



14 October 2022

NFF House
14-16 Brisbane Avenue
BARTON, ACT, 2600

REPORT PROGRESS TOWARDS MEANINGFUL CHANGE TOWARDS GENDER DIVERSITY IN THE LEADERSHIP RANKS OF THE NATIONAL FARMERS' FEDERATION

As part of the Diversity in Agriculture Leadership Program, beginning in 2018, the National Farmers' Federation pledged to continue to work towards enacting meaningful change in the representation of women in leadership roles within agriculture and within our organisation.

This commitment included striving for the improved representation of women at a Board, Committee and Taskforce level and to maintaining gender diversity within our staff team.

In 2016, the NFF elected its first female President in its 37-history. In 2022, the Board of seven Directors includes female directors President Fiona Simson, Robyn Bryant, Lisa Minogue, and Georgie Somerset.

During 2021, the NFF became a member of the Diversity Council of Australia, as a source of resources and advice on being an employer of best practice, not only in gender, but all other areas of diversity.

The NFF continues to be guided by its Diversity Policy:

The NFF will continue to strive towards achieving meaningful change on gender diversity by

- *Continuing to actively recruit positions of leadership, with the overall gender make up of organisation as a priority consideration;*
- *Actively providing career advancement and leadership development opportunities to women within our organisation; and*
- *Continuing to provide flexible working conditions that enable men and women to balance work and family commitments.*

In addition, the NFF continues to support and share its experience with other organisations within agriculture, as they strive to improve the balance of representation of men and women.

The NFF's has a vision for Australian agriculture to be a \$100 billion industry by 2030. The NFF's 2030 Roadmap, the plan for that vision, outlines a goal to double the number of women in agriculture's leadership positions by that same year.



The Diversity in Agriculture Leadership Program is a key conduit to achieving this goal. Graduates of the 2018, 2019, 2020 and 2021 Programs have gone on to assume federal and state government-based board roles and to be high-profile female advocates and leaders of our sector. In 2022, the NFF has begun measuring the positive change being achieved through graduates and partners.

This year the NFF is delighted to be joined in the Diversity in Agriculture Leadership Program, by 35 partners, from across government, business and advocacy. These organisations share our vision for agriculture and recognise that for our industry to reach its potential, women and men must be represented equally in the forums where the decisions are taken that will shape our sector's future.

Yours sincerely,

FIONA SIMSON
President

TONY MAHAR
Chief Executive

