

International WIM Alliance

STEM Women in Mining

September 2021

- The goal of this working group is to gather information on different existing STEM programmes (initiatives organised by WIM organisations, companies, government and/or industry associations) and make an inventory, so that we can share projects/concepts/best practice on attracting, retaining, and returning women in mining and STEM women. Looking at best practices from other sectors is also encouraged.
- In the last meeting in August, WIM Chile and WIMARQ shared their experiences and STEM programmes.
- The information compiled is stored in a Google Drive folder accessible to this working group. To facilitate data collection from WIM organisations a Google form was created. This is to be circulated to WIM organisations via the Alliance newsletter. WIM organisations are also encouraged to share the information with WIM organisations they have a relationship with.
- Today, WIMnet Vic and WIM Peru presented their STEM initiatives.
- The meeting ended after identifying the next steps to cover in Q4 of 2021.

WIMnet Vic - Meredith Goss

Attraction

- Meredith Goss is the Chair of WIMnet Victoria and also part of the AusIMM Technical Melbourne branch. Meredith presented the ongoing STEM programmes that both organisations are developing to attract, retain and develop mining professionals. WIM organisations provide support towards mentoring and career development, and the technical committee is more focused on professional development via technical presentations across all aspects of mining.
- The Commonwealth Scientific and Industrial Research Organisation ([CSIRO](#)), is an Australian Government agency responsible for scientific research. CSIRO has a programme for STEM professionals in schools. This programme seeks industry professionals wanting to contribute to schools trying to bridge the gap regarding the importance of STEM and how it can lead to a career. WIMnet VIC participates in this initiative via its members and helps ensure mining is included.
- The AusIMM Melbourne Branch sponsors a programme through the Victorian Government called Earth Education (Earth Ed). It gives student the opportunity to look into a number of emerging technologies and sciences (coding, fossil hunting, science experiments, etc.).

Retention

- The Australian Government has an initiative called 'Supporting working parents: a toolkit for employers.'


Development

- All the WIM organisations across Australia are offering mentoring programmes to assist in women's growth and career progression.
- AusIMM also offers a number of courses and conferences on professional development.

WIM Peru – Karina Zevallos

Karina Zevallos, Vice President of WIM Peru, and member of the Committee Pro Women in the Science Body of Peru ([CONCYTEC – Consejo Nacional de Ciencia, Tecnología e Innovación Tecnológica](#))

- The first activity this WIM Peru + CONCYTEC had a joint presentation on mid-August 2021.

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- The purpose of this activity was to present to introduce into the mining sector the popularization of science as all the mining companies attending would know about the multiple initiatives that this body has.
 - ProWomen Committee held an event to showcase its outreach initiatives to mining companies.
 - Radio was used to communicate this programme to communities in mining areas.
 - This initiative is supported by voluntary professionals who donate their time and share their experiences with students.
 - There are plans to develop this initiative to target/reach more girls.
 - The programme is designed to be fun and interactive for kids. In one of the courses, science is explained through household activities such as cooking. Many young girls are exposed to household activities from a very young age, with cooking being one of the main activities. The idea is to promote science from an everyday perspective.

Next steps

- Homework for next month's session – To gather information from networks through social media or websites of good professional associations in general and for STEM roles, and to gather information from industry associations and other organisations on good STEM-orientated initiatives/programmes. Marilyn Urtubia mentioned that in the company where she works, they are starting a mentorship programme. It is being outsourced externally and it is still at a very early stage. Therefore, it will be mentioned in these sessions once it is more developed.
- The next meeting will focus mainly on retention and development (October) and returners (November).