



**international
cotton
association**

Bill Kingdon

ICA Managing Director

The ICA is passionate about increasing gender diversity throughout the cotton value chain, in what has traditionally been a male dominated industry.

Women in Cotton (WiC) is an ICA working group formed to help improve gender diversity in the industry. It has been pivotal in promoting diversity within both ICA and the wider industry. Since its launch in 2020, WiC has delivered a series of online events to educate the industry on breaking biases and other diversity related subjects. The events have attracted over 130 participants, both male and female, from across the global supply chain.

As a result of this increased education and networking opportunities, we have seen significant improvements in female representation at the ICA over the last 12 months:

- 27% Increase amongst ICA Individual members
- 67% Increase amongst ICA committees
- 50% Increase on the ICA Board of Directors

I am hugely encouraged by the progress we have made. Both the industry and the association are adapting. Yet there is still much work to be done in reaching our objective to 'break the bias'.

Our journey has only just begun...