

The logo for IWIM, featuring the letters 'IWIM' in a bold, purple, sans-serif font. A small, stylized purple bird icon is positioned above the letter 'i'. The logo is centered within a white circle.

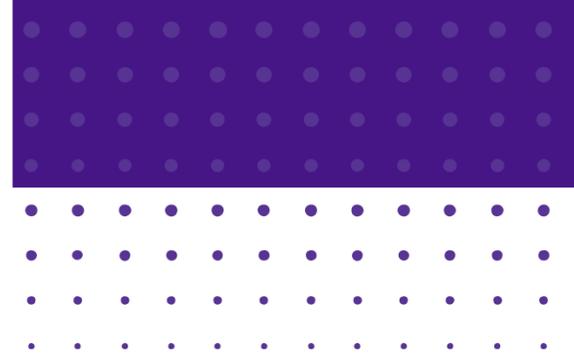
IWIM

**IMPACT REPORT: 2023-2025**

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# Foreword



“Between September 2023 and October 2025, IWIM has continued to grow its influence as a global voice for equity and inclusion in the mining sector.

During this period, IWIM has deepened its partnerships, broadened its reach, and strengthened its approach to change. Through supporting industry, collaboration with policy shapers and our community, we have worked to make equity and inclusion central to how the mining industry operates — not as an aspiration, but as a driver of innovation, safety and sustainability.

This Impact Report reflects both our progress and our purpose: to build systems, cultures, and opportunities where all people, regardless of gender, background, or identity, can contribute and succeed. Mining’s future must be inclusive, intersectional and just.

We are grateful to our partners and sponsors, our mentors and our allies who continue to stand with IWIM in transforming mining from the inside out.”

Barbara Dischinger, Executive Director

# Our Highlights

# Executive Summary

The report reflects IWIM's evolution into a global NGO working across the entire natural resources supply chain, with a mission to support organisations in creating workplaces where everyone can thrive. Outlining two years marked by expanded global reach, stronger policy engagement and new tools designed to drive inclusion across the natural resources sector.

## Key Highlights from the 2024-2025 Impact Report

### People Development & Mentoring

- 632 women have been mentored through the International Women in Resources Mentoring Programme (IWRMP) since 2018
- Launch of Pit to Peak Pathfinders, a free mentoring circles programme that expands mentoring access to all professionals across the mining value chain
- Workplace Tools & Industry Collaboration
- Launching a Gender Audit Tool and multi-language Respect at Work resources (EN, FR, ES, PT)
- Publishing a global Culture Calendar
- Growth of IWIM's DEI Sharing Network: 10 additional organisations joined bringing the total to 21

### Policy & Advocacy Influence

- Active engagement in seven multi-stakeholder initiatives and peer review of global mining standards
- Co-signing a Letter of Intent on gender equity with Argentina's CFI and provincial governors
- Ongoing quarterly convening of policy makers through the WIM Global Exchange
- Hosting the Secretariat for the International WIM Alliance and delivering the WIM Success Lab, a World Bank EGPS project
- Growing our Gender & Mining Library, open to all

### Growing Global Engagement

- Professionals and partners from 65+ countries engaged in IWIM initiatives and collaborations
- A LinkedIn community of 27,000+ professionals, representing the largest equity-focused network in mining
- 1672+ People participating in IDWIM live events in 2024 & 2025
- 21,000+ People visiting employers on the mining jobs portal in 2024 and 2025

The report outlines IWIM's continued commitment to partnering with companies and policy actors to strengthen workplace culture, expand practical inclusion tools and ensure diverse professionals can thrive across the sector.

# About Us

## Advancing equity in natural resources

IWIM is a global non-profit advancing equity across the natural resources sector. Since 2007, we have evolved from a volunteer advocacy group into a recognised catalyst for systemic change, challenging the status quo and advancing inclusion industry-wide.

### Our Purpose

- We envision a natural resources sector that is equitable, responsible and sustainable.
- We believe that inclusive workplace design and respect at work are key factors in retaining people.
- Every programme and initiative we deliver connects back to this principle: creating workplaces where people want to stay, grow and lead.

The mining industry requires diversity of thought, backgrounds and experiences to innovate, remain competitive, operate responsibly and sustainably. By embedding intersectionality into our work, we want progress to reflect the full diversity of people and perspectives shaping mining's future.

### We exist to

- **Retain and develop talent:** Our initiatives help organisations attract, retain and grow people by embedding diversity, equity and inclusion at all levels.
- **Champion equity and intersectionality:** Because the sector requires diversity of thought to drive innovation, collaboration and forward-thinking solutions.
- **Connect a global community:** Our networks create continuous opportunities for learning, growth and shared impact.
- **Lead with insight:** We champion, participate and share research; advocate for gender-disaggregated data; and empower stakeholders to make evidence-based decisions.
- **Challenge the status quo:** We convene stakeholders; foster courageous dialogue; and enable actionable change to bridge systemic gaps and raise industry standards.
- **Drive systemic impact:** We address barriers at scale, helping organisations create workplaces where everyone feels included, respected and empowered to thrive.

→ Through these efforts, IWIM contributes to the natural resources sector remaining a career destination of choice, where people don't just join but choose to stay.

# Evolving for Impact

When IWIM was founded, equity was not yet part of the mainstream mining conversation. Representation in the sector was small and we started by building a global network linking women in mining and WIM organisations.

Today, equity requires more than connection — it requires structural change that improves retention for everyone in mining. As the industry evolves, so do we: moving from awareness to action, advocacy to accountability.

IWIM has grown from a women-focused network into a global NGO driving culture change across the natural resources sector, working with companies and organisations to achieve industry-wide transformation.

We do this by:

- Developing tools and strategies that turn intent into measurable outcomes
- Convening spaces for dialogue and learning; building global communities
- Delivering practical solutions that address real barriers on the ground
- Supporting organisations to meet their unique needs



**IWIM operates globally, connecting stakeholders across borders to foster industry-wide transformation.**

IWIM's work is distinct from independent local and national WIM Organisations (over 140 in 75+ countries) that operate on the ground to support their individual members.

We host the Secretariat of the International WIM Alliance, a multilateral collaboration platform co-developed by IWIM and WIM Organisations to promote a unified global voice, enhance recognition of women in mining and support of WIM Organisations.

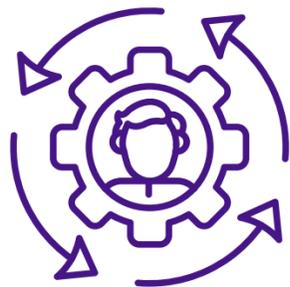
**What We Do**

# Our Pillars

## Industry Change Agent

We actively champion equity in natural resources through global projects & initiatives that accelerate progress from conversation to action.

We connect stakeholders across the industry, provide access to DEI tools, frameworks and data-driven resources, and empower future leaders through our global cross-company mentoring programme.



## Equity Accelerator

We collaborate with policy actors to embed equity into decision-making.

We actively participate in multi-stakeholder initiatives and contribute to the peer review of standards and policies, fostering a mining industry that thrives on inclusivity and reflects the diversity of the global community.



# Our Initiatives

## Industry Change Agent

 <p>IWRMP</p>	 <p>EQUI Space</p>	 <p>Pit to Peak PATHFINDERS</p>	 <p>PHOTO CAMPAIGN</p>
 <p>INTERNATIONAL DAY OF WOMEN IN MINING</p>	 <p>RESPECT at WORK</p>	 <p>D&amp;I SHARING NETWORK</p>	 <p>Female PPE DIRECTORY</p>
 <p>MINING JOBS PORTAL</p>	 <p>INTERVIEW SERIES</p>	 <p>INCLUSION CALENDAR</p>	 <p>BESPOKE CONSULTANCY</p>

## Equity Accelerator

 <p>PARTICIPATION IN MSGs</p>	 <p>WIM GLOBAL EXCHANGE</p>	 <p>PEER REVIEWS</p>
 <p>RESEARCH PROJECTS</p>	 <p>GENDER AND MINING LIBRARY</p>	 <p>BRIDGE BTW INDUSTRY &amp; POLICY</p>
 <p>INTERNATIONAL WIM ALLIANCE</p>	 <p>ADVOCACY</p>	

# Our Stakeholders & Engagement

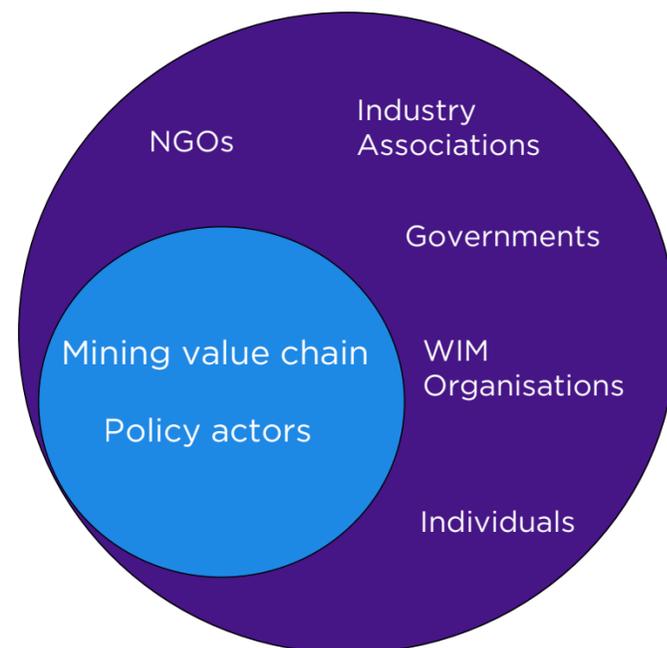
Through multifaceted engagements, IWIM strives to create a more inclusive, collaborative and equitable mining industry for the benefit of all stakeholders.

## Industry

(explorers, producers, consultants & suppliers)

We champion equity through global projects and initiatives, connecting stakeholders and providing access to tools & resources.

- 35+ corporate partners and project sponsors
- International Women in Resources Mentoring Programme (IWRMP)
- Pit to Peak Pathfinders
- EquiSpace & Gender Audit Tool
- Respect at Work Platform
- D&I Sharing Network
- Bespoke DEI support
- Mining Jobs Portal
- Inclusion Calendar
- Female PPE Directory



## Policy actors

(multilateral institutions, governments, development banks, industry associations, NGOs)

We collaborate with policymakers to embed equity into decision-making by

- Nurturing 30+ Relationships with policy makers
- Convening the WIM Global Exchange quarterly
- Participating in multi-stakeholder initiatives & committee work: EITI, IRMA, EPRM, UNECE ERMG, Women Rights & Mining, Global Battery Alliance, Mining2030
- Peer reviewing & gender mainstreaming mining standards & frameworks, policies & position statements
- Advocating for granular gender disaggregated data
- Collaborating on research projects
- Curating a free online accessible Gender & Mining library with over 700 reports

# Our Impact

# Impact at a Glance

## What we do

- Drive systemic change as an Industry Change Agent and Equity Accelerator
- Partner globally with organisations and allies to deliver practical, scalable inclusion solutions
- Create spaces for dialogue and shared learning by convening policy actors and industry partners

## Why it matters

Inclusion and equity are not just values — they are essential to retaining talent and building a sustainable, thriving sector. By connecting people, data, and decision-makers, IWIM helps turn commitments into measurable progress.

## Our impact goals

	Pillar	Goal
1	Industry Change Agent	Contribute to positive workplace transformations, to measure progress, and to deliver interventions that increase retention and inclusion
2	Equity Accelerator	Inform policies grounded in research and data to empower stakeholders to make impactful decisions
3	Increase Presence & Impact	Deepen existing partnerships, develop new collaborations and enhance our relevance globally to drive sustainable change

632

Female professionals mentored since 2018

4

New initiatives launched in last 2 years

1672+

People participating in IWIM's IDWIM Global Events in 2024 & 2025

+10

Additional organisations taking part in the DEI Sharing Network

21,000+

People visiting employers on our mining jobs portal both in 2024 & 2025

4

Expanded languages of the Respect at Work resources (EN, FR, ES, PT)

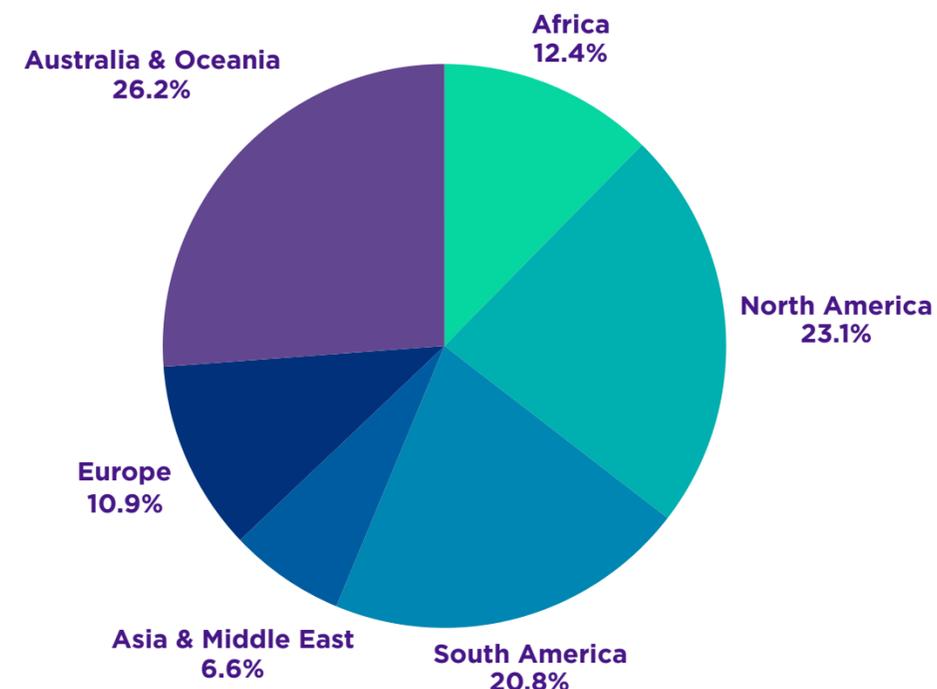
7

Participation in 7 MSGs, including 2 new ones since last report

15

Courses developed for WIM Success Lab: multilingual eLearning project

## 65+ Countries Represented



Linkedin Group Followers

16,968

Linkedin Page Followers

26,994

Facebook Followers

3,922

Instagram Followers

705

# Impact by Initiative

INITIATIVE	PURPOSE	OUTCOME
International Women in Resources Mentoring Programme (IWRMP)	Global cross-company industry-wide mentoring programme to support women, drive change & unlock growth in the resources sector.	<ul style="list-style-type: none"> <li>• 112 mentees based in 33 countries in 2024 and 104 in 31 countries in 2025</li> <li>• 4.5/5 satisfaction rate by participants over both years</li> </ul>
Pit to Peak Pathfinders	Strengthen retention by reducing isolation, providing guidance and connecting peers	<ul style="list-style-type: none"> <li>• In 2025 aunched a free mentoring circles initiative open to everyone regardless of gender</li> </ul>
EquiSpace	Creating a framework for inclusive and safe workplaces	<ul style="list-style-type: none"> <li>• Developed a DEI Definitions Hub for shared understanding</li> <li>• Launched a Global Culture Calendar to support inclusive celebrations at office &amp; site</li> <li>• Developed a Gender Audit Tool &amp; Guidance to support inclusive workplace improvement</li> </ul>
Corporate DEI Network & Benchmarking	Strengthen collective progress on gender equity by bringing together corporate partners in a trusted environment	<ul style="list-style-type: none"> <li>• Space for deeper engagement &amp; collaborative problem-solving</li> <li>• Increased participation &amp; openness among partners</li> <li>• Knowledge sharing on gender equity challenges in complex corporate environments</li> </ul>
International Day of Women in Mining	Annual worldwide celebration of women and their contributions to the mining industry	<ul style="list-style-type: none"> <li>• Social media: IDWIM celebrated with 1,000+ posts in both 2024 &amp; 2025</li> <li>• IDWIM Global Event 2024: 1,000+ participants in 65 countries, marking it one of the campaign's strongest global engagements.</li> <li>• IDWIM Global Event 2025: 650+ participants in 60 countries, maintaining broad international participation &amp; industry reach.</li> <li>• In 2025: organised several additional events: a webinar on Mining data with FTSE Women Leaders, a regional event in Africa &amp; a joint event with IMARC</li> </ul>
Respect at Work	Raise awareness for safe working environments for everyone who works in mining	<ul style="list-style-type: none"> <li>• Published GBVH glossaries in English, French, Portuguese &amp; Spanish</li> <li>• Worked with MiHR to expand their postcard campaign adding Spanish &amp; Portuguese</li> </ul>
Mining Jobs Portal	Global Mining Jobs Platform	<ul style="list-style-type: none"> <li>• For year 23-24, 94 roles were advertised and in year 24-25 133, an increase of 41,5 %</li> <li>• 5,988 job portal visits between Nov'23-Oct'24 and 5,134 between Oct'24-Sep'25</li> <li>• 21,160 and 21,462 total company page visits in the same periods</li> </ul>
Photo Campaign	Establish a repository of images of women in mining at their places of work	<ul style="list-style-type: none"> <li>• Over the past years, the IDWIM Photo Campaign has gathered 391 total submissions.</li> <li>• 2023: 129 women in mining shared their stories through photography.</li> <li>• 2024: Participation grew significantly, reaching 188 submissions.</li> <li>• 2025: With 35 deeply personal submissions.</li> </ul>
Interview Series	Celebrate achievement, amplify role models & highlight diverse career paths	<ul style="list-style-type: none"> <li>• 23 new interviews were added over the period Nov 2023 to Oct 2025</li> </ul>

INITIATIVE	PURPOSE	OUTCOME
WIM Global Exchange	Collaboration platform for international organisations about gender in extractives	<ul style="list-style-type: none"> <li>• Over 20 organisations participate</li> <li>• Collaboration, information exchange &amp; cross-pollination</li> </ul>
MSG participation	Participation in multi-stakeholder initiatives on responsible mining for collaboration & shared learning	<ul style="list-style-type: none"> <li>• EPRM - CSO Pillar</li> <li>• Global Battery Alliance ESG Working Group</li> <li>• Mining 2030 WG4: Stakeholder Engagement &amp; Benefit Sharing</li> <li>• UNECE EGRM Gender Working Group</li> <li>• Women Rights &amp; Mining</li> </ul>
Peer Reviews	Contribute to systemic change by embedding equity into global mining policy, standards & governance	<p>Peer reviews of international frameworks:</p> <ul style="list-style-type: none"> <li>• Consolidated Mining Standard Initiative</li> <li>• GBA Battery Passport</li> <li>• IRMA Standard 2.0</li> <li>• Mining 2030 Investor Commission 10-year vision &amp; recommendations</li> <li>• UNECE: Guidelines for Integrating Human Rights &amp; Gender Equality into Sustainable Resource Management &amp; Governance: Leveraging UNFC &amp; UNRMS</li> </ul>
Collaborations	Help to shape regulations and standards that promote sustainable & equitable practices in the sector	<ul style="list-style-type: none"> <li>• Letter of Intent (CFI, 5 Argentinian provinces + WIM Argentina)</li> <li>• Collaborating with WEF on Future of Jobs Report</li> <li>• FTSE Women Leaders Review: Partnered in a dedicated webinar</li> <li>• IGF Mining - Parental Leave in Mining report</li> </ul>
Gender & Mining Library	Online resource providing open access to reports on gender & mining	<ul style="list-style-type: none"> <li>• Gender Library - Total all years: 754</li> <li>• Nov 2023 - Oct 2024: 57 reports</li> <li>• Nov 2024 - Oct 2025: 59 reports</li> </ul>
International WIM Alliance	Multilateral collaboration platform for WIM Organisations fostering a united WIM voice	<ul style="list-style-type: none"> <li>• New branding in 2025</li> <li>• Created and launched a dedicated website in 2025</li> <li>• IWIM hosts the Secretariat since 2021, supporting the WIM Alliance with a wide range of resources for projects, events, meetings</li> <li>• Launched WIM Momentum Series</li> </ul>
WIM Success Lab	Strengthen WIM Organisations' ad & knowledge through an e-learning channel with 15 free courses. Deve for the International WIM Alliance	<ul style="list-style-type: none"> <li>• Free courses in English, French &amp; Spanish</li> <li>• Launched July 2025</li> <li>• 14 courses completed in English to date</li> <li>• 8 courses available in French &amp; Spanish to date</li> <li>• Over 100 registrations to date</li> </ul>

# Our Impact in Action

**November**  
 Attended IGF Mining AGM in Geneva  


**December**  
 Convened the global WIM summit, bringing together leaders of WIM Organisations  

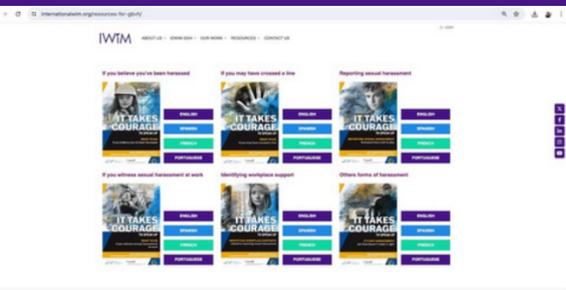

**December**  
 Collaborated on IGF Mining's Parental Leave in Mining paper  


**January**  
 #IAmMining photo campaign launch  
  
 Tatiana Africano

**February**  
 Attended Mining Indaba, Capetown  


**March**  
 PDAC, Interministerial Mining Forum, hosted 1st IWRMP Networking Function - Toronto  


**June**  
 IDWIM: hosted Global Event & community social media celebrating the date globally  

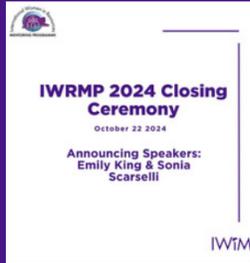

**June**  
 GBVH Glossaries in 4 languages, collaboration with MiHR translating their postcard campaign in SP & PO, new DEI definitions page on IWIM website  


**June**  
 Amparo Cornejo announced as IDWIM campaign ambassador  


**May**  
 IDWIM photo competition  


**April**  
 7th annual IWRMP programme launched  


**September**  
 Start of WIM Success Lab, an EGPS funded project for WIM Organisations  


**October**  
 IWRMP programme concludes  
  


**October**  
 Spoke at OCDE Conference of Mining Regions & Cities - Sudbury, Canada  


**October**  
 Signed letter of intent with CFI, 5 Argentinian provinces & WIM Argentina  

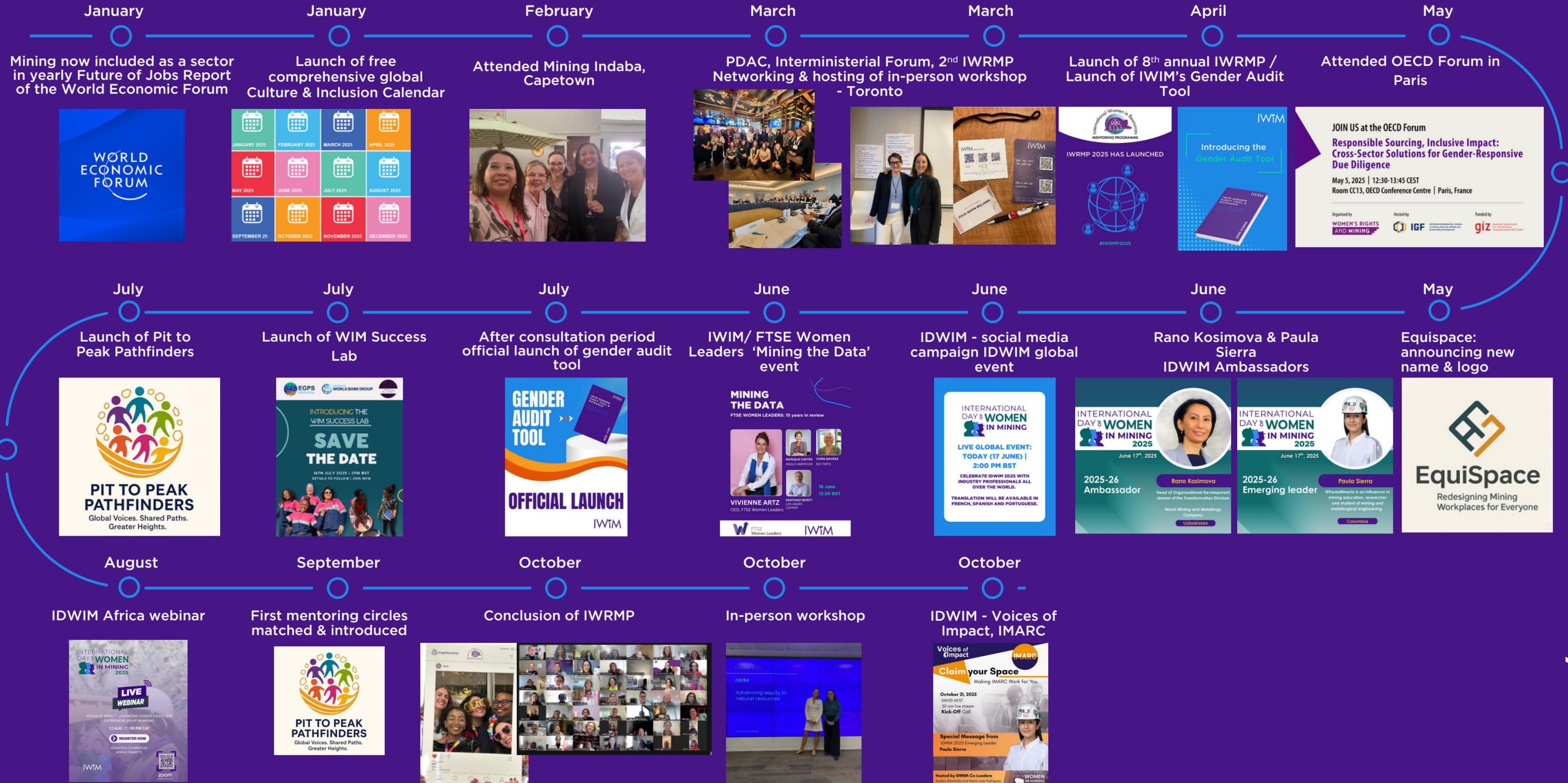

**October**  
 IWRMP Networking Drinks IMARC - Sydney  


**November**  
 opened applications for an international team to help project manage & shape IDWIM  


**November**  
 Attended IGF Mining AGM in Geneva  


2023/2024

# Our Impact in Action



2024/2025

# IWRMP

## Purpose

Established in 2018, the International Women in Resources Mentoring Programme (IWRMP) is the world's only cross-company programme in the resources sector. Each year, this programme connects emerging female leaders with expert mentors to overcome professional barriers, build confidence and grow into the next generation of industry leaders.

## Diversity focus

By fostering relationships between mentees and senior leaders from diverse personal and professional backgrounds, IWRMP drives inclusion and cross-sector cross-cultural understanding across the global mining ecosystem.

## Scholar Support

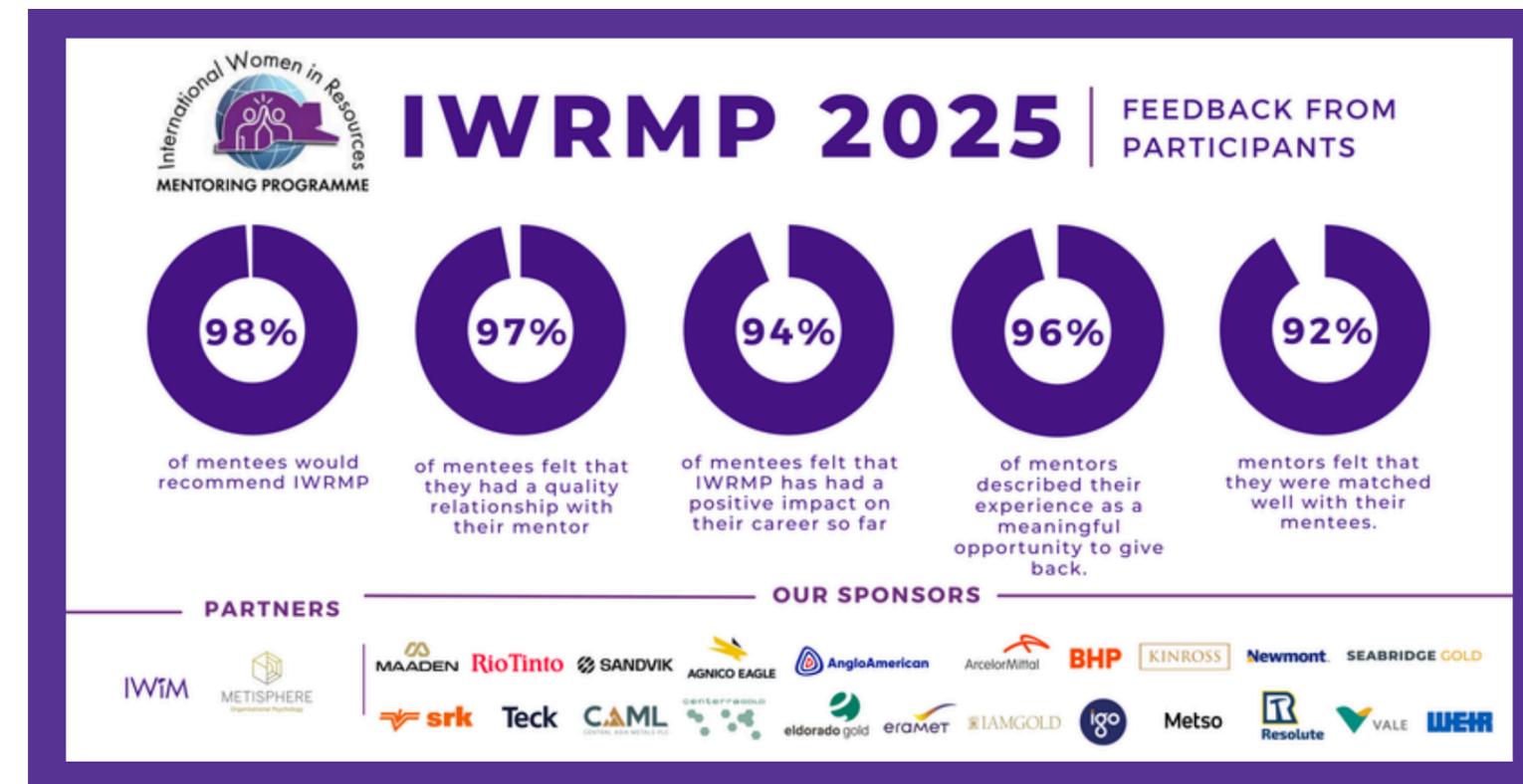
Through scholarships, IWRMP provides access to participants from emerging markets and underrepresented groups, strengthening equity within the programme and across the wider industry.

## Impact

To date, IWRMP has supported the personal and professional growth of 632 mentees across 45+ countries, nurturing global connections that bridge disciplines, geographies and experience levels. The continued popularity of the programme confirms IWRMP's enduring value and its role in driving measurable professional growth.

## Why it matters

Mentoring drives retention, progression, and leadership diversity. IWRMP helps professionals amplify their influence, creating ripple effects that strengthen inclusion, retain talent and shape more equitable workplaces industry-wide.



Find out more about the IWRMP programme [here](#).

# IWRMP Testimonials

"At the beginning of the programme, I didn't really know what to expect. I had some career goals in mind, but they were still quite vague, and I had never truly taken the time to think about how to reach them. The mentorship programme became a turning point — it helped me shape a clear career vision, understand the power of building connections, and gave me the tools to expand my professional network. I gained confidence in myself and became much more involved in my organisation. Today, all the company's leaders know me — opportunities keep multiplying. I feel empowered, inspired, and confident about the future — and I'm determined to keep growing and shaping my career with purpose."

"The perspectives shared by my mentor was incredibly valuable, providing me with tangible strategies to advance my career. I am grateful to my company for supporting my involvement in this impactful programme, which has enriched my professional development. I would highly recommend this programme to any woman looking to accelerate her growth and impact within the mining field."

"Participating as a mentor with IWRMP has been a fantastic experience. I have looked forward to each of the mentoring sessions and have been impressed by my mentee's transformation along the journey. Seeing the clarity and renewed enthusiasm my mentee has gained for her career have made mentoring with IWRMP most rewarding."

"Participating in IWRMP has been an incredibly rewarding experience. I'm grateful to have been part of this initiative and would highly recommend it to both emerging professionals and experienced leaders looking to give back."

"It was a life-and career-changing experience..."

"Having a trusted mentor outside of work to turn to for career advice has been game-changing."

"Participating in the mentoring programme was a very valuable experience. It allowed me to bridge gaps, broaden my perspective, and discover new ways of approaching the challenges of my managerial role. My mentor was and continues to be exceptional; our conversations will continue beyond the programme. I am deeply grateful for this opportunity and the impact it has had on my professional development."



# Pit to Peak Pathfinders

## Opening mentoring to the entire sector

Mentoring drives retention, confidence, and career progression — but access isn't equal. In 2025, IWIM launched Pit to Peak Pathfinders to change that.

### What It Is

A free, peer-led mentoring programme open to all mining professionals — including men — who want to grow their careers, expand networks and share/gain cross-disciplinary insight.

### Purpose

This free initiative strengthens retention by reducing isolation, providing guidance and connecting peers facing similar challenges across the mining value chain. The focus on community and shared experience reflects IWIM's belief that retention is fundamental to long-term sector equity.

### How It Works

Pathfinders brings together professionals from diverse disciplines in circular, peer-led mentoring groups.

### Impact

Pit to Peak Pathfinders offers a clear, accessible mentoring experience for those who can't join IWRMP. It strengthens confidence, allowing everyone to slern, support as well as lead. It helps forge networks between individuals across companies which in turns strengthens the sector.

### Our Commitment

Pathfinders reflects IWIM's commitment to ensure that more people — across gender, background and role — can access meaningful, career-shaping support.

## 2025 Cohort Highlights

75

Professionals applied based in 27 countries

70

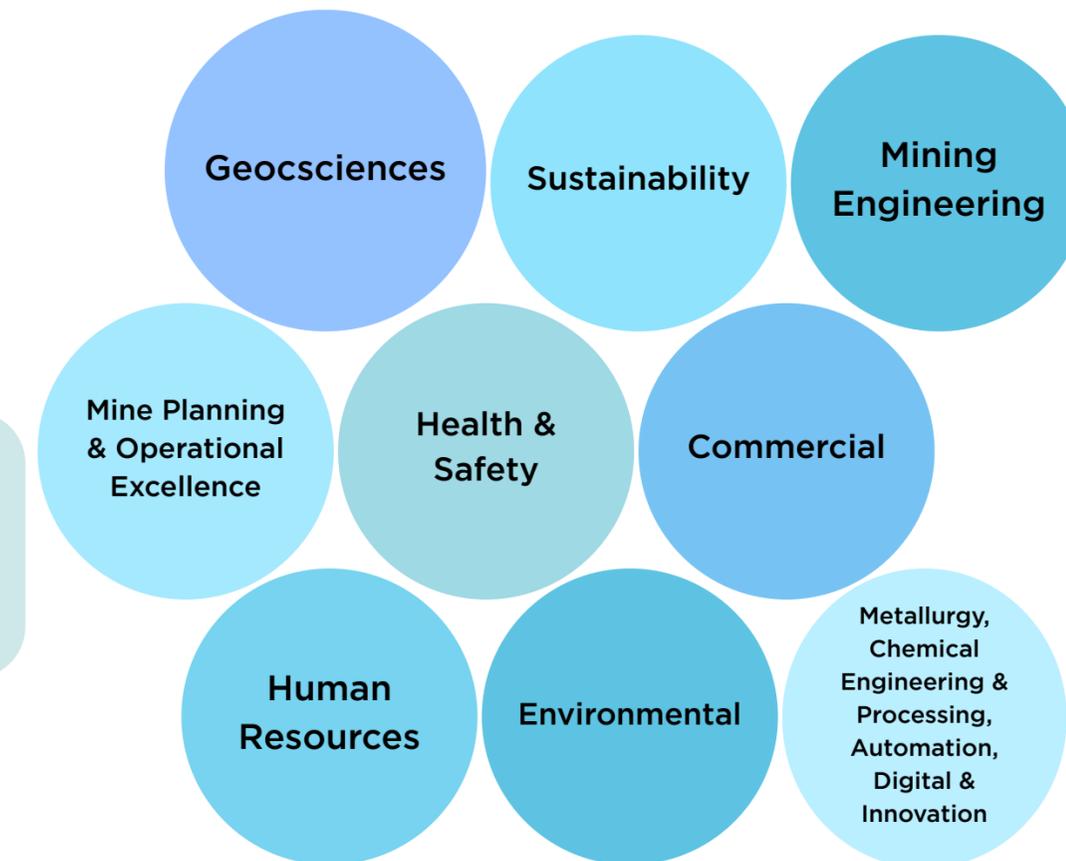
were matched in 9 mentoring circles



**PIT TO PEAK  
PATHFINDERS**

Global Voices. Shared Paths.  
Greater Heights.

## 2025 launched Circles include



# DEI Network

## Purpose

To strengthen collective progress on gender equity by bringing together corporate partners in a trusted environment where they can exchange experiences, discuss challenges and learn from one another. The network aims to accelerate organisational change by fostering honest dialogue, shared accountability and practical insights that improve gender-related outcomes.

## What

We convene a confidential peer-learning network for partner organisations. Operating under Chatham House rules, the network enables participating companies to openly discuss obstacles, explore solutions and reflect on their internal practices without external scrutiny. We include a blend of virtual sessions and in-person workshops, designed to offer both thematic learning and deeper collaborative work.

## Impact

- Providing a secure space for deeper engagement and collaborative problem-solving
- Strengthening peer learning and increased openness among partners
- Knowledge sharing across partner organisations on how to approach gender equity challenges in complex corporate environments

## Why It Matters

Driving gender equity requires more than isolated commitments — it demands shared learning, honest reflection and collaboration across the sector. By creating a trusted space where organisations can speak candidly and learn from one another, this initiative accelerates progress that is difficult for any company to achieve alone. The network builds collective capacity, strengthens accountability and ultimately helps participating organisations implement more effective, evidence-informed strategies that advance gender equity at scale.

# Equispace

## Context

Many companies are hiring more diverse talent — but the physical and social infrastructure of mining hasn't kept pace. Diversity targets may be met, yet equity, inclusion and retention remain out of reach.

Mining is still one of the least gender-inclusive industries globally. Site design, operational norms and long-standing behaviours often reinforce barriers that limit participation and drive skilled workers away. Without intentional, inclusive workplace design retention will continue to suffer.

## Purpose

[EquiSpace](#) is IWIM's inclusive workplace design initiative, created to help companies build environments where diverse talent can thrive and stay.

EquiSpace helps organisations:

- Identify physical and cultural barriers that undermine inclusion
- Strengthen workplace practices that support retention
- Build environments where all employees — across gender, background and role — can participate fully

## Impact

- Published GBVH glossaries in English, French, Portuguese & Spanish
- Developed a DEI Definitions Hub for shared understanding
- Launched a Global Culture Calendar to support inclusive celebrations at site
- Delivered an awareness campaign, engaging the industry through events & social media
- Developed a Gender Audit Tool & Guidance to support inclusive workplace improvement

## Why it matters for the industry

Inclusive workplaces strengthen health & safety, retention, innovation, belonging and long-term workforce sustainability. EquiSpace gives companies the practical tools and guidance they need to move from intention to action — and create workplaces that work for everyone.



# EquiSpace

Redesigning Mining  
Workplaces for Everyone

## Key Themes

- Safety and personal protective equipment (PPE)
- Changing rooms & toilets
- Menstruation, menopause, pregnancy, miscarriage / fertility / adoption and lactation
- Mental health and well-being
- Shift design, fly-in-fly-out (FIFO), remote work
- Parental leave & child care
- Office, mine, camp and plant physical infrastructure including access, lighting and security
- Neurodivergence and ability

# Gender Audit Tool

## Purpose

Most companies genuinely care about doing the right thing for their people — but retrofitting an entire industry or mining site is complex. Who is responsible? Where do you start? And while new standards outline what is expected, they rarely explain how to get there.

That's why, throughout 2024-2025, IWIM developed a comprehensive Gender Audit Tool and Guidance: a practical, structured way for companies to self-assess where they are on their equity journey and identify meaningful pathways for improvement.

## What it offers

The tool includes a corporate-level audit & 3 progressive site-level assessments that help companies review their workplace through a gender equity lens:

- Level 1: Minimum Basic Equity
- Level 2: On the Way to Inclusion
- Level 3: Full Inclusion

These levels provide a staged framework that enables organisations to assess current practices, uncover barriers and identify opportunities to advance inclusion across their sites.

## How companies use it

The Gender Audit Tool supports:

- Internal reviews of workplace culture & design
- Team and leadership discussions on equity & inclusion
- Early-stage planning for inclusive workplace improvements
- Alignment with broader DEI or health & safety assessments

→ Helping organisations understand where they stand today and where they can go next on their journey toward safer, more inclusive and more equitable workplaces.

Introducing the  
Gender Audit Tool



# IDWIM Campaign

International Day of Women in Mining (IDWIM) is celebrated annually on 15<sup>th</sup> June

## Purpose

Annually, on the 15th of June, the global mining industry is invited to commemorate the International Day of Women in Mining (IDWIM). A day to celebrate the perseverance, contributions, talent and spirit of the women who were, are, and will be part of the mining industry worldwide. This annual campaign brings light to the advancements achieved thus far and the opportunities available for the industry to continue to become sustainable, responsible and inclusive.

## Objectives

- Celebrate the professional women who have been, who are and who will be part of mining
- Raise awareness about the achievements and opportunities available to reach gender equity in the mining sector
- Promote change by bringing forth initiatives and that deepen and expedite current efforts and commitments for a more inclusive sector

IDWIM has promoted the day via a social media campaign and a global event since 2022 and many companies, WIM Organisations and individuals also host events on the day.



# IWIM's Global IDWIM Event 2024



IDWIM 2024 was delivered under the global theme “**I Am Mining and I Belong**”, strengthening worldwide momentum toward gender equity and belonging in the mining sector. The virtual event convened **1,022+ participants from 65 countries**, supported by multilingual interpretation (EN/FR/ES/PT) and featuring contributions from ministers, senior executives and the 2024 **Ambassador Amparo Cornejo (Teck)**.

## Participation and Global Reach

- 1,022+ participants
- 65 countries represented
- Engagement from mining companies, WIM organisations, NGOs and governments

## Ambassador and Her Impact

2024 Ambassador Amparo Cornejo amplified the campaign's core message of belonging, contributing high-level visibility and reinforcing the theme across multiple global audiences.

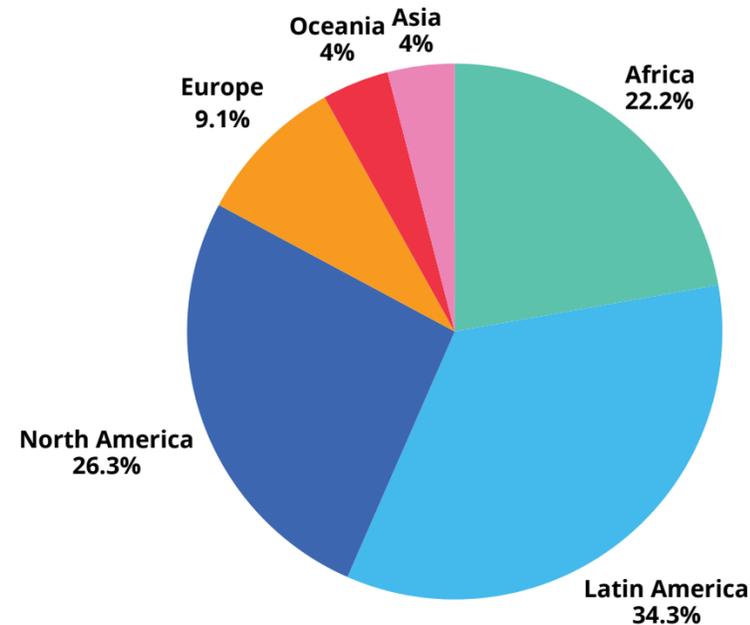
## Campaign Theme and Key Messages

“I Am Mining and I Belong” emphasised the fundamental importance of belonging as a foundation for an equitable and sustainable mining industry. The message was strengthened by visual storytelling, DEI tools and multilingual resources.

[Watch IDWIM 2024](#)

[Read the Report](#)

## Where people attended from



## Social Media & Digital Engagement Metrics

- 25M+ global reach
- 120,500+ social media mentions
- #IAmMining Photo Campaign: 180+ submissions
- Photo Competition: 94 entries, 32 countries, 12,650 public votes
- Strong multilingual engagement and sector-wide activation

## Photo Competition Winners



Imelda Patricia Nasubo



Lillian Kagai Mugalla



Yasmina Emad

## Outcomes and Impact Achieved

- Expanded access to DEI tools ([DEI Definitions Page](#), [multilingual GBVH Glossary](#), [Safe Workplaces materials](#))
- Strengthened global visibility for gender equity in mining
- Increased cross-sector collaboration
- Reinforced belonging as a core driver of industry transformation

# IWIM's Global IDWIM Event 2025



IDWIM 2025 was celebrated under the global theme **“Voices of Impact”**, highlighting resilience, recognition, and lived experiences of women and allies. The initiative was powered by the **IDWIM Organising Committee**, composed of **55 women worldwide**, with Co-Leads playing a key role in shaping the programme and expanding global participation, supported by multilingual interpretation (EN/FR/ES/PT).

Main sponsor



## Participation and Global Reach

- 650+ participants
- 60 countries represented
- Strong participation from industry leaders, ministers and global partners

## Ambassadors and Their Impact

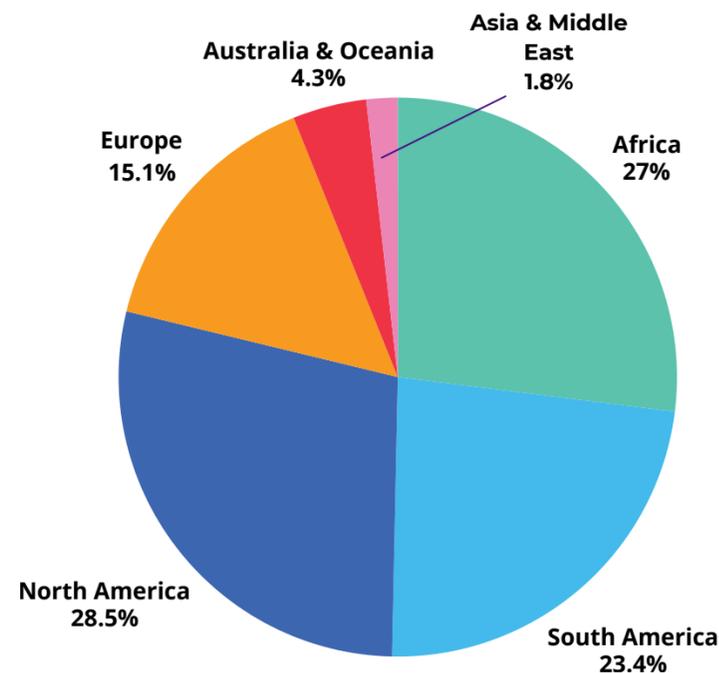
The 2025–2026 Ambassadors Rano Kosimova and Emerging Leader Paula Sierra contributed significantly to campaign storytelling, global visibility and engagement across activities.

## Campaign Theme and Key Messages

“Voices of Impact” elevated authentic personal stories, emphasising resilience, allyship, and progress beyond traditional DEI frameworks. The theme encouraged industry reflection and collective action.

[Watch IDWIM 2025](#)

## Where people attended from



[Read the Report](#)

## Social Media & Digital Engagement Metrics

- Photo Competition: 105 submissions from 31 countries
- Highly interactive virtual programme (live voting, trivia, panels)
- Scholarships for competition winners provided by TeamSynerG
- Edumine engagement through prizes and attendee discounts



## Outcomes and Impact Achieved

- Strengthened visibility of women’s leadership & their experiences and elevated diverse voices across the global mining community
- “Mining the Data” session featuring Anglo American, Rio Tinto and Los Andes Copper
- Reinforced resilience, recognition and allyship as essential elements of an inclusive mining future
- First regional celebration led by the IDWIM Africa Committee, with support from Base Titanium Ltd. The event focused on “Voices of Impact: Advancing Gender Equity and Entrepreneurship in Mining”

# IWIM Resources

IWIM connects organisations and professionals across the global mining sector with the tools, networks and knowledge to advance gender equity.

## Mining Jobs Portal

Our [online jobs portal](#) links inclusive employers with talented candidates worldwide. Corporate partners actively share opportunities, creating a central hub for women and underrepresented professionals seeking roles across the mining value chain.

## Photo Campaign

The ongoing [IWIM Photo Campaign](#) showcases women in every facet of mining, from geoscience to safety, capturing authentic stories and imagery that challenge outdated stereotypes. With over 1,654 images, the open-access [IWIM Photo Library](#) provides a vital resource for researchers, media and industry partners.

## Respect at Work Platform

We aim to raise awareness for safe working environments for everyone who works in mining, regardless of their gender and how they self-identify.

We created this [platform](#) to allow survivors of bullying, racism, harassment and gender-based violence to have a safe space where they can share their stories anonymously and feel heard. And for others to learn more about the topic.

## Culture Calendar

In 2025, IWIM created a [Global Culture Calendar](#) to assist organisations in celebrating inclusion by incorporating events from all over the world on Ability | Cultural Heritage | Health | LGBTQIA+ | Mental Health | Nature | Neurodivergence | Religion | UN Days | Workplace. It is a proactive tool for creating an environment where people of all backgrounds feel respected, valued, and included. It contributes to a culture of learning, allyship, and mutual understanding.

## Interview Series

Through 110 [interviews](#) with professionals across the sector since 2014, our digital series celebrates achievement, amplifies role models and highlights diverse career paths, inspiring others to shape their own impact in mining.

## Gender & Mining Library

IWIM's [Gender and Mining Library](#) addresses the industry's long-standing data gap on inclusion, curating 744 resources on frameworks and research on inclusivity, workplace culture and gender-disaggregated analysis. It remains one of the most comprehensive open collections of its kind globally.

## Female PPE Directory

To assist companies in providing female PPE to their employees and contractors, we created a [global directory of suppliers](#).

# Policy and Advocacy

## Purpose

IWIM contributes to systemic change by embedding equity into global mining policy, standards and governance. We work with investors, industry bodies, NGOs, multilaterals and international institutions to ensure equity is recognised as a core element of responsible mining – not an optional add-on. Through peer review, advisory roles, data contributions and cross-regional collaboration, IWIM supports the development of global frameworks that influence responsible sourcing, workforce equity and inclusive decision-making across the sector.

## What We Do

### 1. WIM Global Exchange

Convening policy actors quarterly on gender & mining since 2020.

This informal space allows participants to:

- Share research and insights
- Reflect on current approaches to gender and governance in mining
- Offer feedback on evolving standards and policy directions
- Discuss synergies and collaborations

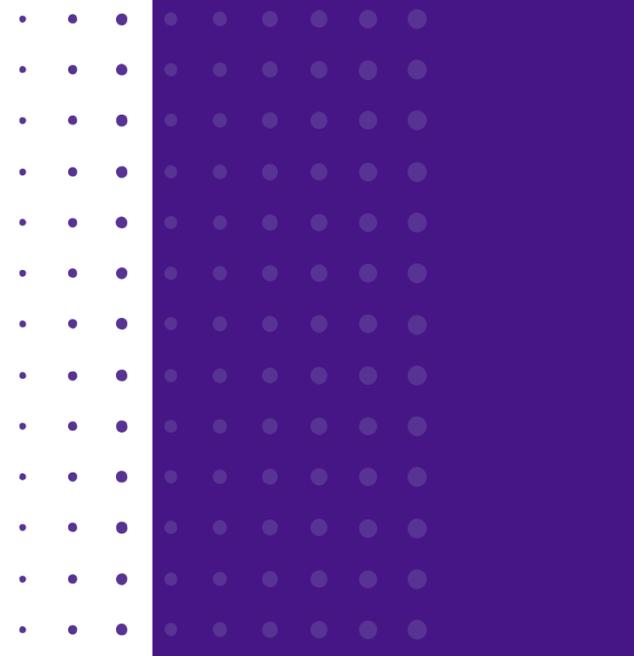
### 2. Strengthening Global Policy Frameworks

IWIM's role has expanded in 2024 from reviewing gender sections to gender mainstreaming across entire policy documents, ensuring equity is integrated from design to implementation.

- [Consolidated Mining Standards Initiative \(CMSI\)](#): Peer reviewed in 2024 and in 2025
- [Initiative for Responsible Mining Assurance \(IRMA\)](#): review across IRMA 2.0

### 3. Driving Equity Through Research & Insight

- [World Economic Forum \(WEF\)](#): Contributed to the mining sector being represented in WEF's *Future of Jobs* report for the first time in 2025
- [IGF Mining](#): Collaborated on the Parental Leave in Mining report and supported dissemination; late 2023



# Policy and Advocacy

## 4. Contributed to 7 sector multi-stakeholder initiatives on responsible mining

Click on a logo to follow the link



### European Partnership For Responsible Minerals

Part of CSO pillar, attendance of regular pillar meetings, working group knowledge building & exchange, recommendations to Secretariat, participation in members meetings and EPRM events.

Part of [Tin-Link](#) Project: gender mainstreamed supply chain policies



### Extractive Industries Transparency Initiative

Participated in the “Shared goals, collective action” EITI Partners Workshop



### Global Battery Alliance

Battery Passport (ESG Working Group) - Supported development of equitable supply chain metrics



### Initiative for Responsible Mining Assurance

Review across IRMA 2.0 with a gender-mainstreaming lens; participation in members meetings



### Global Investor Commission on Mining 2030

Member of Working Group 4 on Stakeholder Engagement and Benefit Sharing; Peer review of principles



### UNECE EGRM Gender Working Group

Peer reviewed the Guidelines for Integrating Human Rights & Gender Equality into Sustainable Resource Management & Governance: Leveraging UNFC & UNRMS; Core group participation



### Women Rights & Mining

Core group participation; host of the WRM website; supporting the broader coalition’s global advocacy and promotion of the Stakeholder Statement on Implementing Gender-Responsive Due Diligence.

OECD Forum on Responsible Mineral Supply Chains: Contributed to 2023/24 data monitoring inputs & recommendations to the OECD

# Policy and Advocacy

## 5. Partnerships Supporting Equity

- Letter of Intent (CFI, 5 Argentinian provinces + WIM Argentina): Co-signed to embed gender equity commitments within provincial mining strategies
- Aurora Williams, Minister of Mining of Chile contributed personal messages in both 2024 & 2025 IDWIM celebrations & Antonia Orellana, Minister of Women & Gender Equity of Chile in IDWIM 2024.

## 6. Championing gender disaggregated data

- Collaborating with WEF on Future of Jobs (see above)
- FTSE Women Leaders Review: Partnered to share decade-long mining insights and sector trends on women on boards & senior leadership in a dedicated webinar
- Championing gender disaggregated data and gender-responsive supply chains

### Impact

- Contributed evidence, expertise and practical insight
- Ensuring equity is embedded into the systems that are setting the sector's long-term direction

### Why this matters

Global policy frameworks shape how mining companies will operate, recruit, report and engage communities in the future. By contributing to the discussion we help to enable a sector where people can thrive, advance and stay.



Ege Tekinbas & Barbara Dischinger holding the WRM Stakeholder Statement on Implementing Gender-Responsive Due Diligence, Geneva, Nov 2025

# International WIM Alliance

The Alliance's Secretariat is hosted by IWIM since 2021

## Purpose

The International WIM Alliance, a multilateral collaboration platform co-developed by IWIM and WIM Organisations to promote a unified global voice, enhance recognition of women in mining and support of WIM Organisations, launched in March 2021. It is open to all WIM Organisations.

## Impact

- Hosted Steering Committee meetings
- Completed new branding in 2025
- Created and launched a dedicated [website](#)
- WIM Success Lab launched

## Why It Matters

The International WIM Alliance provides a unique platform for WIM Organisations to connect, collaborate and learn from each other. United WIM Organisations have the power to steer the global WIM agenda, effecting meaningful change for women in mining and enhancing the collective impact of these organisations. Establishing a collective voice and common values is key to shaping impactful global strategies.



## Secretariat role:

- Support to the Steering Committee
- Relationship management with and support to WIM Organisations
- Communications: monthly newsletters, social media, WhatsApp
- Advocate & Ambassador
- Project Support
- Funding
- Organising International WIM Alliance AGM
- Website hosting & website management
- Events Calendar
- Zoom channel for meetings, WIM Momentum Series and other events

# WIM Success Lab

[WIM Success Lab](#), a World Bank EGPS project delivered by IWIM in collaboration with Satarla for the International WIM Alliance, aims to strengthen Women in Mining (WIM) Organisations worldwide by enhancing governance, leadership and financial management skills as well as technical knowledge through an e-learning channel consisting of 15 free courses. The initiative aims to offer WIM Organisations essential tools to support their operations, their advocacy and their long-term sustainability in their local, national and/or regional context.

## Who is This Project For?

Originally open to leaders, volunteers/committees and members of WIM Organisations globally, it is now open to everyone anywhere regardless of WIM Organisation membership.

## Key features include:

Flexible, self-paced and modular learning • Multilingual content (English, French and Spanish) • no costs • certificates are available upon course completion

## Modules:

<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Introduction to Different Board Types</li> <li>• Effective Organisational Models</li> <li>• Creation &amp; Management of Local WIM Chapters</li> <li>• Strengthening Coordination &amp; Cohesion</li> </ul>	<p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>• Stakeholder Mapping</li> <li>• Relationship Management</li> <li>• Team Management &amp; Collaboration</li> <li>• Communication</li> </ul>	<p><b>Technical Knowledge</b></p> <ul style="list-style-type: none"> <li>• Mining 101</li> <li>• Human Rights</li> <li>• Gender Based Violence (GBV)</li> <li>• Establishing &amp; Managing Impactful Mentoring Programmes</li> <li>• What is ASM (artisanal &amp; small-scale mining)?</li> </ul>	<p><b>Finance</b></p> <ul style="list-style-type: none"> <li>• Financial Management</li> <li>• Funding</li> </ul>
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# Governance

# Our Governance

IWIM is a Community Interest Company (CIC), a not-for-profit organisation that ensures all funds are used for the benefit of the community that it serves, and is regulated by the Office of the Regulator of Community Interest Companies.

IWIM is governed by its board of directors. The Executive Director is responsible for day-to-day management and is additionally supported by IWIM's Advisory Council and a small dedicated global team. See our board and advisory council [here](#).

## Diversity

IWIM promotes diversity on its Board across geography, gender, and professional expertise, ensuring the Board represents perspectives from across the global resources sector.

## Appointment of Co-Chairs

In 2025, IWIM strengthened its governance structure with the appointment of Nelson Trejo and Stuart Hayton as Co-Chairs, formalising shared leadership and reinforcing continuity, balance and accountability.

## Inclusivity

Each Board meeting opens with a brief inclusivity share, where members discuss current issues affecting equity in the sector, keeping IWIM's work grounded in lived experience and real-time context.

## Advisory Council

The Advisory Council offers broader insight and context on emerging trends across the natural resources sector, providing the Executive Director with external perspectives that inform strategy and positioning.



Barbara Dischinger  
Executive Director  
Diversity & Inclusion



Bothwell Mazarura  
Director  
Finance



Nicola Jackson  
Director  
Business Development



Scheherazade Walter  
Director  
Legal



Susanna Freeman  
Director  
Governance

## Partnership Funds are Allocated as follows

71%

Projects/  
Policy Work

19%

Overheads

10%

Continuity

# Outlook

# Looking forward

“The next phase of IWIM’s journey will focus on strengthening the systems and practices that embed equity and inclusion across the mining sector.

As the industry navigates changing sustainability requirements, the adoption of new technologies, geopolitical and economic uncertainty, competing operational priorities and shifting workforce expectations, a central challenge continues to be attracting and retaining skilled, diverse talent.

IWIM will continue advancing gender equity through a systems-change approach—supporting organisations to embed inclusive policies, strengthen workplace practices and engage in meaningful collaboration across the value chain.

Our work will remain centred on evidence-informed tools, consistent application and shared learning that help organisations translate commitment into measurable progress. By prioritising intersectionality, respect at work and inclusive workplace design, we aim to contribute to environments where strong culture supports sustainable retention.

Together with our partners, we are working to create a sector that not only powers the world but reflects the diversity of the communities in which it operates.”



Barbara Dischinger with Nelson Trejo & Stuart Hayton, IWIM’s new Co-Chairs

# Acknowledgements

We're grateful to everyone who contributed to IWIM's initiatives: the teams delivering impact on the ground, those supporting them behind the scenes and to all our many collaborators across the globe.

Thank you to our partners who continue to support our work and champion gender equity in the global mining sector.

Contact us:  
[info@internationalwim.org](mailto:info@internationalwim.org)  
Internationalwim.org

## THANK YOU TO OUR PARTNERS

**Ally**



**Champion**



**Advocate**



**Supporter**

