murray-Darling Committee
“Working together – healthy landscapes, viable communities”



Who will be there in 2040?

- Male to Female ratio in undergraduate agricultural courses equitable
- Yet number of women in senior roles doesn't translate...where did they all go?
- One undergraduate's story



“Why educate your daughters? They are just going to get married and have children?”

Once upon a time...









Tip 1# - Face Feedback

- Never stop learning
- Never stop asking questions
- Never get comfortable
- Ask and be prepared for harsh criticism – make it ok for people to tell you the truth

Mentoring





Jungle Gym not a Ladder

- “Success and likeability are positively correlated for men, and negatively correlated for women.” *Sheryl Sandberg, COO of Facebook,*
www.leanin.org



Tip 2# - Do it your way





Family Economics

- *“...scarcity creates value...and it's that way with parenting. Children literally make your time more valuable, because there's less of it...children also increase your opportunity cost. At any point, you've got something else of high value you could otherwise be doing.”*

Kidspot asked Australia's mums about childcare. Here's what they had to say:

9
OUT OF
10

said having kids **HURT** their careers in terms of

- money
- advancement
- value placed on their contribution

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78%

said they were **UNHAPPY** with current childcare arrangements



Almost
1/4
were concerned about the quality of care on offer

Those describing themselves as
happy
were most likely to be **working part-time.**

100%

described conflicting feelings about work:

Mums working full-time were most likely to feel **exhausted and guilty**

Stay-at-home mums were most likely to say they felt **frustrated**

kidspot

Read more results at [Kidspot.com.au](http://www.kidspot.com.au)

MOST MUMS SURVEYED WERE
CLEAR THAT THEY WANTED
more flexible
WORKING OPTIONS

58% SAID **WORKING PART-
TIME** IS THEIR IDEAL
EMPLOYMENT SITUATION

OVER HALF
OF THE WOMEN SURVEYED (59%) SAID
THEY HAD **CONSIDERED SELF-
EMPLOYMENT** AND WERE ACTIVELY
PURSUING THIS OPTION.

kidspot

Employee will
be aware of
their own
limitations.
Don't assume,
ASK
and work
together
towards what
is realistic



Tip 3# - Talk about it

- Shared responsibility of both parents
 - Dads not just ‘babysitting’ as they are their children and equally their responsibility and Dad may actually be the one who wants to work part-time
- Increased role of grandparents as childcare support for grandchildren
- Consideration of caring for elderly family members, not just children
 - take a grandad to work day is apparently less appealing than a four year old covered in lunch



Travel

- Without support network, is a near impossibility
- Daycare dilemma
- School logistics
- Extra time to travel
- Extra gear to travel with small child
- Suitable child restraints
- Bathtubs, microwaves, ground level accommodation



Flexibility

- Meetings and events with adequate time if travel required in order to plan support
- Awareness of school holidays
- Clear vehicle policies
- Opportunities for family members to be involved with individual's work
- Use of technology to support working external to the office and outside 'business hours'



Workplace

- Declining administration support has a side effect...parent needed half an hour to compose and send the email ...unofficial child care
- Suitable spaces for children of various ages to be at the workplace
- Support or opposition by fellow staff
- OH&S



SAGE Forum

- Science in Australia Gender Equity (SAGE) Forum Steering Committee.
- Strategies that could address this imbalance and be widely implemented.
- Within the sciences, women comprise only 17% of level D and above positions in universities (Department of Education 2012, Higher Education Data Collection).

For further details please contact science.policy@science.org.au



The story continues...

- Farming for “lifestyle choice”
 - Children beside their working parents
- Workplace policies
- Society attitudes and norms

Tip 1# - Face feedback

Tip 2# - Do it your way

Tip 3# - Talk about it



**If we want our
societies to value
agriculture, we need
first to value our
people.**





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