

Welcoming to Women

AN ACTION PLAN
FOR CANADA'S MINING EMPLOYERS



Women
IN
Mining
CANADA

CONTENTS

4

Foreword

5

The Link to
Business Results

10

Five Systemic
Strategies

17

Gradual Progress
toward Gender
Inclusion

21

Steps for
Implementing
Change

31

Call to Action

38

Appendix: Toolkit

ACKNOWLEDGEMENTS

Women in Mining (WIM) Canada appreciates the many individuals and organizations that contributed knowledge and insights to this Action Plan. In particular, we thank the following organizations, whose representatives on the Gender Advisory Committee provided valuable industry guidance and leadership to the three-year project.

Agnico Eagle Mines

•
Agrium Inc.

•
AREVA Resources Canada

•
Barrick Gold Corporation

•
BHP Billiton Ltd.

•
Cameco Corporation

•
Canadian Institute of Mining, Metallurgy and Petroleum

•
DeBeers Canada

•
Goldcorp Inc.

•
McEwen Mining

•
Mining Industry Human Resources Council (MiHR)

•
Mosaic Company

•
RioTinto

•
Teck Resources Ltd.

•
Vale Limited

Thanks are also due to our project consultants:



All photos have been generously contributed by the Mining Industry Human Resources Council.

This project has been supported by funding from Status of Women Canada.





“Diversity is being invited to the party. Inclusion is being asked to dance.”

– Vernā Myers

FOREWORD

Canada’s mining and minerals industry is missing out on much of this country’s talent.

Talented women in Canada sometimes work in the challenging and rewarding jobs in mining. Far more often, they choose to work in manufacturing, banking, public service, utilities, oil and gas, and other sectors. We cannot afford to miss out on half of the country’s work capacity. To succeed in a complex and dynamic business environment, Canada’s mining industry needs to gain access to at least its fair share of talented women.

This Action Plan lays out the challenge for our industry – we must drive a widespread change from yesterday’s mining industry to tomorrow’s. It challenges Canada’s mining employers to take meaningful steps to actively include more women and achieve new business benefits:

- Create a healthier resource base of **skills and leadership**.
- Surpass our current levels of performance in **safety, health and wellness**.
- Grow **public and shareholder confidence** in tomorrow’s mining industry.

With the experience and insights of fifteen industry organizations, the Action Plan calls on leaders at all levels to decide on measurable goals, select strategies, move decisively to action and commit to sustaining the change. It outlines evidence-based and business-relevant strategies, tips and tools to support action and implementation – at local mine sites, in employer organizations and in the industry.

The Action Plan brings an accountability and leadership focus to the business of changing our workplaces. It sets out a coherent approach that helps to ensure a successful implementation of gender-inclusive practices. It is impact-driven and change-focused.

We invite you to join with us in this transformative process.

**The Board of Women
in Mining Canada**