International WIM Alliance
in 10 questions
May 2021
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in 10 questions

1. How did the Alliance come about?
2. Who founded the Alliance?
3. What is the International WIM Alliance Declaration?
4. What is the purpose of the Alliance?
5. What drives the Alliance?
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7. How can WIM organisations participate?
8. Does participation affect WIM organisations?
9. What is the Alliance working on in 2021?
10. What is the outlook for the Alliance?
1. How did the Alliance come about?

- **June 2020**
  - First proposals
  - Discussions with WIM organisations, building on years of IWiM support and relationships

- **September 2020**
  - Founding Committee
  - Analysis of options

- **December 2020**
  - WIM organisations Survey
  - Validation of proposals
  - Choice of name

- **March 2021**
  - Official Launch
  - Inaugural Global WIM Summit
  - Formalisation of vision in formal Declaration

- **Ongoing**
  - Implementation
  - Steering Committee
  - Secretariat and Themes
  - Global calls and Services
2. Who founded the Alliance?
3. What is the International WIM Alliance Declaration?

Formal statement and founding document of the Alliance

Adopted at the inaugural Global WIM Summit in March 2021

Summarises purpose, structure and focus of the Alliance

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**International WIM Alliance Declaration**

*Benefiting women in mining through purpose-driven global change*

<table>
<thead>
<tr>
<th>WHO WE ARE</th>
<th>OUR PURPOSE</th>
<th>OUR VISION</th>
</tr>
</thead>
<tbody>
<tr>
<td>The International WIM Alliance assembles WIM organisations worldwide to leverage collective strength in pursuit of gender equality.</td>
<td>To empower WIM organisations to lead transformation in mining towards gender equality.</td>
<td>The global voice of women driving change in mining.</td>
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**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 WIM under the guidance of a 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**

- Respect and Inclusion
- Collaboration
- Integrity and Transparency

**HOW WE WILL WORK TOGETHER**

<table>
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<th>WIM ORGANISATIONS</th>
<th>STEERING COMMITTEE</th>
<th>SECRETARIAT</th>
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<td>Rally common priorities and positions, and share experience and information.</td>
<td>Define common positions and joint initiatives.</td>
<td>Implement coordination platform and joint initiatives under supervision of Steering Committee.</td>
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<tr>
<td>Collaborate on global or regional themes to optimise synergies.</td>
<td>Officers nominated by WIM organisations and rotated annually.</td>
<td>Hosted by International Women in Mining (IWM).</td>
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4. What is the purpose of the Alliance?

International WIM Alliance Declaration

Benefitting women in mining through purpose-driven global change

WHO WE ARE
The International WIM Alliance assembles WIM organisations worldwide 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
5. What drives the Alliance?

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**OUR VALUES**

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These principles will guide our decisions and actions, and inform the stand we take on key issues.
6. How will the Alliance work?

**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).
7. How can WIM organisations participate?

**WIM Organisations**
- Participation in joint initiatives Working Groups or as thematic champion
- Access to IWIM services, Global Calls, direct support, networking and coordination
- From 2022, consultation on Steering Committee composition
- Internal regulation and adherence to be devised in 2021 by Steering Committee

**Steering Committee**
- Annual rotation, with regional representation requirement from 2022
- Define and implement annual initiatives, including specific fundraising and budgeting
- Report to WIM organisations, in line with internal regulation
- Instruct and oversee Secretariat

**Secretariat**
- Hold WIM organisation data (per data protection rules)
- Acts as first spokesperson
- Organise Steering Committee and WIM organisation services and consultation
- Lead fundraising for global initiative(s)
- Report to Steering Committee
8. Does participation affect WIM organisations?

No, it does not. The Alliance is about aligning our interests through a multi-lateral, mutually beneficial relationship and leveraging collective strength to pursue a common agenda in addition to organisation-specific initiatives. We celebrate the diversity of the WIM movement, without integration, control or affiliation.
9. What is the Alliance working on in 2021?

**What’s at stake**
Increasing participation of women in core functions and at all levels of management and leadership

**Alliance Mandate**
Facilitate sharing of outreach tools and expertise

**What’s at stake**
Increasing awareness of women’s needs, improving working conditions and retention

**Alliance Mandate**
Facilitate sharing of best practices

**What’s at stake**
Strengthening advocacy for women’s participation and development in mining

**Alliance Mandate**
Facilitate global coordination on key metrics

**What’s at stake**
Inspiring and supporting women to successfully address various barriers to career advancement

**Alliance Mandate**
Facilitate emergence of WIM mentorship opportunities

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* STEM: Science Technology Engineering and Mathematics
10. What is the outlook for the Alliance?

**2021 Launch**
- **Create External Momentum**
  - Q1: Global WIM Summit Official Declaration
  - Q2-Q4: First Themes and initiatives Ongoing service to WIM organisations
  - Q4: WIM organisations consultation

**2022 Growth**
- **Leverage Collective Strength**
  - Q1: Deliver first initiatives Report to WIM organisations Second Global WIM Summit
  - Q2-Q4: Joint initiatives Assessment of consolidation options

**2023 Consolidation?**
- **Position for the Future**
  - Q1-Q4: New theme and initiative(s)
  - Q4: WIM organisations consultation
Useful Links

- International WIM Alliance webpage
- International WIM Alliance Declaration
- Global WIM Summit 2021 Report
- Global WIM Summit – Keynote 4 International WIM Alliance Launch
- IWiM Website