



International WIM Alliance
2021 Report | 2022 Proposals

Alliance Timeline | Update




Build Internal Legitimacy

Q2-Q3 Proposal and Discussions

Q4 Founding Committee and Consultation

Create External Momentum

Q1 Global WIM Summit Official Declaration 

Q2-Q4 First Themes and initiatives Ongoing service to WIM organisations 

Q4 SteerCo Charter Report to WIM organisations 

Leverage Collective Strength

Q1-Q2 Deliver first initiatives Global WIM Summit WIM organisations consultation 

Q3-Q4 Joint initiatives to be defined Assessment of governance / consolidation options

Q4 WIM organisations consultation on governance options

Position for the Future








To be defined in 2022

2021 | Year in Review

What we had planned

- Strengthen engagement with and among WIM organisations
- Relaunch Global WIM Calls
- Launch Working Groups on 4 Thematic Priorities
- “Design by doing” i.e. define Governance options from practice
- Curate Alliance information sources
- Alliance communications strategy
- Alliance funding

What we achieved

-  Head of Engagement increasing coordination and contacts
-  Variable attendance, concept to be rebooted in 2022
-  Working Groups progressing at variable speed, ongoing support
-  SteerCo charter adopted, governance focus in 2022
-  [Alliance LI group](#) and webpages ([internal](#) and [public](#)) in place
-  Alliance updates included in IWIM media calendar, increase in 2022
-  Sponsorship conversations ongoing, focus in 2022



Not started 

In progress 

Needs attention 

Completed 

2022 | Year Ahead

Empowering WIM organisations

Ongoing coordination and support via Head of Engagement

Q1-Q2 Development of Alliance web hub

Q3-Q4 Development of Alliance governance tools

Leading transformation in mining

Q1-Q2 Thematic Roundtables hosted by Working Groups

Q2-Q3 Working Group outcomes: Alliance publications

Q3-Q4 Themes and joint initiatives to be defined

Global voice of women in mining

All year Alliance video campaign spotlighting WIM successes

June Global WIM Summit International WIM Day

December Alliance Assembly WIM leaders

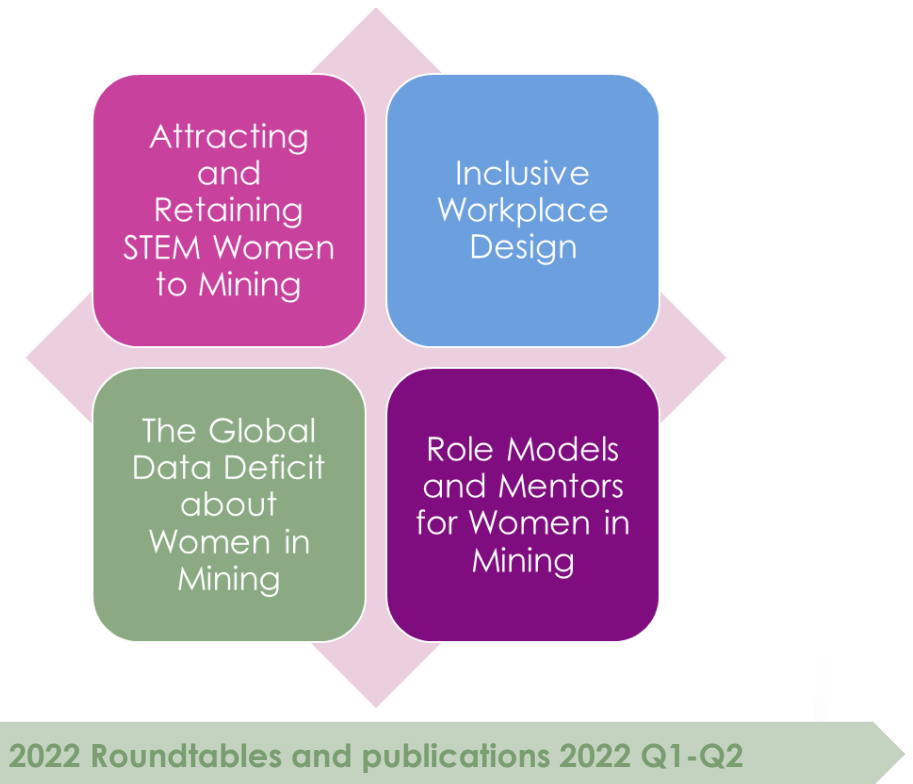


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Activities | Working Groups and Global Calls

Working Groups

- **Dec 2020 – Jan 2021**
Topics emerge from survey of WIM organisation leaders
- **March 2021**
Significant engagement in Global WIM Summit Roundtables
- **April – May 2021**
SteerCo consensus: 2021 focus on completing / supporting WIM organisations' own work, mapping WIM organisations' successful initiatives for toolkits, case studies and guidance
- **July 2021**
Working Groups launched
Work and progress documented on [Alliance2021 page](#)
- **November 2021**
SteerCo recap on Working Groups
 - Progressing at variable speed and levels, informing thought process on Alliance structures and initiatives for 2022
 - IWIM to discuss additional support / reorganisation with some Working Group coordinatorsInternational WIM Alliance Newsletter – update and summary



WG1 | Attracting and Retaining STEM Women to Mining

What's at stake

Increasing participation of women in core functions and at all levels of management and leadership

WIM Organisation Actions

- **Information campaigns** targeting secondary and higher education, reversing negative perceptions and highlighting opportunities
- **Support** STEM women (mentoring / sponsorship initiatives)
- **Advocacy** on retention policies and supporting actions (inclusive workplace design, career flexibility policies) and availability of senior STEM women with supporting data

=> **International WIM Alliance 2021-2022 mandate to support**

Facilitate sharing of outreach tools and expertise: Circulate information, create common platform and identify thematic champions for reference

Workplan and Status

- Understanding how STEM Women in Mining can have a positive impact in the industry, across 3 discussion areas: attraction, retention and development, and returners
- Attracting girls into STEM: starts at an early age with school and extra-curricular activities to showcase exciting careers
- Mapping development and retention initiatives: support for parental leave, work-life balance programmes, personal development and leadership training, mentoring and more
- Strategies to welcome back women who left the mining industry: focus on mining-specific skills and expertise

Expected Outcomes

- White paper & Index of industry initiatives available
- Report Content: A) analysis of current status, ideally looking at what makes an initiative work; B) recommendations

WG 2 | Inclusive Workplace Design

What's at stake

Increasing awareness of women's needs, improving working conditions and retention

WIM Organisation Actions

- **Awareness campaigns** within companies, to empower women's voice and facilitate dialogue towards improving design, policy and behaviour
- **Best practices** sharing on universal issues whilst acknowledging local specificities and requirements

=> **International WIM Alliance 2021-2022 mandate to support**

Facilitate sharing of best practices: Identify key themes of action, collate examples of best standards and circulate to support local engagement and advocacy

Workplan and Status

- Identifying policies and procedures to improve workplace conditions at every stage in the employee career lifecycle
- Discussion topics include technology/digital transformation and automation; safety and PPE; procurement and supply chain; shift design, FIFO and remote work; changing room and toilet facilities, office design; mental health/workplace safety; onsite childcare; women's health, reproductive health and family responsibility leave

Expected Outcomes

- White paper
- Report Content: A) Sharing lived experiences from around the world and industry best practice; B) Recommendations of changes that would make workplaces more inclusive
- Directory of female PPE & safety gear providers?

WG 3 | Global Data Deficit about Women in Mining

What's at stake

Strengthening advocacy for women's participation and development in mining

WIM Organisation Actions

- **National / regional / targeted data compilations**, building on strength of WIM networks into local companies, operations, supply chain and services
- **Global coordination** to facilitate definition of comprehensive set of metrics to correctly assess intersectionality

=> **International WIM Alliance 2021-2022 mandate to support**

Facilitate global coordination on key metrics to correctly assess intersectionality and support local, national and regional data initiatives by WIM organisations

Workplan and Status

- Mapping existing data and indicators/metrics from various sources, reports, standards and indexes
- Defining recommendations on data sets needed to evaluate and measure progress

Expected Outcomes

- White paper
- Report Content: A) Analysis of current key indicators & metrics used in the industry and gaps seen; B) Recommendations

WG 4 | Role Models and Mentors for Women in Mining

What's at stake

Inspiring and supporting women to successfully address various barriers to career advancement

WIM Organisation Actions

- **Engagement with allies and champions** at all levels, advocacy for emergence of sponsorship culture and practices, particularly in technical functions
- **Effective mentorship programmes** for women in mining
- **Best practices sharing** to facilitate development of mentorship programmes and fundraising to offer opportunity widely

=> **International WIM Alliance 2021-2022 mandate to support**

Facilitate emergence of WIM mentorship opportunities by sharing tips, guidelines and experience with organisations aiming to structure programmes

Workplan and Status

- Mapping mentorship programmes (or interest in developing one) to identify success factors and share knowledge
- Understanding WIM organisations' role model initiatives intended to inspire and support women and girls
- Compiling recommendations for successful initiatives, adaptable to national and regional realities
- Addressing funding challenges and sharing ideas to obtain sponsor / donor support for female leadership programmes

Expected Outcomes

- Basic How to Guide: Guidelines on how to set up a mentoring programme and/or role model initiative
- Index of successful initiatives

Global Calls

- **May 2021**
International WIM Alliance in 10 Questions
Relaunch of Global Calls as bi-monthly discussion forum focused on management, growth and perspectives of WIM organisations, open to all WIM leaders
Summaries and documents on [Alliance2021 page](#)
- **July 2021**
Innovative Thinking – How to Change the Conversation
Finding innovative ways to advocate for gender equality in mining in context of profound ESG transformation
- **September 2021**
Advocacy Initiatives – Raising Awareness and Driving Change
Addressing challenges in devising and implementing campaigns or outreach projects for impact
- **November 2021**
Advocating for Diversity and Inclusion in Mining Supply Chains
Focus on responsible supply chains integrating principles of equity, diversity and inclusion, particularly in remote areas



WIM organisation leaders value **convening opportunities** to discuss common issues

Bi-monthly **frequency and scheduling** to suit various time zones

Discussion supported by **brief presentation** to spotlight issues and ideas

Lack of connection to **thematic priorities** => integrate to Working Groups as thematic roundtables ?

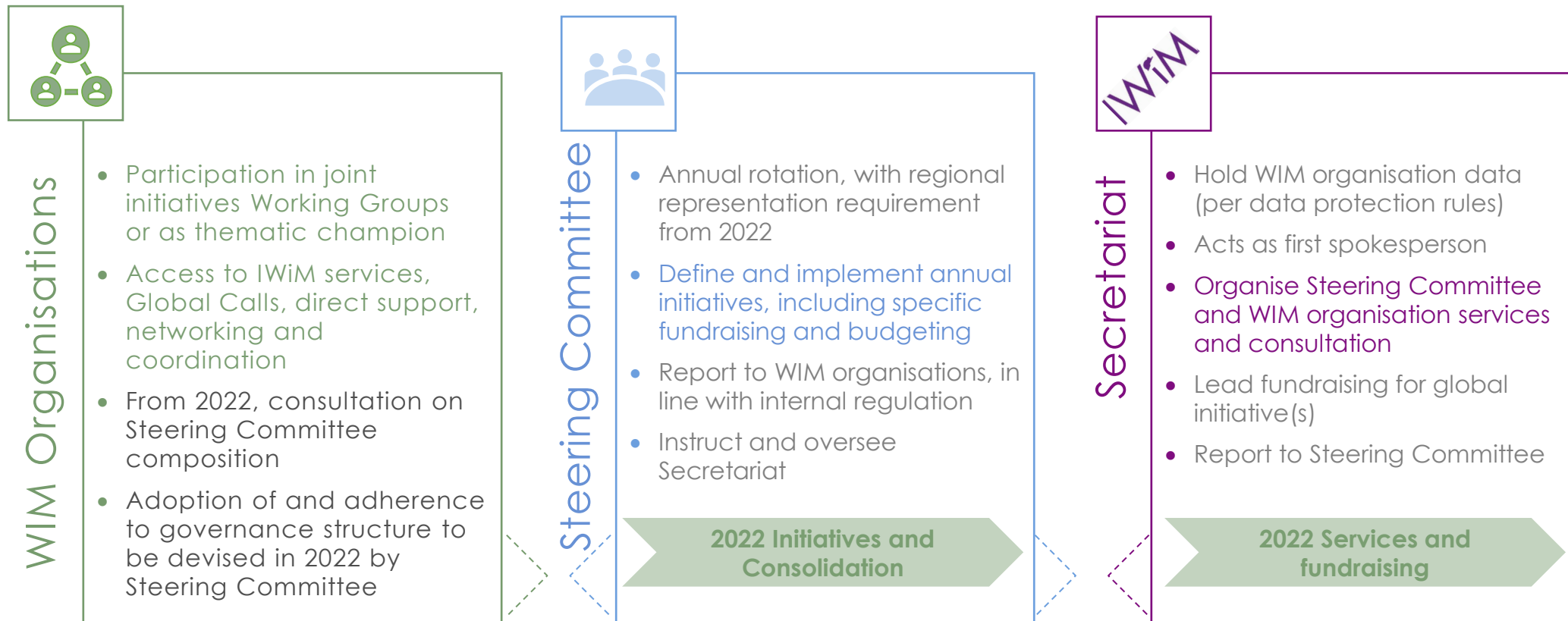
Lack of connection to WIM leader **concerns** => redefine new series around leadership concerns and interests ?

2022 Reorganise to support Working Group outcomes

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Governance and Communications

Alliance Governance



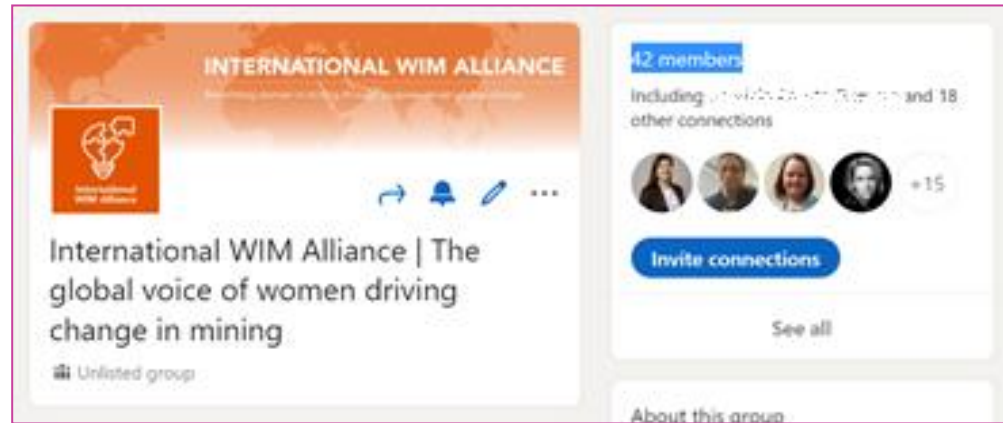
Steering Committee



- **March 2021**
Volunteers for workstreams and Working Group coordination
- **April – May 2021**
SteerCo formed, consensus on 2021 objectives
- **July 2021**
Working Groups launched
- **November 2021**
SteerCo recap on Working Groups
- **December 2021**
Approval of 2021 Report and 2022 proposals
[Steering Committee Charter](#) adopted pending adoption by WIM organisations of a governance structure consolidating the International WIM Alliance in 2022 Q4

2022 Complete work programme in May, Renewal

Direct communications to WIM Leaders



- Dynamic LinkedIn Group, growing membership steadily
- Regular updates from WIM organisations
- Relevant news and updates posted



- Revamped newsletter, bi-monthly
- Strong click-through stats

2022 Continue and strengthen with wider inputs

Direct communications to WIM Leaders



- Global WIM Calls, bi-monthly: announced in newsletter, direct email invitations
- Follow up on issues and summary in newsletter

2022 Reorganise to support Working Group outcomes



- [Internal information page](#)
- Announcements and summaries of all Working Group meetings and Global Calls
- Will become basis of Alliance shared archive of working documents (as per 2021-03 SteerCo request)

2022 Reorganise into Alliance web hub

International WIM Alliance

Home » WIM Champion » WIM Organisations » International WIM Alliance

The International WIM Alliance is a pioneering initiative that brings WIM organisations together to leverage our collective strength in pursuit of gender equality. The Alliance was established to provide a global, multilateral platform that will facilitate collaboration among WIM organisations and promote the empowerment of women in mining. The Alliance is hosted by the Secretariat hosted by IWIM, under the guidance of a Steering Committee.

The **Official Declaration** was co-authored by the WIM organisations and is available via the links below.

The presentation and Declaration are available via the links below.

In English	En français
International WIM Alliance in 10 Questions - English	International WIM Alliance en 10 questions - français
International WIM Alliance Declaration	International WIM Alliance Declaration

International WIM Alliance Declaration

Benefiting women in mining through purpose-driven global change

WHO WE ARE

The International WIM Alliance assembles WIM organisations world-wide to leverage collective strength in pursuit of gender equality.

OUR PURPOSE

To empower WIM organisations to lead transformation in mining towards gender equality.

OUR VISION

The global voice of women driving change in mining.

OUR MISSION

Promote a strong, unified global WIM voice.

STRUCTURE

The International WIM Alliance is a multi-lateral engagement platform among independent WIM organisations. The Alliance is implemented by a Secretariat which is hosted by IWIM, under the guidance of a Steering Committee of WIM organisation representatives.

OUR VALUES

These principles will guide our decisions and actions, and inform the work we take on key issues.

- Respect and Inclusion
- Collaboration
- Integrity and Transparency

WHY A WIM ALLIANCE AND WHY NOW

Individual WIM organisations have local and regional knowledge, and have made great progress on issues in their geographies. The time is right to coordinate these efforts into a coordinated, global drive to further improve the prospects and conditions for women in extractive industries.

HOW WE WILL WORK TOGETHER

STEERING COMMITTEE

Define common positions and joint initiatives.

Officers nominated by WIM organisations and rotated annually.

SECRETARIAT

Implement coordination platform and joint initiatives under supervision of Steering Committee.

Hosted by International Women in Mining (IWIM).



Share your leadership experience
Boost your WIM organisation
JOIN GLOBAL WIM CALLS

www.internationalwim.org



External communications

- Public [webpage](#)
- Declaration in English, Spanish and French
- “10 Questions” Presentation in English, Spanish and French
- Monthly social media posts from Sept 2021
- Stakeholder information by IWIM (international organisations and policy shapers, partners and sponsors, etc.)

2022 Strengthen visibility with web hub and campaigns

2022 Strengthen visibility of participating WIM organisations



2022 Proposals

2022 International WIM Alliance

<p>Jan 2022</p> <p>Update internal information page with event series registration</p> <p>Update public webpage with participating WIM organisations</p>	<p>April 2022</p> <p>Mentoring and Role Models Roundtable</p> <p>for WIM organisation leaders only</p>	<p>July 2022</p> <p>WIM organisations consultation on Q3-Q4 proposals for event and activities themes</p>	<p>October 2022</p> <p>Roundtable</p>
<p>Feb 2022</p> <p>Inclusive Workplace Design Roundtable</p> <p>for WIM organisation leaders only</p> <p>Launch Alliance Video Campaign</p>	<p>May 2022</p> <p>Global Data Deficit Roundtable</p> <p>for WIM organisation leaders only</p>	<p>August 2022</p> <p>Roundtable</p>	<p>November 2022</p> <p>Roundtable</p>
<p>March 2022</p> <p>STEM Women in Mining Roundtable</p> <p>for WIM organisation leaders only</p>	<p>June 2022</p> <p>15 June International WIM Day and Global WIM Summit</p> <p>Public event showcasing Alliance and WIM organisations</p>	<p>September 2022</p> <p>Roundtable</p>	<p>December 2022</p> <p>WIM Organisations assembly to consider consolidation options</p>