

Welcoming to Women: ***An Action Plan for Canada's Mining Employers***

December 13, 2016



About Women in Mining

- Advances the interests of women in mining
- Supports grassroots initiatives for development of women
- Provides a national voice within the global community



Ramp-UP:
A Study on the Status
of Women in Canada's Mining
and Exploration Sector



Final Report
February, 2010



Women
IN
Mining

About the Initiative

Build **gender intelligence**

Disseminate the **business case**

Share **best and innovative practices**

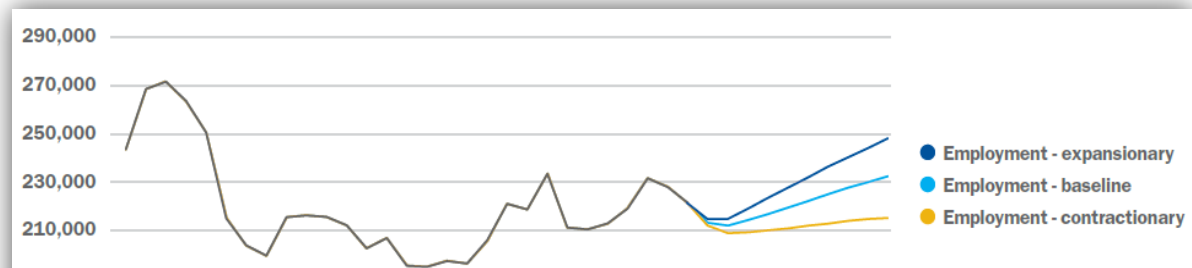
Culture shift to build a more inclusive workforce

Increase in women in:

Senior executive roles

Non-traditional occupations

(trades, heavy equipment operators, miners, and engineers)



**Status of Women
Canada**

**Condition féminine
Canada**

Source: Mining Industry Human Resources Council, Statistics Canada, 2015

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Gender Advisory Committee



DE BEERS



Teck



RioTinto



AGNICO EAGLE



- Provide guidance and leadership
- Work together towards goal of 50
- Champion NAP and tools
- Collective voice on gender

GOLDCORP

Agrium



Canadian Institute of
Mining, Metallurgy
and Petroleum



Institut canadien des
mines, de la métallurgie
et du pétrole



MINING INDUSTRY
HUMAN RESOURCES COUNCIL
CONSEIL DES RESSOURCES HUMAINES
DE L'INDUSTRIE MINIÈRE

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Poll

How important is a 'business case' (for gaining buy-in of senior decision-makers related to the industry)?



- ☐ Absolutely critical – gender inclusion has to directly help the business results
- ☐ Important but not critical
- ☐ Not needed – gender inclusion is seen as the right thing to do

The Business Case



- Attracting and retaining valuable talent
- Supporting safety
- Better decision making and better performance

Poll

Which aspect of the 'business case' for gender inclusion resonates most with mining stakeholders?



- ☐ Attracting and retaining talent
- ☐ Supporting safety
- ☐ Better decision making and better performance
- ☐ None of the above grabs attention

Strategic Areas of Focus



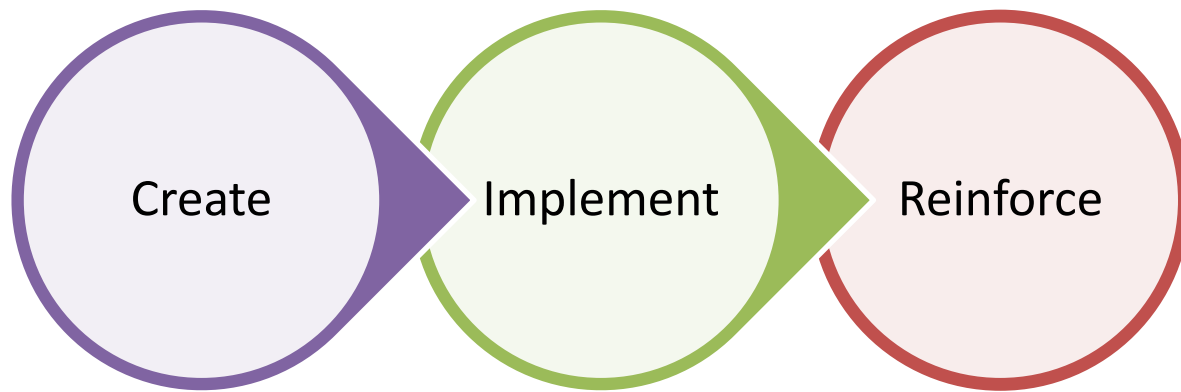
Poll

Has your organization undertaken an action related to *signs and symbols of gender inclusion*, as a way to increase the participation of women?



- ☐ Yes we are very active in that
- ☐ Yes, but it is not a strong focus
- ☐ Yes, but not consistent or sustainable attention
- ☐ No, not at all

Challenges of Change



Insights from the Mining Industry

“It’s easy to put all the PR stuff on the website but it’s pointless without active support.

We need to get senior people to create goals to promote more women coming in and advancing.”

Ten Tools for Implementation

Measuring

- Using Baseline and Readiness Assessments
- Setting “Targets with Teeth”
- Using Monitoring and Impact Assessments

Engaging

- Gender Champions in Action
- Getting Started on a Communication and Engagement Plan
- Capturing and Sharing Stories for Change

Educating

- A Change for the Better: Gender Diversity in Mining (customizable presentation)
- Learning About Gender Inclusion

Enhancing Inclusion

- Implementing Women-Focused Development Strategies
- Embedding Gender Inclusion into Business Practices

Setting “Targets with Teeth”

Having a clear idea of what is to be achieved, by when, and why, is critical to making good progress on gender inclusion.



WIM Canada –

Welcoming to Women: An Action Plan for Canada's Mining Employers

Category of Target	Sample KPI or target
<i>Representation of women</i>	<ul style="list-style-type: none">• Increase the percentage of women in geology studies from xx% to yy% in the next two years.• Increase our number of women in senior management feeder positions from xx to yy within the next five years.• Reduce voluntary turnover among mid-career women from xx% to yy% for the current fiscal year.
<i>Gender inclusive conditions and freedom from stereotypes</i>	<ul style="list-style-type: none">• Complete a review of all job descriptions in the maintenance and production occupations, and remove any uncovered gendered language, by the end of the 3rd quarter.• Renovate the XX mine site buildings to provide women-

Gender Champions in Action

A Gender Champion ...
leads by example through
concrete actions that are
designed to create genuine
change both in workplace
culture and programming
in their organizations.

Walking the Talk⁴

The following self-evaluation questions can help a Gender Champion assess how s/he is doing in relation to key aspects of the role, and identify any gaps to be addressed.

Need to Address (1: low; 2: medium; 3: high priority)		
Awareness	#	Notes
➤ How truly knowledgeable am I about the barriers faced by women within the mining industry, and in my organization?		
➤ How able am I to notice the subtle systemic biases that might exist in our practices or in the day-to-day interactions I have at work?		
➤ How comfortable are the people around me to 'call me out' on my own behaviour and biases?		
Communication	#	Notes
➤ How integrated are gender inclusion objectives with our organizational strategy and values? Am I clear enough with others about how gender inclusion supports our success as a company and as an industry?		
➤ How often and how widely do I talk about gender inclusion within mining as a priority – during all phases of the industry's economic cycle?		

National Action Plan: Summary



Join the Momentum !

- ✓ Share your organization's experience (practices, challenges and successes)
- ✓ Email **info@wimcanada.org** to reserve your digital copy (PDF format)
- ✓ Download the NAP and Tools on **wimcanada.org** (2017)