



GLOBAL WIM SUMMIT PROGRAMME

1&2 MARCH 2021



SCHEDULE

To better serve our global audience across all time zones, live sessions will run twice, at different times and with the benefit of simultaneous translations in French and Spanish. Check the online schedule for sessions in your time zone.

MONDAY, 1 MARCH 2021

Defying Gender Inequality in Mining

| TITLE | SESSION TYPE | TIMES | FACILITATORS / HOSTS |
|---|--------------|------------------------|---|
| Attracting and Retaining STEM Women to Mining | Roundtable | 04:30 UTC 16:00 UTC | WIMARQ WiMSA WIM PERU |
| Women in LSM and Mineral Supply Chains: Recruitment, Retention and Development Strategies | Workshop | 07:30 UTC 19:00 UTC | Minerals Council of Australia McKinsey & Company |
| Women in ASM and Communities: Economic Empowerment Strategies | Workshop | 07:30 UTC 19:00 UTC | Levin Sources, IIED ARM Pact |
| Inclusive Workplace Design | Roundtable | 10:30 UTC 22:00 UTC | WiR (NT) WIM Mongolia WIM USA |

Workshops will be facilitated by experts from leading organisations, roundtables will be hosted by WIM organisations.

Please pre-register for sessions to allow facilitators and hosts to tailor to participants.

TUESDAY, 2 MARCH 2021

Emergence of a Global WIM Voice

| TITLE | SESSION TYPE | TIMES | FACILITATORS / HOSTS |
|---|--------------|------------------------|---|
| The Global Data Deficit about Women in Mining | Roundtable | 04:30 UTC 16:00 UTC | WIMAR SG WIM Guinée WIM Chile |
| WIM Organisation Leadership: Melding Strategic Awareness with Strategic Implementation Skills | Workshop | 07:30 UTC 19:00 UTC | Conscious Governance |
| WIM Organisation Stakeholder Engagement: Improving Coordination and Effectiveness | Workshop | 07:30 UTC 19:00 UTC | Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) |
| Role Models and Mentors for Women in Mining | Roundtable | 10:30 UTC 22:00 UTC | WIME Indonesia WIM/WiN-SK WIM Argentina |



PRE-RECORDED SESSIONS

Pre-recorded keynotes and panels will be available online a few days before the Summit and for several weeks thereafter to facilitate flexible access.

| TITLE | SESSION TYPE | SPEAKERS |
|--|-----------------------|--|
| Gender Practices in Mining and Addressing the Data Deficit | Panel | Women's Rights and Mining Global Affairs Canada University of Witwatersrand |
| Skills of the Future: The Stakes for Women in Mining | Panel | International Council on Mining and Metals (ICMM) Minerals Council of Australia |
| WIM Organisations: Opportunities and Challenges | Keynote | World Bank International Women in Mining (IWIM) |
| International WIM Alliance | Official Announcement | Founding Committee of WIM Organisation Leaders |

SESSION DESCRIPTIONS

ATTRACTING AND RETAINING STEM WOMEN TO MINING ROUNDTABLE

MONDAY, 1 MARCH

04:30 UTC

MONDAY, 1 MARCH

16:00 UTC

Despite the obvious contributions of professional women in STEM to the mining industry, gender inequality remains a pervasive issue. This directly impacts the number of women pursuing careers in STEM and disproportionate numbers of women leaving the mining industry prematurely.

There are a number of enduring myths that hinder women's progress in STEM. To attract and retain more women in STEM-focused careers, including mining, women and female students need to be encouraged, supported and celebrated.

In this roundtable, participants including women in STEM from a variety of backgrounds will discuss successes, common challenges and how WIM organisations can effectively drive initiatives to increase the recruitment and retention of STEM women in mining.

Hosts



WOMEN IN LSM AND MINERAL SUPPLY CHAINS: RECRUITMENT, RETENTION AND DEVELOPMENT STRATEGIES WORKSHOP

MONDAY, 1 MARCH

07:30 UTC

MONDAY, 1 MARCH

19:00 UTC

The mining sector's adoption of new technology and continued pursuit of innovation will improve productivity, safety and efficiency but also change the nature of work and skills requirements in the industry. Leading mineral industry organisations, regulators and companies are assessing and anticipating these trends, their impact on mining's current and future workforce and the challenges and opportunities they may present for women.

Additionally, workplace relations reforms that embrace diversity and inclusion are vital to improving recruitment, retention and promotion of women in the mining sector. A significant proportion of women cite cultural factors as the key reason they have left or would consider leaving the mining industry: understanding both the reality and perception of workplace culture is essential to define and implement effective change strategies.

The two workshop sessions on this theme will each focus on one of these related aspects of improving women's position in LSM and minerals supply chains: The Minerals Council of Australia (MCA) will focus on the evolution of skills and technology, and options to bridge current and increasing labour gaps; and McKinsey & Company will focus on industry culture, working from the findings of their recent survey and highlighting key points to action if it is to evolve. Both will allow in-depth discussion of how WIM organisations can optimise their collaboration with industry and other stakeholders to leverage emerging opportunities for women, disseminate best workplace practices and promote women's role in mining.

Facilitators

KNOWLEDGE PARTNER



SESSION DESCRIPTIONS

WOMEN IN ASM AND COMMUNITIES: ECONOMIC EMPOWERMENT STRATEGIES WORKSHOP

MONDAY, 1 MARCH

07:30 UTC

MONDAY, 1 MARCH

19:00 UTC

WIM organisations can provide unique and effective support to their members and other women engaged in or with ASM, coordinating their own initiatives as well as channelling support from other organisations and stakeholders to help women tackle issues and seize opportunities arising from ASM.

By bringing together leaders of WIM organisations from around the globe who have experience with women and communities engaged in ASM, this session will be an opportunity to share vital knowledge and a variety of experiences and practices. Participants will work through examples of successful projects and some recurrent challenges to highlight the support needs of ASM members and/or communities and together define aspects of the role that WIM organisations can play locally, nationally and together globally to support them.

This in turn will allow IWIM, in coordination with international and development organisations, regulators and other policy shapers, to better support WIM organisations focusing on women and communities engaged in ASM, by developing and implementing more targeted guidance and assistance tools.

Facilitators



INCLUSIVE WORKPLACE DESIGN ROUNDTABLE

MONDAY, 1 MARCH

10:30 UTC

MONDAY, 1 MARCH

22:00 UTC

Over the last 20 years, mining equipment, tools and procedures have all changed significantly. The industry now faces the challenge of securing a future workforce. Traditional safety management and design is just one element contributing to a positive and healthy workplace, with inclusive design now considered vital in creating attractive and safe workplaces.

Applying modern technologies, providing appropriate Personal Protective Equipment (PPE), toilets and changing rooms, offering better shift design and more flexible working arrangements to employees will make work environments better and safer for women, with positive impact across the industry.

In this roundtable, participants will discuss the opportunities present for the mining industry to make some changes in workplace design, be that in the office or at mine site. Participants will discuss how to increase employee engagement, retention and participation in order to advance prosperous, inclusive and equitable economies and societies.

Hosts



SESSION DESCRIPTIONS

THE GLOBAL DATA DEFICIT ABOUT WOMEN IN MINING ROUNDTABLE

TUESDAY, 2 MARCH

04:30 UTC

TUESDAY, 2 MARCH

16:00 UTC

Lack of data about women in mining, whether large-scale or artisanal and small-scale operations, perpetuates a recognition deficit and misconceptions about the role and significant contribution of women in all aspects of the sector. It is concerning that there is still, despite progress on diversity and inclusion in extractives, insufficient disaggregated and granular data disclosure and collection to support evidence-based advocacy for women's participation in mining and its leadership globally; and it is becoming evident that availability of reliable, global data for baseline and progress assessments of the position of women in mining is critical to the work of WIM organisations and other agents of global transformation in mining.

In this roundtable, participants will discuss the evidence required to track progress in gender equality in mining and how this evidence is being used to influence policy, inclusive participation and empowerment of women. Participants will share their experience in data collection initiatives and discuss remaining challenges to improve the availability and quality of data about women in mining.

Hosts



WIM ORGANISATION LEADERSHIP: MELDING STRATEGIC AWARENESS WITH STRATEGIC IMPLEMENTATION SKILLS WORKSHOP

TUESDAY, 2 MARCH

07:30 UTC

TUESDAY, 2 MARCH

19:00 UTC

Aside from the challenges of defining and implementing a strong vision and tackling issues of strategy, governance, growth and management, leaders of WIM organisations are committed to supporting and promoting women in mining: to achieve this global objective, they seek to ensure effectiveness of their actions and best use of the talent, resources and support available to their organisation.

This workshop will focus on WIM organisation leadership and strategies for growth and impact. Strategic topics to be covered include developing Strategic Awareness, leveraging a Vision Statement for strategic advantage and distinguishing strategy from management. There will also be opportunities to examine the role of stakeholders in strategy, risk and accountability; risk as a strategic opportunity; and future-focused decision-making criteria.

The workshop will allow thought-provoking discussion of participants' experiences and lead to the discovery of tools and tips to support them in their commitment to women in mining and the WIM organisations they lead.

Facilitator



SESSION DESCRIPTIONS

WIM ORGANISATION STAKEHOLDER ENGAGEMENT: IMPROVING COORDINATION AND EFFECTIVENESS WORKSHOP

TUESDAY, 2 MARCH

07:30 UTC

TUESDAY, 2 MARCH

19:00 UTC

The global WIM movement has gained traction over the last decade, as Diversity and Inclusion (D&I) considerations have increasingly been integrated by key stakeholders and WIM organisations have flourished. Despite this, many WIM organisations struggle to connect with other policy shapers and stakeholders to provide leadership on their core agenda. As a result, stakeholders lose the opportunity to mobilise women's voices and agency, and WIM organisations cannot fully realise their ambitions to transform mining.

This workshop will uncover the potential of multi-stakeholder engagement by assessing the benefits of a variety of partnership and cooperation modalities. Engagement can both strengthen messaging of WIM organisations' unique value proposition and effectively link them to the values of other stakeholders: shared ambitions are both the grounds and the result of effective cooperation, magnifying the significance and impact of each contribution.

This workshop will focus on ways and means available to WIM organisations to identify and influence key stakeholders and ensure that WIM voices are increasingly included in high-level discussions on gender equality.

Facilitator



ROLE MODELS AND MENTORS FOR WOMEN IN MINING ROUNDTABLE

TUESDAY, 2 MARCH

10:30 UTC

TUESDAY, 2 MARCH

22:00 UTC

The lack of female role models is often cited as a challenge to the recruitment and retention of women in mining. It can also hinder their access to leadership roles. As the sector seeks to improve in terms of diversity and inclusion, celebrating the contributions and roles of women will be key to reflecting their growing numbers in the industry. By providing younger women with strong female role models, changes can be made in the cultural perceptions of women in what was historically a male-dominated industry.

Progress towards diversity and inclusion also requires building a consensus around necessary disruption and recognising the resulting value creation. Men are necessarily part of the conversation as allies and actors for change. They can also promote the role and leadership of women in mining, in particular through mentoring, which is particularly helpful to women as they address the myriad of barriers to their career advancement.

This roundtable will discuss successful initiatives showcasing female role models and providing women in mining with support in defining and realising their leadership ambitions, and how these can increase women's willingness to compete for promotion and bridge the industry's gender gap.

Hosts



GENDER PRACTICES IN MINING AND ADDRESSING THE DATA DEFICIT

SESSION TYPE: Panel

The improvements needed and opportunities available for women in mining have been increasingly acknowledged over the last decade. A variety of initiatives have aimed to increase the number and improve the position of women in both large-scale and artisanal mining, in line with global adoption of SDG 5 on gender equality and women's empowerment. This panel of experts discuss recent efforts by industry, governments, civil society organisations and international development partners and their effectiveness in attracting, retaining and promoting women across the mining industry.

Panellists also highlight gaps in this analysis resulting from the lack of global, disaggregated and reliable data on women in mining. The paucity of disclosure and inconsistency of estimation criteria and methodology hinder assessments of progress on gender equality in the mining industry, as well as the emergence of evidence-based advocacy for women's participation in mining and its leadership globally. This has become the focus of new proposals and coordination among stakeholders and policy shapers, which are discussed by the panel.

Speakers

**WOMEN'S RIGHTS
AND MINING**

Canada

UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG



SKILLS OF THE FUTURE: THE STAKES FOR WOMEN IN MINING

SESSION TYPE: Panel

Leading industry organisations represented in this panel discuss how mining features in global trends for the evolution of the skills necessary to sustain growth and innovation, highlighting how women can prepare for the changing nature of work and contribute to the transformation of mining.

Each speaker presents their organisation's ambitions for the sector and its workforce. These hinge on a combination of innovation, people and skills to deliver a more globally competitive minerals sector. Education, training and workforce development are crucial to ensure a sustainable supply of skilled labour that enables mining to play a key role in strengthening social and economic resilience in local communities, and the promotion of diversity and inclusion.

The stakes are high for the mining sector and the opportunity for women is significant, with workforce shortages and increased societal expectations: the panellists discuss how forward-looking organisations are already addressing, and sometimes leading, this evolution.

Speakers

ICMM
International Council
on Mining & Metals



WIM ORGANISATIONS: OPPORTUNITIES AND CHALLENGES

SESSION TYPE: Keynote

Women in Mining (WIM) organisations share a common vision: to improve working and living conditions for women in and alongside mining. Nevertheless, their objectives and activities vary. Anecdotal evidence suggests that WIM organisations are often run by volunteers and may struggle with funding, governance capability, membership outreach and sustainability. This can limit their voice and agency.

To date, there has not been a detailed, empirical examination into the workings of WIM organisations. There is scope for greater understanding of how these organisations embark on their journey, how they are structured, how the members interact, the challenges they are facing, and their successes.

The World Bank and IWIM have partnered on pioneering research to address this data gap and present the findings in their report *Impactful Women: Examining Opportunities and Constraints for Women in Mining Organisations Worldwide*.

Speakers



INTERNATIONAL WIM ALLIANCE

SESSION TYPE: Official Announcement

There are now over 100 formal and informal organisations supporting and representing women in mining across established mining jurisdictions and emerging markets. In addition, leading mining industry organisations are now promoting the role of women in terms of industry performance and the achievement of global societal objectives in line with the SDGs. These factors have contributed to the growth and strengthening of the WIM movement over the last decade.

Despite this progress, much work remains to be done to ensure that the voice of women is heard, as well as to improve diversity, governance and sustainability in the industry. In 2020, proposals were made to structure a global, multilateral platform to facilitate collaboration among WIM organisations and promote the emergence of a strong, unified WIM voice. These proposals were assessed and refined by a Founding Committee of WIM organisations, and the resulting International WIM Alliance is being launched as a highlight of this Global WIM Summit.

Speakers



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KNOWLEDGE PARTNER



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McKinsey's Basic Materials practice, that includes the Mining sub-practice, is one of the largest within the firm. Its experts support clients globally on all major topics related to operations transformation, strategy, organization, marketing and sales, procurement, logistics, advanced analytics etc. helping them achieve sustainable impact.

www.mckinsey.com



IWiM

International Women in Mining C.I.C. (IWIM) is a leading global women's organisation pursuing gender equality and promoting women's voices, access to opportunities and leadership in mining by acting as Industry Change Agent, WIM Champion and Diversity Trendsetter. IWIM connects with over 11,000 members and followers worldwide and collaborates with WIM organisations in over 40 countries, promoting women in mining (WIM) globally. IWIM aims to strengthen and coordinate WIM organisations to achieve global cohesion and leverage their game-changing collective strength and cultivates an international network of leading companies, organisations and individuals sharing a vision for the mining sector and inspiring both men and women to become advocates, change-makers and leaders in their businesses, communities and countries.

www.internationalwim.org



Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF)

The Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF) is a voluntary initiative supporting more than 75 nations committed to leveraging mining for sustainable development to ensure negative impacts are limited and financial benefits are shared. It is devoted to optimising the benefits of mining to achieve poverty reduction, inclusive growth, social development and environmental stewardship.

The IGF is focused on improving resource governance and decision making by governments working in the sector. It provides a number of services to members including: in-country assessments; capacity-building and individualised technical assistance; guidance documents and conferences which explore best practices and provide an opportunity to engage with industry and civil society.

www.igfmining.org



Minerals Council of Australia (MCA)

The Minerals Council of Australia (MCA) is the leading advocate for Australia's world class minerals industry, promoting and enhancing sustainability, profitability and competitiveness.

The MCA represents a world-leading minerals sector that is dynamic, diverse, sustainable and valued by all Australians. Australia's minerals industry is innovative, technologically advanced, capital intensive, and environmentally and socially progressive. The industry is a major contributor to national income, investment, high-wage jobs, exports and government revenues in Australia.

The MCA engages with the community, other industries, industry and representative bodies, opinion leaders and other stakeholders to reinforce and raise awareness of the industry's contribution to Australia and Australians.

www.minerals.org.au