



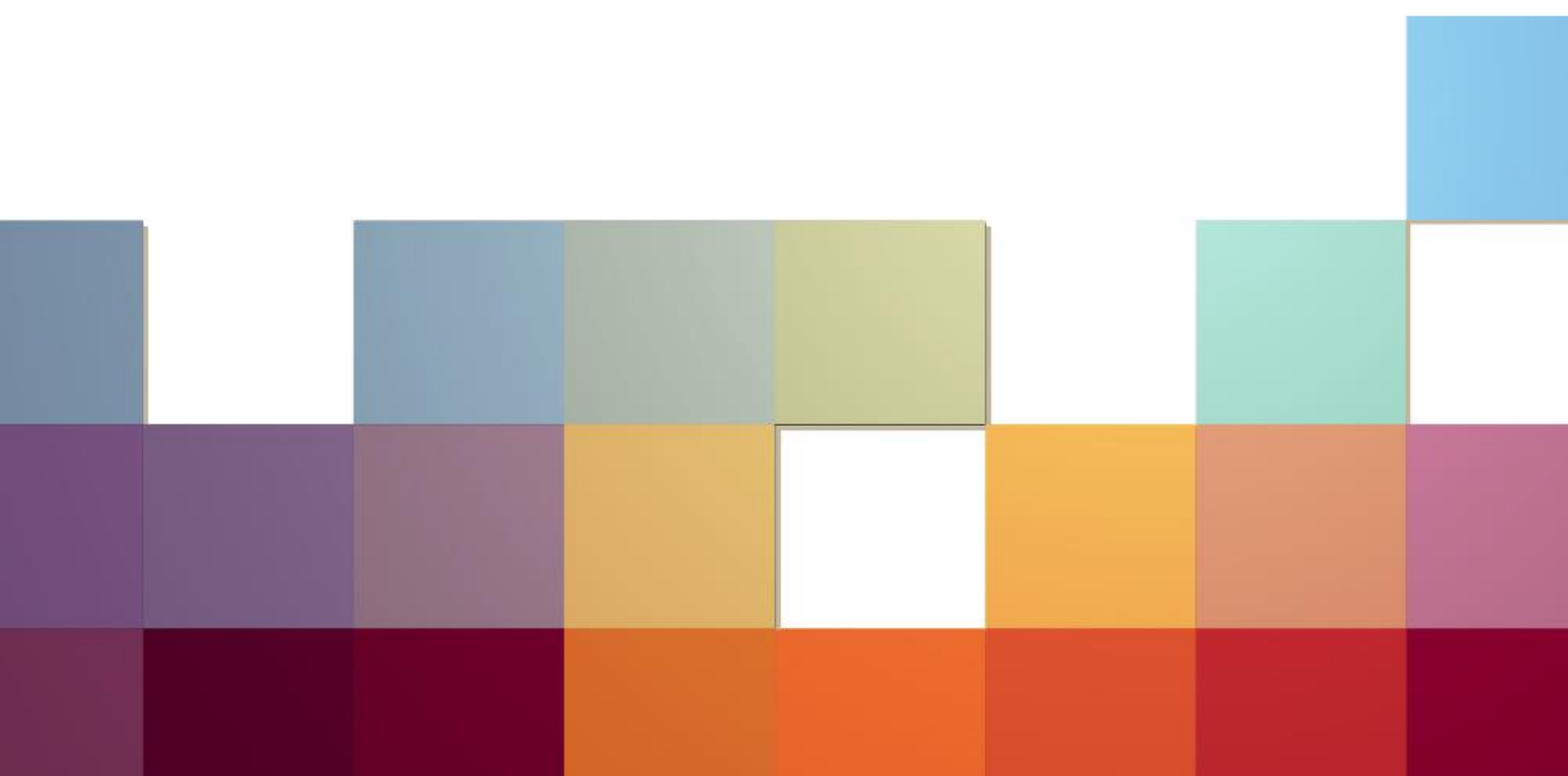
International WIM Alliance

Role Models and Mentoring Programme 2021

WIM organisations selected four priority themes for collaboration in 2021, which were discussed in roundtables during the inaugural [Global WIM Summit](#) in March 2021.

Thematic working groups were convened in July 2021.

This document summarises the work programme for the group focusing on Role Models and Mentoring in 2021.



Mandate

International WIM Alliance Steering Committee April 2021: Consensus on Summit outcomes in terms of mandate:

- 2021 **initiatives which complete and support WIM organisations' own work**
- **Governance** workstream to define structure and outlook, Communications workstream to define identity
- IWIM continues and expands **Engagement and Services** to WIM organisations: Global Calls, direct support, networking
- **From 2022** wider initiatives and WIM Organisations Fund

Proposed Timeline

- July 2021 Working Group Meetings
- August-November 2021 Meetings and coordination
- December-January 2021 Outcomes delivery

Organisation

- WIM organisations volunteered to coordinate each working group in 2021
- Coordinators to define workplan, coordinate information and outcomes
- IWIM to provide administrative support including Zoom access, meeting coordination and information centralisation at coordinators' request

Role Models and Mentors for Women in Mining

Issue and Context	<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>
Stakes for Women	<p>Inspire and support women to successfully address various barriers to career advancement</p>
Avenues for Improvement	<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>
WIM Organisation Actions	<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>
The Challenge	<p>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</p>
International WIM Alliance 2021-2022 mandate	<p>Facilitate emergence of WIM mentorship opportunities by sharing tips, guidelines and experience with organisations aiming to structure programmes</p>

Coordinators



Some background

Mentorship, whether in the context of formal programmes or informal relationships, is one of the most effective tools to support women in mining and foster retention and career progression. Building these supportive - and often eye-opening - relationships across cultural, professional or gender lines only enhances their positive impact for the parties, the businesses where they leverage these skills and the mining community as a whole.

Goals defined by the Working Group



Work Programme

- Inventory of initiatives by WIM organisations
- Inventory of sector initiatives on role models and mentors
- Analyse success factors and compare key tools including matching
- Provide a set of recommendations and guidelines for WIM organisations
- Publish these outcomes in 2022 Q1

Launch Meeting | 29 July 2021

Discussion of **Working Group goals and work programme**, including current demand for mentoring for women at all levels of the mining and resources sectors

Discussion of **initiatives and experience** including:

IWiM – IWRMP global cross-company mentoring programme, focusing on women in mining with 5+ years' experience, mentors both female and male

WIM USA no formal country-wide programme, but informal outreach between professional and student chapters does aim to support graduates and young professionals in career launch; highlighted the importance of role models to attract and retain young and more senior professionals, at all career stages, scholarship initiative over a decade now and university and schools outreach programmes aiming to show WIM as role models to future graduates

WIME Indonesia concluding first mentoring programme (6 mentee-mentor pairs) and commencing second (14 pairs), noting that mentorship is only emerging in local corporate culture as a talent management and retention tool; to date there are no role model initiative, aiming to develop it from the success of mentoring programme

AWEIK (Kenya) launched first programme with applications in progress, focusing on graduates and young professionals; similarly, no role model initiative

Mujeres WIM Mexico launching first mentoring programme Sept 2021, focusing on graduates and young professionals; initial regional scope will be scaled up to national scope in case of success, noting the disparities in corporate culture across Mexico about mentoring and sponsoring young women in mining; **WIM Ecuador** also launching first mentoring programme, targeted for Jan 2022

WIM Nigeria offer graduates and young professionals training and seminars, but no formal mentoring; highlighted the importance of mentoring in support of capacity building initiatives to develop confidence and entrepreneurial mindset, which was echoed by **AEM Congo** (*Association des Femmes des Mines du Congo*), with a particular focus on ASM

WIM Peru detailed its experience with now 4 mentoring programmes, including coaching and other psychological support; this programme now also has male and female mentors

Next steps

Identify existing programmes and collect information about scope (seniority of mentees), matching method (by hand or software, etc), and mentor targets (male and female?)