

Friday, 17 October 2025

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 support of our commitment to promoting gender diversity and inclusion across Australia's rural industries, we continue to roll out several capacity building programs. These initiatives benefit both established and emerging sectors, including the Rural Women's Award program, our Rural Women's Award Alumni network, agtech innovators, Horizon Scholars, those working in AgriFutures' levied and emerging industries and others. Through these programs, participants are offered a wide range of opportunities designed to develop their leadership skills and prepare them to step into leadership roles, not only within their specific industries but also in rural and regional Australia at large.

The opportunities we provide include sponsorships for highly regarded programs such as the Australian Institute of Company Directors course, the Nuffield Scholarship, the Australian Rural Leadership Program, the TRAIL Emerging Leaders program and Agribusiness Leadership Program (both by the Australian Rural Leadership Foundation), and the Marcus Oldham Rural Leadership Program. Since the launch of this initiative, we have seen a strong representation of women participating in these programs, gaining the skills and confidence needed to excel in their careers and lead their sectors.

Additionally, in 2024 we piloted a stakeholder mapping project to identifying and categorising culturally and linguistically diverse (CALD) organisations across the Northern Territory. The project assessed their influence and reach, with a specific focus on promoting women's leadership pathways within the AgriFutures Rural Women's Award and other AgriFutures initiatives.

Key deliverables of this project include:

- A map identifying key CALD organisations in the NT, to help broaden our stakeholder engagement
- A practical stakeholder categorisation framework and consultation schedule to guide deeper, more meaningful engagement

Key outcomes of this project include:

- A verified contact list of 256 CALD organisations in the NT, and active engagement commenced with 22 organisations via target invitations, email and survey campaign

In 2025, AgriFutures Australia statistics on gender diversity in leadership roles within the business are:

- 45% of our Board members are women, including the Chair of the Board;

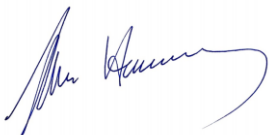
- 71% of our current leadership team are women;
- 28% of our AgriFutures' Advisory Panel members are women;
- 38% of our AgriFutures' Advisory Panel Chairs are women;
- 100% of our Rural Women's Award Alumni State Chairs are women;
- 60% of people involved in the Australian Institute of Company Directors Course and Foundations of Directorship Course were women;
- 56% of our current AgriFutures Horizon Scholars are women;
- 86% of our Australian Rural Leadership Foundation sponsored graduates are women;
- 100% of our Marcus Oldham students are women
- AgriFutures sponsorship of the NFF Diversity in Ag program resulted in 12 women completing the leadership program
- We have a network of over 430 AgriFutures Rural Women's Award Alumni.

Additionally, the AgriFutures Australia current staff team is also made up of 78% women.

We pledge to deliver capacity building programs that meet the evolving needs of rural industries and communities, equipping individuals with the motivation and skills to drive positive change. To achieve this, we are committed to:

- Continue to deliver programs which meet the capacity building needs of our industries,
- Reviewing our programs to ensure they are both accessible and inclusive,
- Tracking and reporting alumni engagement to offer ongoing leadership development to AgriFutures program participants.

AgriFutures Australia is proud to be a part of the Diversity in Agriculture Leadership Program, alongside key organisations from the agricultural sector, government, businesses and advocacy groups. Together, we support the National Farmers' Federation's vision for agriculture, recognising that achieving the industry's full potential depends on ensuring both women and men have equal representation in the decision-making spaces shaping the future of the industry.



John Harvey
Managing Director
AgriFutures Australia