



SAIMM Diversity and Inclusion Dialogue 2023

Intersectionality in the Minerals Industry From Awareness to Action

Empowering the
African minerals industry
through diversity
and inclusion

Date: 26-27 September 2023

Online: Via Zoom Only

➤ [Click here to Register](#)



In Collaboration with WiMSA



I·M3
Institute of Materials,
Minerals & Mining

Co-sponsored by the
Institute of Materials,
Minerals & Mining (IOM3)

ABOUT THE EVENT

The SAIMM through its committee for Diversity and Inclusion in the Minerals Industry (DIMI) and in collaboration with Women in Mining South Africa (WiMSA) is excited to announce its DIMI Dialogue 2023 focusing on the issues of diversity and inclusion in the mining and minerals industry.

The Southern African minerals industry, just like the global minerals industry, still faces challenges when it comes to diversity and inclusivity in the workplace. While landscape might be changing due to various of companies embracing the need for a more representative and diverse workforce, there is still a lot to be done. Beside issues of gender disparity in the industry, safe spaces in the workplace, protective equipment, sanitation facilities,

pregnancy and childcare facilities are some of the challenges that continue to plague the sector. The industry also needs to go beyond workforce diversity to inclusion, by identifying individuals from different geographic, gender, economic and cultural groups, creating safe spaces for them, providing support for them to grow into their roles. Creating conditions that promote inclusion on a daily basis can go a long way in retaining and advancing the careers of workforce and hence contribute to the long term growth of the minerals industry. DIMI provides a platform for discussion that can lead to the development of strategies for advancing and encouraging decisions that are in the best interest of a diverse workforce.

FOR FURTHER INFORMATION, CONTACT:

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WHY YOU SHOULD NOT MISS THIS EVENT

Professionals from the minerals industry and related business sectors are encouraged to attend. The aim of the event is to:

- Highlight the challenges and benefits associated with an inclusive and diverse workforce.
- Provide an excellent opportunity for the industry leaders and professionals, policy makers, researchers and academics and other stakeholders who are driving strategies that promote diversity and inclusion in the minerals industry to openly debate, deliberate and interrogate the current landscape in this regard.
- Provide a forum for professionals working in the field to celebrate achievements, share experiences and thus empower others in the field.
- Uncover challenges and to attracting and retaining a diverse future workforce.
- Collectively empower and transform the industry.

Please submit your abstracts and papers as these will be peer reviewed and published. High quality papers will also be selected for publication in a special edition of the SAIMMJournal.

CONVERSATION THEMES

The conference topics include but are not limited to:

- The meaning of diversity, equality and inclusion in today's workplace.
- Unconscious/implicit bias in the workplace/ addressing our blind spots.
- Fostering championship and allyship.
- Creating a positive environment for diversity.
- Gender inclusivity in a workplace.
- Growth mind-set: the key to career growth in the industry.
- Medical and mental health issues.
- Entrepreneurship in the industry.
- Growing a pipeline of diverse leaders.
- ESG - GBV.

WHO SHOULD ATTEND

This event is aimed at junior to middle management. The aim is to create a platform for open discussion amongst peers. We also aim to produce a paper with outcomes from these discussions.

- Young professionals in mining
- Team leaders
- HR practitioners
- Research and development
- Academia.

CALL FOR PAPERS/PRESENTATIONS

- SUBMISSION OF ABSTRACTS: 30 April 2023
- ACCEPTANCE OF ABSTRACTS: 10 May 2023
- SUBMISSION OF PAPERS: 7 June 2023
- EVENT DATES: 26-27 September 2023