



**USAID**  
FROM THE AMERICAN PEOPLE

# Women's Economic Empowerment and Private Sector Engagement

**December 15, 2021**

**USAID Women's Economic  
Empowerment Community of Practice**

# AGENDA

## **Welcome and Introduction to the Community of Practice**

– Morgan Mickle, WEE CoP Program Officer

## **Introduction of the Panelists**

– Gwen Snyder, Private Sector Engagement and Women's Economic Empowerment Advisor for USAID, contracted by Washington Business Dynamics

## **Panelist Presentations and Moderated Panel Discussion**

– Lydia Carroon, Program Lead for Africa and Asia, Microsoft Airband Initiative  
– Emma Gladstone, Sustainability Manager, McCormick Global Ingredients Ltd.: Sustainable Sourcing

## **Questions from the Audience**

## **Wrap -Up and Reminders**

# USAID WOMEN'S ECONOMIC EMPOWERMENT COMMUNITY OF PRACTICE (WEE CoP)



Gather and  
share evidence



Address data gaps  
and disseminate  
knowledge products



Facilitate  
learning among  
members



Foster  
engagement  
opportunities

# USAID WEE LEARNING AGENDA

- Learning Question Two
  - What drives companies to invest in policies, practices and programs to increase women's equitable participation in leadership, operations, and supply chains? And which policies, practices, and programs have proven to be effective?
- Today's Objectives
  - Understand how private sector companies integrate WEE into their core business; and
  - Utilize the information shared to advance WEE within your organizations and activities.



# Panelist Presentations



# Microsoft Airband Initiative

Lydia Carroon, Program Lead for Africa and Asia

# MICROSOFT MISSION

*"Empower every person and every organization on the planet to achieve more."* Satya Nadella





Microsoft (Link)

## THE CONNECTIVITY GAP IN LATAM, ASIA, AFRICA

At least

**3 billion people**  
are not using the internet

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At least

**1.1 billion people**  
lack reliable access to  
energy

## OUR APPROACH: CONNECT, TRANSFORM, AND SCALE

The Airband model is entirely partnership-driven and represents a holistic approach to the challenges of the gender digital divide.



Microsoft (Link)





Microsoft (Link)

## DIGITAL TRANSFORMATION FOCUS



### Healthcare

Telehealth services such as remote monitoring and videoconferencing can improve health outcomes while reducing costs



### Agriculture

Farmers can boost income by improving agricultural productivity, finding new customers, and reducing costs through technology



### Education

Schools can expand learning options, offer virtual courses, and enable remote collaboration



### Small business

Small businesses can use broadband to work remotely, provide more services, and reach more customers around the world



# McCormick & Company

Emma Gladstone, Sustainability Manager

# MCCORMICK & COMPANY: PROFILE



**\$5.6 BILLION**

Annual Sales in 2020

**35 YEARS**

of consecutive increased dividends

## REVENUE



APPROXIMATELY  
**13,000**



EMPLOYEES

## 160 COUNTRIES

and territories where our products are sold



## TOP 10



Package food & beverage  
companies work  
with McCormick

## 10 OF 10



Foodservice  
restaurant chains work  
with McCormick

Founded  
in 1889



Operations and  
joint ventures in  
27 countries



## Five Principles



Passion For Flavor



Power Of People



Taste You Trust



Driven to Innovate



Purpose Led Performance



# PURPOSE LED PERFORMANCE

We bring Purpose-led Performance to life through the following key focus areas:



## People

Working to improve the health and well-being of all people and helping our employees thrive.



## Communities

Building vibrant communities where we live, work and source.



## Planet

Making a positive impact on our planet.



Our strategy includes time-bound goals including these sustainable procurement targets for 2025:



**Sustainably source 100% of our branded five iconic ingredients**



**Increase resilience of 90% of smallholder farmers that grow our iconic herbs & spices**



**Map women's role on -farm and pilot an integrated global approach to gender equality and women's economic empowerment**

## 5 Iconic Ingredients



Vanilla



Red Pepper



Black Pepper



Oregano



Cinnamon

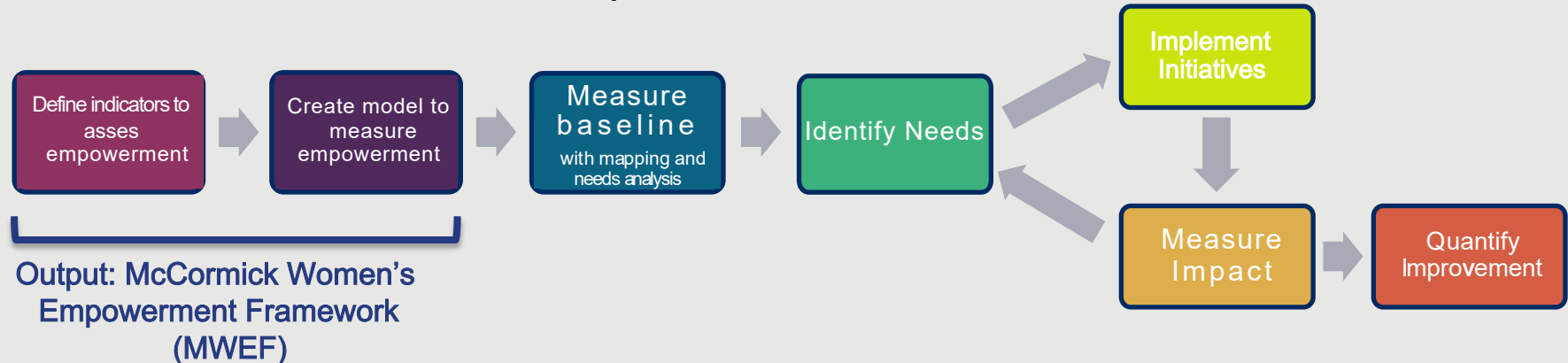
# EMPOWERING WOMEN IN THE SUPPLY CHAIN

Our strategy has evolved with the creation of the McCormick Women's Empowerment Framework (MWEF), an impact-driven tool to measure, normalize and track women's empowerment in agricultural supply chains

## Initial Process



## Impact-Driven Process





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# Moderated Panel Discussion and Q&A

# WRAP UP AND ANNOUNCEMENTS



## Participant Poll



## Upcoming Event

Coffee Chat Hosted by Training Resources Group, Inc.  
Land Evidence for Economic Rights, Gender and  
Empowerment (LEVERAGE) Activity in February 2022



## Call for Presenters

Interested in presenting at a future Coffee Chat?  
Email Banyan Global at  
[fundcop@banyanglobalgita.com](mailto:fundcop@banyanglobalgita.com)



# STAY IN TOUCH

Womens Economic Empowerment CoP Team

Banyan Global, [fundcop@banyanglobalgita.com](mailto:fundcop@banyanglobalgita.com)



Photo: Microsoft Airband Initiative