

# WOMEN IN MINING

## NEWSLETTER

September 2010

Dear Women in Mining,

### Welcome back!

We hope you have enjoyed the summer months and had an opportunity to take some time away before starting the four-month marathon to the end of 2010!

These last two months have been busy and very positive for Women in Mining, as we have made great strides in implementing the "roadmap" approved by the 2010 WIM Survey in June. While analysing the Survey responses, we took note of your many suggestions and constructive comments, and have integrated them into the plans for Women in Mining for the remainder of 2010 and beyond.

On the basis of this mandate, we focused on the following projects this summer:

- ◇ **Fundraising:** We are delighted to announce the sponsorship agreement recently entered into with Anglo-American plc and will continue to contact other potential partners with the assistance of the Finance Committee. We have finalised an operating budget over the next two years, and will seek to secure funding for that entire period, allowing us to continue to develop and increase our recognition in the UK and throughout the mining industry.
- ◇ **A WIM website:** Our group currently has no online presence aside from the information on the Global WIM Portal. Setting up a website will allow us to improve our services to members, facilitate contacts and networking among members, streamline communications and increase awareness across the industry for our organisation and its objectives. This website will facilitate access to all the information we look to make available to you and to the rest of the industry: aside from the public content of the website, we are planning to have a dedicated "members zone" where you can easily interact with the rest of the network via an interactive directory of members and discussions forums. We will update you as we progress in this work, and are targeting to launch the website by the end of 2010.
- ◇ **A great calendar of WIM events:** We have continued to work on the events planned for the last months of 2010. In particular, we are very pleased to confirm that we will be at Mines and Money as we were in 2009. Furthermore, we are also looking forward to hosting what we hope will be the first WIM Reception at Mines and Money: this will be a great opportunity to inform the industry of our presence and objectives, and to launch our brand-new website!

We look forward to discussing all of these plans with you, and hope to see as many of you at the many events we have planned in the coming months. Please also get in touch to share any ideas or suggestions!



Ludivine Wouters  
Editor

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## **We are delighted to announce that Anglo American is our Platinum Sponsor!**

Under the terms of our agreement, Anglo American will be the main supporter of Women in Mining over the next two and a half years, meeting a substantial percentage of our funding requirements between now and early 2013.

Aside from this financial support, we look forward to working with Anglo American to develop Women in Mining and further its agenda.

As a leading global mining company, Anglo American has a strategic view of industry trends in human capital and diversity, at all levels and in many aspects of the industry. Their input will be invaluable as we shape and implement a continuing strategy for Women in Mining to promote the role of women in the mining industry.

To achieve our common goals, we will be in contact with Kevin Bishop, Group head of Talent, Development and Resourcing, who will be our main liaison within Anglo American. Around Kevin will be a multi-disciplinary team, including several WIM members, to support the projects and initiatives of Women in Mining.

In particular, we propose to organise an annual joint event, whether in the form of a speaker seminar, workshop or otherwise, allowing us to report on our collaboration to Women in Mining members, explore issues of relevance to both our membership and Anglo American and generate positive publicity.

Kevin Bishop, Group head of Talent, Development and Resourcing said, *"We are delighted to be able to support the Directors of WIM in the important work they are undertaking. Improving the calibre and diversity of our workforce is central to our ambition of becoming the employer of choice in the mining industry. We look forward to a long and mutually beneficial relationship with WIM – one that will be good for women, good for the industry and good for Anglo American."*

By supporting Women in Mining the promotion of women in our industry, Anglo American takes the lead on a topic high on the industry's agenda in a context of anticipated skills shortages.

We are thrilled to join forces with a group that shares our values of promoting gender equality, opening up the mining industry to women and creating an environment for success in this fascinating sector.

**We look forward to working together for Women in Mining!**



## Upcoming WIM Events



### Next WIM Seminar

- Host** : London Stock Exchange
- When** : Wednesday 8 September 2010 at 18:30
- Where** : London Stock Exchange  
10 Paternoster Square, EC4M 7LS  
(St Paul)
- Contact** : Please RSVP to Ludivine Wouters — [lwouters@woutersadvisers.com](mailto:lwouters@woutersadvisers.com)  
by Tuesday 7 September 2010
- Speaker** : Ayuna Nechaeva  
Business Development Manager  
London Stock Exchange
- Topic** : ***London Stock Exchange – Market of Choice for Mining Companies***

Ayuna Nechaeva is responsible for London Stock Exchange's business development activities in Russia and CIS. Ayuna promotes London Stock Exchange markets, Main Market and AIM, among companies in these regions and facilitates communication between them and the London-based advisor and investor community. Prior to joining the London Stock Exchange, Ayuna worked for the British Broadcasting Corporation (BBC) both in Russia and the UK.

The London Stock Exchange is at the heart of the global financial market and is home to some of the largest, most successful and dynamic companies in the world. The Main Market is London's flagship market for larger, more established companies, whereas AIM is the London Stock Exchange's international market for smaller growing companies. Across both of these markets, mining is well represented, making London one of the key listing destinations for mining ventures: Most of the world's major mining companies, and many smaller mining companies, are listed in London. In fact, mining is one of the top AIM sectors by market value and number of companies.

In this seminar, Ayuna will review key points to consider when making the choice to list and the main elements of the listing regime in London, and discuss how London compares with other listing destinations. She will illustrate this with case studies of mining companies listed on the Main Market or AIM.

**Because of security procedures, it's important that you RSVP to attend this event.**

### Next WIM Drinks

- When** : Wednesday 29 September 2010 at 18:30
- Where** : Deloitte  
Athene Place, 66 Shoe Lane, London EC4A 3BQ
- Contact** : Please RSVP to Janai Scott — [janscott@deloitte.co.uk](mailto:janscott@deloitte.co.uk)

We are continually organising events for Women in Mining.  
If your organisation is able to host an event, or if you have any great ideas for future events,  
**please contact us!**

## Save The Dates!

### Annual WIM Education Event – 20 October 2010

This event will be open to female students and graduates from UK universities, to allow them to meet our members and become part of our network, and be informed more fully of the options and opportunities available to them throughout the mining industry.

We are currently contacting universities to advertise this event to faculty and students, focusing on a number of universities offering degrees in mining, engineering and geology. If you can facilitate contacts with a university and/or circulation of information to faculty and students in a university, please contact us.

### Mines and Money London – 30 November and 1 December 2010

Following the success of our presence at Mines and Money in 2009, we are renewing and expanding our collaboration with Aspermont UK in 2010, and look forward to a great conference!

To benefit from the discounts and offers made available to WIM members, remember to enter the following **Promotion Code** when prompted to do so in the registration process: **WIM10**

- ◆ Women in Mining will be at the **Mines and Money 2010 Exhibition**  
Entry to the Exhibition will be free of charge by application: register online and enter the "WIM10" Promotion Code.
- ◆ Members of Women in Mining will benefit from a **15% discount** off the price of Standard Delegate Tickets which permit access to the **Mines and Money 2010 Conference**.  
This discount is applicable immediately and until registration closes: register online and enter the "WIM10" Promotion Code.
- ◆ A **Mining Journal annual subscription discount offer** is available to all WIM members when registering for Mines and Money 2010 with the "WIM10" Promotion Code.  
This offer is for subscription to the Mining Journal Individual Online Package for £99 + VAT (discounted from £263) and applies to new individual subscriptions only. For more information about the content of this package, please visit the [Mining Journal](#).
- ◆ We will host a **Women in Mining Reception** in the afternoon of 30 November, to promote our organisation and its goals to the rest of the industry and celebrate with you the progress we have made so far! Further details will be circulated soon.

If you would like to participate in the preparation of Mines and Money 2010, including the organisation of the Women in Mining Reception, please contact [Barbara Dischinger](#).

## WIM Calendar

Aside from the Women in Mining events, the monthly calendar circulated to members includes a variety of events focusing on mining or career-related topics which we think may be of interest to members. These events take place throughout the UK and cost £50 or less to attend. **If you organise or hear about any event that may be of interest for other WIM members, please let us know!**

We are also looking for a volunteer to assist in putting together the monthly calendar, which involves checking the websites of a number of organisations, selecting events of interest and inserting the relevant information into the calendar format. This job will hopefully be greatly facilitated once our website is up and running!

**If you feel you could help with the WIM Calendar, please get in touch!**



## WIM Code of Conduct

In order to encourage a free exchange of information and opinions during its events, Women in Mining adopted a simple code of conduct. We thought it would be helpful to remind all members of it.

*"The Chatham House Rule applies to the reporting of discussions, seminars, meetings or events hosted by Women in Mining, which means that directly attributing quotes to specific participants without their consent is not allowed.*

*In addition you are free to use any information and materials received during a discussion, seminar, meeting or event but we would ask that such use is not detrimental to other members or attendees."*

The objective of this Code of Conduct is to ensure that members, guests and speakers have the opportunity to speak freely within the context of Women in Mining, knowing that it is understood that they speak as individuals and may express views that may not be those of their organisations, and that their comments may not be reported, quoted or published without their consent.

We will be careful to post the Code of Conduct at all Women in Mining seminars, meetings or events. Furthermore, it is in the spirit of the Code of Conduct that we circulate the list of attendees at Women in Mining events only to those attending the relevant event.

Finally, it is to be noted that Women in Mining will validate, with the speaker and/or the organiser, the content and general format of any publication relating to an event or the topic thereof, prior to it or after it has taken place, whether through the Women in Mining network (newsletter and emails to members) or via other organisations (media partners).

### The Chatham House Rule

Chatham House, home of the Royal Institute of International Affairs, is a world-leading institute for the debate and analysis of international issues. Chatham House was founded in 1920 and granted its Royal Charter in 1926. It is an independent international affairs think-tank, not a government organisation, and is precluded by its Charter from expressing any institutional view or policy on any aspect of international affairs.

The House has given its name to the famous Chatham House Rule, first established here in 1927 and revised twice since, in 1992 and 2002. It reads as follows:

*"When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed".*

The world-famous Chatham House Rule may be invoked at meetings to encourage openness and the sharing of information. It is widely used by local government, commercial organisations and research organisations. When trying to determine whether participants in a meeting can be named - as long as what is said is not attributed - it is important to think about the spirit of the Rule: for example, speakers need to be named when publicising the event. The Rule is more about the dissemination of the information after the event: nothing should be done to identify, either explicitly or implicitly, who said what.

For more information about the Royal Institute of International Affairs and the Chatham House Rule, please click [here](#) to visit their website.

Please contact us if you have any queries or comments about this.

## WIM News



At the initiative of Women in Mining member Romy Matthies, we recently organised a collaboration with "*Mine Water and the Environment*", the Journal of the International Mine Water Association (IMWA).

Founded in 1981 (as the International Journal of Mine Water), **Mine Water and the Environment** presents original contributions addressing technical questions and practical issues related to the evaluation, prediction, prevention, or control of water problems at mining operations or their impact on the environment. Both the journal and its audience are interdisciplinary. Published papers convey new technical information by and for researchers and practitioners in this field. Coverage includes laboratory and field experiments, modelling efforts, studies of relevant field sites, technical evaluations of new technology, and engineering applications. The Journal also includes more informal "Mine Water Notes" about topics of interest to the readership.

In the upcoming issue of the Journal, the **Mine Water Notes** include the following introduction to **Women in Mining**:

*"The representation of women in mining and exploration is among the lowest in primary industry categories, yet as forecasts point to a re-emergence of skill shortages within the next decade, attracting and retaining women is one of the keys to sustainable growth in the mineral sector. The UK Women in Mining network aims to support this evolution by promoting the employment, retention and progress of women in the mining industry and offering its members support in professional development, access to information and opportunities to network. Founded in 2006, the network has grown to approximately 450 members today, representing a variety of mining-related businesses and professions. Membership is free and open to all women in the mining industry, wherever they are based.*

*Women in Mining publishes a monthly newsletter and events calendar and organises networking drinks and speaker seminars on mining or career-related topics. On Wednesday 17 November 2010, one of these will focus on "The Mining Water Balance - Protecting the Community": Karen Dingley, UK Surface Water Manager with Golder Associates, will discuss how miners can balance their own water security with the need to protect local community water supplies by identifying cost effective measures to protect the quantity and quality of surface and groundwater reserves, transferring experience of sustainable urban design from the city onto the mine site."*

This and other Mine Water Notes are already available [online](#) and free to access. Mine Water and the Environment is otherwise available to subscribers only, though individual articles may be purchased from its publisher [Springer](#).

The **International Mine Water Association (IMWA)** is a multidisciplinary expert organisation which links up experts of various branches of natural sciences and technology. IMWA was founded 1979 in Granada, Spain as a result of interest shown in the increasing problems associated with water in the mining industry at the "First International Mine Drainage Symposium". Since then it has organised a congress every three years. IMWA also holds annual symposia and workshops on topical subjects which have included: Hydrogeology of Coal Basins; Mine Water and Pumping; Acid Mine Water; First African Mine Water Symposium; Water Resources at Risk; Engineering in Karst; Mine Water and Environment. Membership of IMWA is open to everyone with an interest in mine water. For more information about the International Mine Water Association, please visit their [website](#), where the Mine Water Notes are also available.

Many thanks to Romy Matthies for organising this collaboration, and we hope to have an opportunity to renew it in the future!

## WIM International



Please check the Women in Mining Portal at [www.womeninmining.net](http://www.womeninmining.net) for updates and contacts from other WIM groups around the world!

The **Australian Women in Mining Network** has just issued its latest newsletter, which includes:

- ◆ A summary and link to a Report of July 2010 from the National Resource Sector Employment Taskforce which identifies the need for a new strategy to increase women's participation as part of the efforts to source the more than 70,000 additional skilled workers needed for major resources projects over the next five years in Australia (click for the [NRSET Report](#));
- ◆ Information and access to a free internal audit for pay and promotion equality from the Equal Opportunity for Women in the Workplace Agency (EOWA) (click to access the [audit tool](#));
- ◆ A recent speech by Erica Smyth entitled "*The Wine and Resources Industries – A Comparison*".

Click [here](#) for the MINnet newsletter, or visit the [WIMnet page](#).

The findings of its first major research project entitled "*RAMP-UP: A Study on the Status of Women in Canada's Minerals and Metals Sector*" are available from **Women in Mining Canada**.

The purpose of the study was to establish a clearer picture on the current status of women in the minerals exploration and mining industry and the variances in perception that may exist between Academia, Employers and Employees focused on gender. The study generated a tremendous amount of support from leading industry organisations and companies. Access the [Ramp-Up Report](#) directly or visit the [WIM Canada website](#).

The **Toronto Women in Mining Network** has pledged to raise at least C\$100,000 in donations in this year's Shoppers Drug Mart Weekend to End Women's Cancers on September 11 and 12.

The two-day, 60-kilometre walk through the streets of Toronto is an annual event benefiting the Princess Margaret Hospital Foundation. In the last three years, the WIM Team has raised a staggering \$317,000 for this event, despite uncertain economic times. As a result, the Women in Mining Network was honoured with a plaque in the Princess Margaret Hospital and given the distinction of "Pacesetter". The WIM Team are all members of the Toronto Women in Mining Network.

*"We can use the success of our fund-raising to show that Canada's mining people and companies, particularly our corporate sponsors, give back to society"* says Kate Armstrong, WIM Team captain and principal of the communications consulting firm Kate Connect Inc. *"That's a positive message that we can broadcast maybe better than any other group in Canada."* Co-captain Jane Werniuk adds, *"The social responsibility work that we are doing through the Women in Mining Network not only proves that we can organise, motivate and succeed, but gives us extra opportunities to hone our teamwork and management skills. At the same time we are doing some good for women and for The Princess Margaret Hospital."* Jane Werniuk is senior geologist technical reporting with the gold mining company Agnico-Eagle Mines Ltd.

Donations can be made at [www.endcancer.ca/goto/Women-in-mining](http://www.endcancer.ca/goto/Women-in-mining) by clicking on any team member's name to make an online donation up to September 10.

For more information or to organise support from your company, please contact Kate Armstrong ([karmstrong@kateconnect.ca](mailto:karmstrong@kateconnect.ca)) or Jane Werniuk ([jwerniuk@agnico-eagle.com](mailto:jwerniuk@agnico-eagle.com)). You can also see the full article concerning this initiative on the [Toronto Women in Mining Network website](#) and the press release (including a description of the impact of the funds donated to the Weekend to End Women Cancers) in the News section of the Women in Mining [Portal](#).

## Welcome New Members!

- ◆ Imen Boudjelida, Business Development Manager – Mining, Stewart Group Global
- ◆ Sarah Heald, Analyst, BMO Capital Markets
- ◆ Gillian Moncur, Principal Consultant, CRU Strategies
- ◆ Emma Nicholson, Director Corporate Development, Intrepid Financial
- ◆ Sima Sud, Solicitor, Looking for a new challenge
- ◆ Katie Shelton, Astaire Securities
- ◆ Yuliya Andriyash, BDO
- ◆ Helen Cai, Regional Finance Manager, World Gold Council
- ◆ Kimberley Hurd, Senior Programme Manager, World Gold Council
- ◆ Nathalie Hanrahan, Head of Audit, World Gold Council
- ◆ Jackie Harris, PA to CEO, World Gold Council
- ◆ Stephanie Mackrell, Head of Media Relations, World Gold Council
- ◆ Eily Ong, Investment Research Manager, World Gold Council
- ◆ Cornelia Browne, Corporate Communications Assistant, World Gold Council
- ◆ Sarah King, PhD Student, Birmingham University
- ◆ Julia Collison, Simmons & Simmons



### You Read it Here

We wanted to share this inspirational article, recently received from Susan Tomlinson of Real Coaching Solutions, particularly with those of you who are starting or growing your own business. As everyone gets back to work after the summer break, we hope this will (re)kindle your enthusiasm!

### Step Out Of The Comfort Zone To Grow Your Business

If you are truly committed to growing a highly profitable and sustainable business with all the success you dream about, then it is time to step out of your comfort zone and play a bigger game.

Unfortunately for many of us, when we have a big dream, vision and goal, what often shows up is resistance to taking that quantum leap forward. This is usually disguised as procrastination and excuses - 'I will do this later', 'When I have the money', 'When I feel more secure', 'When I have the time'.

In reality, excuses are masking the fear of new and unfamiliar circumstances. They are a natural human reaction that aims to keep you safe and secure.

But by not being bold enough you could find yourself stuck or plateaued out - doing the same work, attracting the same clients, earning the same income - and feeling increasingly discontent.

When this happens you don't grow and your clients don't grow either. And the worst case scenario is that you run out of momentum maintaining the status quo. You lose energy, enthusiasm, passion, and possibly business.

Here are **6 tips to help you get used to 'stepping out of your comfort zone'**. So when the next really big opportunity shows up you will confidently take action.

**1. Practise on a regular basis.** Do something daily, weekly, monthly that gives you a sense of excitement and 'I couldn't possibly do that' response. For example, arrange a speaking engagement if you don't like giving talks, call a potential client if you never make cold calls, increase your rates and let your clients know.

**2. Change your routine.** We all fall into working habits which serve us to some extent. But if you fail to question whether they still work for you it's probably because you are comfortable with the way things are. Pick one habit that you could either drop or change that would make a difference. If you consistently work long hours take Fridays off, delegate work that you would normally do to someone else, take time out during the day to relax, meditate or visualise your success.

**3. Try something new.** When you rise to the challenge of doing something new your confidence will grow. You may also get a different perspective on you and your business. If there is an activity that you secretly would like to try then now is the time to book yourself in - sky or deep sea diving, horse riding, tango?

**4. Change your beliefs.** One day at a time challenge your beliefs and adopt different ones. If you believe that work is a struggle and requires a lot of hard work, adopt the belief that business is effortless, easy and fun. If you believe that you are not good enough, then act as if you are the expert (which you are). You will be amazed how quickly your new beliefs will become your reality when you transform your perceptions.

**5. Invest in you and your business.** Perhaps it is hiring someone to handle your PR and event management, investing in a new training programme, attending an overseas trade fair. There really are rewards when you take some financial risks and invest in you and your business.

**6. Hire a mentor or coach.** The great thing about having a coach is that they will offer unconditional support but also will hold you accountable every day for achieving and living your business dreams. There will be no excuses.

As you get used to stepping outside of your comfort zone, you will learn how to handle new and unfamiliar situations. Then you will be well on your way to growing your business with confidence and commitment.

Susan Tomlinson, Business Coach and Mentor, is founder of Real Coaching Solutions a company dedicated to helping coaches, consultants and solo entrepreneurs attract more clients, make more money and build a business they love. To get your f.r.e.e 'Boost Your Business Success' report and to receive her 'Highlights on Business Success' newsletter visit [www.realcoachingsolutions.co.uk](http://www.realcoachingsolutions.co.uk).

As bets are still open concerning the future of the World economy, in a context of tightening public budgets, slow or non-existent job creation and recovery in the US and Europe, and constant threats of a W-shaped recession or rampant deflation, the role of **gold** as a safe haven and the uncertainty surrounding its price trends are hot topics for investors as well as governments and central banks. In an interesting article in the **Financial Times** Magazine of 28 August, entitled "*The true value of gold*", Ellen Kelleher examines why the shiny metal is such a contested investment... Click [here](#) to read it.

For those of you with an interest in **Africa**, the business journal of McKinsey & Company, **McKinsey Quarterly**, published a series of articles by McKinsey consultants and outside experts on the future of Africa, as well as interviews with prominent Africans, looking at the continent from three perspectives: "Africa's growth story", "Doing business in Africa" and "Improving lives in Africa" (click [here](#) to read them — you may need to register, which is free).

Furthermore, the **McKinsey Global Institute** (MGI), McKinsey & Company's business and economics research arm, published a report entitled "*Lions on the Move: the Progress and Potential of African Economies*" which examines the sources behind Africa's economic growth acceleration since 2000, analyses the prospects for future growth and identifies some of the most compelling business opportunities ahead. Visit the [MGI website](#) to access the report.

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# WOMEN IN MINING

## Newsletter Team

Please contact us with any comments, ideas or contributions for the next newsletter.

We look forward to hearing from you!

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The UK Women in Mining group was created in 2006 by Barbara Dischinger, a senior executive search consultant, to offer its members information, support and networking opportunities and to contribute to the promotion of women in mining. It now offers approximately 450 members regular updates by way of a monthly newsletter and events calendar and important networking opportunities, including informal drinks and speaker events, and coordinates with similar groups world-wide via the Women in Mining global portal:

[www.womeninmining.net](http://www.womeninmining.net)