

## How four North Bay women shattered the wine industry's glass ceiling

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Shattered glass is the confetti when women break through a glass ceiling. With a nod to Women's History Month, four female wine professionals weigh in on how they continue to break barriers in the wine industry.

### Remi Cohen, CEO of Napa's Domaine Carneros

#### Remi Cohen has this advice for women in the wine industry: Know your worth.

"I recognize that there is still a gender disparity in the industry, especially as you look at more senior positions," Cohen said. "Men still hold the majority of the top winemaking and executive positions, and recent studies have shown women's compensation to not be on par with men's in these roles. It's important for people in the industry to know their value, work hard and ask for roles and compensation that are commensurate with their contributions."

Cohen, 44, said her role model was her mother — Bernice Cohen — and she mirrored her mettle.

"My mother is definitely the person that gave me the confidence that I can succeed in any career, even one that is traditionally male-dominated," Cohen said. "She has always encouraged me to explore all avenues, play to my strengths and be confident in who I am."

Joining Domaine Carneros in August 2020, Cohen is following in the footsteps of Eileen Crane, who had been at the helm since the winery was founded in 1987 by the Taittinger family from Champagne.

"As far as advice or a philosophy, it's important to be willing to step outside of your role and help other people and departments," Cohen said. "That helped me gain insight into the sales and marketing sides of the industry early in my career when my jobs were primarily focused on the grape-growing and winemaking operations."

Developing resilience is also key in advancing in the wine industry, Cohen said. She relies on yoga to keep her stress level in check and has spent the last two decades diving into yoga study. During the pandemic, she took classes online with noted teachers in their fields.

The wine industry can be quite stressful, she said. "There are so many factors out of your control, beginning with one of the most important — Mother Nature. ... Every day is different, and you'll never be bored."



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