



## SAIMM Diversity and Inclusion Dialogue 2023

### Intersectionality in the Minerals Industry From Awareness to Action

**Date:** 26-27 September 2023

**Venue:** Avianto, Muldersdrift  
Johannesburg



In Collaboration with WIMSA



**I.M3**

Institute of Materials,  
Minerals & Mining

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

Empowering the  
African minerals industry  
through diversity  
and inclusion

## Abstracts Received

### **The role of active bystanders: Creating a culture of action**

L. Ruzow, *Partners in Performance, South Africa*

### **Impala's journey in championing diversity and inclusion in the mining workplace**

A. Kgaswane and S. Phakathi, *Impala Platinum, South Africa*

### **Creating a positive environment for diversity**

S. Naicker, *Exxaro, South Africa*

### **Attraction and retention of women in mining**

M. Combrink, *WIMSA, South Africa*

### **Unconscious bias in society - addressing our blind spots**

G. Wellmann, *Independent Sociologist, South Africa*

### **Race: Why don't we just talk about it?**

K. Govender-Naidoo, *Impilo Consulting, South Africa*

### **Gender equality is South african mining boards - progress and challenges**

N.V. Moraka, *University of South Africa, South Africa*

### **Developing a gender balance culture**

A. Coetzee, *Implats, South Africa*

### **Embracing individualism and diversity to enhance team performance through a culture intervention at Impala Rustenburg's 16 Shaft**

N. Mabuza and P. Nelwamondo, *Impala Platinum, South Africa*

### **My journey in the mining industry**

N. Mabuza, *Impala Platinum, South Africa*

### **Restoring the dignity (Seriti) of a girl child through economic empowerment**

T. Malau, *Impala Platinum, South Africa*

### **Our transformation journey**

M. Patel, *Implats, South Africa*