## **Transforming Experiences into Solutions:**

# A Multiphase Interdisciplinary Study on Recruitment and Retention of Women in Saskatchewan Engineering and Mining

Using a participatory research approach between industry and researchers, this 4-year study will focus on how to transform the experiences of men and women into solutions to advance equity in the Saskatchewan mining industry by activating workplace allies. The study is being undertaken to address the persistent underrepresentation of women in engineering in the mining industry. The ultimate goal of this work is to put recommendations into action and create tools to aid with sustainable, equitable, and inclusive cultural shifts in Saskatchewan mining and engineering which are welcoming of all people.



Equity Ally Activation Model

#### **PROJECT INFORMATION:**

Principal Investigator: Jocelyn Peltier-Huntley

**Proponent:** University of Saskatchewan

**Project Duration:** January 2021 to August 2024

**Project Cost:** \$249,683

IMII Contribution: \$ 84,000Mitacs Contribution: \$ 95,333In-Kind Contribution: \$ 70,350

### Continous Aligned Goals Improvement Supporting Shared **Success Processes** Reinforced Skilled Workforce **Behaviours** Phase 1 Phase 2 Phase 3 Phase 4 Phase 5 Site U of S Pilot **Finalize Tools Literature Review EDI Allies** Implementation Alignment & common Learn best practices & Finalize policies, Implement Test recommendations understanding of recommendations from procedures, & training for recommendations at a within student population

#### **Multi-Phase Study Overview**

recommendations



iMii is a unique innovation supporting network of mining companies, government departments and agencies, and post-secondary and research institutions, jointly funded by industry and government. It exists to deliver innovations that matter to mining in Saskatchewan.

Saskatchewan mine site

future implementation

industry change agents