



# GLOBAL WIM SUMMIT

1&2 MARCH 2021

## POST EVENT REPORT



# TOGETHER FOR GENDER EQUALITY IN MINING

The inaugural Global WIM Summit convened by International Women in Mining (IWIM) on 1 and 2 March 2021 saw significant progress towards bringing women in mining (WIM) organisations together as a unified movement, speaking with one voice on the issues that matter to women in mining worldwide.

225 representatives from more than 70 WIM organisations benefitted from insightful keynote presentations, thought-provoking workshops and collegial roundtables with industry experts. The event was carefully coordinated across multiple time zones with simultaneous translation in French and Spanish to make it as inclusive and immersive as possible.

Sponsors included knowledge partner McKinsey and Company, the Intergovernmental Forum on Mining, Minerals, Metals and Minerals Council Australia.

The Global WIM Summit also saw the launch of the International WIM Alliance, a pioneering initiative designed to leverage the collective strength of WIM organisations in pursuit of gender equality in mining.

## Resolutions

- » Coordinated approach to globalised advocacy in support of local and national WIM organisation initiatives;
- » Increased coordination at a global level with regulators, policy shapers and market leaders to fully integrate the WIM agenda; and
- » Collaboration among WIM organisations to devise shared guidance, tools and initiatives facilitating their work in support of women in mining.

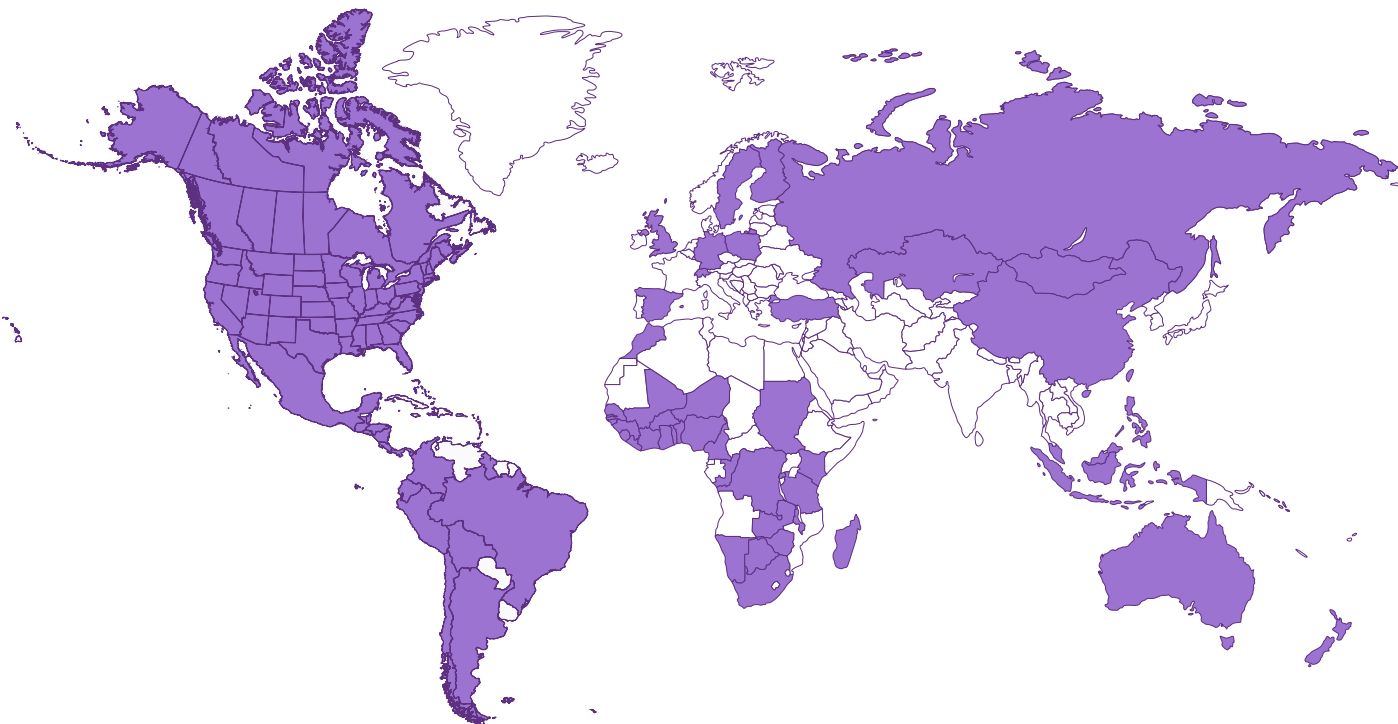
## Save the date - March 2022

We look forward to productive collaboration among WIM organisations and to making our collective voice heard through the International WIM Alliance.

The next Global WIM Summit will track achievements to come on our priority themes and provide further opportunity to shape the WIM agenda together.

# HIGHLIGHTS

225 attendees from more than 70 WIM organisations across the world



- 21 WIM organisations in Africa, including an emerging WIM organisation in Sudan
- 7 WIM organisations in Asia, including an emerging WIM organisation in China
- 7 WIM organisations in Australia and New Zealand
- 8 WIM organisations in Europe
- 13 WIM organisations and chapters in North America
- 10 WIM organisations in Latin America



## HIGHLIGHTS



**320 networking activities**  
chats and meetings among attendees  
via the Summit platform



**16 workshops and roundtables**  
over two days, spanning every  
time zone and totalling 21 hours



**4 pre-recorded keynotes and panels**, informing live sessions, 230+ views



**18 leading experts** facilitating interactive workshops or speaking in pre-recorded keynotes and panels



**14 WIM organisations hosting networking roundtables** on priority themes chosen by WIM organisation leaders polled in December 2020



**10 WIM organisations**  
announcing the International  
WIM Alliance together

## TRENDING THEMES





# ATTENDEE FEEDBACK

“

Hon Engr. Janet Adeyemi, Founder and National President of Women in Mining Nigeria, Head of the Technical team in African Women in Mining and a former member of the Federal House of Representatives of Nigeria, stated “attending an event of this nature is of great significance and women globally should ensure that they speak with one voice, fired up by ‘ubuntu spirit’ on common policies and strategies to ensure women’s inclusion in the mining sector.”

”

“

Ariana Carrazana Di Lucia, Director of the Education Committee of Women In Mining and Industry Spain, added “these two days have been fantastic. Thanks to all participants for sharing so much passion and vocation. Events like this renew the energies of volunteer work that seek to inspire and empower women worldwide. Congratulations to IWIM as convener, the moderators, participants from so many WIM organisations and the great team who made it possible for us to meet. I hope we can see each other soon in a mine and wish good health to all the WIM community.”

”

“

Anita Bertisen, President of WIM USA concluded “thank you IWIM for bringing us together! WIM USA is looking forward to exploring what the International WIM Alliance can mean to women in mining globally.”

”



Assisting and giving guidance to others;  
Nonkululeko Dire, South Africa  
- IWIM Photo Competition 2017



# International WIM Alliance Declaration

Benefitting women in mining through purpose-driven global change



WHO WE ARE

The International WIM Alliance assembles WIM organisations world wide to leverage collective strength in pursuit of gender equality

OUR PURPOSE

To empower WIM organisations to lead transformation in mining towards gender equality

OUR VISION

The global voice of women driving change in mining

OUR MISSION

-  Promote a strong, unified global WIM voice
-  Improve global recognition of women in mining
-  Increase support for WIM organisations

STRUCTURE

The International WIM Alliance is a multi-lateral engagement platform among independent WIM organisations. The Alliance is implemented by a Secretariat which is hosted by IWIM, under the guidance of an Steering Committee of WIM organisation representatives

WHY A WIM ALLIANCE AND WHY NOW

Individual WIM organisations have local and regional knowledge, and have made great progress on issues in their geographies. The time is right to combine these efforts into a consolidated, global drive to further improve the prospects and conditions for women in extractive industries

OUR VALUES

These principles will guide our decisions and actions, and inform the stand we take on key issues

-  Respect and Inclusion
-  Collaboration
-  Integrity and Transparency

HOW WE WILL WORK TOGETHER



**WIM ORGANISATIONS**

Ratify common priorities and positions, and share experience and information

Collaborate on global or regional themes to optimise synergies



**STEERING COMMITTEE**

Define common positions and joint initiatives

Officers nominated by WIM organisations and rotated annually



**SECRETARIAT**

Implement coordination platform and joint initiatives under supervision of Steering Committee

Hosted by International Women in Mining (IWIM)

Global stakeholders have long expressed the need for a conduit or coordinator to facilitate more consistent engagement with WIM organisations worldwide, which have themselves called for better coordination over the last few years. With increasing societal expectations, diversity and inclusion are now significant stakes for the mining sector, at the heart of strategic issues including social licence to operate and availability of skills necessary to transform the industry.

It became clear in 2020 that we were at a turning point for the WIM movement: like many change-driven grassroots movements, the time has come for us to seek to leverage collective strength to achieve deeper, more durable and more systemic effects on a global scale. A Founding Committee comprised of leaders of WIM organisations volunteered their time and energy to this important work, culminating in a series of proposals circulated to leaders of WIM organisations worldwide in a comprehensive survey in December 2020. From the survey arose a clear consensus on the Founding Committee’s proposals, strong common themes of interest and well-defined areas of collaboration and common expression for WIM organisations.

One of the conclusions that quickly emerged was the choice of a loose structure, with an internal focus on coordination and an external focus on advocacy: this is the foundation of the International WIM Alliance. Its actions and positions will be guided by principles of respect and inclusivity, collaboration, integrity and transparency.

Together, we will leverage our collective creativity, expertise and resilience to change our own position and transform the mining industry to improve diversity, governance and sustainability. Our ambitions are limitless, our determination is robust and our collective achievements will be inspiring.

## Attracting and Retaining STEM Women to Mining

<b>Issue and Context</b>	<p>Current and growing skills shortage: Minerals industry dependent on engineers, geologists, geoscientists, geophysicists and (increasingly) pure mathematicians considering technological innovation; STEM graduates entering mining insufficient to counter natural workforce attrition</p> <p>Unique sector challenges: Negative perception, difficult occupational conditions and low numbers of senior STEM women in leadership roles to inspire and act as mentors</p>
<b>Stakes for Women</b>	Increase participation of women in core functions and at all levels of management and leadership
<b>Avenues for Improvement</b>	<p>Increase number of girls in STEM education by approaching them as early as possible to change perception of themselves, STEM careers and mining</p> <p>Generalise career flexibility, including transformation of promotion processes and criteria, to benefit all workers</p> <p>Leverage existing capacity by reintegrating senior STEM women previously pushed to side-lines</p>
<b>WIM Organisation Actions</b>	<p>Information campaigns targeting secondary and higher education, reversing negative perceptions and highlighting opportunities</p> <p>Support STEM women (targeted mentoring / sponsorship initiatives)</p> <p>Advocacy on retention policies and supporting actions (inclusive workplace design, career flexibility policies) and availability of senior STEM women with supporting data</p>
<b>The Challenge</b>	Measuring outreach impact: Particularly important for organisations primarily funded by sponsorship, complex as real impact lies in long-term change in how STEM careers in mining are considered by women
<b>International WIM Alliance 2021-2022 mandate</b>	Facilitate sharing of outreach tools and expertise: Circulate information, create common platform and identify thematic champions for reference

## Inclusive Workplace Design

<b>Issue and Context</b>	<p>Workplace suitability and attractiveness: Key to overcoming difficult working conditions in mining, encompasses both physical design and policy factors to optimise worker performance, safety and well-being</p> <p>Leadership: Management attitude is essential to uptake and impact, benefitting all workers</p> <p>Global challenge: Similar problems encountered worldwide, as well as very local perception and values-driven positions</p>
<b>Stakes for Women</b>	Increase awareness of women's needs, improve working conditions and improve retention
<b>Avenues for Improvement</b>	<p>Engage internal stakeholders on needs and options, creating discussion space and commitment to tailored, adaptive improvement</p> <p>Engage external stakeholders on collaboration opportunities, including best practices sharing and policy reform (parental leave, prohibition of exclusive behaviour) to match international standards</p> <p>Generalise career and work flexibility</p>
<b>WIM Organisation Actions</b>	<p>Awareness campaigns within companies, to empower women's voice and facilitate dialogue towards improving design, policy and behaviour</p> <p>Best practices sharing on universal issues whilst acknowledging local specificities and requirements</p>
<b>The Challenge</b>	Creating options and managing expectations: Reticence regarding organisational and policy changes benefitting women who are currently not on site(s) and/or may nonetheless choose to leave position / employer / mining
<b>International WIM Alliance 2021-2022 mandate</b>	Facilitate sharing of best practices: Identify key themes of action, collate examples of best standards and circulate to support local engagement and advocacy

## The Global Data Deficit about Women in Mining

<b>Issue and Context</b>	<p>Global issue: Across mining sector, in both LSM and ASM, and in established mining jurisdictions and emerging markets</p> <p>Numbers and more: Beyond unreliable global figures, reality of women in mining and intersectionality of issues remain mostly undisclosed and misunderstood</p> <p>Cumulative barrier: Lack of quality granular data hinders advocacy, assessment challenges and progress, and effective targeting of empowerment action</p>
<b>Stakes for Women</b>	Strengthen advocacy for women's participation, protection and development in mining
<b>Avenues for Improvement</b>	<p>Significantly improve corporate disclosure, extending scope to mining companies employees, contractors and suppliers, across functions and professions</p> <p>Conduct national or regional assessments across LSM, supply chain and ASM, to compare and complete corporate disclosure</p> <p>Aggregate, publish and/or analyse global data to integrate it into analysis of mining's social impact</p>
<b>WIM Organisation Actions</b>	<p>National / regional / targeted data compilations, building on strength of WIM networks into local companies, operations, supply chain and services</p> <p>Global coordination to facilitate definition of comprehensive set of metrics to correctly assess intersectionality</p>
<b>The Challenge</b>	Mobilising stakeholders, resources and support: Though hampering progress on many fronts, addressing lack of data is not necessarily in the interest of industry (LSM) or regulators (ASM) as it may reveal ineffective policy or implementation deficiencies
<b>International WIM Alliance 2021-2022 mandate</b>	Facilitate global coordination on key metrics to correctly assess intersectionality and support local, national and regional data initiatives by WIM organisations

## Role Models and Mentors for Women in Mining

<b>Issue and Context</b>	<p>Lack of women in leadership and management roles: Sustains negative perception of mining, hindering efforts to attract women; also reduces productivity, creativity and profitability.</p> <p>Lack of understanding: Of mentorship opportunities (e.g. men mentoring women) and of value of sponsorship, particularly to support career progression in technical functions</p> <p>Additional complexity: Offering effective support initiatives in multi-cultural, multi-functional industry</p>
<b>Stakes for Women</b>	Inspire and support women to successfully address various barriers to career advancement
<b>Avenues for Improvement</b>	<p>Increase opportunities for women at all levels of seniority, across functions and locations, to access effective support initiatives, leverage experience of champions and improve their skills, career progression and empowerment</p> <p>Build pipeline of women leaders in mining, gradually reversing gender imbalance in management and leadership roles, leveraging diversity and improving perception</p>
<b>WIM Organisation Actions</b>	<p>Engagement with allies and champions at all levels, advocacy for emergence of sponsorship culture and practices, particularly in technical functions</p> <p>Effective mentorship programmes for women in mining</p> <p>Best practices sharing to facilitate development of mentorship programmes and fundraising to offer opportunity widely</p>
<b>The Challenge</b>	Ensuring effectiveness of mentoring programmes: Although critical to success, quality and cost of matching (software vs tailored), labour-intensive programme management and uptake levels remain challenging
<b>International WIM Alliance 2021-2022 mandate</b>	Facilitate emergence of WIM mentorship opportunities by sharing tips, guidelines and experience with organisations aiming to structure programmes



## EXPERT SPEAKERS



**Gavin Lind**  
Mineral Council of  
Australia



**Estelle Levin**  
Levin Sources



**Fitsum Weldegiorgis**  
International Institute  
for Environment and  
Development



**Tania Constable**  
Mineral Council of  
Australia



**Barbara Dischinger**  
International Women  
in Mining (IWIM)



**Dr Nicky Black**  
International  
Council on Mining  
and Metals



**Karilyn Farmer**  
McKinsey & Company



**Cristina Echavarria**  
Alliance for  
Responsible Mining



**Cristina M. Villegas**  
Pact



**Dr Jennifer Hinton**  
Women's Rights and  
Mining



**Prof. Nellie Mutemeri**  
University Of Witwatersrand



**Cheryl Urban**  
Global Affairs Canada



**Steven Bowman**  
Conscious Governance



**Ege Tekinbas**  
Intergovernmental  
Forum on Mining,  
Minerals, Metals



**Isabelle Ramdoo**  
Intergovernmental  
Forum on Mining,  
Minerals, Metals



**Dr Rachel Perks**  
World Bank



**Tarusha Moonsamy**  
McKinsey & Company



**Karolina Szukalska**  
Mineral Council of  
Australia



### Key issue: Recruitment, Retention and Development of Women in LSM

In a constructive workshop, the Minerals Council of Australia linked diversity to the industry's evolving skills requirements. The discussion centred on strategic action required to address inherent workforce supply-side challenges in mining, including investment in upskilling and redesigning employment conditions, and the opportunities for women in this context. This was echoed by McKinsey and Company in a second session, focused on preliminary findings of their global survey on diversity in mining and highlighting the opportunity of improving support, increasing promotion and reducing bias to retain women in mining.

Both of these sessions highlighted some issues and opportunities to be considered by WIM organisations in their engagement for women in LSM, including the following:

- » Advances in technology, increasing workplace flexibility and the impact of automation on mining's labour requirements, workforce composition and geographical location reinforce the industry opportunity to build an even more diverse and inclusive workforce
- » Education initiatives focusing on young girls before they make career choices are essential to avoid perpetuating stereotypes, offer better guidance and change perception of mining as an industry of choice offering women varied opportunities in STEM and many other disciplines
- » Role models, champions and mentors at all career levels, both men and women, are key to attract and develop young female professionals, fostering their belief they can lead fulfilling careers in mining

#### So what's next?

These points will be integrated in the International WIM Alliance's priority themes in 2021 to guide increased coordination between WIM organisations and policy shapers. In addition, McKinsey and Company will publish detailed findings of their survey and research in the second quarter of 2021, which IWIM will circulate widely to WIM organisations to support advocacy.

### Key issue: Economic Empowerment Strategies for Women in ASM

Two workshops were planned and facilitated by a collaboration between members of Levin Sources, PACT, IIED and the Alliance for Responsible Mining (ARM). The objective of the workshops was to hear from WIM leaders about what WIM organisations need in order to better provide services to their members who are engaged with / in ASM. The workshops were split according to two main participant groups – WIM organisations from Latin America, and WIM organisations from Africa and Asia. They comprised of presentations by selected participants on their challenges and successes from engaging women in ASM, followed by a discussion in break out rooms on topics of particular interest to the participants, according to data collected from a pre-workshop survey.

The discussions with WIM leaders threw up a number of key topics and challenges that they face in engaging with their ASM members. These include:

- » Challenges and barriers to lobbying government – especially local government – to better support women in ASM and/or the activities of WIM organisations;
- » The need for robust data on women's engagement in ASM: women are often a marginalised and hidden group in ASM, not perceived as 'real miners', despite playing a critical role in the sector; establishing their number and defining their contribution could back up lobbying and advocacy efforts by WIM organisations;
- » The need for training and capacity building provision for women in ASM;
- » The need to strengthen WIM organisations to assist women in ASM more widely and significantly; and
- » The need to improve women in ASM's access to both finance and markets in order to improve their operations.

#### So what's next?

The participants of the workshop showed a strong interest in continuing these conversations, and learning from each other going forward. The establishment of links and platforms to enable WIM organisations to share information, challenges and successes will be a crucial first step in enabling the continuation of these discussions.

Creating the Future: WIM Organisation Leadership and Engagement Strategies

Leading change-driven organisations is challenging yet rewarding, requiring vision, dedication and a wide array of management skills. It was important in the Global WIM Summit to acknowledge attendee’s leadership role, offering inspiration and guidance and celebrating their commitment to women in mining and to the organisations supporting and representing them.

Seasoned global Board adviser Steven Bowman of Conscious Governance lead a thought-provoking discussion on strategic management, encouraging attendees to tap into their sense of curiosity, overcome their own and others’ judgement and facilitate strategic conversations with other leaders and stakeholders. The key recommendation to achieve this is to place the organisation’s vision and strategic plan at the heart of discussions, by always considering changes to the organisation’s strategic environment, regularly reassessing or even redefining the top two strategic issues which “make or break” the next few years and focusing on creating the future rather than reporting on activity.

In the context of the International WIM Alliance, IWiM will continue to support WIM organisations in their efforts to structure, grow and optimise their operations, drawing on these and other insights from leading experts to inspire leaders.

“

What is out there in the environment, what does it mean to us and what, if anything, do we need to do about it? That’s probably the best definition of being strategic.

“

If you want to change your reality, change your point of view.

“

A good question looks for possibilities, not for an answer.

Ege Tekinbas and Isabelle Ramdoo of IGF Mining helped participants to define ways for WIM organisation leaders to improve coordination and effectiveness in their stakeholder engagement: these are vital stakes for organisations focusing on advocacy, creating and driving change across the mining sector by demonstrating its opportunity and value, and heavily reliant on sponsorships and collaborations to achieve their purpose. These and other engagement types, including consultation on policies and activities, joint project implementation and outreach, were discussed to assess how to optimise targeting, engagement method and outcomes: WIM organisation leaders identified as primary objectives the emergence of lasting partnerships, rather than project-focused collaborations, and increase of benefits flowing back to their members.

Leveraging collective strength, both in terms of shared resources and shaping common positions, will be essential for WIM organisations to successfully effect change both at local or national levels and globally: the role of the International WIM Alliance in this regard will be decisive.

Increasing engagement effectiveness is a virtuous cycle, which requires and entails increasing visibility, gaining access to means and resources and sharing a clear and targeted message

Leadership is essential to change, meaning that advocacy-driven WIM organisations must seek to engage at the decision-making level to directly participate in the transformation of mining

Measuring outcomes, counting gains as well as learning from failures and focusing on real and lasting impact is both a sign and a test of a change organisation’s credibility





Alert on Sexual and Gender-Based Violence in Mining

Sexual and Gender-Based Violence (SGBV) is a term that encompasses harmful acts perpetrated against a person’s will, based on gender norms and unequal power relationships. Anecdotal evidence and experience shared by many Summit attendees speak to the prevalence of this issue across all segments of the mining sector, yet actual numbers are difficult to obtain: incidents of harassment and workplace violence tend to be under-reported, and national data sets for specific employment sectors are typically not available.

In addition to supporting industry initiatives, such as MCSA’s Stop Abuse of Women Campaign and MCA’s Respect@Work Taskforce, and empowering and supporting women speaking up against unacceptable workplace behaviour, WIM organisations can play a specific role by collecting data from their members to support evidenced-based advocacy: this is one of the most effective ways to shift dismissive attitudes and bring government, civil society and the mining industry to act against SGBV. WIM Chile’s remarkable initiative on this topic is an inspiration for all WIM organisations, which will be highlighted among best practices to lead on the WIM agenda and effect meaningful change.

Woman working at De Beers Canada  
Gahcho Kue Mine; Kimi Balsillie; Canada  
- IWIM Photo Competition 2017

KEYNOTE 1

Gender Practices in Mining and  
Addressing the Data Deficit



KEYNOTE 2

Skills of the Future  
- The Stakes for Women in Mining



KEYNOTE 3

WIM Organisations  
- Opportunities & Challenges



KEYNOTE 4

International WIM Alliance





McKinsey  
& Company

McKinsey & Company – Knowledge Partner



Intergovernmental Forum on Mining, Minerals,  
Metals and Sustainable Development



Minerals Council of Australia

International Women in Mining (IWIM) – Summit Convener



International Women in Mining (“IWIM”) is the leading global women’s not-for-profit organisation founded in 2007. IWIM pursues gender equality and promotes women’s voices, access to opportunities and leadership in mining, connecting with 11 500 individual members and followers worldwide and collaborating with over 70 women in mining organisations.

IWIM’s aim is to lead global change towards gender equality in mining by acting as:

- » Industry Change Agent, making mining a more representative and ultimately more successful industry through diversity, gender equality and inclusion. This is achieved through projects and campaigns such as our IWRMP mentoring programme;
- » WIM Champion, empowering women in mining organisations to achieve global cohesion and leverage their game-changing collective strength, as well as celebrating the achievements of individual women in mining; and
- » Diversity Trend Setter, collecting and dispensing knowledge that supports the enhancement of women’s contributions and participation.

IWIM operates with the support of sponsors and partners and relies on a global team of volunteers and directors, each of whom brings a different perspective to the organisation.



# PARTICIPANTS



**AFEMET**  
Association des Femmes  
du Secteur Minier ou en  
Entreprise du Togo



**AFEMIB**  
Association des  
Femmes du Secteur  
Minier du Burkina



**AFEMIC**  
Association des  
Femmes du Secteur  
Minier du Cameroun



**AFESMIB**  
Association des  
Femmes du Secteur  
Minier du Benin

**AWOME**

**AWOME**  
African Women in Mining  
Empowerment Trust  
(Zimbabwe)

**AZWIM**

**AZWIM**  
Association of  
Zambian Women in  
Mining



Women in Mining  
Calgary (Canada)



Women in Mining  
Canada (Canada)



**AFESMICA**  
Association des Femmes  
du Secteur Minier de  
Centrafrique

**AFESMICO**

**AFESMICO**  
Association des  
Femmes du  
Secteur Minier du  
Congo



**AFSIEN**  
Association des  
Femmes du Secteur  
des Industries  
Extractives du Niger



**AFROPREM**  
Alliance des Fournisseurs  
et Prestataires Miniers  
(Mali)



Women in Mining  
Sudbury  
(Canada)



Women in Mining  
Winnipeg  
(Canada)



**WIM/WIN-SK**  
Women in Mining and  
Women in Nuclear  
Saskatchewan Inc.  
(Canada)



Women in Mining  
British Columbia  
(Canada)

**AWIM LIBERIA**

Association of Women  
in Mining Liberia



**IWIMRA**  
Indigenous Women in  
Mining and Resources  
Australia



**WIMARQ**  
Women in Mining and  
Resources Queensland  
(Australia)



**WIMnet NSW**  
Women in Mining  
Network New South  
Wales (Australia)



**DIWATA**  
Women in Resource  
Development  
(Philippines)



**FEMICI**  
Réseau des Femmes du  
Secteur Minier de Côte  
d'Ivoire



**FEMIMA**  
Fédération des Femmes  
Minières du Mali



**GWMO**  
Guyana Women Miners  
Organisation



**WIMnet TAS**  
Women in Mining  
Tasmania (Australia)



**WIMnet VIC**  
Women in Mining  
Victoria (Australia)



**WiR**  
Women in Resources  
Inc. Northern Territory  
(Australia)



**AWEIK**  
Association for Women in  
Extractives and Energy in  
Kenya



Mujeres WIM México



**TAWOMA**  
Tanzania Women  
Miners Association



**WENNZ**  
Women in  
Extractives Network  
New Zealand



**WIAMO**  
Rwanda Women  
In / And Mining  
Organization

# PARTICIPANTS



Women in Mining  
Argentina



WIM Bolivia



WIM Botswana



Women in  
Mining Brasil



Women in Mining  
Central America



Women in Mining  
Chile



WIM Colombia



Women in Mining  
Ecuador



Women in Mining  
Finland



Women in Mining &  
Resources Germany



Women in Mining  
Ghana



WIM Guinée



Women in Mining  
Kazakhstan



Women in Mining  
Mongolia



WIM Morocco



Women in Mining  
Peru



**WIMAN**  
Women in Mining  
Association Namibia



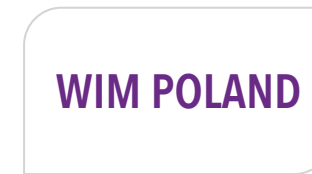
**WIMAR SG**  
Women in Mining and  
Resources Singapore



**WIME**  
Women in Mining and  
Energy (Indonesia)



**WIMIN**  
Women in  
Mining Nigeria



WIM Poland



WIM RDC



Women in Mining  
Russia



Women in Mining  
Sénégal



**WIM Spain**  
Women in Mining and  
Industry Spain



Women in Mining  
Sweden



**WIM TR**  
Women in Mining  
Turkey



Women in Mining  
(UK)



Women in Mining USA



WIM USA - Arizona  
Chapter



WIM USA -  
California Chapter



WIM USA - Denver  
Chapter



WIM USA - Nevada  
Chapter



WIM USA - University  
of Kentucky Student  
Chapter



WIM USA -  
University of Utah  
Student Chapter



WIM USA - Utah  
Chapter



**WIMR-MADA**  
Women In Mining and  
Resources Madagascar



**WIMSA**  
Women in Mining  
South Africa



**WMRM**  
Women in Mining and  
Resources Mongolia



**WOME SL**  
Women on Mining &  
Extractive Sierra Leone





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