

ROLE MODELS AND MENTORS

October 2021

Participants

Name	WIM Organisation	Role in WIM Organisation	Role in Working Group
Ana Laura Muñoz	Mujeres WIM Mexico	Secretariat	Coordinator
Michelle Lawson	WiMNet NSW	Vice-President	Participant
Ashley Chancellor	WIM USA	Member	Participant
Ember Flagg	WIM USA	Member	Participant
Karla Stauffer	WIM USA	Member	Participant
Gladys Smith	IWiM	Head of Engagement	Support
Sueli Tang	IWiM	Head of Operations	Support

WiMNet NSW

Michelle Lawson outlined Australia's award-winning mentoring programs which have been ongoing for seven years. These programs began with 22 mentees and have expanded today to over benefit over 40 women. The matching process for mentees to mentors is conducted carefully and take into consideration age and cultural beliefs. This program is supported by organizational psychologists, as well. Mentors are industry leaders and preferably have 5 to 10 years of experience in the resources industry. In addition, Australia has role model initiatives which include videos of women in leadership positions sharing their inspiring stories.

Mujeres WIM Mexico

Ana Laura Muñoz presented the Mentoring Proposal which is currently under development in both English and Spanish and has been prepared in coordination with WG4-2. The main objective of this proposal is to share information across different WIM organizations that take part in working groups.

In addition to mentoring programs, additional role model programs have been developed in Mexico, including an increase in participation by members of Mujeres WIM Mexico at university events, in magazine interviews, and at forums such as Mining Law Week.

WIM USA

A panel of female site managers spoke at WIM USA's annual conference, which was very impactful from a role model standpoint, especially when hearing stories about how these women reached their leadership positions. *Michelle Lawson*, a Senior Manager, shared her personal career growth experiences, and *Ember Flagg* explained how a mentorship program in which she takes part works for women in her organization. Mentees are able to pick their mentors from a website which lists their profiles for easy access.