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

<table>
<thead>
<tr>
<th>What we had planned</th>
<th>What we achieved</th>
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</thead>
<tbody>
<tr>
<td>Strengthen engagement with and among WIM organisations</td>
<td>Head of Engagement increasing coordination and contacts</td>
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<tr>
<td>Relaunch Global WIM Calls</td>
<td>Variable attendance, concept to be rebooted in 2022</td>
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<tr>
<td>Launch Working Groups on 4 Thematic Priorities</td>
<td>Working Groups progressing at variable speed, ongoing support</td>
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<tr>
<td>“Design by doing” i.e. define Governance options from practice</td>
<td>SteerCo charter adopted, governance focus in 2022</td>
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<tr>
<td>Curate Alliance information sources</td>
<td>Alliance U group and webpages (internal and public) in place</td>
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<tr>
<td>Alliance communications strategy</td>
<td>Alliance updates included in IWIM media calendar, increase in 2022</td>
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<tr>
<td>Alliance funding</td>
<td>Sponsorship conversations ongoing, focus in 2022</td>
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</tbody>
</table>

### Status Indicators
- Not started
- In progress
- Needs attention
- Completed
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
- **December** Alliance Assembly WIM leaders

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**2022 | Year Ahead**
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 coordinators
  International WIM Alliance Newsletter – update and summary

- 2022 Roundtables and publications 2022 Q1-Q2

Attracting and Retaining STEM Women to Mining
Inclusive Workplace Design
The Global Data Deficit about Women in Mining
Role Models and Mentors for Women in Mining
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
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

=&gt; **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
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
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
Governance and Communications
**Alliance Governance**

**WIM Organisations**
- Participation in joint initiatives Working Groups or as thematic champion
- Access to IWIM services, Global Calls, direct support, networking and coordination
- From 2022, consultation on Steering Committee composition
- Adoption of and adherence to governance structure to be devised in 2022 by Steering Committee

**Steering Committee**
- Annual rotation, with regional representation requirement from 2022
- Define and implement annual initiatives, including specific fundraising and budgeting
- Report to WIM organisations, in line with internal regulation
- Instruct and oversee Secretariat

**Secretariat**
- Hold WIM organisation data (per data protection rules)
- Acts as first spokesperson
- Organise Steering Committee and WIM organisation services and consultation
- Lead fundraising for global initiative(s)
- Report to Steering Committee

**2022 Initiatives and Consolidation**

**2022 Services and fundraising**
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

Alliance 2021

Home » WIM Champion » Alliance 2021

Working Groups

- 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
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 International WIM Alliance

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