

Mentorship Program

educates and promotes women on careers in the mining and minerals industry

The goal of the Mine Your Potential Mentorship Program was to change the preconceptions women have of the mining industry, and to educate and promote women into the mining and minerals sector as the great career choice that it represents. It also strove to retain and promote the women already in the mining industry to realize their full potential.

Founded in 2018 in answer to the International Minerals Innovation Institute's (IMII) Diversity and Inclusion Challenge Program, Women in Mining/Women in Nuclear Saskatchewan (WIM/WiN SK) created the two-year pilot program, matching mentees to mentors using a multi-factor algorithm that was paired with human oversight to ensure great matches. Cohorts were 6-months long with participants matched with a mentor whose strengths and experience best aligned with their individual needs, goals, and competencies. The mentoring platform provided resources to aid and guide participants through their 6-month partnership.

"Their seniority level/experience and expectations were exactly at the level that worked for me. Also their profession was one that works closely with mine so we had lots of common ground to work from."

Program Participant

A total of 130 mentees and 146 mentors signed up in the first two years. Most participants were in engineering (23%) or in the safety, environment, and geological sciences (31%). Human resources, legal and financial were also very well represented. Program participants were provided access to The Mining Industry Human Resources Council's Gender Equity in Mining Learn to Make a Difference course. This e-learning course was designed to supplement the mentorship program and help participants understand and articulate the business case for improved gender equity in Canada's mining sector. A total of 75 mentors/ mentees completed the course.

After a year off to make some improvements to the program, WIM/WiN SK opened up the renewed program in spring of 2021. Details about the program can be found at [Mentorship Program | WIM/WiN-SK \(wimwinsk.com\)](https://www.wimwinsk.com).

"It has been great to discuss career development topics, women's experiences in the workplace, and how to increase female representation in industry. Her insights on development plans and emotional intelligence have given me some new ideas to explore."

[Mentorship Program video](#)

PROJECT INFORMATION:

Project Duration: January 2018 to December 2019

Project Cost: \$150,222

IMII Contribution: \$150,222