

Women in dairy farming and horseracing: what can we learn from Kentucky?

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1.0 Project Background

A considerable number of the labor force in the British Horseracing and British Dairy farming is female (Zepeda *et al.*, 1998; British Horse Industry Confederation, 2011) which directly reflects national working patterns. Not only are there less women but it appears that females are more prominent within less prestigious positions mirroring the patterns engrained in wider business industry. The reason for this disparity is not clear, however, natural gender order is one explanation which has been provided.

Connell (1990) uses the term gender order to highlight that each corner society makes divisions between males and females whilst emphasising unequal power relations. In the case of high performance jockeys it is often assumed by the majority of people involved in the sport including female trainers that males are more suitable for this position due to the perception that a male jockey is stronger which can be directly transferred into the demands of the dairy industry. This in turn, can create an idea that women need to more masculine and physically stronger so that they can be recognised as an option for riding particular horses or carrying out particular roles on the farm and therefore reinvent the concept of gender order within high performance jockeys and all roles within dairying.

This under representation has been dubbed the 'glass ceiling' and has been the focus of many authors (Brown and Yang, 2015, Arulampalam *et al.*, 2007), two explanations that have been provided which include; women are reluctant to engage in competition (Bertrand and Hallcock, 2001) or lacking ambition (Hedenborg, 2008) which would be paradoxical to the actual demands of an aspirational female jockey or dairy farmer. The belief that women should view masculinity, as the goal to be achieved, is not a view recognized by all feminists. It is this ideology that initially sparked my interest to research how other countries have managed to 'break' the gender order cycle in order to provide equal opportunities.

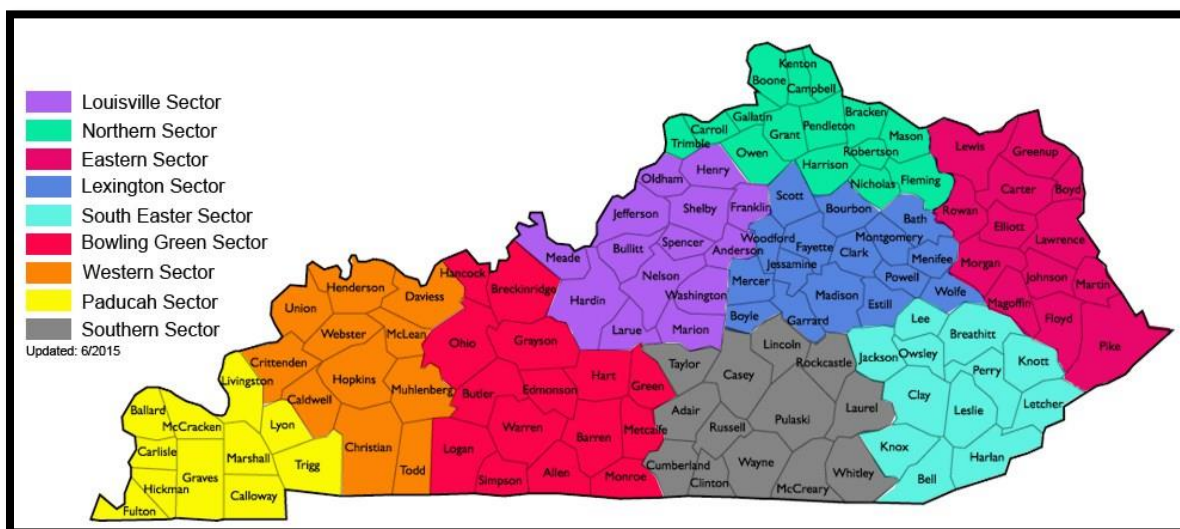
It has been widely recorded with little dispute, that times and perceptions are changing in the dairy industry, perhaps more quickly than in the racing industry, although the physical demands are relatable or very similar. One potential reason for this is that women in agriculture are not a new concept as women have farmed with their families for centuries; women farming on their own or as a true managing partner is a growing phenomenon highlighting how attitudes are changing on an international scale.

2.0 Kentucky County and Agriculture

Kentucky (KY) was the 15th American state and was admitted on the 1st of June 1792 making it the first U.S state to the west of the Appalachian Mountain range. In the 20th Century, Kentucky Country was primarily known for Agriculture, namely Tabacco and Dairy. Due to the diverse geographical landscapes and central location, KY has a varied agricultural industry which is highly dependent on the soil composition, altitude



and weather. During my trip I visited Lexington, Louisville, Bowling Green and the Southern Sector, which enabled a clear appreciation for the vast nature of the State.



2.1 'Bluegrass' region

At the heart of the two-hundred and eighty-three square miles of Fayette County lies the inner Bluegrass region of Kentucky. This area is infamous for its fertile soil and subsequently, excellent pasture land for horse and stock farms. The Bluegrass (*Poa Pratensis*) prospers on the rich limestone below the surface of the soil and is accredited with the success of the racehorses and quality of stock raised within



the area.

2.2 Horseracing in Kentucky

Horse racing in Kentucky dates back to 1789 when the first racecourse was constructed in Lexington. Since then, Kentucky has been branded as the horseracing capital of the world for a number of additional reasons such as being home to 320,000 horses which places KY fifth in the USA for horse population (Texas is number one- however; these are not racing thoroughbreds) and first in terms of economic value of horses.

The horse industry alone in Kentucky has a 4 billion dollar yearly economic impact and 8 billion dollars in tourism highlighting the prestige associated of quality of the racehorses homed, raced and produced within this region.



Within this 'equine rich' state, there are two particularly prestigious racetracks, Keeneland and Churchill Downs. Keeneland is an industry leader which is heavily involved with enhancing and developing the racehorse industry by improving safety and preserving integrity. Last year, Keeneland was home to the esteemed Breeders group 1 race. In 1875, Churchill Downs officially opened its gates in Louisville, and began its tradition as "Home of the Kentucky Derby" which is still the longest continually running sporting event in America.



Needless to say, the horseracing industry provides a multitude of avenues that allow for career opportunities; approximately 100,000 jobs are directly and indirectly generated through the sport.

Similarly, to the British education structure, there is a specific avenue which works to prepare young people ahead of entering into the racing industry known as the Northern American Racing Academy (NARA) which allows for two pathways (jockey and horsemanship). NARA is able to boast that it is able to create an all-round equine industry workforce instead of being 'simply a jockey school'. Subsequently, students who have completed a course at NARA have an 80% placement or full time work success emphasising the value of a holistic approach to a vocational provision. Kentucky is leading the way for females progressing in the racing industry; dominating competitions and yard management roles, rather than maintaining positions such as work rider which is a direct contrast to situation in the United Kingdom and has a lot to offer with regards to increasing progressive opportunities for Women in British racing.



2.3 The dairy industry in Kentucky and the Coldstream Dairy Research Facility

Kentucky is geographically idyllic to be a major milk supplier to the region as well as harboring the potential to be one of the most profitable enterprises due to producers maximizing the use of the high-quality forages that are grown within the state. Kentucky is residence to approximately seven hundred and seventy dairy producers in the state with an average of 90 cows per farm; overall Kentucky has held steady at approximately 75,000 cows which is a



dramatic decline from 265,000 in the 1960's. Within the state the average milk production is below the national average although in 2015 the overall milk production increased. However, it has been noted



that the industry is shifting towards an increase interest in upgrading dairy operations resulting in growth of the dairy side and reduction of tobacco crops. Within this transition, the purchasers and processors are looking for longer shelf life and an increased quality of milk however, this requires innovation, research and standardization of management practices.

The University of Kentucky has successively addressed these requirements through developing a research facility to allow modernization of the farms whilst focusing on improving cow care, comfort and husbandry to reduce the incidence of mastitis which is endemic in the Kentucky climate. Reduction of this infection will directly link to enhanced production and educational opportunities that are directly relevant to the demands of the wider industry.



It was extensively acknowledged when the Dairy research facility was developed that it was not going to solve the

mastitis problems however, it did allow an avenue for a more diverse demographic of recruits into the dairy industry which may not have had direct access to a farm through family connections, but a genuine passion for the dairy industry.

The University of Kentucky offers a wide range of courses within the College of Food, Agriculture and the Environment however, for the focus of this study it was the dairy programs that was of interest. Students are given the opportunity for extensive hands-on experience in practical dairy management techniques as well as contributing to the teaching mission of the department by giving undergraduate students a chance to observe a functional dairy operation.

The University owns a milking herd of 100 fully registered Holsteins which on average, produces 23,000lbs a year. All of the herd has been bred or selected based on production and characteristics that contribute to longevity as well creating standardization for research projects (graduate and undergraduate) that are carried out in the Coldstream Dairy Research Farm.

The Coldstream Dairy Research Farm Complex has been updated in 2012 and now the complex includes:

- freestall barn with 108 stalls for the milking herd
- tie-stall barn with 36 stalls, used primarily for cows on research trials
- small freestall barn with 18 stalls and Calan individual feeders
- milking parlor that holds 8 cows (essentially 2 "double 2" parlors)
- replacement heifer, dry cow, and maternity facilities
- management building including an office, teaching facilities, and laboratory space



The University and research situation was of particular interest to my trip due to the transferable nature of the courses into the education that I am more familiar with in my own education and teaching environment. There was a

number of factors that were raised which are already being practiced in the UK however, what was a real focus was the number of female recruits on the Agricultural Science courses in comparison to male. When this was investigated it was stated that there was an 80% female majority across these programs which is significantly higher than my experience in the UK.

2.4 Kentucky Women in Agriculture

A group of Kentucky women created a group to encourage change in Agriculture for a number of years. In 1999, the Kentucky Agricultural Womens Leadership Network was established to maximize these efforts and in 2003, a new nonprofit organization known as Kentucky Women in Agriculture Inc. was formed. The main mission was to empower women education, involvement and action whilst promoting women in agriculture, create a cooperative feeling among women in agriculture and striving for good fellowship. The group were highly influential throughout the trip to Kentucky as well supporting my return trip in November.

3.0 Purpose of Trip


Following success in gaining a Farmers Club Charitable Trust I undertook a 10-day trip to the American State of Kentucky in June/July 2015. The three key research questions for my trip were:

- 1) What is the perception of the physiological demands within dairying and horseracing?
- 2) Why has the Dairy industry progressed before the racing industry in providing opportunities for females and how can this knowledge be transferred across industries?
- 3) What additional support is provided in Kentucky that can be applied to the UK industries?

During my Trip I visited a large variety of establishments and people that I felt could contribute to this study as well as provide a robust view of the current situation for females in these industries as well as a historical viewpoint which, in turn could isolate the cause and effect for the change in attitude towards women- if indeed there was one.

During the first few days in Kentucky from visiting farms and yards, it became very clear that Kentucky had something to offer this study as women were in prominent positions throughout as well as being primary decision makers.

Day	Visit	Contact	Logo
1	Arrived Chair of Dairy Development Council	Maury Cox: kddc@kydairy.org	
2	Le Cows Dairy Coldstream Dairy Research University of Kentucky	Lesa Clark: lesa@lecows.com Dr. Jeffrey Bewley jeffrey.bewley@uky.edu Dr. Donna Amaral-Phillips damaral@uky.edu	 
3	President of Kentucky Women in Agriculture Keeneland Racetrack	Helena Pitcock: Helena.Pitcock@yahoo.com Ashley Ford: aford@keeneland.com	 
4	Thoroughbred Training Centre North American Racing Academy (NARA)	Annette Engel: AEngel@TheThoroughbredCenter.com Remi Bellocq: remi.bellocq@kctcs.edu	 
5	Juddmonte Stud Farm	Frey, Erin: efrey@juddmonte.com	
6	Churchill Downs Kentucky Derby Museum	customerservice@kyderby.com	
7	Kentucky Horse Park Old friends Thoroughbred Retirement home	Cindy Grisolia: cindy@oldfriendsequine.org	
8	Harvest Home Dairy	Angie Klingenfus: harvesthomedairy@aol.com	

9	Boone Creek Creamery	ed2@kycheese.com	
10	Completing some transcriptions and traveled back to the UK		

4.0 Methods

It has become evident that the main aims of social research are to clarify people’s judgements and enable actions to be explored whilst in contextual situ and it is important to employ triangulation to build a more robust depiction of the situation. Subsequently, the methods that were employed were interviews, focus groups and journal entry via observations.

4.1 Candidate Characteristics and Recruitment process

The complete sample consisted of meeting with twenty-four people across both horseracing and dairy industries with an age range of 18 – 70 years old. It was a mixed gender sample however, the majority of people spoken to were female (69% n=17). The male participants (31% n=7) all were in either a management or decision making position. Although this could be seen to bias the sample, all provided a valuable insight into the role of women within the respective industry. It was an ‘opt-in process’ which was explained prior to any meeting, contact was made via email or telephone and 12 interviews were organized once I had arrived in Kentucky upon recommendation from a previous meeting. I have included a selection of the sample so that a picture can be built of who was involved using aliases to ensure anonymity of results.

Edward* 40 Son to Jockey, former jockey and now Coach

“I grew up between the States and France so I have been involved in both styles. I then went to College to do racecourse Management and started riding out and applied for jockey license[...] still very active in racing schools [...] *we talk about the increase of women all the time*”

Sarah* 53 Education advisor. Moved to KY for an opportunity

“I have always been a horse nut[...] didn’t grow up in a horse family so I just read everything I could [...] I finally got down to the racetrack at 20 years old [...]I moved to Kentucky as a Bloodstock agent and did pedigree services [...] I then got talked into backing yearlings “

***Anne 28 Nominations Manager at International Stud. Based in KY**

“I started with horses but in show horses, not racers [...] I soon realised **that I wanted to make a career** out of it so I decided to go to the University of Kentucky and major in equine studies[...]graduate position at *** then I never left.”

***Brian 68 Head of the A Council. Born and raised in Bowling Green KY**

“I was working for a dairy company and I could see that we were losing dairy farmers at a rapid rate I am talking 150-200 per year [...] looked at possibility of starting a dairy farmer organization [...] we got another state- Missouri- they had a dairy farmers group and we formed it from that structure and how they were financed[...] In KY we have funding through the master tobacco settlement fund and what we did in KY- we were the only state that did this – we legislated that they set aside 50% of those funds to help farmers diversify from tobacco farmers [...] My hard work paid off to make a difference”

***Dale 38. Lead researcher Born and raised in KY but has travelled to multiple countries as part of PhD including Scotland.**

“I grew up in KY in on a farm and often helped my Grandfather with his cows too [...] I came to the University of Kentucky as an Undergraduate and I majored here for my PhD and I knew I wanted to come back and teach here as there was some really good teachers “

***Suzie 45. President of Kentucky Women in Agriculture. Born and raised in KY and heavily involved in improvement**

“I grew up on a farm and I have always lived on a farm- when I was a little girl we had lots of animals, swine, cows, dairy cattle, horses, tobacco, milked cows [...] so my father was a ww2 veteran and when he came back from the war my **mother had already purchased the farm [...]** My husband is a farmer and we operate about between 600-700 acres”

4.2 Interviews

Interviews offered a valuable source of data in this instance as they provided an opportunity to capture the understandings and experiences of the horseracing and dairying industry in equal terms. A semi-structured interview schedule was used to guide the in-depth interviews which were further guided by specific topics such as gender equality. Probes were used in interview situations to stimulate conversation and therefore gaining a deeper understanding of any of the issues raised which was imperative when investigating a subject area such as gender relations and gender mainstreaming in horseracing and dairying. An example of some of the questions asked;

- 1) What are the main differences between men and women?**
- 2) Did/do you have any role models and what is it about this person that is admirable?**
- 3) Can you remember the time that it changed (this was used for older interviewees that had previously mentioned a change)?**
- 4) Have you ever faced a barrier in your own career?**
- 5) What impact do you feel strength has on your current position and/or future prospects?**
- 6) In your experience and your perception- do you think that physical strength has an impact for anyone in the dairy industry?**

4.3 Focus Groups

Focus groups were used to explore a concept with groups that may not be prepared to share sensitive information such as a group of young, ambitious graduate students at the University of Kentucky. However, it is important to note that a focus group environment may not allow for a true representation of feelings and thoughts for the same reasons or in front of a large personality, it was therefore beneficial to ensure that the focus group was managed effectively to ensure the discussion was a true reflection of the situation.

4.4 Journal and Observations

Whilst travelling, touring facilities and meeting with all of the interviewees I noted key experiences or observations within my journal (which I can make available at your request). The value of this data collection technique has allowed information provided from the interviews and focus group to be married to the real-time observations in context allowing for discrepancies in information.

5.0 Results

What are the main differences between men and women?

“There are definitely differences, I think that **women tend to be more detail orientated** by nature and that can be beneficial in particular roles if that is in research or on the farm and that’s a personal bias of mine[...] I think that when animal care that there are times that **maternal instinct kicks in a little bit as a general rule women are a little more caring than men** and that can be beneficial and so um working with animals of any kind however, calves in my experience seem to be most susceptible to this **and if you asked me for a panel of five of the best calve raisers the top five would be women”**

“women provide more detailed feedback to the trainer [...] a little more sensitive [...]”

“Women mature faster than men so a woman that 21 years old is a lot more mature than a 21-year-old male [...] A **female is more motivated focused and driven** than a 21-year-old man. So they are more competitive [...] I don’t know if they told you but we really feel that out of **11 graduate students only 2 are guys”**

“They are now as far as I am concerned on equal terms with the men. A lot of the girls are finishing just as well if not better than the boys. They are making good decisions as to where to place their horses and when to move them. **Its all just getting better and better for women.”**

“The girl riders of today **are in a league of their own**[...] allot of true talent out there with **the top agents vying for their book.** “

“I believe that women are better care givers of livestock and more intuition of a sick animal and suffering and more intuitive to cow comfort and that type of thing[...] When that is used on a farm then that is a huge plus and fundamental to the success of a farm”

“Things have progressed and changed and attitudes have changed- Genetics and nutrition for example- everything including vitamins and the importance of cow comfort has been highlighted [...]

*another thing about women is that they crave financial security and more in tune with where they are financial and looking at the overall business[...]My grandson is 4 could tell you all about that John Deere tractor whereas **my granddaughter- who is 6- doesn't care about that tractor but doesn't want to see the dog or whatever animal, sick***

“Maybe **different qualities** and I see successful couples in **farmers work as a united pair** [...] I have also seen couples where one has lorded over the other though and it doesn't work.”

“I believe that **women are better care givers** of livestock and have more **intuition of a sick animal** [...] successful people in farming generally work in a pair- partners work together all the time”

“I think that **women tend to be more detail oriented** by nature[...]when it comes to animal care there are times that **the maternal instinct** kicks in[...]women also mature faster than men”

“**Women are good listeners, relationship builders and, most importantly, good communicators** [...] these attributes should not be underestimated when it comes to their role in agriculture”

What are the main differences between men and women?



Do you have any role models and what is it about this person that is admirable?

When considering role models from sociological point of view it is important to understand that there are many different ways to quantify the importance of their function. A role model can be broadly described as “an individual perceived as exemplary, or worthy of imitation” (Yancey 1998, p253). A role model can both motivate individuals that already participate as well as encourage people that have an interest to take part in the sport for the first time although it is important to consider the perception and interpretation of the influential observers.

“Within the dairy industry specifically- no but working with animals for my progression with large animals yes! When I was in high school I was a Vet technician all around and in the lab and the kennel and the surgery suite doing everything for a **husband and wife duo in a very small vet clinic** in Louisiana. **The wife was the only one that could do the surgeries** and she would let me be very involved obviously I didn’t get to suture anything or dig in but everything else I got to do and **she really inspired me** that I could go on and achieve anything!”

“My grandfather and my Father were very progressive dairymen. My father was one of the first to use no tool farming and planning Alfalfa long before the trend [...] I worked with an AI technique to dairy farmers and anybody. You know anybody that wants to try can do it. [...] **we have dairy consultants, four of them- 2 are women** [...] I have always said that we can hire and pay for excellent skill and knowledge [...] **we can’t buy or pay for passion- passion is priceless.** If you have a passion you have to find away!”

“I think that I have been very lucky as I have had a lot of role models when I was growing up- **1st my grandfather and then some really good teachers** that kind of see that I really wanted to teach and then

coming here as an undergraduate that had some of those factors and still do here and my major professor for my PhD was definitely a role model as I really admired the way that he handled things and personal things and [...] ***I have had lots of good role models I probably couldn't single out one.***

"I grew up with feminists so everything was very normal to me to be pushed and expected to do everything as expected. I realised when I left home more so that my parents and probably my dad more so was a feminist and I think that everyone would agree that we work for a feminist at this University so I think that ***helps when considering our own progression***"

"I guess I didn't really think about it as my mum was just my 'mummy' but she was setting a good example by being the first woman to be ***winning awards in cattle*** showing ***so I guess I never thought about women not being able to do things*** and ***mommy would always do it anyway and so that set the tone and not to worry about women*** not being a priority for things I guess."

"I would say that mine would be my mom, she has a Masters in Animal Science and when I started looking at what I wanted to do and I decided that that was an option she didn't push me in that direction but I saw that as an opportunity."

Do you have any role models and what is it about this person that is admirable?



Have you ever faced a barrier in your own career?

“Oh yeah, *I was not particularly encouraged to be skilled*, they just needed labour back when I was starting out *however, people in the industry are bending over backwards to get the kids involved in racing*[...] I see the racing school kids and they are in love with it all!”

“ *I have always been encouraged*, but I was also advised that I had to work hard and *want it more than I needed to breathe*[...] *I knew that its tough for a girl*”

“*I really didn't know what to expect* when I had first started riding. The only thing that still surprises me is that there is *still inequality towards women riders and that generally differs from track to track.* “

“*Absolutely- There has been so many of them I don't know where to start* [...] When *I went into dairy farming on my own*- the interest rates inflated to 20 something percent and I faced financial bankruptcy so that's been one of the *biggest obstacles and the feeling of failure*”

“My situation is a little different[...] ***I was a female, assistant herdsman working on a project and doing other things at the same time***- the majority of workers on the dairy were female, we had a female feeder, ***I didn't feed but everything else I did***, so scraping stalls pressure washing I did, feeding calves, hand mixing when the mixer went down[...] ***so anything that needed doing was equal opportunity work – the beef unit was the same way***. Like 3 or 4 grad students and 2 were male and 2 were female”

“I think the only real issue I have had is if you don't dress masculinely at a conference you are ***automatically a piece of meat*** not all of the time but some conferences that I have been to where people have said things that are very inappropriate and ***I always think you wouldn't say that if I was a dude!*** And normally I just let it go, laugh it off and treat it like a joke but umm its never fun when someone tells you should be spanked for something {lots of shock in the room} yeah um ***it's a struggle personally for me as I always want to look good and professional when I am conferences***”

“I grew up with a dairy background I think ***I wanted to be the person that no one knew*** or who my mom was or my dad was or what my brother and sister were doing so that was probably the only thing and ***I wanted to be nobody so that I could say that I did it all by myself*** rather than I guess people used to say that when I was in the FFA that I got things because of who and what my last name was- ***it was frustrating because I worked really hard for everything***”.

“I think I was raised in a family that was heavily educated and education is important and ***so it never affected me in that way other*** than I wanted to prove them wrong and show that I could do it [become management in the dairy industry] [...] ***so I would say yes- I have come against a barrier***”

Have you ever faced a barrier in your own career?



What impact do you feel strength has on your current position and/or future prospects?

*“I think it really depends what level you are looking at as if you are talking about basic labour level of work then there is a bias **but I can't carry as much as a man but that is just a fact**, um and that's not **being sexist that is just the truth**”*

*“Men and women both have their things that can be prejudice about and that is just humans and not reflective of the whole as **I personally have not experienced racism, sexism or sexual prejudice** [laughs] because I am a white women and I am heterosexual and I suppose that's because who I am so I have not experienced anything else. **I suppose that we need to acknowledge that we are not the 1st women to pave the way and I think that is different to maybe the way it is in the UK** and the older women that*

Can you remember the time that it changed (this was used for older interviewees that had previously mentioned a change)?

“Sixties during the womens liberation movement at a guess, but *even the time that I have been in the industry, there has been a change*”

“I think it was when women *started doing ‘it’ whatever ‘it’* means to you or me or them. People can only give respect when *people start to communicate in actions*”

“No, I suppose people started to realise that women have *different, vital skills to offer*”

Can you remember the time that it changed (this was used for older interviewees that had previously mentioned a change)?



6.0 Conclusion

The findings of this report have been presented in a none industry specific format to further embed the comparative nature of both the horseracing and dairy industry. The results suggest that the position of women in Kentucky is not as far advanced as was initially thought but is still beyond the situation in the UK. The barriers that are being met by women or the role models that are encouraging individuals, are not gender specific which directly links back to one of my initial research questions. Family appears to be the single, most important factor for a woman to succeed in either of the industries from a support and confidence provision, as opposed to tangible objects. This information regarding the power of support could be shared amongst the parents, managers and educators to highlight the significant influence that their actions have on the future generations of females in the horseracing and dairy industry.



The results have acknowledged that strength is always going to be a consideration when working in a manual labour environment however, in Kentucky it has been highlighted that women are able to carry out the majority of the work but in reality, have no worries about asking for help or recognising that they are potentially better placed in another aspect. Only one woman mentioned machinery when responding to that particular element, which I feel supports the reduced consideration for strength. When I enquired what the biggest difference was/is between men and women, the common response was that women have a different set of traits and interestingly, this was also brought up in response to asking when the mind-set changed. With regards to the horseracing industry, and more specifically jockeys it is not as simple as focusing on what 'you are best at' due to the nature of the competition- although on further inspection fitness and skill is an element that was not explored within this study.

To clarify, this study has taught me that

- 1) Educators, Parents and Managers have a direct influence on the success of females and should be encouraged regardless of previous perceptions.
- 2) Barriers are generally, none gender specific
- 3) Accept that women have natural skills and abilities that should be managed effectively to create suitable challenge and opportunity
- 4) The skill versus strength debate requires further exploration especially, in relation to the riding aspect of horseracing.

7.0 Value of trip and future implications

Whilst I was in Kentucky, I shared my pictures through various social media channels which was available to current, past and prospective students. The study has been replicated into two undergraduate projects (one in agriculture and one in equine) highlighting the increased engagement with this topic. In addition, this information has been disseminated at two conferences to peers and industry representatives as well as being placed in the University Library for future reference and perusal.

My initial purpose of my trip was to answer my research questions:

- 4) What is the perception of the physiological demands within dairying and horseracing?
- 5) Why has the Dairy industry progressed before the racing industry in providing opportunities for females and how can this knowledge be transferred across industries?
- 6) What additional support is provided in Kentucky that can be applied to the UK industries?

During my time in Kentucky I was able to address these questions through the use of focus groups, journal observations and interviews to gather a broad demographic of information.

It was fascinating to meet and talk with people who shared a similar passion for these industries with a clear focus on innovation and what people 'can do' irrelevant of gender. I feel that an area that the British dairy and horseracing industry can improve through acknowledging that women are different to men in agreement with the thoughts of cultural feminism. Cultural feminism acknowledges that women are different to men but emphasize that there must be an equal value placed on a women's difference. My time in Kentucky has highlighted that it has not always been an equal 'field' but they have respect for each of the genders strengths whilst acknowledging that there are exceptions to the rule.

The results of this study could directly enhance the student population through acknowledging the physiological demands of the dairy and horseracing industry whilst preparing them for a variety of employment opportunities in the working industry as well as highlighting the impact of the actions of people that are familiar role models.

I have forged links and exchange opportunities with the University of Kentucky and Kentucky Women in Agriculture.

7.1 Kentucky Women in Agriculture (KWIA) Conference November 2015

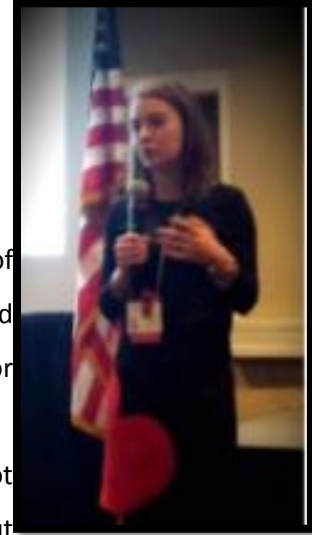
Following the success of my initial trip and liaison with the current President of Kentucky Women in Agriculture Helena Pitcock (contact: Helena.Pitcock@yahoo.com) I was invited back to discuss the findings of this project and my own personal reflection of the situation. It was an honor to be able to represent the Farmers Club, Myerscough College and myself in



an International Forum in front of inspiring and influential likeminded women that have labored for change.

This secondary trip to Kentucky, not only fueled my enthusiasm, but

allowed me to create a network of links so that a future exchange program can be developed so that more opportunities can be created.



7.2 Development of North West Women in

Agriculture

Using the framework and ideas gained from the KWIA group and the support and expertise of Christine Tacon (mail@christinetacon.com) I have been able to create (although still in its early stages) a sub group of Women in Agriculture which will hopefully create a strong networking opportunity for all women involved in agriculture as well as students maximizing networking prospects whilst promoting North West Women in Agriculture and providing a supportive networking environment for undergraduate students.

I would like too sincerely thank the trustees of the Farmers Club Charitable Trust for awarding me the Agricultural Educator Award 2015 as my students have directly benefitted as well as Myerscough

College. I have personally gained a wealth of knowledge from this experience which, would have not been possible without your support.