



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, 2023.

In 2023 we welcomed three new directors to the board: **Suzanne VanSligtenhorst, Rashida McLean, & Uchitta Vashist**. With a reduced turnover this year, the board could focus on expanding on the previous year's success with increased momentum. I would like to express my gratitude to **Melanie LaRoche-Boisvert, Kassandra Del Greco, Sheila Colman, & Suzanne VanSligtenhorst** for their contributions to this organization as they step down from the board to pursue other projects.

The 2024 Women in Mining Canada Trailblazer Awards & the Mining for Diversity event moved back to its pre-pandemic location to welcome a full house of guests ready to celebrate the award winners. 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. This was another growth year with setting another record number of nominations for a few award categories and the reception itself was another successful year honoring our winners. The award winners include: Trailblazer – Jean Hutchinson, Student Trailblazer – Raiyana Umar, Indigenous Trailblazer – Marge Fraser, Indigenous Student Trailblazer – Amy Lefebvre, and the Rick Hutson Mentorship – Rachel Cranford.

For the first time our organization was part of the programming for PDAC. A panel discussion about retention in the industry saw several leaders from our sponsors give their opinions, and another room hosted a leadership workshop, a panel on mentorship, and a fireside chat with women and their unique career journeys, all hosted by some of our sponsors.

Our sponsorship continues to grow. With efforts to improve our benefits to our sponsors, we are seeing more returning sponsors along with a steady increase in new sponsors. Some of these benefits include appearing on some of our new virtual panels and free memberships to employees. I would like to thank all twenty-four of 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 success in sponsorship allowed us to give out two grants this year for women conducting research in EDI related fields within the mining space. The recipients included: Katherine Arenas-Collao who is researching gender differences in career progress and inclusion and, Jocelyn Peltier-Huntley who has a PhD project on activating allies. Both received a \$5000 grant for their research. We plan to look at women in the field of STEM for our next grant campaign.



We just wrapped up a paid partnership with Mining Industry Human Resources Council (MiHR). We provided industry experience for their learning materials on EDI topics. These learning materials are specifically being designed for companies in the Canadian Mining Industry.

On the international front we have been working with Association Women in Mining South Africa (AWIMSA) to help them launch and gain recognition. It is truly an honor to be seen on the global scale as an industry leader as a WIM organization. We continue our efforts to help where we can on the unique issues that face women in the international scale by fostering these relationships with other WIM organizations abroad.

We thank you the members for your continued support as we promote real change in the mining industry in Canada.

Melissa Ng

Chair, Women in Mining Canada