



# Diversity, Equity, Inclusion & Belonging

An Inclusive Future for the Agricultural Sector

Peer Support & Learning  
Network:  
Concept Introduction

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# “If your company’s Employment Equity Strategy were a weather report, what would it say?”

## A. 🌞 *Clear skies ahead!*

“The plans are in full swing - you have made strong progress and there’s a positive forecast for equity and inclusion!”

## B. 🌤️ *Partly cloudy with sunny spells*

“We have started taking action, and while there’s still work to do, there’s definitely light breaking through.”

## C. 🌧️ *Showers expected - carry an umbrella!*

“The foundations are there, but implementation is patchy. We need to get serious about consistency.”

## D. ⚡️ *Storm warning in effect!*

“We’re struggling to get things off the ground - time to regroup and make equity a real priority.”  
real priority.”

## E. 🌨️ *Hailstorm incoming - take cover!*

“We’ve barely scratched the surface - a vague strategy exists... somewhere. But right now, we’re just dodging the hard questions.”



# The Shared Forecast...



# Trends/Hot DEI&B Topics

- Employment Equity Compliance
- Scarce Skills
- Disability Inclusion/Exclusion
- Political Tension
- Unconscious Bias
- Inclusive Leadership
- ERG's
- LGBTQ+
- GBV
- Gender Diversity/Women Empowerment
- Neurodiversity
- Generational Diversity
- Harassment in the work place





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# “The Shared Forecast”

- Common Problems
- Individual solutions
- Shared data/collective ideas
- Competitive Edge?
  - SECRECY? **X**
  - SHARED INTELLIGENCE **✓** = THE CONFIDENCE TO PLAN FURTHER AHEAD.
- DEI&B and its related challenges - not a storm that hits just one company - a climate shift affecting the entire sector.
- We can each try to read the skies alone - or we can build a shared forecast.
- Creating/enabling a “trusted space where we talk, learn, and act together.”



# Why Diversity, Equity, Inclusion & Belonging (DEI&B) is important in Agriculture?

## THE CONTEXT:

### The agricultural sector faces unique challenges:

- Skills shortages/Technical Skills Gaps
- Transformation pressures + Strict Labour Regulations
- Geography: Rural location challenges
- Ageing Workforce
- Lack of interest in Agriculture from the younger generation
- Seasonal & Migrant Labour: High Turnover/Legislation/Difficulty in Workforce Planning.

### Why now?

- DEI&B can unlock talent pipelines, foster innovation, and address inequities across the sector.
- Momentum is growing – the sector needs a collaborative response.

*“A diverse, inclusive, and equitable sector is more resilient, innovative, and sustainable”*



# A Peer Support & Learning Network

- A platform where companies operating within the agricultural sector, namely member companies of AGBIZ and professionals can connect, share insights, and collaborate towards meaningful and sustained progress in DEI&B.
- A Peer Network that will serve as a catalyst for learning, knowledge exchange, and innovation, enabling members to learn, share, implement best practices, challenge biases, and build stronger, more diverse workforces and communities.
- Importantly, the network will amongst other initiatives, support partnerships with youth employment initiatives and placement platforms to strengthen access to diverse talent pipelines and help address skills shortages in the sector.



# Purpose and Objectives of the Network

## Purpose:

- Create a neutral platform for DEI&B professionals and AGBIZ members to share insights, learn collaboratively, and drive sustainable transformation.

## Key Objectives:

- Peer learning & knowledge sharing
- Industry-wide collaboration on compliance and transformation + related topics/challenges/opportunities
- Engagement with government and regulators
- Capacity building and skills pipeline development
- Networking, Training & Capacity Building.



# Key Objectives Explained...

## Peer Learning & Knowledge Sharing:

- Create a trusted space for DEI&B professionals to discuss common challenges, share insights, and exchange best practices.
- Leverage expertise from within member companies to build collective knowledge and skills.

## Collaboration on Industry-wide Challenges:

- Address shared challenges such as those related to Employment Equity laws, BBB-EE, skills supply and shortages, workforce transformation, etc.
- Explore the development of collaborative approaches to enhance workplace diversity and create equitable career pathways.

## Strengthening the Industry's Collective Voice:

- Provide a unified platform to engage policymakers, regulators, and industry associations on DEI&B-related concerns.
- Advocate for practical and sustainable DEI&B solutions within the sector.



# Key Objectives Explained...

## Developing a Future Talent Pipeline:

- Support initiatives that attract and develop diverse talent pipelines to meet the sector's evolving skills needs.
- Partner with academic institutions, NGOs, and training providers to promote agriculture as an inclusive career choice.

## Networking, Training, and Capacity Building:

- Facilitate workshops, training sessions, and mentorship programmes to build DEI&B capabilities within companies.
- Provide networking opportunities for DEI&B professionals to connect and collaborate.



# How the Network Will Operate

## ***Facilitation:***

- AGBIZ as a neutral convener

## ***Membership:***

- Open to DEI&B, HR, and transformation professionals + Other
- AGBIZ member organisations

## ***Participation:***

- Voluntary and non-competitive
- Expertise-driven contributions
- Collaboration with NGOs, academic institutions, and government stakeholders



# Next Steps & Call to Action

## ***Gettings Started:***

- **Concept presentation** - ✓
- Full presentation, feedback and discussion – Council in August 2025
- Finalise participation list
- Host inaugural session to define structure and focus areas
- Launch communication and engagement efforts
- Rollout thematic workshops
- Support an initiative to co-create a more inclusive agricultural sector / Learn to learn, share, and lead together.





*"Success is the sum of small efforts, repeated day-in and day-out."* — Robert Collier

