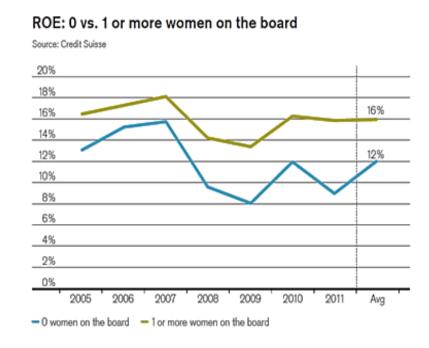
Women in Mining

Dr Ali Burston MAPS Organisational Psychologist Metisphere



Gender Diversity? The mining industry has work to do

- 45% of Australian workforce is female
- 16% of the mining workforce is female
- 13% of AusIMM membership is female
- 3.5% CEOs in the world's top 500 listed mining companies are female
- 3% of the site-based mining workforce is female



"Disruption and gender diversity are two of the biggest topics facing business leaders around the world" – EY Women Fast Forward Report, May 2016

Women in Mining Network





"Supporting the attraction and retention of women in the minerals industry"

Women in Mining Mentoring Program

- Established 2012
- WIMWA, WIMARQ, WIMnet NSW
- 500 female mentees graduated by EOY, 175 female/male mentors
- Heavily structured format including clear start/finish
- Matching conducted by Registered Psychologists
- Comprehensive training for all participants
- Coaching available for all mentors
- Fully project managed throughout the five month program

Women in Mining Mentoring Program - conversations

- ✓ Building negotiation skills
- ✓ Enhancing self-confidence, self promotion skill set
- ✓ Enhancing leadership skills
- ✓ Building resilience in a challenging climate
- ✓ Strategic career planning
- ✓ Development of career goals
- ✓ Enhancing networking skills and building a network
- ✓ Becoming Board ready



Women in Mining Mentoring Program

- Mentees: geologists, engineers, environmental, trades, site based roles
- Mentors: CEOs, COOs, VPs, MDs, Principals, General Managers etc
- Industry support:































Women in Mining Mentoring Program mentors

- Do not have an agenda with where their mentee works
- Have the opportunity to give back to the industry in a unique way
- Comprehensive training provided for all participants including guidance on utilising a structured mentoring framework
- Must have 'fundamental desire to see women succeed in the mining sector'
- One mentor/one mentee

Getting involved

- Planning for the WIMnet NSW Mentoring Program 2017 is underway. Scheduled to run May – October 2017
- Interested mentors, please email Dr Ali Burston <u>ali.burston@metisphere.com.au</u>
- WIMnet enquiries, please email Kate Hobbs (WIMnet Chair)
 wimnet@ausimm.com.au
- Program sponsor opportunities, please email Deirdra Tindale
 (WIMnet NSW Chair) <u>deirdra.s.tindale@bhpbilliton.com</u>