



FROM THE DESK OF: WOMEN IN MINING USA

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Empowering Change: A Grateful Salute to Another Successful Year for Women in Mining

As we welcome a new year, Women in Mining (WIM) USA takes a moment to express our deepest appreciation to our amazing members, corporate and sustaining sponsors, and alliance partners for their invaluable contributions in 2023. Your unwavering support has been instrumental in propelling our mission forward, making significant strides towards a more inclusive and diverse mining industry. The leadership team of WIM USA would like to share some highlights of the impactful initiatives made possible by your hard work and generosity.

GROWTH

In 2023, WIM USA experienced remarkable growth, expanding its footprint across our now eight professional and eight student chapters. This flourishing network now includes the notable additions of a Student Chapter at the University of Nevada-Reno and a Professional Chapter in Alaska, broadening our reach and impact. These new chapters have swiftly become hubs for collaboration, education, and support, embodying the spirit of WIM USA's mission. As we celebrate this milestone, we are excited to share that our growth trajectory continues, with ongoing discussions and plans for potential chapters in New York, the Carolinas, South Dakota, New Mexico, and Wyoming.

In a strategic move to streamline and enhance accessibility to WIM USA's vast network of chapters, we are pleased to announce a membership fee standardization across all chapters. Effective this year, membership fees for professionals will be set at \$35, while students and retired members will enjoy a reduced fee of \$10. By standardizing membership fees, we aim to eliminate barriers and ensure that all individuals, regardless of their geographical location, can seamlessly access the wealth of opportunities, resources, and support offered by WIM USA. This uniform fee structure not only simplifies the membership process but also strengthens the sense of unity and collaboration that defines our organization. We extend our gratitude to our members for their continued dedication, and we look forward to a future where WIM USA continues to thrive as a cohesive and supportive community.

PROFESSIONAL DEVELOPMENT

Leadership Lab Program: Hosted by our WIM Denver Chapter, the Leadership Lab Program nurtures tomorrow's leaders in the mining sector. So far, 58 aspiring women leaders have received their certificate of completion. Through a partnership with Brooks & Nelson and Cultivage, 13 scholarships were awarded. Participants were provided with mentorship, skill-building workshops, and networking opportunities. Through this program, we plan to continue cultivating a pipeline of empowered women who are poised to take on leadership roles and shape the future of mining.

Building a Gender Inclusive Workplace Training: To provide additional tools and resources to our corporate and sustaining sponsors, we have partnered with the Center for Resource Stakeholders in developing and delivering the Building a Gender Inclusive Workplace Training program. This initiative aims to dismantle gender biases, promote diversity, and create workplaces that are truly inclusive. Through our WIM USA website, we offer this training at a discounted rate to reach companies across the mining sector, fostering a culture that values and respects the unique perspectives and contributions of all employees.

2023 WIM National Conference: A major highlight of our year was undoubtedly the 2023 WIM National Conference held in Tucson, Arizona. Through the hard work of our amazing volunteers in the WIM Arizona Chapter, along with your generous support, this event was a resounding success with over 400 participants in attendance. The conference brought together industry leaders, professionals, and advocates for a shared dialogue on professional development, workplace inclusion, and gender diversity and equality. The event also provided a platform for networking, knowledge sharing, and inspiration, amplifying our collective efforts to drive positive change within the mining community.

WIM USA Mentorship Network: We would be remiss not to express our profound gratitude to Caterpillar (CAT), a key partner whose generous donations have played a pivotal role in the success of the WIM USA Mentorship Network. Their contributions have allowed us to establish a robust mentorship program that connects seasoned industry professionals with emerging talents, providing invaluable guidance, knowledge transfer, and networking opportunities. The WIM USA Mentorship Network, made possible by CAT's dedication to empowering women in mining, stands as a testament to the transformative impact that corporate partnerships can have on the trajectory of individuals' careers and the mining industry at large. Together, we are shaping a future where mentorship is a cornerstone of professional development and diversity in mining is a collective achievement.

ALLIANCES

MSHA/WIM USA Alliance: One of the standout achievements this past year was the successful collaboration through the Mine Safety and Health Administration (MSHA) Alliance. Together we have worked diligently to communicate the importance of properly sized Personal Protective Equipment (PPE) in the workplace as well as the importance of fostering an environment that champions gender inclusivity. Your commitment to these initiatives not only ensures the well-being of workers but also contributes to the overall advancement of everyone working within the industry.

BRIMM Partnership: An instrumental stride in advancing our commitment to education and sustainability has been the continuing strategic alliance between WIM USA and the Bradshaw Institute for Minerals and Mining (BRIMM). Through this collaboration, we are proud to support a scholarship program aimed at facilitating access to the Executive Microcertificate in Economic Leadership for Mining. This comprehensive course focuses on sustainability, exploration, mineral processing, and finance, providing a holistic understanding of the intricate dynamics within the mining industry.

This partnership contributed to the education and professional development of 114 women, or 47% of the scholarships awarded in 2023. Through these scholarships, a new generation of leaders is fostered, equipped with the knowledge and skills required to navigate the complexities of the industry while promoting sustainability and responsible practices. This alliance exemplifies our joint commitment to building bridges in the pursuit of a more inclusive and sustainable mining sector.

International WIM Alliance: In addition to the impactful initiatives undertaken on a national level, WIM USA has proudly been a part of the International Women in Mining Alliance, contributing to a global movement that transcends borders. Recognizing the significance of this, we participated in the 2nd International Women in Mining Day on June 15, 2023, that celebrated the achievements of women in mining around the world. The Global WIM Summit in December also served as a nexus for sharing best practices and fostering cross-cultural collaboration. Moreover, your support has enabled our participation in the Inclusive Workspace Design Working Group. This collaborative effort focuses on shaping the future of work environments within the mining industry to be more inclusive, accommodating, and conducive to the success of all employees. Together, we are not just building bridges within the USA, but forging connections across continents, ensuring that the path to gender equality and inclusivity is a global journey that unites us all.

LOOKING FORWARD

Our WIM Nevada Chapter is diligently planning the 2024 WIM National Conference scheduled to take place in Elko, Nevada, from April 10th - 13th. This event promises to be a dynamic gathering, bringing together trailblazers from across the mining industry to share insights, expertise, and experiences. At the heart of the American mining landscape, Elko sets the perfect stage for this empowering conference, where attendees can engage in thought-provoking discussions, network with industry leaders, and celebrate the achievements of women in mining and change within the mining industry. The 2024 WIM National Conference in Elko is expected to inspire and energize participants, uniting professionals, and empower them to shape the future of the mining industry.

As we express our gratitude for the transformative impact of your contributions, we also look forward to the possibilities that the future holds. With your hard work and continued support, WIM USA will strive to expand its reach, introduce innovative programs, and further empower women and diverse minorities in the mining industry.

The dedication of our members, sponsors, and partners has been instrumental in this expansion, propelling WIM USA towards becoming a nationwide catalyst for change in the mining industry. The collaborative spirit that drives our organization is key to fostering an environment where anyone can thrive in every facet of the mining sector.


Here's to another year of collaboration, progress, and empowerment!




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