

GENDER EQUITY IN MINING WORKS

What is GEM Works?

Gender Equity in Mining Works (GEM Works) is a 12-month, comprehensive program that builds networks of 10 like-minded mining companies or sites who collaborate to learn from one another, share successes and challenges, and offer mutual support to remove unintentional barriers to gender inclusion. It helps companies foster a mining and minerals industry where both women and men have the best opportunities for making great contributions and rewarding careers.

What does GEM Works Include?

Three interconnected components make up the full GEM Works program:

01

Gender Champion Workshop

A one-day workshop to train senior executives to drive organizational change towards a more gender-inclusive workplace.

02

GEM Works Toolbox

A step-by-step guide to removing unintentional barriers to gender inclusion.

03

Online Learning Modules

Four 30-minute interactive modules that explain how to use the GEM Works program and create inclusive workplaces.

Online Learning Modules

MODULE 1

The Importance of Gender Equity in Mining

MODULE 2

Exploring Common Systemic Barriers

MODULE 3

Using the GEM Worksheet

MODULE 4

Building Organizational Support and Momentum

How is GEM Works Implemented?

Initiated by a company's executive or human resources team, GEM Works implementation is supported by MiHR staff through:

- Identification, training and coaching of senior leaders
- Access to the "GEM Works Learn to Make a Difference" eLearning suite and subject-matter experts
- Assembly of committee and biannual Taskforce meetings
- Unlimited access to the "GEM Works Toolbox"

 Increasing Gender Diversity in Mining

GEM Works Subscription Benefits

BENEFITS	PLATINUM	GOLD	SILVER	BRONZE	INDIVIDUAL
GEM Works Toolbox	X	X	X	X	X
ENSEMBLE Member Community	X	X	X	X	X
E-learning Module Licenses	251-1000	101-250	21-100	2-20	1
MiHR Program Support	40 hours	20 hours	8 hours	4 hours	\$199
Social Media Promotion	X	X	X	X	
Discounted MiHR Virtual Career Fair Booth	X	X	X	X	
MiHR and Industry Newsletter Article	X	X	X	\$5,000	
Diversity Expert Webinar	4	2	\$10,000		
Ten-person Executive Development Session	X	X			
Annual Gender Champion Taskforce Meeting	X	\$20,000			
Quarterly Change Agents Committee Meeting	X				
Logo Featured on GEM Works Materials and Webpage	X				
Logo Featured as Platinum Subscriber on Social Media	X				
	\$40,000				

Launch Your Organization's GEM Works Champion Taskforce Today!

A key component to any successful, company-wide change is a visible, knowledgeable, executive-level champion to unite the organization. If you are or know a leader who is committed to drive change in your organization and are looking for a practical, custom-designed gender program, contact MiHR to start a GEM Works Champion Taskforce.

For full GEM Works program information, visit mihr.ca, call 613.270.9696 or email us at gem@mihr.ca



**Supporting the Journey
Towards Inclusion
and Diversity**



About the Mining Industry Human Resources Council

The Mining Industry Human Resources Council (MiHR) is an independent, non-profit organization that leads collaboration among mining and exploration companies, organized labour, contractors, educational institutions, industry associations and Indigenous groups to identify and address the human resource and labour market challenges facing the Canadian minerals and metals sector.

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