

# DECEMBER 2023

## WOMEN IN SEAFOOD AUSTRALASIA



# Merry Christmas

On behalf of the WISA Board of Directors we wish you all a safe and happy Christmas.

## WISA STRATEGIC PLAN 2023

Over the past two years, WISA has undergone a significant transformation.

The WISA team and Board are determined and focused on delivering value to our growing membership. As such, we are proud to present WISA's 2023 Strategic Plan.

The Board has clarified WISA's purpose, mission, and vision.

**WISA's purpose is:** To champion an inclusive industry with diverse voices for a thriving seafood sector.

**WISA achieves this:** By empowering, connecting, and being responsive to the needs of women to reach their full potential.

**WISA's ambition is for:** Women to be recognised as valued and equal contributors in the Australasian seafood industry.

WISA's core values are so important to the organisation we want to be. Our values create the environment where we will thrive with our members.

Our values are:

**Welcoming:** A safe space where everyone is welcome

**Inspiring:** An organisation which Inspires impactful change

**Supportive:** A supportive environment with strong collaboration and networks

**Authentic:** We are genuine, open and accepting

## WISA STRATEGIC PLAN 2023

The Board has outlined four Strategic Objectives to focus on over the next three years:

1. Secure a sustainable future for WISA
2. Drive awareness and engagement for WISA
3. Deliver valuable tools and programs to WISA members
4. Be a voice for change

For more details on the key initiatives WISA are planning to implement under each Strategic Objective, click through [HERE](#).

## WISA BOARD AND TEAM 2023

The WISA Board is made up of a diverse group of ten highly skilled and experienced Directors who are based around Australia and NZ. Some of our Directors are relatively new to the WISA Board. If you don't know who your State/Territory Director is, you can find out more about your local Director [here](#).



WISA Board attending the Australian Institute of Company Directors Course in Melbourne

If you would like to reach out to your State/Territory-based Director, get in touch with Kirsten [here](#) or Malinda [here](#) to connect you.

You can also find out about our small WISA team [here](#).

## TURN THE TIDE 2024 OPPORTUNITIES ARE OPEN

*WISA has 3 programs open for 2024!*

### 2024 Mentoring Program

Applications are now open until 9 Feb! Apply [HERE](#).

We are looking for mentors and mentees to participate.

The program will match women at all stages of their careers with mentors, and we will be with you to support you both along the way.

The mentoring program is online and free for WISA members.

If you want to find out more about the program we are running an online workshop before applications close.

'What is mentoring' on 7 Feb 12.30-2.30 (AEDT). Register [HERE](#)

Find out more about Turn the Tide Mentoring [here](#).

### 2024 Bursaries for National Seafood Industry Leadership Program (NSILP)

Turn the Tide are offering up to three bursaries to support women to take part in the 2024 National Seafood Industry Leadership Program (NSILP).

WISA believes in supporting pathways to women's leadership.

The NSILP is run by the highly-regarded Affectus. Affectus is a team of dedicated leadership development professionals. Their passion is helping people transform their lives so they can influence and shape the future of others.

For more information about the NSILP program click [here](#). Applications close 25 January 2024.

For more information on eligibility and selection criteria for a WISA bursary click [here](#).

### 2024 Entrepreneurship and Leadership Program

The Turn the Tide Entrepreneurship and Leadership program is designed to train women in entrepreneurial and leadership thinking to solve key issues facing women in seafood workplaces and communities.

We take participants through a journey of shared problem identification, and collectively developing practical and measurable actions and tools to address the problem.

This 6 month program is online and in person and is free to WISA members (including travel and accommodation).

#### ***Interested?***

We are holding an information session for the 2024 Turn the Tide Entrepreneurship and Leadership Program 15th February 2024 at 12.30-1.30 (AEDT).

[Register here!](#)

Applications will open after the workshop and close on 15 March 2024.

## DO YOU KNOW SOMEONE WHO SHOULD BE A WISA MEMBER?

WISA fulfils many important functions for its members, particularly in developing networks and sharing information; delivering programs to enhance the capacity and capabilities of seafood women; and advocating for greater visibility of, and opportunities for, women to participate and progress in the seafood industry.

Membership to WISA is open to women and men who are engaged in the Seafood Industry in Australia, New Zealand and neighbouring islands of the Pacific.

WISA membership is on an annual subscription basis and costs only \$66 to join.

[Click here](#) to learn more about the benefits of being a WISA member.

## WISA CHAMPIONS - GET INVOLVED!



At its heart, WISA is a network. Our network of members is our strength. We believe that facilitating genuine connections builds resilience and capacity. To facilitate these connections, WISA hosts in person and online events, and we run our programs.

Our greatest joy is to see these connections made and observe the impact of women supporting each other to achieve their goals. However we are a small organisation and we can't be everywhere. Which is why we invite you, as members, to be an active **WISA champion!**

If you would like to start a local networking group, or host an event, or have an idea for a workshop, or another idea to connect a group of seafood women, we invite you to get in touch with us.

We have the resources to help and support, so you won't be on your own!

Get in touch with Kirsten [here](#) to have a chat!

## ONFARM CONNECTIVITY PROGRAM

The Australian Government's OnFarm Connectivity Program (OFCP) has been initiated with \$30 million available over two years to support primary producers in agriculture, forestry and fisheries adopt connected machinery and sensor technology.

Primary producers in agriculture, forestry and fisheries can access a 50% rebate of the cost of eligible equipment, including installation and training, with grants of between \$3,000 and \$30,000 (excluding GST).

The OFCP covers digital technologies such as water flow and pressure monitors, monitoring systems and pump controllers as well as associated connectivity equipment. Applications for Round 1 are open now and rebates will be awarded to eligible applicants on a first come, first served basis in order of application receipt. \$15 million is available to 30 June 2024, or until funding is exhausted.

Check out this webinar to learn how you can access rebates to boost connectivity and digital tech within your business. In this practical 1-hour webinar, you'll discover:

- How to apply for the rebate funding of 50% of connectivity equipment and installation costs
- Eligibility criteria for the program
- Real-world examples of equipment covered by the rebate
- Guidance from experts on choosing the right tech for your operation

## NEW STUDY INVESTIGATING WAYS TO GROW AND RETAIN WOMEN IN THE NORTHERN TERRITORY SEAFOOD INDUSTRY

Charles Darwin University (CDU) researchers will investigate the role of women in the commercial seafood industry in the Northern Territory. The study is a partnership between Charles Darwin University and the Australian Government through the Fisheries Research and Development Corporation (FRDC), the Northern Territory Seafood Council (NTSC) and Women in Seafood Australasia (WISA).

The landmark study aims to understand the various ways in which women have participated in the NT seafood industry, explore barriers for engagement and the factors that might help the industry become more gender inclusive, robust and viable.

CDU Professor of Environmental Science Natasha Stacey said the research will help to understand barriers to current workforce participation and opportunities for growth in the NT.

It is estimated that some 25 per cent of the Australian seafood industry workforce are women. "The seafood industry is an important contributor to the NT's economy, jobs, and food security and women's contributions to the sector have been substantial but inadequately researched," Professor Stacey said.

Read the full media release [here](#).