

Dear ***Women in Mining Canada (WIMC)*** Members,

On behalf of the board of directors, it is my pleasure to provide the report to the members for the fiscal year ended October 31, 2022.

In 2022 we welcomed six new directors to the board: **Alina Antonie, Valeria Cardozo Noriega, Sheila Colman, Sekai Musoki, Maria Natalia Vellejo Garcia, & Bethany Borody**. With the substantial turnover in directorship, the board focused hard on the on-boarding process and assigning new roles, while still devoting extensive time to continuing to develop the initiatives already established the previous year. I would like to express my gratitude to **Valentina Marinova, Kevin D'Souza, & Bethany Borody** for their contributions to this organization as they step down from the board to pursue other projects.

The 2023 Women in Mining Canada Trailblazer Awards & the Mining for Diversity event saw substantial growth this year. The awards recognize the achievements of women and mentors who have made significant contributions to the Canadian mining industry and promote the inclusion of women. In 2023 we received a record number of nominations in the Student Trailblazer category and the reception itself saw attendance that consisted of only standing room remaining. The award winners include: Trailblazer – Chafika Eddine, Trailblazer Student – Kathryn Cheng, Indigenous Trailblazer – Freda Campbell, Indigenous Student Trailblazer – Emma Plant, and the Rick Hutson Mentorship – Rachel Pineault.

As Canadian companies increase business in Latin America, WIMC has been in increased contact with ambassadors, both Canadian and from Latin American countries on the topic of diversity and inclusive culture. As a result, we have been in contact with several WIM groups in Latin America in a joint effort to share lessons learnt and a positive path forward.

This year's sponsorship drive was extremely successful. With an increased effort to promote our sponsors in newsletters and social media in combination with the topic of inclusivity gaining traction in the industry, we have seen successes such as increasing our diamond sponsors to three, attracting our first drill service company to sponsor, and having returning sponsors. I would like to thank all nineteen our sponsors for their generosity. It is amazing to see the support as we continue our mission to Educate, Elevate and Empower women in the mining industry.

The successful sponsorship drive has reopened discussion on the next evolution of research for WIMC. There have been great efforts to set up a grant program within the organization. We are working towards offering funding in the form of grants to female students whose research is related to inclusion in the mining industry. Stay tuned for that launch.

With seventeen WIM Chapters and Student Chapters across Canada, we continue our efforts to connect them and learn from each other. It is always an inspiring experience to get everyone together and discuss all the hard work everyone is doing across the country. It is a highlight of mine to be on these calls.

WIMC is increasing their exposure, with great effort from the communications group, and it is not going unnoticed. The increase in exposure has provided our directors with the opportunity to be on panels, write articles, and appear in podcasts. But we are not stopping there, WIMC is coming out with our own podcast with episode 1 just around the corner. *Mine the Conversation* podcast will bring you relatable topics we don't normally get to hear about with regards to women in this industry.

We are primed for continued success. The returning directors on the board, **Mélanie LaRoche-Boisvert, Cassandra Del Greco, Jennifer Cameron, Alina Antonie, Valeria Cardozo Noriega, Sheila Colman, Sekai Musoki, & Maria Natalia Vallejo Garcia**, are a group of hard working and inspiring women. I am fortunate to be the chair of one of the best groups of people I have ever had the privilege of working with. I know with their help we can welcome the three new directors to our organization in a very seamless transition. I thank the members for their continued support.

Regards,

Melissa Ng
Chair, Women in Mining Canada