

Member Update

No. 26 of 2024 • 17 December 2024

TOPIC: Diversity, Equity and Inclusion Survey Results

DISTRIBUTION: GTA Members – primary contact list. Please circulate to all appropriate internal parties.

1. Purpose

To advise members of the results of Diversity, Equity and Inclusion Survey conducted by Grain Trade Australia (GTA) on behalf of the Australian grain industry.

2. Background

Diversity, equity and inclusion (DEI) is increasingly important in the workplace; however, prior to this survey, there was little formal information about the current make-up of the grain trade industry workforce and or comparative analysis to GTA members in managing diversity, equity and inclusion (DEI) in their workplaces.

The goal of the survey was to understand the current state of diversity and inclusion within the Australian grain industry. These results will serve as important evidence to strengthen for advocacy efforts and support members in embedding DEI into business practices and policies.

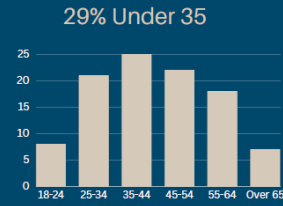
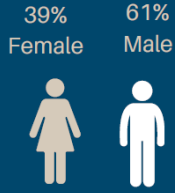
GTA engaged an independent research agency, Survey Matters, to conduct this survey to ensure results are kept anonymous and confidential. Survey data results were provided to GTA as aggregate only, not as individual responses.

All GTA members were invited to participate in the Diversity, Equity and Inclusion (DEI) Survey. GTA acknowledges and thanks members who participated in the survey.

3. Survey Results

The survey results and findings can be found [here](#)

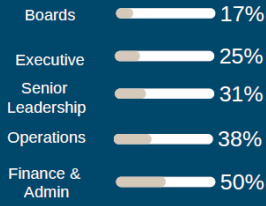
Who works in the Australian Grain Trade



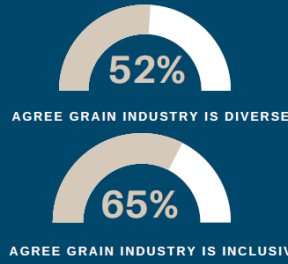
74% Fulltime Employees

Permanent Full Time	74%
Permanent Part Time	6%
Contract / Casual	20%

Female Proportion of the Workforce



Perceptions of Industry Diversity



Challenges Building Industry Diversity



24% of grain industry organisations have a diversity and inclusion policy

4. Further Information

For further information please contact GTA at admin@graintrade.org.au