



WHAT WE COMMIT TO DO

THE GAP GALS CHARTER

We are a community of women across the agriculture ecosystem—farmers, researchers, private sector leaders, policymakers, food value chain actors, NGOs, and allies—gathered under the umbrella of the Global Agricultural Productivity (GAP) Initiative at Virginia Tech, a cross-sector platform that advances sustainable agricultural productivity through education, advocacy, and collaboration.

In the International Year of Woman Farmer, we commit to helping young women fall in love with agriculture and see it as a meaningful, modern, and opportunity-filled career.

OUR 10 PRINCIPLES OF ACTION

01 Make agriculture visible, exciting, and real.

We will actively show young women what agriculture looks like today—from farms to labs to policy rooms to supply chains—so they can imagine themselves in it.

02 Mentor with intention

We will each commit to mentoring at least one young person (or a group) by offering career conversations, skill-building, introductions, or hands-on exposure—especially for girls with limited access to networks.

03 Sponsor, not just support

We will use our influence to open doors: recommending young women for internships, scholarships, field placements, speaking opportunities, and leadership roles.

04 Celebrate every pathway in agriculture

We will honor and elevate the full range of agricultural careers—production, agronomy, technology, biotechnology, food systems, finance, communications, policy, entrepreneurship, research, and community leadership—without ranking one over another.

05 Center farmers and producers, and respect lived experience

We will keep the real needs and realities of farmers and other agricultural producers at the heart of our work and learning—especially women in these roles—recognizing their expertise and ensuring solutions are practical, locally relevant, and scalable.

06 Build confidence through skills and belonging

We will create welcoming spaces where young women can build confidence in STEM, business, leadership, and practical skills—without fear of being “the only one” in the room.

07 Champion evidence, innovation, and access

We will advocate for approaches that help agriculture deliver meaningful returns for producers, society, the environment, and the economy—and for ensuring farmers and other agricultural producers can access proven, appropriate tools and knowledge.

08 Replace stereotypes with stories

We will actively expand the story of who thrives in agriculture by sharing diverse role models and real stories of women leading at every level.

09 Practice cross-sector collaboration as a leadership standard

We will model collaboration across farmers, researchers, private sector, NGOs, and policymakers—because sustainable progress depends on breaking silos and aligning efforts.

10 Turn commitment into measurable action

We will set simple, trackable actions each year (e.g., # mentoring hours, # school engagements, # farm/lab visits hosted, # internships created, # young women reached) and share what we learn so others can replicate success.

INVITATION TO JOIN

We invite every member of the agriculture community—women and men, individuals and organizations—to join this network.

By signing on, you commit to **supporting, coaching, and encouraging young women** to explore agriculture and to helping them access the experiences, networks, and confidence they need to make agriculture their career.