



Mining Gender and Sustainable Livelihoods

Women in Mining Networking – Generating a Critical Mass for Diversity

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Abstract:

The Women in Mining Network (WIMNet) is a network under the auspices of the Australasian Institute of Mining and Metallurgy (AusIMM), which is the leading organization representing professionals in the minerals sector.

The aim of the WIMNet is to increase the equitable participation of women in the mining sector. Membership of WIMNet is open to *all engaged in the industry* regardless of whether they are a member of The AusIMM.

The WIMNet was originally constituted as a working group in 1998 to address the findings of a report commissioned by The AusIMM that found that the minerals industry was the most highly sex segregated industry in Australia.

Some of the initiatives that were implemented at that time included raising the visibility of women at The AusIMM, instigating networking activities where women in the industry could access mentors and support networks, as well as setting up an online mentoring system.

Over the past ten years the role of the WIMNet has substantially evolved. Currently the activities that we undertake to advance our mission are as follows:

- Collecting information on the gender pay gap and raising awareness of its existence in industry
- Advocacy with Government on policies to increase women's participation in mining, particularly around child care and paid parental leave
- Research and communication with industry to benchmark work practices that will increase women's participation in mining
- Networking events with general and specific aims (eg. Women on Boards, Negotiating Your Salary)

Our vision is a mineral resources industry where all participants are treated fairly and equitably and which is admired for its people and its leadership. In the decade to come we hope to work with a range of stakeholders to achieve this vision in a challenging global industry.