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.
  o 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

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**
  o While many decisions are made to ensure the health and safety of personnel, safety representatives must also develop programs 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**
  o Suitable PPE should be identified to match the end user’s requirements with regard to fit, comfort, wearability and appropriate levels of personal protection.
  o PPE can restrict the wearer to some extent by limiting mobility or visibility when carrying out certain tasks, thus creating possible additional hazards.

• **Availability**
  o 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