



## International Women in Mining Newsletter December 2013

### 1. NEWS FROM THE WIM GROUPS

#### AUSTRALIA

##### IWIMWA (Indigenous Women in Mining Western Australia)



##### Powerful Gathering of Indigenous Women in Perth for a 2-Day Conference

On November 28<sup>th</sup> and 29<sup>th</sup> of this year, the second Indigenous Women in Mining WA (IWIMWA) conference was held at the Hyatt Regency Perth. From the inaugural 1 day conference in 2012, this year's conference was extended to 2 days with a powerful gathering of over 140 Indigenous Australian women attending on day 1 and over 200 women, including non-Indigenous Australian women, attending on day 2. Once again, the conference was an outstanding success.

The theme was "Remember to focus on the journey, not just the destination" and provided an opportunity to share knowledge, map the journey ahead by developing leadership capabilities and support the growth of a community of women in the resources industry. Attendance

on the second day of the conference offered non-Indigenous women the opportunity to come together to engage and network with many capable and specialist Indigenous representatives of the industry. "I found the conference very enlightening because there was a lot of mixing of different women. The mood was so positive with happy and passionate people. I had an Aboriginal history lesson, while at the same time, learning what issues impact on Aboriginal and Torres Strait Islander women in the resources industry. I got caught up in the vibe of the day because it was refreshing and, I loved it", stated a non-Indigenous attendee of the conference from their conference evaluation. Keynote speakers Professor Marcia Langton (University of Melbourne) and Josie Farrer

(Kimberley MLA) joined representatives from industry and community. Other speakers included Traditional Owners in Western Australia where mining operations are located, business owners, consultants, a mental health professional, financial managers, graduates, operators, managers, lawyers, and university lecturer.

The topics were pertinent to current issues in the resources industry for women. The journey for many women was the introduction of Native Title and impact on community and women as Traditional Owners, and as a result, employment opportunities for women. Younger women spoke of their journey to gain higher qualifications and their future career development. An important topic was the impact of



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mental health for families, and the experience of women to manage this along with all other aspects of family life. Other speakers inspired many to consider going into small business and grow it, to provide the industry with the culturally appropriate support and resources to increase Aboriginal employment. The speakers had fantastic experience to draw upon, and Professor Marcia Langton and MLA for Kimberley Josie Farrer gave attendees an insight into the political arena, relevant to the mining industry in Australia. Both were inspiring speakers who have a great deal of experience.

This second conference was brimming with positive energy in a supportive environment. Outcomes were networking, employment opportunities,

mentoring relationships commenced, sharing stories, what women experience at work, at home, their cultural obligations and responsibilities, and how to survive these often competing demands.

An Aboriginal attendee was so inspired by the conference that she provided the following feedback in her conference evaluation, "It has inspired me to be more actively involved in ensuing I am always considering the positive impact my actions can have on my culture and community. We all have a part to play and I think life is more rewarding when you know you can play a part in improving circumstances for your family and culture."

This year the IWIMWA Steering Committee was very pleased with the sponsorship from both large

and small companies including Rio Tinto, Fortescue Metals Group, Woodside, Technical Resources, Laing O'Rourke, Indigiearth, Curtin University of Technology School of Mines, Tangibility and Santos. Sponsor support is integral to the success of the event and the Steering Committee cannot be more thankful for their generous contributions this year.

The Steering Committee and attendees are looking forward to a bigger and better conference in 2014 where more knowledge can be shared and more positive outcomes can be achieved. It is no doubt that these conferences will have powerful and longstanding benefits for all Indigenous Australian women in the resources and related industries.





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### WIMnet

WIMnet's [December newsletter](#) has recently been published.

Welcome to the final WIMnet newsletter for the year. Firstly, I would like to say a big congratulations to Sabina Shugg (Momentum Partners) and Stephanie Loader (RioTinto) who were recently recognised in the Westpac and Australian Financial Review annual 100 Australian women of influence awards.

As I look back over the past twelve months, it has been a challenging time across the industry in terms of redundancy. Later in this newsletter we have an article reflecting some firsthand experiences from redundancy. As someone who was recently made redundant, I have personally found the experience to be quite positive and I took the time to reflect on what I wanted to do next. I have also embraced the opportunity to gain experience through a contract position,

while I decide which direction to take next.

When talking with other women in similar positions, we have all recognised the strength of networks in helping you through redundancy, and this is where the events run by the various state WIM groups can help. As always, there were a number of exciting and varied functions held and some future events that should not be missed.

WIMnet has spent the past twelve months building closer ties with networking groups in Victoria (WIRV), New Zealand (WIMNZ), New South Wales (WIMNSW), South Australia (WIMnetSA) and helping the Northern Territory to start a networking group. WIMnet as also supported a number of road show tours to take experienced women out to some of the more remote

areas of Australia to share their experiences. WIMnet has also been involved in the MCA's white paper into gender diversity, submitted comments on the government's paid parental leave scheme and a number of other advocacy areas.

Finally, I would like to take this chance to say that I will be stepping down from the WIMnet Chair position in the next few months. Lynn Olsen will be stepping into the role, supported by Jo Barron-Perry who is remaining as the Deputy Chair.

Lynn is a Principal Consultant for the Snowden Group and is a resource geologist by background.

I wish you and your families a safe and Merry Christmas.  
Kirsty Liddicoat

### WiRV (Women in Resources Victoria)

In 2013, Women in Resources, Victoria (WiRV) has placed a strong emphasis on encouraging and empowering women in positions of leadership. As a voluntary, not-for-profit organisation, WiRV focuses its energy on programs for professional development as well as the facilitation of professional and personal

networking. WiRV represents the interests of women in resources today and works to shape the industry of tomorrow.

In its 2011 report, 'Towns of the Mining Boom', the Australian Bureau of Statistics states that, in 2011, women represented 20% of truck

drivers (up from 14% in 2006) and 26% of geologists (20% in 2006). However, women still only comprise 7% of miners, up from 4% five years previous and 6% of shot firers (up from 4%). Women in leadership still hold an even smaller minority. In clerical and personal assistant roles in the mining





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sector, women still make up the vast majority (92%-99%).

Many of WiRV's events and presenters this year have focused on the current challenges faced by women in non-traditional positions and those aspiring to leadership positions.

In March, WiRV held its annual High Tea, hosted at the Westin Melbourne. Katherine Fagg (Chair, Melbourne Recital Centre) provided for wonderful discussion.

WiRV's second annual event, the Christmas in July Luncheon at River's Edge Events, Docklands, addressed the topic of how the Asian economy and the role of women in leadership in Asia affects Australians. Over 100 guests attended this event, which was sponsored by MMG. The wonderful careers of the three guest speakers highlighted different aspects around how the Asian economy is impacting the global mining industry and what it means for Australia. Tim Goldsmith (Partner, Pricewaterhouse Coopers) spoke first on this subject, followed by Cynthia Baolgh (National Program Manager, Women in Global Business) who discussed the positive role played by women in Asian economies. Campbell

Stewart (Head of Australian and Asian Resources, UBS) spoke about what the transition in the Chinese economy means for Australian miners.

In August, Oz Minerals sponsored a table of ten WiRV members to attend the annual Melbourne Mining Club dinner. This provided a wonderful opportunity for women from the group to attend the event and represent WiRV. The dinner provided guests with the opportunity to network, as well as to enjoy the presentation from George Negus, noted journalist and television presenter.

The final annual event for the year was the Oaks Day Champagne Breakfast, held at the beautiful Siglo Rooftop, on the roof of the Melbourne Supper Club. Sponsored by the London Metal Exchange and Mandalay Resources, the insightful words of Lesley Campbell (Vice President, Asia Commodities, Global Markets, Hong Kong Exchanges and Clearing Ltd) provided a tongue-in-cheek synopsis of being a woman in the ring of the London Metal Exchange and the challenges women face in many male dominated fields.

Throughout 2013, Campari House continues to support WiRV in its social networking endeavours. WiRV provides its attendees with a free drink and Campari House provides the pizza! The final 2013 Christmas Networking Event will be held on Thursday 12 December at Campari House, starting at 5.30 pm.

WiRV hopes that 2014 will bring expansion. It hopes to provide its members with the same great events they've come to know as well as some exciting new ones that are currently on the drawing board.

WiRV could not exist in its capacity without the support of its wonderful sponsors. It is this sponsorship that is vital to the relevance, execution and successfulness of WiRV's events. WiRV would like to once again thank MMG, Oz Minerals, the London Metal Exchange and Mandalay Resources for their continued support through 2013.

WiRV exists through the dedication of its voluntary committee of professional women. WiRV thanks you for your continued support. Please see [www.wirv.org.au](http://www.wirv.org.au) for more information.

WiRV would like to thank the London Metal Exchange and Mandalay Resources for supporting WiRV's 2013 Oaks Day Breakfast on the 7<sup>th</sup> of November. Find out how the event went [here](#).



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### CANADA

#### WIM Canada

##### Trailblazer Award

Dear WIM Canada Members and Branches, Women in Mining Canada Inc. is proud to announce a "call for nominations" for the 2014 Trailblazer Award and we need **YOU**, our Women in Mining Branches across Canada to participate and nominate deserving candidates!

Help us to celebrate our successes in the Canadian Mineral Industry by sharing a powerful example of a female "Trailblazer" that has inspired you! Please see the attached 2014 Nomination Criteria and Guidelines and please note that the deadline for submitting nominations is **Wednesday, January 8th, 2014**.

WIM Canada launched this new award in 2012 to recognize women in mining who have made a special impact – particularly in the area of helping other women find their way along in their career journey.

For your reference, background information on this award can be found at the following link: <http://www.wimcanada.org/wim-canada-trailblazer-award.html>

After being selected to receive the award last year, Samantha Espley, shared her thoughts

about this award" *...The celebration of WIM with the Trailblazer award is such a great idea too as it is a wonderful honour (thanks again) and it also helps to promote women in our industry across Canada...I have been inundated with positive feedback and appreciative notes about the award and the WIM groups. Well done! This award has raised awareness of our industry to society and it has reinforced the fact that there are roles for women in the industry. Your organization also provides a solid support network for women and this is an important aspect for retention and for sharing creative ideas."*

WIM Canada formed an independent "Trailblazer Award Selection Committee" (TSC). The TSC has been mandated by the WIM Canada Board to shape a nomination and award selection process. The committee received valuable feedback from our WIM Branches members during the award process last year. As a result this year the Nomination Criteria and Guidelines, see attached, has been revised to broaden industry sector categories to fully represent areas where women may work in the Canadian Mineral Industry.

The TSC will report back to the WIM Canada board on progress and selection of the final award winner for 2014 which will be revealed at the WIM Canada International Reception at the PDAC conference this coming March.

The 2014 TSC has been active over the last few months and consists of the following leaders in the Minerals Industry in Canada, many of whom you may know. We thank them for generously donating their time to this initiative:

**Lynda Bloom**, Chair – President of Analytical Solutions Ltd. (P.Geo.)

**Marilyn Spink**, Vice-Chair & Secretary - Principal & Independent Advisor at GS Group (P.Eng.)

**Kate Bruce** - Program Coordinator/Professor - Mining Engineering

Technician/Technology Program Cambrian College of Applied Arts and Technology

**Lyn Anglin** – Consultant (PhD, P.Geo.)

**Andrea Clifford** - Project Coordinator and Communications Manager, Geoscience BC (P.Geo.)

**MaryAnn Mihychuk** – President of Corporate Relations Services (P.Geo.)



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**Dr. Jean Hutchinson** –  
Professor and Department  
Head of Geology at Queens  
University (Ph.D., P.Eng., FEIC)

**Pamela Schwann** - Executive  
Director, Saskatchewan Mining  
Association

**Charmaine Gazdic** - Vice-  
President, Group Sales &  
Consulting - Schuster Boyd

McDonald and WIM Canada  
Director. Liaison to this  
committee.

We look forward to receiving  
your nominations for the 2014  
Women in Mining Canada  
Trailblazer Award!

Sincerely,

Catharine Shaw  
President  
Women in Mining Canada

Lynda Bloom  
Chair - Trailblazer Selection  
Committee  
Women in Mining Canada

**Note:** *The nominee must be female and must be a Canadian citizen at the time of their accomplishment, so long as she meets those criteria you will be **allowed to nominate from abroad**.*

### WIM Canada creates HR strategies that work

This year's Women in Mining Canada (WIM) plenary, held at the 2012 CIM Convention in Edmonton in May, took a fresh approach to engaging women in the industry's challenges by running a forum structured like a focus group to encourage attendees to share their views and experiences on how to attract, retain and advance women in mining.

"We wanted to take the conversation to the audience," says Catherine Shaw, chair of the WIM Canada forum. "The forum was an opportunity to ask participants how they would address the three key challenges faced by employers in the areas of attraction, retention and advancement of women." WIM plenary attendees were split into four focus groups to explore these issues and were overseen by an expert panel of mining HR representatives, geologists, engineers and diversity experts.

Currently, women in the Canadian mining industry represent 14 per cent of the workforce – the lowest among primary industry categories and far less than the national average of 47.4%. The mining industry will need over 100,000 new workers in the next decade. If women are truly an untapped resource, how can women and industry work together and attract bright minds for the future?

Participants who were part of the discussion group that focused on attraction began by examining how they themselves had entered the industry. Most agreed that they had fallen into a mining career, as opposed to making an intentional choice to learn about the industry. They felt a large-scale promotional campaign would attract more women to the mining industry. They also suggested employers target women in the classroom more aggressively; synergies could be achieved if

companies collaborated in their approach.

The discussion of retention focused on reducing mid-career attrition of women. Retention through innovative retention programs was first recommended in a WIM research study, [2010 Ramp-UP: A Study on the Status of Women in Canada's Mining and Exploration Sector](#). Members of the focus group agreed with the study's recommendations, suggesting employers could improve retention by implementing truly flexible work arrangements, and child care and parental leave practices. Participants stressed the importance of these arrangements for women in roles where travel to remote sites is part of the job.

Discussions on advancement began with an alarming statistic: the Canadian mining, and oil and gas industries have less than 1.4% of CEO roles



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occupied by females. Only 5.9% of board positions and 12.3% of senior roles are occupied by female staff. Leadership and mentoring quickly emerged as a possible solution to advancing women in the industry. In general, women in the group were not concerned about their mentors' gender but indicated it was important for women to be given the tools and the opportunity to develop their own leadership style. Also, participants indicated a woman's leadership style is

different from the traditional masculine idea of leadership.

If you are an employer reading this, what can you do to attract, retain and advance more females in your organization? "To be successful, organizations need the full engagement and commitment of their entire workforce – both women and men," expressed Leanne Hall, Noront Resources' human resources vice-president, who moderated the WIM forum. "The executive learning

elements of these HR focus groups is meant to speed up that process. Together we can create practical solutions to the challenges many of our organizations face."

Women in Mining Canada would like to thank CIM for its support and BHP Billiton for sponsoring the event. For more information on WIM Canada and resources like the Ramp-UP study, please visit [www.wimcanada.org](http://www.wimcanada.org).

**WIM Manitoba** is sharing with us that Kate Rice has been included in the Canadian Mining Hall of Fame and she is only the second woman to ever have received this honour. A ceremony will be held in January. See the article on [page 15](#).

### GHANA

[WIM Ghana on LinkedIn](#) is now being moderated by Georgette Barnes who kindly came on board as an enthusiastic moderator 3 months back and she has been growing the group which has 34 members at present. Georgette is available on [jorjet@hotmail.com](mailto:jorjet@hotmail.com)

### GUINEA

I hear that a WIM group is being formed but have no detail, if someone is able to put me in touch or share with us what is happening let us know..

### INDIA

I need moderators or volunteers to help me with the [WIM India group on LinkedIn](#). If you have any suggestions please let me know. The idea has been to start with a web presence as the country is so big. I have talked to some people but progress is very slow.

### INDONESIA

Rani Isminarti is the spokes person for Newmont Batu Hijau Indonesia Project, a project launched by Newmont that reaches out to 300 women members. They have the will to grow and become a national group. Her contact details: Rani Isminarti, [Rani.Isminarti@nnt.co.id](mailto:Rani.Isminarti@nnt.co.id), +62 811 394 3833



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### MEXICO

Olga Ramos, the current moderator of [WIM Mexico on LinkedIn](#) is soon going to go on maternity leave so please if there are any volunteers to moderate, communicate WIM Mexico's existence to Mexican women and work on building the group please contact me at [Barbara@womeninmining.net](mailto:Barbara@womeninmining.net).

### MONGOLIA

Since the *Discover Mongolia 2013* inaugural breakfast meeting, WIM Mongolia has been expanding with over 200 LinkedIn group members, 100 twitter followers as well as growing our presence on our Facebook page.

We would like to welcome a new member to our Advisory Council, Prof. Bolor Naranhuu, Professor of Economics at Sheridan Institute of Technology and Advanced Learning in Mississauga, Ontario, Canada.

During the last couple of months, we've been partnering with leading Mongolian and Canadian

companies such as TemugeLaw LLC, YMC LLC, MDJ Capital Inc., and Cover Mongolia.

Furthermore, WIMM is working on the process of registration in 2014. We are developing the Board of Directors and the CEO's executive team.

We are passionately following Mongolia and related news. Please find them at

[www.wimmongolia.org](http://www.wimmongolia.org) under "News". You'll find our updated organizational news as well as Mongolian-voiced news from selected sources.

### NEW ZEALAND

During the 2012 AusIMM NZ Branch conference in Rotorua a meeting was held and from this discussion it was decided, with the advice and guidance of our AusIMM WIMnet Australian counterparts, to formalise and form Women in Mining New Zealand (WIMNZ). Straterra Inc. holds the secretariat for WIMNZ with the support of the AusIMM WIMnet.

Our first resolution was to not exclude men! The main focus of WIMNZ is to provide a platform for discussion, networking and professional development for women involved in the mining and resource sector. This will be achieved by the organisation of events, possibly a regional first, with a view to grow membership and organise a

larger event in a central location (possibly around the AusIMM NZ Branch conference).

This WIMNZ LinkedIn Group has been created as a first step to connecting members and developing a forum for discussion and networking. There is no membership fee associated with WIMNZ. The aim is to encourage and motivate as many people as possible to join the LinkedIn group, get involved in organising networking events and provide another forum for industry to communicate in. The success of this group is dependent on the enthusiasm and direction given by members.

The group is led by Geena Kumar. Website is <http://www.straterra.co.nz>

### PERU

New moderators for [WIM Peru on LinkedIn](#) have been found to assist Marcela Carreño. They are Graciela Arrieta Guevara, Legal Advisor, and Tara Dunlop from Kinross Gold. The group has 45 members but currently they do not post discussions or comment on existing ones. Plan is to update the group's discussion page often to make the group dynamic, invite new members and discuss setting up a physical chapter for Peru.





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### SENEGAL

Senegal is a French speaking country located in West Africa. Mining industry is not as well developed as in other Western African countries. But, the business is growing slowly and international companies have started to invest more and more in mining. The promotion of working women and particularly in mining has also started to be a preoccupation since the mining industry has started growing.

WIM Senegal was created in October 2012 by Lika Scott to palliate the lack of women leadership in industry and to promote women working in mining and its supply chain in Senegal.

One year after the foundation, WIM Senegal has 80 members on LinkedIn - subgroup of Women in Mining - which is the platform on which all members meet, discuss and share experiences.

In our country, WIM Senegal is trying to make itself visible by participating actively in conferences and business network meetings. The last conference where we gave our contribution as a group promoting Gender issues was the "FORUM RSE" which is an annual assembly for Social Responsibility development.

Wim Senegal had the honour and the opportunity to share its members experience to

university students as well as participating in a panel with the 3 mining companies working in Senegal and West Africa. The topic was Mining Governance and Gender promotion.

Lots of projects are under review in order to let the Senegalese chapter of Women in Mining grow efficiently and we will report on it in the next few months.

Greetings, Lika Scott

Discover us via  
[wimsenegal@blogspot.com](mailto:wimsenegal@blogspot.com)

Contact us via  
[wim.senegal@gmail.com](mailto:wim.senegal@gmail.com)

Join us via [www.linkedin.com](http://www.linkedin.com/group/WIM%20Senegal)  
group WIM Senegal

From left to right : Marième Sène, Fatou Coly, Lika Scott, Salimata Bâ, Mariame Kane, Philippe Barry (CSR Senegal), Bineta Fall, Aida Diop





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### SINGAPORE

Women in Mining Singapore (WIMAR SG) held their second networking event last week. It was sponsored by Rio Tinto. A photo of the [executive committee](#) from that evening:



[Women in Mining Singapore](#) is a community which provides networking, professional development and mentoring opportunities to women in the mining and resources industry in Singapore. We aim to support and motivate women to challenge the status quo and become leaders in the industry.

In September WIMAR SG hosted their first event which was sponsored by BHP and attended by more than 80 women in the mining and resources industry in Singapore. The event was a great success with Jane Horan presenting on the importance of workplace politics and the importance of networking

### SOUTH AFRICA



#### WIMSA – 2013 Chairperson's Report

2013 has been a good year for WIMSA. Our membership has grown and diversified dramatically. Membership numbers sit just on 1000 people and represent all

professionals who operate in the mining industry. A number of new initiatives have been implemented during the year with varying levels of effectiveness.

Moving the mentorship programme to the Kaya portal

has been a big success and after events in both Johannesburg and Rustenburg we have signed up a number of new mentoring partnerships. Plans for 2014 include extending this programme to other global WIM groups. Special thanks to



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Noleen Pauls and Cornel Malan who have driven this offering in 2013.

Members were invited to a variety of events which included The Deloitte "Women as Change Agents in the Mining Industry" Breakfast, an evening with MckInsey and Company, mentoring workshops and our year end event which promises to be interesting and lots of fun. Keith Scott, Managing Director of The MSA Group, this year's Deloitte Winner of the Professional services Best Company to Work For Award, will be addressing the group on Global trends and influencers in 2014. The events calendar for 2014 will be on the website shortly. We will kick off with two events in February. Of which one will be in Cape Town during the Mining Indaba and another in Johannesburg at the end of the month. The Johannesburg event will be sponsored by Evolve and will include a panel discussion on female representation on boards which will include some practical tips on getting appointed. A big thank you to Wilna Lamb the committee member responsible for organising events I am sure we have all enjoyed and learnt a lot from the events on offer this year.

Membership of the WIMSA Student Chapter has grown exponentially in 2013. Students from universities around the country studying

Mining Engineering, Geology and other disciplines have networked, held conferences and spend time at various schools educating scholars regarding opportunities in the mining industry. Well done to Mpai Motlounge who envisioned and developed this chapter along with the help of her student committees.

I am sure that many of our members have enjoyed interacting with WIMSA on our social media platforms. If you have not already liked our Facebook site please do so or join the discussion on Facebook, Twitter or Linked in. We have also updated our website. Both Petro du Pisani and Mussaratt Safi have worked hard to develop these platforms and make it easier for our members to interact with a greater community.

In addition to the above we have spoken at a number of conferences, established partnerships with other WIM groups, delivered training courses and further developed thought leadership around the development of Women in the Mining industry.

Please look out for our 2013 research project results. The project focuses on which initiatives women are taking the most advantage of to advance their careers. Focus groups will also delve into the question, what constitutes a role model in our industry. WIMSA contributed to the WIM UK study which reviewed

female board representation in different countries. Initial findings show South Africa as having outperformed other countries in the survey which included the UK, Australia and the US to name a few. The final report will be available on our website in early January 2014. If you have any questions regarding the project please contact Sonya Girnat- Hallet who is doing an excellent job as the project lead.

Women's month was a busy time for WIMSA and our committee members were invited to speak at a number of Women's Day events. We all enjoyed interacting with the different WIM groups and learnt a lot more regarding the challenges that women in our industry are facing and what different organisations are doing to combat such challenges.

All of the above would not have been possible without the support of our various sponsor companies. A big thank you to Anglo American, Deloitte, The MSA Group, Leapfrog, The Mineral Corporation and Geostaff.

Personally I believe that 2013 has been a good year for advancing the development of women in the mining industry. We have watched Khanyisile Kweyama take on enormous responsibility at Anglo, Karabo Nomdumo do well on the Harmony Gold board. Recent board appointments of Happy-





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Girl Buthelezi, PPC and Judy Dlamini, Anglo American are great examples of the mining industry attracting talent from other sectors.

Finally I would like to wish Noleen Pauls our new chairperson the best of luck in her 2 year tenure. Noleen has been a member of our committee since its inception and will do an impressive job of leading the team, which in 2014 will consist of Petro Du Pisani, Musaratt Safi, Mpai Motloun, Nina Fiaschi-Dewey, Sonya Girnat Hallett, Wilna Lamb, Sue Brandt, Cornel Malan, Linert Mavengere-Mutongor and Claire McMaster. A new development will involve the formation of sub committees therefore a number of opportunities exist to join a subcommittee like mentoring  
Yours in development, Claire McMaster

or events in 2014. If you would like to do so, please send your motivation and CV to our phenomenal administrator Charlene Skipp ([info@wimsa.org.za](mailto:info@wimsa.org.za)).

I have thoroughly enjoyed the two years I have spent leading WIMSA and have learnt a great deal about the development of women in our industry. To this end I have developed a personal belief that women will provide the solution to our highly qualified person (HQP) skills crisis as long as we can retain their skill set. In fact as at least half of SA graduating classes in degrees like Geology and Mining Engineering are women, if we don't retain these women in our industry we may deepen the HQP skills shortage. Finally I would like to comment on the known challenges faced by women

and unpack the idea that we don't have enough role models to look up to or inspire us. I disagree completely. I am surrounded by role models, the members of our WIMSA committee, the women in organisations who motivated to support our initiative, my friends, colleagues the list is long. What do most of these women have in common is not that they are CEOs of fortune 500 companies but they are driven, they balance very busy lives where their careers, families, friends are equally important to them and they manage to achieve their goals daily. Even if it's just that they deliver to their own responsibilities I am energized by them. So please don't look too far for inspiration because it's quite likely that a potential mentor or role model is close by waiting to be found.

### TANZANIA

TAWOMA (Tanzania Women Miners Association) is launching the Women in Mining Day, which will be held on the 5th of May 2014. In Tanzania we call it the Tano Tano, meaning 5/5. We shall also be organising a Week of events called the Women in Mining Week.  
More information to follow in the next newsletter

### UNITED KINGDOM

Women in Mining UK celebrated the launch of their book **100 Global Inspirational Women in Mining** on the 3<sup>rd</sup> of December during their annual champagne reception during Mines & Money. Link to the [press release](#) and to the [book](#). Be aware that currently the book is being amended as some of the entries weren't accurate.  
Errata 1: [Ruth Allington](#) (UK – link to correct version)  
Errata 2: Alison Morley's (Australia) last name should be spelt Morley and not Morely  
Therefore if you do forward it please either do it with these observations or wait for the amended version to be posted online at [www.womeninminig.org.uk](http://www.womeninminig.org.uk).

Women in Mining UK started a **3-year research report** undertaken by Women in Mining (UK) in conjunction with our sponsors Anglo American, Rio Tinto, PwC and Latham & Watkins designed to widen the already well





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discussed debate about the lack of representation of women on boards to the mining industry. The second instalment is due end of January 2014. For those that haven't seen the [first report](#).

### UNITED STATES

Education Foundation of Women in Mining (WIMEF) is the winner of the 2013 SME Foundation/MEC Partnership Appreciation Award

October 16, 2013

The Minerals Education Coalition (MEC) is the Society for Mining, Metallurgy and Exploration (SME) Foundation's program designated to generate an enlightened and supportive public that appreciates the importance of mining and minerals in their lives and their lifestyles. MEC annually recognizes outstanding individuals and organizations that have significantly aided in its activities and programs.

"The Minerals Education Coalition Committee extends its sincere appreciation to the winners of the MEC awards for 2013. These groups and individuals have demonstrated commitment and exemplified excellence in the delivery of K-12 education and public awareness, supporting the mission of MEC," stated Michael Sheahan, President & CEO of Front Range Aggregates, Chair of the Minerals Education Coalition Committee.

We are pleased to announce the 2013 MEC award recipients:

MEC Leadership Award: Julie Lucas, SME Minnesota Section Honors an individual SME member who has provided leadership to advance the mission of the MEC and has personally been involved in the delivery of its programs and/or activities.

MEC SME Organization Recognition Award: SME Minnesota Section Pays tribute to an SME group effort that has demonstrated active involvement with the MEC's efforts, either through the development and use of educational materials with K-12 teachers and students, or public outreach and awareness about mining and minerals.

MEC SME Student Chapter Award: University of Arizona Recognizes the outstanding efforts of an SME Student Chapter on a college campus and its faculty and industry advisors for its accomplishments in community outreach and mining and minerals education

to serve the mission of the MEC.

MEC Partnership Appreciation Award: **Women in Mining Education Foundation** Acknowledges a non SME individual or organization that has exemplified support for MEC's mission, either through the development and use of educational materials with K-12 teachers and students, or public outreach and awareness about mining and minerals.

The 2013 MEC award recipients will be recognized at the SME Foundation Dinner on Sunday, Feb. 23, 2014, and the awards will be formally presented at the SME Awards Dinner on Wednesday, Feb. 26 during the SME Annual Meeting in Salt Lake City, UT. The awardees will receive a plaque or a certificate, and a monetary gift intended to help sustain their involvement in minerals and mining education outreach.

For more information about MEC, please visit [www.MineralsEducationCoalition.org](http://www.MineralsEducationCoalition.org).



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### ZAMBIA

Mary Lubemba, Chair of AZWIM (Association of Women in Mining) has been quoted in an article about small-scale mining in the country: <http://www.times.co.zm/?p=19942>

### ZIMBABWE

[Women dig into Zimbabwe's male-dominated small-scale mining sector](#), 29 Oct 2013

## 2. UPCOMING WIM EVENTS

Most WIM groups haven't disclosed their upcoming events yet so it is looking a bit thin but keep checking the [event calendar](#) on the WIM Portal which gets updated very regularly. It will generally look like November and December but currently no events have been announced.

### December

WinRSA (Women in Resources South Australia) end of Year Networking Drinks

17 December 6:00 – 18:30, South Australian Museum Foyer, Adelaide ([map](#))

You are invited to celebrate the end of the year and enjoy an exclusive opportunity to view the new Ediacaran Fossils Gallery at the South Australian Museum. WinRSA in collaboration with DMITRE and the South Australian Museum are pleased to present Dr Jim Gehling, Senior Research Scientist Palaeontology, who will share the amazing story of the discovery of the oldest known examples of complex multicellular animal life on Earth, here in South Australia's Flinders Ranges. Enquiries: [dmitreevents@sa.gov.a](mailto:dmitreevents@sa.gov.a)

WIM Ghana Networking Drinks:

20th December 2013, 5pm to 7pm at Cuzzy Bros in Osu - <http://www.cuzzybro.com.gh/contact.php>

RSVP to Georgette Barnes at [lorjet@hotmail.com](mailto:lorjet@hotmail.com)

### February

During Indaba there probably will be again a joint WIM UK/WIMSA drinks (South Africa)

WIMSA: 28th of February - Mentoring portal launch (South Africa)

### March

7 March CMEWA Women in Resources Awards (Australia)

7 March Queensland Resources Council International Women's Day breakfast and presentation of the 2014 Resources Awards for Women (RAW). It will take place at the Brisbane Convention and Exhibition Centre

### May

5 May Women in Mining Day (organised by TAWOMA – Tanzania Women Miners Association)

25-29 Women Advancement Forum, Banjul Gambia



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Women Advancement Forum brings together once a year over 250 women in business, politics, education, banking, insurance, medical and para-medical, judiciary, NGO, public/civil service, wife of public/political office holders, and every woman.

### 3. WOMEN FEATURED IN THE NEWS

#### Manitoba Woman Inducted Into Hall Of Fame

*Canada's First Professional Woman Prospector Recognized*



Figure 1: Kate Rice (1914) courtesy of St Marys Museum

Kate Rice (1882 -1963), Canada's First Professional Woman Prospector, is being honoured for her outstanding life and career by being inducted in the Canadian Mining Hall of Fame. A ceremony will be held January

16, 2014 in Toronto to officially place Rice among the other 150 mining industry professionals.

"There are very few women in the mineral resources industry," says MaryAnn Mihychuk, President of Women in Mining Manitoba, and former Manitoba Minister of Mines. "Rice is only the second woman to be inducted into the museum. We are thrilled to see the industry

recognize

contributions of

women like Rice, who had to struggle against so much more than the elements. Here was a woman who struck out on her own, and made her own destiny, even before women were legally persons"

Kate Rice was born in 1882 in St Marys Ontario, to well-off family who believed in education for women. She grew up surrounded with Victorian opulence, and received the Edward Blake Scholarship in Classics and the Edward Blake Scholarship in Mathematics. In 1906, Rice graduated from the University of Toronto with a BA in mathematics and physics.

However, all the trappings of a high class life were not to Rice's taste. As a young graduate, she set out into the wilds, looking for a future free from Victorian propriety. She travelled westward, climbing mountains in Alberta and teaching in a one room school house in Saskatchewan.

Soon, Rice found her true passion in prospecting. She spent winters studying geology texts by candle light, determined to teach herself the skills she would need to find treasure buried beneath her feet.

She moved to the Snow Lake Area in 1912 with her brother



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Lincoln to homestead and begin her career digging gold out of the ground.

Rice didn't find life to be easy. She was taught the skills she lacked by the Native peoples that resided in the area and conquered the land and water. She learned to mush dogs, paddle through rapids and fight would-be claim jumpers from her properties.

Still, her biggest challenge was likely not the elements of weather and rock, but her lack of "personhood" under the law. Her brother Lincoln had to sign her paper work, and legally owned her homestead, all because women were not yet persons under the law. Prospecting camps were a dangerous place for a woman

far away from her family's protection, and even further away from legal rights.

Even with those challenges, Rice spent forty years building an astonishing career. She was simply enraptured by the beauty and stillness that surrounded her, so different from the hustle and bustle of Toronto's city streets. She made numerous discoveries across the Snow Lake region as well as documenting natural phenomenon and inventing new prospecting methods.

In an industry that only has an estimated 5% of CEOs being female, Rice's induction is big news. "For a long time, we had trouble communicating the importance of women like Rice," says Mihychuk. "People

assumed that because women can accomplish the same tasks as men, they face similar difficulties. That simply isn't true." Rice had to face sexual violence, lack of legal rights and for respect in the field throughout her career, and that's something that the men of the time just didn't have to face. But even with the difficulties Rice faced, she advocated for more women to join in the adventure, famously saying "If women could understand the thrills of prospecting there would be lots of them doing it...No woman need hesitate about entering the mining field because she is a woman – it isn't courage that is needed so much as perseverance."

### **Other women working in the sector that have appeared in the press:**

[100 Global Inspirational Women in Mining](#), book launched by WIM UK in Dec 2013

[Vanessa Guthrie runs one of Australia's most exciting uranium businesses](#), Sep

[Women in mining – inspirational voices lead change from within](#), July

[Fiona Shewring aims to inspire fellow tradeswomen](#), July

[Zoë Yujnovich: The Mining Association of Canada has voted in its first female chair](#), July

[Achieving big in the Australian Minerals Industry: Yunus'Lucya's Story](#), May

[Samantha Espley receives WIM's Trailblazer Award](#), March

[Q&A – Jessica Elzea Kogel](#)





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### 4. ARTICLES OF INTEREST

#### General

[Australian Mines and Metals Association seeks to boost the number of women in resources industry](#), Oct 2013

[Women on the rise in South Africa's mines](#), Oct 2013

[Where are all the Women in Mining?](#), Aug 2013

[Women making inroads into male-dominated mining sector despite challenges](#) (South Africa), Aug 2013

[Women in mining – inspirational voices lead change from within](#), July 2013

#### Women on Boards

Top 50 US companies without women on their boards. "Offenders" from the mining sector: Freeport McMoRan, Chesapeake Energy, EOG Resources

[For Women in the Boardroom, Bigger Companies Do Better](#), 13 Dec 2013 Business Week

[Women Make Better Board members, 26 Nov 2013](#) – The Telegraph

[Women directors better at mergers and acquisitions](#), 25 Nov 2013 University of British Columbia

[Female FTSE Board report 2013](#), November

This time last year Cranfield reported the largest increase in the number of women on boards since their records began. This progress had been made within just one year of Lord Davies setting out his voluntary approach for improving the representation of women on corporate boards in the UK. We are pleased that this 2013 report demonstrates that over the past year businesses have continued to take action.

[2020 Women on Boards – Gender Diversity Index](#)

#### Diversity

[Numbers don't tell the whole story on gender diversity](#), July 2013

[Why diversity matters](#) - the business case, Catalyst, July 2013

#### FIFO

[Factors Linked to the well-being of Fly-In-Fly-Out \(FIFO\) workers](#), September 2013

This report contains the findings from a research project aiming to identify factors linked to the retention and well-being of FIFO workers in the resources sector.

The study included a survey of 286 FIFO workers currently employed in the resources sector in Australia. This study is quite unique for the sector in that 70% of respondents held a university degree and 40% were female.



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The study confirms previous research findings into FIFO work forces and also provides unique insights into the challenges that managerial workers face.

### Pay Gap

[Bruce Guthrie's solution to gender pay gap: more male nurses, female engineers](#), 1 Oct 2013

[The Cost of being female? 64 extra days at work](#), 3 Sep 2013



### **MERRY CHRISTMAS & HAPPY NEW YEAR**

Have a magical time with your families and friends

Best wishes

Barbara

Next Newsletter will be out end of January 2014

Send your contributions and comments to [barbara@greenmining.net](mailto:barbara@greenmining.net)