



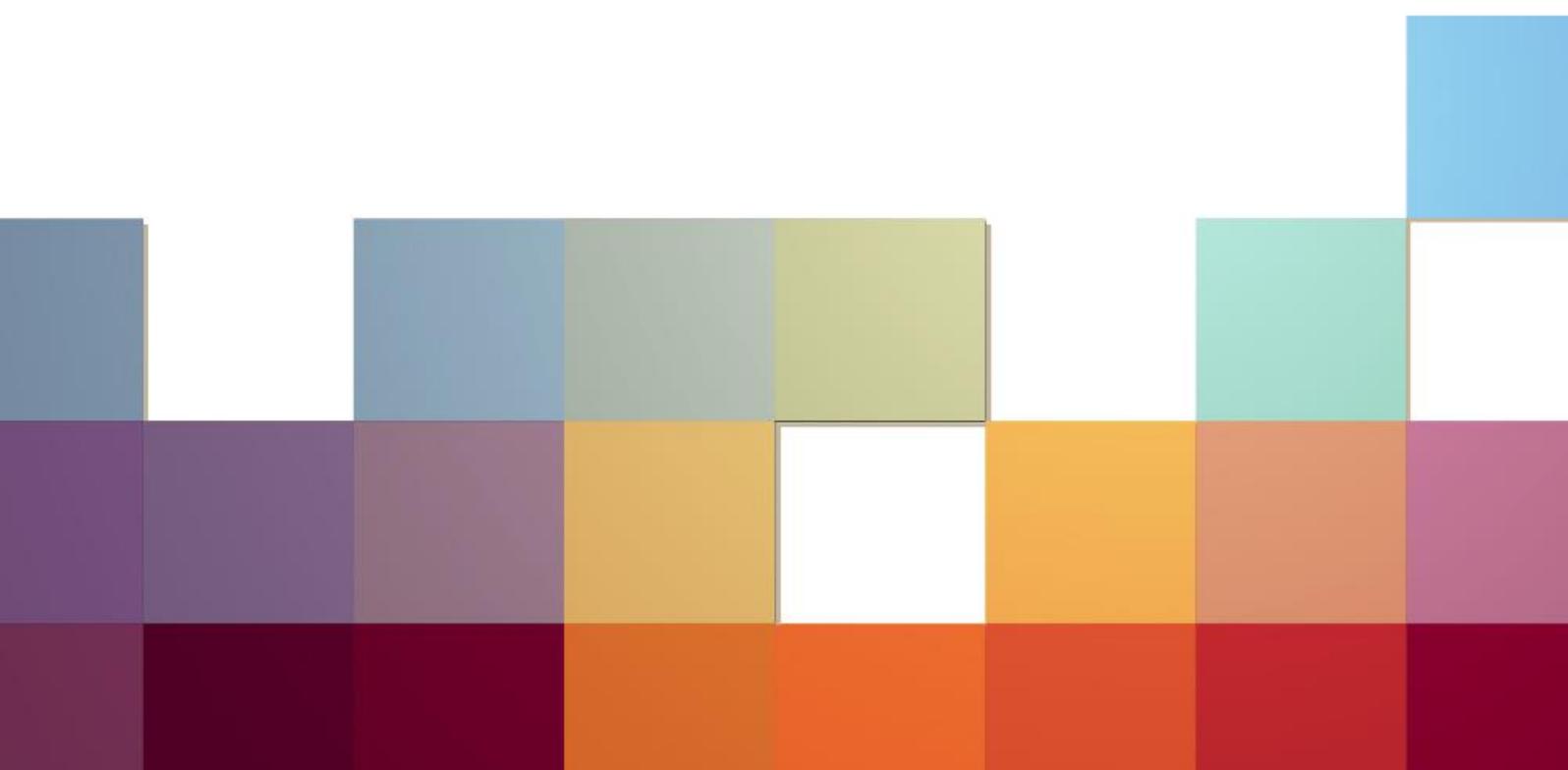
International WIM Alliance

STEM Women in Mining 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 STEM Women in Mining 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

Attracting and Retaining STEM Women to Mining

Issue and Context	<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>
Stakes for Women	<p>Increase participation of women in core functions and at all levels of management and leadership</p>
Avenues for Improvement	<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>
WIM Organisation Actions	<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>
The Challenge	<p>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</p>
International WIM Alliance 2021-2022 mandate	<p>Facilitate sharing of outreach tools and expertise: Circulate information, create common platform and identify thematic champions for reference</p>

Coordinators



Some background

This topic is the subject of many initiatives world-wide, by women's and advocacy groups, industry organisations and public and private sector organisations; Whether they focus on attraction of young women or support and retention of experienced professionals, they are unfortunately not always deemed to have significant impact.

Goals defined by the Working Group



Work Programme

- Inventory initiatives by WIM organisations and/or industry organisations, which may focus on industries other than mining, categorising them by goal, target, scope...
- Discuss impact metrics and assessment methods
- Produce case studies for a limited selection of impactful initiatives
- Provide a set of recommendations to guide initiatives by WIM organisations
- Publish these outcomes by 2022 Q1

Launch Meeting | 26 July 2021

Discussion of **Working Group goals and work programme**, including significant overlap of topic – and relating initiatives by WIM organisations and other stakeholders – with other Alliance priority topics (data, role models and inclusive workplace): coordinators will discuss sharing of information in SteerCo to ensure that all information is considered from all relevant perspectives

Discussion of **meeting frequency**, agreeing that both coordinators would host a meeting every month, at different times to allow WIM organisations to join depending on their time zone

Discussion of **initiatives and experience**:

WIME Indonesia

- Coordination with student unions in 8 universities to assess how many female students sit in committee or leadership positions, averaging only 10-15%
- Focus on lack of attraction of STEM female graduates to mining: 45% women study STEM fields but only 6% afterwards work in mining
- Coordination with student unions, universities and new graduates to assess root causes of low female uptake in student union leadership and mining careers

WIM Chile

- Discussion of “on-the-job” experience for STEM women, leading to low retention and attraction of new graduates to follow

Meeting 13 August 2021

Discussion of the **categorisation** of initiatives by goal and target

Goal	“Target” STEM women	What it means
Attraction	Graduates and young professionals, students	Attract them to STEM studies and subsequently to mining as a career choice
Retention	Mining professionals, working for operators, service providers and key suppliers	To alleviate career fatigue, support women in their current position and motivate them in their outlook for future roles, focus on professional development, support of work-life balance choices and role models
Return	Former mining professionals and professionals in other industries with skills transferable to mining	Taking into consideration transferability / evolution of skills and competition among technical industries: “invisible” cohort representing a significant opportunity for mining to (i) reintegrate more senior STEM women and (ii) leverage their exposure to other technical industries for broader mindset

Discussion of **inventory tools**, table and prompts

WiM Organisation	What programs do you have for attraction vs. retention vs. return of STEM women?
Focus - Attraction /Retention /Return	
Program Name	
Program Goal	What are the themes of the programs, including technical development or other career themes? How are they implemented and assessed?
Measure of success?	
Factors identified as critical to success	
Best contact - Coordination	
Link to Resource	
Resources required – funding, people & timing	
Partner Organisations	

Discussion of **initiatives and experience**

[WIMARQ - Queensland Mining and Energy Academy \(QMEA\)](#)

QRC-sponsored programme for school kids to get exposure to mining: school camp travels to mines, learns how mining is relevant to their schoolwork through an immersive experience and direct access to mines employees to answer questions

[WIM Chile - Soy mujer, soy técnica \(I am a women, I am in the technical field\)](#)

Programme focusing on visibility of STEM and technical women, including all sorts of operational skills (e.g. truck operator): five-minute video clips including storytelling (personal experience, at work and at home) and call to join mining (benefits of mining work), on YouTube and LinkedIn; videos made by a professional producer with support from the authorities and partners including the Canadian embassy

[WIMnet Vic](#)

Several programmes, with the support of public authorities, advocating for earth sciences, STEM and mining careers in schools (not necessarily focusing on female students); volunteers available for discussions with students of career experience and/or the role of STEM in life and work, to inspire kids and raise awareness

[WIM Peru](#)

Coordination with CONCYTEC (Government institution for science) to launch science clubs for girls, ensuring visibility for the mining industry and communities in areas of influence of mining operations; student chapters play a specific role in this initiative, being located all over the country

Next Steps

Collect information on initiatives of interest, as per categorisation table above