

WOMEN IN MINING

Newsletter September 2009

This months addition includes articles on:

- Developing Links with Educational Organisations
 - Calls for Papers
- Upcoming WIM Events
 - And many more

Introduction...

I hope the summer has been treating you well and that you've had nice holidays. Quite a lot has been happening behind the scenes since June and to find out more go to pages 3 and 4. Happy reading!

Barbara Dischinger
Editor

Upcoming WIM events...

WIM Seminar – Hosted by



Our upcoming WIM Seminar on Wednesday the **9th of September 2009** will be kindly hosted by the Minor Metals Trade Association (MMTA). The topic of the discussion will be "**Minor Metals - Size isn't Everything**" - A general talk about the Minor Metals Industry.

Speaker: Howard Masters began work in the metals trade in 1968 with Mining and Chemicals Products. He joined Lambert Metals in 1971, shortly after its inception. During 1983-84 he engineered the buy-out of the company from its parent, Ireland Alloys, and now holds a 100% shareholding in the company, which specialises in the trading of minor metals and ferro-alloys, and is Chairman and Managing Director. He specialises in minor metals and was Chairman of the Minor Metals Trade Association from 1981 until 1995.

Venue: MMTA offices- 326A City Road, Angel Gate (Office 26), London, EC1V 2PT

Time: from 6.30 to 8 p.m. with drinks and nibbles including Pisco Sour

Please RSVP: Gladys Smith, gladys@sanabltd.co.uk

WIM Drinks – Hosted by

Our upcoming WIM Drinks are to be held on Wednesday the **16th of September 2009**.

Venue: Deloitte Offices – Athene Place, 66 Shoe Lane, London, EC4A 3BQ

Time: from 6.30 with drinks and nibbles

Contact: Janai Scott, janscott@deloitte.co.uk

WIM News...

MINES & MONEY CONFERENCE

We have secured a stand on the exhibitor floor during the Mines & Money Conference to be held at the beginning of December. This is to get more awareness in reply to your overwhelming reply in the questionnaire to participate in more industry events. We thank the Mines & Money organisers for the opportunity!! We are listed in the exhibitor list in the brochure available on the website.

We have secured a 15% discount to the conference for WIM members and you will receive a separate e-mail with a promotion code.

Two WIM members will man the stand at each given time and we'd like to have your availability. Who will be attending and can spare an hour or two? We shall put forward a rota and ask for volunteers. The idea is to explain what we do and stand for, to passers-by with questions and to network, make contacts with other female professionals, from the UK or visiting from abroad (FYI access to the exhibition floor is free so you don't have to have a delegates badge to be at the WIM booth).

Another task will be to invite WIMs to a drink, it would be good to meet all together, UK members and international visitors.

We would need to put a banner up or something so that we can be easily recognisable by everyone, any ideas anyone? Therefore, we need to decide if we keep current **logo** or renew. Which leads me to next point:

LOGO COMPETITION

We hope you will participate in this competition as our identity will start becoming more important going forwards. This is because we are participating in more high profile events or organising more activities in general. Barbara made the current one by playing around with free funky fonts available. It is time to open the floor to all of you. If you aren't the arty type maybe let us know what you think of the old one and the one here on display. It represents the only entry so far and is from Hayley Young of BDO.

Please send us your logo entries and/or comments by 31st of October 2009!
(to womeninmining@bdo.co.uk)

WOMEN IN MINING

DEVELOPING LINKS WITH EDUCATIONAL ORGANISATIONS

We set up a WIM Education committee in June and this was the result of our first meeting:

Objective

Develop links between WIM, as a sector-wide professional network of women, and relevant educational organisations (universities, engineering schools, etc.) in order to

- Promote the mining industry as a career choice to female students/graduates; and
- Encourage female graduates entering the mining industry to participate in the WIM network.

Discussion

There is a growing number of women in scientific, engineering and mining-related disciplines – though there are still not that many, and encouraging girls as early as possible towards these studies remains a necessity (i.e. at school level - this will be a second objective for WIM, at a later stage). It is generally considered that the women that are studying in these fields may not be encouraged to seize (or even made aware) of the vast range of opportunities open to them in the mining industry.

It is also noted that the mining industry is not always successful in attracting talent – and particularly women – from other disciplines which are apt to play an increasingly important role in the management of mining activities (e.g. human sciences such as anthropology or sociology, or ancillary scientific disciplines such as geography).

These will form the first basis of WIM's approach of educational organisations, and it is also noted that other WIM members may provide similar information regarding their organisations. The idea would be to use these contacts and the presence of certain organisations at recruitment events to promote WIM and access the female students/graduates in order to invite them to a specific WIM networking event.

Aside from developing contacts with placement/recruitment services within educational organisations, it would be important for WIM to access and incorporate into its network female academics in relevant fields, in the hope that they will support the development of further ties between their organisation and WIM and the promotion of women in the relevant fields.

Action points:

- Draw up a list of relevant educational organisations and a list of contacts within these organisations, both within the placement/recruitment services and among the female academics
- Draw up a list of relevant recruitment-focused events where organisations with which WIM could collaborate are present
- Establish a collaboration with certain organisations represented among WIM members which will allow their delegates at such events to concurrently inform female graduates about WIM
- Organise a "graduate-focus" WIM event in November 2009 where graduates would have an opportunity to network with members – and hear from a role-model speaker. Currently the date in mind is the 11th of November and we have found a very interesting speaker in Anji Hunter, Anglo's new Group Head of External Relations.

If you want to participate, help, let us know of your academic contacts and/or who is the career fairs contact at your company etc get in touch with Mary Hood at mahood@deloitte.co.uk

New members...

A BIG welcome this month to all our new members:

- **Hamara Umairasyed** from Deloitte
- **Cindy Linfante** from Deloitte
- **Olivia White** from PwC
- **Crystal Close** (Category Specialist Support Services & Equipment) from Anglo Supply Chain at AngloAmerican
- **Froydis Cameron** (Manager) External Relations – Projects at AngloAmerican
- **Anita Malhotra** from Rio Tinto Economics Department
- **Amanda Race** (Manager HR & Expatriate Affairs) from Katanga Mining
- **Clare Pope** (associate – Corporate Division) from Herbert Smith
- **Michelle Witton** (Corporate Responsibility Adviser – External Relations) at AngloAmerican
- **Vicky Copeman** (Partner) at ERM
- **Sabine Hoefnagel** (Partner) at ERM
- **Adele White** (Client Development Manager) at ERM
- **Natalie Coomber**, Deputy Online Editor at SPG Media
- **Kate Paterson** (Sustainable Development REACH Co-ordinator) at AngloAmerican
- **Telma Paupreto** (Assistant Director Transaction Services- Corporate Finance) at Deloitte
- **Karen Norton** (Correspondent Commodities) at Reuters
- **Georgina Seward** (Associate) at Mayer Brown
- **Meghan Harris** (Senior Consultant Enterprise Risk Services – Corporate Responsibility Services) at Deloitte
- **Coco Ferguson** (Partner) at Maris Capital
- **Gemma Newall** (Social Scientist) at Wardell Armstrong
- **Nicky Walden** (Principal Consultant Environmental Permitting) at ERM
- **Charlotte Edgeworth** of AngloAmerican Group Foundation
- **Kat Bloom** (Natural Resources Team Secretary) of BDO Stoy Hayward

***If you have any friends or colleagues that would like to join the network please email
Barbara@greenmining.co.uk***

Feedback from June WIM Seminar ...

“I found the talk very interesting and useful, in particular, because of the extensive and varied range of project experiences that were presented. It also provided us with an opportunity, as practitioners, to discuss real case studies and strategies that were taken forward to tackle specific issues. It was refreshing to share experiences and effective approaches in what felt like a collaborative learning environment. Many thanks for organizing and I would welcome the opportunity to participate in similar future events”.

Helen Russell, Socio-Economist at Golder Associates

“As someone new to the industry I found the talk really illuminating with good examples of operational experience. Overall, it was a good opportunity to network with other women and discover more about the industry in which we work.”

Charlotte Edgeworth, Government and Social Affairs Executive at Anglo American PLC

More News ...

We regularly hear of interesting articles that members would like to share with each other. In many instances copyright may prevent us from reproducing full articles but we can include reviews of articles and of course the link to the full article. Anything about women, mining, women and mining or a article of general interest...

Book Tip ...

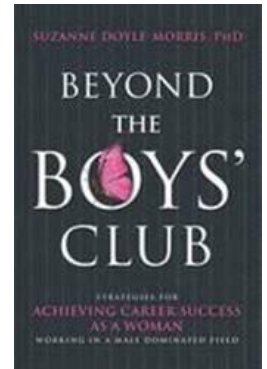
"Beyond the Boys' Club: Strategies for Achieving Career Success as a Woman Working in a Male Dominated Field" is out and **available to purchase** www.beyondtheboysclub.com

"Beyond the Boys' Club" is packed with vital insights, inspirational ideas and is written specifically for women to enable strategic career advancement, especially for those in science, engineering and technology fields.

"Beyond the Boys' Club" features inspiring interviews with incredibly successful women, from a range of organisations including Microsoft, PwC, Deloitte and the University of Cambridge, as well as formidable lawyers, a former Ambassador and an archaeologist, each sharing unique strategies and paths to their success as they collaborate and compete primarily with men, in order to:

- Proactively take control of your career rather than wait and hope to be noticed
- Establish a sense of gravitas that is impressive to decision makers
- Negotiate the labyrinth of office politics to get ahead
- Find the mentors you want...even if they aren't the ones assigned to you
- Follow your gut instinct to know which risks are worth taking...and which you can't afford to turn down
- Be the professional woman with you want to be, without feeling as if you have to be "one of the boys"

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Calls for papers ...

The **JOURNAL OF GEOLOGY AND MINING RESEARCH (JGMR)** is a multidisciplinary peer-reviewed journal published that will be monthly by Academic Journals (<http://www.academicjournals.org/JGMR>). JGMR is dedicated to increasing the depth of the subject across disciplines with the ultimate aim of expanding knowledge of the subject.

Call for Papers

JGMR will cover all areas of the subject. The journal welcomes the submission of manuscripts that meet the general criteria of significance and scientific excellence, and will publish:

- Original articles in basic and applied research
- Case studies
- Critical reviews, surveys, opinions, commentaries and essays

We invite you to submit your manuscript(s) to JGMR@acadjourn.org for publication. Our objective is to inform authors of the decision on their manuscript(s) within four weeks of submission. Following acceptance, a paper will normally be published in the next issue. Instruction for authors and other details are available on our website; <http://www.academicjournals.org/JGMR/Instruction.htm>

JGMR is an Open Access Journal

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Best regards,
Prof. Ashraf M. T. Elewa
Acting Editor,
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