

October 2023

DIVERSITY IN AGRICULTURE LEADERSHIP PROGRAM

Grains Research and Development Corporation report on progress

The Grains Research and Development Corporation (GRDC) has been a proud partner of the NFF's Diversity in Agriculture Leadership Program since the beginning with a clear focus on increasing gender diversity in leadership.

Our purpose is to invest in research, development and extension (RD&E) to create enduring profitability for Australian grain growers. To deliver on this purpose, we need individuals with different perspectives, knowledge and experiences because their contributions lead to innovation in the grains industry.

We have seen the value diversity brings to our organisation and our partners in RD&E. Our industry is not reaching its full potential while there are talented, skilled individuals missing from leadership positions. This is why we are committed to making meaningful change to create more diversity in leadership within GRDC and agriculture more broadly.

Since 2018, we have:

- Improved flexible working arrangements so all staff can balance work and home commitments in a way that suits GRDC and their situation
- Had our first female (interim) Managing Director
- Increased transparency by including the gender split of GRDC award recipients
- Sponsored 12 events targeting women to improve female leadership capacity
- Developed a Diversity Policy to cement the principles of diversity within our organisation
- Celebrated the diversity of cultures and perspectives at GRDC through organisation-wide activities.

Over the past year, we have

- An increase in women in leadership positions, 4 of our 9 Board Directors are women
- A female Deputy Chair of the Board and Chair of the Audit and Risk Committee
- Equal women and men reporting directly to the Managing Director
- Provided professional leadership training to 7 female managers
- Worked with Reconciliation Australia to develop a Reconciliation Action Plan (RAP)
- Adopted the Workplace Gender Equality Agency's Guide to Gender Pay Equity
- Increased the number of women on two of our Regional Panels to 45%.

In the next 12 months, GRDC will continue its commitment to advancing diversity in leadership by:

- Providing mentoring and development opportunities to women within our organisation and Regional Panels
- Increasing the visibility of diverse leaders through our communication and extension
- Expanding diversity reporting and transparency for supported awards and activities
- Implementing our first Reconciliation Action Plan.

We know that organisations with diverse leadership teams experience increased productivity and profitability. Our commitment to the NFF's Diversity in Agriculture Leadership Program is to ensure more individuals, organisations, and communities in agriculture and beyond benefit from the impact of diverse leadership.