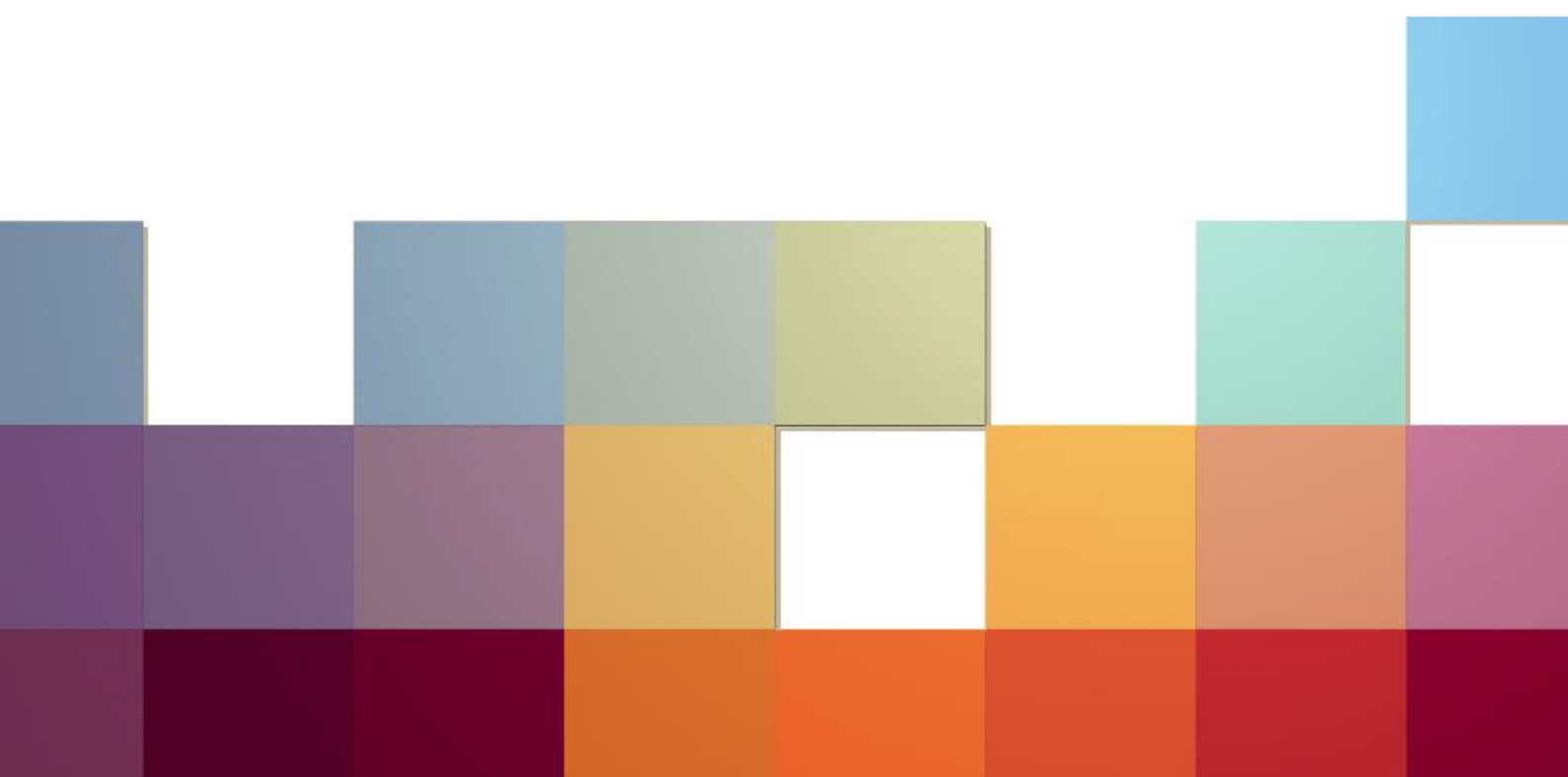




International WIM Alliance

Inclusive Workplace Design | WG2 - 2

September 2021


- The objective of this session is to discuss what ideas participants must really improve workspace design for everybody and help make mining more inclusive whether it's gender, race, any sort of physical ability, sexual orientation and socio-economic background, etc. The focus over the next couple of months will be on action-oriented outcomes: what are the policies, what are the procedures, what can we do? We want to be able to come up with things that can be applied across different places, with the understanding that you have some specific local issues that we may have to look at and address.
 - We've identified the scope and now we're looking at best practices in case studies so that we can create a set of recommendations and publish the outcomes to WIM organisations and the mining industry at large through IWIM.
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- Coordinators are looking at everything, not just based on gender, but how do we make the overall industry a more inclusive and diverse place, and how can we improve our physical workspace, our policies, and procedures to make that happen? They want to be able to share best practices and solutions and try to not only get more people into the mining industry but to retain them as well.
- All these ideas and initiatives will be translated into a white paper, delivering something that people could use to develop/embed inclusive workplace design.
- The working group is divided into two teams to allow for all time zones. WIM USA chairs one and Kate Finch from Women in Resources (Northern Territories, Australia) chairs the other. This is a really challenging topic because we want to try to incorporate aspects like cultural differences and behavioural differences that drive tangible change.
- The discussion this month will be dedicated to technology, digital transformation, automation engineering, as well as PPE (personal protective equipment) and procurement supply chain.
- In October, we will investigate fly-in, fly-out (FIFO), remote work, shift design schedules and also office design issues.
- In November we will discuss mental health and workplace safety and in December, women's health, family leave, day care facilities and nurseries and how to work with women's health and family issues.

Highlights

Technology and Innovation

- The concept of mining has changed and that is how we want to take on the discussion today.
- An example of automation involves the bolting machines (verify name of machine, sounds wrong) being controlled remotely from above the ground from a control room.
- Automated systems may help to create vacancy opportunities for women who may not fit into the traditional physical mould. It has been demonstrated that women can thrive in this type of environment.
- We should highlight the some of the mining companies are already doing.
- Technology also have an impact on working smarter and safer – for example, people are no longer permitted to lift something that weighs 100 pounds. Physical strength used to determine who could have which job role. Advances in machinery allows women to perform the same roles as men.
- Technology can be used to promote job vacancies as equal opportunities to men and women, and it can decrease the physical burden on mining jobs and work in the mining industry.

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- Technology can also be seen as part of data collection or drive data collection: for example, a system developed to track local spend in the supply chain can also shed light on how much work is given to women-owned businesses.
 - Inclusive building design: making buildings elevators, ramps, lifts, etc. accessible for people of different abilities.
 - Another great example is that the pandemic has raised the question of how many jobs can be done remotely and how many have to be site-based? This is an important consideration given the traditional model of the mining industry with long shifts and rotation periods. The question would be, how can technology contribute to this, regarding diversity and inclusion?

PPE

- One of the examples discussed around PPE was gloves, vests, uniforms, boots, and tools (like wrenches) sized to fit women or even smaller sized men. As a result of this there are some companies that manufacture PPE exclusively with these requirements and needs.
- In some sites it is challenging to find vendors that can supply products with these characteristics, therefore participants exchanged information during the session (or will include it in the WG google drive) of suppliers that might be able to supply according to the needs of some mine sites.
- Participants shared their views that PPE designed for women does not have to be necessarily pink, which in certain countries could represent a higher cost.

Next steps

- To have conversations with people talking to procurement teams or people in operations and looking at your workspaces and seeing what barriers are there.
- To investigate the impact of gender on recruitment processes; for example, job advertisements or job descriptions with more neutral wording made for women and men. This may have an impact on the number of women apply for certain jobs.