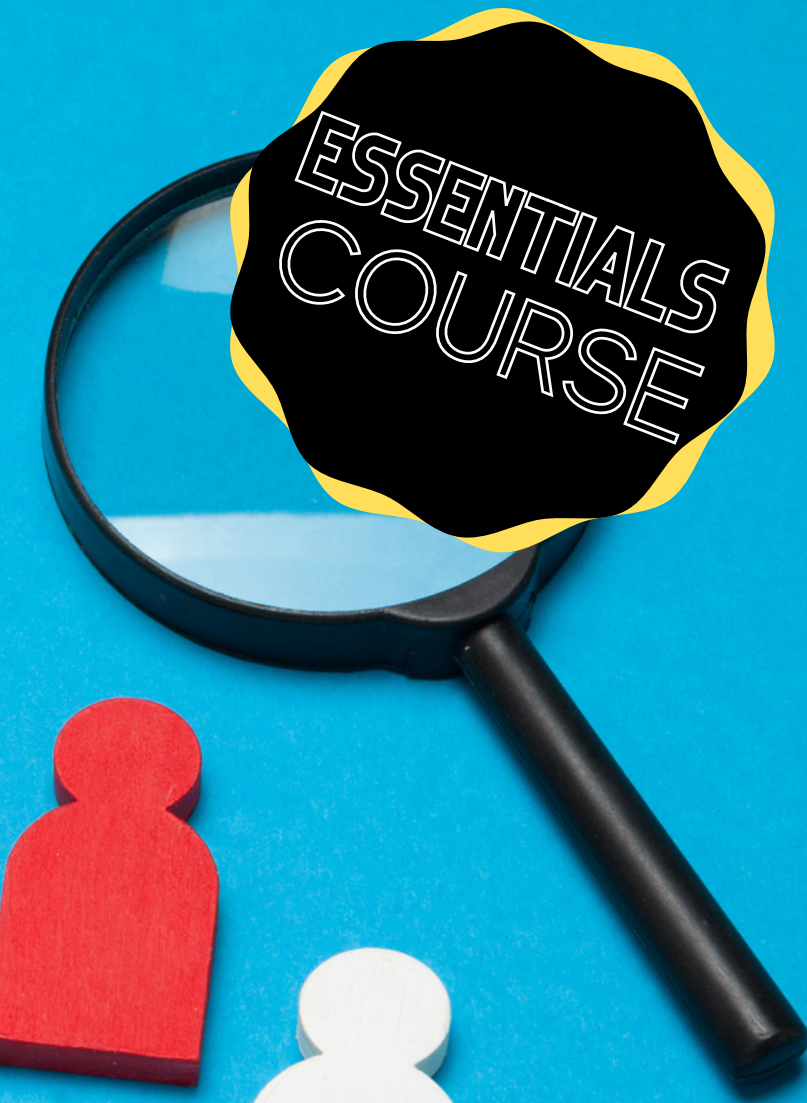


BELONGING-FIRST

EQUITY, DIVERSITY & INCLUSION

**How Does Belonging
Affect The Talent
Pipeline?**

With Andrea Carter



ANDREA
CARTER
CONSULTING



Hi! I'm Andrea Carter



- 1 Diversity Blindness
 - 2 Explain Why Belonging Is Essential For Mining Industry Growth
-

Diversity as Variation

The presence of different types of people from a wide range of intersections of identity offering different perspectives and experiences.



Diversity of Perspective

When people with various intersections of identity experience their environment differently due to how they have been socialized or have experienced the context of a situation.

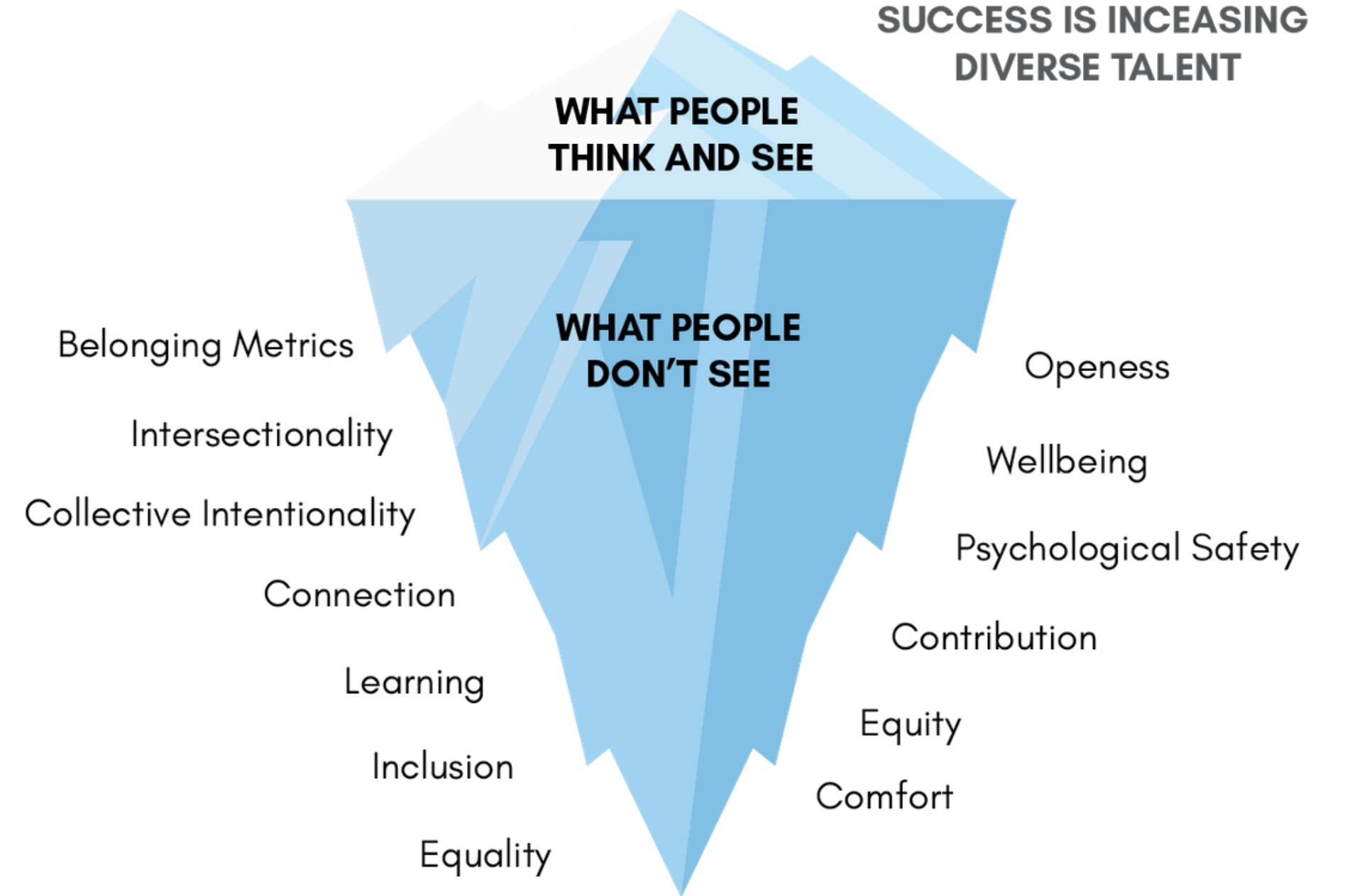


Diversity Blindness

The inability to hear, see, recognize or contextualize differences and the value of differences due to a lack of language, wording, context, and perspective.



Diversity Blindness Example



WHOSE VOICE IS HEARD, VALUED AND RECOGNIZED.

Dialogue • Engagement • Motivation • Hardwork • Practice
• Mentoring • Dedicated Leadership • Retention • Mistakes
• Development • Courageous conversations • Persistence