

## **Backgrounder – Gender Equity in Mining Works Saskatchewan**

This project is being funded under IMII's Diversity & Inclusion Challenge Program. Launched in 2017, in response to IMII member companies having identified improving diversity & inclusion in the minerals sectors workforce as among their education and training priorities, the Diversity & Inclusion Challenge Program aims to incent innovative approaches to increasing the number of Indigenous people and women enjoying successful careers in the minerals industry in Saskatchewan. To date IMII has committed \$1 million to support projects in response to 7 challenges and has funded 6 projects.

This project is being undertaken in response to two challenges released in 2018: Challenge 5 – Enhancing Workplace Cultures in Supply Chain Companies and Challenge 7 – Encouraging Alternate Career Choices and Success for Women in Trade, Production and Technical Occupations.

This project is a facilitated GEM Works Industry Cohort, lead by MiHR's gender inclusion subject matter experts/practitioners. As part of this cohort, MiHR will support (up to) a 10-member Gender Champion Taskforce of leaders working in Saskatchewan mining operations, production and within supply chain companies, provide training for Gender Champions and applying proven tools to identify/mitigate systemic barriers in current organizational policies and practices.

Participating organizations will nominate one individual in a leadership role as a Gender Champion, to participate in a day-long education session equipping them with new skills/knowledge to advocate for gender inclusion. Champions will then support their two company Change Agents (one man and one woman working within production or company operations) to conduct the policy and practice review process. Each participating organization will select a minimum of one policy or practice to review - creating a tangible assignment within each work environment. Over the course of one year, each GEM Works participating organization will provide metrics on how the policy review and subsequent changes to the selected policy or procedure have impacted equity within their workplaces. During the course of the project, employees within the participating mining organizations and mine supply companies will be provided the opportunity to complete the GEM Works eLearning series reinforcing the messages from their organizations Gender Champions, the policy review being conducted by the Change Agents; building capacity for gender inclusive workspaces.

Each of the participating companies will document/share their gender equity journey with a video case study which will be disseminated via MiHR, IMII and the Saskatchewan Mining Association and (with permission) Saskatchewan Industrial and Mining Suppliers Association to encourage broader Industry impact and participation. The project will immediately benefit all participants by developing gender equity awareness and skills for creating more gender inclusive workspaces, and subsequent employees and future employees of participating organizations will benefit from more inclusive workplaces.