



International WIM Alliance

Steering Committee Charter

December 2021

Background and Adoption

Global stakeholders, such as international organisations and global businesses, have long expressed the need for a conduit or coordinator to facilitate more consistent engagement with women in mining (WIM) organisations worldwide, which have themselves called for better coordination over the last few years. With increasing societal expectations, diversity and inclusion are now significant stakes across the mining sector, at the heart of strategic issues including social licence to operate, availability of skills necessary to transform the mining industry and meeting the challenges of the energy transition.

It became clear in 2020 that the WIM movement had come to a turning point: like many change-driven grass roots movements, the time has come for WIM organisations to seek to leverage collective strength to achieve deeper, more durable and more systemic effects. Following discussions among WIM organisations and with stakeholders including international organisations focusing on gender in extractives, IWIM launched the concept of a multilateral collaboration platform in June 2020, and a Founding Committee comprised of leaders of 15 WIM organisations convened in September 2020 to define its purpose, objectives and mission. A series of meetings and email consultations took place in 2020 Q4, culminating in proposals submitted to WIM organisations leaders worldwide in the form of a comprehensive survey in December 2020.

This established a clear consensus on the Founding Committee's proposals, including the initial choice of a light governance structure, with an internal focus on coordination and an external focus on advocacy (Figure 1). The [results of this survey](#) were analysed by the Founding Committee in January 2021 and form the basis of the [International WIM Alliance Declaration](#), which was published and adopted at the inaugural [Global WIM Summit](#) in March 2021.

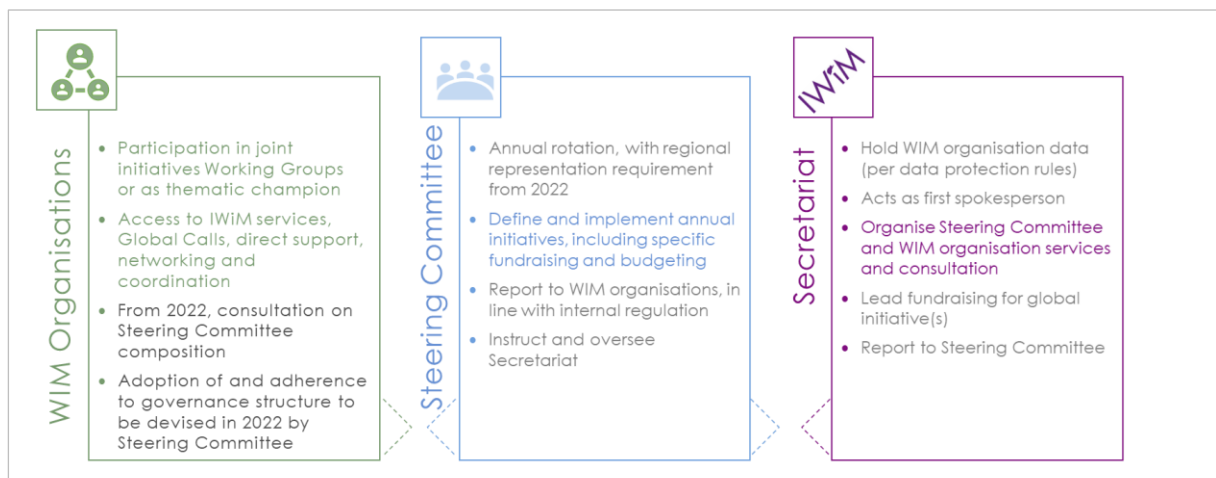


Figure 1 International WIM Alliance - Initial Governance Structure

In April 2021, 10 WIM organisations volunteered to coordinate four thematic working groups (2 coordinators each) and one focused on governance, for a term of approximately one year in accordance with the Alliance timeline presented to WIM organisations in May 2021 (see [International WIM Alliance in 10 Questions](#)). They spontaneously formed the first Steering Committee of the International WIM Alliance.

In November 2021, the first Steering Committee updated the Alliance timeline (see [2021 Report to WIM Organisations](#)) and determined that it would organise Steering Committee activities and commitments by way of a simple charter pending adoption by WIM organisations of a governance structure consolidating the International WIM Alliance in 2022 Q4.

This charter was discussed and adopted in a meeting of the Steering Committee on 8 December 2021.



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The International WIM Alliance is open to all 100+ **WIM organisations** worldwide, which are invited to participate in joint initiatives, share their experience and knowledge and access IWiM services including Global Calls, direct support, shared resources, networking and coordination. This entails no integration, control or affiliation and requires no act of adherence or membership.

The International WIM Alliance is a **multi-lateral engagement platform** among independent WIM organisations, implemented by a Secretariat hosted by IWiM under the guidance of a Steering Committee of WIM organisation representatives (Figure 1) which is hereby organised.

Steering Committee Responsibilities

The Steering Committee is responsible for:

- Defining and implementing **joint initiatives**, including specific fundraising and budgeting

Joint initiatives of the International WIM Alliance are organised and delivered by dedicated working groups of WIM organisations (**Working Groups**) coordinated by at least one SteerCo Appointee (as such term is defined below) with the support of the Secretariat. Working Groups may similarly be organised to focus on Alliance structuring, governance and communications or other internal matters.

Initiatives generally have a one-year term, unless otherwise agreed by WIM organisations when consulted by the Steering Committee.

Should joint initiatives require specific funding, the Secretariat will lead and coordinate efforts by all SteerCo Appointees to source the relevant resources from sponsors, partners or other stakeholders. No SteerCo Appointee will be required to provide resources other than participation of its representatives for the operations of the International WIM Alliance.

- Defining **common positions** of the International WIM Alliance

This may include issuance of public statements on issues of common interest or concern to WIM organisations, publication of documents, tools and media presenting analysis and/or recommendations on such issues and/or approval of the Secretariat's discourse about the Alliance.

- **Reporting** and consulting with WIM organisations on implementation proposals and progress, governance and common positions

Transparency is essential to the foundation and growth of the International WIM Alliance. The Secretariat, with the guidance and approval of the Steering Committee, will regularly report to WIM organisations via a variety of media (newsletter, LinkedIn Group, presentations, discussions forums and/or reports).

The Steering Committee will update WIM organisations at least every six months through one of these media on progress made on joint initiatives and/or Alliance structuring and governance.

WIM organisations will be consulted at least annually on thematic priorities, joint initiative proposals and/or Alliance structuring and governance, through a survey conducted by the Secretariat or a direct vote in a general assembly of WIM organisations convened by the Secretariat.

- Instruct and oversee **Secretariat**

The role of the Secretariat, in close coordination with the Steering Committee, primarily includes:

- Holding WIM organisation data per data protection rules
- Outreach and communications as Alliance spokesperson
- Organising Steering Committee, Working Group and other work streams, meetings, correspondence and documentation
- Providing WIM organisation services and access to shared resources
- Reporting to, and sharing information among, WIM organisations
- Organising consultation and/or gatherings of WIM organisations
- Leading fundraising for joint initiative(s) and/or Alliance governance.

Steering Committee Composition

The Steering Committee is formed of representatives nominated by WIM organisations volunteering to lead an Alliance work stream (**SteerCo Appointees**).

Each SteerCo Appointee will nominate a **primary representative and an alternate** among their leaders, volunteers or members. Should a SteerCo Appointee not nominate any representative at all, or should such representatives both miss Steering Committee meetings, for 3 consecutive calendar months the Steering Committee may nominate another WIM organisation in its stead for the remainder of the term. Should either representative become unavailable or terminate membership of their organisation, the SteerCo Appointee will promptly nominate another.

From 2022, SteerCo Appointees are **appointed by WIM organisations** through a survey conducted by the Secretariat or a direct vote in a general assembly of WIM organisations convened by the Secretariat. From 2022, the Secretariat will seek to ensure that each geographic region (North America, Latin America, Europe, Middle East and Africa, Asia and Australia) is represented with at least one SteerCo Appointee, subject to WIM organisation volunteerism.

The **number** of SteerCo Appointees may vary in accordance with the number of Working Groups in operation; it will not be less than six nor exceed twelve.

IWiM as **Secretariat** host is a permanent and automatic SteerCo Appointee.

Steering Committee Term

SteerCo Appointees are appointed for a term of 1 year.

SteerCo Appointees may be appointed for multiple consecutive or non-consecutive terms, depending on their volunteerism, expertise and commitment to the International WIM Alliance.

Steering Committee Correspondence, Meetings and Documents

The Steering Committee will meet **quarterly**, unless more frequent meetings are required which may be called by the Secretariat. Should 3 SteerCo Appointees or more request it, the Secretariat will call a Steering Committee meeting promptly and at the latest within 2 weeks of receiving such request in writing.



Meetings will be virtual, scheduled to accommodate as many SteerCo Appointees as possible; considering the geographical spread of WIM organisations and possible SteerCo Appointees, Steering Committee meeting times will alternatively favour Asia/Australia/EMEA and EMEA/Americas.

The Steering Committee will otherwise **operate by consensus**, characterised by the absence of sustained opposition to substantial issues and a process that seeks to take into account different views and reconcile conflicting arguments. While the goal for deliberations will be full consensus, this need not imply unanimity. In the event consensus cannot be achieved, Steering Committee decisions can be made by a simple majority vote or, for issues viewed as important by the Steering Committee, submitted by the Secretariat for final decision by WIM organisations by way of a survey or a direct vote in a general assembly of WIM organisations convened by the Secretariat.

Should a meeting prove impossible to organise promptly where a decision is required on a specific matter, the Secretariat may request a written response from each SteerCo Appointee by **email**: in such case a simple majority of responses expressed will carry the decision.

Steering Committee meetings will be called by email by the Secretariat to SteerCo Appointees' representatives, to include both primary and alternate.

To facilitate constructive and open dialogue, Steering Committee correspondence, meetings and documents will be deemed **confidential**: only Steering Committee deliberation outcomes (consensus or request for WIM organisations' decision) will be disclosed by the Secretariat, without reference to the specific position of SteerCo Appointees.

Steering Committee correspondence, meetings and documents will be primarily in **English**. Although every effort will be made to facilitate participation by a variety of WIM organisations, SteerCo Appointees will be responsible for ensuring their representatives can coordinate with the Steering Committee.