

Growing women in mining to encourage diversity

The recent 2021 International Women in Resources Mentoring Programme (IWRMP) was attended by 130 participants from across the world, including mentees, mentors and representatives of sponsor organisations who used the occasion to celebrate the positive impact that the programme has had on their careers and organisations.



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Established in 2018 by International Women in Mining (IWIM), the IWRMP is an annual cross-company programme designed to promote and empower women and enable them to accelerate progress in their careers, overcome professional challenges and build the confidence required for achievement and industry leadership.

To date, the programme has facilitated the personal and professional growth of 200 mentees, including 56 scholars, with a record 70 mentees from over 20 countries participating in 2021.

EDI improvements

IWRMP programme director, Barbara Dischinger, says that the mentoring programme is making great strides at a time when organisations are welcoming knowledge, ideas, and initiatives on Equity, Diversity and Inclusion (EDI) improvements in the workplace.

"According to McKinsey's 2021 report, *Why women are leaving the mining industry and what mining companies can do*

about it, women represent an estimated eight to 17% of the global mining workforce.

"The research has demonstrated the importance of sponsorship for the advancement of talent—especially in the case of diverse talent.

"In an environment where women feel that they are being passed over for opportunities, feel like cultural outsiders, and perceive advancement decisions to be opaque, harnessing the benefits of sponsorship is paramount," Dischinger says.

The programme has been embraced by mining industry leads such as Rio Tinto (IWRMP Platinum Sponsor), BHP, Agnico Eagle Mines Limited, New Gold Inc, Newmont, SRK Consulting, World Gold Council, Centerra Gold, Central Asia Metals PLC, Chemours, Eldorado Gold, Golden Star Resources, Sandvik, Sheritt and Stantec

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