

IDWIM 2024 REPORT





About IDWIM

The International Day of Women in Mining (IDWIM) is an annual global campaign that unites the global mining industry to honour and celebrate the contributions of women in mining. The day serves as a commitment to continue working collaboratively for gender equity in the sector.



About IWiM

International Women in Mining (IWiM) is a global not-for-profit organisation pursuing gender equity in mining. Our transformative ambition is to reshape mining into an inclusive sector that embraces the contributions of all individuals.

A CELEBRATION OF WOMEN IN MINING

IDWIM is an industry campaign spearheaded by IWiM that is celebrated every year on June 15th by mining companies, consultancies, suppliers, NGOs and civil society including WIM organisations as well as governments and mining associations.

This year's theme is 'I am mining and I belong', with a focus on inclusion for all women in, with and around mining, regardless of their role or location.

Since its launch in 2022, IDWIM has been dedicated to fostering a more sustainable, diverse, and inclusive mining industry. Its primary objectives include:

- Identifying and promoting initiatives that can drive meaningful change within the mining sector.
- Emphasising the importance of data-driven approaches to highlight areas needing improvement and measure progress.
- Building strong, interconnected networks across the globe, bringing together industry professionals, organisations, and individuals to share knowledge and collaborate towards diversity, inclusion and sustainability in mining.

IDWIM 2024 social media stats



120,500+ social media mentions

25,015,310+ people reached

"'I am mining and I belong'
means where opportunities
exist for meaningful careers
and where the workplace is
inclusive of women
throughout the various stages
of both life and career."

Marie-Claude Halle

"'I am mining and I belong'
makes me excited because it
embraces women within their
workforce, ensuring they feel
valued, respected and
recognises the integral role
they play in the success of the
mining value chain."

Yvonne Shumba

"To me, 'I am mining and I belong' means that I am accepted and valued for who I am, without any need to change for the sake of 'fitting in'."

Deirdré de Jager

"When I think of 'I am mining and I belong', curiosity, intention, and representation are the three words that spring to mind. This has been my journey through the industry, incorporating many facets and enjoying the opportunity to learn and serve."

Allison George

MEET THE IDWIM 2024 CAMPAIGN AMBASSADOR

With more than 10 years with the company, she leads Teck's representation in South America, where the company has operations and projects located in Chile, Peru, Argentina and also Mexico.

Amparo participates in the Chilean mining industry as a director of the National Mining Society and as a member of the Executive Committee of the Mining Council. She is a director of the Chilean Pacific Foundation, the Chilean-Canadian Chamber of Commerce and is a member of UNICEF's Business Advisory Committee. In 2024 she joined the board of the Foundation Image of Chile and the Carbon Neutrality and Resilience Committee convened by the Ministries of Environment, Economy, Energy and Science.

Among her recognitions in the mining industry are the one granted by the Canadian Embassy in Chile for her contribution to the development of indigenous peoples; elected as Executive of the Year by the organization Women in Mining Chile; and named among the 100 World's Most Inspirational Women in Mining by Women In Mining UK. She was recently named Chile's Executive of the Year 2023 by EY and El Mercurio newspaper.



Amparo Cornejo
Vice President South America
Teck Resources Limited



































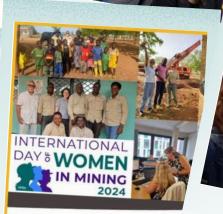




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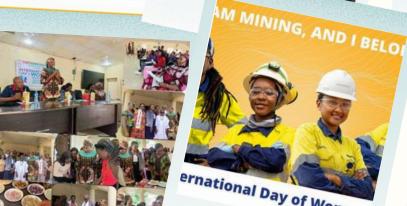


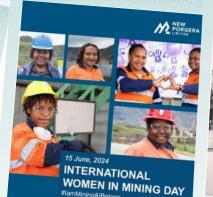






















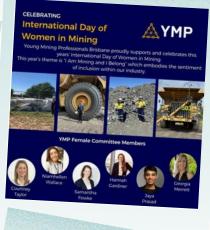




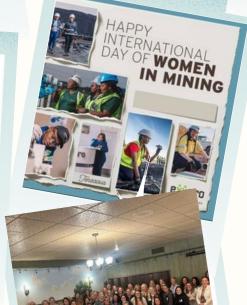


Industry IDWIM 2024 celebrations





















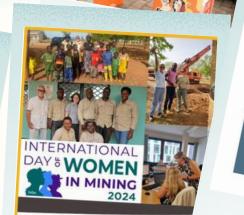


























PHOTO CAMPAIGN

Launched in 2014, the Photo Campaign highlights the diverse roles of women in the mining industry, serving as crucial role models for aspiring female miners. This initiative visually celebrates individuals in mining and portrays an accurate representation of women in various mining professions. This annual campaign is open to all individuals who identify as women in mining. The images collected over the years are stored here, and are featured through social media and during the International Day of Women in Mining celebration.

This year's #IAmMining Photo Campaign is more vibrant than ever, running throughout 2024. We've already received over 180 photo submissions from women across all continents, illustrating the global reach and importance of women's participation in mining.

We invite everyone to enjoy the collection <u>here</u> and witness the powerful presence of women in mining!



PHOTO COMPETITION



Imelda Patricia Nasubo Shift Supervisor Trainee Base Titanium Kwale Kenya



Lilian Kagai Mugalla Mining Engineer Gesagu Gold Mine Kenya



Yasmina Emad Safety Officer Centamin Egypt

As part of our International Day of Women in Mining celebrations this year, we hosted the #IAmMining photo competition open to all women in the mining sector. We got an incredible 94 photos from 32 countries.

Throughout the months of May and June, we received 12,650 votes from all over the world for the photo competition. During IWiM's IDWIM event on June 18th, every single participant was asked to vote from the top 10 to the top 5, and finally for the top 3 photos. See on the left the winning photos.

Imelda, Lilian and Yasmina were awarded prizes by our sponsor <u>Edumine</u>, a training and education provider for the mining industry. Each winner received a self-paced online course with certification: an Introductory course for third place, an Intermediate course for second place, and an Advanced course for first place.

We extend our gratitude to everyone who sent in their pictures, voted, and shared the photo competition on their social media platforms!











DÍA INTERNACIONAL DE 15 JUNIO











Mining

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WIM organisations IDWIM 2024 celebrations



WIM Germany ist eine Initiative zur Förderung von Frauen in der

















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DAY OF WOMEN

IN MINING

WIM USA CELEBRATES INTERNATIONAL DAY OF WOMEN IN MINING!











IWiM'S IDWIM 2024 EVENT

As the 15th of June fell on a Saturday, this year we hosted our dedicated IDWIM 2024 2-hour virtual event on the 18th of June to celebrate this momentous occasion with the global mining industry in the presence of ministers and senior industry leaders.

During our event, we showcased 'I am mining and I belong' videos from our IDWIM Ally and Champion sponsors. They highlighted their incredible employees and mine sites from Brazil, Canada, India, Liberia and Saudi Arabia. We also held a panel discussion on 'Breaking Ground in Belonging' and launched new IWiM resources. We also had interactive activities for the participants, including live voting for the top 3 winning pics in the photo competition and a dance break.

Event recordings: English | French | Portuguese | Spanish

We deeply appreciate our incredible speakers for their time, insights, and dedication to fostering a sense of belonging in mining. Watch each of their speeches below.



Mpumi Zikalala CEO Kumba Iron Ore, Anglo American IDWIM 2023 Campaign Ambassador



Antonia Orellana
Minister of Women and Gender Equity
Government of Chile

IWIM'S IDWIM 2024 EVENT



Aurora Williams

Minister of Mining

Government of Chile

The event offered simultaneous translation in **English**, **French**, **Spanish**, and for the first time ever, **Portuguese**.

We also live streamed the event on LinkedIn for anyone unable to join us on Zoom.



Kevin D'Souza, IWiM Advisory Council, Global Responsible Mining Specialist

Chelsea Williams, Director of Digital Operations, Teck Resources

Rebecca Peacock, Concentrator Director Liberia, ArcelorMittal

Sura Alshear, Senior Director of IT Security, Kinross Gold Corporation

Sushma Nainawat, AVP Sales - Underground Mining Productline, Sandvik India

IWiM's IDWIM 2024 celebration social media stats



10,125+ social media mentions

5,062,500+ people reached

"This conference has inspired me to persevere with so many experiences shared in this industry and how women are paving the way and fostering a space of equity in their workplaces."

Grace Ahadjie

"I am happy with this competition organised, it allowed us to know and understand the contribution of women in the mining sector on the one hand and on the other hand it is to publicise these women in the mines."

Virginie Adala

"It was wonderful to see these moments of joy shared online!"

Fatoumata FALL

"I had the opportunity to discover some wonderful women who have managed to carve out a place for themselves in a sector of activity that was once reserved for men. My congratulations to all these women who have defied prejudice and stigma to make a place for themselves in the mining sector."

Charlene Guigui

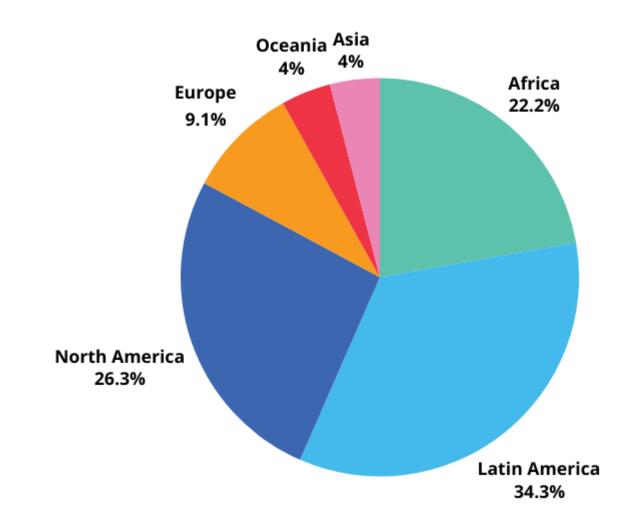
OVER 1022 PARTICIPANTS FROM 65 COUNTRIES



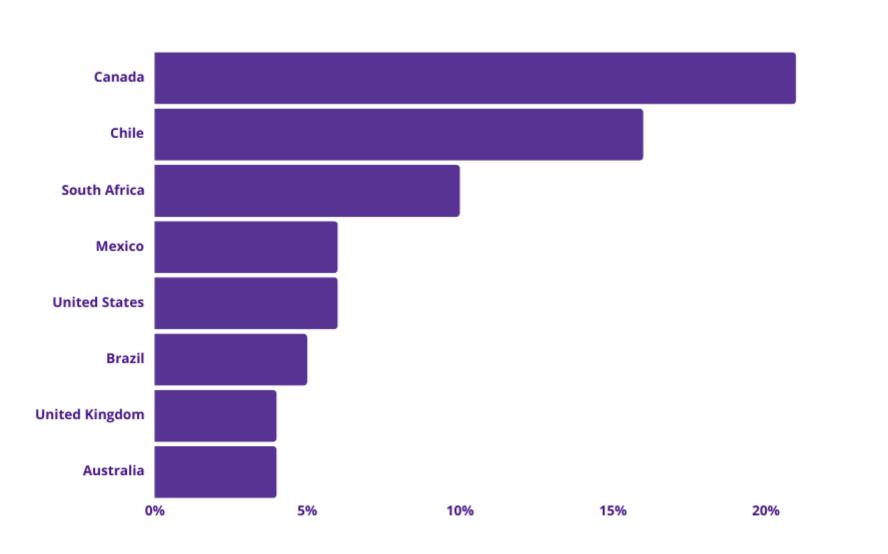
8% Male

92% Female

Where people attended from:



Countries with most number of participants:



25%

LAUNCH OF THE DEI DEFINITIONS PAGE

Although in recent years, DEI as a framework has been called out by some as inefficient or criticised for philosophical or political reasons, it remains true that if organisations want to achieve a licence to operate they need to include the entire population. In mining specifically that means a corporate culture change, review of processes & policies as well as ensuring offices, minesites, labs and more offer safe and accessible physical and soft infrastructure to all. Being anchored and guided by diversity, equity and inclusion principles will help achieve this goal.



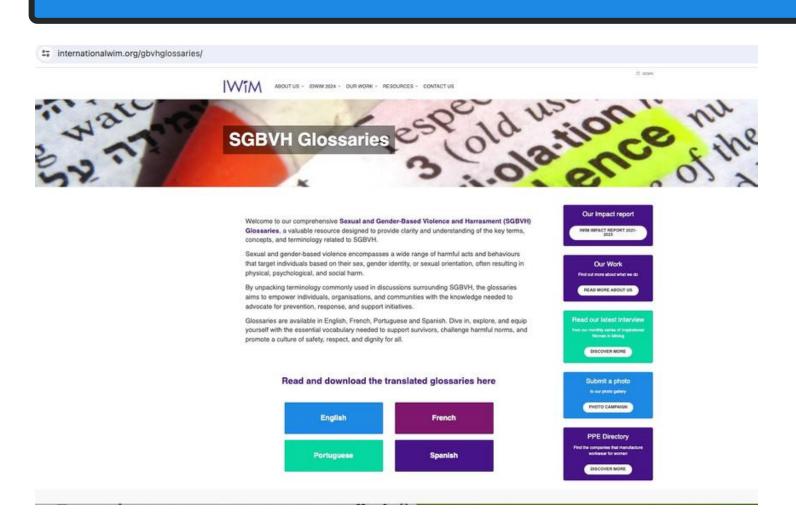
Diversity, equity, inclusion, belonging etc. are terms on their own and are also frameworks when joined up together and depending on the letter combination emphasise more one area than another. Many nuanced definitions are out there for diversity, equality, equality and inclusion etc., unfortunately making it harder for everyone to clearly understand these terms, align and work together towards achieving similar goals. For example, equity and equality are not synonyms. Both words are often used interchangeably, when in reality, they mean different things and how they are implemented can result in different outcomes for underrepresented groups and individuals.

This page will assist everyone in understanding what terms like diversity, equity, equality and inclusion mean.

Visit the DEI Definitions page here

LAUNCH OF THE SGBVH GLOSSARIES TRANSLATIONS

During IDWIM 2022, we launched the 'Respect at Work' resource, offering survivors a platform to anonymously share their stories and access essential resources. These can be used in workshops and conversations around GBVH at your organisation. In addition, it is a platform dedicated to learning and information and we offer a glossary of terms related to gender-based violence.



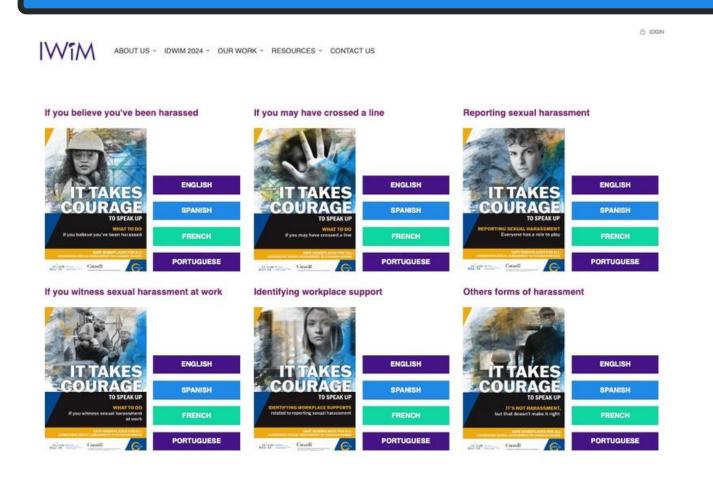
Building on this important work, this year, we introduced French, Spanish, and Portuguese translations for the Gender-Based Violence and Harassment Glossaries.

By offering these translations, we aim to make this valuable resource more accessible to people around the globe, breaking down language barriers and extending our reach to support even more individuals.

Visit the SGBVH Glossaries here

LAUNCH OF THE SAFE WORKPLACES FOR ALL TRANSLATIONS

During IDWIM 2022, we launched the 'Respect at Work' resource, offering survivors a platform to anonymously share their stories and access essential resources. These can be used in workshops and conversations around GBVH at your organisation. In addition, it is a platform dedicated to learning and information and we offer a glossary of terms related to gender-based violence.



Recently, we collaborated with the Mining Industry Human Resources Council of Canada and translated their "Safe Workplaces for All" postcards into Spanish and Portuguese, making them more accessible to a broader audience. Originally, they were only available in English, French, and Inuktitut.

The "Safe Workplaces for All" educational materials address sexual harassment in the Canadian mining sector. They provide an overview of legislative frameworks related to sexual harassment and violence through accessible formats like postcards, posters, and stickers. These materials highlight the rights, responsibilities, and support systems available to employers, unions, employees, including complainants, respondents, and witnesses.

These additional resources for our Respect at Work platform are meant to create safer, more inclusive workplaces for everyone.

THANK YOU TO OUR SPONSORS

Corporate contributions provide us with the support to continue working throughout the year on initiatives that impact the industry at large.

We thank our sponsors for their kind contributions to IDWIM 2024!

IDWIM Ally







IDWIM Champion







IDWIM Advocate



















IDWIM Supporter













CAML Celebrates
International Day of
Women in Mining

CAMI



International
Day of Women
in Mining 2024







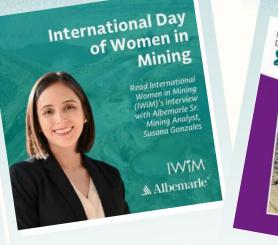












INTERNATIONAL DAY'S WOMEN IN MINING 2024

















I am mining, and I belong

Arcelor Mittal

IDWIM 2024 sponsors celebrations

Thank you for being part of the International Day of Women in Mining 2024!







Let's celebrate together again in 2025!

- internationalwim.org/idwim
- celebrate@internationalwim.org
- in @IWiM
- @iwim_official
- @IntWiM
- f @IntWiM
- @internationalwomeninmining

