



# INTERNATIONAL WOMEN IN MINING (IWIM) ASSOCIATES NETWORK

JUNE 2020 | PROPOSAL



IWiM

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[www.internationalwim.org](http://www.internationalwim.org)



# International Women in Mining (IWIM)

PURPOSE AND OUTREACH | WIM CHAMPION

## Advancing Women in the Mining Sector | International Platform in support of a Global Agenda

Role	Industry Change Agent	WIM Champion	Diversity Trend Setter
Actions and Initiatives	<p>Make Mining a better industry through diversity, gender equality and inclusion</p> <ul style="list-style-type: none"> <li>• IWRMP international cross-company mentoring programme building a pipeline of future leaders</li> <li>• IWIMSpeakUp improving female representation in industry events and thought-leadership initiatives</li> <li>• Coordination with international organisations and stakeholders on gender policies in extractives and UNSDGs where women are pivotal</li> </ul>	<p>Strengthen and coordinate Women in Mining (WIM) organisations to achieve global cohesion</p> <ul style="list-style-type: none"> <li>• Recognition of WIM organisations' incredible work and results, as well as gaps to address</li> <li>• International Coordination of WIM organisations to promote a strong, unified industry message</li> <li>• Support 40+ WIM organisations globally</li> <li>• Promotion of 10,500+ members and followers across 100 countries</li> </ul>	<p>Collect and dispense knowledge supporting the enhancement of women's role and participation</p> <ul style="list-style-type: none"> <li>• Data collection for baseline and progress assessments of position and presence of women in mining</li> <li>• Best Practice identification and promotion to all stakeholders</li> <li>• Thought Leadership through research and awareness campaigns</li> <li>• Policy initiatives and proposals</li> </ul>
Impact	Stronger position and presence of women at all levels of industry	Diverse and local WIM organisations, game-changing collective strength	Knowledge-driven policies, impactful decisions and measurable progress

### Diversity creates value

Attracting and retaining talent is a priority for mining, yet women remain under-represented

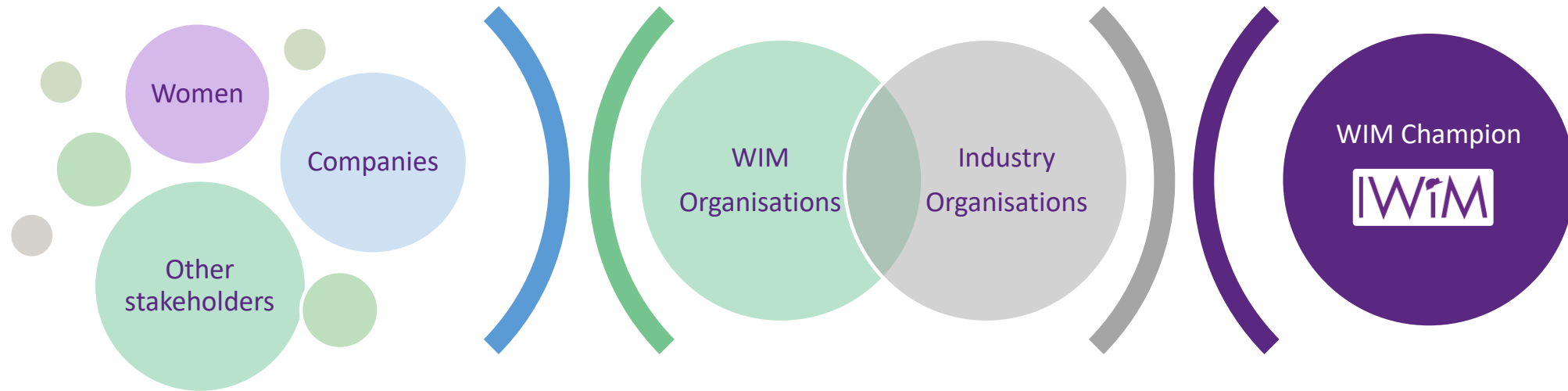
IWiM aims to lead a global change in attitudes and behaviour to achieve gender equality in mining

### Global Board

- Barbara Dischinger  
Founder and Director
- Gillian Davidson, Chair  
Sustainability and NED
- Alex Atkins  
ASX200 NED
- Andrew Cheatle  
TSX NED
- Beatrice Opoku-Asare  
Newmont
- Jon Samuel  
Anglo American
- Ludivine Wouters  
Latitude Five

Global team of volunteers

## WHY A WIM CHAMPION ?



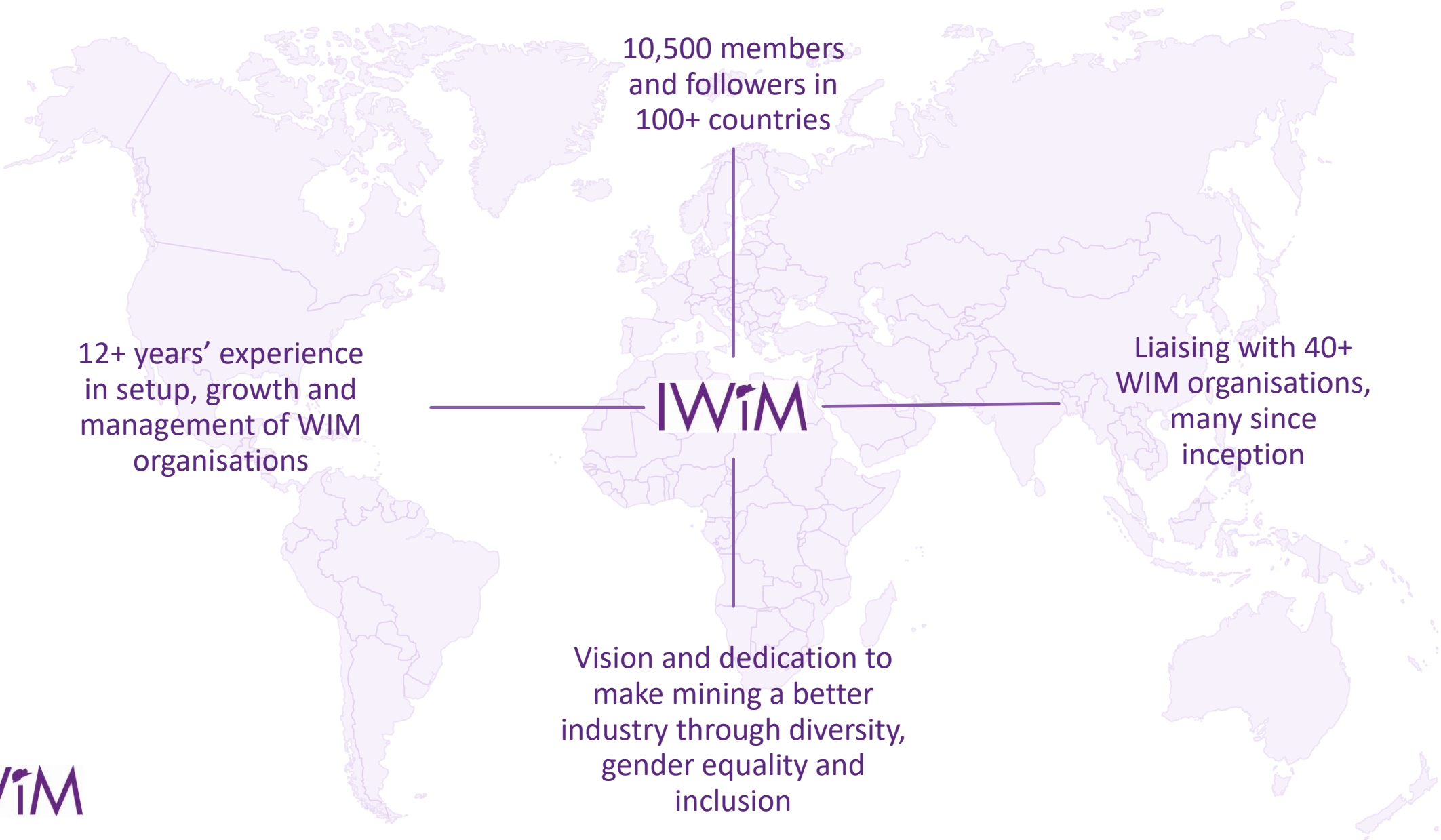
Women work in, around and with the mining sector across all functions and continents  
It is vital that their individual and collective voice be heard for the industry to improve in diversity, governance and sustainability

Women in Mining (WIM) organisations play an essential role

- Bringing women and stakeholders together
- Supporting women in mining and diversity
- Being the voice of women in mining vis-à-vis regional, national and local industry initiatives

Rallying together brings global cohesion and game-changing collective strength

- Increase global recognition
- Promote a strong, unified WIM voice
- Increase support to and among WIM organisations world-wide



10,500 members  
and followers in  
100+ countries

12+ years' experience  
in setup, growth and  
management of WIM  
organisations

IWiM

Liaising with 40+  
WIM organisations,  
many since  
inception

Vision and dedication to  
make mining a better  
industry through diversity,  
gender equality and  
inclusion

IWiM



# Associates Network

STATUS | ADVANTAGES | COMMITMENTS

# IWiM ASSOCIATES NETWORK

## Purpose

- Promote diversity, gender equality and inclusion in the mining sector
- Promote a strong, unified WIM voice and support to and among WIM organisations world-wide
- Share knowledge supporting the enhancement of women's role and participation

## Format

- WIM organisations adhere by entering into Memorandum of Understanding with IWiM
- Multi-lateral engagement platform organised by IWiM
- Joint projects, initiatives and campaigns coordinated or facilitated by IWiM
- All WIM organisations remain independent



# IWiM ASSOCIATE STATUS

## Collaboration and Support

- Access to a common information and visibility platform, shaping a unified message on gender equality and diversity
- Share WIM organisations' news and promote activities and achievements to a global audience
- Connect WIM organisations and other organisations or associations supportive of diversity agenda
- Share opportunities for collaboration, fundraising and joint activities across network or by region

## Independence and Complementarity

- Organisations remain independent and continue to focus on relevant WIM communities, members and agenda
- IWiM will continue to support new and growing WIM organisations for an even wider and stronger network
- Facilitate complementary relationships with common supporters among global organisations and businesses

### Proposal

Align our interests through a multi-lateral, mutually beneficial relationship, leveraging collective strength to pursue a common agenda in addition to organisation-specific initiatives, without integration, control or affiliation

# COMPARABLE NETWORKS



## Our associated organisations

The Free Software Foundation Europe is empowering people to control technology. That is a goal which no single organisation can achieve alone. There are many groups who work successfully on this goal. Some help individuals and organisations to understand how Free Software contributes to freedom, transparency, and self-determination. Others enhance users' rights by abolishing barriers to Free Software adoption. Or they focus on encouraging people to use and develop Free Software.

No matter what focus or legal status your group has, we believe it is important to join forces and work together to reach our common goals. With our associated organisations we want to show that we are a strong movement. We exchange ideas, coordinate efforts, motivate each other, and find opportunities to work together on specific projects.

<https://fsfe.org/associates/associates.en.html>



## ASSOCIATE & PARTNER ORGANIZATIONS

“What is an Associate Organization?”

We believe that joint representation of the DH community in Europe is an important strategic measure to develop our field and support individual researchers and teaching & research initiatives in the Digital Humanities.

<https://eadh.org/associate-partner-organizations>



## Associated Organisations

CIHT is involved with a variety of organisations and stakeholders that belong to the highways and transportation sector.

CIHT believes that strong professional relationships with other transportation organisations is paramount when promoting key skills and best practice across the industry.

<https://www.ciht.org.uk/knowledge-resource-centre/resources/associated-organisations/>



### STRATEGIC ALLIANCES ARE DEVELOPED WITH ASSOCIATED ORGANIZATIONS

which are completely independent of IAIA but have a similar purpose in their own charter or corporate direction. The designation of "Associated Organization" provides a formal link to IAIA and recognizes the potential of a mutually beneficial relationship through a designated contact person who is also a current direct member of IAIA. Inquiries

<https://www.iaia.org/associated-organizations.php>



## Become an associate member

The associate membership is a possibility for organisations to support ECOS without being involved in its decision-making. Associate members provide a representation mandate and benefit from networking opportunities as well as from access to information and updates on standardisation developments. This

<https://ecostandard.org/associate-members/>

Common agenda  
Independent organisations  
Collective strength  
Multi-lateral relationships  
Mutual benefit  
No integration, control or affiliation

# IWiM ASSOCIATE ADVANTAGES | WIM ORGANISATIONS

## Founders of new WIM organisation

- Access to IWiM advice, knowhow and support on organisation setup, launch and operations

## WIM organisation and their members

- Participation in IWiM projects and global initiatives at all stages: inception, launch and operation / realisation  
Includes campaigns and research increasing visibility and developing knowledge to advance women in mining  
Individual and organisation participation recognised across documentation and IWiM communications
- Access to global IWiM Associates directory and regional contact points
- Access to professional development and career opportunities through IWRMP and other member-support IWiM initiatives
- Access to IWiM discounts for industry conferences and events

# IWiM ASSOCIATE ADVANTAGES | CONNECTIONS

## Among WIM organisations

- Access to bi-monthly Global Calls to share updates, discuss common issues and raise collaboration opportunities
- Participation in Global WIM Organisations Summit, including steering committee, agenda and preparatory work / follow up

## With other stakeholders

- Facilitation of contacts with possible partners, supporters and sponsors for project or initiative development and/or funding, leveraging IWiM's connections with international organisations, industry associations and global businesses
- Access to speaking opportunities at international events through IWiMSpeakUp

## Global visibility through IWiM communications platform, raising profile of WIM organisations and initiatives

- Listing on global IWiM Associates directory and IWiM website, with logo and links to organisation's website and social media
- News and updates relayed on IWiM social media and through IWiM newsletter to 10,500+ IWiM members and followers
- IWiM Associate logo available for organisation's website and promotional materials

# IWiM ASSOCIATE ADVANTAGES | CONTENT

## Information

- Access to IWiM resources including templates, guidance notes and databases
- Circulation of IWiM newsletter with industry and WIM organisation updates and events, access to IWiM social media

## Advocacy

- Participation in shaping and promoting a unified industry message on gender equality and diversity
- Strengthen and enhance IWiM advocacy at international levels, through consultation, working groups, roundtables and summits, with input from WIM organisations on topics raised, issues specific to their region and successful initiatives, etc.
- Representation of WIM organisations at such gatherings, including circulation of promotional materials
- Successful regional, national or local initiatives can be emulated to develop best practices, advance women in mining and promote diversity: increasing visibility and sharing experience also increase effectiveness of WIM organisations globally

# IWiM ASSOCIATE COMMITMENTS

## Formalisation of IWiM Associate status

- Memorandum of understanding
  - Details network purpose and mutual commitments of IWiM and Associate
  - Prepared with the assistance of international law firm Simmons & Simmons to ensure compliance with best standards and practices
- Nominal administration fee charged annually (USD 20 – USD 30)

## Compliance with Shared Values

## Compliance in usage of information and materials provided by IWiM

## Consistent, constructive and transparent engagement

- with IWiM, other WIM organisations and other stakeholders
- in the context of joint projects, initiatives and campaigns

## SHARED VALUES

- **Respect**

Women in mining come from all backgrounds, beliefs, abilities and experiences. As such, openness to diversity must be an integral aspect of advancing women in mining. We believe in working together and learning from each other's diverse realities. We recognise the value and diversity of every person and are committed to treating others with due regard for their rights, dignity and integrity.

- **Integrity**

We act with honesty and are guided by ethical and moral principles in all that we do.

- **Cooperation**

We work with and alongside others in a spirit of mutuality, solidarity, respecting diversity and difference in the pursuit of common goals towards an equitable world that is free of systems that have marginalised women.

- **Accountability**

We work with transparency, responsible use of our resources and fairness in our collaborations and are accountable to all our stakeholders.

- **Effectiveness**

We strive to deliver outcomes that bring about positive change in the personal and professional development of women in mining.