



# WIM USA

# TAKEAWAYS

WIM USA ANNUAL CONFERENCE

CHANGING THE FACE OF MINING

## WIM CONFERENCE - SALT LAKE CITY

Over 100 people gathered in person to hear from speakers and discuss changing the face of mining by promoting the inclusion of women in the industry. Many people put forward their ideas and experiences. The following document is a summary of those ideas from breakout groups and surveys with the hope that the conversation continues in the mining industry. The conference was a step forward, but there remains a distance still to travel!

### Summary of live survey at conference - 89 submissions summarized

- It's a **long way** to go still, but *we* **have come a long way** over the last few years.
- Renewed sense of **energy** and many **ideas**.
- There are many paths to diversity and inclusion. **Just begin now.**
- Inclusion is about **more than just women**.
- Be more than an ally. **Be a change agent.**
- There is a huge number of people advocating for a new more progressive face of our industry - I am **so encouraged**.
- There is so much more to this topic than I ever thought before. Will take away relationships and insight.
- Something that I'm taking away is creative ideas to **interest the next generation** and inspire them to get involved in mining.
- **Take the chance on yourself** or no one else will!
- **Don't be afraid to be a badass, competent woman.**



## CHALLENGES TO ATTRACT, RETAIN, AND GROW WOMEN

### IDEAS TO ATTRACT MORE WOMEN TO MINING INDUSTRY

### IDEAS TO GROW WOMEN IN SENIOR LEADERSHIP

Start early:

- Even before University
- Reinforce Safety, security and environmental stewardship
- Fund scholarships/competitions
- Educate the educators and career counselors
- Demonstrate the importance and benefits of mining
- Perception of mining – not just hard hats

Present long term career paths:

- Female friendly companies - best to work for
- Talk about mining careers, progression, benefits
- Align to a new generation expectations of acceptance and recognition
- Leverage female operators as support
- Make technology a focus
- Provide emotional support and career flexibility
- Embed leadership skills and soft skills in the industry

Recruitment of former employees who left the business to start a family - ready to return?

Companies

- Making sure women know about career opportunities in a timely manner; this requires HR and leadership ownership
- Hold men accountable for how they get results and promotions
- Make sure opportunities are actually posted for everyone to apply and post salary ranges
- Assure job postings are written in a way that doesn't create bias
- You don't have to work in the mine site to move up
- Attract younger people

Employees

- Getting the confidence to speak up and show you have the skills
- Provide/receive mentoring/sponsorship

## ISSUES WITH RECRUITMENT AND RETENTION

### Recruitment:

- Talk about career paths
- Create “whole person culture” – focus on EQ
- Technology enablement of work
- Mention Business Resource Groups in interviews

### Work environment:

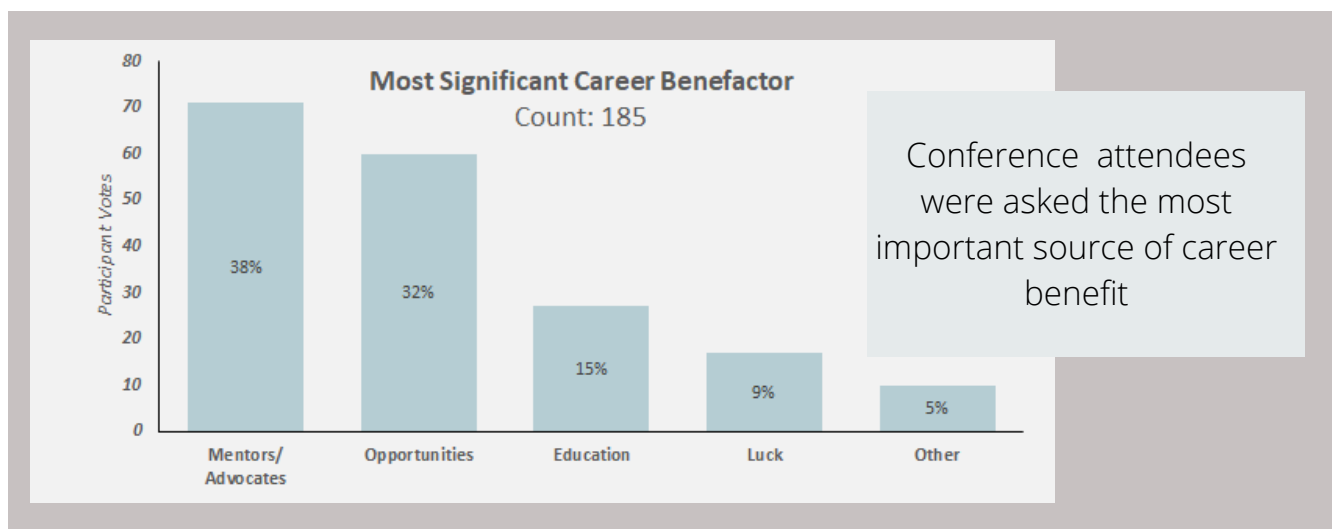
- Opportunity for dual income households
- Man-camps
- Toxic cultures - harassment, bullying, assault
- Care-giver duties + schedule flexibility
- Rotation from high to low impact/travel roles
- Older employees have different risk tolerance

### Training:

- Equivalent mentoring, oversight, training
- Invest time + money in women’s higher education
- Train direct/front line managers
- Strong mentorship and advocacy

## ATTRACT WOMEN TO TECHNICAL/OPERATIONAL ROLES

- Make it about PEOPLE
- Modify work hours. Offer part time options, different schedules
- Option to work in a metropolitan area with remote operation, versus FIFO
- Start earlier with hiring/internships/training
- SHOW people what is happening in a mine, in operations, etc.- virtual field trips for children
- Made by mining idea: tie products and experiences to source in mining
- "Gold Rush" image is counter-productive
- Inform/educate 'journalists' to combat bad press
- "Cool factor" of challenging careers, interesting travel, and work outside
- Hire administrative roles and then train to non-traditional roles
- Explain the role better, and its impact
- Break a senior position into two junior positions





COLLECTIVELY MAKING AN IMPACT - RADICAL IDEAS FOR ACCELERATING A MORE DIVERSE AND INCLUSIVE WORKFORCE

## COMPANIES

### Work Flexibility:

- Roster change
- Remote work
- Onsite Childcare

### Training:

- Co-Op Program
- Rotational program
- Educate executives/leaders

### Small scale inclusive solutions:

- Symbols of exclusion audit
- Unconscious bias in job descriptions
- Lactation facilities
- 50/50 interviews
- Engage with families

### Public Performance:

- Publish D&I targets + compensation links
- Align with government/regulators on targets
- Be progressive on ESG

### Support for D&I:

- Push suppliers to meet company goals
- Address wage gap
- Hire from non-traditional locations
- Paid maternity leave/ healthcare

## WOMEN IN MINING

### Education/Training:

- Experienced storytelling
- Scholarships for University
- Best practice resources
- Lessons learned library
- Early childhood education
- Competitions/case studies

### Public Perception:

- Media Consultant/ Liaison
- Promote mining generally – importance of minerals
- Push diversity in mining advertising
- Webinars/public trainings
- Unboxing videos/Tick-Tock

### Cross-company:

- Alignment on messaging across industry
- Job bank
- Cross-company mentorship
- WIM sponsors commit to WIM goals
  - Collaborate across industry women's groups



COLLECTIVELY MAKING AN IMPACT - RADICAL IDEAS FOR ACCELERATING A MORE DIVERSE AND INCLUSIVE WORKFORCE

# INDIVIDUALS

- Interpersonal:
- Express support consistently
  - Advocate for Women
  - Check in with co-workers to see how they are
  - Collaborate across generations (incl. Gen Z)
  - Stand up when people speak inappropriately + speak up for peers
  - Watch for burn-out
- People:
- Individual outreach for industry
  - Collaborate across industries/companies
  - Be an ambassador for inclusion
  - Recruit people to the industry
  - Provide a safe space to report home issues /abuse
- Work:
- Technology to facilitate inclusion
  - Work life blending – allow home to enter your work life
  - Gamification of work

# EDUCATORS

- Embrace being feminine, marketing towards women/everyone.
- Change perception:
- Mining degrades the environment
  - Understand why some industries have seen gender shift already
- Support women:
- Facilities in geo/engineering buildings
  - Scholarships
  - New ways of educating:
  - Embrace Minecraft/video games
  - Start early – elementary school
  - Summer camps at mining universities
  - Minerals in cosmetics/other products



Excitement was high at the WIM Conference with people thrilled to participate