

IWIM 2020 – YEAR IN REVIEW

HIGHLIGHTS OF OUR YEAR

INDUSTRY CHANGE AGENT

IWRMP 2020

In October, we successfully completed the latest (digital) edition of the [International Women In Resources Mentoring Programme \(IWRMP\)](#). This 6-month mentorship programme will be offered for the fourth consecutive year in 2021 and is scheduled to run from April to October 2021.

Participants' evaluation continues to rise year-on-year, and it is great to see that our ongoing optimisations to the programme have a positive impact and are well received.

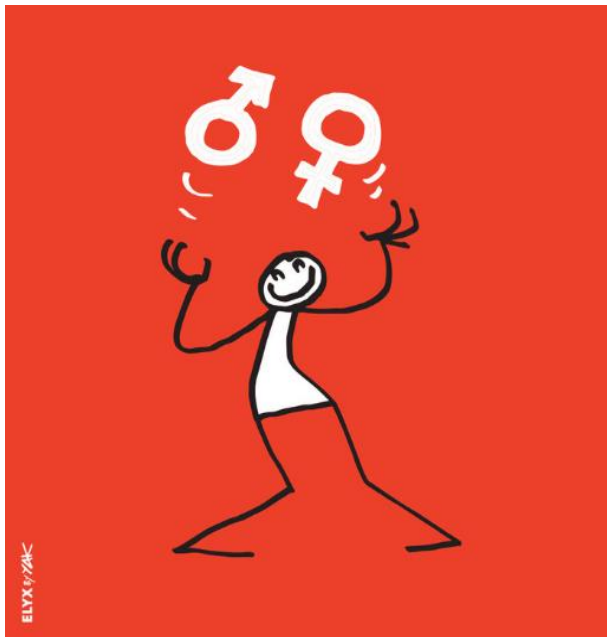
Survey results following IWRMP 2020 programme (October 2020)

- 100% would recommend IWRMP to friends or colleagues
- 91% felt well-matched with their mentor/mentee
- 93% felt they had a quality relationship with their mentor/mentee
- 93% had 5-7 mentoring sessions, including 43% who had 8+ sessions
- 65% feel that IWRMP has made a positive impact on their career
- 77% feel that IWRMP also helped to expand their networks
- 91% mentors felt like they *"got something from the process too"*
- Main topics of conversation (in order) were career mapping strategy, goal setting, emotional intelligence and leadership skills

IWRMP 2020 programme satisfaction 4.7/5 for 98% of survey respondents, continually improving from 4.6/5 in 2019 and 4.2/5 in 2018

Global WIM Exchange

In August, we established IWIM as the secretariat for global discussions of gender and mining. This global agenda connects with the work of many international organisations focusing on gender in extractives. Coordinating quarterly meetings among organisations promoting gender equality in the mining sector, including IFC, IGF, World Bank, EITI, ILO, WEF and ICMM, allows information sharing about priorities and initiatives, increases coordination at local and international levels and will improve effectiveness and accelerate positive impact for women.



5 GENDER
EQUALITY



To achieve gender equality and
empower all women and girls



ESIA Gender Consultation & Gender and Mining Governance Online Open Course

In September, we joined forces with IGF Mining on a consultation exercise focused on early integration of gender in ESIA's and assessment of gendered impacts of mining.

A banner with a dark blue background. On the left, the IWiM logo is in white, followed by the IGF logo (a yellow and white hexagon) and the text 'IGF' in white. On the right, the IISD logo (a blue circle) and the text 'IISD' in white are visible. The background features a woman wearing a hard hat and safety glasses. The main text is in large, bold, white letters: 'ASSESSING GENDERED IMPACTS OF MINING BEFORE PROJECT DEVELOPMENT'. At the bottom left, there is a yellow arrow-shaped box containing the text 'GOXI CONSULTATION' in bold, orange letters. At the bottom right, the dates 'September 21 - October 2, 2020' are written in white.

IWiM **IGF** **IISD**

**ASSESSING GENDERED
IMPACTS OF MINING BEFORE
PROJECT DEVELOPMENT**

GOXI CONSULTATION

**September 21
- October 2, 2020**

IWiM participated in the IGF Mining/UNDP MOOC on gender and mining governance where our Chair, Gillian Davidson, was a guest lecturer. We were honoured to participate in this 4-week course, which was built on extensive research conducted or commissioned by leading industry institutions to build greater awareness and develop skillsets on gender governance in mining.

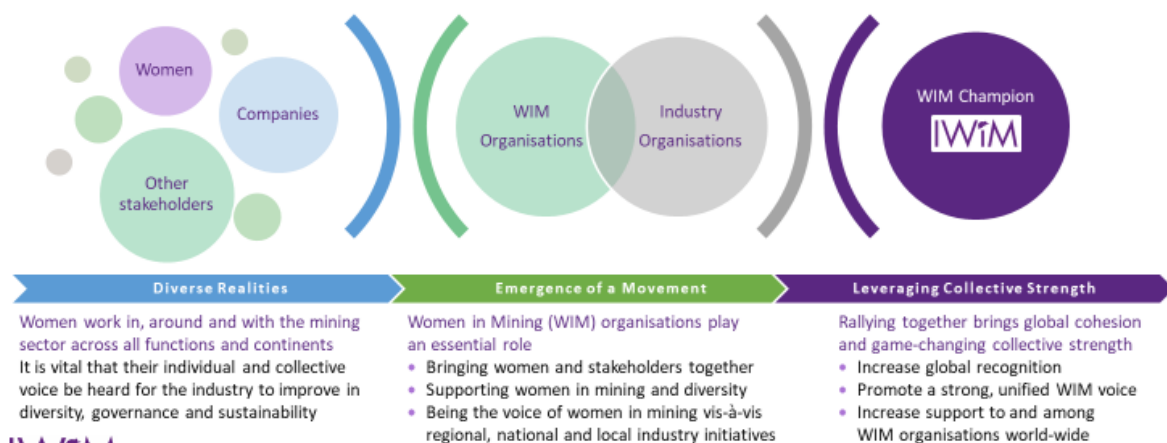
WEF’s Skills of the Future Programme

IWiM sits on the World Economic Forum (WEF) ’s Skills of the Future taskforce. One of our actions together with Kloeckner & Co was designing and developing a reverse mentoring programme for knowledge transfer between senior mining professionals and younger, digital-aware millennials. Our experience in developing and delivering the IWRMP proved invaluable here.

WIM CHAMPION

Associates Network

The global WIM movement has made some great strides in 2020! In July we started discussions with WIM organisations worldwide to organise a global coordination platform aiming to leverage collective strength to promote diversity, gender equality and inclusion in the mining sector with a strong, unified WIM voice. The Founding Committee, composed of 14 WIM organisations from every continent, has since worked on defining the specific purpose, objectives and mission of the Network. Early in the new year, the Founding Committee will finalise an official declaration, which will be published in the context of the inaugural Global WIM Summit of March 2020.



Global WIM Summit

In the last quarter of the year, we have been finalising the details for the first-ever Global WIM Summit for leaders of WIM organisations. It will take place virtually in March 2021 with a focus on organisational growth and capacity building through deep-dive workshops with external facilitators, plus improving relationships and connections via networking sessions.

	<p>Inaugural gathering of leaders of WIM organisations from around the World</p>	<ul style="list-style-type: none"> • 1 - 2 March 2021 virtual event • In conjunction with World Bank <i>Gender and Oil, Gas and Mining</i> Conference 3 - 4 March 2021
	<p>Creating and strengthening contacts and collaboration among WIM organisations</p>	<ul style="list-style-type: none"> • Facilitated Workshops on issues and opportunities relevant to women in mining and/or WIM organisations globally • Themed Networking opportunities
	<p>Defining a global WIM agenda and shaping a global WIM voice</p>	<ul style="list-style-type: none"> • Leading speakers on gender in mining, stakes for women in mining and status of the WIM movement • Official Declaration IWIM Associates Network

DIVERSITY TRENDSETTER

IWiM-World Bank Collaboration

In collaboration with the World Bank, we conducted academic research on WIM organisations to find out more about the reasons behind their creation as well as their successes, challenges and needs to be an active agent of change towards gender equality in the mining sector in their respective country. Look out for our joint report, which is due to be published in March 2021.

Inclusive Workplace Design in Mining

This ambitious initiative kicked off with an in-person round table at PDAC on 4 March 2020. We are working on additional virtual, regional round tables focused on reimagining the workplace of the future. Next year our aim is to host all the round tables including one on BIPOC and one on LGBTQ+ and publish discussion summaries and overviews of regional differences. For 2021 we are planning a social media awareness campaign and a charter and we envisage a toolkit further down the line.

Gender & Mining Library

We recently unveiled a new tool of which we are very proud. Crucially, our new website links to our [Gender & Mining Library](#), a powerful online resource for researchers, individuals, companies, associations, governments etc seeking to understand the history, current context, and future of diversity, equity and inclusion in the extractive industries.



Our **Gender & Mining Library** is open!

internationalwim.org



OUR DIGITAL RESOURCES

Our Revamped Website

We further strengthened our digital footprint through the publication of our new website, which went live in June. If you've not already visited it, you'll find it at internationalwim.org.

Our Jobs platform

More companies are sharing their job advertisements with us and we encourage you to check out the [current career opportunities](#).