

Cotton Australia Diversity in Ag Leadership Program Partner Pledge

OCTOBER 2021

Over the past year, Cotton Australia has continued to make progress on our pledge towards boosting gender diversity within the leadership of our organisation and industry.

We joined the Diversity in Agriculture Leadership program in 2018, and since then, our view that women play a vital role in the operation and management of Australia's cotton farms has strengthened. While progress has been made in enhancing the role women play in our organisation and industry, we continue to acknowledge that more work needs to be done to ensure women have a voice in the leadership forums that influence Australian cotton. This work will continue to evolve over the years ahead and is something we look forward to fulfilling.

Cotton Australia has continued to take steps to honour our pledge over the past year.

We are proud to be an organisation with a majority of women on staff. About 60% of our employees are women, and they contribute to our operations in significant and valuable ways. I am proud of the way Cotton Australia's female staff strengthen our organisation and challenge us all to do and be better. I am confident that over the year ahead we will continue to find ways for our female staff to develop their skills further and assume leadership roles and opportunities in our industry.

The specialised programs our industry stages to develop our female leaders continue to be a key way that we honour our pledge and progress change. Despite the challenges of the pandemic, our industry's leadership programs have continued to be valuable opportunities for our industry's women over the past year. The Future Cotton Leaders and Cotton20 leadership programs, as well as the Nuffield Scholarship program and the Australian Rural Leadership Program (which we continue to invest and be involved in), have attracted high-calibre candidates this year. I look forward to seeing the female participants of those programs take up formalised leadership positions within Cotton Australia and other cotton industry bodies over the years ahead.

As we pledged when we joined this program, Cotton Australia acknowledges more work needs to be done to ensure women have a voice in the leadership forums that influence our industry. We know there is still more to do, and we will continue our progress on this journey over the years ahead.



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