

Monday, 10 October 2022

Progress report on the meaningful change towards gender diversity in the leadership of AgriFutures Australia

As part of the *Diversity in Agriculture Leadership Program*, beginning in 2018, AgriFutures Australia pledged to:

“Continue to support women in agriculture to develop their leadership skills, experience and confidence and to work with our industry partners to facilitate their smooth transition into leadership roles including membership on our AgriFutures' Advisory Panels”.

To help support our pledge and to support gender diversity across our industries, we have been delivering our Capacity Building for Levied and Emerging Industries Program that offers those involved with a range of opportunities focused on building their leadership skills and capacity to be leaders in their industries and rural Australia more broadly.

These opportunities include sponsored places in the Australian Institute of Company Directors course, the Nuffield Scholarship, Australian Rural Leadership Program and Australian Rural Leadership Foundation - TRAIL Emerging Leaders program. TRAIL is designed to provide training and experience to both early career and experienced professionals to encourage them to step into leadership roles within their industry, such as Advisory Panel or Director positions. Each year since this program was launched, we have had a strong representation of women participating in these opportunities, equipping them with the tools and confidence required to lead in their chosen careers.

In 2020, AgriFutures Australia statistics on gender diversity in leadership roles within the business were:

- 28.5% of our Board members are women;
- 40% of our leadership team are women;
- 29.69% of our AgriFutures' Advisory Panel members are women;
- 50% of people involved in the Australia Institute of Company Directors Course for our Levied Industries Capacity Building program were women.

In 2021, AgriFutures Australia statistics on gender diversity in leadership roles within the business are:

- 50% of our Board members are women, including the Chair of the Board;
- 40% of our leadership team are women;
- 29% of our AgriFutures' Advisory Panel members are women;
- 33% of our AgriFutures' Advisory Panel Chairs are women;
- 44% of our AgriFutures' Advisory Panel Deputy-Chairs are women;
- 42% of people involved in the Australian Institute of Company Directors Course for our Levied and Emerging Industries were women;

- 77% of people involved in our Levied Industries Capacity Building program were women;
- 44% of people involved in our Emerging Industries Capacity Building program were women;
- 65% of our Ignite Network about to embark on the Australian Institute of Company Directors Foundations of Directorship Course are women.

In 2022, AgriFutures Australia statistics on gender diversity in leadership roles within the business are:

- 50% of our Board members are women, including the Chair of the Board;
- 40% of our leadership team are women;
- 38% of our AgriFutures' Advisory Panel members are women;
- 57% of our AgriFutures' Advisory Panel Chairs are women;
- 67% of our AgriFutures' Advisory Panel Deputy-Chairs are women;
- 30% of people involved in the Australian Institute of Company Directors Course for our Levied and Emerging Industries were women;
- 31% of people involved in our Levied and Emerging Industries Capacity Building program were women;
- 62% of our current AgriFutures Horizon Scholars are women.

Additionally, the AgriFutures Australia staff team as a whole is also made up of 83% women.

AgriFutures Australia is extremely proud to be involved in the *Diversity in Agriculture Leadership Program*, with 22 other leading bodies within the agricultural sector, from across government, business and advocacy. All of these organisations share the NFF's 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.


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Australia