1. Attendees

<table>
<thead>
<tr>
<th>No.</th>
<th>Name</th>
<th>WIM Organisation</th>
<th>Role in WIM Organisation</th>
<th>Role in Working Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Aida Diop</td>
<td>WIM Senegal</td>
<td>President</td>
<td>Coordinator</td>
</tr>
<tr>
<td>2.</td>
<td>María Isabel Aillon</td>
<td>WIM Ecuador</td>
<td>President</td>
<td>Participant</td>
</tr>
<tr>
<td>3.</td>
<td>Barbara Dischinger</td>
<td>IWIM</td>
<td>Director</td>
<td>Support</td>
</tr>
<tr>
<td>4.</td>
<td>Sueli Tang</td>
<td>IWIM</td>
<td>Head of Operations</td>
<td>Support</td>
</tr>
</tbody>
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2. Highlights

- During the meeting the presentation made by Rani Mishra earlier this week was shared.
- This presentation refers to the purpose and context of WG3.
- The mandate under the Alliance was to facilitate key metrics, assess the intersectionality and support data analysis in the WIM organisations represented.
- Also, the presentation talks about the approach and the actions divided by areas such as: LatAm, Africa, Asia Pacific, North America.
- In addition to the regions what is being done is review additional material on data disclosure in the Bloomberg Gender Reporting Framework for 2020 same as the Stock Exchanges around the world: ASX, TSX, NYSE, LSEG, AIM, TSXV, SGX, Euronext, HKSE and Nasdaq.
- Also, reports from EITI were reviewing and the Global Reporting Initiative (GRI) standards on gender diversity.
- WIM Ecuador shared that they are already participating in the first mining industry survey that was launched in November.
- 30 companies will be part of this survey.
- The survey includes 35 questions about gender, diversity and inclusion.
- WIM Ecuador will like to share the survey in order to receive feedback from IWIM. Ecuador has received financing from EITI for this project.
- The results will be available in January.
- Next year the intention is to make a similar survey in the small-scale mining sector.
- WIM Senegal will also share the results of an index work they are currently doing in Senegal together with the questions that are part of the study.
- This will help to note the study focus and if they are overlaps, where are they.
- All this will be important to analyze in order to include them as part of the recommendations of the final report.
- The objective of this working group was highlighted by Barbra by mentioning that it is to write a report / paper that will be published globally.
- Barbara also mentioned the project IWIM is participating in with IGF, ILO and other institutions called Gender in the Mine of the Future.

Next steps / actions
• In addition to the information to be provided by WIM Ecuador, information about indicators will be requested to WIM Colombia (Andrea Lemus)
• Both, Ecuador and Senegal while writing their reports will also provide information on the challenges encountered during this survey work