

Developing initiatives which promote greater participation of women in BC's mineral exploration, aggregate, and mining industry.



Visit the BC Mining HR Task Force website for more information.

www.acareerinminingbc.ca

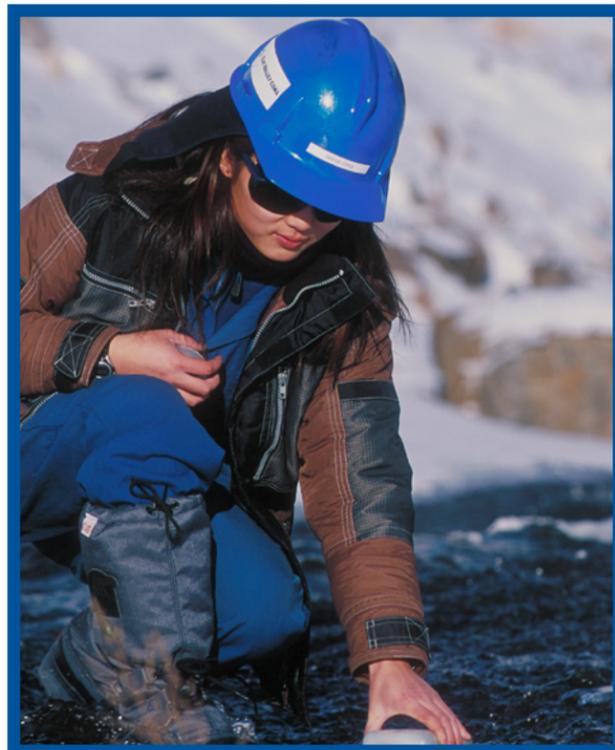


Image courtesy of MiHR

A Research Study of Interest

In 2011, Canadian mining industry employers formed a network and community of practice to develop and implement plans for increasing workforce diversity within their organization as well as across the industry. BHP Billiton, Cameco, De Beers, IAMGold, Iron Ore Company of Canada, Noront, Teck and Vale came together to form the Diversity Network, hosted and supported by the Mining Industry Human Resources Council through its SHIFT: Take Action for Diversity project, funded in part by the Government of Canada. The report outlines successful practices, disseminates knowledge and insights, and encourages other employers to develop diversity goals and implementation plans.

Mining employers adopted a number of strategies with the intent of increasing the diversity of their workforce, many of them being highly successful. The companies that made the strongest progress on their diversity goals were those that ensured their diversity initiatives were strategically integrated into important business requirements.

With a strong focus on under-utilized talent pools such as women and Aboriginal peoples, they achieved some of the following results:

- A doubling of applications from members of under-represented groups, and a tripling in hiring rates
- An increase of 30 per cent in applications from women for entry-level roles
- A demonstration of senior executive commitment to diversity and inclusion

Read about the project and results here:

<http://www.mihhr.ca/en/resources/MiHR-Shift-April2013.pdf>



Image courtesy of MiHR

A Message from our Chair about Networking



I recently had the pleasure of attending my 6th Women in Mining Vancouver Cocktail Reception, that took place during Mining week. I remember the first reception I attended back in 2008, and walking into a room full of unfamiliar faces. It was somewhat daunting. That evening I met a handful of bright, intelligent and dedicated women and men, including a female heavy duty

mechanic who shared stories of personal success and challenge. In 2013 the same event has flourished with attendance more than tripling, and along with this my network.

Networking makes me feel like part of a larger community, bringing fresh insight to my industry and the people working in it. It also provides incredible opportunities for potential future collaboration, and pushes me to step outside my comfort zone.

I'd encourage you to find and take opportunities to meet the diverse range of people in our industry – you never know what opportunities it might bring.

Look forward to touching base in our next newsletter.

All the best,

Lisa Blackham

Featured Woman in the Industry



Anne Chalmers, Vice President, Risk & Security & Chair, Materials Stewardship Committee Teck Resources Limited

Diversity today means something quite different from when I first entered the business almost 32 years ago. Today it means building a workforce that includes a variety of perspectives and backgrounds. This includes gender, age, ethnicity, culture and professional background.

Teck does monitor diversity based on gender and ethnicity. This includes the percentage of women in the workforce, management and governance positions. We also track, where possible, the number of indigenous people in the workforce. This information factors into our recruitment and retention initiatives and is also shared externally in our annual Teck Sustainability

Report. We have taken a number of steps to recruit women at our operations. Increasing the diversity of our workforce remains a priority at Teck.

I believe there is value in diversity. Female and male traits complement a well-rounded work force. Building a diverse workforce allows us to access different perspectives and experiences which can lead to innovation, improved performance and having that well-rounded working environment.

A Recent Announcement

The "I Dig It" Contest, launched during Mineral Exploration Roundup 2013, closed on May 7. Grade 10 students in BC were invited to interview a woman employed in the mineral exploration or mining industry.

The contest created connections between students and industry professionals in order to learn about specific roles, gain an appreciation of industry opportunities and to get advice on course selections that will help their career path.

Thank you to all the women who participated in the interviews and to the companies for supporting them spending their time with potential future employees. And a huge thank you to our contest sponsors: New Gold, Nova Gold and Entrée Gold.

The winners are:

First place: iPad - Value \$500.00 (Sponsored by New Gold)



Akhil Dattani, Moscrop Secondary, Surrey - "I truly wish to see more women in the Canadian mining industry and I hope that with the knowledge collected from this interview, women and engineers in the mining industry will be given more recognition for their efforts."

Second place: iPod Touch - Value \$350.00 (Sponsored by Nova Gold)



Miguel Abaya, David Thompson Secondary, Vancouver - "I realized that there was more to mining than just regular digging, there are also some technical aspects that women excel in because of their passion, wit, dedication and intuition."

Third place: Noise Reducing Headphones - Value \$200.00 (Sponsored by Entrée Gold)



Samantha Young, Eric Hamber Secondary, Vancouver - "Women can contribute tremendously to this industry. We just have to generate more excitement for mining and that it is a really cool place to get a job and to have a career."

Upcoming Events

CIBC's Run for the Cure

Join the Women in Mining - Vancouver team and run 5km or walk 1km in CIBC's 22nd annual Run for the Cure. Team captain, Tami Mackenzie is leading the team in achieving their \$25,000 fundraising goal. Join the team today and support funding for breast cancer research, educations, and health initiatives.

Sunday, October 6, 2013
www.runforthecure.com

Whistler 2013: Geoscience for Discovery hosted by the Society of Economic Geologists (SEG)

Join the Society of Economic Geologists and colleagues from industry, government and academia in Whistler to discuss exciting developments in mineral deposit research and discovery. The conference will connect new regional and deposit concepts to the process of discovery around the northern Pacific and related regions.

September 24 to 27, 2013
<http://www.seg2013.org/>



The **Diversity – Women** committee was established in 2010 as part of the BC Mining HR Task Force mandate to address diversity challenges effecting the BC exploration, aggregate, and mining industries. In 2011 the committee carried out a study on female participation in the BC industries. 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...

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