

100
INSPIRATIONAL WOMEN IN MINING
2022

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WOMEN IN MINING UK FOREWORD

For the world to transition to a low carbon economy, we will need six times more mineral inputs in 2040 to achieve net-zero emissions globally by 2050. The mining sector plays a vital role in the supply of these critical metals which will be needed to decarbonise and electrify as we move from fossil fuels to wind and solar power generation, battery and fuel cell-based electric vehicles, and hydrogen production.

At the heart of delivering this, are people.

Women in Mining UK (WIM UK) is delighted to present the fifth edition of the “100 Global Inspirational Women in Mining” (WIM100). This year’s cohort is a reminder that, despite the global tensions caused by the likes of geopolitical conflict and the growing realisation that the world is not equipped to meet net-zero targets by 2050, the future workforce and their abilities to demonstrate diverse perspectives and skillsets are paramount to future-proofing the industry and global decarbonisation efforts.

There is little debate that diversity improves organisational performance, creativity, innovation and profit. Yet globally women’s participation in mining is still less than 14% of the total workforce.

Recent research by the ICMM showed that mining will increasingly need more human skills to enable us to deal with the social complexities of mine development, and it also showed that the industry is competing for skills outside the traditional talent pool, such as digital skills. Only by removing systemic barriers, introducing new systems to allow diversity, equity and inclusion, and championing the amazing women in the sector, will we be able to attract and retain a diverse workforce.

The WIM100 publication was established to champion these women and this is the fifth time we celebrate another cohort of 100 inspirational women in the industry from around the world. The WIM100 are part of the driving thesis that women are integral to a sustainable and just future, and that, now more than ever, we need to give them visibility and continue to support them in their journey.

This year’s WIM100 cohort shows the diversity of roles and backgrounds – from policy and energy, to teaching, sustainability and people officers, as well as the innovation and technical roles so needed to deliver the minerals the world needs for the energy transition. Their stories are inspirational, and it is our collective responsibility to talk about them and share them far and wide so that we all may play an active role in changing the perception and the reality of mining. People are at the heart of change, and within the mining sector that change must be driven by a truly diverse, equitable and inclusive workplace.

We are pleased that this has also been recognised by our partners, BMO Capital Markets, Heidrick & Struggles and BCG (Boston Consulting Group), who have once again supported the WIM100, as we work hand-in-hand to attract and retain diversity in the sector. A big thank you for your continued support.

Congratulations to the 2022 WIM100 and thank you for sharing your stories – you continue to inspire us all to bring our whole selves to work and to change mining for the better. The coming years will not be without challenges as we respond to decarbonisation, so we must think differently and put diversity and people at the heart of everything we do.

Carole and Stacy



Carole Cable
Chair



Dr. Stacy Hope
Managing Director



Image courtesy – Endeavour Mining

INTRODUCTION

First launched by Women in Mining UK (WIM UK) in 2013, the biennial “100 Global Inspirational Women in Mining” (WIM100) publication, now in its fifth edition, highlights the incredible diversity of talent in mining and celebrates inspirational women and their stories.

This edition of the WIM100 is kindly sponsored by BMO Capital Markets, Heidrick & Struggles and BCG (Boston Consulting Group).

The WIM100 publications are a living history of women who work in mining and highlights the wealth of female talent within the global mining industry, celebrates their “above & beyond” contributions to the industry, and identifies role models for future generations.

In 2022, WIM UK received 915 nominations for 491 women in mining from 61 countries. The women featured in this edition were selected due to their inspirational actions. This includes being a trailblazer and making positive and impactful changes so the industry can operate in a more safe, sustainable and inclusive way; a commitment to advocating and empowering those working in the mining industry and beyond; and perseverance in the face of adversity. Their stories provide inspiration and valuable insight for all.

We believe the recognition and celebration of these inspirational women and their stories are integral to changing attitudes in the sector.

SHE'S A TRAILBLAZER

A WIM100 woman is a pioneer. She is an innovator. She makes positive and impactful changes so the industry can operate in a more safe, sustainable and inclusive way.



SHE ADVOCATES AND EMPOWERS

A WIM100 woman offers proactive advocacy to those working in the mining industry and beyond. She empowers her colleagues to ensure everyone feels welcomed and respected.



SHE PERSEVERES IN THE FACE OF ADVERSITY

A WIM100 woman is resilient and determined. She has the courage to speak up, challenge the status quo and break barriers.



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OUR PARTNERS,
MEMBERSHIP IS
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TO EVERYONE,
REGARDLESS
OF GENDER
OR LOCATION.**

JOIN US

Attend our popular events and networking forums. Membership is free and open to everyone regardless of gender or location.

Visit www.womeninmining.org.uk/register to sign up and join.

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-  @WIM_UK
-  @women_in_mining_uk
-  Women in mining (UK)

Image courtesy – Philip Mostert



ABOUT WOMEN IN MINING UK

Women in Mining UK (WIM UK) is a non-profit volunteer organisation dedicated to promoting the employment, retention and advancement of women in the mining industry by:

- Advocating and speaking for women in the mining sector
- Informing industry participants of the challenges and opportunities women are finding in pursuing careers in mining
- Offering thought leadership, analysis and research on the business case for diversity, inclusion and the economic advancement of women in the sector
- Building a strong international network to progress career aspirations
- Working with leading conference organisers, through our initiative #WIMvoice, to showcase the breadth of female professional talent and ensure diversity of speakers
- Supporting professional development. Initiatives include a partnership with Women on Boards UK for Non-Executive Director aspirants
- Hosting regular educational and networking events for our members
- Working with universities and other organisations to raise awareness of mining as a career choice for women. We are proud to sponsor post graduate scholarships at the Camborne School of Mines at the University of Exeter and Imperial College of London, as well as organise paid summer internships in conjunction with mining companies
- Celebrating sharing women's success stories with our "100 Global Inspirational Women in Mining" publications and across our social media channels



Image courtesy – Anglo American – Philip Mostert

BMO FOREWORD



William Smith
Head of International
BMO Capital Markets



Gary Mattan
Head of Investment &
Corporate Banking EMEA
BMO Capital Markets

BMO is honoured to introduce the 100 Global Inspirational Women in Mining for 2022.

For the fourth consecutive edition, BMO is proud to highlight the incredible contributions and accomplishments of women in the metals and mining industry. These stories will not only inspire you but also reinforce the importance of having diverse talent in the sector.

BMO is committed to an inclusive society for all – our colleagues, customers, and communities. We have a long history of programs and partnerships that support and empower women:

- Set new diversity goals for senior leader and executive roles through our Zero Barriers to Inclusion 2025 strategy, including maintaining leadership in gender diversity with at least 40% of senior leader roles filled by employees who identify as women.
- Earmarked C\$5 billion in capital over five years to women entrepreneurs.
- Launched a C\$750 million Women in Business Bond solution with proceeds being allocated toward women-owned enterprises as defined in BMO's Sustainable Financing Framework.
- Committed to the sector and community with our Equity through Education Program including our annual scholarship with Imperial College London specifically to encourage the next generation of women to pursue a degree in Metals and Energy Finance, as well as a new partnership with The Brokerage in the UK to provide annual post-secondary scholarships and summer internships to two students.

Congratulations to all the women featured in this year's publication, BMO is proud to support you. We continue to champion the advancement of women in both business and life, so they can seize every opportunity.

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**HEIDRICK
&
STRUGGLES**



TIM JENSEN
Metals & Mining Sector Leader,
Americas



SIBONGILE KUHLANA
Partner, Metals &
Mining Practice



**JORGE GOUVEIA
DE OLIVEIRA**
Metals & Mining Sector Leader,
EMEA



ADAM BADENOCH
Metals & Mining Sector Leader,
APAC

HEIDRICK & STRUGGLES FOREWORD

Heidrick & Struggles would like to congratulate this impressive group of women that are making a mark in the Mining Industry. The Mining industry is critical for the energy transition process with increasing demand for critical metals such as lithium, cobalt and copper but the sector faces unprecedented competition for talent. Diversity is critical from the shop floor to the boardroom. It is well recognised that diversity in the boardroom has a positive impact on performance and helps organizations thrive commercially and culturally. This group of women proves that it is possible to attract talent to the industry and should be an inspiration for businesses to do more.

The pace of change is striking, and it is underscored by the finding that more than half of executives now see DE&I as contributing to a large extent to their business success. In the past decade, the evidence connecting diversity to improvement on crucial business outcomes—including resiliency, innovation, talent attraction and retention, and, of course, financial results—has become impossible to ignore, though the links are still being debated inside many organizations. So perhaps the most fundamental insight is that the connection between DE&I and business success is basic: every corporate leader wants to improve employee engagement, attraction, and retention. The greater expectations for corporations to meet broad social needs, combined with many employees' growing preference to work for a company with values that match their own, have all led to a new and comprehensive focus on employees.

At Heidrick & Struggles in 2021 49% of all UK Board placements were diverse and 31% of all UK placements were gender diverse. Heidrick & Struggles own leadership teams reflects our commitment to diversity, 50% of our Board of Directors, 50% of our Named Executive Officers and 33% of our Management Committee are diverse.

We are proud to drive change change in the global diversity agenda, particularly in the mining industry, and to be sponsors of the 5th edition of the 100 Global Inspirational Women in Mining.

BCG FOREWORD



Whitney Hughes-Plummer
Managing Director and Partner



Adrian Schulte Steinberg
Managing Director and Partner

The current environment in the mining industry remains one of constant challenges and opportunities, amplified by geopolitical tensions, the COVID pandemic, and global inflationary pressures – all while world leaders continue to prioritize climate commitments.

This context fuels a wide array of new forces, charged with both risk and significant business potential. Examples include:

- Strategic shifts in commodity portfolio compositions, driven by commodity price instability, and further nurtured by resource nationalism.
- Supply chain disruptions across categories that are supplied by mining companies, leading to a new strategic importance in sourcing and customer locations, and driving toward more regionalized supply chains.
- A mounting pressure to meet environmental sustainability targets, challenging existing processes.
- A labor and skill shortage, with a workforce at risk of quitting, digital skills not meeting demand, and a lack of sustainable working models.

Successful companies of the future will leverage these risks, and utilise their strong balance sheets to invest in new opportunities, including:

- Defining new growth engines, such as business model revisions, M&A, and large-scale innovation.
- Building new ways to engage and co-own mining-enabled socio-economic benefits through new technologies (e.g., the metaverse).
- Finding alternative ways of achieving cost and emissions efficiency in operations through pragmatic solutions.

These major shifts require a fully diverse workforce. While research demonstrates the strong benefits of inclusive teams related to levels of innovation, productivity and economic success, the mining industry is a laggard.

It is inspiring to see that many mining companies have already made diversity an imperative. BCG is proud to be a partner of Women in Mining UK. Congratulations to all the nominees, the alumnae and to all those who lead this cause!



**BCG is proud to sponsor
the 2022 edition of the
100 Global Inspirational
Women in Mining.**

Through our own research, we know that increasing the number of women in the workplace improves outcomes for all levels of society. BCG is committed to help organizations close the gender gap in their workforces to the benefit of individuals and institutions everywhere.



Heidrick & Struggles Congratulates the 2022

100 Global Inspirational Women in Mining

At Heidrick & Struggles, Diversity & Inclusion is embedded in everything we do – from the approach we take to advising our clients, to how we operate across our own firm.

We are proud to support Women in Mining and congratulate this year's cohort of "100 Global Inspirational Women in Mining" for their leadership and achievements in the industry.

HEIDRICK & STRUGGLES

WE HELP OUR CLIENTS CHANGE THE WORLD,
ONE LEADERSHIP TEAM AT A TIME™



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2022

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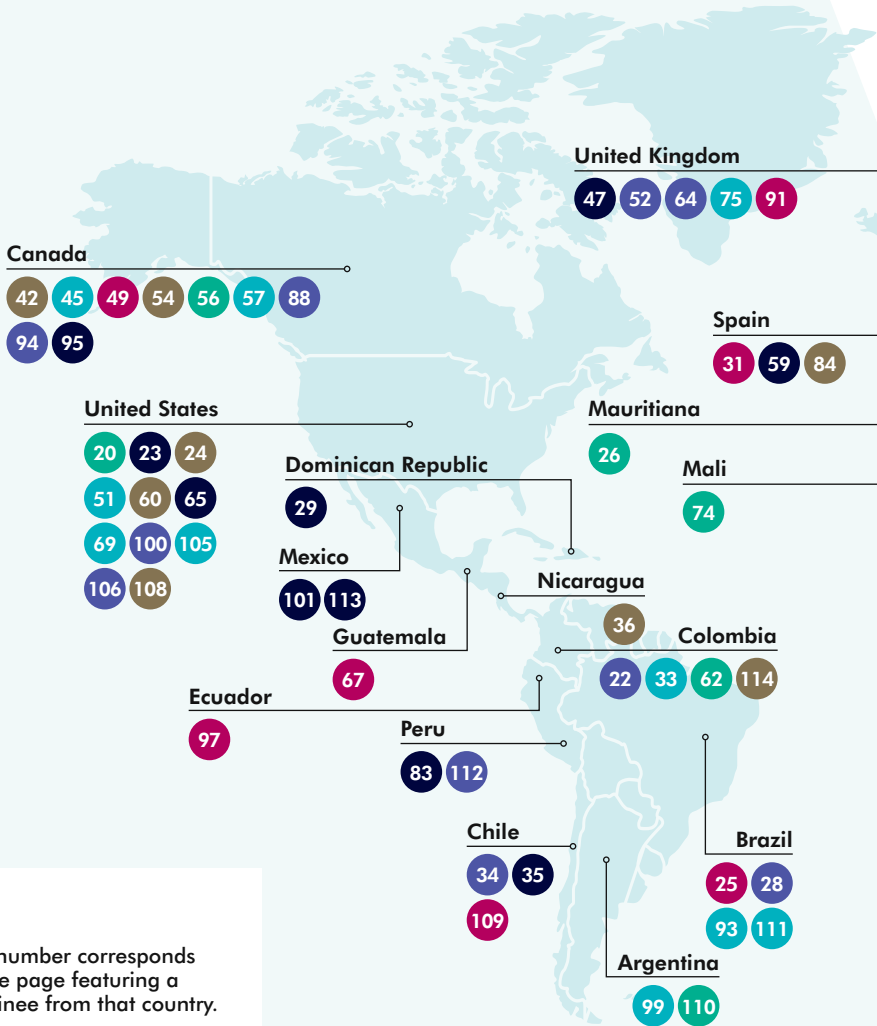


womeninmining.org

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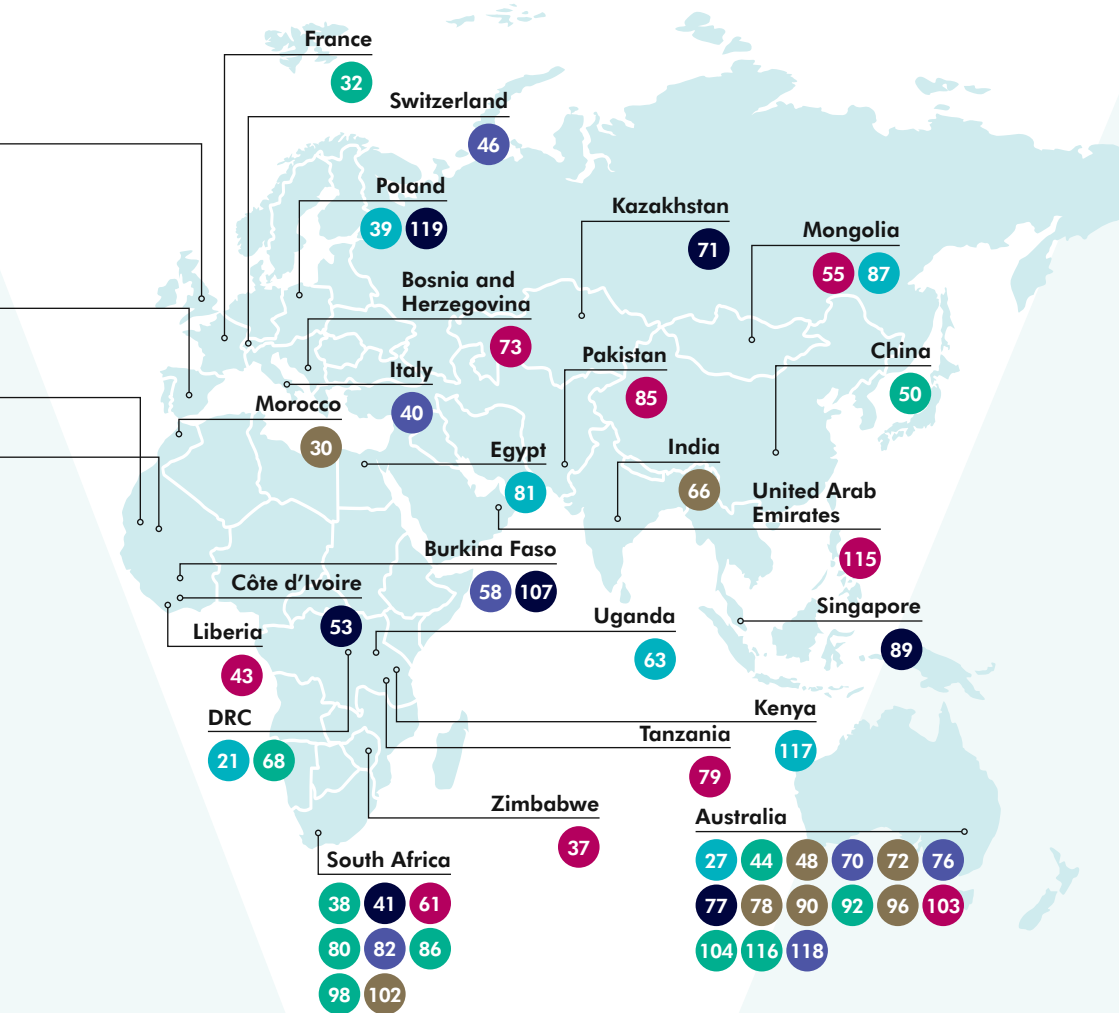
THE GLOBAL DISTRIBUTION OF OUR 2022 WIM100s



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The number corresponds to the page featuring a nominee from that country.

The 2022 cohort is particularly remarkable for the increase in number of those in health-focused roles. The COVID-19 pandemic cast into sharp relief the need for companies to place greater emphasis on the physical and mental health of both internal and external stakeholders. This development is also aligned with the broader trend within the sector for leaders to view their role through a more comprehensive and holistic lens, paying greater attention to their responsibilities to those they employ and work with.





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INSPIRATIONAL WOMEN IN MINING

2022





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5TH
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2022 EDITION OF THE 100 GLOBAL INSPIRATIONAL WOMEN IN MINING

Congratulations

Juliet **Akamboe**

Bijou **Kaj-Amay**

Johanna **Ariza Nadjar**

Michele **Ashby**

Kathleen **Autenrieth**

Maria de Lourdes **Bahia**

Hapsatou **Bal**

Jessica **Balasso**

Rafaela **Baldi Fernandes Henningsen**

Juana **Barcelo**

Ibtissam **Bensetti**

Susana **Bieberach**

Christel **Bories**

Marianna **Boza**

Ana **Bran**

Eliana **Calderón**

Marcela **Castillo Arévalo**

Kundai **Chikonzo**

Tapiwa **Chimbganda**

Aleksandra **Cholewa**

Ivana **Ciabatti**

Marna **Cloete**

Pamela **Cook Ellemers**

Monique **Cooper-Liverpool**

Katrina **Crook**

Jamile **Cruz**

Ella **Cullen**

Carmel **Daniele**

Luarna **Dynevor**

Chafika **Eddine**

Vivian **Feng**

Barbara **Filas**

Emily **Fraser**

Laetitia **Gadegboku-Ouattara**

Heather **Gamble**

Bujin **Gantumur**

Charlotte **Gibson**

Kathleen **Grandy**

Maïmouna **Guembre**

Macarena **Gutierrez**

Emily **Haas**

Fatima **Hayat**

Erika **Herrera Gonzalez**

Jennifer **Hinton**

Karen **Hudson-Edwards**

Lydia **Jennings**

Ruchika **Jha**

Ana Gabriela **Juarez**

Axelle **Kaumbu**

Bartly **Kleven**

Talar **Koushian**

Gulzhan **Kozhabayeva**

Danielle **Kyle**

Almedina **Likić**

Fatoumata **Ly**

Michelle **Manook**

Shona **Markham**

Lucy **Martin**

Lucy **McClean**

Meckilder **Mchomvu**

Sophy **Mfuthi**

Sarah **Mohamed**

Neo **Molelekeng**

Nery **Monteza**

Priscila **Moreno Nájera**

Sana **Muhammad Afzal**

Raksha **Naidoo**

Tumenbayar **Nyamaa**

Monica **Ospina**

Vandita **Pant**

Keren **Paterson**

Rachael **Paul**

Melanie **Pollard**

Patrícia **Procópio**

Jennifer **Prospero**

Dorena **Quinn**

Renata **Roberts**

Iliana **Rodriguez**

Shilpa **Rumjeet**

Maria Eugenia **Sampalione**

Melissa **Sanderson**

Elsa **Saucedo Salazar**

Mogaleadi **Seabela**

Tamsin **Senders**

Katie **Serjeantson**

Rebecca **Siwale**

Debra **Struhsacker**

Marie-Rose Aida **Tamboura**

Kathleen **Tew**

Marilyn **Urtubia**

Carolina **del Valle**

Angela **Vasconcelos**

Maybee **Vasquez**

Doris **Vega**

Cheryl **Velasquez-
Waternberg**

Yogita **Vichare**

Kim **Wainwright**

Hannah **Wang'ombe**

Sonia **Winter**

Magdalena **Worsa-Kozak**



“ I’ve pursued my dreams relentlessly and given others the permission to dream out loud, so show up and make it count!”

JULIET AKAMBOE

Company: Colorado School of Mines
Title: Graduate Student & Research Assistant
Country: United States

Juliet Akamboe’s route into the mining world has been via her background in corporate and investment banking. Her first encounter with mining came in her role as head of Mining & Metals West Africa for the Standard Bank Group, and she went on to become completely absorbed and fascinated by the sector.

Juliet is the leader of the Women in Mining Ghana speakers’ forum, where she co-ordinates advocacy programmes on gender equality for the mining sector across Africa. She is also a member of WIM Denver, USA, where she serves on the Finance and Scholarships committee, as she is currently a student at the Colorado School of Mines, pursuing a graduate degree in Mineral & Energy Economics.

She is passionate about her research into sustainable finance, building ESG frameworks, securing critical minerals and shaping policy for a more sustainable future. As a strong advocate for women in mining, she is always mindful of the responsibility we all share to keep the door open for as many women as possible.



“ We must always think about the opportunities for training and mentoring the future generation.”

BIJOU KAJ-AMAY

Company: Mutanda Sarl
Title: Laboratory Supervisor
Country: Democratic Republic of the Congo

Bijou Kaj-Amay joined Mutanda Mining’s analytical laboratory after obtaining her degree in organic chemistry from the University of Lubumbashi. She was the first woman at the mine to work on shift and to supervise an all-male team. This posed a significant challenge as female-led teams were not part of the country’s mining culture. It has taken a few years, but Bijou took on the challenge to be accepted as a leader, and is now in a position where her leadership is respected and admired. She has also opened the door for more women to work on shifts and hold senior positions within teams.

Bijou is proud of the work she and her team accomplish in the laboratory, which is the first in Central Africa, within the mining sector, to be accredited under ISO 17025.

Bijou is adamant that the mining industry must continue to make women aware that they can excel in whatever area or position they choose. Bijou knows how important it is to inspire the future generation. Everyone has a responsibility to motivate and remind themselves they must seize opportunities.



“ Through our work we can change people’s perceptions and we can be part of the right kind of mining.”

DR. JOHANNA ARIZA NADJAR

Company: Mineros Aluvial S.A.S BIC
Title: Head of Corporate Health
Country: Colombia

Dr. Johanna Ariza Nadjar’s greatest inspiration comes from witnessing her company’s strong impact on both the lives of its employees and the community at large as it works to bring resources to remote areas. Mineros Aluvial has positively impacted people’s lives through projects such as establishing a clinic, hospital, and healthcare-post infrastructure; and conducting healthcare rallies on specific programmes that are designed to reach a high percentage of the population. This has changed people’s perception of mining, helping them see the sector as a partner instead of an enemy.

Covid-19 was a visceral example of the impact mining can make. Mining was one of the few industries that did not stop in Colombia during the pandemic. To keep people safe, Johanna helped pioneer the implementation of biosecurity protocols. They did everything to prevent the healthcare system from collapsing. Originally, the team comprised three people but it soon grew to eight, with seven women focused on the local communities and one treating employees and their families. They became Covid-testing pioneers, training the hospital staff based on their experience. At this time, Johanna made a high-stakes investment that initially brought her great distress. However, she persevered and stayed committed to her decision, which saw the prevention of medication, oxygen and face mask shortages in the hospitals and clinics in the area. When the vaccines arrived, her team quickly became trained, with a goal to achieve 100% vaccination coverage for employees and their families, as well as their contractors.

Company sustainability revolves around people and Johanna’s job is to care for them. Johanna is a pioneer, as she leads her team to work hand-in-hand to spread the message of self-care to all groups of people, while respecting cultural differences.



“ My goal is to educate, support and teach 1,000 women how to attain corporate board positions.”

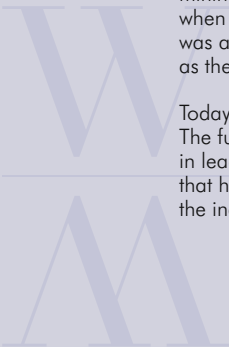
MICHELE ASHBY

Company: ACE LLC
Title: Chief Executive Officer
Country: United States

Michele Ashby was attracted to the mining industry from the investment perspective. Early on, she was a private investor in gold and when she became a stockbroker, Michele decided to specialise in mining stocks because she liked the investors and their investment philosophies. Later on in her career, Michele became a mining analyst and this is when she learned more about mining companies and the challenges they face. She also learned how important mining is for everyone to function in their daily lives and how hard companies work to mine efficiently and sustainably.

Michele has had many memorable moments, such as founding the Denver Gold Group, which has become one of the most well regarded annual mining conferences. One of her favourite accomplishments was in 2006 when she organised the first mining investment conference in Dubai and was able to attract Madeleine Albright, the former US Secretary of State as the keynote speaker.

Today, Michele works with women who seek to join corporate Boards. The future includes women leading on a larger scale and, most importantly, in leadership roles like the boardroom and the C-Suite. Michele contends that having more women in leadership roles will attract more women to the industry and help to close the skills gaps at all levels.





“ I want girls and young women to see that they can be scientists and leaders in the mining industry.”

KATHLEEN AUTENRIETH

Company: Kinross Gold Corporation
Title: Regional Director Brownfields Exploration
North America
Country: United States

Kathleen Autenrieth is proud to be a miner and finds the industry fascinating: the resources are finite, deposits are becoming more difficult to find and she works across a mine’s entire lifecycle – from before production to reclamation.

Kathleen was thrilled to be asked to create actions around Equity, Diversity, and Inclusion (EDI) at the Round Mountain Mine in Nevada. She found it incredibly meaningful to bring a woman’s perspective, but it also took a certain level of bravery to bring up the topic at a mine site dominated by traditional views. She was careful to maintain the right balance of information without putting anyone on the defensive. This work led to a number of great conversations around the many facets of EDI. Kathleen was also involved in the creation of a subgroup of women to help each other identify skills to grow; create mentorship, sponsorship, and networking opportunities; encourage and create connection opportunities; and help each other have a voice.

To promote mining as a career choice, Kathleen regularly gives talks at schools and universities. She shows examples of successful and sustainable reclamation, and shares her pride in Kinross’s environmental stewardship. She also wants to keep herself visible among girls and young women so that they can see it is possible to be a woman as well as a scientist and a leader in the mining industry.



“ I think that gender should not be viewed as a limitation but rather used as fuel to chase our dreams.”

MARIA DE LOURDES BAHIA

Company: SNC-Lavalin
Title: Vice-President, Mining & Metallurgy
Country: Brazil

Since gaining her degree in Civil Engineering and an MBA in Business Management, Maria de Lourdes Bahia has built up over 40 years' experience, and held leadership positions in numerous companies. Her approach to mining is based on putting sustainability and diversity first, whilst placing importance on care and respect for communities. This stems from her core belief that mining plays a key role in successful social and economic development.

Over her career Maria has seen mining change with regard to gender equality. She celebrates the fact that it is now possible to follow a path where success is independent of gender, and believes that seeing a woman in a leadership position is important because it serves as inspiration to others.

She encourages young women to enter the mining industry, and her message is always a positive one: that everyone can come and embrace this sector and its challenges, and not feel intimidated, because there is a wealth of exciting and life-changing of opportunities for all.





“ I am inspired by the opportunity to help, innovate and improve lives, and the capacity to effect change.”

HAPSATOU BAL

Company: Kinross Gold Corporation
Title: Community Relations Manager
Country: Mauritania

Hapsatou Bal is a proud Mauritanian with more than 20 years' of field experience in social and community development, the informal economy, social protection and microfinance. She joined the Tasiast Mine as one of the mine's first female employees. In Mauritania, the percentage of women in management positions in the private sector is low, therefore her role as Community Relations Manager means she can empower and develop local women through capacity building and business opportunities.

Hapsatou has had a significant positive impact on the lives of local communities, women and children through implementing a diverse range of initiatives. These include health services, a mobile health clinic, a pastoral programme, vocational training and education, environmental support and city waste management projects. Having the ability to work with particularly diverse and complex stakeholders has been essential for success.

Hapsatou has learned to be persistent. There is no field reserved for men or women – she says only work and perseverance pay, everyone must believe in themselves to succeed, then use everything they have gained to help others.





“ I will work to spread this message: it doesn't matter where you come from, what matters is what you can offer.”

JESSICA BALASSO

Company: BHP
Title: Head of Technology
Country: Australia

Jessica Balasso is the first woman to hold the role of Head of Technology at the Olympic Dam mine in South Australia. She is also the executive sponsor for Olympic Dam's Wellness Committee, a volunteer group that supports BHP's commitment to mental and physical health.

Jessica is very much about the development of existing talent and creating new pathways into mining. Recently, she led the "Indigenous Trainees in Projects" programme, an entry level traineeship programme that helps new-to-industry Indigenous talent learn new skills in project management and gain full-time employment. She is a strong advocate for graduate and vocation programmes and thinks they are going to become essential to attracting and retaining the talent needed to grow the mining industry.

Having started at BHP in rail operations in 2011, Jessica feels lucky to have worked with many amazing female leaders who have all been inspirational in their own way. Her goal is to reflect those qualities in her own career.



“ Every day we have a new opportunity to be the best version of ourselves.”

RAFAELA BALDI FERNANDES HENNINGSEN

Company: Instituto Brasil
Title: Director of Geotechnical Engineering
Country: Brazil

Rafaela Henningsen was born in Minas Gerais, where mining is part of the region's history and, in Rafaela's case, it has become a passion and a career too. As a geotechnical engineer, her mission is to design stable structures and reclaim the environment degraded by mining activity, bringing synergy between industry, environment and the population, and she finds this highly motivating. Rafaela is not just a pioneer through her technical capabilities, but advocates for women in engineering on various fronts.

During the past two decades, Rafaela has worked on a number of complex geotechnical projects and is the first female engineer to publish several technical books on tailings dams. One of her publications "Women in Engineering - A woman's place is wherever she chooses to be", provides a fascinating overview of the history of women in engineering. It also includes case studies of some of the challenges and barriers that she has had to break down in the mining industry, paving the way for new generations of female technical mining professionals in Brazil.

Rafaela moved to Denmark in January 2020 to re-start her career in the Renewable Energy Sector. For her, this career transition was also a lifestyle redesign. She believes it's up to us to create our own opportunities, and not simply wait for things to happen.



“Do not be afraid and trust yourself; women add value to this industry.”

JUANA BARCELO

Company: Barrick Gold Corporation Pueblo Viejo Mine
Title: President
Country: Dominican Republic

As well as being President of Barrick Pueblo Viejo, Juana Barcelo holds the position of Executive Director of Government Affairs for Central America and the Caribbean. The mine has contributed to the reduction of poverty, improved safety, education and health, and is a leader in gender initiatives.

One of Juana's most exciting moments was receiving approval to initiate the Gender Certification process for Pueblo Viejo with the United Nations Development Programme and the Ministry of Women. She had been told by many that Barrick would not authorise it, given that men dominate the mining sector, however, she received strong support from the regional COO and company's CEO. This initiative has been part of the mine's annual strategic objectives for two consecutive years. Equally as meaningful was being told by young Dominican women that they consider her as an inspiration and a source of hope to pursue and fight for their dreams. Such comments have made Juana determined to be an agent for change, supporting women with productive projects, education, and mentorship.

Juana's strategic direction for a more gender-balanced industry has seen a significant growth in women entering the industry in the Dominican Republic.



“ At the forefront of my mind is the importance of keeping our people and planet safe.”

IBTISSAM BENSETTI

Company: DuPont OCP Operations Consulting

Title: Chief Executive Officer

Country: Morocco

Born in Morocco to a family filled with women engineers, Ibtissam Bensetti grew up knowing she too wanted to be an engineer. There is nothing she enjoys more than solving complex problems, especially when the solutions have a positive impact on the world. Since Ibtissam moved into the mining sector, more than ten years ago, her work has spanned strategy, corporate development, mining and chemical industrial operations, safety and sustainability.

Working for a world leader in phosphate mining and fertiliser production, Ibtissam finds it inspiring to see first-hand how a mine can produce commodities that nurture the soil and feed the planet. She believes it is an incredible opportunity to make a real difference.

Today, as a senior leader, Ibtissam works on transformative programmes focused on operations around health, safety, environment and sustainability. She strives to empower women to ensure the company meets its KPIs to achieve equality and success for young women and, where possible, go beyond these KPIs. Ibtissam is proud of the fact that, since 2013, her company has seen the rate for under-30 female employees rise from 30% to 50%, in part due to her push for diversity.

Huge efforts have been made in the last 15 years to address the diversity bias in the industry and she feels there is no impenetrable fortress for women now. Today, women can defy the norms and enter any industry. Ibtissam is keen to encourage women to join the mining industry and believes that they should have no hesitation in doing so. She thinks the industry is witnessing a shift in society, leading women to a path of equals, and that now, more than ever the sector needs more women!



“ This industry gives any person with curiosity a great opportunity to grow.”

SUSANA BIEBERACH

Company: Geocalci
Title: Head of Public Affairs
Country: Spain

As a trained journalist, what motivated Susana Bieberach to enter the mining sector was the fact that the industry could, and should, be perceived differently.

For Susana, communicating sustainability is key to success, and ethical behaviour is key for her company's future. This way of thinking applies to all companies and industries. In fact, it applies to all of society: Susana believes people must take responsibility for their actions, and act and do what is right. It's not just about accountability, it is also about managing risk, being far sighted and being a visionary.

Susana is a firm believer in her company's corporate values CREA (Commitment, Respect, Excellence and Attitude). Giving space to others to shine is part of her company's ethical code and Susana believes this is especially relevant. She wants to help other women in the industry grow by making their work more visible, while communicating the great opportunity the mining industry offers for everyone, regardless of gender or age.





“ We cannot have a sustainable business in our field without a strong societal commitment.”

CHRISTEL BORIES

Company: Eramet
Title: Chair and Chief Executive Officer
Country: France

A graduate of the HEC business school in France, Christel Bories is Chief Executive Officer of global mining and metallurgical group Eramet. She has ultimate responsibility for a business which employs 13,000 people in 20 countries, with worldwide sales in excess of three billion Euros.

Having spent 30 years in senior management roles in industry, Christel has developed great expertise in leading business transformations and executing strategies in complex international industrial environments. She is also an active advocate for responsible and sustainable mining, and for the strategic role that the sector plays both within the global economy and as a driver of innovation.

Christel's outstanding contribution to the mining sector includes serving as Chair of the French Mining and Metallurgy Sector Committee. She has also served as a member of the Board of "France Industrie" and of the Executive Committee of the National Industry Council (CNI).



“ It is a domino effect: a better and more equal mining sector will result in a better country.”

MARIANNA BOZA

Company: Brigard Urrutia

Title: Director

Country: Colombia

Marianna Boza is a fierce advocate for the mining industry and its contribution to the development of a country's economy and society by reaching remote communities, fostering employment, and contributing to peace and community investment.

With three other fantastic women and friends, Marianna formed Women in Mining Colombia in March 2019. She has been President since its inception and has led a number of different initiatives that aim to make mining a better industry through diversity, gender parity and inclusion.

One of her most exciting moments at WIM Colombia has been the launch of the Champions programme, which is targeted at men in leadership positions who are eager to implement actions and initiatives in their organisations to foster gender diversity and equality. Equally rewarding was the opportunity to bring the IFC Gender Tool Kit to Colombia, with the support of the Canadian Embassy in Colombia, enabling companies to be trained by the IFC on how to pursue gender equality initiatives.



“ Be prepared to learn and get your hands dirty but also have the courage to speak up and challenge barriers.”

ANA BRAN

Company: BHP Minerals Americas
Title: Head, Maintenance & Engineering
Centre of Excellence (MECoE)
Country: Chile

Ana Bran began her career in 2002 as a chemical engineer and spent many years in a wide variety of roles, including maintenance, operations and transformation. In 2018 she was asked to implement BHP's Maintenance & Engineering Centre of Excellence in Latin America. This was one of the greatest opportunities of her career – not only was she the first senior female leader in a traditionally male dominated environment but it also gave her the ability to disrupt the mining industry in Latin America by implementing global processes and systems, while also taking into consideration local customs and norms. Together, with her team, she identified and broke down barriers through respectful challenges.

Ana often says that “you can't be what you can't see” and that is why it is crucial to have role models at all levels and from all backgrounds throughout an organisation. This has led her to recruit and develop a diverse workforce. Approximately 37% of her team comprises women, transgender people and people with disabilities, with approximately 11% of the team also having indigenous heritage.

Ana is determined to continue challenging personal and systemic barriers to create an environment where people feel safe and which allows them to give their best. Ana is convinced this is how the mining sector will attract the best people.





“ It is everyone’s responsibility to continue making progress, so that we are a reflection of society.”

ELIANA CALDERÓN

Company: BHP Spence
Title: General Manager Plants
Country: Chile

After studying chemical engineering at university, Eliana Calderón began her career at Cerro Matoso ferronickel mine in Colombia. She believes responsible, sustainable mining can benefit the world in many ways, and is continually inspired to contribute to that goal.

She particularly treasures the experience of working with her Human Resources and Communities colleagues to create a seedbed of 24 haul truck operators, all of them women, and all from neighbouring communities. This was an exciting challenge which successfully resulted in nine of the women being hired permanently and going on to develop mining careers of their own.

Eliana values working as part of a team committed to developing strategies that enable people to enhance their own skills and grow professionally. By contributing to the creation of a more diverse and inclusive culture in mining, it is her firm belief that the industry will find better solutions to the challenges that arise daily.



“ I will never forget the look of pride on a miner’s face when he saw his daughter, an engineer, in our mine’s uniform.”

MARCELA CASTILLO ARÉVALO

Company: Mineros S.A.
Title: Director of Corporate Sustainability
Country: Nicaragua

Years ago, when Marcela Castillo worked at an investment promotion agency, one of her clients invited her to its gold mining operating in a remote area of Nicaragua. She was amazed by the work the mine was doing in the community and Marcela knew immediately she wanted to be part of something like that.

Marcela firmly believes mining touches everything and she wants to support and promote its positive impact. She has seen how the mining sector has the capacity to drive change in communities, districts, and even countries. Sometimes a mining operation can be an anchor company – the main employer, the source of better work standards and quality of life across a community. The fact that mining is challenging also inspires Marcela, knowing that there is much more to do and to tell, since so often the industry’s contribution to society is not recognised.

An important aspect of Marcela’s job is working with artisanal miners. She has worked on their formalisation and supported them in many ways, including providing them with assistance on a variety of matters, including health and safety, environmental best practices, economic diversification opportunities.

Marcela considers herself to have lived a privileged life and her work provides opportunities to give back to society, and to the world that her children will inherit. She is optimistic about the future, with companies now realising that diversity gives them strength and are therefore making a genuine commitment to equal opportunities.



“ This is an exciting moment to work in the mining sector, it is a growing career for women and young people.”

KUNDAI CHIKONZO

Company: Chete Tee Consults Ltd

Title: Consultant

Country: Zimbabwe

As a consultant providing advice on company registration, bookkeeping, cashflow projections and tax, project management, monitoring and evaluation, and mine administration, Kundai Chikonzo would often prepare guidance for clients on mine management, but she found that mine owners would often complain the information was too much for them!

That is why Kundai decided to register her own mine called Hawline Mine and implement for herself what she was preparing for other, and prove that her approach was possible and very practical. This led to the founding of Insiza Women in Mining Trust, which empowers women through training and encourages them to take up mining as a profession. The Trust advocates for women’s rights, identifies challenges that artisanal miners face, and works with them to come up with solutions.

Kundai is currently assessing the environmental impacts on women in mining living with disabilities. She is also conducting workshops and training on mine matters, reaching out to aspiring miners to give them a greater appreciation of the sector, and giving career guidance to high school students to encourage them to think about mining as a career.



“ The African Mining Vision advocates for transparent, equitable and optimal exploitation of mineral resources.”

TAPIWA CHIMBGANDA

Company: University of Cape Town
Title: Chemical Engineer & Researcher
Country: South Africa

Tapiwa Chimbanga's passion for the mining industry stems from growing up in Botswana, an economy driven by diamond mining. Through her experience, Tapiwa has seen the benefits provided by mining to host communities and is driven to further enhance the industry's contribution to sustainable development. Tapiwa is passionate about creating strategies to address social, environmental and governance issues, and to act as a catalyst for resilient, diverse post-mining economies.

Tapiwa graduated from university as a chemical engineer at the time of Sheila Khama's tenure as the CEO of De Beers Botswana. Representation matters and it gave Tapiwa and many others something to aspire to.

Recently Tapiwa embarked on a PhD at the University of Cape Town which is focused on integrated approaches for mine closure and post-mining development. It is her goal to shape the future of the mining industry to create positive legacies beyond mining.





“Commit yourself to life-long learning – mining is very dynamic and you will need to constantly keep abreast of change.”

ALEKSANDRA CHOLEWA

Company: Luma Holding Ltd
Title: Director of Investment & Development
Country: Poland

Aleksandra Cholewa’s background in mining can be traced back to her childhood. She was born in a region surrounded by coal mines, in Silesia, southern Poland. Half of her family worked in the mining industry and growing up she was surrounded by mining stories. Aleksandra has worked in both the private and public sectors, combining her knowledge of the metals and mining industry with roles in foreign policy, international relations, journalism, and trends analysis.

The ESG megatrend was a key driver for Aleksandra when joining the mining industry because she believes modern and sustainable mining is possible. In her opinion, mining can and should be conducted responsibly. She believes it is necessary for the green energy revolution and should bring benefits not only to investors but to host countries and its people as well. Seeing that happen is her biggest inspiration.

Aleksandra’s most recent challenge was to develop the LuNa Smelter in Rwanda – the first tin metal smelter in Africa fully compliant with the Responsible Minerals Assurance Process (RMAP). She believes her company has started a holistic change in the region, initiating scientific co-operation and knowledge exchange between European and East African stakeholders, which will bring significant economic, and social benefit to all stakeholders.



“ For me, transparency and sustainability have always been fundamental to creating a positive impact.”

IVANA CIABATTI

Company: Itaipreziosi SpA
Title: Founder & Chair
Country: Italy

Ivana Ciabatti was born and raised in Arezzo, the most important goldsmith district in Europe, which boasts a long and rich goldsmithing tradition stretching back more than 2,000 years. That's where her passion for precious metals was born. She has gained 40 years' experience in the sector and Ivana remains guided by the principles of sustainability, ethics and respect for the environment and human resources.

To be the first woman in Italy to connect the mining sector with the jewellery sector has been very special. Ivana's parents have been her guides on this path. Her upbringing has taught her strong values rooted in human warmth that they themselves grew up with: humility, dignity, respect, and above all a lot of energy and positivity.

Ivana believes innovation, collaboration and dialogue are the key elements for a more united and transparent industry. The private sector, the public sector, NGOs and the entire supply chain can raise awareness and disseminate knowledge on best practices.

Ivana also believes young women will play a crucial role in the industry's future. Within her business, women represent 42% of the workforce. Ivana will continue to fight for the enhancement and rights of women because she thinks this will help meet the needs of the present generation without compromising the ability of future generations to meet their own needs.



“ We must all be cognisant of the footprints that we will leave in the sand one day.”

MARNA CLOETE

Company: Ivanhoe Mines

Title: President

Country: South Africa

Marna Cloete believes she was destined for a career in mining and cannot imagine what would have happened if she had ventured into a different industry. Aside from the fact that she thoroughly enjoys the technical aspects and is a firm believer in the fundamentals that underpin the industry, she finds something special about the kindred league of miners – the dusty overalls, hard hats and headlamps all frame the faces of hard-working men and women who share the same grit and passion.

Marna has close to two decades of mining industry experience in emerging markets with extensive involvement in Africa, providing strategic and financial leadership. She relishes creating value for all stakeholders, ranging from shareholders, communities and host governments, although they may sometimes seem to have opposing views and interests.

One of the most meaningful moments in her career was her involvement with Ivanhoe’s local ownership structure at the Platreef project in South Africa. The architecture of this structure, underpinned by the principles of broad-based shared value, will enable indigent community members to benefit from a 20% ownership in what will become one of the largest platinum group metals mines in the world. This ownership has the potential to break the cycle of poverty by providing infrastructure and access to education, benefiting generations to come.

Marna strives to mentor and support others and to be a catalyst for the creation of opportunities and a platform where they can excel. When one succeeds, everyone succeeds.



“ Our networks are important because they provide the opportunity to share, learn from each other, inspire and empower.”

PAMELA COOK ELLEMERS

Company: De Beers Group
Title: Principal Mineral Resource Manager
Country: Canada

On a recent visit to a remote field camp on Baffin Island, Pamela Cook Ellemers reflected on the magic of her early days as a geologist and why she became one. Ultimately, it was because she loves the Earth. Pamela first became interested in geology at University when a course in physical geography led to a summer job on the local government's geological survey. This opportunity changed her life.

Now, more than 30 years on, she has had the chance to travel the world, working in Australia, Brazil, Botswana, India, Canada and South Africa. It is a dream career which Pamela would recommend to any young woman with a sense of adventure and a passion to discover the world.

In addition to her technical leadership role in mineral resource management, Pamela is now involved in increasing women's representation in technical disciplines as chair of De Beers Group's Inclusion and Diversity working group. Pamela is also part of the Dean's Advisory Circle for the Faculty of Science at the University of Calgary, which enables her to be involved in mentoring young people and raising awareness of geology and science as a career path.

It's been proven that diverse teams are more innovative, higher performing and ultimately more profitable. Therefore, she is keen to see the mining industry continuing to progress, evolve and diversify so that it can prosper.





“Sisters – you are in this space and at this place in time for a purpose – let’s find it and make the most of it!”

MONIQUE COOPER-LIVERPOOL

Company: Petra Resources Inc.

Title: Managing Partner

Country: Liberia

In 2007, two years after Liberia’s first post-war democratically elected President, Ellen Johnson-Sirleaf, came to power, Monique Cooper-Liverpool started working in the country’s mining sector, with a focus on governance and national policy. She was leading the United Nations Development Programme to establish stronger governance mechanisms for the country’s extractive sectors at a time when the country was reeling from conflict and global sanctions.

Now, 15 years’ later, Monique is inspired by Liberia’s story of becoming a globally recognised leader in social governance and environmental initiatives, such as the EITI. However, she knows the ever-present challenges of optimising the country’s mineral resources and maximising benefits-sharing still require bold re-imagination and collective effort.

Monique considers the most meaningful moments in her career are yet to come, but so far she is proud to have accepted the encouragement from Women in Mining West Africa to lead the establishment of the Association of Women in Mining Liberia. Building the foundation for this much-needed space to acknowledge and amplify extraordinary Liberian women feels to her like an investment on behalf of present and future generations. She also established Liberia’s Chamber of Mines, the country’s first private sector association focused on mining.

Having fled Liberia as a young girl during the civil war, which was financed by illicit mining revenues, she considers it a privilege to work and strengthen the mining sector, the country’s single largest income earner and an important contributor to the overall health of the economy and Liberia’s future.



“ Building a mine in the remote Gobi Desert was an incredibly exciting time in my career.”

KATRINA CROOK

Company: Glencore Zinc
Title: Regional Lead Operational Excellence
Country: Australia

When Katrina Crook looks back on her summer trips to the beach, digging tunnels in the sand with her brother, one would think that a career working underground was her destiny. However, it wasn't until she attended a two-week student trip around Tasmania, visiting mining and geological points of interest, that mining engineering became a serious career option. Since then, Katrina has explored the world and built a network of relationships with amazing people who are committed to modernising the industry, supporting diverse and challenging careers for all industry participants and delivering the materials the world needs to decarbonise.

Katrina knows she wouldn't have made it to where she is today without the understanding, support and encouragement of inspirational women in the industry. They have paved the way for her successes and inspired her to follow their example in advocating strongly for other women, to support them on their own leadership journeys.

This commitment to supporting others includes volunteering at the Australasian Institute for Mining and Metallurgy (AusIMM), an organisation established to recognise the importance of creating equal opportunity by welcoming and advancing the careers of a diverse range of professionals in the mining industry. Katrina was recently re-elected for a second term to serve on the Board of Directors where she chairs the Audit & Risk Committee and the Council for Diversity & Inclusion.



“ We need diverse and engaged professionals, and the courage to create new and inclusive cultures.”

JAMILE CRUZ

Company: I&D 101 Consulting

Title: Founder

Country: Canada

Jamile Cruz is an award-winning industry leader. Her passion for empowering people and driving equity and inclusion led her to start I&D 101, a consulting firm focused on creating inclusive spaces that support all talent.

Jamile has over 20 years' experience of transforming high-performing organisations through the creation and implementation of strategies to reduce operational costs and achieve business goals. She also has extensive volunteer experience, including her roles as Founding Director of Women in Mining Brasil, as a former Board Member for Women in Mining Canada, and as a Board Member for the Brazil-Canada Chamber of Commerce.

Her work is focused on creating more diverse, equitable and inclusive environments, and she works with mining organisations to identify and change systems, processes and technologies. This helps to bring new talent and ideas into our industry, and creates spaces for the conversations we need to have, so previously excluded voices can be heard.



“ My vision for the future is one where all materials are fully tracked and carbon neutral.”

ELLA CULLEN

Company: Minespider
Title: Co-Founder & Chief Marketing Officer
Country: Switzerland

Ella Cullen has been lucky enough to work with some of the largest as well as some of the smallest mining companies across the world, from Chile to the DRC. Her experience of companies trying to do better inspired her to develop a platform using blockchain technology that collects and communicates key supply chain data and promotes responsible mineral sourcing.

Ella is eager to help mining companies shift to a business model of competitive sustainability where progress is measured not only in terms of profit but also how the business treats the environment and its employees. She hopes that blockchain traceability technology will also see these efforts communicated to downstream clients and investors.

Ella's path proves to women that it is possible to combine a well-established industry with cutting-edge technology and making a mark in a male-dominated field.





“ Get experience in all areas of mining so you can eventually connect the dots and know what you were born to do.”

CARMEL DANIELE

Company: CD Capital Natural Resources Fund

Title: Founder & Chief Executive Officer

Country: United Kingdom

The thrill and excitement Carmel Daniele feels for this sector is infectious and regularly attracts top talent to the industry which has been an invaluable gift since founding CD Capital, a global natural resources and mining fund. Carmel believes her work in mining can change people's lives for the better, not only by simply providing jobs but also providing a sense of hope for future generations.

The bravest moment in Carmel's career was investing in Ecuador before any of the major mining companies had the courage to do so. Together, with the late Lukas Lundin, she financed the acquisition of the largest and highest-grade gold deposit. By building with the government, communities were transformed and people's lives were improved. After seeing the success many majors felt more confident and followed her lead.

Today, Carmel supports, mentors and provides internships to women studying mining at Imperial College London.



“ Get up, stand up, show up every day, not only on the easy days but on the hard days too.”

LUARNA DYNEVOR

Company: Barada Barna Aboriginal Corporation

Title: Chair

Country: Australia

Although Luarna Dynevor trained as a Nurse after completing her Bachelor of Applied Science, she became involved in the mining industry because she wanted to ensure the title rights of her native people – the Barada Barna – were protected against the backdrop of resources development in her home country of Australia. Her position as Chair of the Barada Barna Aboriginal Corporation has provided Luarna with the opportunity to ensure her people’s cultural heritage is preserved and that the Barada Barna are fairly compensated.

The Corporation works with mining companies to negotiate Indigenous Land Use Agreements (ILUA), providing people like the Barada Barna with ongoing, high-quality employment opportunities. As a first nations woman in an influential position, Luarna combines her experience and knowledge of the mining industry with her understanding of the land and the importance of cultural heritage from the perspective of her people.

Luarna proves to others that it can be done, especially when they say it can’t. She will always find a way to ensure her people have the opportunity to succeed. Going forward, Luarna is focused on creating pathways for her people, both now and in the future.



“ I admire people that support others in less advantageous positions and do what they can to elevate them.”

CHAFIKA EDDINE

Company: Orla Mining
Title: Chief Sustainability Officer
Country: Canada

Chafika Eddine was attracted to a career in mining because of the diversity of work settings, the people and the prospect of working in remote areas with local communities. She believes it is a privilege to be able to create opportunities that improve the quality of life and is devoted to influencing change from the inside using responsible management systems and long-term thinking.

Chafika is committed to encouraging more women to take on decision-making positions. She is working on mining initiatives that encourage women to apply for jobs as well as delivering social programmes for women to establish and improve their own local businesses.

For her Doctoral degree, Chafika's research investigates gender diversity as leverage for risk management in mining. This includes exploring the impact of women on sustainability, risk management and governance when working at executive and board levels.



“ Mining is more than mining out the natural resources, it is the ability to turn the natural resources into prosperity for all people without leaving anyone behind. It is what we are here for.”

VIVIAN FENG

Company: Vale China Minerals Ltd
Title: General Manager, Corporate Affairs
Country: China

Vivian Feng is one of the mining industry stalwarts in China, with over two decades of experience in the industry. She rose to prominence in China’s mining sector as Exploration Manager for Inco (later Vale). She succeeded despite having no formal geological training, due to her technical knowledge and ability, clear-sighted view of opportunities and exceptional government relations. As a wise counsel, Vivian continues to diligently drive & guide government relations for Vale in China, navigating the many high profile issues that have affected the industry and the company.

Over the years, the mining industry in China has experienced dramatic change and rapid economic development. It has led Vivian to learn, grow, lead teams, explore remote areas, work with world-class geologists, and meet wonderful people in China and beyond. Mining has inspired Vivian and she loves to share her passion for the industry with others.

Vivian is keen to encourage young people into the resources industry and provide them with the same sense of opportunity she experienced. For Vivian, some of the most meaningful moments are when she meets students during her annual visits to universities in Beijing. Vivian believes it is important to teach them about mining, the career paths it offers, and the choices they have at this time in their young lives.



“Remember the golden rule: always treat others the way you want to be treated.”

BARBARA FILAS

Company: Independent Consultant

Title: Mining Engineer

Country: United States

Barbara Filas's father was a mining engineer who travelled the world. He loved his work and this is why Barbara applied to his alma mater, the University of Arizona. She became the second woman to graduate from the university's mining engineering programme, but at that time she had no idea she was breaking barriers.

Barbara has always found a special camaraderie in this industry, it is one global family. She gained project experience across six continents, in everything from facility designs to social impact assessments and management systems. Barbara has also participated in numerous law and rulemaking processes in the United States and internationally.

In 2002, Barbara took over as President and Chief Executive of Knight Piésold, a global consulting firm providing specialist services to the mining, power, water resources and infrastructure sector. The firm was experiencing a difficult time but over the next five years, she was able to rebuild the company. By 2008, the company had its most financially successful year in its history of the business, a very proud moment for Barbara!

Barbara believes she has been lucky enough to have worked with some of the greatest people in mining. However, when she started out, she never had a woman mentor because there were precious few in the business. Over the past couple of decades, she has gone out of her way to mentor young women and has found it very rewarding.



“ I want to encourage more school leavers to see apprenticeships as a primary route to a profession.”

EMILY FRASER

Company: Anglo American
Title: Apprenticeship Delivery Specialist
Country: United Kingdom

During her 24-year career in the British Army, Emily Fraser travelled all over the world, specialising in communications and cyber security with the Royal Signals. With mining becoming increasingly technology focused, Emily trains and mentors the next generation of cyber professionals as part of Anglo American UK's apprenticeship scheme, which has been shortlisted for an award from the Chartered Institute of Personnel and Development (CIPD). Emily is proud to be at the heart of building an in-house cyber security programme and is excited by the opportunity to teach new generations of apprentices and build a growing pipeline of cyber leaders for the future.

Emily believes the soft skills taught during the apprenticeships are equally essential as technical knowledge and ability. These include collaboration, communication, resilience and leadership, qualities that will help young people succeed in their careers. Emily is now determined to grow the apprenticeship scheme beyond the UK and expand into other geographies.





“ It is important to have a lot of resilience because this is a sector in constant change, we must be able to move quickly.”

LAETITIA GADEGBEKU-OUATTARA

Company: Endeavour Mining
Title: Country Manager
Country: Côte d’Ivoire

It was during her time as the Trade and Economic Advisor to the Government of Canada, specialising in the extractive sectors, at the Embassy of Canada in Côte d’Ivoire that Laetitia Gadegbeku-Ouattara became familiar with mining and fell in love with the sector. She believed countries like Côte d’Ivoire can benefit greatly from responsible mining and creating an ecosystem that supports a reliance on local supply chains.

Laetitia’s role as a Country Manager in Côte d’Ivoire includes facilitating the acquisition of mining permits and authorisations as well as negotiating mining agreements. According to Laetitia, the main challenge for mining in Côte d’Ivoire is the lack of knowledge around the sector. She has worked hard to generate awareness of the resources industry and the benefits it can bring to host countries and their economies.

To encourage more women into mining in Côte d’Ivoire, Laetitia is the sponsor of the women’s association, AFEMI, at Endeavour’s Ity mine. She mentors and coaches women, helping them to develop the strong network they need in order to be recognised for their skills and the excellence of their work. Laetitia also promotes local employability by participating in job forums and school orientation days, with a special focus on girls’ schools because gender biases still exist.



“ We have a massive opportunity to re-imagine mining as an industry for purpose and social good.”

HEATHER GAMBLE

Company: Women on the Move: Artemis Project

Title: Chief Executive Officer

Country: Canada

Heather Gamble believes the mining industry's greatest challenge over the next five years will be attracting and retaining diverse talent across the value chain. However this can be overcome, and women are key. At the Artemis Project, she is increasing collaborations and relationships between high-impact women entrepreneurs and mid-to large-tier mining companies. These collaborations address pressing issues in mining and aims to advance mining as a best-in-class UN SDG contributor by 2030.

Heather is the epitome of an entrepreneur, always seeking better ways of doing things. Case in point, in 2020, she was introduced to group of Chilean women mining engineer graduates who were struggling to find their first career opportunity. After listening to their stories, challenges and aspirations, it was clear they were more than qualified to work. Heather thought, if they can't find jobs in Chile, why can't they get jobs in Canada? This is when she created the first international immigration programme for Chilean women mining engineers in Canada.

Heather will continue to press forward with her plans. By 2025, she hopes to have started the world's first women-owned and operated mine, reach \$50 million in procurement for women entrepreneurs in the mining industry, find 100 new jobs for women mining engineers in Latin American and, ultimately, change the mining industry's reputation for the better.



“ In our country, mining is a major driving force for the prosperity of the nation.”

BUJIN GANTUMUR

Company: MERA LLC
Title: Chief Executive Officer
Country: Mongolia

As CEO, Bujin Gantumur has made successful strategic deals for her company and supports innovative projects, such as developing local manufacturing facilities and capabilities for new explosives products. In addition, she leads her company and the sector to become more respectful, ethical and sustainable in social and environmental areas.

Bujin has used her position as a platform to be a voice to advocate for others and empower women. She believes women make fair, honest and respectful leaders who support equality and respect human rights at work and in life.

Bujin believes that the world is changing in the right direction. Her advice to other women is to always believe in themselves and spread the power of empowerment and positivity. She is certain that with equal presence and contributions, the world can operate better and more effectively.



“ I believe that this is the future – mining will have a positive impact on the planet for generations to come.”

CHARLOTTE GIBSON

Company: Queen’s University Ontario
Title: Assistant Professor & Associate Department Head
Country: Canada

Dr. Charlotte Gibson is an Assistant Professor and leads the Critical Minerals Processing Lab at the Robert M. Buchan Department of Mining and lectures at Queen’s University.

In addition to developing processes to concentrate critical minerals from primary and secondary resources, with the goal of promoting the efficient, economic and responsible production of the materials needed to reduce society’s reliance on fossil fuels, she also works on changing the way mining is taught at the university level. Charlotte believes there is a need to better reflect modern practices. She is equipping her students with the skills they need to advance the industry and has begun incorporating modelling, robotics, VR and automation into the core curriculum. She also instills a global and environmental consciousness in her students, ensuring mining has a positive impact on the planet for generations to come.

One of Charlotte’s most meaningful professional experiences was when a female student told her that her talk during a first-year engineering class persuaded her to pursue a career as a mine engineer. It was very humbling for Charlotte to think that her words could influence such an important decision in someone’s life.





“ We will be most successful if we look for ways to harness change for the benefit of all of our communities.”

KATHLEEN GRANDY

Company: Kinross Gold Corporation
Title: Senior Vice-President, Human Resources
Country: Canada

Kathleen Grandy started her career working at a law firm that happened to have a number of mining clients. She loved the work and the people she met, so when she started looking for an in-house role, Kathleen was pleased to hear that Kinross was looking for a junior lawyer. She has continued to work in mining because of the incredible projects, opportunities and people.

One of her proudest achievements has been the successful implementation of 'Connecting Across Differences', a programme that aims to open up deeper conversations around diversity. It has addressed a variety of topics such as racism, mental health, religious diversity, physical disability, and LGBTQIA+ experiences. She would like to continue breaking down the barriers and end the stigma around these discussions.

Kathleen thinks it is up to each and every person to be part of positive change. They need to use their voices to advocate for others and for the kind of place they want the mining industry to be, not just for women, but for everyone. Change has started in the mining industry and Kathleen's aim is to keep it going.



“ I will continue to work for the inclusion of women in the mining sector.”

MAÏMOUNA GUEMBRE

Company: Endeavour Mining
Title: Mine Closure Specialist
Country: Burkina Faso

Maïmouna Guembré started her career as a geologist, an area she chose because she loves working in nature and the outdoors. After multiple changes of role in the minerals industry, over more than two decades, she has ended up in engineering metallurgy, which she also loves. Maïmouna has special responsibility for ensuring that when an operation reaches the end of its lifecycle, her company meets the highest possible standards of decommissioning, environmental remediation and post-mine community welfare.

In Burkina Faso, in south west Africa, public opinion isn't always positive about the mining industry. That's why Maïmouna's work is important, as it helps to build greater social acceptance of mining. Her work with women and communities in particular, in conjunction with WIM, has helped to show how the prosperity which mining engenders can be used to benefit people more widely.

Of course, Maïmouna operates in a domain that's traditionally masculine; she is basically the first female metallurgist in Burkina Faso, and has carved out her own niche in the sector. Now though she advocates daily for the inclusion of more women in the industry – believing that if they have the courage and perseverance, this is a career that women can excel in, learn, grow, and go a very long way.



“ My understanding, knowledge and admiration for mining has continued to grow over decades.”

MACARENA GUTIERREZ

Company: Atlantic Copper
Title: Managing Director
Country: Spain

Macarena Gutierrez believes that mining offers the opportunity to take on new challenges in a very wide range of areas. It's a sector that covers all aspects of management: global companies in global markets, operations highly impacted by environmental, health and safety regulations, energy and water use, community relations, and others. This is why, although Macarena trained as an economist and an auditor, she fell in love with mining. She understood that mining was the beginning of all industrial products, and that materials coming from the earth are a part of everything in society.

She thinks that mining is having a real moment right now. After many years of being low profile, mining is proving its importance again. The world has turned to sustainability priorities and new global goals, such as energy transition, electric vehicles, the circular economy, and digitalisation – and mining is essential for all of these.

Because metals are needed in a more intense way than ever, Macarena suggests that mining has almost become a trendy industry that everybody wants to know about! She feels it's important the industry communicates these positive messages to promote the value of the metals and mining sector, and to build companies that are more human, more sustainable and more collaborative.



“ It is important to find opportunities for women to be more involved and have a representative voice that can empower their involvement in future activities.”

DR. EMILY HAAS

Company: National Institute for Occupational Safety and Health

Title: Research Health Scientist

Country: United States

Dr. Emily Haas became interested in health and safety when her cousin died in a tragic motorcycle accident in 2004. After striking a curb, he was thrown from his motorcycle and his head (he was not wearing a helmet) struck the base of the crossing arm of a railroad signal device. From this tragedy, Emily decided she wanted to better understand internal and external motivators to appeal to individual and group-level behaviour change and learn how to communicate with purpose.

Emily began conducting research around risk communication and management within motorcycle safety. When she presented her research, she learned that many of the barriers she had identified and was working to mitigate among motorcyclists were also present in the mining industry. After graduate school she started a research position at the National Institute for Occupational Safety and Health (NIOSH) focusing on health and safety management, safety culture, and worker engagement methods during the integration of new technologies.

Emily's research projects aim to improve the measurement of safety culture, and as well as how to develop and implement industry-wide strategies to improve worker safety. This area of research has a lower profile in mining but there have been major advances, delivering results to mining safety practitioners that have enabled them to enhance their own methods and management processes, develop a nimbler workforce, empower workers, and reduce accidents and injuries.

Outside of work, Emily chairs the Health & Safety Division Executive Committee for the Society for Mining, Metallurgy, and Exploration (SME) and continually seeks out opportunities for women and young leaders to become more involved in its health and safety division.



“ The smiles on their faces, the growth you witness in people, the inspirational stories – that’s the fulfilling part.”

FATIMA HAYAT

Company: Glencore
Title: Human Resources Manager
Country: South Africa

Fatima Hayat was the youngest and first non-white woman to take on a manager position – not only at her operation but in the group. This afforded her the opportunity to pave the way for other women to enter the industry. Once appointed in a leadership role, she was intentional about her strategy to recruit and empower other women. Fatima also changed the culture by introducing a personal touch and a social element that fostered better relations amongst people. This, in turn, created better team cohesion.

Fatima finds her role as an HR Manager very fulfilling. She is making an impact on individuals through mentorship and coaching, guidance, and connecting on every level. The role is so diverse that it allows her to live out her passion, by being involved in the corporate social space while also making a difference to the communities within which her company operates.

As much as the mining industry has become more diverse and inclusive over the past 20 years since she started, Fatima acknowledges there is still more work to be done. Her position enables her to use her voice to advocate for equal opportunities for women, both within the industry and in the communities, and to help them navigate their way against all odds.

Fatima points out that women in the mining industry sometimes find themselves facing practices that are not always in congruence with their values. She previously investigated a sexual harassment allegation against a senior co-ordinator who had been with the company for 25 years. The co-ordinator was dismissed and to this day Fatima is proud of the bravery of the women who stood up against his behaviour.



“ Every day you are going to meet more women who enjoy working in this industry – they are pioneers you can learn from.”

DR. ERIKA HERRERA GONZALEZ

Company: Mineros Aluvial S.A.S BIC
Title: Ecosystems Coordinator
Country: Colombia

Dr. Erika Herrera Gonzalez is a Veterinary Doctor and Zootechnician. She is passionate about wildlife and spreads her message of conservation in everything she does.

Erika's work involves growing community awareness of conservation issues and programmes, and raising compliance rates in terms of her company's obligations with the environmental authorities. Over the years they have addressed topics such as wetland and fish species conservation, and sensible use of fishery resources.

Her career has had several meaningful moments. This includes a fish repopulation project based on the Magdalena River DNA using bocachico fingerlings and the first catfish repopulation with 3,000 fingerlings. These efforts involved marsh rangers, people from the community, associations, and other entities concerned with fishery resources. Another fulfilling experience was helping former poachers become the leaders of these species conservation programmes.

Erika is convinced that the future belongs to children and young people. She has seen them become environmental spokespersons within their families and communities, helping spread the message of conservation far and wide.

Erika dreams of green mining, of a company that becomes a benchmark for conservation and environmental protection. She believes her company will become a leader in environmental education, and people will learn that this kind of mining is indeed possible.





“Progress towards diversity, social justice and climate responsiveness will require a cultural shift.”

JENNIFER HINTON

Company: Jerois Global
Title: Group Manager ESG
Country: Uganda

Despite growing up as an avid rock collector, the mining industry wasn't on Jennifer Hinton's radar as a child in Canada.

However, life is full of surprises and in her last year as a university engineering student she became inspired after taking a course in the mining department. Weeks later, Jennifer found herself at an artisanal mine site in Brazil's Amazon rainforest and has never looked back. She has since worked across the spectrum of the mining industry, from artisanal to large-scale mining, at grassroots to international levels, and in policy, legal, technical, economic, social and environmental areas of the sector.

While acknowledging there is still much work to be done, Jennifer is encouraged by the remarkable efforts underway in the mining industry to prioritise climate change, advance diversity and create meaningful benefits for society. She believes there is something for everyone in mining and says women entering the industry should not be afraid to ask for what they need in order to thrive in their careers.



“ You have the chance to work with people across the world in an industry that is evolving and exciting.”

KAREN HUDSON-EDWARDS

Company: University of Exeter
Title: Professor in Sustainable Mining
Country: United Kingdom

Professor Karen Hudson-Edwards was inspired to study geology by a professor who gave a brilliant talk at her school open day. When she became a geologist herself, her first experience of working in exploration was in the remote Northwest Territories of Canada, above the tree line with grizzly bears. She found the job and the place intimidating to begin with but her confidence grew and it became one of the most memorable experiences of her career.

Now, as an academic, Karen trains students to be leaders in sustainable and responsible mining. She is also conducting research on the remediation and reuse of mine wastes, the circular economy in mining, and the potential environmental impacts of increased mining of critical raw materials.

Karen reminds us that the mining industry is interdisciplinary and needs people with the passion to promote sustainability, protect ecosystems and human health, and deal with legacy mining issues. She believes today's students are tomorrow's leaders in the geological, engineering, financial, social and environmental aspects of sustainable and responsible mining.





“As humans we have the capacity to use our talents and resources to protect the environment and our communities.”

DR. LYDIA JENNINGS

Company: The University of Arizona

Title: Postdoctoral Researcher

Country: United States

Dr. Lydia Jennings is a Huichol and Pascua Yaqui nations soil scientist working at the intersection of mining reclamation and tribal environmental self-determination. As a soil scientist, Lydia thinks of reclamation on a variety of timescales: the microbial growth time scale (which helps facilitate important nutrients in the soil), revegetation growth scales, habitat enrichment and larger geologic time scales. As an indigenous woman, Lydia combines this approach with thinking of the “seven generations forward” time scale taught by her community.

Growing up as a keen trail runner in the southwestern United States, Lydia often encountered abandoned mining shafts or remnant mine tailings. This piqued her interest in mining and got her asking herself why these places were not cleaned up post-operation. Now, having learnt the tools of land restoration and environmental law, she holds important stakeholder conversations around approaches to mining operations and reclamation that consider the needs of tribal nations, both ecologically and politically. Lydia believes people can always work better together and highlights the importance of engaging with both indigenous peoples and local communities.



“ Trust your instincts and lead with your originality and you will be unstoppable.”



RUCHIKA JHA

Company: Arkya Consulting
Title: Founder
Country: India

Ruchika Jha has always been passionate about making a difference and challenging the status quo. The mining sector in India has a very low representation of women, especially at the leadership level, and she wanted to set an example as a leader and inspire other women to choose mining as a career. During her career, Ruchika has empowered, mentored and encouraged many women leaders to take up challenging roles in the departments she has led. She is also the Co-Founder of WIM India.

After 20 years working across a range of business areas, including supply chain, sales and procurement, strategy, change management and consulting, Ruchika was appointed Chief Executive for the silver business of a multinational resources company. It was there that she witnessed first-hand the transformation of a mining company through growth while creating sustainable value for its communities and business partners.

Ruchika is an entrepreneur and started her own boutique consulting firm that partners with metals and mining clients looking to achieve sustainable and efficient growth. She also continues to follow her passion of promoting the upward mobility, ecosystem and empowerment of women in mining in India.



“ Education is central to inspiring more girls to enter an industry that is so rewarding.”

ANA GABRIELA JUAREZ

Company: CTA Environmental Consultants
Title: President Canadian Operations
Country: Guatemala

Ana Gabriela Juarez took an internship after graduation and one of the first projects she was involved in was a mining project – she was hooked straight away! Everything about mining inspired her to keep working in the sector. She sees every day as an adventure, with something new to learn that keeps her engaged, growing, and loving the industry.

The past 20 years have been filled with exciting, challenging and fulfilling experiences. Ana is part of one of the few Latin American environmental consulting companies working for the mining industry and only the second Guatemalan company to open an office in Canada.

WIM Central America has been Ana’s latest inspiration and it is her way to give back and make a difference in her country and region. One of the initiatives she developed at WIM Central America is a children’s education programme that she hopes will inspire young minds, especially girls, to learn STEM and enter the mining industry. This will help close the skills gaps in the region.



“ I encourage honest and open conversations that allow team members to flourish and contribute daily.”

AXELLE KAUMBU

Company: Mutanda Mining Sarl
Title: Logistics Superintendent
Country: Democratic Republic of the Congo

Axelle Kaumbu’s work gives her a sense of accomplishment every day. She is proud to be contributing to her country’s economy and the world at large.

Axelle has found herself in situations where the odds were stacked against her, however she always persevered until her goal was met. Her style of leadership is liberal, firm and nurturing, and she encourages honest and open conversations that allow team members to flourish, although their actions must be aligned with the company’s goals, ethics and values.

To young women considering the mining industry as a career, Axelle would say: Go for it! She believes it is a value-adding industry not only to the world, but to women, their family and their community – it really is an exciting journey!





“ Stewardship of the environment is a priority and we can work together to ensure it is successfully protected.”

BARTLY KLEVEN

Company: Kinross Gold Corporation Alaska

Title: Director of Environmental Affairs

Country: United States

After earning her Civil Engineering degree at Montana State University in Bozeman, Bartly Kleven moved back to her native Alaska. Since then she has lived and worked in Fairbanks, focusing on environmental permitting and compliance in the mining, utility and oil and gas sectors.

Bartly was appointed by the Governor to the State of Alaska Minerals Commission from 2006 to 2015, served as the Technical Program Director for AMA Spring Conferences, and served as the Statewide Secretary for the Alaska Miners from 2004 to 2013. Currently she sits on the University of Alaska Fairbanks College of Engineering and Mining Advisory Committee, and is the President of the Alaska Miners Association.

Her overarching belief is that mining will play a massive role in helping to control climate change. Her aim is always to build trust through transparency and consistency, and her ability to instil stakeholders with confidence in mining operations has inspired colleagues and mentees over many years.



“ In the face of adversity,
I always had faith in my ability
to not only succeed but thrive.”

TALAR KOUSHIAN

Company: South32
Title: Improvement Specialist
Country: Australia

Talar Koushian was aged 24 and had already graduated with a degree in Economics when she was forced to flee her home in Syria because of the war. She escaped first to Lebanon, then was granted a humanitarian visa and moved to Perth, Australia. Talar joined South32 as a Treasury Analyst in 2018 through the company's pilot Refugee Talent Programme. Talar has since gained her Master's qualification in International Development from the University of Western Australia.

The mining industry is unique and suits Talar's adventurous character. She feels the adrenaline rush of working in a sector that has the opportunity to discover and unearth new metals. She has faced challenges on a daily basis which have helped her evolve, learn new skills and develop. The sector is also at the forefront of technology innovation, which is an area that excites Talar. From a work perspective, she sees that job opportunities in mining are bountiful across the world, offering the chance to grow and progress in unique environments.

Talar is an advocate for inclusion and diversity and utilises every opportunity presented to make this world a more equitable place for future generations. Her goal is to contribute towards building a workplace where everyone can come as their true self without judgement or discrimination. Talar believes to promote inclusion and diversity at work, people need to become role models and embody the same values that they want to implement.



“ Many ventures would not get anywhere without diverse groups finding common ground.”

GULZHAN KOZHABAYEVA

Company: Women in Mining Kazakhstan

Title: Founder and Chair

Country: Kazakhstan

Gulzhan Kozhabayeva joined the mining industry as a lawyer in 2010 when she was asked by a business owner to represent him. Throughout her career, she has sought to be a negotiator who finds balance and common language across a diverse group of stakeholders – government, corporations, shareholders, local communities in remote villages – to secure a mutually beneficial solution.

Gulzhan thinks it is key to believe in one's own abilities. Studies show that women often underestimate their own abilities, which can hold them back from taking on the challenges that will help them achieve their potential. Working with her colleagues, Gulzhan is determined to empower women in the mining sector through capacity-building initiatives and promoting outreach activities that strengthen professional networks for women in mining.

Gulzhan is also passionate about the issues of social licence to operate and ESG. She tracks these practices in the mining sector as they are essential for creating trust with the public. Social licence to operate touches all the United Nations' Sustainable Development Goals, but feels it is especially relevant to SDG 9: build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.



“Coming from a family of strong women, I was taught perseverance, to be bold and take every opportunity that comes my way.”

DANIELLE KYLE

Company: South32
Title: Indigenous Liaison Officer
Country: Australia

When an opportunity arose in 2007 to work at the Cannington mine in Queensland, Australia, Danielle Kyle's first thought was about her daughter. Danielle started a career in mining because she was a single parent with aspirations for her daughter to attend boarding school and receive a good education. It wasn't an easy transition though. Being both a woman and Aboriginal, she was a member of two minority groups, and she felt very out of place.

With effort and energy, Danielle soon built her skills and experience, and saw the opportunity to support other Aboriginal people start their careers in mining. In 2017, Danielle established the Indigenous Work Experience Programme and Indigenous Networking Group to increase participation of First Nations people and support them in their careers in mining. Seeing people gain meaningful, long-term employment as a result of her efforts truly inspired Danielle to continue working in mining.

Danielle is grateful to her family and her culture for the strength they've passed on to her during the times she has sought to overcome hardships. She now tries to share this strength with others as she is aware her people face a lot of adversity.





“ I am inspired by people who live their life’s purpose, contribute, bring change and strive for essential values.”

ALMEDINA LIKIĆ

Company: Adriatic Metals/Eastern Mining
Title: Information Centre Associate
& Adriatic Foundation Secretary
Country: Bosnia and Herzegovina

After university, Almedina Likić made the decision to stay in her native Bosnia in order to contribute to the development of the local community. Her home town, Vares, has a long and proud history of mining, and the industry there is closely tied to the life of the community.

The most challenging and rewarding aspect of Almedina’s role is building positive relations with the local population. She grows support for mining through daily communication with interested parties, aimed at fostering bilateral co-operation. Almedina’s approach is based on her understanding that every mining company must be built on firm foundations of social responsibility. She believes that people are the most important part of the industry and taking this approach is what brings success.

As a WIM100 nominee, Almedina recognises that her passion for helping others is appreciated. She is determined to contribute even more to her community, by living up to the values that she advocates for all women in our industry: to be yourself, and be strong, capable, intelligent, hardworking and kind.



“ I am thrilled to work in such a fast paced environment that is constantly evolving.”



FATOUMATA LY

Company: BIA
Title: Country Manager
Country: Mali

As Country Manager of BIA Mali, a subsidiary of BIA Group, Fatoumata Ly is currently the only woman in the organisation to lead a country operation. She joined BIA Mali in the very early stages, when there were only four more colleagues. While numbers have always been Fatoumata's passion, moving into mining was the best professional decision of her life

Working in a male-dominated environment has been challenging but Fatoumata is proof that it is possible for women to succeed and that employing women in senior positions is highly beneficial for the resources sector.

Mining is a hugely important industry in Mali, contributing more than 25% to the country's GDP. With industry stakeholders calling for a more ethical and sustainable way of doing business, Fatoumata is confident that her company is moving in the right direction by creating more diverse, creative and innovative teams.



“ We can demonstrate the positive impact mining can have socially, economically and environmentally.”

MICHELLE MANOOK

Company: World Coal Association

Title: Chief Executive Officer

Country: United Kingdom

Michelle Manook's bravest moment in her career was taking on the role of the World Coal Association's CEO. Coal is vilified and misunderstood, and the coal industry needs to demonstrate how willing it is to participate in a decarbonised and sustainable future, while contributing to poverty alleviation and economic progress across the world.

Michelle is excited by today's new wave of coal leaders who are inspiring their peers to be more inclusive, adaptive, courageous and less fragmented. Together they are charting a coal future focused on emerging and developing markets, equity, innovation and advancement through technology. It's not an easy path, but one she believes must be taken, given the potential impact on billions of people.

During her career, Michelle has had the privilege to meet people from all around the world and from all different walks of life. She has worked across Australia, Asia, Africa, the US, Middle East and Europe, and spent more than 20 years protecting and enhancing the reputation of global energy and resource companies. Michelle believes there is no other industry that offers such remarkable opportunities.



“ The cleaner, the operator or the CEO – listen to them all and treat everyone as if they are your boss.”

SHONA MARKHAM

Company: Rio Tinto Weipa
Title: General Manager, Operations
Country: Australia

Before Shona Markham even started at university, she had her heart set on being a part of the mining industry. She loved the idea of combining the practicality of science with a career focused on people – it’s a mix that always stood out to her. She became an engineer and, 20 years on, there has not been a day where she has regretted her choice. Today she is General Manager of Weipa Operations, running Australia’s largest bauxite mining operation in Cape York, Queensland.

Shona sees the positive impact her company has on the remote and regional communities around their operations. There are very few jobs that can have such a tangible and positive impact locally. As one of the biggest employers of Traditional Owners in the area, she finds it incredibly inspiring to contribute to the improvement and growth of the region, and ultimately, to leave a lasting legacy.

Every day, Shona aims to show up as a leader who listens and is both confident and vulnerable. She believes it is important to show the human side, with mistakes and reflections, and yet continue to drive results through competence and effective decision-making. Empowering others to bring the best version of themselves, and their best ideas, is what enables an operation to succeed.





“ Grab opportunity with two hands, then work hard and make a difference.”

LUCY MARTIN

Company: Bechtel Corporation
Title: Chief Financial Officer, Mining & Metals
Country: Australia

Lucy Martin enjoys the international nature of the mining business, working in some of the toughest parts of the world on the most challenging projects, with the best teams, since she first started out as a Chemical Process Engineer. So when she looks forward to the next 20 years, Lucy is certain it's going to be quite a ride. The lessons she has learnt on the way, both good and bad, ground her, help her to empathise with others and drive ahead with focus.

Lucy's journey within the industry has seen her excel across engineering, finance, business development and leadership. This broad perspective has led her to drive various initiatives across the business, including Bechtel's decarbonisation and energy transition, as well as the diversity and inclusion strategy within the business unit.

Lucy thinks the incredible challenges and opportunities that are ahead are matched by the remarkable people who work in the industry to address them. There are many trailblazing women, past and present, who have driven their own careers forward and taken the time to pull others with them. She is inspired every day by their excellence, humility, care and resilience.



“ Find a mentor, listen, learn and lean on others in the industry to survive and thrive.”



LUCY MCCLEAN

Company: Association for Mining & Exploration Companies (AMEC)

Title: Director NSW, Victoria & Tasmania

Country: Australia

Lucy McClean believes the mining industry today is at the start of an exciting new frontier. With the rise of the global importance of critical minerals, light is being shone on the industry and how it can support evolving global commodity requirements. With the current focus on labour and skills availability, and the spotlight on diversity and inclusion, Lucy believes the mining industry has the opportunity to lead other industries. It is a watershed moment for the industry and she feels privileged to be part of the evolution of the industry.

During her career, Lucy has blazed a trail in the sector. She initiated and managed the production of the NSW Minerals Industry Exploration Handbook, a benchmark guideline document for the mining industry in NSW, and the NSW Minerals Industry Due Diligence Code of Practice for the Protection of Aboriginal Objects, a code of practice developed for industry and called up in NSW Regulation (equivalent to the Government Code). She also initiated and managed the production of key industry documents in NSW and Victoria, including a comprehensive AMEC Land Access Toolkit in each State with a comprehensive industry guide, template agreement, video and fact sheets to support community consultation and social license.

Outside of work, she volunteers as Chair of Women in Mining NSW (WIMnet NSW), a volunteer run arm of AusIMM (Australasian Institute of Mining and Metallurgy). In this role she has been a vocal advocate for change and calling for action following the recent reports and inquiries into bullying and sexual harassment in the industry. As Chair of WIMnet NSW, she led a review of the flagship Mentoring Programme as well as improved internal governance through strategic planning and Committee restructure.



“Your work, efforts, gains and lessons will lift up 1,000 other women you might never meet.”

MECKTILDER MCHOMVU

Company: WOOW ME JEWELS
Title: Co-Founder, Chief Creative Officer
Country: Tanzania

Mecktilder Mchomvu's vision is to see Tanzania achieve #ZeroExportationOfRawGemstones, where locals take full charge of the mineral value addition sector. To this end, she has founded and promotes forums and platforms to train and mentor women, the youth and disadvantaged groups about mines and mineral value chains.

Mecktilder believes it is vital that the challenges facing women and the youth in the mining and mineral business are discussed and solved. She is working for change in gender-based violence, access to tools and finance, equal access to markets, health and safety, and reducing environmental impact. This involves mobilising women in sustainable development and leading international market research for women-mined, value-added gemstones and jewellery.

Mecktilder is inspired by a female miner along the valley of the Uмба river where sapphires are found. This young woman wakes up every morning, takes her tools and goes to the mines in search of precious gemstones to feed her family, educate her children and light her household. Seeing her makes Mecktilder all the more determined to solve the current pressing issues surrounding the mining industry.



“ Waking up each day is an inspiration, knowing that I am blessed in my career and all that I set my mind to.”

SOPHY MFHUTHI

Company: Glencore Alloys
Title: Administration Assistant
Country: South Africa

Sophy Mfuthi is determined to ensure that women in the mining industry always have their voices heard. She has pledged to make positive and impactful changes so that the mining industry will continue to operate in the best way possible and thrive. This is why Sophy always tries to set an example for female colleagues in mining.

Sophy started as a temporary cleaner when she was 22 years old before studying part-time for a Certificate in Office Administration and then transitioning to a role in the administration department. It has been a long journey and there have been many challenges along the way, including raising two daughters alone and caring for her brother who has special needs. However, the support Sophy has received, combined with her perseverance, has enabled her to dream, learn, grow and, ultimately, succeed.

Sophy has now enrolled to study Logistics. This will broaden her knowledge and open further doors of opportunity in the future.

To her female colleagues, Sophy says always believe in yourself and never give up. It is never too late and there is no limit for women in the mining industry anymore.





“Behind every successful woman is a growing band of other successful women who have her back.”

SARAH MOHAMED

Company: Centamin Sukari Gold Mine
Title: Environmental Superintendent
Country: Egypt

Sarah Mohamed is the first Egyptian woman to work full time, onsite, in the mining industry in Egypt. She works with more than 3,000 men and she is not at all afraid to roll her sleeves up and work alongside them, although she is aware that gender equality in Arab countries is a big social challenge.

It has taken Sarah ten years to find her voice and, now that she has it, she is not going to be silent. She fights for her dream: to overcome the gender-based barriers imposed on women and to take serious steps towards gender diversity and inclusion. Sarah has the courage to speak up and challenge the status quo.

Today, Sarah offers proactive advocacy for her female colleagues to ensure they feel supported and respected. She is trying to be a mentor and inspiring person.

Sarah believes that one day, Egypt will have many women leaders in the mining industry.



“ I love metallurgy, and when you love something, you always find yourself constantly pushing to do your best.”



NEO MOLELEKENG

Company: Glencore Alloys
Title: Group Metallurgical Manager
Country: South Africa

Neo Molelekeng didn't choose mining, the mining industry chose her. In 2000 she was blessed with a life-changing opportunity: a bursary to complete her degree in extraction metallurgy.

Neo creates platforms for critical dialogues to take place and effect change both as Head of Glencore Alloys' WIM organisation and as part of South Africa's Mine Health and Safety Counsel Women in Mining Advisory Committee. She has put her heart and soul into these commitments because, while great strides have been achieved towards diversity, equity, and transformation, a lot more still needs to be done.

For years Neo has been passionate about mentorship. Some of her previous mentees, both men and women, are in middle and senior management levels now. recognises that all people are inherently born with the desire to do good and excel, and it is how one interacts with them that either breaks that lamp or tops up their oil.

Neo believes a new era of responsible and sustainable mining and processing is taking place. Constructive involvement in the empowerment of local communities as well as the care of the environment is key to the growth and sustainability of the industry. And, more than ever, it is pressing that the industry align its values and embrace a diverse collective. To achieve this, there must be impactful dialogues and those who enables them to take place.



“ I am sure that together we can achieve great things and prepare the world for the next generation.”

NERY MONTEZA

Company: Nexa Resources
Title: Supply Chain Analyst
Country: Peru

Nery Monteza's goal is to get more people to commit to the idea that an increase in diversity will bring an increase in success. When people understand that, it will allow everyone to work in a safe space, both physically and psychologically. Nery is sure that this can be done, though it is clear that allies are needed. To this end, she believes men must be educated so they can appreciate the role they play in achieving a more inclusive society and mining sector.

Since 2019, Nery has been part of Nexa Resources' women's group, Empodera. The group has managed to increase women in the company and to extend maternity leave from 98 days to 180 days, which is a major achievement in Peru. Empodera has also implemented programmes that train women and enable them to enter positions that have traditionally been only occupied by men.

Nery is also an active member of WIM Peru, where she helps plan programmes that foster equity and inclusion of women in the sector. One such programme is focused on girls who are in secondary school and teaches them about STEM careers.



“ In terms of the environment, safety, quality employment and high technology, mining leads the way.”

PRISCILA MORENO NÁJERA

Company: Aminer
Title: Executive Manager
Country: Spain

Priscila Moreno developed her passion for mining when she was a child due to her father, a mining engineer who famously surveyed the whole Iberian Peninsula in the 1970s. Since 2013, Priscila has been the Executive Manager of Aminer, the Association of Research Companies, Extractors, Mining-Metallurgical, Auxiliary and Service Transformers, part of the Andalusian union of metal mining.

Her job is to highlight the economic benefits of sustainable mining development. Priscila feels very proud to be part of an industry which, due to its characteristics and future role in the energy transition, has a very important strategic place in the socio-economic development of Spain.

Priscila's commitment to a more sustainable, responsible and safer mining industry has led her to set up the Andalusian Cluster of sustainable mineral raw materials, commissions and technical conferences within Aminer. The purpose is to share knowledge, promote the application of best-applied techniques and for the development of Advanced Aspects in Mining Activity. With the same tenacity, she has also developed for the promotion of mining, with the aim of achieving social acceptance and the understanding of what 21st-century mining really is in terms of environment stewardship, safety, quality employment, implementation of high technology and socio-economic development.





“ My proudest moment has been leading our flagship programme for woman dumper drivers.”

SANA MUHAMMAD AFZAL

Company: Sindh Engro Coal Mining Company

Title: Production Officer

Country: Pakistan

Sana Muhammad Afzal chose mining because it is nature-oriented, and she is fascinated by the potential to explore Pakistan's mineral wealth. Most of all, a career in mining means she has the opportunity to work with brilliant individuals that make things happen at every level of the organisation. She has collaborated with geologists and seasoned miners to achieve effective construction and expansion of a mine. Sana also assists in the training of new personnel, focused on mining operations, equipment, safety procedures, sustainability and excellence.

As a mining engineer who is also a woman, Sana's professional development has required abandoning all the stereotypes that hold women back at work. She commits herself to achieving organisational goals, as part of a team effort, with a positive attitude and performance. In doing so she hopes she is playing a small part in paving the way for other women to pursue a career in the mining industry.



“Everyone has the potential to succeed in their career and live a great life if they tap into their inner strength and uniqueness.”

RAKSHA NAIDOO

Company: The Particle Group
Title: Chief Executive Officer
Country: South Africa

When Raksha Naidoo sees potential in someone, she invests hard in them. She wants nothing less than for them to develop, grow and become the best version of themselves. This mentorship passion is borne of her own experiences, where overcoming challenges has given her the confidence to use her voice to help speak up against bias and help empower others to find their own voice. She believes that by acting together, people can work towards breaking stereotypes and building a better society.

Raksha works hard on being an authentic leader, role model, and source of support to other women and men. She seeks to be the relatable mentor she never had herself during the early stages of her career. As a woman, she knows how important it is to have someone to talk to. This is why Raksha offers her help to other women by listening, sharing guidance, and offering support. Her ultimate goal is to help them become influential leaders in the mining industry.

One of the most challenging aspects of Raksha's career has been dealing with bullies who have questioned her competence and abilities. Standing up to these people has been a difficult but essential part of her journey. However one of the most meaningful moments in her career was when she realised standing up to the bullies meant standing up for women everywhere. This realisation gave her the confidence to use her voice to speak up against biases and help empower others to work towards improving the industry.



“Responsible mining, transparent use of mining proceeds and modern restoration practices are the key to the future.”

TUMENBAYAR NYAMAA

Company: TemugeLaw LLC
Title: Managing Director
Country: Mongolia

Tumenbayar Nyamaa has worked at the Embassy of Mongolia in Washington DC, and on a variety of UNDP and World Bank programmes. Her background as a legal adviser to the Parliament of Mongolia enabled her to develop specialist expertise in the mining sector, through her work on sectoral reform policy. Since 2010 she has been a partner at TemugeLaw LLC, providing legal counsel for domestic and international mining companies.

She views investment in people and skills, advanced technologies and R&D, as prerequisites for sustainable mining and land restoration. To these ends she has established a school visiting programme in Mongolia, promoting STEM, environmental studies, and opportunities in the mining industry for young people.

Tumenbayar sees this nomination as recognition for all the women who devote themselves to social causes in Mongolia. She is dedicated to motivating, connecting, and empowering women in her country's extractive industries.



“ My most cherished moments in this industry are when I see creative minds collaborating to find solutions.”

MONICA OSPINA

Company: ○ Trade
Title: Founder & Chief Executive Officer
Country: Canada

For Monica Ospina, the mining industry is one of the greatest opportunities to create regional development and prosperity. Therefore, she finds it incredibly meaningful when her work leads to constructive engagement between mining companies and communities.

Monica assists mining companies improve their social performance by delivering innovative solutions for socio-economic sustainable growth with strategies developed over two decades of research and field experience in diverse communities around the world.

Monica believes that the social sciences are just as important as geology, engineering and environmental sciences to achieving sustainable mining, and social impacts should be addressed with a serious technical approach. However, transparency and honesty are equally important.

By integrating and collaborating with communities, the mining industry can achieve a sustainable and conflict-free future that adds value to the mining industry and society overall.





“ Do not limit yourself on what you think you can do and achieve in this and any other industry. You must believe in yourself. Every role and every level is available if you bring your expertise and acknowledge potential.”

VANDITA PANT

Company: BHP
Title: Chief Commercial Officer
Country: Singapore

Vandita Pant is Chief Commercial Officer at BHP where she is motivated by the company's commitment to the creation of social value. Passionate about the company's programmes that champion inclusion and diversity across mining, Vandita is also executive sponsor for racial diversity. She leads a working group to accelerate BHP's efforts around improving the work experience of non-dominant racial groups.

Vandita is committed to remaining a proactive and visible champion for BHP's diverse teams and leaders, while supporting diversity every day. She is determined not to let stereotypes or assumptions get in the way for herself or her colleagues.

For Vandita, COVID-19 highlighted the importance of maintaining tenacity and resilience in challenging times. She is extremely proud of her team members who are excited by their work, have profound expertise in what they do and collectively make the world better every day.



“ When challenges arise and the way forward is unclear, I double down, look for solutions, and work that bit harder.”

KEREN PATERSON

Company: Trigg Minerals
Title: Managing Director & Chief Executive Officer
Country: Australia

Keren Paterson's first experience of the mining industry was at a camp hosted by the Chamber of Minerals and Energy. Inspired by what she encountered, she went on to forge a career in the sector, building resources projects that communities take great pride in. As the Founder of ASX-listed Trigg Minerals, she inspires others leading by example and proving that women can be successful mining entrepreneurs.

Her 25-year journey has encompassed engineering and business qualifications, and experience of the entire resources value chain. From being an underground miner to leading multiple greenfield exploration discoveries, Keren's understanding of the sector is extensive. She has also worked in project development, operations management, mining finance, M&A, IPOs, strategy advisory, mining services and in non-executive director roles.

Keren is a tireless advocate for careers in mining. As she is always keen to explain to young people, there are so many different and fascinating jobs in mining, there really is something for everyone.



“ Explain yourself clearly and concisely, and be assertive with your words and actions.”

RACHAEL PAUL

Company: Scotgold Resource

Title: Mining Geologist

Country: United Kingdom

Rachael Paul joined the mining industry because she was excited by the varied work. One minute she could be presenting to the board of directors and the next minute she's underground, chiselling into a rock face, identifying sulphides!

Since joining the Scotgold team, Rachael's proudest moment has been growing the geological team. When she began, she was the only mine geologist. Today, Rachael has grown the team to three people, who can share ideas and skills. She has enjoyed providing training on geological mapping and modelling, as well as watching them improve their knowledge, understanding and passion for the mine.

Rachael is excited about the future of the mining industry, with more women than ever making an impact. She believes that increasing opportunities for women entering the industry is crucial, therefore she is excited to strengthen the industry-academic partnership she set up between Scotgold and St Andrews University. By the means of mentoring, lectures, workshops and placements, more women will be encouraged to enter the industry and see it as a viable and exciting career choice.



“ Be courageous enough to disagree, be generous with your time, and always give a voice to those who cannot speak up.”

MELANIE POLLARD

Company: Resolute Mining
Title: General Manager, People & Safety
Country: Australia

Today, Melanie Pollard is grateful to be working in an industry that is at the crossroads of so many different challenges, from science and geopolitics to technology and sustainability. Increasingly, mining is also an industry that is capable of introspection and change, allowing people like Melanie to push the boundaries on a number of contemporary issues.

Melanie has achieved much over the few years she has worked at Resolute, including support with private health insurance for all employees and paid parental leave policies that go above and beyond the minimum legal obligations. Her most rewarding moment was the development and roll-out of a Leadership Development Programme for Resolute's national employees in Mali and Senegal. It took nearly 18 months to create and was the result of amazing teamwork and out-of-the-box cross-departmental collaboration. The programme targets all national employees in supervisory functions and includes training on what it means to be a leader, vision and values sustainability, safety leadership, communication styles and conflict resolution. Melanie launched the first sessions of the programme in Mali and witnessed several discussions, including cultural diversity and the challenges of working in a male-dominated industry and patriarchal society.





“ Our industry’s current efforts are directly related to the future and the well-being of humanity.”

PATRÍCIA PROCÓPIO

Company: Hexagon Mining
Title: Director of Planning, Innovation & ESG, Latin America
Country: Brazil

The focus of Patrícia Procópio career is taking responsibility for the future of our people and planet. Globally, the mining industry’s impacts are significant: social, environmental, and economic. By playing a key role in a wide range of discussions, events and agendas, she is in an important position to create positive change in all these areas.

As a woman in mining, Patrícia feels strongly about the importance of continuous learning. This is the foundation for success, and what equips women to overcome the challenges that often arise alongside our professional responsibilities. She describes education as the catapult that powers us towards a more diverse, technologically-empowered tomorrow.

Patrícia also pays tribute to the women who have come before her, and paved the way for her own success. In return she is committed to supporting the young women who are our colleagues of tomorrow. They are the ones that will continue to transform and enhance our industry, and our world.



“ It’s important for women to know that someone else in the industry is rooting for them.”

JENNIFER PROSPERO

Company: Eldorado Gold Corporation
Title: Senior Director, Sustainability
Country: Canada

Jennifer Prospero has had several milestones in her career. They include being part of a team that successfully concluded a multi-year Environmental Impact Assessment (EIA) in the Arctic, supporting the implementation of a massive social and environmental programme in Madagascar, and working with an international NGO in Cuba. Today, at Eldorado Gold, she is developing and implementing a leading sustainability management system in Greece, Turkey and Canada. She genuinely feels she is leaving each place and project better than when she found it.

Jennifer appreciates that mining is polarising because it is not well understood, and the average person does not want to engage with misunderstood industries. The key is achieving a social license to operate and to do that, the mining industry must engage with people around the world. They must be interested, informed and engaged in the process. As a sustainability professional, Jennifer believes a key part of her role is to be a bridge to those relationships and to facilitate that understanding.



“ Today, the opportunities for effecting change in the mining industry are very exciting.”

DORENA QUINN

Company: IAMGOLD Corporation
Title: Senior Vice President, People
(Global Head of Human Resources)
Country: Canada

Dorena Quinn is inspired by the young women who are blazing careers in mining. Seeing their commitment to transformation, despite the gender challenges of the industry, makes her HR team push harder for progressive inclusion and diversity programmes. The work her team has done around the Environmental, Social and Governance agenda speaks to the attributes younger employees want and need to see from their employers. Her work with the company's Indigenous partners is particularly rewarding.

Dorena is honoured to have played a strategic role in the company's renewed relationship with its Indigenous partners and continues to support the principles of reconciliation.

Dorena introduced the “people pillar” to the key elements of IAMGOLD's strategy and demonstrated the links between all six organisational strategic elements, including engagement, retention and advancement as well as social responsibility and risk at the Board level.

Dorena is incredibly proud of the work her global HR team is doing to make the company future-focused and employee-centric, while setting a new standard for the mining industry.

She has sought to make mining a more progressive career choice for women and employees from diverse backgrounds. This entails changing mindsets, establishing physical and psychological safety as a baseline, learning how to be more empathetic and adopting active listening for all employees.



“ I never imagined the journey mining would take me on, there is so much to love about the industry.”

RENATA ROBERTS

Company: The Bloomfield Group
Title: Chief Corporate Services Officer
Country: Australia

Renata Roberts's first job after university was not in mining but with children as a maths teacher in Victoria, Australia. She quickly switched to recruitment and in 2002 she took a HR position at a global mining and smelting company. That was the first time Renata had anything to do with mining – and she hasn't wanted to leave the industry since!

Renata has been involved in projects and events around mental health and supporting women in male-dominated businesses, and is passionate about inspiring others to take their own journey towards workplace diversity and inclusion. In 2020 she won the Exceptional Woman in Australian Resources Award for her leadership and work within the industry. As part of her commitment to building inclusive leaders, she has written a series of children's books called Join Jackson's Journey, named after her son, which will be published in 2022. The books are designed to strengthen the leaders of today, while building the leaders of tomorrow.





“ There is a big opportunity for women to access the jobs being created in the mining industry at the moment.”

ILIANA RODRIGUEZ

Company: Lundin Gold
Title: Vice President Human Resources
Country: Ecuador

In 2019 Iliana Rodriguez became one of the Founders and first Vice-president of Women in Mining Ecuador Chapter, and is a Mentor in the International Women in the Resources Industry Mentoring Program (IWRMP) led by International Women in Mining.

Her passion lies in designing education, training and career programmes that lead to increased employment opportunities for women in mining. Iliana views the growth of large-scale mining in Ecuador as a great opportunity; to create initiatives that set the bar high for diversity, equity, and inclusion from the outset.

At Lundin, her achievements include advancing diversity, equity, and inclusion actions under the Human Rights Pillar of the 5-year Sustainability Strategy. She attends forums, fairs and workshops to present and discuss the practices that she has implemented, and to advocate for the importance of gender inclusion in the workforce. Guided by a commitment to responsible mining, Lundin Gold was the first mining company in Ecuador to become a signatory to the Women’s Empowerment Principles (WEPs). Iliana also obtained Lundin’s certification in the Target Gender Equality program led by UN Women and the UN Global Compact Ecuador.



“ Do not be afraid if you encounter pitfalls and challenges, take them as learning opportunities.”



SHILPA RUMJEET

Company: University of Cape Town
Title: Research Coordinator
Country: South Africa

Shilpa Rumjeet is not a typical mining professional, since her career mainly revolves around the circular economy, resource efficiency and biorefineries, and how these can be used at the core of engineering design to support post-mine development. Shilpa currently works at the Centre for Bioprocess Engineering Research at the University of Cape Town on a regenerative agriculture project that seeks to jointly remediate degraded mine land and sustain surrounding communities.

By adopting an integrative approach, Shilpa hopes to support a more just and equitable transition to a post-mine economy. She is vocal on including communities and her team aims to do so by establishing living labs where communities will have the opportunity to interact with different stakeholders and offer feedback that can be used in project design and implementation.

Shilpa's work in the post-mine space is incredibly relevant and needed in order to curb the negative environmental and social legacies that are often associated with mining. Integrating circular economy practices into post-mine development will provide a sustainable pathway towards achieving multiple environmental, economic and social benefits.



“ I am convinced that women are driven by the spirit of learning, we are motivated to leave things better than we found them.”

MARÍA EUGENIA SAMPALIONE

Company: Newmont
Title: Sustainability and External Relations Director
Country: Argentina

With an academic background in Political Science and International Relations, María Eugenia Sampalione has worked as a consultant with over 50 public and private companies. Her fascinating journey has spanned more than two decades, and a wide variety of industries. However, working in the mining sector is her most enjoyable challenge yet.

Newmont is Argentina's leading gold exporter, and María's role is to ensure the company maintains its reputation for outstanding environmental, social, and corporate governance practices. She is helping to bridge knowledge gaps by raising public understanding of mining and how it benefits society, especially isolated communities.

Although our industry has taken great strides in terms of workplace equity, María is committed to addressing the issue of inclusion in its broadest sense. It is her goal that all people can work in an environment free of violence and harassment, where diversity and inclusion are permanent components of corporate culture.



“ Mining is more vital than ever to transforming our collective futures through the myriad elements of the green economy.”

MELISSA SANDERSON

Company: Mel Sanderson Consulting LLC

Title: President

Country: United States

Melissa Sanderson founded Mel Sanderson Consulting in 2020 to advance her philosophy of “Ethical Sustainable Growth+”. She works with companies from exploration right through to mine closure, enhancing safety training and equipment, engaging in social programmes, providing professional jobs for women, and improving transparency and ethics in government relations in the mining sector.

Melissa’s background as a diplomat first brought her into contact with the sector when working at the US Embassy in Kinshasa, DRC. Convinced that mining could be a powerful platform for positive social change, Melissa left the diplomatic life behind and joined a mining firm as VP Africa. Since then she has focused on implanting sound ESG principles and practices, making a lasting difference in communities around the world.

She especially enjoys working in the rare earth space, at the forefront of the global energy transition, and currently serves on the Boards of American Rare Earths, Advance Metals and Auxico Resources. During her time at Freeport in Phoenix she developed the vision for DreamBuilder, a global online business learning platform for women.





“ Always keep in mind and heart that you have the possibility of building a legacy.”

ELSA SAUCEDO SALAZAR

Company: Compañía Minera Atlán

Title: Sustainability Manager

Country: Mexico

Elsa Saucedo Salazar holds a degree in Marketing from Tecnológico de Monterrey, a Masters Degree in Public Management from the same institution, and a Masters Degree in International Trade from the European School of Management and Business. She is currently a PhD student in Innovation and Social Responsibility at the Anahuac University.

Elsa's professional expertise is in sustainability, design and the implementation of differentiated social responsibility strategies. By developing more inclusive and participatory strategies, she aims to generate shared value, manage socio-environmental risk, and enhance conflict management.

Working in partnership with companies, States, Municipal Governments and Secretariats at Federal level, she participates in and leads educational, social, environmental and cultural programmes. Elsa's passion for human rights and deep appreciation of the importance of mining are her motivation for championing Sustainable Development Goals, and fighting tirelessly to positively influence the lives of others.



“ I am inspired by my daughter, Mabohlale, by the way she believes in herself and dreams without limitations.”

MOGALEADI SEABELA

Company: Anglo American Kumba Iron Ore
Title: Section Manager
Country: South Africa

When Mogaleadi Seabela was in grade nine she came across a brochure about careers in mining. She read about mining engineering for the first time – and it was love at first sight! Mogaleadi liked the fact that the brochure mentioned improving the representation of women and she thought it would be an interesting challenge and an adventure to explore. It was also clear that there were a lot of job opportunities for mining engineers in South Africa and around the world.

Mogaleadi's favourite moments in the mining sector are when her teams outperform their targets. But she is clear that safety is of the utmost importance.

As well as leading mining teams, Mogaleadi plays a role in inspiring and mentoring younger people aspiring to work in the mining industry. She aims to help them focus on opportunities and their contribution to the industry. Mogaleadi encourages young people to put a lot of effort into their personal development because mastery will unlock their greatest potential. Mogaleadi believes that unleashing the power of women in mining will create an industry that is inclusive and future fit.





“ We have the power, drive and ability to produce the elements essential for our bright future.”

TAMSIN SENDERS

Company: NickelSearch Limited

Title: Manager Processing

Country: Australia

Tamsin Senders has always enjoyed problem solving and her background in biotechnology, medical science and teaching has given her a unique perspective on the many environmental challenges encountered in the mining industry. This has also given her a constructive way of viewing mistakes: they are merely an opportunity to learn and take a new path.

Over the course of her career, Tamsin has undertaken a lot of novel work, including piloting bacterial heap leaching techniques and developing multiple processing routes at sites to increase metal recovery and reduce the waste placed in tailings dams. This is key to the industry's future because it cannot rely on finding new high-grade sulphides. Instead, the industry must process the low-grade ores that are currently sitting in the ground and on surface tailings.

Tamsin is struck by the increasing numbers of incredibly high-calibre women in mining. Not only are these women brilliant but also kind, friendly and eager to help. As a WIM100, she would like to support the new graduates coming into the industry.

The mining industry can be instrumental in reversing the current environmental crisis by changing its practices and producing the elements essential for a bright future. It is time to be proud to say, "I work in the mining industry!"



“ Now more than ever we have the ability as an industry to deliver a greater tomorrow.”

KATIE SERJEANTSON

Company: Rio Tinto
Title: Energy Development Project Manager
Country: Australia

Katie Serjeantson joined the mining industry as young student because it represented a world of growth and opportunity, where problem solvers could collaborate to deliver change. When she looks back, she sees a sector that has evolved at an incredible pace. Today, mining has become a phenomenal vehicle to deliver change. The sector has become increasingly focused and shaped by what matters to society. Mining is sustaining the environment for the future.

In her current role, Katie is leading industrial decarbonisation and leveraging the opportunities to not only abate her own company's emissions but also lead innovation, collaboration and policy to deliver a better world for the communities in which it operates.

In any transition, Katie thinks it is important to put people and communities at the centre. She recognises that a greener tomorrow requires more than a technical solution. Supporting communities to reskill, re-purpose and take control of the opportunities a green energy future can provide will deliver positive impacts to the planet and its people.





“ Since childhood I have been fascinated by the fact that people and machines are hoisted underground in search of minerals.”

REBECCA SIWALE

Company: FLSmidth Inc
Title: Vice President, Head of Digital Services
Country: United States

Rebecca Siwale grew up in a small mining town on the Copperbelt in Zambia. As the second generation of a mining family, she was exposed to mining from a very young age and saw first-hand how exciting it was – full of challenges and complexities, with innovative technologies and a skilled workforce. This strong connection to mining has driven her commitment to the industry.

Rebecca’s career has certainly had its challenges. Twenty-two years ago, as one of the few female metallurgists, she needed to prove she belonged. Today, Rebecca is greatly encouraged by the growing number of mining operations that are attracting different skillsets and younger generations. Rebecca is inspired by every young woman entering the mining industry and she recognises that every mentor, manager and ally makes a difference to attracting and retaining them.

Today, she is excited to be leading Digital Transformation. She believes miners will only be able to meet the ambitious Paris-aligned sustainability targets by enabling digitalisation. She is taking a lead in driving digital transformation of equipment across the mineral processing value chain to optimise operations, improve productivity, decrease costs, and deliver better results based on technical analysis and an understanding of strategic goals and challenges.

Rebecca is determined to continue making a positive difference to the industry through educating, mentoring, and developing women to thrive in their careers and change perceptions in the workplace. Through education and networking, she believes everyone can provide a space to share experiences and encourage the next generation of women in mining.



“ I am thrilled with the number of younger women who are currently advancing the mining industry.”



DEBRA STRUHSACKER

Company: Struhsacker Consulting
Title: Principal
Country: United States

Establishing the Women’s Mining Coalition nearly 30 years ago is one of Debra Struhsacker’s most important, exciting, and challenging things she has done in her career.

Through this advocacy group, Debra has worked with many talented and committed people who have contributed so much to her own professional development. The Coalition focuses on showcasing the industry’s commitment to producing vital minerals while protecting the environment and raising awareness of the need for secure domestic mineral supply chains that support the economy, manufacturing, defence and society.

For women entering the mining industry today, Debra cannot stress enough the importance of honing your communication skills. She can see that the mining industry needs leaders who can communicate effectively with a broad array of stakeholders, including communities, regulators, elected officials, activists, the media, and shareholders. Building a rapport with these disparate groups is essential to the future of mining.



“Changes at the grassroots level come when women are present in the decision-making sphere.”

MARIE-ROSE AIDA TAMBOURA

Company: Haranga Resources Ltd
Title: Country Manager
Country: Burkina Faso

Marie-Rose Aida Tamboura is the first female manager of a mining exploration company in Burkina Faso and is also co-founder of the Burkina Chamber of Mines. She joined the sector when she noticed the mining boom was beginning in the 2000s. At that time, there were no women in senior decision-making positions, so Marie-Rose decided to lay the foundations herself.

Marie-Rose's vision is to empower women so they can be financially and socially independent. Ultimately, her goal is to increase the percentage of female CEOs. Having more than 50% women leading mining companies is not just a dream, it can be made a reality! She has not yet finished her work to create a fair extractive industry for all and will continue working on this goal until she sees diversity and equity.

Her big challenge is the financial and educational empowerment of women in the artisanal small-scale mining (ASM) sector. ASM has the power to reduce poverty and Marie-Rose is fighting for formalisation.

Marie-Rose reminds us that being a mother and an engineer at an underground mine is not incompatible, having children is not a brake. On the contrary, she asserts, women are responsible for humanity! Marie-Rose's advice is not to be shy, to forget fears and obstacles, don't listen to traditional society that says: 'this work is for men, science is for men. You have to change the mindset.'



“ Everyone has their own unique story and we can learn a lot by listening.”

KATHLEEN TEW

Company: Cementation
Title: Project Engineer
Country: United States

Kathleen Tew first became interested in the mining industry as a way to bond with her father, who was a mining engineer. When he passed away, Kathleen found it helpful to channel her energy into becoming a mental health advocate. Today, her current initiative revolves around helping people share their experiences with mental health and let others know that they are not alone on their journey.

Kathleen believes the best way to help the industry stay relevant is to listen to the upcoming generations and be open to new ideas. To this end, Kathleen acts as a bridge between generations, taking on new ideas and trying new concepts. Kathleen thinks it is important to challenge the social norm for topics like mental health and start conversations and actions around this topic. Kathleen hopes to continue her work on mental health with students and young professionals.

When she looks back on her career, working with the Society for Mining, Metallurgy and Exploration's Young Leaders Committee really stands out. Kathleen was able to interact with students, widen her cultural exposure, and build lasting bonds. Watching the young adults and students grow is an experience she will always treasure.





“ We need to continue to make women leaders visible so that they can inspire others to be like them.”

MARILYN URTUBIA

Company: Bechtel Corporation
Title: Senior Communications Manager
Country: Chile

Marilyn Urtubia was born in a mining camp and grew up listening to conversations related to mining, such as how to produce copper in a safer, faster, cost-effective way that has less impact on the environment and communities. However, she only joined the mining industry herself in 2012, after a career in sports journalism.

While Marilyn is pleased to see the number of women joining the Chilean industry has increased to 15% in recent years, when she asks women how they feel about working in the industry, she realises there is still work to do in order to create an environment free of gender violence and discrimination and where women feel welcomed and are treated fairly.

Marilyn is working hard to make this a reality. She led Women@Bechtel Latin America from 2019 to 2022 and volunteers with Women in Mining Chile. One of her best moments was in 2021, when Women in Mining Chile's corporate affairs and communications committee was tasked with drafting a book that profiled 100 Inspirational Women in Mining in Chile. In doing this, she was able to meet many inspirational women from different areas within the mining industry. Learning about them and their stories, what they do, and who they are was a life-changing experience. The entire project was an amazing experience, and the level of support from the public and private sectors for this initiative was incredible!



“Constantly challenging the status quo is the best way to consolidate women’s place in our industry.”

CAROLINA DEL VALLE

Company: Newmont
Title: Environmental Manager
Country: Argentina

Dr. Carolina del Valle joined the mining sector through a World Bank programme, where she contributed to Argentina’s public policy, working as a Coordinator in the Assistance Programme for the Argentine mining sector. She was immediately attracted to the sector due to the great diversity of environmental challenges, combined with the interesting business dynamics.

Carolina’s career is full of exciting moments but if she had to choose one, it would be in 2016 when she was invited to establish the National Directorate of Sustainable Mining Production of the National Mining Secretariat. In this role, Carolina was responsible for the design and execution of public policies for the mining sector, such as mine closure, articulation of inter-sectoral interests, technical support to provincial authorities, participation in international agreements, and promotion of best socio-environmental practices for mining activity at the federal level. She served as National Director until 2020.

Carolina constantly thinks about the future of mining and who the future miners are. She believes it is the new generations who have a great opportunity to change the industry’s old habits.





“ Be yourself, be technically and emotionally prepared, and most important: trust yourself.”

ANGELA VASCONCELOS

Company: Equinox Gold
Title: Vice President Finance & Administration
Country: Brazil

In her role, Angela Vasconcelos helps mines become more efficient in terms of cost savings and enhancements, and oversees the focus on achieving the highest possible standards of governance. However, Angela’s most important contribution to the mining industry has been educating her colleagues on the importance of diversity.

When Equinox started construction on its new Santa Luz mine in 2020, Angela recognised an opportunity to use it as a pilot project to better structure the workforce and increase the diversity of its staff by ensuring that hiring practices, training programmes and the mine site culture were welcoming and supportive to women from the outset.

A couple of years later, Angela spearheaded Equinox Gold Brazil’s Mulheres de Ouro (Golden Women) campaign, a month-long celebration of the contributions made by the women to Equinox. She was also instrumental in Equinox Gold Brazil becoming a signatory of the Women in Mining Brasil organisation, which reinforces the commitment to creating and executing action plans to foster inclusive practices and increase the representation of women in all areas of the company.

Angela believes women need to lift up and help other women and she puts this ideal into practice each and every day.



“ The only limits on you are the limits you set yourself, there are no limits to your dreams.”

MAYBEE VASQUEZ

Company: Newmont
Title: Mine General Supervisor
Country: Peru

While mining is traditionally a male-dominated industry, Maybee Vasquez sees a great opportunity for her to contribute to the creation of more inclusive environments not only for women, but for everyone.

Maybee is the Founder and President of BRG Mujeres y Aliados, an organisation of employees who voluntarily work on initiatives for the personal and professional development of women. During her tenure she has secured personal protection equipment in the correct size for women, feminine hygiene items in women's restrooms, developed an inclusion and diversity survey, and organised webinars, workshops and meetings for the empowerment and development of women.

Maybee benefitted from the support of other leaders who saw her potential even when she didn't see it herself. They motivated her to take risks and to continue learning and improving. Now, Maybee takes pride in being a source of motivation and inspiration for other women and is keen to promote the visibility of more women in mining. Seeing other women fulfilled and achieving their potential is Maybee's greatest inspiration and driving force.





“ I firmly believe that the teams that generate great results are those that find opportunity in diversity.”

DORIS VEGA

Company: Compañía Minera Cuzcatlán

Title: Director of Institutional Relations & Communications

Country: Mexico

Doris Vega was born in Fresnillo, where the largest silver mine in Mexico is located. However, she never thought of the mining industry as a career option until years later when she was working in Communication and Environmental Education at Mexico's Ministry of Environment.

In 2010, Doris received an invitation to join the team of an open pit mining operation to coordinate its public relations activities. Upon joining, she discovered a modern, sustainable and innovative industry with high safety standards. What she found interesting was that all of these positive aspects of mining were largely unknown to most of the population. This is when she found the right place to combine what became her two passions: communication and mining.

Doris's constant source of inspiration are her colleagues, the women miners who have shown resilience, dedication and passion. These women are what drive Doris to generate new ideas with the purpose of motivating decision makers to improve the conditions of women in mining.



“ May your achievements be the size of your dreams and may your dreams have no limits.”

CHERYL VELASQUEZ-WATEMBERG

Company: RELIANZ Mining Solutions, part of the GECOLSA Group of companies representing Caterpillar in Colombia
Title: Strategy & Marketing Manager
Country: Colombia

Cheryl Velasquez-Watemberg has made it her mission to prove that excellence, engagement, meritocracy, resilience and tenacity distinguish the work and transformational leadership of Colombian mining women. She is a pioneer, and the founder and manager of inclusion and equality initiatives at RELIANZ Mining Solutions, the official Caterpillar mining dealer in Colombia (GECOLSA group).

She is working to achieve Diversity, Inclusion and ESG goals, and has been instrumental in facilitating over 2,000 hours of constructive talks about equality for the mining industry. She has organised more than 100 mentoring workshops for both women and men, and she contributes to the training and empowerment of new leaders at all levels through RELIANZ WIN miner forum. Cheryl is a true trailblazer, having established the first breastfeeding room in the mining sector in Colombia. She is also co-founder of the ACM's National Award Huellas & Co., and founded Women in Mining Colombia.

Cheryl believes that continuing education is the engine of progress. She builds on this belief by working to train and transform the next generation of leaders in our sector, so geological wealth can generate shared benefits for more women, and wider society.



“ There exists a huge opportunity for women to take more active roles in our industry.”

YOGITA VICHARE

Company: Fura Gems Inc.
Title: Director, Corporate Strategy
Country: United Arab Emirates

After a decade-long banking career in London, Yogita Vichare’s family relocated to Dubai and she was faced with a choice. To carry on in the banking sector or seek a new challenge? She took the plunge and joined a mining start-up specialising in unconventional coloured gemstones. Mining was a completely new terrain for her but it has turned out to have been an experience surpassing all expectations.

Yogita’s most exciting moment working in the mining sector came in October 2018, with the launch of an all-female wash-plant in Colombia. The women in the community were traditionally only involved in the washing of tailings to find rough emeralds but they expressed their interest in taking on a more active role in emerald mining. Now, the women are responsible for washing ore, picking out emeralds using machines maintained and overseen by women engineers, and supervised by women security guards.

Yogita is a strong advocate of purpose-driven, sustainable business and this is reflected in each decision she takes as a senior manager in a global organisation. It is Yogita’s hope that more women will work in mining.



“Attitude and resilience are so important to me, believe in yourself and take every opportunity you can.”

KIM WAINWRIGHT

Company: Xplore Resources
Title: Chief Executive Officer
Country: Australia

Kim Wainwright was working as a skills advisor in government during a widespread skill shortage in Australia in the construction and mining sectors when she realised mining is the backbone of the Australian economy.

In 2009, she took her first step into business ownership, launching a consultation business in the mining, transport and training sectors. In 2014, Kim founded Xplore Resources to provide professional and technical services to the mining industry. From humble beginnings, Xplore now has 50 employees and is steeped in a culture of respect. In 2019, Kim became Chair of the Exploration Council in Queensland. This role allowed her to work with stakeholders to shape the exploration sector's future.

Kim is constantly thinking about how she can promote the mining sector. She achieves this by speaking at events and working on a variety of projects as well as advocating for diverse workforces. Kim has also implemented an ESG working group to develop tools for explorers to meet their ESG obligations in a practical way. She is convinced that building ESG into the foundation of the sector is the way of the future.





“ There are women in the mining industry on whose shoulders I stand on. I am forever indebted.”

HANNAH WANG'OMBE

Company: Association of Women
in Energy and Extractives

Title: Chief Executive Officer

Country: Kenya

Hannah Wang'ombe's journey in mining began in 2013 when Kenya discovered oil. She was an economist working for the government's think tank, developing the country's mining policy. It was during this period that Hannah and other women in the industry realised the significant underrepresentation of women and the many challenges they faced.

The formation of the Association of Women in Energy and Extractives in Kenya (AWEIK) inspired her to be the voice of women in mining in Kenya. In turn, she says women in mining inspire her every day because of their grit to keep excelling in a male-dominated sector. Against the odds, many women in mining are trailblazers and are having a positive impact on the communities where they work.

Hannah continually sees the impact AWEIK has through its empowerment, policy and advocacy programmes. Central to these are the partnerships that co-create and co-ideate innovative ways for women to meaningfully engage in the sector. As a result, Hannah's influence on the sector and mining legislation has seen tangible changes occurring.

Knowledge sharing is also vital. Women seldom tell their stories and it is Hannah's intention to tell the great and authentic stories about the work, challenges and triumphs of Kenya's women in mining.



“ Authentic female leadership is about supporting and uplifting others and having courageous conversations.”

SONIA WINTER

Company: BHP
Title: Head of Resource Engineering Excellence
Country: Australia

Sonia Winter started her career as a graduate with BHP and spent many great years as a mining engineer before stepping back from work to focus on her family. When she was ready to return to work, she changed from technical to corporate roles. Today, Sonia enjoys working on innovative and sustainable solutions that will support a harmonising strategy for people and the planet.

While Sonia wouldn't consider herself a trailblazer, she recalls being told "no" when she asked for the opportunity to do a rotation as a shift supervisor at a mine site. She would have been the first woman in a supervisor role and the only woman managing an all-male crew. Over the next two years she proved she could do it and was eventually given the opportunity. Fast forward nearly 20 years and she met a woman who was crew supervisor at the exact same mine site. It was an emotional moment for both women to know that Sonia's courage led to change in the workplace.

In Sonia's opinion, the industry has never been more exciting, with a changing landscape of skills and evolving work practices, innovative global solutions using technology, all the while she and her team are building a culture of inclusive engagement that reflects the changing nature of the wider society.



“ Mining is one of the few sectors where all the scientific disciplines come together.”

DR. MAGDALENA WORSA-KOZAK

Company: Wrocław University of Science and Technology
Title: Assistant Professor & Project Coordinator
Country: Poland

Dr. Magdalena Worsa-Kozak has always been fascinated by putting knowledge into practice. During her Master's and Doctoral studies she discovered the interdisciplinary opportunities the mining industry offers – it's an industry where everyone can find their place.

Her career has had several amazing experiences. One that comes to mind was when, upon her return from maternity leave, the CEO of the R&D centre where she worked offered her the opportunity to head up the research unit. She was the first woman in the company's 50-year history to hold this position. It was a huge honour for her and a motivation to grow further. It was then that she realised how important it is to receive support and, above all, to give support and confidence to colleagues.

Magdalena decided to return to the academia to share with students her experiences and show them the vast opportunities mining offers. Magdalena believes that getting the next generation excited about mining is essential for the future of the sector.

As a hydrogeologist, Magdalena is planning to launch an initiative to make the mining community more aware of the role of groundwater in water management and mining. For her, mining in the future will be all about minimising the environmental impact and operating according to the concepts of zero discharge and zero wastewater.

WE ARE EXTREMELY PROUD OF OUR ALUMNAE

2020 EDITION of 100 Global inspirational Women In Mining

Hilde Merete Aasheim	Florence Drummond	Amy Jacobsen	Juliana Marques	Olebogeng Sentsho
Loreto Acevedo	Sebnem Duzgun	Miriam Wairimu	Maite Mary	Christine (Louyan) Shen
Florence Adu	Awa Fofana	Kamau Marie-Chantal Kaninda	Nidia Meza	Usha Singh
Sumathi Angusamy	Bobbie Foot	Sinead Kaufman	Neuma Moreira	Nicole Smith
Eva Arias	Carolina Garcia	Natalia Kaybalina	Kimberly (Finke) Morrison	Fourera Sotty Maiga
Zenzi Awases	Maria de Gasperin del Rio	Julie Kong	Lehlogonolo Moseri	Marilyn Spink
Liliya Barchuk	Tara Gilfillan	Mamaye Kouma	Mametja Moshe	Amina Tahiru
Catriona Beadel	Kathryn Goodenough	Jody Kuzenko	Rumisha Motilal	Vasilina Tarabarova
Kathleen Benedetto	Siobhan Grafton	Elizabeth Kyalo	Patricia Muricy	Tania Tchedaeva
Anita Bertisen	Reema Hakeem	Tijana LaBianca	Rosemary Okla	Anne Thompson
Helena Robin Bordie	Georgina Hallett	Amanda Lacaze	Petro du Pisani	Djariatou Traore
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Lesley Bryce	Kate Hobbs	Ellen Lenny-Pessagno	Claudia Andrea Rodríguez Mesa	Philipa Varris
Ivy Chen	Gay Huey Evans	Tamara Leves Hamen	Concepción Rodríguez Valencia	Ana Milena Vasquez
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Ana Cunha	Bibi-Batima Iskakova	Carolyn Clark Loder	Lika Scott Sow	Melba Wasunna
Katie Day	Elena Ivanova	Maria Lodkina		Alicia Woods
Serpil Demirel	Gabrielle Iwanow	Val Madsen		Yiming Wu
Aida Diop Ndiaye				
Sheffield Douglas				

2018 EDITION of 100 Global inspirational Women In Mining

Janet Adeyemi	Rebecca Charlton	Kesego Jarona	Tebogo Mosito (Mashego)	April Richardson-Schuch
Gloria Alorchie-Apetor	Sandra Close	Meryl Jones	Malebogo Mpugwa	Agnes Ritter
Bayan Alzhanova	Christine Coignard	Maria Joyce	Deshnee Naidoo	Silvia Rene Rodriguez
Maree Arnason	Laura Cristoffanini	Madina Kaparova	Lindiwe Nakedi	Anne Marie Rushworth
Cecilia Arrue	Robyn Dittrich	Leanne Kemp	Wollen Nell	Ana Sanches
Alexandra Atkins	Noreen Doyle	Tracey Kerr	Wilhemina Ngcobo	Maria (Ria) Sanz Perez
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Carol Banducci	Nicole Duncan	Sally-Anne Layman	Viridiana Nuñez	Makhosazana Sibisi
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Maryse Belanger	Catharine Farrow	Oy Leuangthong	Beatrice Opoku-Asare	Marcia Smith
Hannah Bester	Johanna Fipke	Elif Levesque	Jacinta Parsons	Ami Soumare
Farana Boodhrum	Resa Furey	Xiaoling Liu	Alexandra Pascal	Namrata Thapar
Jennifer ten Broeke	Elizabeth Gaines	Christine Logbo-Kossi	Dineo Phaladi	Violeta Vigo
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Kelly Carter	Wendy Hutchinson	Denise McComish	Marny Reakes	Nompumelelo Zikalala
Belina Charlie	Tzvet Ilarionova	Gargi Mishra	Janet Reuben-Lekashingo	
		Claudia Monreal		

WE ARE EXTREMELY PROUD OF OUR ALUMNAE

2015 EDITION of 100 Global inspirational Women In Mining

Kathleen Altman	Liv Carroll	Euridice Gonzalez	Tina Markovic	Noleen Pauls
Catherine Apthorpe	Deborah Caudle	Sarah Gordon	Andrea Marsland-Smith	Louise Pearce
Joyce Aryee	Anne Chalmers	Betty-Ann Heggie	Almorie Maule	Genevieve Pearson
Michelle Ash	Andrea Cornwell	Jeane Hull	Elena Mayer	Anastasia Plischka
Adiki Ayitvie	Aline Cote	Ruth Ives	Jeannette McGill	Carol Plummer
Georgette Barnes	Wing-Yunn Crawley	Pippa Jeffcock	Aoife McGrath	Kathleen Quirk
Sakyi-Addo	Daniella Dimitrov	Jayde Johnson	Catherine McLeod-Seltzer	Birgit Rameseder
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Julie Beck	Mette Dobel	Tracey Kerr	Patrice Merrin	Berte Simons
Sophie Bergeron	Caroline Donally	Sheila Khama	Simangele Mngomezulu	Eira Thomas
Anushika Bhana	Elaine Dorward-King	Ashley Kirwan	Moetlo Maria Moganedi	Sarah Thomas
Christine Blackmore	Heidi Edwards	Johanita Kotze	Maggie Kotze	Vanessa Torres
Lynda Bloom	Catharine Farrow	Michelle Lawson	Emily Moore	Irena Tsakova
Italia Boninelli	Chantal Francoeur	Jeanne Le Roux	Marian Moroney	Anna Tudela
Lisa Bradley	Andrea Freeborough	Carmen Letton	Trisha Naidoo	Laura Tyler
Laurie Brlas	Joanne Freeze	Vanessa Lickfold	Aissatou Ndong	Fransje Van der Marel
Melissa Brown	Diane Garrett	Courtney Lynn	Priscilla Nelson	Frances Wall
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Zeinab Camara	Natalia Golovkina	Rebecca Major	Veronica Nyhan Jones	Anna Wiley
Froydis Camaron-Johansson		Faby Manzano	Kellie Parker	Elena Zhavoronkova
Cheryl Carolus		Olivia Markham		

2013 EDITION of 100 Global Inspirational Women In Mining

Ruth Allington	Dr. Megan Clark	Jennifer Hooper	Elia Morales Zarate	Laura Skaer
Lyn Anglin	Sandra Collins	Harriett Hunnable	Alison Morley	Dr. Erica Smyth
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Elena Bezdenezhnikh	Elaine Dorward-King	Tracey Kerr	JoAnne Nelson	Eira Thomas
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				Kehui Zhang

BOARD MEMBERS



CAROLE CABLE
Chair

Carole has been with Brunswick since 2007 as the joint head of Brunswick's global energy and resources practice, specialising in metals and mining. She advises clients on communicating business critical issues, strategic positioning, reputation, M&A, crisis, investor relations, and ESG strategy and communication. She has been in the mining industry for over 25 years in various roles in broking, and commodities and equities analysis. Her introduction to mining started with her first job as a field assistant in West Australia and the passion has stayed ever since. Carole is a Non-Executive Director of CQS Natural Resources Growth and Income plc and Nyrstar N.V.



DR. STACY HOPE
Managing Director

Stacy has more than 14 years' experience working as an International Development Specialist and Strategic Advisor on areas surrounding gender, natural resources, renewable energy, social impact investment, disaster risks and climate resilience, and large national and international infrastructure development projects across the commercial, public and multilateral sectors. She is currently consulting and advising various United Nations agencies, and sits on the advisory boards of the UTU Social Impact Investment Fund and Actions for the Development of Africa where she focusses on the interface between large-scale mining investments and gender transformative community development aligned to the UN SDGs and ESG standards. She is also advisor on a geothermal energy project in Turkey, and is the former ESG Director at Africa-focussed strategic advisory firm, Africa Matters Limited.



DR. SARAH GORDON
Non-Executive Director

Sarah, a WIM100 alumni, is the CEO and co-founder of Satarla, a leading global sustainability and risk management firm which provides bespoke consulting, training and research, with mining at their core. Sarah started out as an Exploration Geologist, working for one of the world's largest mining companies and, prior to co-founding Satarla, she was Head of Assurance – Safety & Sustainable Development Manager Global at Anglo American Plc. Sarah is also an honorary lecturer at Imperial College London and an accredited Institute of Risk Management public and in-house course designer and trainer. She has previously sat on the Council for the Geological Society London, is currently a Trustee for Geology for Global Development, and a member of the Advisory Committee to the UK Government on the UK Minerals Strategy.



JUDITH MOSELY
Non-Executive Director

Judith has over twenty-five years' experience in the mining and metals sectors. She headed the mining finance team of Société Générale in the UK until 2011 and acted as Business Development Director for mining and metals for Rand Merchant Bank in London until the end of 2019. She is a Non-Executive Director of BlackRock World Mining Trust, Galiano Gold and Eldorado Gold. She is a Trustee of the Camborne School of Mines.



RACHEL SPEIGHT
Non-Executive Director

Rachel, also a WIM100 alumni, is a Partner in the London office at leading law firm, Mayer Brown. She focuses on the mining finance sector in which she has in-depth knowledge. Rachel joined Mayer Brown in 1999 and is consistently recommended and ranked as a key individual by the legal directories. Legal 500 UK 2022 recognises Rachel as "a key lawyer recommended for advising banks and sponsors on cross-border project financings, particularly in African markets." Rachel was included in the Legal 500 Private Practice Powerlist: African Specialists 2019. She was also listed in The International Who's Who of Mining Lawyers 2013 to 2022 and was named as one of the Hot 100 lawyers by the Lawyer (2015).

EXECUTIVE COMMITTEE



DR. STACY HOPE
Managing Director

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AYMONE SCHENDEL
Deputy Managing
Director & Head of Events

Aymone has over 20 years of experience working in both corporate and institutional settings around the world, including Hong Kong, Washington DC, and London. She currently divides her time between two well-respected mining organisations: she is Head of Relationship Management at the Natural Resources Forum, where she is in charge of managing the Forum's speaker line up, sponsor relationships, digital webinar production and marketing operations as well as managing the Oxford Mining Club's networking events, sponsorship and membership base. Aymone is also a Councillor at MinSouth.



JULIET CHIANG
Treasurer

Juliet has 10 years of multi-industry experience in banking and finance in London. She is currently a corporate coverage manager at DBS, a leading Singapore financial services group that is committed to Asia's long-term potential. Juliet works within the Natural Resources team, providing working capital and trade finance solutions to EMEA metals and energy companies.



JO BIRCH
Co-Head of Partnerships

Jo is an experienced and skilled Project Manager (PMP) and Senior Project Consultant responsible for providing Project Management and technical desk- and field-based input to a wide range of UK and international projects (primarily within the mining sector) as part of a multi-disciplinary project team. Jo also has key experience in business management, business development and client relationship management; and is passionate about mentoring, diversity & inclusion, and mental health in the workplace.



AUGENIJA DI BUCCI
Co-Head of Global Outreach

Augenija is a well-versed Commercial Manager with extensive experience in Commodities Sales and Marketing, having worked for over 16 years at global mining group BHP, managing sales and sustainable long term supply partnerships with key business partners in EMEA, CIS, Americas regions. Most recently Augenija joined a large producer of manganese ferroalloys, Satka Group, where she is managing procurement of raw materials and global ferroalloys sales. Augenija believes that diverse and inclusive environment is a key foundation for successful business and long-lasting cooperation.



MARIANA GRANZIERA,
Co-Head of Global Outreach

Mariana is a Manager at Kumi, with a particular focus on commodity supply chains advising midstream and upstream companies. Having worked across Latin America, Africa and Europe, Mariana has significant experience developing ESG strategy, as well as developing and implementing management systems. She also has performed several on-the ground ESG due diligence assessments. Her background in business, economics and development, combined with her professional experience, is reflected in her pragmatic and business-oriented approach.

EXECUTIVE COMMITTEE



GRACE HOWE
Head of Membership
& Education Outreach

Grace is an Exploration Geologist at Endeavour Mining, the largest gold producer in West Africa. Previous she was at SRK Exploration Services, where she worked on a variety of commodities and projects around the world, and Old Mutual Global Investors where she advised the Gold and Silver Investment Desk on the value and fundamentals of its investments and projects, as well as Oxford-based Altus Strategies. Grace began her career working for Consolidated Nickel Mines on an exploration programme in Zambia. Grace has a Master's in Geology from the University of Leicester.



CALLIOPE LALOUSIS
Co-Head of Partnerships

Calliope is the Regional Manager for Deswik in the EMEA and CIS regions providing mine planning consulting and software to the mining industry. Calliope is a Professional Engineer with an MBA and has extensive experience on mining and metals projects. Her experience ranges broadly over the mining and metals industries including project evaluation modelling, project management and mine planning. Calliope has worked on projects in Australia, Canada, New Caledonia, the Middle East, Africa and Europe ranging from early concept level studies to detailed design and operations.



ARIADNA PERETZ
Head of Communications

Ariadna is a communications specialist with over 10 years of experience in investor relations, corporate communications and media relations. During her career, Ariadna has worked in Vancouver, Hong Kong and London, including eight years at NOVAGOLD, a NYSE-listed, Vancouver-based company developing a world-class gold project in Alaska with Barrick Gold, a writer for The Economist, and entrepreneur. Her broad and multicultural experience working across different sectors has given her the ability to create trusted relationships across continents.

“Deliberating on the WIM100 is truly one of the Executive Committee’s greatest honours. We are constantly reminded that this initiative is a vital piece to ensuring women are visible and have a voice within the sector.”

Dr. Stacy Hope,
Managing Director, WIM UK



Image courtesy – Philip Mostert

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2022 Edition of 100 Global Inspirational Women in Mining

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