

# Explore for More BC Diversity - Women

Developing initiatives which promote greater participation from women in our industry.

# Diversity in BC's Mining Industry

Historically, female participation in BC's Exploration and Mining industry has been low and is currently estimated to be 16%. The industry is facing a substantial skills shortage intensified by retiring baby boomers and increasing competition for skilled talent. To address this skills shortage, increasing participation of underrepresented groups such as women, aboriginal people, people with disabilities, and new Canadians makes good business sense and will provide our industry with the skills it needs to sustain growth.

**Female participation in BC's Exploration and Mining Industry is estimated to be 16%.**

*Women: An Unmined Resource REPORT*



**Mining employs 1 out of every 55 Canadian workers.**

*- The Mining Association of Canada, "Facts and Figures of the Canadian Mining Industry 2011"*

## The State of Mining and Mineral Exploration Industry in BC

BC's mineral exploration and mining sector estimates the need for approximately **13,000 workers in BC** over the next 10 years. Our challenge is to recruit enough skilled workers to meet the demands of our expanding industry now and into the future.

*Karina Brino, MABC*

Even under baseline economic conditions, due to a large number of pending retirements, the B.C. mineral exploration and development industry is still forecast to need **almost 4,000 highly skilled and technically trained workers over the next 10 years.**

*Gavin Dirom, AME BC*

British Columbians **consume 55 million tonnes** of aggregate annually and so it is critical for the sand and gravel industry to keep a vibrant workforce by every means possible. The WIM program will be an invaluable tool to attract women to work in the sand and gravel industry.

*Paul Allard, BC Stone, Sand & Gravel Association*

The BC Jobs Plan goal of **eight new mines and nine expansions** is moving forward. In addition to the Copper Mountain Mine, which began production in June 2011, two new major mines are under construction and a third was recently permitted with construction expected to start later this year.

*Minister Rich Coleman, Minister of Energy and Mines, and Minister Responsible for Housing*

# Diversity - Women Committee

The three project teams:



## Getting Employers on Board

**Goal...** focus on engaging champions, internal and external to the industry, we aim to demonstrate a strong business case for employing women.

**Yet to come...** gather local and international examples and highlight success stories. We plan to collect reports and data from various industries. We will profile best practices, engage employers and gather feedback on successful human resource initiatives and communicate our findings.

**“It’s an excellent industry. There are many opportunities and great challenges. It’s an Industry where you can make a difference.”**

*Woman employed in the Geology field,  
Women: An Unmined Resource REPORT*

## Attraction and Recruitment

**Goal...** to increase the awareness about employment opportunities for young women and professionals. We aim to make the industry accessible and bridge the gap from interested to hired.

**Yet to come...** focused communication to high school career advisors across the province providing specific recommendations towards developing a career in mining. Stay posted about a competition that will allow students to get in-depth information from womn currently working in the industry.

## Retention

**Goal...** increase the retention and advancement of qualified women in BC’s Mining and Exploration industry, and build on existing industry initiatives, while facilitating full and meaningful participation of women in our industry.

**Yet to come...** develop and disseminate retention resources to share best practices, and provide tools for employers and women such as; diversity assessments, leadership development programs, mentoring and work/life balance initiatives. We will demonstrate the business case for retaining qualified women through pilot programs for small and large scale mining and mineral exploration employers.

Visit the Diversity - Women page at

[www.acareerinminingbc.ca](http://www.acareerinminingbc.ca)





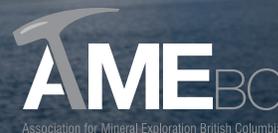
The **Diversity – Women** committee was established in 2010 as part of the BC Mining HR Task Force mandate to address diversity challenges effecting the mining and exploration industry. In 2011 the committee carried out a study on female participation in the BC mining and exploration industry. This study produced the report: *Women: An Unmined Resource*. The report established key baseline data on the participation of women in our industry, highlighted opportunities to further engage employers, remove attraction and recruitment barriers for women, and develop retention initiatives to ensure women are fully participating in the industry. The committee has now developed strategies to address these opportunities, and is on the cusp of taking purposeful action. If you are interested in getting involved we encourage you to contact us.

See a copy of the [WOMEN: An Unmined Resource](#) report

## Interested in getting involved? Contact us at...

Lisa Blackham  
lisa.blackham@newgold.com  
604.695.9733

Tracey Sexton  
tsexton@amebc.ca  
604.630.3919



BRITISH  
COLUMBIA



BC JOBS  
PLAN

Funding provided in whole or in part through the Canada-British Columbia Labour Market Agreement.