

## Who we are

13,000 members in 100 countries across all professions

- Geologists and Geoscientists
- All Engineering disciplines including Mining and Geotechnical
- Exploration Resource Development
- Metallurgists and Mineral Processing
- Community and Environment
- Health and Safety
- Legal and Finance
- Marketing and Communication
- Management
- Human Resources

## What we offer



### KNOWLEDGE

Uphold knowledge, standards and values of the profession



### RECOGNITION

Provide international recognition and assurance of professionalism for the industry



### NETWORKING

Build connections between government, industry, universities and the community



### TRUSTED VOICE

The 'Trusted Voice' to raise the profile of the highly skilled professionals that work in the industry

## AusIMM Women in Mining Survey 2019

At AusIMM we are committed to ensuring the equality of opportunity for all members of the resources sector and providing the support needed for every professional to succeed. A key part of this is listening to the views, concerns and ideas of women in the resources sector to provide them with relevant assistance.

A new initiative for 2019, the AusIMM Women in Mining Survey gathered important data to assist AusIMM in creating a welcoming, inclusive environment for women in the resources industry.

600 participants helped provide a leading analysis of women's participation in the resources workforce, exploring what's working

well and what needs to change, helping AusIMM service the needs of a greater number of women.

The analysis, launched as part of AusIMM's International Women's day event series, provides a snapshot of where the industry is now, and where the industry needs to be if it is going to attract and retain the best female talent.

*"In order to have a diverse workforce we need to advocate for the industry and encourage more females to pursue careers in resources. Leaders within the industry need to understand the benefits of a diverse workforce and ensure they incorporate the need for diversity in recruitment."*

**MAusIMM, Queensland**

*It should be a key objective to make everyone understand how inclusivity plays out on a day to day, play by play scenario. Reflect on what biases you have, how you speak to others and how you treat others. It's about how you respond when there are other points of view. It's about respect."*

**MAusIMM(CP), Victoria**



# Promoting a sector that values and inspires women

## Women in the resources sector research shows:

**97%** Of women had a bachelor degree or higher.

**40%** Felt the industry was not inclusive.

**5x** As many women say that health care services for FIFO/DIDO were below average, compared to their male counterparts.

**21%** Held FIFO/DIDO roles.

**57%** Indicated that the industry was not diverse.

**7x** As many women indicated that diversity and inclusion was a top policy priority, compared to their male counterparts.

### Gender pay gap\*

**10.6%** In mining

**16.2%** In other industries

\*Source: [www.wgea.gov.au](http://www.wgea.gov.au) 2018

*"The resource sector is working on gender diversity, but locally where I work it is not a focus. Female participation is low and female leadership is low, particularly in operational areas."*

MAusIMM, Canada

*"As a middle aged woman I feel my age is becoming more of a factor than my gender, particularly younger colleagues and decision makers appear to have a preference for younger employees, regardless of their substantially limited experience and life skills."*

AAusIMM, Western Australia

The most important areas to improve diversity and inclusion for women were:

**32%** *Equal Employment Opportunities*

**25%** *Workforce Flexibility*

**20%** *Increase in Industry Leadership*

## AusIMM Diversity and Inclusion Policy

AusIMM recognises diversity as one of our most important workforce elements because diversity in the workforce enables AusIMM and those who engage with AusIMM to:

- Attract, retain and encourage resources employees from the widest possible spectrum of background and experience.
- Foster a culture that reflects AusIMM values of integrity and respect in a sector that is open to all.
- Foster innovation, creativity and inspire critical thinking from a diverse pool of talent.
- Establish a dynamic atmosphere that leads to increased performance and greater employee participation and workforce fulfillment.
- Enrich communication between resources professionals and the community and industry they serve.