

# Drive change at the boardroom table

## EDI+ COACHING

EQUITY ~ DIVERSITY ~ INCLUSION

The **Perspective+** program, developed by the Agricultrices du Québec, offers customized advice, support, and coaching—free of charge—to help ensure boards of directors in agricultural organizations are representative of all actors in the sector. The goal of the program is to meet the needs of Canadian agricultural organizations seeking to find ways to promote equity, diversity, and inclusion (EDI) within their governing bodies.

### Coaching

#### Two services available

##### > EDI working table (TEDI)

This collaborative process invites reflection on how to achieve EDI objectives within decision-making bodies. It offers customized workshops to help you address your organization's needs and implement an action plan.

##### > EDI+ coaching

In this coaching process, you'll assess your organization's specific EDI needs, define your objectives, and get support to create organizational change, including the implementation of winning strategies.

### Tools and resources

The **Perspective+** program offers a range of practical tools to foster gender representation and inclusion within governing bodies in the agriculture sector.

#### Services include:

**Governance assessments** to help strengthen your inclusive practices.

**Recruitment strategies** to entice women to join your board of directors

**Practical guides** on inclusion and gender-neutral writing

**EDI charters** tailored to your organization

**Trainings and presentations** adapted to your needs

Each participating organization receives customized guidance to put practices in place.

### Trainings

#### Free of charge, 120 minutes long

##### > Best practices for persuading women to become candidates for boards of directors

Achieving gender representation and diversity on your board of directors is attainable. A targeted approach will help you recruit women in the agriculture sector. This training helps participants take stock of the issue, reflect on what they can do, and sketch out an action plan.

##### > Leadership, influence, and organizational change: overcoming resistance

Participants in this training will learn all about the process of change, why it poses certain challenges, and how to facilitate change within an organization.

##### > Innovative practices in other fields

This session presents EDI practices used in various sectors and reviews what we know about the different approaches. It is designed to provide inspiration to farm union organizations.

#### Find out more:

[agricultrices.com/en/perspective](https://agricultrices.com/en/perspective)

#### For questions and further info:

##### MARTINE TRUDEL

Program Officer | Equity and inclusion  
mtrudel@upa.qc.ca

[agricultrices.com/en/perspective](https://agricultrices.com/en/perspective)

So much more than  
women farmers.

Training • Support • Mentorship

