

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 its inception, with a strong focus on increasing diversity of perspective and gender representation at leadership levels.

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 delivering meaningful outcomes for the grains industry.

We have seen how diversity strengthens not only our organisation, but also our partnerships across the RD&E sector. This is why we remain committed to fostering an inclusive culture and supporting greater diversity in leadership within GRDC and across the broader agricultural sector.

Through the continued strengthening of flexible work practices, parental leave support, mentoring and career development opportunities, and enhanced diversity reporting, GRDC has reinforced its commitment to an inclusive workplace while maintaining strong female representation across our board, leadership team, workforce and regional panels.

2025–2026 Diversity Progress and Initiatives

Diversity Statistics:

- Female representation on the GRDC board sits at 44%
- Female representation at GRDC (excluding board) is 60%
- Female representation in leadership roles (excluding board) 50%
- Female representation on GRDC regional panels is 39%
- 22% of total staff are based regionally, across 3 regional offices and remote working arrangements

Key Initiatives:

- Parental leave support: Paid parental leave provisions and flexible return-to-work arrangements under the GRDC Enterprise Agreement, supporting employees with caring responsibilities.
- 50/50 flexibility policy: All staff are eligible for up to 50% remote work.
- Mentoring and development: Mentoring and career development for all staff.
- 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:

- Improved attraction and retention of a diverse workforce by supporting employees through significant life and caregiving stages.
- Increased workforce participation and career continuity for employees with family and caring responsibilities.
- Enhanced employee engagement through flexible and supportive workplace practices.
- Strengthened gender equity outcomes by reducing barriers to career progression and leadership opportunities.
- Reinforced GRDC's commitment to an inclusive and family-friendly culture that enables employees to balance work and personal responsibilities.
- Ongoing commitment to leadership diversity and inclusive culture.

We know that diverse leadership drives stronger decision-making, greater innovation, and better outcomes for organisations, industries, and communities. Through our commitment to the NFF's Diversity in Agriculture Leadership Program, GRDC is helping to create a more inclusive leadership pipeline, ensuring a broader range of voices, perspectives and experiences are represented in shaping the future of Australian agriculture.