

WG4-1 Role Models and Mentors – Summary Notes

23 Nov 2021 | 7:00 pm (Mexico City)

1. Attendees

No.	Name	WIM Organisation	Role in WIM Organisation	Role in Working Group
1.	Ana Laura Muñoz	Mujeres WIM Mexico	Secretariat	Coordinator
2.	Michelle Lawson	WiMNet NSW	Vice-President	Participant
3.	Gladys Smith	IWiM	Head of Engagement	Support
4.	Sueli Tang	IWiM	Head of Operations	Support

2. Highlights

- The group is currently focusing on group members to reply to the e-mail where the role models and mentoring spreadsheet shared providing feedback and comments
- Ana Laura reported that Maya from WIM Indonesia replied providing a lot of information regarding the second mentoring programme they are running there. Important to note that the time that this programme has been running coincides with the time of the pandemic which has represented a greater challenge for the organisers
- A meeting between the mentors of the Indonesia programme and the ones selected for the programme in Mexico was offered by Maya as a matter of collaboration amongst these WIM organisations
- Michelle talked about also their mentoring programmes and how they are working this year with a new supplier
- The matter of having male mentors was mention during this month's discussion
- Michelle will also share information about the programme with the group members
- Matching I also another key element of the mentoring programme. This year the matching is managed by WiMNet through a an online portal. This is done through a draft matching process
- Mexico has not ran a mentoring programme yet. They are currently at an early stage of developing this as an initiative as part of Mujeres WIM Mexico. Probably around March 2022 this programme will start in Mexico
- It was also discussed hoe the mentoring programmes can be advertised and marketed (e-mail distribution, social media)
- Funding through sponsorship is another important part of developing this programme
- Scholarships also is a great idea to include more people in the programme
- Role Model initiatives were also discussed as part of today's session. One of them is women in mining awards as way of recognizing outstanding females in mining, through different categories
- Also, inspiring talks to other women in the industry through presentations, webinars

Next steps / actions

- All group members to provide input to mentoring spreadsheet to share with the rest of the group