

# Women in Mining

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# 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

ROE: 0 vs. 1 or more women on the board

Source: Credit Suisse



“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
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- 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

“A world-class mentoring program bespoke to women working in minerals and energy”

# 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:



*“Glencore are proud to support... it is a unique opportunity to inspire women in the industry to develop as future role models”*

# 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

*“The opportunity to share my career experiences that are unique to mining is very rewarding and the enthusiasm of my mentee was inspiring”*



# 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  
[ali.burston@metisphere.com.au](mailto:ali.burston@metisphere.com.au)
- WIMnet enquiries, please email Kate Hobbs (WIMnet Chair)  
[wimnet@ausimm.com.au](mailto:wimnet@ausimm.com.au)
- Program sponsor opportunities, please email Deirdra Tindale (WIMnet NSW Chair) [deirdra.s.tindale@bhpbilliton.com](mailto:deirdra.s.tindale@bhpbilliton.com)

*“This program is like no other – a professional, bespoke, well structured project that aims to enhance the careers of women working in minerals and energy”*