

# LAUNCH REPORT

A global celebration of women in mining

15 JUNE 2022

## **About the Campaign**

International Women in Mining (IWiM), the leading not-for-profit global organisation pursuing gender equality and promoting women's voices, access to opportunities, and leadership in mining, successfully launched the **International Day of Women in Mining (IDWIM)** Campaign. The global mining industry was called on to celebrate female talent and contributions, and pledge to continue to work together towards gender equality in the sector.

IDWIM brings to light the advancements achieved thus far, providing information and best practices for the industry to level up. It also provides mining stakeholders with the opportunity to continue to become champions and allies by working on initiatives in a collective and collaborative manner. The launch of the campaign was commemorated by a 2-hr online celebration widely attended and discussed on social media platforms across all latitudes.

#### IDWIM has two primary objectives:

- To be a campaign that gathers actionable initiatives, creates global networks and generates relevant and trustworthy data, working towards a more sustainable, diverse and inclusive mining industry.
- To celebrate the women who were, are and will be in mining with a yearly global celebration on 15 June. The day provides the opportunity to focus on gender equality actions as well as continue to promote a more inclusive sector worldwide.

There are many ways for individuals, companies or organisations, and anyone in the industry to get involved. Individuals working in and around mining are invited to submit photographs of themselves at work, to broaden the available image database and provide a visual reference of women effectively working in mining. People are also called on to share comments and thoughts about the local struggles for women in the industry. These insights, for simple and commonplace as they may be, can provide a world of reference for IDWIM initiatives.

Women in Mining (WIM) organisations have a special place in the IDWIM campaign whereby they can share, and therefore provide support to others, about their work and how they are tackling and proposing change in their countries. Collaboration is the means by which IDWIM will be successful.

And lastly, we call on companies to support the campaign by becoming IWiM partners. Your contributions will be invested on the initiatives carried forward, on promoting women's voices worldwide, on training and providing information to those who need it, and on generating relevant data through studies and surveys which will feed our work. It is a full circle of positive actions which will lead to lasting change. We look forward to broadening our partnerships.

Thank you for the interest, the participation, the support, the energy and celebration of the inaugural International Day of Women in Mining.

## Campaign Ambassador

#### Laura Tyler

**Chief Technical Officer at BHP** 

"Being the Campaign Ambassador provides me with the chance to share my story, learn from others and promote women in mining to the globe"



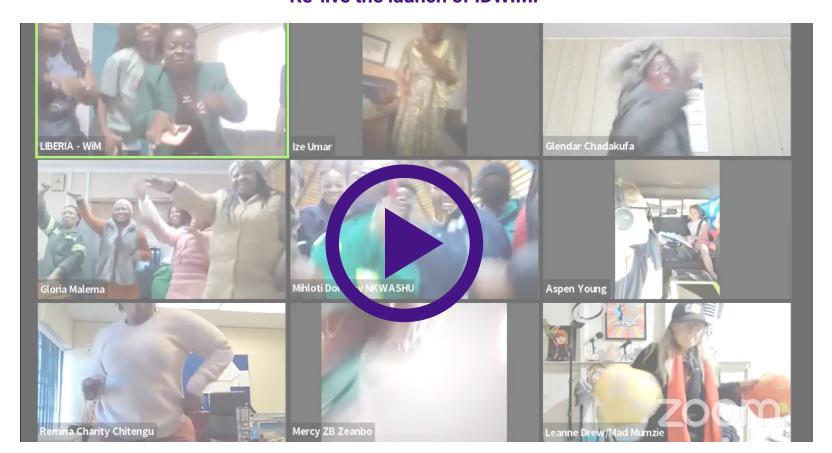
With over 30 years of international experience, Laura understands firsthand the outstanding role of women in mining and also the challenges women have faced in the industry. Laura has worked across technical and leadership roles for world-class mining companies such as BHP, Western Mining Corporation, Newcrest Mining and Mount Isa Mines. Laura is a passionate advocate of change, driven to help continue the industry on its inclusion and diversity journey.

# Launch of IDWIM Campaign | Celebrating women who were, are and will be in mining

On 15 June 2022 International Women in Mining launched its IDWIM campaign. With over 1000 participants worldwide, the 2-hour virtual celebration was an all-around success. The programme included 4 keynote presentations by industry experts from relevant backgrounds and organisations, interactive polls and activities, competitions to win prizes by IDWIM sponsors, and the presentation of actionable projects which invite the industry to get involved.

Mining stakeholders gathered to celebrate the women who were, are and will be part of the industry. Participants included professionals from mining companies, suppliers and industry associations, academics and students in the area, as well as government, union, and civil society representatives. Their comments and questions will inspire IDWIM activities and projects moving forward.

#### Re-live the launch of IDWIM:



Women in Mining (WIM) organisations shared a special moment in the programme sharing their work, activities and other which they have carried out to date. We called the industry to nominate people who are recognised by their peers and colleagues as pioneers and trendsetters in their locations. This included an In Memoriam section mentioning those who are no longer with us. These stand-alone videos are available further on in the report.

Sponsors provided a wonderful opportunity to share prizes with participants. Two lucky women received scholarships to a university-level micro-certificate programme and to be a mentee in the only global cross-company mentoring programme available for women in the industry. But the best was the dance competition, which filled the audience with celebratory energy. The 3 winning dancers received workwear specially tailored for women's bodies.



"Every single person is a leader for change... incredibly powerful and can go out and make a massive difference"





"It's not about you, it's about them. If they don't recognise your talent, walk it. The world is your oyster."

**SHEILA KHAMA** 



"Unless we walk the talk... the outcomes will not change substantially"

#### **ROHITESH DHAWAN**



Let's "acknowledge the women who bring an intersectional perspective to the conversation and recognise their work"

DEANNA KEMP

# 82 Countries represented





90% Female



10% Male





### The World Celebrated the Launch



# **Highlights**



ICMM's Rohitesh Dhawan announced for the first time in a public forum that DEI standards have been strengthened and have been made a requirement for all member companies.





Covergalls Workwear launched their new maternity line during the IDWIM celebration.



IWiM launched a new webpage called "Respect at Work." This initiative is a resource for survivors to anonymously share their stories of discrimination, bullying, racism, harassment and all forms of gender-based violence.





## **Campaign Actions**

# Paving the Way to a Sustainable, Diverse and Inclusive Industry

When asked "If it were up to you, and you could change something about the industry and how it impacts your work, what would it be?" participants answered:



These words will inform and inspire new initiatives and project in the IDWIM Campaign. You can bring your ideas and be part of IDWIM. Contact us and get involved! <a href="mailto:celebrate@internationalwim.org">celebrate@internationalwim.org</a>



Participants shared their views on the greatest challenges for women in their own locations. 64% of answers identified "recruitment and retention" as the greatest challenge, followed by "non-inclusive cultures within companies" with 34%, "inclusive practices are only known by top management and are not embedded downstream in the organisation" with 32% and 22% for "poor or insufficient legislation to promote inclusion of female talent".

Comments shared as others are: better communication; conditions for pregnant women; collaborative and inclusive culture; empowerment; equal pay; equal treatment; flexible work; inclusion policies and codes; mentorship; opportunities; promotion; respect; training; leadership; LGBT+ rights.

The **Inclusive Workplace Design** project was created by IWiM in 2019. The project was developed further, as one of the thematic working groups of the <u>International WIM Alliance</u>. The work carried out during 2021-22 was co-led by WIM USA and WiR, with participation of various WIM organisations worldwide, including IWiM. A preliminary toolkit was announced during IDWIM with the aim of developing an international working group for the completion of this resource by 2023.



# Thank you to our Sponsors

#### **IDWIM 2022 Champion**

#### **IDWIM 2022 Advocates**











### **IDWIM 2022 Supporters**

























#### DITSOGO Englineering and Mining Projects

### Congratulations to the prize winners!!

BRIMM Mining Education offered 1 scholarship to the Executive Microcertificate in Economic Leadership starting in September 2022.

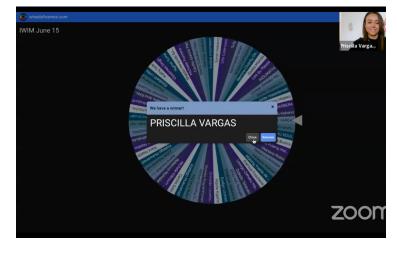
This programme focuses on the specific issues faced by a heavily siloed industry by cross-training content to make it relevant for a diverse set of stakeholders and students.

IWiM offered 1 scholarship to 1 mentee to participate in the International Women in Resources Mentoring Programme (IWRMP) in 2023.

IWRMP is a global cross-company mentoring programme and empower women to progress their careers, overcome professional challenges and build confidence for achievement and industry leadership.





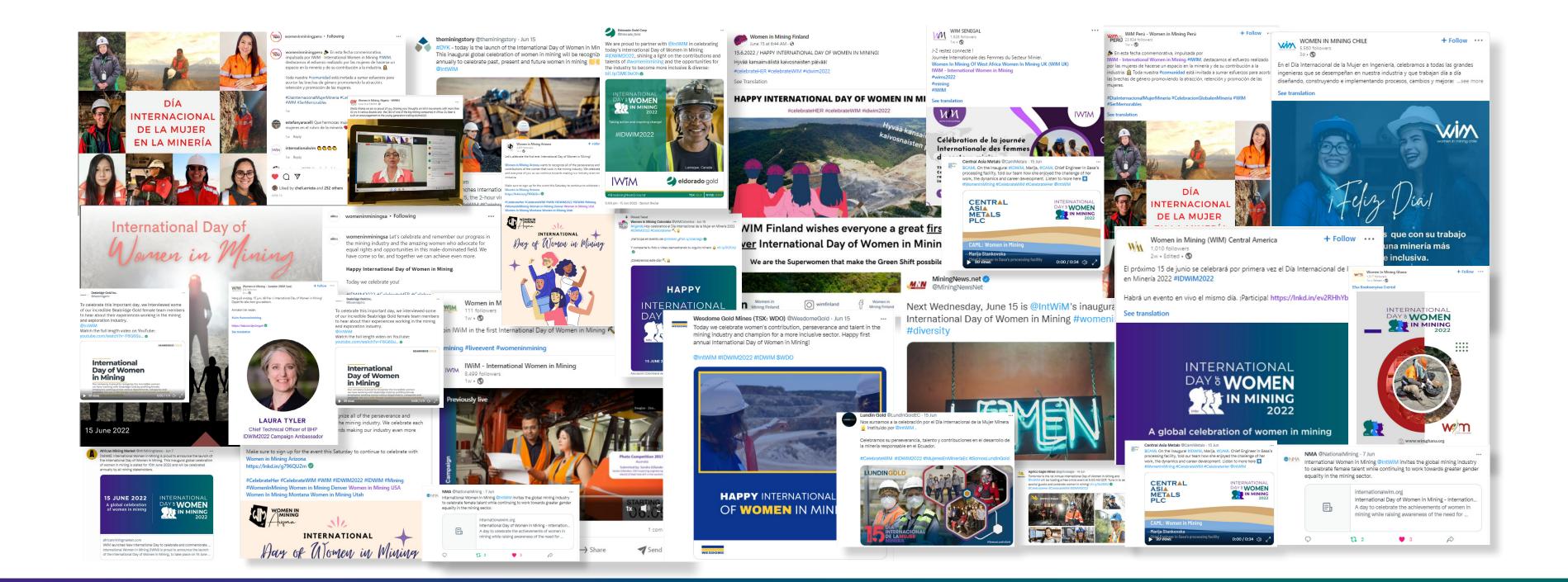


The winner was **Priscilla Vargas!** 

Covergalls Workwear offered a US\$250 voucher for use on their online shop. 3rd and 2nd place winners received a Covergalls Workwear high-visibility long-sleeve shirt and a coverall.

The winners of the Convergalls dance competition were:

3rd runner up: **Esther Osafo**2nd runner up: **Gloria Malena**1st prize: **Glendar Chadakufa** 



Get Involved!









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