WIMnet
Women in Mining Network

“Supporting the attraction and retention of women in the minerals industry”
## National WIMnet

- Policy
- Advocacy
- Industry alliances
- State group support

## State WIMnet sub-committees:

- WIMnet SA
- WIMnet NSW
- WIMARQ
- WiRV

### Associated groups:

- WIMNZ
- WIMWA
- WiR (NT)

“Supporting the attraction and retention of women in the minerals industry”
Women in Mining – strategic plan

>20% women in mining by 2020
Women in Mining – current status

~45% of Australian workforce is female

~16% of the mining workforce is female

~3% of the site-based mining workforce is female

~13% of AusIMM is female
## AusIMM Membership at 19/05/2014

<table>
<thead>
<tr>
<th>Level</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
<th>% Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fellows</td>
<td>28</td>
<td>1,726</td>
<td>1,754</td>
<td>1.6%</td>
</tr>
<tr>
<td>Members</td>
<td>864</td>
<td>6,915</td>
<td>7,779</td>
<td>11.1%</td>
</tr>
<tr>
<td>Associates</td>
<td>18</td>
<td>129</td>
<td>147</td>
<td>12.2%</td>
</tr>
<tr>
<td>Graduates</td>
<td>252</td>
<td>746</td>
<td>998</td>
<td>25.3%</td>
</tr>
<tr>
<td>Students</td>
<td>271</td>
<td>680</td>
<td>951</td>
<td>28.5%</td>
</tr>
<tr>
<td>Members (Suspended)</td>
<td>409</td>
<td>1,660</td>
<td>2,069</td>
<td>19.8%</td>
</tr>
<tr>
<td><strong>Total - all membership</strong></td>
<td><strong>1,842</strong></td>
<td><strong>11,856</strong></td>
<td><strong>13,698</strong></td>
<td><strong>13.4%</strong></td>
</tr>
</tbody>
</table>
AusIMM % FEMALE MEMBERSHIP 1993 & 2005-2013

% Female Members

Women in Mining – strategic plan

• National
  • Retention of female graduates and new professionals in the industry.
  • Increasing the number of women in executive and board level roles.
  • Involving men in the change process.
  • Increasing female participation in committees and conferences.
  • Advocating for flexible work arrangements.
  • Monitoring and raising awareness of the gender pay gap.
  • Supporting company diversity initiatives.

• State
  • Providing mentoring opportunities across Australia and New Zealand.
  • Providing professional development and networking opportunities.

>20% women in mining by 2020