

INCLUSION, DIVERSITY AND CAREER DEVELOPMENT (IDCD)



MIHR'S MISSION

To lead collaboration across the Canadian mining sector to understand labour market trends, identify opportunities, and develop solutions.

IDCD OBJECTIVE

To lead, develop and implement programs and tools that help build an inclusive, diverse and sustainable workforce for Canada's mining sector.

IDCD PROJECT'S OBJECTIVE

To meet the evolving needs of the Canadian minerals and metals sector by introducing more diverse talent in the workforce.

IDCD RESOURCES AND PROGRAMS

ENSEMBLE: The Mining Diversity Network – A free, online social network for driving diversity and inclusion in Canada's mining industry. The network holds monthly webinars and allows members to build connections, exchange best practices, and share resources and insights to attract diverse candidates.

Gearing Up – Gearing Up offers wage subsidies up to \$7,500 to mining employers that create work-integrated learning opportunities for students, including co-ops, internships, research and field placements.

Gender Equity in Mining Works (GEM Works) – The only training program that provides mining organizations with proven, industry-developed tools to help eliminate systemic barriers to gender inclusion in the workplace.

Information for Newcomers to Canada – Tips on how to make connections during job searches, skills requirements, navigating the Canadian job application process and immigrant perspectives on working in mining.

Intercultural Awareness Training – This eLearning program promotes intercultural competencies critical to the industry and strategies that help attract, integrate and retain a more diverse workforce.

Mining Professional Immigrant Network (M-PIN) – In collaboration with the Toronto Region Immigrant Employment Council (TRIEC) and Professions North/Nord (PNN), M-PIN is a free network that helps Ontario mining employers connect in person and online to collaborate with experts, as well as internationally trained professionals in search of meaningful employment.

Career Information – Detailed career profiles for many jobs found in mining operations and videos about what it's like to work in Canada's mining industry.

BENEFITS OF MIHR'S IDCD PROGRAMS

MiHR's IDCD programs aim to increase inclusion, diversity and mentorship in the workplace and aim to strengthen the labour supply's attachment to the mining industry, resulting in a robust pipeline of workers that is suited to withstand shifts in economic cycles and employer needs.

**Find out what MiHR's IDCD Team can do for you.
Visit [MiHR.ca](https://mihr.ca) for more information.**