

Monday, 23 October 2023

**Progress report on the meaningful change towards gender diversity and inclusion
at 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”.

In line with this commitment and promote gender diversity and inclusion across our industries and the agriculture sector more broadly, we are implementing capacity building programs across our organization benefiting levied and emerging industries, Rural Women's Award alumni, agtech innovators and Horizon scholars. These programs offer participants a diverse range of opportunities aimed at enhancing their leadership skills and preparing them to become leaders within their respective industries and rural Australia as a whole.

These opportunities include sponsored places in prestigious programs such as the Australian Institute of Company Directors course, the Nuffield Scholarship, Australian Rural Leadership Program, Australian Rural Leadership Foundation - TRAIL Emerging Leaders program as well as leadership and development opportunities. 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 2023, AgriFutures Australia statistics on gender diversity in leadership roles within the business are:

- 44% of our Board members are women, including the Chair of the Board;
- 57% of our leadership team are women;
- 49% 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;
- 45% of people involved in the Australian Institute of Company Directors Course were women;
- 71% of people involved in other capacity building programs (Nuffield and ARLF) were women;
- 64% of our current AgriFutures Horizon Scholars are women.

Additionally, the AgriFutures Australia staff team is also made up of 79% women.

We pledge to deliver capacity building offerings that meet the current and future needs of our rural communities and industries to ensure people are building their motivation and skills to lead change.

We will do this by:

- Conducting a capacity building needs assessment for our Industries
- Review our capacity building programs to ensure they are accessible and inclusive
- Being bold and challenging the status quo
- Being strategic in decision making and investment

AgriFutures Australia takes great pride in its participation in the Diversity in Agriculture Leadership Program alongside other prominent bodies within the agricultural sector, spanning government, business and advocacy. These organisations share the National Farmers' Federation's vision for agriculture, acknowledging that for our industry to realise its potential, both women and men must have equal representation in the forums where decisions are made, shaping the future of our sector.



Harvey Managing
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Australia