



# International WIM Alliance

Inclusive Workplace Design Programme 2021

September 7, 2021 – 9:00 AM MST





## Objectives

- To discuss innovative and practical ideas to improve workplace design that benefits everyone working in mining.
  - How can we make mining inclusive and accessible regardless of gender, ethnicity & race, ability, sexual orientation, age, socio-economic background, religion and ability?
- Share best practice and find solutions to achieve attraction to the sector, recruitment, retention and well being of women and men working in mining
- Focus on action-orientated outcomes within businesses and organizations which, supported by key procurement processes, encourages individuals and organizations to challenge the status quo

## 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

## Coordinators



## 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



## Some Background

- This challenging topic concerns physical workplace organisation as well as cultural, behavioural and policy matters: it's the combination of these factors that drives real change.
- There is a global aspect to the issue, with similar problems encountered worldwide, as well as very local perception and values-driven decisions at play, with the additional complexity of remote operations.
- Themes include Automation, Safety and PPE, Shift Design, Changing Rooms and Toilets, FIFO, Lactation, Menstruation and Menopause, Daycare...

## Goals defined by the Working Group

### Alliance goal

Improve awareness and consideration of women's needs in workplace design, policies and practices

### Working Group goal

Map good policies, practices and ideas as well as gaps, create tools for advocacy initiatives

### 2021 Focus

Share information about best practices in some key aspects of workplace design / organisation

## Work Programme

- Define a preliminary scope of priority workplace design and/or practices
- **Identify best practices and compile selected case studies**
- Provide a set of recommendations
- Publish these outcomes in 2022 Q1



## Proposed Schedule for Discussion Topics

### September

- **Technology/Digital Transformation and Automation**
- **Safety and PPE/Procurement & Supply Chain**

### October

- Shift Design, FIFO, Remote Work
- Changing Rooms and Toilets, Office Design

### November

- Mental Health/Workplace Safety

### December

- Daycares & Nurseries
- Women's Health/Family Leave: Pregnancy, Lactation, Menstruation & Menopause.



## Technology, Digital Transformation and Automation

The workplace of the future is a shared sense of purpose and a culture of collaboration. It will empower and inspire people to do their best work – to communicate, collaborate and solve problems.

- Technology is a critical element of the workplace, allowing an organization to attract the right talent, bridge physical and digital workspaces, appeal to workers of different generations and integrate data into the decision-making process.
  - As the future workplace connects platforms and integrates new digital products and services, it will require new systems, processes, and roles to support the digital landscape
- Changing employee capabilities requires leaders to continuously identify gaps and up-skill and cross-skill employees so they are prepared to perform new job functions. Redefine roles so that work can be done anywhere, anytime by anyone
  - Ex: Crowdsourced design, gig work, virtual teams, VR/AR
- **What is your company/group doing in the field of Technology, Digital Transformation and Automation to promote inclusion?**



## Safety and PPE

Many mining professionals' roles and tasks require wearing personal protective equipment (PPE). Common concerns that arise are:

- **Sourcing**

- While many decisions are made to ensure the health and safety of personnel, safety representatives must also develop program that focus on productivity and efficiency, which can often be a difficult balance to achieve. **What is your supply chain process? Who makes decisions?**

- **Fit**

- Suitable PPE should be identified to match the end user's requirements with regard to fit, comfort, wearability and appropriate levels of personal protection.
- PPE can restrict the wearer to some extent by limiting mobility or visibility when carrying out certain tasks, thus creating possible additional hazards.

- **Availability**

- Effective protection can only be achieved by selecting suitable PPE, making it readily available, ensuring that it is correctly fitted, maintained and used appropriately for the required task. **Do you supply female PPE in female sizes?**



## Proposed Actions/Ideas for Followup

- Have conversations with female employees
- Find understanding for what others live through: go back to your operations and head offices and look with fresh eyes at what a day in THEIR life really looks like.
- Ask questions of your procurement team, board and other decision makers
- Committing to a workplace design audit to identify barriers in the workplaces
- Hold a workshop at their company with female representatives from parts of the business to have input about facilities, PPE etc. It will give them focus for solutions.
- Make female PPE available to employees. Compile a global list of suppliers