

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 at a leadership level.

GRDC's purpose is to invest in research, development and extension (RD&E) to create enduring profitability for Australian grain growers. We understand that fostering diversity – of people, experiences, perspectives and knowledge – is fundamental to unlocking new ideas, driving innovation and ultimately delivering solutions for the grains industry.

We have witnessed how diversity has strengthened not only our organisation, but our partnerships with others in the research, development and extension (RD&E) space. This is why we are dedicated to making real and lasting changes to increasing diversity in leadership within GRDC and across the broader agricultural sector.

From boosting female representation on our board and panels to championing inclusive hiring and development practices, we are actively creating a workplace where every voice matters and everyone has an opportunity to lead and contribute. Our commitment is reflected in our 2024–2025 Diversity Progress and Initiatives, where female representation continues to grow at all levels of our organisation.

2024–2025 Diversity Progress and Initiatives

Diversity Statistics:

- First female GRDC Board Chair
- Female representation on the GRDC board has grown to 50%.
- Female representation at GRDC (excluding board) is 61.65%
- Female representation in leadership roles (excluding board) 51.72%
- Female representation on GRDC regional panels is 41%

Key Initiatives:

- 50/50 flexibility policy: All staff are eligible for up to 50% remote work.
- Mentoring and development: Mentoring and career development for women.
- Inclusion strategy: Broader inclusion strategy under development, building on our Reconciliation Action Plan (RAP) and diversity policy foundations.
- Transparency: Enhanced diversity reporting and communication of progress.
- GRDC has utilised the Workplace Gender Equality Agency's Guide to review Gender Pay Equity within GRDC.
- Sponsored key events targeting women to improve female leadership capacity.

Impact:

- Increased engagement and retention of diverse talent.
- Positive feedback on flexibility and inclusion in staff surveys.
- Ongoing commitment to leadership diversity and inclusive culture.

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.