Lasting Change: Improving Gender Diversity in the Mining Industry

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With low levels of female participation in the mining industry, business as usual is no longer an option. Calls for gender diversity in companies abound, at every level – executive management, on boards of directors – and in every region of the world. Women and men are impatient for results that will lead to truly diverse work places. Yet many company executives and decision makers struggle to make progress. The business case for diversity is a no-brainer. The best performing companies have more women in leadership posts. According to a 2011 Catalyst study, Fortune 500 firms with the most female board members outperform those with the least by 26% on return on invested capital and 16% on return on sales. (Note that some studies are questioning these findings.) And it’s good for the whole workforce when all talent is recognized and developed on merit.

The mining industry is attempting to improve gender diversity and failing: according to PwC’s Mining for Talent 2015 report of the top 500 mining companies surveyed, only 7.9% of board members are female. The number of women in executive management pipelines is actually falling.

Getting organizations within the mining industry to look, act and be more diverse will take the commitment of every person – not just the senior level executives. Based on the current literature, there are some specific actions that have worked and if instituted broadly, could move the industry towards a more diverse workforce:

In her May 26, 2015 article in The Guardian, Jean Martin suggests that women aren’t hindered by a ‘glass ceiling’, it’s the small, day-to-day circumstances and decisions that snowball to the point of slowing and sometimes even stopping a woman’s career progression. Fixing the little things like the number of stretch assignments offered to women makes a difference. According to Martin, whether consciously or unconsciously, some managers decide that women don’t want stretch assignments and tell themselves that “an employee who just had a child, probably doesn’t want a job that requires travel.” This unconscious bias takes the decision away from the employee.

Promotions are another area where small fixes have brought results. Many companies have one annual round of promotions and women are statistically far likelier to miss these opportunities due to maternity leaves and the time before and after that absence. Making the timing for promotions more flexible can fix the cumulative effect of delayed promotions and bolster diverse succession pipelines.
Job shadowing is widely used for training purposes, yet it is also an effective tactic for women to gain experience and build networks. It works like this: a senior level staff member takes a junior person along to a meeting – for example a board or risk meeting. Gaining an understanding of how risk policies work or seeing – first-hand – corporate governance in action is a resume building experience that offers insight into how senior executives think, negotiate, and network – all skills that take years to develop! The shadower expands her network with people who may later be her advocate or mentor. The person being shadowed gains a different perspective and the chance to ready a junior employee for more responsibility.

While mentors are important to career advancement, an effective sponsor goes far beyond feedback and advice giving. Sponsors use their influence to help protégés career progression by advocating for new opportunities and stretch assignments. Studies confirm that women are less likely than their male counterparts to have a sponsor. According to research completed by the Center for Work-Life Policy, a New York-based think tank, sponsorship increases stretch assignments, promotions, and pay raises by up to 30% - an outcome that mentoring alone cannot match. The good news: companies in many industries are using sponsorship programs to make a step change and diversify the makeup of their upper management teams.

Having a pipeline of strong, diverse candidates helps ensure a company can confront the future. George Halvorson, former CEO of Kaiser Permanente, has a winning formula: he made sure that for all senior positions there were at least three potential successors in development. His rule was that no more than two of the three candidates could have the same characteristics. This approach allowed him to make promotion decisions based on merit and develop a diverse group of senior leaders as role models.

To make a difference, tactics implemented to improve diversity must be offered to ALL employees – not just the group whose participation you’re trying to effect. There is no silver bullet – only silver buckshot.

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FROM THE PRESIDENT

Educational opportunities are “just around the corner.” Schools are full of energetic students and teachers have placed high expectations on themselves to be able to meet educational requirements. With each new school year, teachers face the unpredictable. This includes student issues, meeting standards, dealing with parents and the expectations of their schools leadership. As most of us are employees of various mining companies and associations that are running continually, our September challenges are similar to the other 11 months. They don’t include concerns whether a young person will come away a lot smarter in the months ahead. So, be sure to thank and encourage any teachers that you may have contact with in the future.

With that in mind, I thought we as WIM Members should be reminded of the objectives of our organization. Please take a moment to read these and consider applying them in educational opportunities in the months ahead.

WIM Objectives from the National Website

The overriding goal of WIM is to educate both the members and the public about the mining industries. WIM’s stated objectives are:

☐ To educate members of the technical and other aspects of the mineral resource and related industries through informative and educational programs.

☐ To institute and promote such educational, scientific, legislative and other programs as will foster public awareness of the economic and technical interrelationship of mineral production with the national economy and the public good.

☐ To preserve the heritage, and maintain the history of mining and mining people.

Those objectives can be intimidating, especially to those who have never walked into a classroom full of students with a teacher that you think may have high expectations. Henry Ford once said, “Whether you think you can, or that you can’t, you are usually right.”

All aspects of our lives can only truly improve if we take responsibility for their improvement. This can be at several levels: Improving your KNOWLEDGE and improving your SKILLS.

Members unfamiliar with leading a class should be encouraged to partner with one who is experienced. Experienced leaders, consider sharing your own wisdom and knowledge that could be of help to others as well. It is often said that experience is the best teacher, but it does not have to be YOUR OWN experience. We can all learn from other people’s experiences, mistakes and success. That is why it is important to share what you know, because you can also learn from what others know. WIM Leaders, please consider setting goals for your Chapter for the next 12 months.

Be realistic
Prepare all members to help meet the goals
Be sure to recognize the achievements of your Chapter Members

Thanks for considering this and for all of your amazing efforts.

Darlene Bray
WIM National President
Several EF Directors are continuing revision work with various parts of the new upgraded website. Most of the activities have been revised and have been identified by subject and grade level. We are waiting to review the new site, but our web designer has had some issues (not related to our site) that have delayed him. We hope to at least have some updates done before the middle of this month.

We will not be involved in the Silver Summit this year as the organizers have changed the date and venue, combining this event with another investment conference to be held in San Francisco. The attendance had dropped the past two years due to the price of silver, and we will certainly miss seeing many of the friends we made while the Summit was in Spokane.

Debbie Mudd and Georgene Robertson attended the Bluefield Coal Show as well as the CEDAR golf tournament beginning September 15. I sent a box of Foundation giveaways for them to distribute. They also helped staff the Friends of Coal booth that was open through September 18 (left). Many thanks to them for helping spread the message of the Education Foundation during this year’s Bluefield Coal Show.

We are starting the plans for our trip to Spokane in early December for the American Exploration and Mining Annual Meeting and are asking all members who might be attending this conference to help staff our booth. Exhibit hours are:

Dec. 1 – Set up 8:00-5:00
Dec 2-3 – 9:00-6:30
Dec 4 – 9:00-noon, Teardown is noon-5:00

If any WIM member will be attending and can donate some hours to staff the booth, please let me know right away so we can get you on the schedule wimer23@reagan.com.
The chapter is working very hard to organize the national conference and we can’t wait to see you all in Rolla, MO, April 14-16, 2016.

We had our first meeting of the year on the 15th of September. We elected Hayden Pearson as secretary and Meena Lahiri as our second national representative.

The chapter is planning events with the SME student chapter, St. Patrick’s Catholic School, and so much more! We will be having a table at the MST haunted mine where we will do mining activities and coloring with children while adults go through the scary haunted mine. This is the first time we have done this and we are very excited about all of the new opportunities for outreach that we have planned!
Greetings from Texas!

The Texas Chapter had a slow summer as far as activities go. Our only meetings were held by conference calls. Vacations and busy work schedules caused us to postpone our planned training on the WIM educational activities. We are trying to reschedule before the end of the year. We still plan to advertise to other chapters when we set a date in case anyone is interested in joining us.

Our fundraising committee has been meeting over the summer to plan a spring golf tournament. We appreciate the information some of you have shared with us as we plan our first event and would welcome suggestions from those of you with that experience.

We continue to maintain our Facebook page and Kami is great about posting interesting information. “Like” us as we would love to reach more people.

Fun Fact: September 26th is the two-year anniversary of the start of the Texas Chapter. Sunni Christon and Donna Thornton traveled to Riverside, CA on that date in 2013 to attend a WIM meeting and thus the plans for our group were seeded.

This is a throwback picture to our first WIM experience in Riverside, CA. Donna and Sunni are 8th and 9th as you count from the left.

(Photo from January 2014 WIM NQ)
The Start of a New Year:

Before classes began, the members of Women in Mining were eager to meet and welcome the new class of mining engineering freshman at the Engineering Orientation in August. Our Women in Mining chapter had a booth set up to meet potential new members, and answer any questions the students had. We were able to gain the interest of several students and met all the freshmen women in mining engineering.

All the members of our WIM chapter signed up, through the Society of Mining Engineers, to be mentors for the incoming freshmen in mining engineering. Each of us will be assigned an incoming student in the near future. Through this program, we will be able to build relationships, help the students get adjusted to college, and encourage them to get involved on campus and in mining related organizations such as Women in Mining.

WIM Members also played a crucial role in a hearing on the Stream Protection Rule that took place in Lexington this September. This rule would severely affect the long wall coal mining industry in Kentucky due to new permitting requirements and their costs. Our members went to the Lexington Convention Center before the hearing was to begin in order to hold spots in line for mining industry personnel to speak during the hearing. This resulted in the hearing being a big success, with tens of mining industry personnel getting the chance to speak and voice their thoughts and concerns. This also gave our members the chance to meet industry personnel, who thanked us for our service.

We are looking forward to the rest of this semester as we gain new members, and plan exciting events such as a Women in Mining cookout, a community service outreach, and a visit to a local elementary school. We hope to continue to grow as a chapter and educate the public on the importance of mining.
The University of Utah Women In Mining Chapter is pleased to announce its student chapter officers for 2015-16.

Chloe Simons, President, Senior, Mining Engineering
Kaitlin Frary, Vice President, Senior, Mining Engineering
Kylie Boyce, Treasurer, Junior, Mining Engineering
Avyette Richardson, Secretary, Junior, Metallurgical Engineering
Pam Hofmann, Department Advisor

Congratulations to last year’s officers who have graduated!
Natalia Healey, Ashley Hodgson and Crystal Darger (pictured at right)

Outreach Activities
One of our goals this year is to increase our student membership. We will initially do this within the College of Mines and Earth Science and also reach out to the families and spouses of students who are interested in the mining industry and supporting women within that industry. In addition we will be participating in Engineering Day on campus and with onsite visits from the Girl Scouts and area schools.

Service
Our student chapter will again initiate a Fund Drive for the Utah Food Bank November 2nd and 3rd. Last year we were able to raise $311.18 for the Food Bank.

Monthly Meetings
Monthly meetings are held the 3rd Wednesday of each month during the academic year. Our Kick-off Meeting featured Maddi Tapp (standing) from Career Services doing a LinkedIn presentation. We look forward to many more worthwhile events.

Field Trips
This fall we are offering a field trip to Immersive Technologies, where attendees will be able to observe and experience operating equipment using onsite simulators. This will be a great opportunity for students who are not yet familiar with the technology and equipment of the industry.

We are looking forward to the coming year! Go UTES!
The National Quarterly

DENVER CHAPTER REPORT

WIM Denver Chapter Workshop - Revitalizing Women in Mining for our Members

On Saturday, August 22, 2015 a group of WIM members worked together to identify beneficial changes to the WIM Objectives and Mission Statement. Casey Campbell of C Meyvn Global facilitated the workshop. Participants also included: Heather Erickson, Lois Brooks, Karen Jass, Resa Furey, Amanda Adams, Lori McCasky, Betty Mahaffey, and Rebecka Snell.

The workshop started with a fun activity to get our creative juices flowing. We were split into two teams and provided with 20 pieces of spaghetti, some string, some masking tape and a big marshmallow and told to make the tallest structure possible. The only catch was that the marshmallow had to be on the top!

(Lois, Resa and Lori working on their structure)

It was fun to learn afterward that the group who typically performs the best at this challenge are recent graduates of Kindergarten, and the group that typically performs the worst are recent graduates of Business School!

After we got our brains warmed up we got down to business by dissecting the current WIM Objectives and Mission Statement as written in the Bylaws. We critically reviewed the wording and developed a new Mission Statement and list of objectives.

(The group working on the new bylaws wording)

The new wording for Denver Chapter is as follows:

The Mission of the Organization shall be:
To advance the interests of women in the mining and related industries by inspiring, supporting and developing the progress of women.

The Objectives of the Organization are:
a. To further educate our members and the public on aspects of the mining industry and to actively promote the industry.
b. To provide opportunities for networking and professional development to attract and retain women in the industry.
c. To encourage the next generation of women in the mining industry through the award of scholarships.

In addition to the changes to the Bylaws, the workshop was also used to brainstorm ideas to increase membership, better utilize the time at the monthly dinner meetings, and the potential for future events such as a reception for our members or a joint event with other industry-related organizations.

The proposed changes to the chapter Bylaws were approved by a vote of the chapter membership on September 16, 2015 and will be submitted to the National Organization for final approval.
The Nevada Chapter has been busy throughout the summer and early fall with both fundraising events and outreach projects. We have also been able to give out five scholarships for this fall’s school year to students from Nevada.

This year we were again asked by the Humboldt County, Nevada, Visitors and Convention Bureau to do WIM’s “Pet Rock” activity for the kids attending the county fair. This gives our local WIM organization a great way to talk to kids about rocks and minerals and gives the kids a fun activity to participate in. The Pet Rocks are left at the fairgrounds to be judged and ribbons are given for the most creative “pets.” It is always so surprising how many of the creators come back the next day to pick up their “pet,” even if it has not won a ribbon.

More than 50 children, parents and other interested adults spent a considerable amount of time creating their own “pet.” Our inventory of bric-a-brac has grown over the years to the point where it won’t all fit on a table at the same time. In fact, nearly every time we do a Pet Rock activity someone donates additional material from their own collection, and this year was no exception. All we ever buy for these events is glue and new eyeballs.

By the way, an interesting fact is that Gary Dahl, inventor of the Pet Rock, died March 25, 2015 at the age of 78. He invented the pet rock and marketed it very successfully in the 70’s.
The Chapter also had a booth at a local prospecting event. The event put on by the Gold Prospectors Association of America (GPAA) of Northern Nevada and specializes in gold prospecting. The event is kind of unique in that coins are hidden in the desert. Participants line up and at the sound of a cannon, they spread out with their metal detectors looking for the coins. 15 special coins were also hidden for the grand prizes which included gold specimens, gold splatters and metal detectors. Along with the 270 participants, this year’s event attacked 150 onlookers who came just to enjoy the day and watch the “shootout.” WIM Nevada was asked again this year to have a booth at the shootout. Karon Jury-Ferjanec and Sharon McAllister worked the booth, with Karon giving a presentation to the participants.

We plan on expanding what we offer at the booth for next year’s event including doing at least one of the WIM Activities for the kids.

The Nevada Chapter gave out five scholarships this year. Four of these were for High School Seniors planning on going into earth science-related curriculum. We also have given scholarships for many college majors if the applicant expresses an interest in going into mining after graduation.

In addition to the high school scholarships, WIM gives a special scholarship to a student at Mackay School of Mines at the University of Nevada. This year’s recipients were:

**DAN HARPER MEMORIAL SCHOLARSHIP WINNER**
Treaver Detomasi, Fallon, Nevada  Mining Engineering

**HIGH SCHOOL SCHOLARSHIP WINNERS**
Wyatt Griggs, Elko High School  UNR – Geology
Teal Hussey, White Pine HS  Idaho State – Electric Eng & Welding
Wayne Meisner, Spring Creek HS  UNR – Geological Engineering
Ivan Sepulveda, Lowry HS  GBC – Electrical Technology
From the middle of July to the middle of September is generally the slowest time for our WIM California Chapter. It is a time to allow members to re-group and rejuvenate. They know that in the months ahead there will be many requests to provide a lesson on how minerals are mined and then how they are used.

June 11 a WIM Meeting was held at CalPortland facilities in Colton, California. When reported in the April – June Quarterly the pictures were not available. We are proud to share them now.

July 13 WIM held a meeting at the Victor Valley Gem & Mineral Club in Victorville. WIM Members and retired educators, Cyndy Mandell and Lois Papner, hosted the meeting as they have been members of the Gem & Mineral Club for years.

When you arrive at the Club’s facility, it is tucked back behind other buildings, and from the outside it is not that impressive. However, from the time you walk in the door it is a real “WOW” factor. Mineral display cabinets line the walls and in the center are many tables positioned perfectly for the dinner and meeting that evening.

(cont. on next page)
Prior to the meeting we were given a tour of the main room as well as the back rooms where rock analysis and crushing takes place by “gifted” members. Lois and Cyndy provided historical information about the Victor Valley Gem & Mineral Club and explained what some of the display cases contained. The fragrance of the homemade lasagna was calling to us throughout the tour and we were able enjoy our meal while the balance of the meeting took place.

On September 17 (after our WIM Quarterly Report was due) we were looking forward to touring the Golden Queen Mine located just outside the town of Mojave. Long-time WIM Member Denise Talvitie is employed at this mine which is an open pit gold and silver mining company. Stay tuned for those pictures in the next Quarterly.

We have been getting requests from teachers through our WIM California website to visit their classrooms in the months ahead. We will take Darlene Bray’s suggestion in her President’s Letter (see page 3) and take along volunteers who really want to participate, but need to learn what is normally done. Then they will have the confidence to lead a group, or to even do it on their own.
WOMEN IN MINING National is a nonprofit 501 [c] [6] organization.

WIM is an organization for persons interested in or associated with the mineral resources and mining industry. WIM’s purpose is to educate members concerning all aspects of the industry and to promote public awareness of the importance of minerals in our everyday lives.

2015-2016 OFFICERS AND COMMITTEE CHAIRS

President Darlene Bray—California
Vice President Gena Oliver—California
Treasurer Bonnie Love—At-Large
Secretary Betty Mahaffey—Denver

Student Chptr Liaison – Karen Jass, Denver

Bylaws – Nevada Chapter
Finance – Denver & Calif Chapters
Historian – MS&T Chapter
Legislative – Nevada Chapter
Membership – Texas Chapter
National Quarterly – Denver Chapter
Public Relations – Calif & Utah Chapters
Website – Education Foundation

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Send to: dorr@smenet.org

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January 2016 Issue — Texas
April 2016 Issue — California