
WOMEN IN FOOD SAFETY: BE AND STAY UNSTOPPABLE!

FOOD SAFETY SUMMIT

MAY 8, 2024



WOMEN IN FOOD SAFETY: WHO WE ARE

- ❑ A community of female professionals to shine and thrive
- ❑ Provide networking and resources to pipeline future female leadership
- ❑ Bridge the gap between industry and academics to help students and young professionals grow



Melody Ge
Founder
Women in Food Safety



WOMEN IN FOOD SAFETY SURVEY



Jacqueline Southee
North American
Representative
Foundation FSSC

Jill Hoffman
Senior Director Food Safety
and Quality
B & G Foods Inc



Damarys Del Castillo
Director of Quality Culture
and Food Safety Systems
Sigma

Betsy Craig
Founder and CEO
MenuTrinfo, LLC



WHAT HAS BEEN YOUR GREATEST CHALLENGE THROUGHOUT YOUR CAREER?

ANSWER CHOICES	RESPONSES
Lacking directions from the supervisors	24.39%
Don't have any room for advancing the career	47.56%
Don't get respected as a valuable team member	31.71%
Lack of technical knowledge to support the growth of my career	14.63%
Lack of time balance between work and other activities that I would like to try/achieve	42.68%
Lack of internal sponsors for projects or promotions	29.27%



WHAT HAS BEEN YOUR GREATEST CHALLENGE THROUGHOUT YOUR CAREER?

ANSWER CHOICES	RESPONSES
Work/life demands	43.90%
The glass ceiling	25.61%
Education/degree	10.98%
Please tell us your story	19.51%





FOCUS TOPIC

**CAREER
DEVELOPMENT**

MOVE OR STAY?

**NAVIGATING
OPPORTUNITIES
FOR WOMEN AT
WORK**

WHAT DO YOU CONSIDER AS MAJOR CHALLENGES WHEN ENTERING THE JOB MARKET?

ANSWER CHOICES

RESPONSES

Don't know where to start

19.51%

Don't know where to go (career path)

45.12%

Lack of connection to company experienced employees (e.g. finding mentors, professional network)

48.78%

Lack of connection to industry during school

47.56%

Lack credentials to meet the job requirements (e.g. experience, certifications)

35.37%

Don't know what qualifications the industry is looking for

25.61%

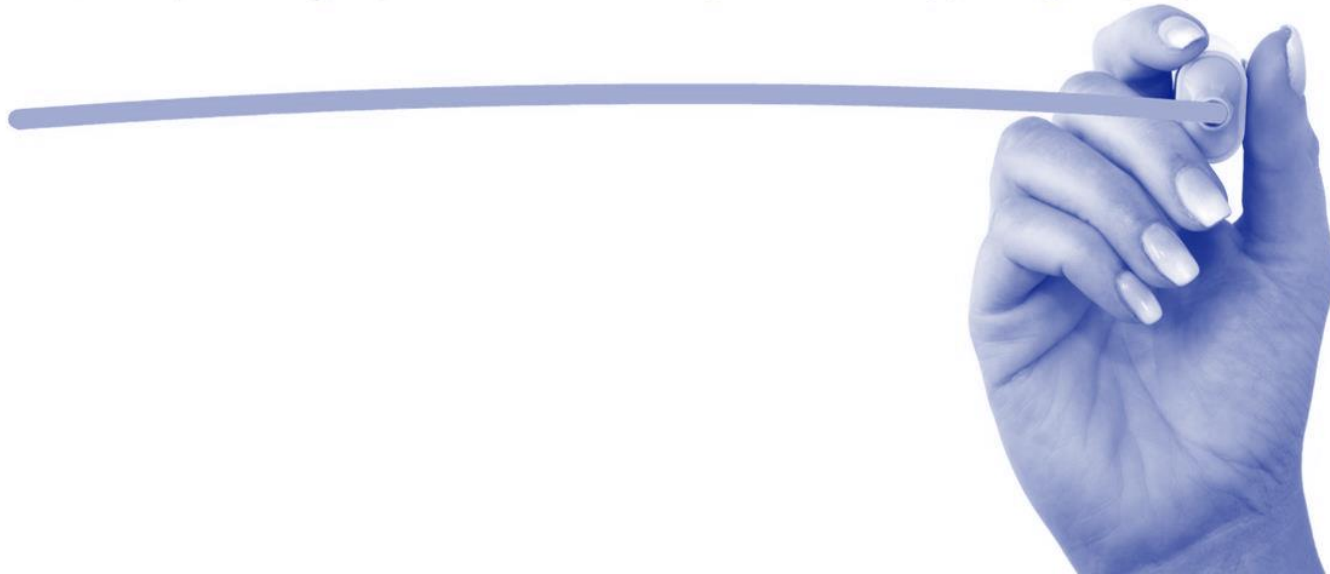


WHAT DO YOU CONSIDER TO BE MAJOR CHALLENGES AFTER WORKING WITHIN AN ORGANIZATION FOR A PERIOD OF TIME?

ANSWER CHOICES	RESPONSES
Lacking directions from the supervisors	24.39%
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CAREER DEVELOPMENT



FOCUS TOPIC

**CAREER
DEVELOPMENT**

**DAMARYS DEL
CASTILLO**

BREAKOUT DISCUSSION: CAREER DEVELOPMENT

- Discuss for 5 minutes in your group to answer these questions:
 - What are the key barriers preventing women from advancing in food safety careers?
 - How can we as women leaders address these obstacles?
 - What place does diversity play into career advancement if any?





FOCUS TOPIC

WOMEN
SUPPORTING
WOMEN

NETWORKING
AND
CONNECTIONS

HOW DO YOU OVERCOME THE CHALLENGE(S) THAT YOU ENCOUNTERED?

ANSWER CHOICES	RESPONSES
Through network/friends/family support	59.76%
Through my hobbies	12.20%
Through training/webinars/associations	32.93%
Through mentors/coaches	40.24%
I don't overcome it and I let it go	6.10%





FOCUS TOPIC

WOMEN
SUPPORTING
WOMEN

NETWORKING
AND
CONNECTIONS

JILL HOFFMAN

BREAKOUT DISCUSSION: NETWORKING AND CONNECTIONS

- Discuss for 5 minutes in your group to answer these questions:
 - How have you felt supported in your current role by other women?
 - Do you have any examples of how you have supported other women in their careers?
 - Overcoming “Queen Bee Syndrome”



"It is thought-provoking that a **man** in charge may be described as **commanding**, however a **woman** in the same situation may be called **bossy**."

VICTORIA BECKHAM



FOCUS TOPIC

**HOW TO BE
HEARD**

**MAINTAINING
YOUR
CONFIDENCE**

WHAT ARE THE TOP 3 ATTRIBUTES THAT CONTRIBUTED TO YOUR CURRENT SUCCESS?

ANSWER CHOICES	RESPONSES
Open minded	26.83%
Personality	43.90%
Work Ethic	69.51%
Network	29.27%
Sponsor/mentor	20.73%
Technical knowledge	53.66%
Communication	29.27%
Industry or other organization volunteer activities	12.20%
Working experience	42.68%



“I want every
little girl who’s
told she’s bossy
to be told
instead that she
has leadership
skills.”

– *Sheryl Sandberg,
Lean In*

www.taketheleadwomen.com



FOCUS TOPIC

HOW TO BE HEARD

MAINTAINING YOUR
CONFIDENCE

JACQUELINE SOUTHEE
&
BETSY CRAIG

BREAKOUT DISCUSSION: HOW TO BE HEARD AND MAINTAINING YOUR CONFIDENCE

- Discuss for 5 minutes in your group to answer these questions:
 - Discuss the stereotypes and societal expectations
 - What negotiation skills are crucial for being heard?
 - 3 things to tell yourself to be all the way in the room?
 - What are the advantages to being a woman in our industry?







WHERE TO FIND WOMEN IN FOOD SAFETY

Next WIFS Monthly Gathering

Save the Date

Wednesday May 22nd Guest Host

Find us on LinkedIn

www.linkedin.com/company/women-in-food-safety

Or our website womeninfoods.org

Visit us at Booth 834