



Women in Mining Canada – Letter from the Chair

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, 2024.

In 2024 we welcomed four new directors to the board: **Lisa Theiss, Sabrina Perron-Fortin, Sonia Gupta, & Kristl Tipton**. This year's AGM comes with the greatest interest in directorship (28 applicants) with the fewest directors stepping down (2). I would like to express my gratitude to **Maria Natalia Vallejo Garcia & Uchitta Vashist** for their contributions to this organization as they step down from the board to pursue other projects.

The 2025 Women in Mining Canada Trailblazer Awards & the Mining for Diversity event was preempted by a full day of programming at PDAC. 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. The award winners include: Trailblazer – Ingrid Hibbard, Student Trailblazer – Rebecca Randall, Indigenous Trailblazer – Caroline Sam, Indigenous Student Trailblazer – Hannah Eaton-Tessier, and the Rick Hutson Mentorship – Tania Martins.

We changed the format to this year's programming for PDAC following the learnings from our inaugural entry into the conference. The day started with a student breakfast and fireside panel with industry leaders. Then we hosted a presentation and panel on gender dynamics around safety followed by another panel discussion on the wage gap and gender specific investment trends. All sessions were moderated by one of our talented directors. We hope to learn and grow every year in our programming at the conference.

Our sponsorship continues to hold strong. I would like to thank all twenty-three 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 large demand for retaining a strong sponsorship account was part of the decision to welcome paid administration support for the first time in the organization's history. Following the AGM we had a call for applicants for the role with a healthy turnout of applications. After several interviews Melanie LaRoche-Boisvert was hired under contract and recently Emily Lidster was also onboarded to help handle the logistics surrounding PDAC among other duties. It is amazing to see this organization evolve to require administration. It emphasizes there is no shortage of work that needs to be done in this industry.



Following the success in awarding two grants last year for women conducting research in EDI related fields within the mining space, we decided to continue awarding grants for 2024/2025. We had a call for applications for grants in the field of STEM & EDI and are currently in the process of awarding five grants: 4 in the field of STEM and 1 in the field of EDI.

With our recent growth and success over the past 4 years, we realize that there is an opportunity to reflect on the past as we are primed for the next evolution of the organization. We have already contracted a 3rd party consultant, Taryn Dube, to guide us through several sessions while we build a new strategy. There is no shortage of opportunities where we need to devote our time and resources, but the objective is to find a new focus and vision about where we need to be in the next three years.

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

Melissa Ng

Chair, Women of Mining Canada