



Women in Resources Inc.

Newsletter: May 2021

FROM THE CHAIR

Thank you to all the members and guests who joined us for the International Women's Day Cruisy Conversations Event on 5 March.

We have received a number of comments from members on the panel conversation and how much they got out of the insights of our panelists, Hon Nicole Manison Minister for Mining and Industry & WiR Patron, Mrs Lia Finocchiaro MLA Leader of the Opposition and Carrie Heaven the WiR Exceptional Woman in Resources for 2020.

As the WiR Exceptional Woman in Resources for 2020, Carrie has fulfilled the role of Ambassador for Women in Resources at the various WiR and industry events over the last 12 months. We thank Carrie for being a great role model and in particular her participation at the IWD Cruisy Conversation, where she provided some insightful reflections on her career in the industry.

On that note the annual awards are being held on Friday 11 June 2021, at the Mindil Beach Casino and Resort, to get your tickets, please follow the link [here](#) or in the advert later in the newsletter.

Once again we had a number of amazing nominations for the judges to assess. We will be announcing the finalists for each category via our social media pages over the coming weeks.

Once again our Sponsors have back on board to show their support for these important awards and demonstrate their continued support for gender diversity in their organisations.

- **South32** – Platinum Sponsor
- **Nemwont Tanami Operations** – Gold and Exceptional Young Woman Award
- **INPEX** – Outstanding Trade/Technician/Operator

- **Rio Tinto Gove** – Outstanding Diversity Champion
- **McArthur River Mine** – Exceptional Woman in Resources.
- **SLR and Vista Gold MT Todd** – Students tables

This year we introduced the Outstanding Woman in Innovation, this award acknowledges innovation and technology developments in the resources sector that have been led by women in the NT. This award is now sponsored by **Skymax**.

If you are joining us on the night Mindil Beach Casino & Resort has a special booking link for our members and guests for the night. Follow this [link](#) to look at the rooms on offer and their rates.

The committee is working on a number of programs and events for the membership this year.

This includes a mentoring program, which is being led by Vice Chair, Tracy Jones and her working group.

We will be analysing the feedback and results from the recent membership survey, and preparing our events over the next 20 months to align with the results. Our events calendar will have a combination of social and development events. We would also like to look at ways we can connect with WiR members onsite.

In the meantime we hope you enjoy the latest newsletter, which includes our new regular article 'A day in the life of.....'. Each quarter we will highlight the daily life of one of our members.

In the mean time we look forward to seeing you all at the South32 Gala Awards Dinner.

Regards
Kate



Committee members recognised

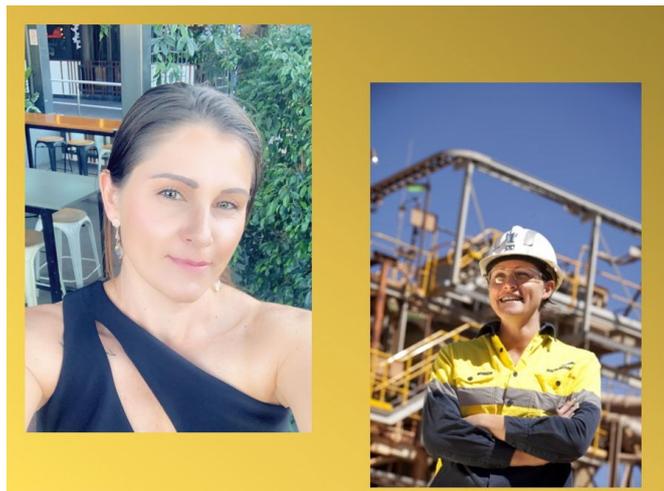
Two of our highly valued committee members were recently recognised in the NT News Top 100 most Powerful Women, which ran during the week of International Women's Day.

The list highlights just a portion of the women in the NT who are working hard to make a change in the NT through championing economic growth, gender diversity & promote our industries.

Our committee was very proud to see two very hard-working members, Giovanna Webb and Kate Finch acknowledged. Well done ladies!

WiR committee post meeting (it was a selfie for Melissa)

Intro to a Committee Member Dee Verner



Q: What do you currently do in the resource sector?

I am currently employed with Newmont Australia, the appointment that I am assigned is as the Executive Assistant to the General Manager.

The role is diverse and has many touch points these include support to the Site Senior Leadership team, Cost Control Advisor for Sustaining Capital as well as having direct reports who perform Site Administration duties.

I have worked for Newmont for 11 years and this has included time spent in Perth Regional Office where I worked for 18 months.

Q: What made you join WiR and the committee?

My motivation for joining the WiR is to join an organisation that supports Women in the Resource Sector. Over the last several years it has been identified that having inclusion and diversity in a workplace can drive the performance of the business and the employees who contribute to the operation.

Now more than ever there are women being considered for roles that previously they would have not been able to apply for, this is an exciting time and as a professional in the resource sector I would like to be able to support the change that is being created and to also be a part of the sustainability for other women.

The women in the resource industry are paving a way for change and I believe that WiR create a platform for inclusion and change.

Q: What do you think we can do to increase diversity in the resources sector?

I think there are many great programs now that are being developed and delivered in the industry, it is important that we understand and support diversity without bias. We need to coach leaders that their influence can determine how diversity is effectively

managed and received in work groups and the true meaning of diversity.

Q: Who is/are your greatest influences in life?

My Mum is has been a great influence since growing up but for now I would have to say my peers at Tanami, they show me great resilience and a sense of worth which I have never had in any of my careers.

Q: What are the biggest challenges facing the resource sector at the moment?

There are many challenges which the industry currently faces, in particular COVID 19, the pandemic has shown that business needs to adapt to remain competitive and operational, this includes looking after the mental health and wellbeing during such challenges.

WiR IWD Cruisy Conversation 2021



A Cruisey Conversation

The industry turned out in early March with around 100 Women in Resources members, associates and special guests setting sail on Darwin Harbour to mark International Women's Day.

As well as being a worthy networking opportunity, the event sparking important conversations about our industry and the women driving change within it.

A discussion panel led by WiR Chair, Kate Finch with special guests WiR NT Patron, The Hon Nicole Manison, Opposition Leader Lia Finocchiaro and WiR NT Ambassador Carrie Haven, provided some thought-provoking insights to challenges faced by women in the industry.

There were some jaw dropping moments among guests upon hearing of the lack of basic restroom facilities available to women on worksites not so long ago as well as the ongoing bug bear of women's PPE but the conversation ended on an optimistic note, acknowledging significant changes our industry is making to adjust and

support the increasing numbers of women in the resources sector. The Women in Resources committee would like to extend a special thanks to all our guest speakers, our event sponsor PCM Group and to our lucky door prize donors, Larrakia Development Corporation and Kbar hair studio.

To view the photos from the evening, visit the WiR Facebook [page](#).



International Women in Mining (IWIM)

As we mentioned in the previous newsletter the WiR committee were invited to participate in the inaugural IWIM Summit. The Summit was held virtually and was open to all leadership team members from women in mining organisations from across the globe.

The summit included a number of sessions, round tables and workshops that resulted in the following four priority themes:

- Attracting and Retaining STEM Women to Mining
- Inclusive Workplace Design
- The Global Data Deficit about Women in Mining
- Role Models and Mentors for Women in Mining.

Further to the IWIM Summit held at the start of March, we are excited to share with the WiR membership that the WiR is a foundation member of the IWIM Alliance.

We have taken on the exciting role with WIMUSA on leading the working group to develop the IWIM initiative, *Inclusive Workplace Design*.

We are excited to be playing an important role with our sister organisations across the world who are combining our efforts into a consolidated, global drive to further improve the prospects and conditions for women in extractive industries.

To read more about IWIM visit their [website](#).



Get shooting!!



WiR is looking to expand our image gallery and update our marketing profile.

Therefore, it is doing a callout for images of WiR members at work.

WiR has attached the terms and conditions to the newsletter.

Comp Closes: 30 September 2021.

Welcome to our latest members

Name	Organisation	Name	Organisation
Kim Gilbert	MRM	Jessica Paull	INPEX
Rebecca Webber	MMC	Tess Hanna	Programmed
Toni Thomas	Blackwoods	Max Lye	Skymax Pty Ltd
Jaunnita Costa	Larrakia Development Corporation	Waylan Bruce	Larrakia Development Corporation
Laura Finch	South32	Peggy Boyd	MRM
Clare Adams	Veolia	Jody Brown	Intract
Bethany Edmondson	MMC		

Expressions of Interest open for senior women's mentoring program

Northern Territory Women in Resources Inc is calling for expressions of interest for men and women to be involved in a mentoring program for women in senior leadership roles.

The program is aimed at women in senior leadership roles – at CEO/COO/GM level and up to two levels below – to team them other senior women and men who can provide career advice and coaching.

Women in Resources Chair Kate Finch said many companies in the resources sector offered mentoring programs for their employees, particularly for women. But the more senior a woman advances in her career, the less opportunities there are to find mentors and role models within their own business.

“The Women in Resources **Mentor Program for Women in Leadership Positions** has been designed to help fill that gap,” Kate said.

“Through this program, we aim to match women in senior leadership positions with women and men in other businesses to form a mentoring relationship.”

Expressions of interest are open until 28 June and can be lodged online at <https://mcarthurrivermine.wufoo.com/forms/m1aja92e0dl9chr/>

WiR IWD Cruisery Conversation 2021



A day in the life of.....

Deb Tulloch – Operations Team Leader – INPEX – Darwin.

Tell us a bit about your role.

I am an Operations Team Leader (OTL) for INPEX at their ICHTHYS LNG plant in Darwin which is a 24/7 operation.

I'm responsible for the safe and efficient running of the LNG plant and the health and wellbeing of the people onsite, which can range from 60 to 600+ people depending on the day and the activities that are happening.

What does a typical day look like for you at work?

I start with a handover from the nightshift OTLs to get up to date with the status of the plant and then do a prestart with my crew to ensure everyone knows what job scopes are happening on the day and what risks we might face.

After that there is no such thing as a typical day. There will be everything from reviewing work scopes to ensure we can complete it safely, attending meetings with management to keep them up to date with process conditions, spending time out on site to show a presence and ensure that we "do what we say", touching base with my team to make sure they have the tools to adequately do their job safely or attending after action reviews so we can learn from the things we do and maybe do them better next time.

What was your first job?

A Bank Officer for Bankwest where I worked for 12 years.

What do you enjoy doing outside of work?

Travelling (DAMN COVID!!), camping and hiking.

Who are your role models and how have these role models helped you along your career path?

No specific role models. I'm happy to take on board any good things I see people do that I recognise as something that maybe I could do better.

What advice would you give women struggling in a male dominated industry?

You don't have to be like them, just be you. Be strong enough to stand up when you think things are inappropriate but also admit when there is something that you can't do (not my fault I'm not 6'5" and can't reach the high valves!)

What advice would you give your 20-year-old self?

Don't worry that you don't have the rest of your life planned like some of your friends. It will all work out.



Tell us a bit about your career pathway – how did you end up working in the NT?

I had an opportunity to work as a Lab Technician at a small gold mine in the WA goldfields which got me into the mining and resources industry. After that it was just take the opportunities as they came up. This included lab Tech roles at Murrin Murrin, BHP in Port Hedland and Woodside in Karratha. I was then lucky enough to get an operator traineeship at Woodside and when the opportunity to jump on and be involved in commissioning a new plant arose, I took the job with INPEX.

What do you enjoy most about your role and where you work?

The people I work with are great and I love the interactions and different personalities.

As a role model yourself, what advice would you offer women who want to reach the leadership level within the resource industry?

Do your job and do it well. The same as I would tell a man in the industry. I can't influence the decision-making process other than by my work.

Are there any strategies you can share to help women overcome obstacles to advancement?

I didn't really have a career plan, so I guess there hasn't really been any obstacles because I didn't know where I was headed!

What challenges did you encounter on your path to a leadership role? How did you persevere through these challenges?

My biggest challenge is myself. I came to this job later in my working life, so I tend to doubt my knowledge compared to some of the guys who have been in the game for 20+ years. However, I've discovered that along with the technical knowledge, how you act and how you deal with people is just as important.



Women in Resources AWARDS 2021

GALA AWARDS DINNER 11 JUNE 2021
6:00PM CASINO LAWNS - MINDILL BEACH CASINO

\$165 P/P OR BOOK A TABLE OF 10 FOR \$1,550
INCLUDES 3 COURSE DINNER, HOUSE BEVERAGES AND ENTERTAINMENT
BOOKINGS WWW.TRYBOOKING.COM



Thank you to this year's WiR 2021 Exceptional Women in Resources
South32 Gala Dinner Sponsors

Looking forward to seeing you all on Friday 11 June!



Platinum Sponsor



Gold & Award Sponsor



Award Sponsor



Award Sponsor



Award Sponsor



Student Table Sponsor



Award Sponsor



Student Table Sponsor

Photography competition

Calling all budding photographers!

Women in Resources NT wants to showcase the amazing women working in the Northern Territory's resources sector.

Authentic imagery of women in our workplaces reflects our vibrant and varied industry, challenges perceptions and helps to fight stereotypes and bias of the resources industry being 'a man's world'.

Competition winners will be announced at the annual WiR Christmas Party in December 2021.

Celebrate the women in our industry, WiR NT will feature the winning images on our website homepage and will also post a selection of images on our social platforms and feature some imagery digitally at WiR events.

- Entries must feature a woman or women in a resources industry work environment.
- Please provide a brief description of your image and featured talent.
- Free to enter and open to anyone submitting images taken in the past 12 months.
- Submissions must include a signed release form (page 2 of this document), with signatures from the featured talent, photographer and permission from the organisation to use the photo.

IMPORTANT POINTS TO REMEMBER

- Applications are invited from people working in all areas of the Northern Territory mining, oil & gas, civil construction and transport & logistics sectors.
- Applications will not be accepted unless accompanied by a signed consent form.
- Photographs should be sent as a high resolution JPEG file (2 MB or greater).
- Applications close 12pm, 31 October 2021.
- Competition winners will be announced at the WiR Christmas Party in December 2021.
- Enquiries can be directed to Cara Burke, Member Liaison E: info@wir.org.au

Women in Resources Northern Territory Photo competition

Terms and conditions of entry

THE PROMOTER

This competition is promoted by Women in Resources Inc. (the Promoter).

ENTRY EXCLUSIONS

The competition is not open to:

– employees of the above organisation and their spouse, de facto spouse, parent, natural or adopted child, and sibling (whether natural or adopted by a parent), of such employer.

CONDITIONS OF CONSENT:

- I give Women in Resources NT (ABN 53 453 710 623), permission to use my image, photograph and my name, for the purpose of advertising, media publicity, publication, promotional and communication materials, general display or for any other INPEX purpose.

– I waive any right or interest that I may have in My Image and understand and acknowledge that I am not entitled to receive any payment or consideration in respect of the use of My Image.

– I agree to make no claim against Women in Resources for any payments associated with the publication of My Image or my name.

– I waive any right to inspect or approve any finished product of My Image for the use in any publication by Women in Resources NT. I release and indemnify Women in Resources NT and any third party acting on its behalf in using My Image from and against any loss, damage, costs, expense, claim (including consequential loss) or demand arising in connection with the publication of my image.

- I have read this My Image Consent-Release Form and acknowledge that I fully understand the contents of this form.

PUBLICITY

Entry to the competition constitutes permission for the Promoter to use winner's image, name, city/town of residence, recording of winner's voice and likeness for advertising and promotional purposes without compensation, unless otherwise prohibited by law.

EXCLUSION OF LIABILITY

The Promoter takes no responsibility for the loss of prizes due to incorrect or imprecise delivery details provided by an entrant. The Promoter makes no representations or warranties as to the quality/suitability/merchantability of any of the goods/services offered as prizes. To the extent permitted by law, the Promoter is not liable for any loss suffered or sustained to personal property and including, but not limited to consequential (including economic) loss by reason of any act or omission, deliberate or negligent, by the Promoter, or its servants or agents, in connection with the arrangement for supply, or the supply, of any goods or services by any person to the winner and, where applicable, to any persons accompanying the winners.

PARTICIPATION

Participation in the competition constitutes the entrant's unconditional agreement to and acceptance of these entry terms and conditions.

I agree to abide by the terms and conditions of these awards.

Signed: _____

(scan and copy your signature here, or place digital signature)

Name: _____

Address: _____

Phone: (Home) _____ (Work) _____

Email: _____

Nomination approved by Authorised Approver: _____

Signature/s of talent featured: _____

Women in Resources Inc.

E: info@wir.org.au

W: www.wir.org.au





Are you a female leader ready to learn from some of the best in the industry?

This is an opportunity for female leaders in the resources sector to learn from some of the best men and women in the business.

Our Mentoring Program for Women in Leadership positions will match senior women in the resources sector with male and female leaders who can help them take the next step in their career.

If you are a COO/GM or up to two levels below, and are prepared to commit time and energy into a relationship with a mentor, we urge you to join our program.

To register your interest, scan the QR code below or go to <https://mcarthurriverrivermine.wufoo.com/forms/m1aja92e0dl9chr/>

Applications close 28 June 2021.



Women in Resources NT Inc.

W: www.wir.org.au

E: into@wir.org.au



Are you prepared to share your leadership skills with an outstanding woman?

We're looking for senior men and women in the resources sector with the passion and energy to help our female leaders shine.

Our Mentoring Program for Women in Leadership Positions will match senior women in the resources sector with men and women leaders who can help them take the next step in their career.

If you are a COO/GM or up to two levels below, and are prepared to commit time and energy into a mentoring relationship, we urge you to join our program.

To register your interest, scan the QR code below or go to <https://mcarthurrivermine.wufoo.com/forms/m1aja92e0dl9chr/>

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