



IDWIM 2023

REPORT

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On 15 June every year the mining industry celebrates the women who have been, are and will be part of the sector.

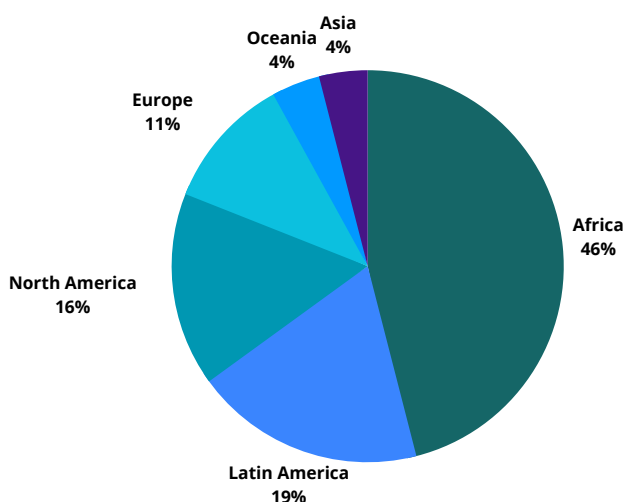
The International Day of Women in Mining 2023 (IDWIM 2023) reinforces our belief that **“Equity in Mining is Everyone’s Responsibility”** by focusing on how gender inclusion can be one of the greatest assets the industry has to ensure long-term sustainability.

Thank you for being part of the 2023 International Day of Women in Mining celebration!

Over 750 participants from 71 countries



Where people attended from:



Countries with most number of participants:



2023 Campaign Ambassador



Mpumi has over 20 years of hands-on operational and leadership experience in mining. She began her career at De Beers as a chemical engineering bursar before becoming the first female General Manager at De Beers and then succeeded to the role of Deputy CEO of De Beers Consolidated Mines in 2017. Mpumi completed her tenure at De Beers as the Managing Director of the Group's Managed Operations business in South Africa and Canada. After over two decades of working her way through the ranks at De Beers, she was appointed as CEO of Kumba Iron Ore in January 2022.

Mpumi is personally committed to accelerating the involvement of women and youth in the industry by investing in women at every level, driving greater representation across Kumba; investing in female micro-entrepreneurs in communities; and encouraging young women to study STEM subjects.

“I’m an advocate for inclusion and diversity, with a keen interest in sustainably changing the gender balance within the industry to create equal opportunities for all”

MPUMI ZIKALALA
CEO, KUMBA IRON ORE
SOUTH AFRICA

2023 Keynote Speakers & Panel Discussion

Each speaker's presentation made IDWIM special and specifically relevant for the industry today. Laura Tyler, outgoing Ambassador, welcomed everyone to IDWIM; Ben Chalmers shared the new DEI standards as well as psychological safety standards from the Towards Sustainable Mining initiative; Ege Tekinbas presented the findings of the "Women and the Mine of the Future" report; Melanie Cooper shared her insights from the "Rio Report" a year later; María Angela Capello introduced the Women in Resources Management working group; and Sally Strohmayer, Eduardo Magalhães and Lawrenda Adzomani discussed about "Inclusive Workplace Design". Watch each of their presentations individually.



Laura Tyler



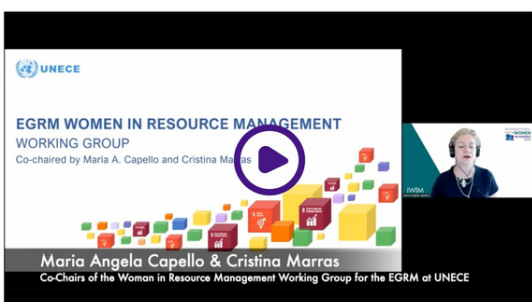
Ben Chalmers



Ege Tekinbas



Melanie Cooper



María Angela Capello



Sally Strohmayer, Eduardo Magalhães, Lawrenda Adzomani

Launch of the new PPE Directory

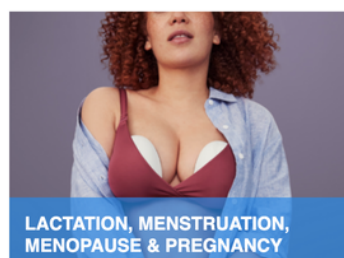
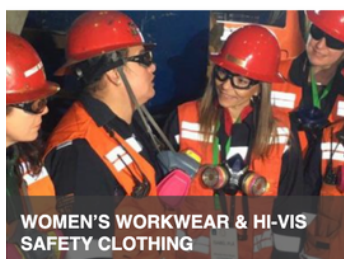
The mining industry has made great advances in gender inclusion, and more women are working at operations. Women have different requirements when it comes to working in remote and challenging heavy industry environments, and if these needs are not adequately met, the risk of losing their talents becomes significant.

PPE designed for the female body exists, and there are many suppliers who are specialising and including equipment and clothing lines made specifically for women.

PPE that is specifically designed for the female body is a must for various reasons, primarily:

- Increased safety: women are usually supplied with small men clothes, which are ill-fitting to the contours or proportions of the female body which increases potentials for hazards and accidents
- Increased performance: if your clothes fit properly, you can get about and perform your duties more easily, with greater self-confidence. It's really that simple
- Increased well-being: women are not men. It should be evident but the industry is learning that this is true not only for infrastructure, behaviour but also equipment. Recruitment and retention are heavily based on how people feel when they are at work. When one feels considered and included at work, engagement increases.

Visit internationalwim.org/ppedirectory/ to see the full Directory!



Interactive Activity & Next Steps

During IDWIM 2023 we asked participants:

In your view, where are the areas where you don't see gender inclusion efforts? Where are the gaps?

Their answers were varied and very telling:



While there is a widely acknowledged pledge from organisations and leadership to make workplaces more inclusive, the areas most often identified as the least inclusive were:

Leadership | Executive | Maintenance | Remuneration | Management | Operations | Mentoring | Production | Board | Senior Management | etc.



This information will be key for the work IWIM carries out throughout the year. If you'd like to know more write us at info@internationalwim.org.

Focus on Women in Mining

IDWIM aims to showcase women in mining (WIM) worldwide through a photo campaign, a slideshow of the work carried out by WIM organisations, and a special In Memoriam section where we commemorate women who have passed.



Photo Campaign

[IWIM's Photo Campaign](#) gathered 127 images this year from women worldwide with the aim of having a visible record of women in mining.



WIM Organisations

IDWIM highlighted the work carried out by women in mining (WIM) organisations worldwide.



In Memoriam

Yearly during IDWIM, the industry commemorates women who are no longer with us, and who left a lasting legacy in the industry.



The International WIM Alliance brings together women in mining (WIM) organisations to gather collective strength in pursuit of a unified voice promoting gender equality in the mining industry.

Learn more at internationalwim.org/intwimalliance/



Prize Winners

IDWIM's had amazing prizes for participants to win during the event. We thank our sponsors for their kind collaboration to ensure a successful celebration.

Dance competition winner:



Alicia Robles

Business Development, Peru

Prize:



At COgear, the unwavering mantra is simple: women should never be uncomfortable at work. COgear offers a comprehensive range of workwear for women that addresses the unique needs of their fluctuating bodies.

Name wheel winners:



Madelein Leroux

Manager Project Services,
Anglo American, South Africa



Trisha Naicker

Strategy and Sustainability
Advisor, South Africa



Tebogo Mohale

General Worker, Anglo
American, South Africa

Prize:

Scholarships to the BRIMM Executive Micro-Certificate starting in second semester 2023.

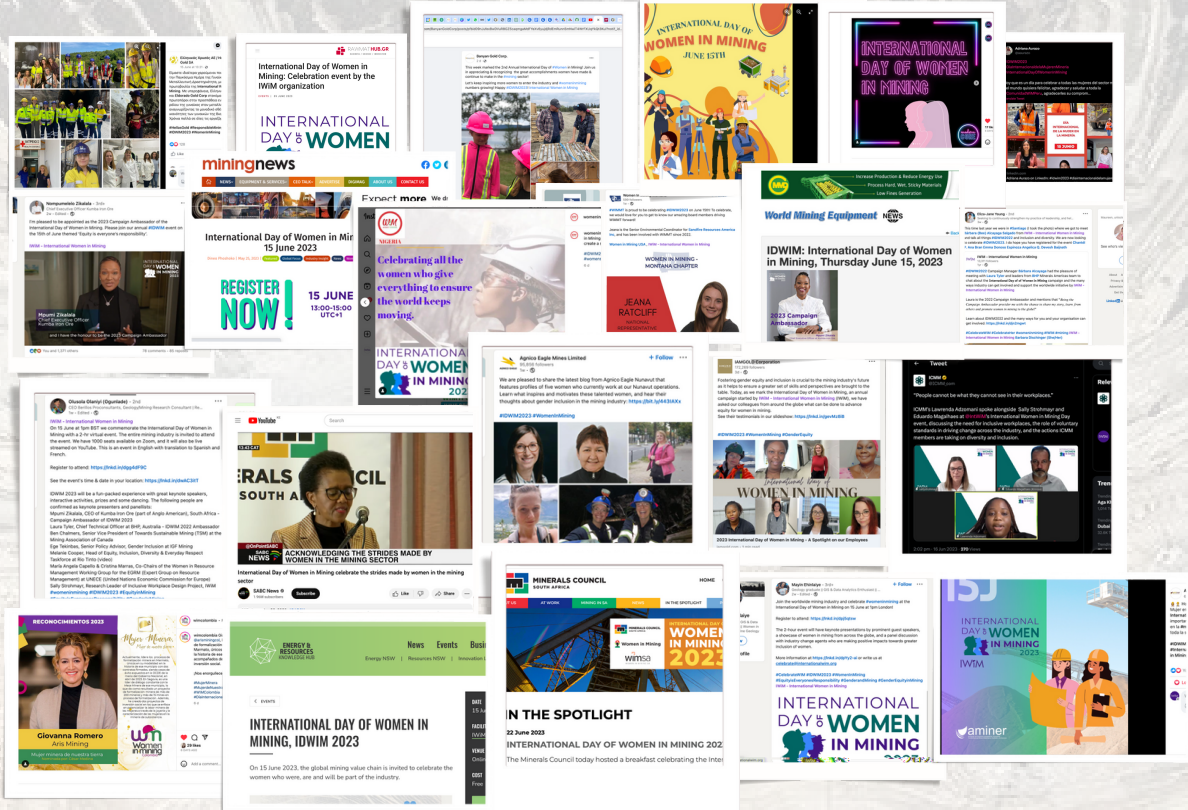
The Executive Micro-Certificate in Economic Leadership for Mining is a UBC Non-Credit Micro-Certificate, and offers a fast-track path for advanced mining business education by focusing on economic sustainability.





INTERNATIONAL DAY OF WOMEN IN MINING 2023

90,400+ social media mentions
17,968,290+ people reached



Thank you to our sponsors

Corporate contributions provide us with the support to continue working throughout the year on initiatives that impact the industry at large.

We thank our sponsors for their kind contributions to IDWIM 2023:

IDWIM Ally



IDWIM Champions



IDWIM Advocates



Join us again in 2024!

IWiM

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