



SWEDISH ENVIRONMENTAL  
PROTECTION AGENCY

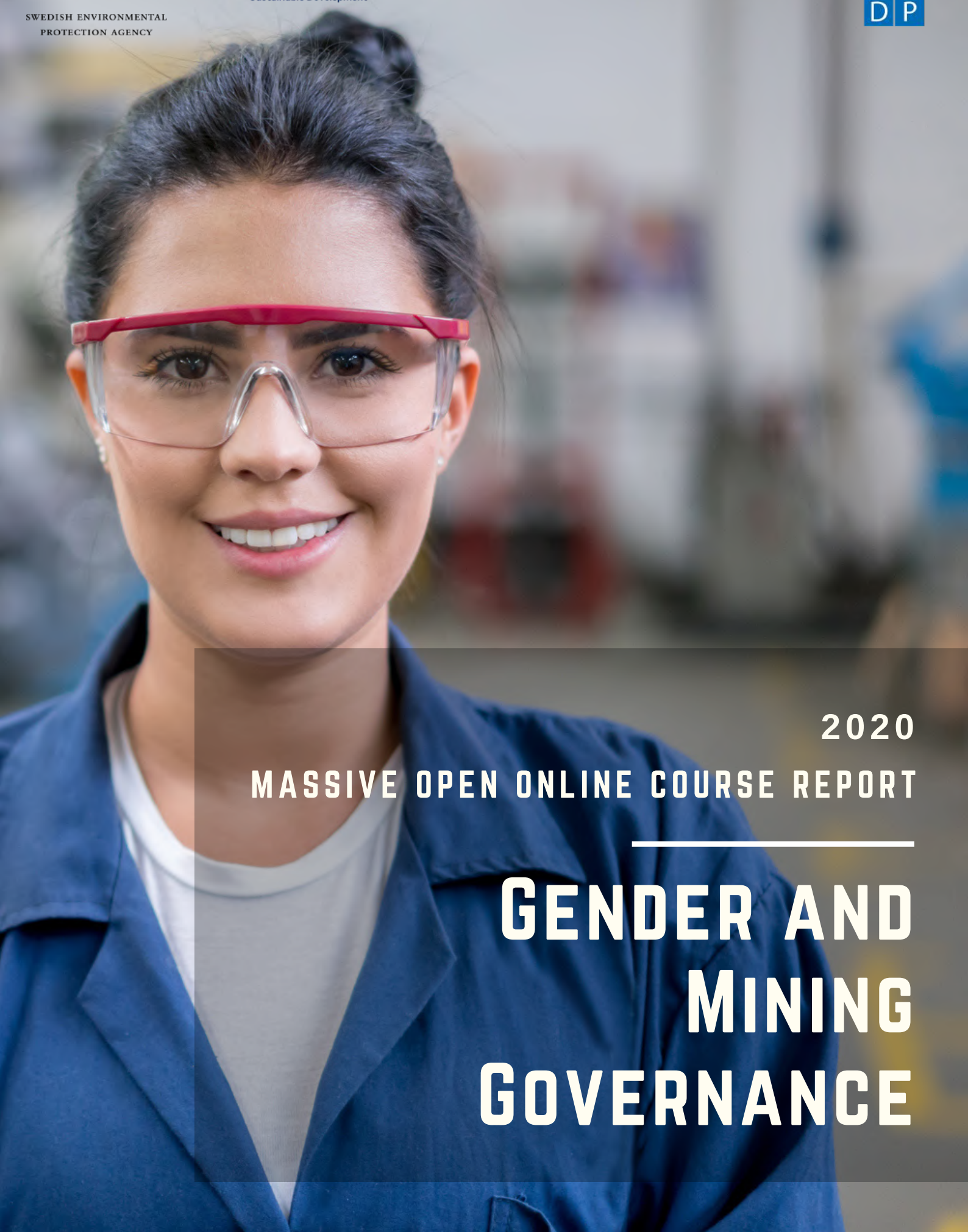


INTERGOVERNMENTAL FORUM  
on Mining, Minerals, Metals and  
Sustainable Development



International Institute for  
Sustainable Development

LEARNING  
FOR NATURE



2020

MASSIVE OPEN ONLINE COURSE REPORT

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# GENDER AND MINING GOVERNANCE

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# EXECUTIVE SUMMARY



This report provides a summary and evaluation of the free Massive Online Open Course (MOOC) “Gender and Mining Governance,” which took place from 2 November 2020 to 6 December 2020.

This course was offered by the United Nations Development Programme (UNDP), the Environmental Governance Programme (EGP), and the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development (IGF). This four-week course facilitated in English compiled research from leading institutions in the mining sector (academia, mining industry, governments, civil society, and international organizations) to build awareness and skills in regards to gender governance in the mining industry. The course targeted representatives of governments, mining companies, and civil society

working on the promotion of gender equality in the mining industry, but was open to everyone interested.

The course equipped participants with the tools needed to understand and evaluate the impact of mining projects on communities, with a particular emphasis on projects’ impact on women; assess the importance and benefits of women’s participation and engagement in mining projects for communities, companies and governments; outline the measures that can be taken to effectively eliminate gender-based violence in mining-affected communities; and understand how investment in gender in mining governance can lead to stable and resilient communities.

The course attracted **1,343 participants from 90 countries**. Participants represented diverse regions including sub-Saharan Africa, the Middle East and North Africa, Asia and the Pacific, Eastern Europe and Central Asia, Central and Western Europe, Latin America and the Caribbean, and the United States and Canada. Participants were highly engaged in the course, resulting in **the completion rate of 31%** (over three times the average completion rate for MOOCs) and **more than 1,100 engagements** on the Learning for Nature forums.

The MOOC was able to reach and influence key target groups. The evaluation of the course shows that **52.3% of the participants who completed the course are able to influence policy in their job**, and **97.6% of those participants will use their learnings from the course to influence policy in the future**. Testimonials further demonstrate the impact of the course on linchpin actors.

*“A hugely insightful course into a current topic which has seen a lot of development and progress in recent years. The course enabled participants to get a good understanding of current international best practices on the subject, and provided useful and practical recommendations for implementing measures for moving the agenda for achieving gender equality forward for those in government and policy development, extractives industry professionals and civil society.”*

Dr. Georgina Jones  
Base Toliara



*“I found this course extremely informative and useful. I have definitely received tools that I will implement both when developing our newly founded community and participating in negotiations with stakeholders.”*

Gulzhan Kozhabayeva,  
Founder of Women in Mining  
Kazakhstan, Lawyer in Mining

A total of **201 testimonials** from participants show that the MOOC provided them with the tools to promote women’s meaningful engagement in mining operations.

Survey results reveal participants’ satisfaction with the content of the course, their interaction with the MOOC team, and with other participants. **98.2% of all the participants who completed the course were satisfied or highly satisfied** with their learning experience. The course evaluation soundly concludes that the MOOC has reached its learning objectives.





98.2%

*of participants who completed  
the course were satisfied  
or highly satisfied with  
the course*

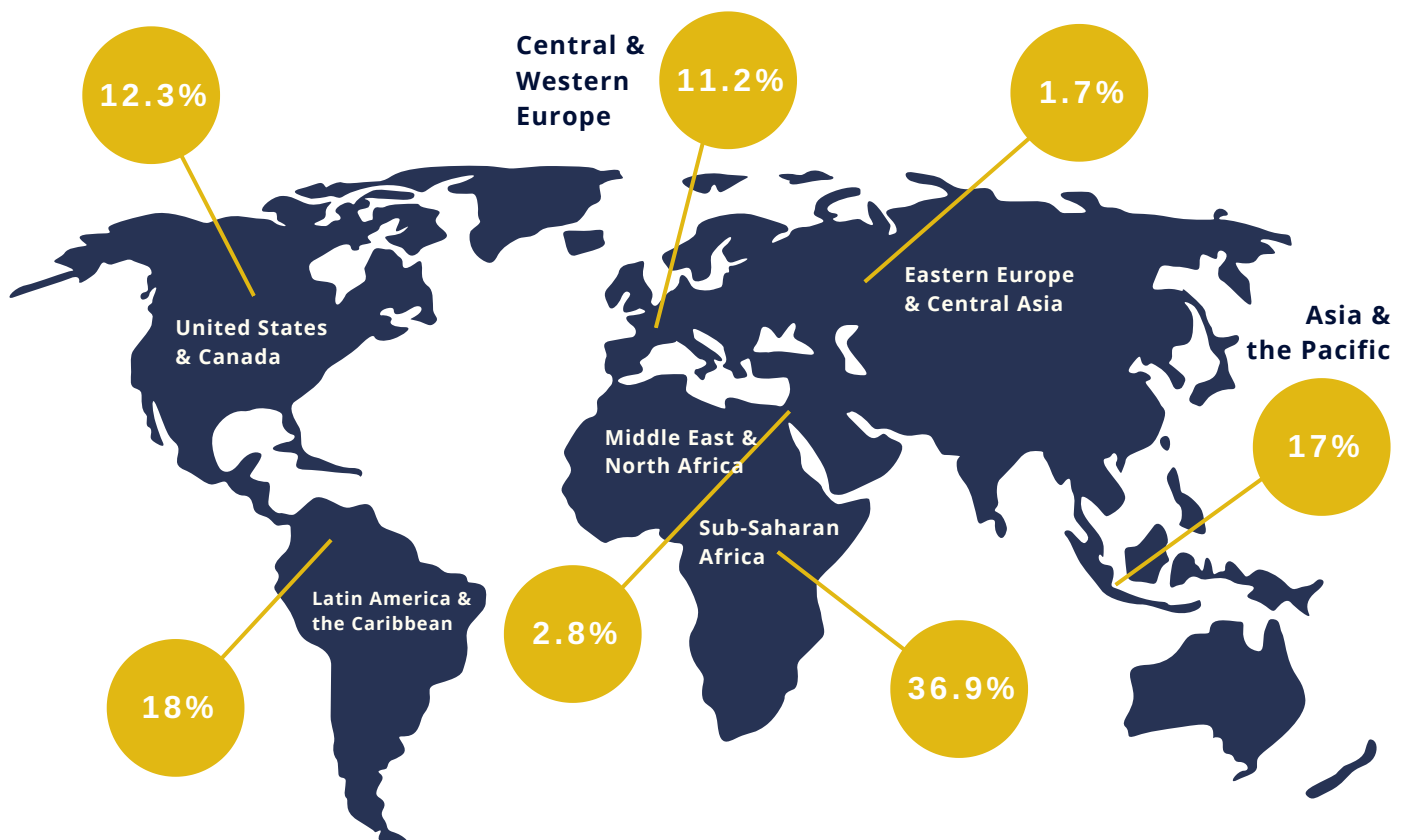
97.6%

*of participants able to influence  
policy will use their learnings  
from the course to influence  
policy in the future*

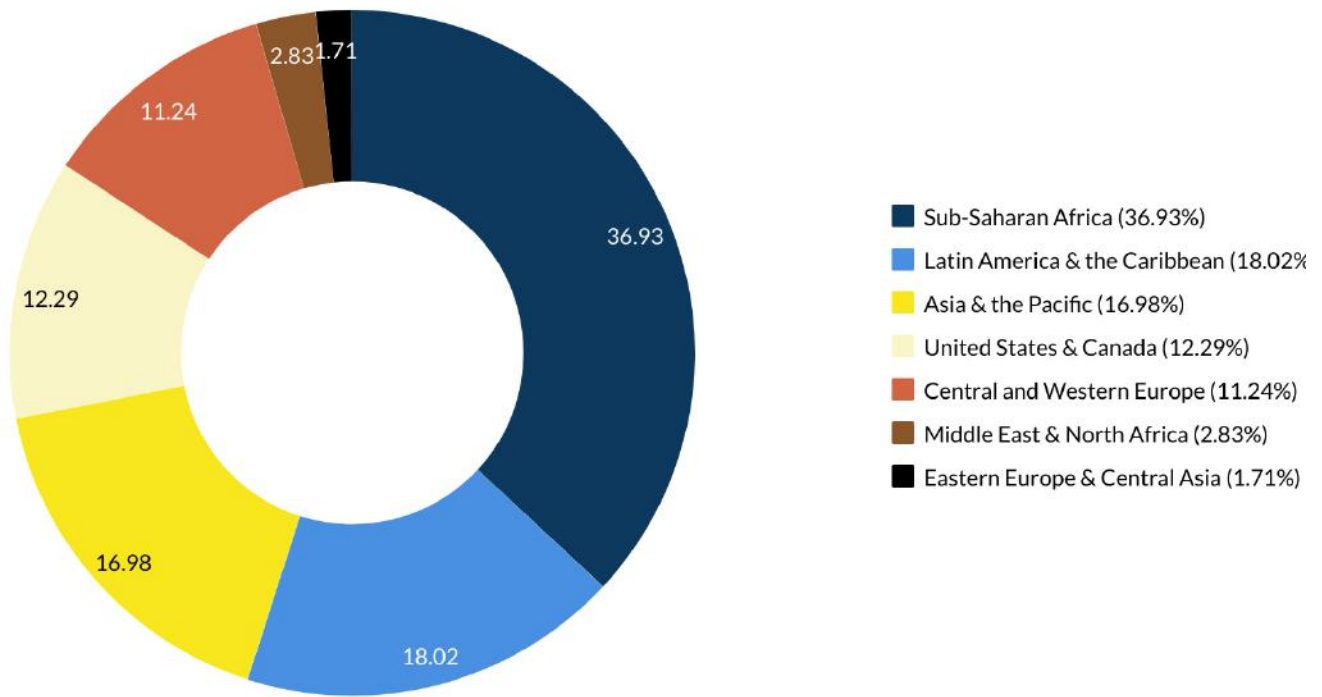
# COURSE PARTICIPATION OVERVIEW

The Massive Open Online Course (MOOC) “Gender and Mining Governance” engaged 1,343 participants from 90 countries.

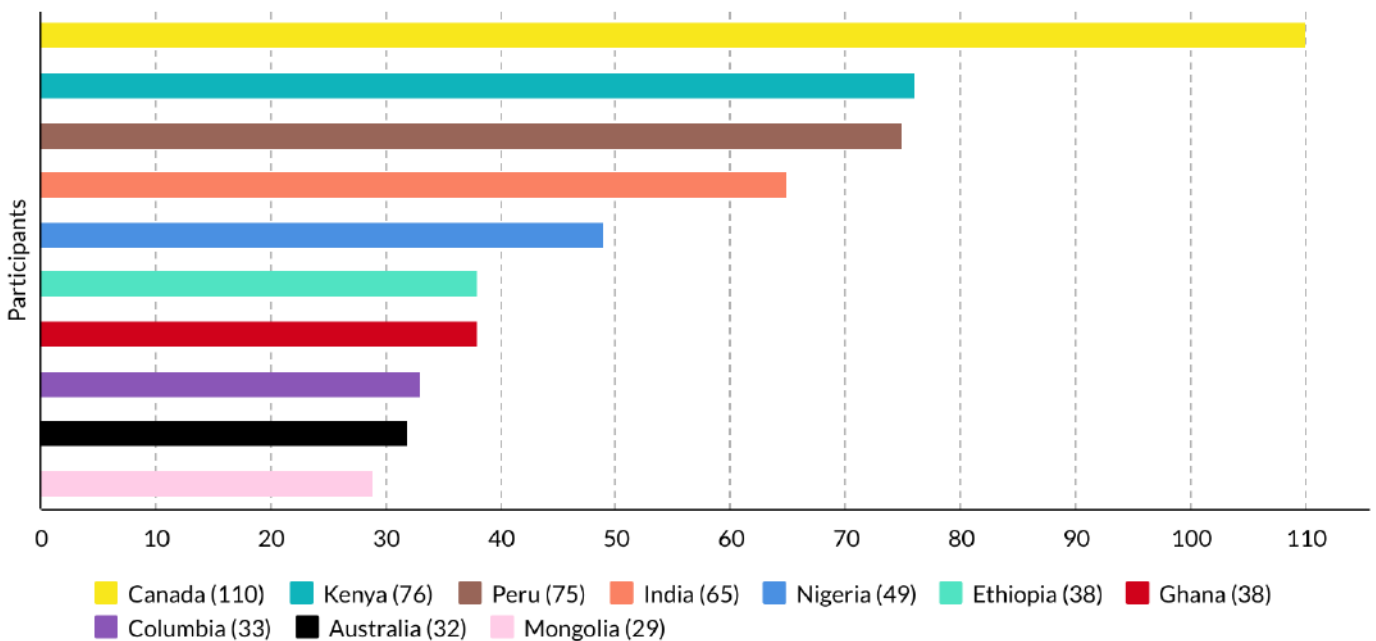
The map below shows a detailed geographical distribution for the MOOC enrollees:



Participants represented diverse world regions including Africa, Europe, Asia, South America, Pacific, Mesoamerica, Caribbean, Eurasia, Middle East, North America, and Oceania.



The highest number of participants came from Canada (110, or 8.23%), Kenya (76, or 5.69%), Peru (75, or 5.61%), India (65, or 4.87%), and Nigeria (49, or 3.67%).





*“I have been privileged to learn a great deal about women and mining during this course. The lessons and lectures are richly packed with first hand information about what is, what has to be and what can be done in the area of women and gender inequality in the mining industry. As a civil society advocate I now understand from what angle we can advocate for a better condition for women”*

Elizabeth Nneh Obi  
President and Founder  
Helping Hands Initiative Group  
Cameroon

The course was able to bring together a stellar group of experts on women in mining from Danish Institute for Human Rights, EITI International Secretariat, Environmental Governance Programme, IMPACT, Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development, International Finance Corporation, International Institute for Environment and Development, International Women in Mining, KIT Royal Tropical Institute, Natural Resources Governance Institute, Oxfam’s Extractive Industries Global Program, Pauktuutit Inuit Women of Canada, Source International, Sustantum, Swedish Environmental Protection Agency, Transparency International, and the United Nations Population Fund. See the "Meet the Experts" section for a complete list of experts.

As of 14 December 2020, **14 lectures** recorded by these experts specifically for this course have been **viewed over 1,000 times**. All the lectures are available on the Learning for Nature Youtube channel [here](#).



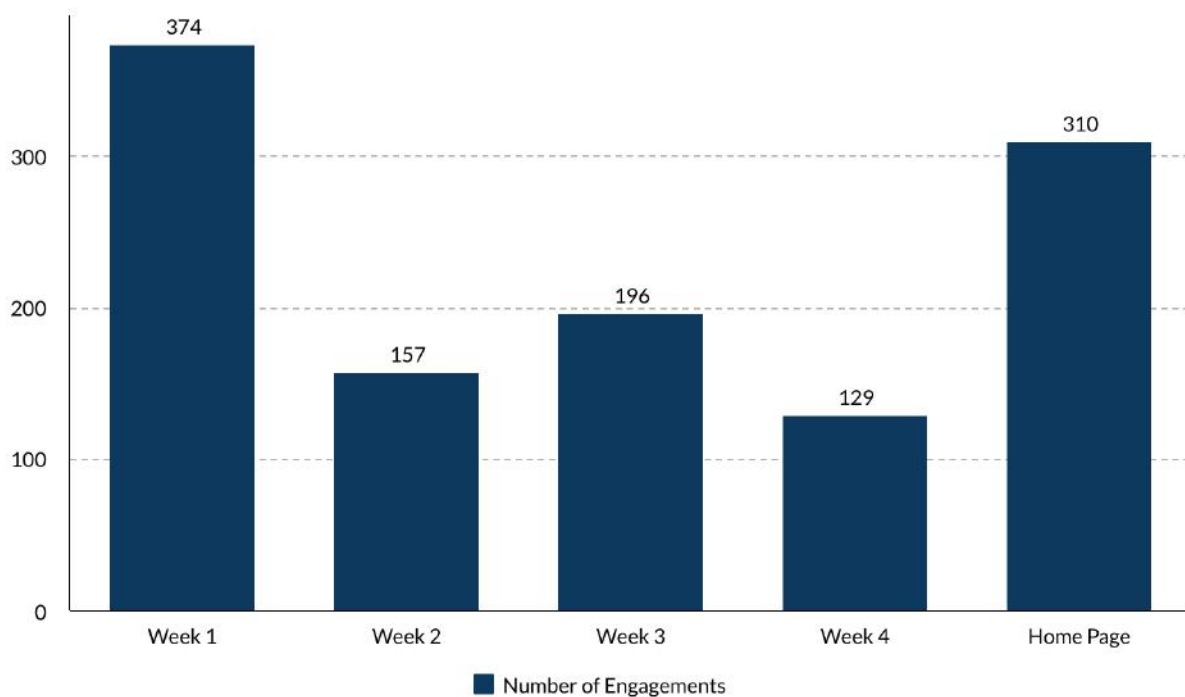


In addition, each week the course featured a selection of case studies demonstrating country and company experiences of promoting women's participation in mining projects. Overall, the course included 14 case studies featuring the experience of Canada, Colombia, Democratic Republic of the Congo, Ghana, Lao People's Democratic Republic, Mongolia, Pakistan, Papua New Guinea, Tanzania, and Thailand, as well as such companies as Agnico Eagle, Anglo American, Goldcorp, and Teck Resources Ltd. As of 14 December 2020, the case studies gained **1,127 views**.



# FORUM ENGAGEMENT

Notably, participation in the discussion forums remained consistently high throughout the entire course. Week 1, which provided an overview of the gendered impacts of the mining sector on communities, enjoyed the highest level of participation, followed by Week 3, which focused on gender-based violence in the mining sector. Engagement level during Week 3 was closely followed by the one during Week 2, dedicated to the importance of and recommendations for women's equal and meaningful representation in mining projects. A large proportion of comments under Week 4, dealing with investment in women in mining, was inspired by a prompt challenging participants to suggest ways of bringing all the relevant stakeholders together to start tackling the task of boosting investment in women in mining.





>1,000

*views of course lectures on  
Youtube as of 14 Dec 2020*

1,127

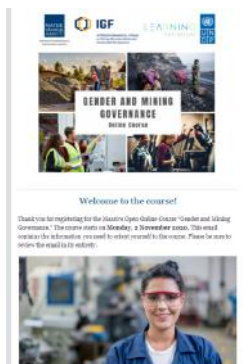
*case study views  
as of 14 Dec 2020*



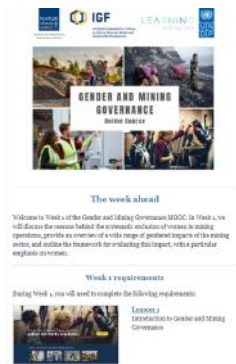
# WEEKLY SUMMARIES

Each week of the course focused on a specific topic that contributed to shaping participants' understanding of the role of women in mining projects and the ways of promoting women's engagement in the sector. Required online lessons provided essential information about the week's topic. Lectures by course experts provided additional context and examples to complement the lesson content. A variety of case studies allowed participants to explore the successes and failures of countries, companies, and civil society, in engaging women in mining. Finally, participants were given the option to enrich their learning through a discussion forum with the course experts and their peers.

## ORIENTATION



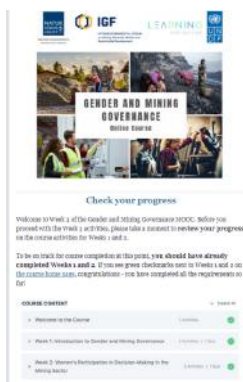
## WEEK 1



## WEEK 2



## WEEK 3



## WEEK 4



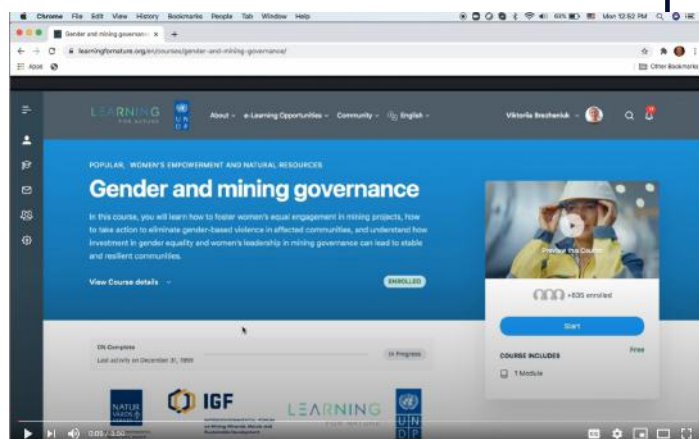
## THANK YOU



# ORIENTATION WEEK

The Orientation week, which took place on 26 October - 1 November 2020, provided an opportunity for participants to learn how to take the course, and oriented them to the activities offered each week. The participants used this time to review the information on the course requirements and the optional components of the course. During this week, the participants viewed the instructional video in which the course coordinator walked them through the course room, and learnt about the course experts.

Click on the images to view content.



*"This course has added value to my interactions with gender personnel of my department, with the guarantee of having an improved work performance considering future training and workshops that will be conducted through skills acquired from this course."*

Nelson Karzrah Gonwoe  
Administrative Assistant to the Deputy  
Minister for Energy, Department of  
Energy, Ministry of Mines and Energy,  
Republic of Liberia

# WEEK ONE:

## INTRODUCTION TO GENDER AND MINING GOVERNANCE



The first week of the course discussed the reasons behind the systematic exclusion of women in mining operations, provided an overview of a wide range of gendered impacts of the mining sector, and outlined the framework for evaluating this impact.

Week 1 featured lectures by Laura Grassi, an environmental specialist at [Source International](#); Paz Gallardo, a human rights lawyer at [Source International](#); and Nora Götzmann, Senior Adviser at the [Danish Institute for Human Rights](#).



Laura Grassi described the health impacts of mining activities on women using the examples of Indian mines. In her lecture, Laura shared recommendations for governments, mining companies, and civil society on mitigating these impacts.



Paz Gallardo spoke about integrating gender into Environmental and Social Impact Assessments and other legal mechanisms and processes.



Nora Götzmann described how and why we need to get better at conducting gender-responsive human rights due diligence in the context of natural resource management.

Case studies presented the experience of Thailand, Tanzania, and Lao People's Democratic Republic.



Finally, participants were invited to use the discussion forum to reflect on the extent of women's engagement in their country's mining labor force, the effects of mining operations on communities in their context, and the way they would approach the task of conducting a gender impact assessment to evaluate the impact of mining operations on women in their region.



Click on the images to view content.

# WEEK TWO:

## WOMEN'S PARTICIPATION IN DECISION-MAKING IN THE MINING SECTOR



The second week of the course explained the importance of women's equal and meaningful representation in mining projects not only for women's empowerment and social development, but also for the sustainability and success of mining operations, and provided recommendations for various stakeholders to facilitate this engagement.



Week 2 featured lectures by Gillian Davidson, Non-executive Director and Chair of International Women in Mining; Maria Ezpeleta, Senior Gender Advisor for Oxfam's Extractive Industries Global Program; Caroline Ngonze from the United Nations Population Fund in Ethiopia; Aubrey Menard, consultant Gender Advisor with the Natural Resources Governance Institute; and Lisa Caripis, Research and Policy Manager for Transparency International's Accountable Mining Programme.



In her lecture, Gillian Davidson drew on her experience working within global mining companies and in mining communities, and shared recommendations to accelerate change within mining companies.

Maria Ezpeleta shared the results of Oxfam's research on gender-based barriers in mining, and complemented the lesson's recommendations with guidance to civil society and development practitioners on supporting the meaningful participation of women in mining governance.



Caroline Ngonze outlined the critical questions that government representatives should ask themselves when promoting women's representation in the sector and designing gender-responsive policies, programs, and strategies.



# WEEK TWO:

## WOMEN'S PARTICIPATION IN DECISION-MAKING IN THE MINING SECTOR



Aubrey Menard presented the results of NRGi's study of select governments' legislative commitments aiming to assess how governments acknowledge and respond to the systematic inequality of women in the resource extraction industry.



Lisa Caripis described the links between gender, corruption, and mining. She outlined the unique gendered forms of corruption, the disproportionate impact of corruption on women, and the role women can play in combating corruption.

Case studies featured the experience of Colombia, Pakistan, and Canada, and highlighted the gender diversity approach at Anglo American.



Finally, participants were invited to use the discussion forum to exchange arguments they could use when making a case for increasing women's inclusion in the mining industry to their government and/or a mining company in their area. The course team also invited participants to describe interventions they would propose to their government and/or a mining company in their area for increasing women's inclusion in the mining industry, and for boosting the participation of women from mining-affected communities in the decision-making processes in mining projects.



Click on the images to view content.



# WEEK THREE:

## GENDER-BASED VIOLENCE IN THE MINING SECTOR



The third week of the course focused on gender-based violence in the mining sector. The course materials outlined the reasons for an increase in gender-based violence in mining-affected communities, and explained the impacts of gender-based violence on women's livelihoods. The lesson shared recommendations for the elimination of gender-based violence in mining-affected communities.

Week 3 featured lectures by Ege Tekinbas, Gender Equality Advisor at the Intergovernmental Forum on Minerals, Metals and Sustainable Development; Katrine Danielsen, Senior Gender Advisor at KIT Royal Tropical Institute; and Lema Ijtemaye, Manager of the Social and Economic Development department at Pauktuutit Inuit Women of Canada.

In her lecture, Ege Tekinbas shared best practices that could be followed by companies, in cooperation with governments and civil society, for preventing various forms of gender-based violence in the mining workforce and in mining-affected communities. Katrine Danielsen presented the findings of the study by GIZ and Women's Rights and Mining, which aimed to provide evidence on the forms, drivers, and prevalence of SGBV related to the mining sector. Finally, Lema Ijtemaye shared the results of a series of studies conducted by Pauktuutit assessing the impacts of extraction on Inuit women and their communities, and outlined key recommendations to ensure Inuit women's economic prosperity, safety, and security that are relevant for many other communities where women are negatively affected by mining operations.

Case studies included Mongolia, Democratic Republic of the Congo, and Papua New Guinea.

Finally, participants were invited to use the discussion forum to discuss the correlation between gender based-violence and mining operations in their country/region, and some of the possible reasons for this dynamic. Participants were also asked to reflect on their role in preventing gender-based violence in mining communities and/or mining labor force.

Click on the images to view content.

# WEEK FOUR: INVESTMENT IN GENDER IN MINING GOVERNANCE



The fourth week of the course focused on investment in gender in mining governance. The course materials outlined the conditions that need to be set in place for a favorable environment for investment in gender in mining, and proposed ways in which governments, mining companies, and civil society can increase said investment.



Week 4 featured lectures by Matthew Bliss, Deputy Director of the Intergovernmental Forum on Minerals, Metals and Sustainable Development; Indra Thévoz, Policy and Country Manager at EITI International Secretariat; Fitsum S. Weldegiorgis, Industry Fellow with the Sustainable Minerals Institute (SMI) at the University of Queensland; Katherine Heller from International Finance Corporation; and Joanne Lebert, Executive Director of IMPACT.



In his lecture, Matthew Bliss provided participants with a snapshot of international frameworks, guidelines, and standards used by governments and other stakeholders to improve their governance and performance.



Indra Thévoz outlined the gender provisions in the 2019 EITI Standard which can help address the challenges that stakeholders may face when promoting gender equality in the mining sector.



Fitsum S. Weldegiorgis outlined some of the challenges to effective investment in women in mining, and suggested important considerations for improving this investment.

Katherine Heller complemented the guidance in the lessons, and explained why and how companies should invest in women in the mining sector.



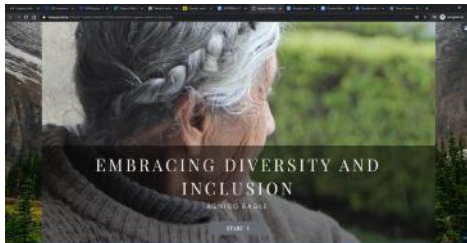
Joanne Lebert spoke about women's economic empowerment and gender equality in artisanal mining, explaining the importance of investing in these areas.

# WEEK FOUR:

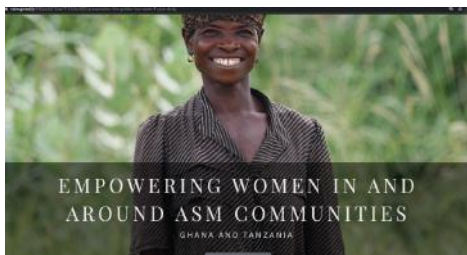
## INVESTMENT IN GENDER IN MINING GOVERNANCE




Case studies featured successful initiatives by Teck Resources Ltd., Agnico Eagle, and Goldcorp. Another example of effective interventions included the Golden Line Program, which was created by Simavi, Solidaridad and Healthy Entrepreneurs to empower women in and around artisanal and small-scale gold mining communities in Ghana and Tanzania.



Finally, the discussions during Week 4 revolved around boosting investment in gender in the mining industry. Participants were invited to reflect on the possible challenges that their government might face when implementing the suggested framework for increasing women's engagement, and consider how companies and civil society can help bring it to successful implementation. Participants also discussed how they would bring together all the relevant stakeholders, including mining companies and civil society, to start tackling this task.



Click on the images to view content.



**31%**

*of course registrants  
completed the course*

**>3X**

*the industry  
average*



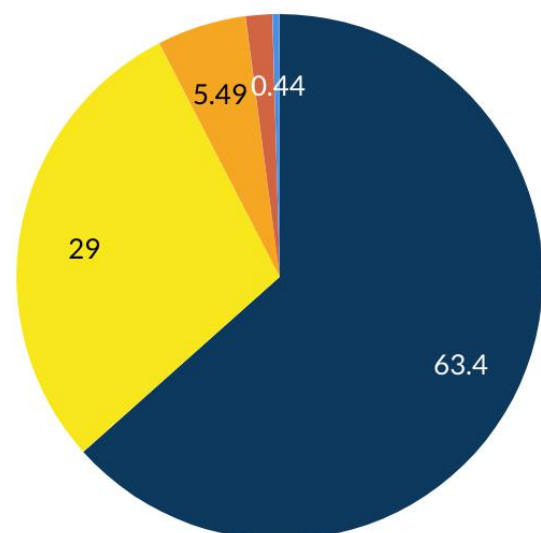
# SURVEY RESULTS

An overwhelming majority of the participants expressed their satisfaction with their learning experience. **Over 98% of participants who completed the course were satisfied or highly satisfied with the course.**

The course attracted a **primarily female audience**. Among course registrants, 63.4% were female and 29% male, while one registrant self-identified as "other," 1.63% preferred not to specify their gender, and 5.49% did not include this information.

*"This was a very detailed course on the gender dynamics in the mining industry. It has equipped us with relevant knowledge and skills on how to enhance the participation of women in the mining sector."*

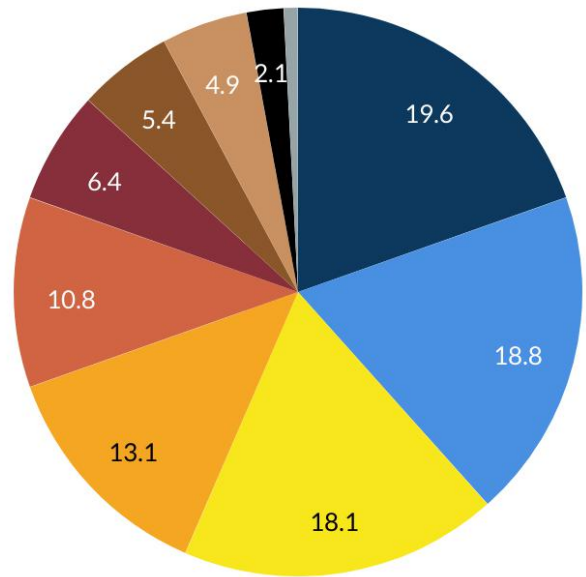
Monica Gichuhi  
Eastern Africa Representative  
Association of Women in Mining  
in Africa



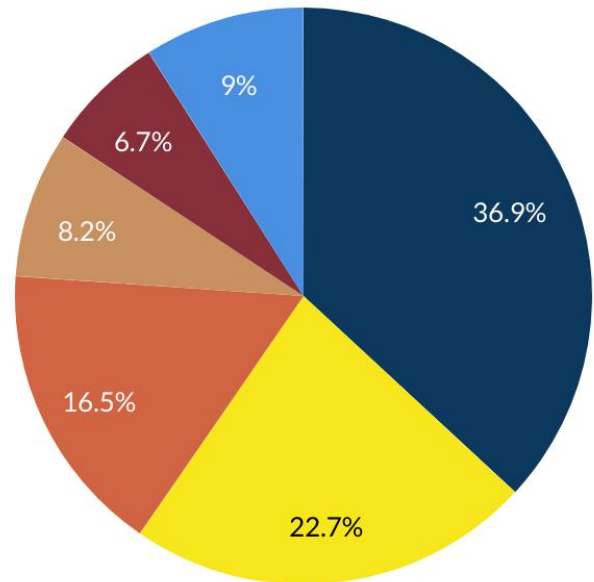
Female (63.43%) Male (29.01%)  
Did not specify (5.49%)  
Prefer not to say (1.63%)  
Other (0.44%)

# SOURCES OF INFORMATION ABOUT COURSE REGISTRATION

- Personal Invitation (19.6%)
- UNDP Social Media (18.8%)
- Other (18.1%)
- Word of Mouth (13.1%)
- Learning for Nature Newsletter (10.8%)
- Learning for Nature Social Media (6.4%)
- IGF Social Media (5.4%)
- IGF Website (4.9%)
- EGP Newsletter (2.1%)
- LinkedIn (0.8%)



# MOTIVATION FOR TAKING THE COURSE

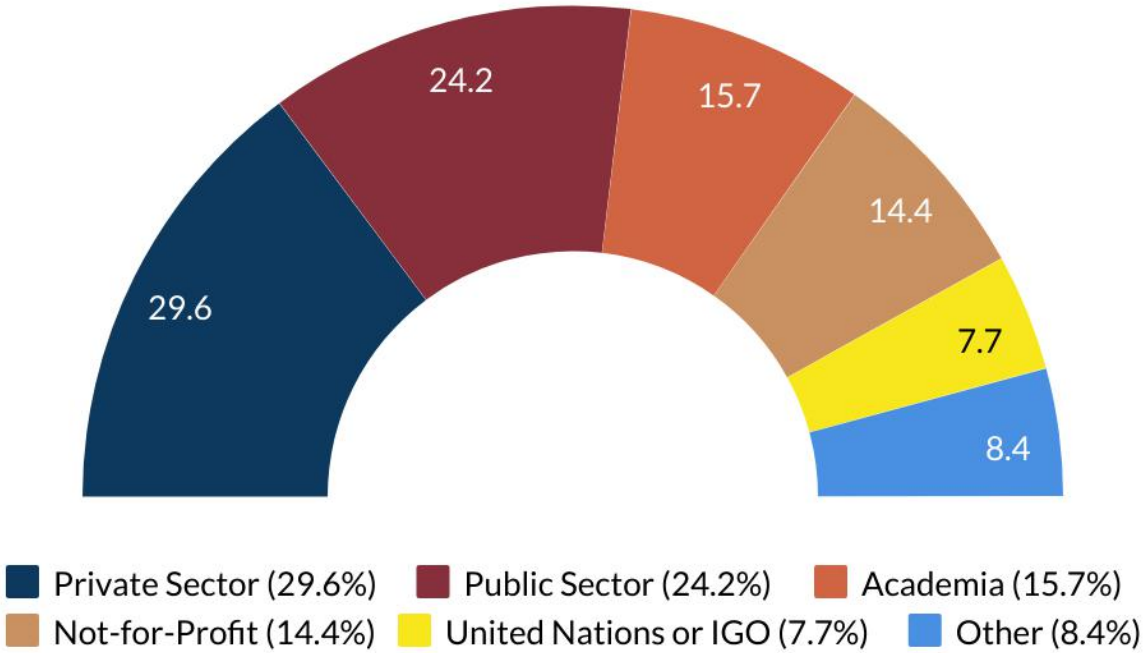


- My work is related to women's engagement in mining governance (36.9%)
- Interested in connecting with practitioners and policymakers in the field of women's engagement in mining governance (24.95%)
- General curiosity about the topic (16.5%)
- The course contains information relevant to my everyday life (8.2%)
- The course is related to my coursework in an academic institution (6.7%)
- Other (9%)

Course participants represented diverse professional backgrounds, with the majority working in the private (29.6%) and public (24.2%) sectors, followed by academia (15.7%) and non-profit sector (14.4%), and, finally, the UN and other intergovernmental organizations (7.7%). This cross-sectoral reach supports SDG achievement through promoting partnerships and knowledge-sharing.



# PROFESSIONAL BACKGROUND







The majority of participants rated the course workload and the course difficulty as “just right” (67.8% and 78.6% respectively). Many noted that the course was well-structured, and the lessons included highly useful information. This feedback was supported by the ratings of each of the course components (lessons, lectures, case studies, quizzes, and instructional materials), all of which were described by the majority of participants either as “excellent” or “very good.”

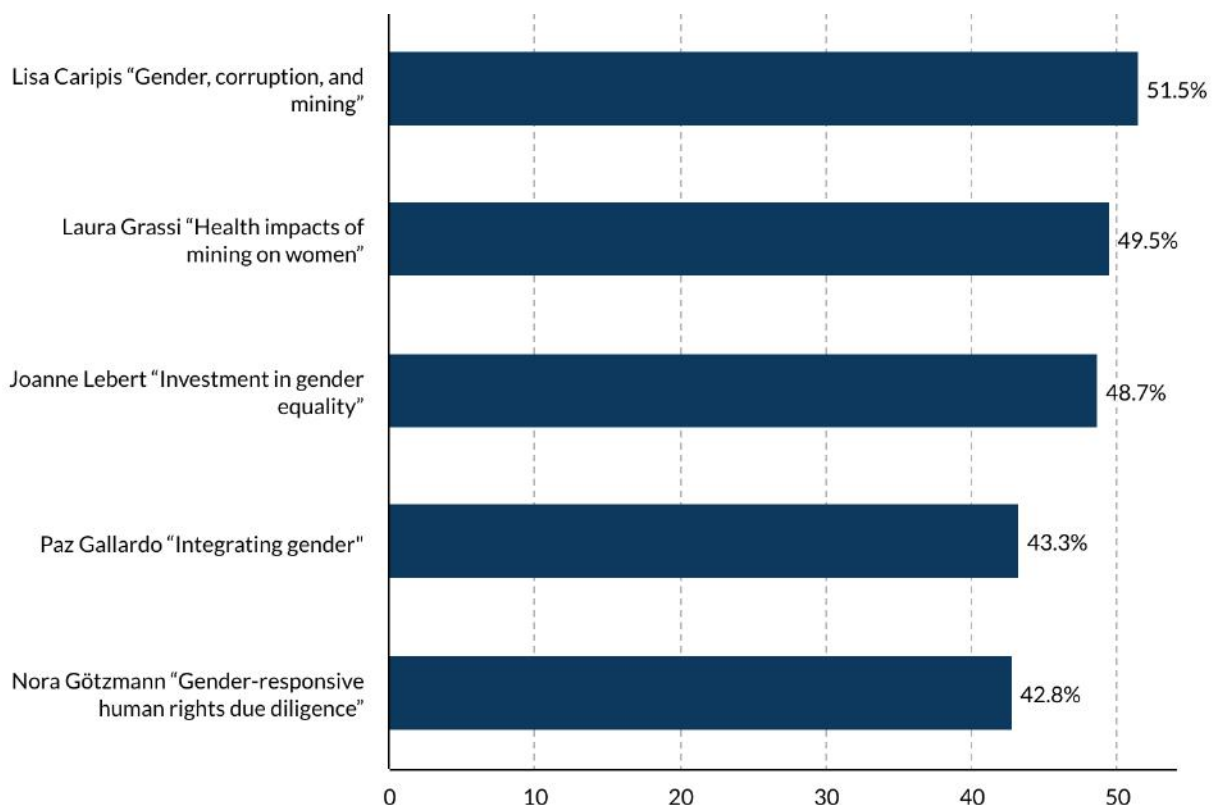


Survey results illustrate that the course was able to reach key target groups: more than half (52.3%) of the participants who completed the course have the ability to directly influence policy in their job, and 97.6% of those who have this ability indicate that they will use what they learned during the MOOC to influence future policy decisions.

The majority of participants (93%) felt either “engaged” or “highly engaged” throughout the course. Similarly, most respondents (62.4%) indicated their satisfaction with their level of interaction with other course participants. Further, the overwhelming majority of participants noted that they would be “highly likely” or “somewhat likely” to take the next course offered by the course partners (70.4% and 20.9% respectively) and recommend it to a friend or a colleague (77.6% and 14.2% respectively).

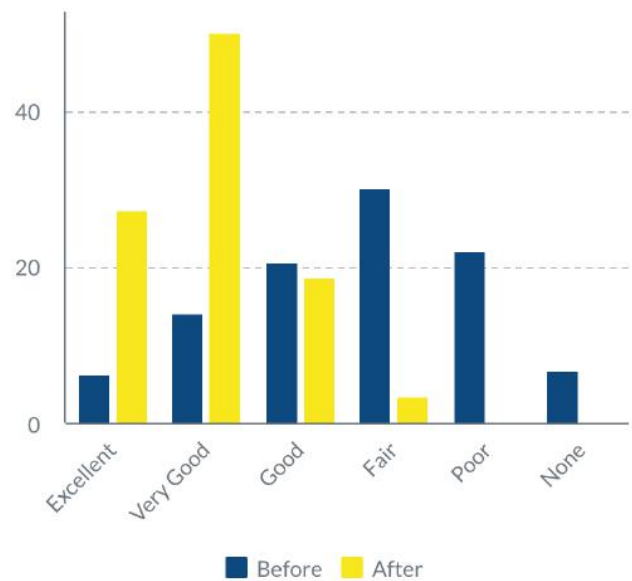


## TOP 5 MOST IMPACTFUL LECTURES

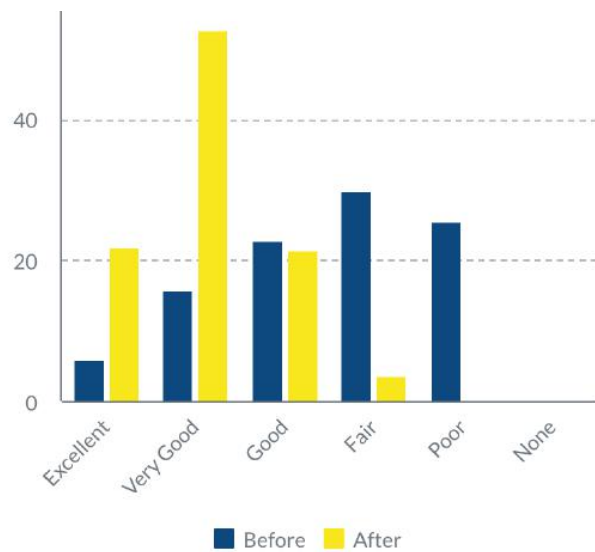


Based on the ranking of the level of understanding of different concepts, the course has reached, and often surpassed, its objectives. The tables below provide detailed information about the learning outcomes of the course:

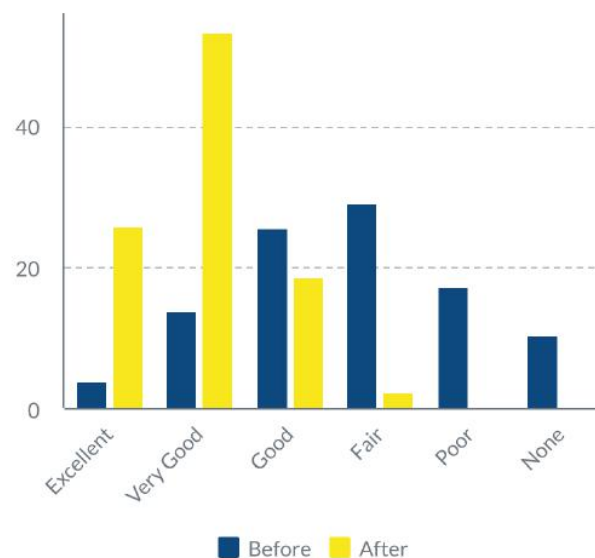
Understanding of the impact of mining projects on women



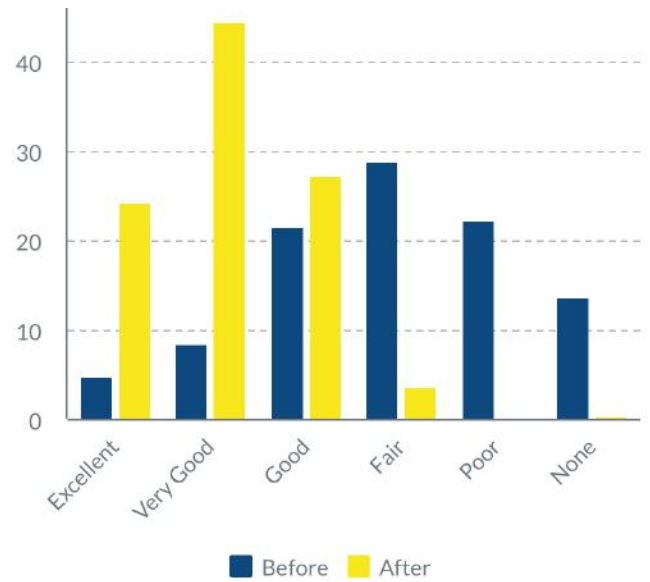
Ability to evaluate the impact of mining projects on communities, with a particular emphasis on projects' impact on women



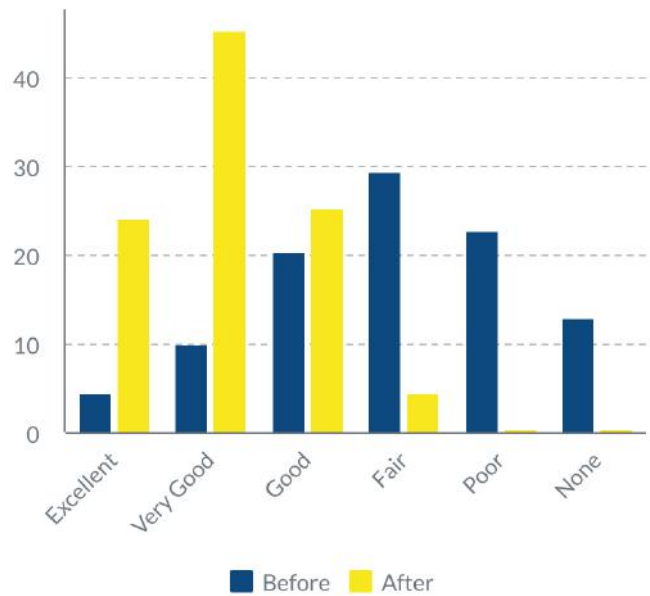
Knowledge of the benefits of women's participation and engagement in mining projects for communities, companies and governments



Knowledge of the measures that can be taken to effectively eliminate gender-based violence in mining-affected communities



Understanding of the value of investment in gender in mining governance for stable and resilient communities



> 1,100

*engagements on the  
discussion forums*



# TESTIMONIALS

Testimonials received from course participants provide qualitative data illustrating the impact of the MOOC as well as data demonstrating its ability to impact linchpin actors. Select testimonials are provided below.

*"The MOOC training has helped me have an in-depth understanding in Gender and Mining Governance and I pledge to work towards changing the bias extractive narrative that disadvantages and violates the rights of women.."*

Cesar Humphrey  
Katebe  
Zambia Alliance of  
Women Lusaka-Zambia

*"Excellent case studies and lectures, with a very visually appealing lesson format. This course expanded my knowledge of gender-based challenges in the mining industry, and I will draw on the material during my work in impact assessment."*

Andrea  
Service Policy Analyst,  
Impact Assessment Agency  
of Canada

*"This was a very detailed course on the gender dynamics in the mining industry. It has equipped us with relevant knowledge and skills on how to enhance the participation of women in the mining sector."*

Monica Gichuhi  
Representative Association  
of Women in Mining in  
Africa, Eastern Africa

*"I was really highly impressed with the MOOC course, it is one of the best courses I have attended in my career."*

Christine Mulemwa  
Liswaniso Anti-Corruption  
Commission, Namibia

*Throughout the "Gender and Mining Governance" MOOC, I couldn't stop thinking about how each one of us, regardless of who we are or who we work for, can always do more to promote and achieve gender equality. And we should never stop!"*

Joaquín Naranjo  
UNV Online Volunteering  
service, Ecuador

*"This course helped me to better understand all the factors involved in gender issues and how we can really help. This will help to establish better objectives and action plans for our association."*

Ana Laura MunozMujeres  
WIM (Women in Mining),  
Mexico

*"It was an awesome experience to learn about gender consideration in mining governance. The course materials and lecturers were well chosen. I really enjoyed the course and the gained skills are very applicable to our everyday life in our governance and advocacy work."*

Samuel Ngei  
Transparency International,  
Kenya

*"Participating in the MOOC has been an eye opener. The course has been totally insightful bringing to the fore challenges and solutions for most industry case studies and I am glad I shared in its history."*

Harriet Naakai  
TettehMinerals Commission,  
Ghana

*"This was a great course. I learned a lot and I am inspired to be a game-changer in the issues of gender and mining governance. This has added a new goal in my professional life."*

Ms. Ndiwo Lorah Lesetedi  
Department of Mines,  
Botswana

*"This was an eye opener course which breaks many stereotypes about mining culture and proves with solid evidence the benefits and importance of inclusion and empowerment of women in a male dominated activity."*

Ivan Ormachea  
President of ProDiálogo,  
Prevención y resolución de  
Conflictos, Peru

*"The MOOC helped me to have hopes for a better tomorrow in gender related issues in the mining sector. Men and women, who are engaged, involved and impacted by mining, should have more information and comprehensive understanding on gender-issues in mining."*

Enkhtuul J  
International Think Tank for  
Landlocked Developing  
Countries

*"I learned that the right policy along with a good collaboration between the government, mining company and civil society will facilitate women empowerment and eradication of gender based violence in mining. Investment in women is an investment for all."*

Martina Hosna-Janeta  
Ministry of Mines and Energy,  
Republic of Liberia

*"The course was quite enriching in that while the key topic was Mining but the Gender factors can be applied to all sectors. The responses by the facilitators guided us superbly, qualifying our knowledge base. Honestly my bar has been raised."*

Prisca Potera  
African Women in  
Leadership Training Director

*"This course is very well prepared, the content is rich. I'm now better equipped with skills that will improve the work I do. I now have stronger arguments to convince our partners that a gender-inclusive mining business is a better business for all."*

Evode Imena  
Earth Solutions  
International Consulting Ltd

*"The MOOC was interesting, it helped me gain knowledge on gender equality in mining governance. It also shed more light on women's participation and engagement in mining projects for communities and governments."*

Nalikena Mafale  
Anti-Corruption  
Commission, Namibia.

# MEET THE EXPERTS



**Javier M. Blanco**

Javier is a sustainable development specialist working on environmental governance and women's issues, SDGs policy analysis, and green entrepreneurship. Javier currently works as Sustainability Consultant at Sustantum, a newly-created sustainability firm in Spain. Prior to Sustantum, Javier has worked with UNDP, UN Women, and FAO, in Colombia, Panama, Italy, and Belgium, for UN country offices, as well as for Regional Hubs such as the ones for Latin America and the Caribbean of UNDP and FAO. Javier holds a MSc in Environmental Studies (Lund University, Sweden), and a BSc in Law and Business Administration (Complutense University, Spain).



**Matthew Bliss**

Matthew is a sustainability and mining executive with extensive international natural resources and community development experience. His focus is on integrating sustainability and good governance into all aspects of mining, natural resource management and community development. Currently focused on IGF programs and implementation, including environmental and mine closure guidance, demand-driven technical support and capacity building supporting members in Eastern Europe and Asia-Pacific.



**Lisa Caripis**

Lisa is the Research and Policy Manager for Transparency International's Accountable Mining Programme. The programme works to strengthen transparency and accountability in mining sector licensing and is implemented by TI national chapters in over 20 countries. Lisa contributed to the development of gender-sensitive guidance in the Mining Awards Corruption Risk Assessment Tool.





### **Chunnian Chen**

Chunnian is a Programme Research Analyst working for the Environmental Governance Programme on integrating environment and human rights into the governance of the mining sector. Chunnian is experienced in poverty eradication, inequality reduction, and impact financing for sustainable development. Chunnian holds a Master's degree in Economic Development from Northeastern University in the USA. Her interests include environmental justice, gender equality, and climate solutions.



### **Katrine Danielsen**

Katherine is a Senior Gender Advisor at KIT Royal Tropical Institute (KIT, Netherlands). For over 25 years, Katrine has worked on gender equality, rights-based and transformative approaches in agriculture, natural resource management, energy, mining, and responsible business conduct. Prior to KIT, Katrine held positions with International Labour Organisation (ILO), DANIDA, CARE Danmark, and the Danish Institute for Development Research. Since 2017, Katrine has been an advisor to Women's Rights and Mining (WRM) - a multi-stakeholder initiative that aims to secure commitments from key stakeholders in the mining sector to empower women and girls and secure their rights.



### **Gillian Davidson**

Gillian is a leader in sustainability, ESG and responsible supply chains with extensive experience in the extractives and natural resources sectors. She is currently a sustainability advisor to global companies and international organisations and a Non-Executive Director of New Gold Inc and Central Asia Metals. Gillian is Chair of International Women in Mining, co-chair of the Resolve Natural Resources and Energy Leadership Council, member of the executive of the Global Battery Alliance and a fellow of Chatham House. Previously, Gillian was the Head of Mining & Metals at the World Economic Forum and held senior roles in major mining companies and government. She holds a PhD in Development Economics and Geography.



### **Sanna Due**

Sanna is a Policy Advisor working at the Bureau of Policy and Programme support at UNDP as an expert from the Swedish Environmental Protection Agency. She currently serves as Programme Coordinator for the Environmental Governance Programme (EGP), the Sida-funded programme that aims to advance the human rights and environment nexus by strengthening the environmental governance of the mining sector, ultimately advancing multiple Sustainable Development Goals. Sanna has over 20 years of experience working with environmental public administration at national and regional agencies in Sweden and Denmark. Sanna holds a Master's of Science degree in Environmental Planning and Design.



### **Michael Odei Erdiaw-Kwasie**

Michael is the Research & Policy Coordinator for Transparency International's Accountable Mining Programme. More recently, he has undertaken and coordinated global mining research projects in Mexico, Argentina, Ghana, Madagascar, and Kyrgyzstan. In his current role, he has worked alongside the programme's gender expert to support 5 TI's national chapters to complete their corruption risk assessment. Michael holds a PhD in Development Policy & Planning from University of Southern Queensland.



### **Maria J. Ezpeleta**

Maria is the Senior Gender Advisor for Oxfam's Extractive Industries Global Program. In this role she advances gender justice and women's rights through research, advocacy and program design. Prior to joining Oxfam, Maria conducted community-based research focusing on extractive industries projects in the Philippines and Peru. She holds a Master's of Arts in Sustainable International Development from the Heller School at Brandeis University and a Bachelor of Arts from Harvard University.



### **Paz Gallardo**

Paz is human rights lawyer and an occasional staff member at Source International. She specializes in human rights impact assessments. After obtaining her Law degree in Chile, she worked as a corporate lawyer in a variety of law firms, as well as a compliance advisor for Chilean companies with presence in all of Latin America. Paz has worked on international projects, producing Human Rights Impact Assessments in Guatemala and Mozambique, carrying out trainings for affected communities, and supporting legal cases on mining pollution in Peru.



### **Anna George**

Anna is Programme Manager at the Swedish Environmental Protection Agency in Stockholm, Sweden. She has around 20 years of experience as programme manager and advisor in the area of institutional capacity-building for environmental administration, human rights and social sectors. She has previously worked in the Swedish International Development Cooperation Agency (Sida), the Swedish Ministry of the Environment and the Swedish Marine and Water Agency. She has lived and worked in China for five years. Anna holds a Bachelor of Arts degree in East Asian Studies and Political Science and a Master of Science degree in Environmental Science with a focus on the environment, communication and politics.



### **Nora Götzmann**

Nora is a Senior Adviser at the Danish Institute for Human Rights (DIHR), focusing on business and human rights. She is also an Adjunct Researcher at the Centre for Social Responsibility in Mining (CSRM) of the Sustainable Minerals Institute at the University of Queensland, Australia. Nora has over 10 years of experience working with multinational companies on implementing human rights due diligence, focusing primarily on the extractive industries, across a range of international corporate and site-level settings. I also work with national human rights institutions, civil society actors and financial institutions on various business and human rights related topics. Prior to joining the DIHR, Nora worked at the CSRM, where her work focused on human rights due diligence and community-company grievance resolution.



### **Laura Grassi**

Laura is an environmental specialist in contaminated sites, air and water quality, and environmental health. She spent the last 5 years working on different case studies, especially related to mining (coal and polymetallic mines), oil and gas extraction, and agribusiness (palm oil, sugar cane, rubber). Laura has conducted capacity building activities for communities and grassroots organizations in Guatemala, Liberia, Mozambique, Mexico, and Peru.



### **Katherine Heller**

Katherine is an independent consultant specializing in gender and natural resource industries. She has worked with the World Bank for over 15 years helping to lead the World Bank's work on understanding and addressing how men and women are differently impacted by oil, gas, and mining activities around the world. She has also worked directly with natural resource companies, advising on development of gender and community engagement strategies. She is the lead author of the new IFC Toolkit "Unlocking Opportunities for Women and Business: A Toolkit of Actions and Strategies for Oil, Gas, and Mining Companies."



### **Lema Ijtemaye**

Lema is the Manager of the Social and Economic Development department at Pauktuutit Inuit Women of Canada, the national representative organization for Inuit women in Canada. She oversees the initiation, development, and completion of projects related to a broad range of social and economic issues concerning Inuit women, including political equality, women's leadership, climate change, and resource extraction. Lema holds a BA and MA in Honours Political Science from the University of Waterloo, with specializations in state and security, Canadian politics, and international relations.



### **Joanne Lebert**

Joanne is Executive Director of IMPACT. She joined IMPACT in 2011, and leads its work to improve how natural resources are managed where security and human rights are at risk. Her work has focused on contributing to responsibly-sourced, conflict-free minerals. She has helped Central African governments launch and implement a regional strategy to tackle conflict minerals. Joanne is a policy advisor, frequent guest speaker, and trainer to policymakers, private sector representatives, and civil society organizations. Previously, Joanne was based at the University of Ottawa's Human Rights Research and Education Centre. She focused on gender-based violence in conflict settings in Africa and how it is impacted by the extractives industry.



### **Prerna Mehrotra**

Prerna is the Country Projects Manager for Transparency International's Accountable Mining Programme. Prerna supports the country level implementation by TI's national chapters across almost 20 countries around the globe. She has been working with the chapters to integrate gender-sensitive approaches and consideration in their mining sector advocacy work.



### **Aubrey Menard**

Aubrey is a consultant Gender Advisor with the Natural Resources Governance Institute. She has worked on democracy and governance issues in Asia, sub-Saharan Africa, Europe, Central America, and the United States. She is the author of *Young Mongols: Forging Democracy in the Wild, Wild East* (Penguin Random House, 2020), and has been published in the *New York Times*, *Washington Post*, *Al Jazeera*, *Politico*, the *South China Morning Post*, and more. Aubrey earned an MPhil in Politics from the University of Oxford and a Bachelor's degree from Smith College. She is a Luce Scholar, a Critical Language Scholar (Russian), and a Truman National Security Project Fellow.



### **Rickard Nätjehall**

Rickard is a Policy Officer at the Swedish Environmental Protection Agency, where he works with the bilateral cooperation with the Russian Federation, the Barents' Council, and with anti-corruption as part of the Agency's global Environmental Governance Programme. Previously, Rickard has worked with anti-corruption and water management at the Swedish International Development Cooperation Agency (Sida), African refugees in Israel, and social protection schemes in South Africa. Rickard has a Master's degree (Cum Laude) in Political Science - Comparative Politics from the Radboud University in Nijmegen, the Netherlands.



### **Caroline Ngonze**

Caroline has extensive experience in the mining sector, having worked on phase I of the UNDP implemented ACP-EU Development Minerals Programme, leading the gender equality and women's empowerment programming for 41 ACP countries. Prior to that, Caroline worked at UNECA, leading research and policy analysis on women in artisanal and small-scale mining in Ghana, Guinea, Tanzania, the Democratic Republic of Congo, and Zambia with a wide cross-section of stakeholders. Caroline is an alumna of the 2015 edition of the Emerging Leaders in African Mining (ELAM) program as well as a member of the International Women in Mining (IWIM) Network.



### **Ann-Cathrin Pedersen**

Ann-Cathrin is a project manager for the Environmental Governance Programme at UNDP. She has spent the past decade working on sustainable development and humanitarian aid, covering areas such as governance, environment, extractives and health. She has worked extensively with human-rights based and participatory governance issues, from within the public sector, NGOs and the UN. Over the past five years she has focused on rights-based approaches to environmental governance. She has a multi-disciplinary background and holds a Master's degree in Middle East Studies from the Hebrew University in Jerusalem.



### **Ege Tekinbas**

Ege is a Gender Equality Advisor with IISD's Economic Law and Policy Program. She has over 15 years of professional experience in gender equality and women's empowerment, elimination of violence against women, and social development. Throughout her lengthy career with international organizations (including UN Women, United Nations Population Fund, World Bank, European Union, the Council of Europe, and Fundación Internacional y para Iberoamérica de Administración y Políticas Públicas), Ege has engaged in program/project design in areas such as gender analysis, gender-responsive programming, and monitoring of gender-responsive service delivery. Among previous professional roles, Ege has acted as Senior Gender Consultant at the World Bank and Senior Gender Consultant at UN WOMEN.



### **Indra Trevoz**

Indra is the Policy and Country Manager at EITI International Secretariat. Indra supports the Policy team, acting as secretary of the Implementation Committee and helping coordinate the EITI's policy work. She leads on subnational implementation and revenue management, as well as EITI reporting on gender and the artisanal and small-scale mining sector and responsible sourcing. She also leads on implementation support to the Democratic Republic of Congo and Madagascar, and supports the Francophone Africa team on capacity-building. Prior to joining the EITI, Indra worked as a project assistant in Tunisia for the Geneva Centre for the Democratic Control of Armed Forces (DCAF), supporting projects in justice and prison reform. She also has volunteering experience with Amnesty International and with NGOs providing assistance to refugees. She holds a M.A. in International History from the Graduate Institute of International and Development Studies in Geneva.



### **Fitsum S. Weldegiorgis**

Fitsum is a senior research consultant with affiliations as an Associate with International Institute for Environment and Development (IIED) and an Industry Fellow with Sustainable Minerals Institute (SMI) at the University of Queensland (UQ). Previously, Fitsum led Artisanal and Small-scale Mining (ASM) work in his role as a Senior Researcher at IIED. Before this, he worked as a Researcher with SMI for several years conducting applied research on socio-economic impact of large-, medium- and small-scale mining. Fitsum has a long track record of conducting applied research, strategy designs, multi-stakeholder action dialogues, and building capacity, leadership and partnerships through various projects.



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