



SAIMM
THE SOUTHERN AFRICAN INSTITUTE
OF MINING AND METALLURGY

IN COLLABORATION WITH
wimsa
WOMEN IN MINING SA

SAIMM DIMI CONFERENCE 2021

**Empowering the
African minerals industry
through diversity
and inclusion**

3-4 AUGUST 2021



BACKGROUND

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 first ever conference focusing on the issues of diversity and inclusion in the mining and minerals industry.

The Southern African Mining sector, just like the global mining industry, still faces huge challenges when it comes to diversity and inclusivity in the workplace. While the landscape might be changing due to a lot of companies becoming more aware of 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,

2 CPD points will be allocated for online attendance

sanitation facilities, pregnancy and childcare facilities for women are some of the challenges that continue to plague the sector. The industry also needs to go beyond workforce diversity to inclusion. Identifying individuals from different geographic, gender, economic and cultural groups, creating safe spaces for them, providing support for them to grow into their roles and creating conditions that promote inclusion on a daily basis can go a long way in retaining and advancing the careers of these individuals and hence contribute to the long term growth of the mining sector. There is thus, a need for platforms that allow for discussions that can lead to the development of strategies for advancing and encouraging decisions that are in the best interest of a diverse workforce.

To ensure the health and safety of our industry during the Covid-19 Pandemic we will be hosting this event online. You can still claim your CPD points for online attendance.

Conference Coordinator:
Camielah Jardine, Head of Conferencing

E-mail: camielah@saimm.co.za
Tel: +27 11 834-1273/7



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WHY YOU SHOULD NOT MISS THIS EVENT

Professionals from the mining and 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 mining and minerals industry to come together 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 approaches to attracting and retaining a diverse future workforce, and
- Collectively empower and transform the industry.

FORMAT OF THE EVENT

At this point in time, the event is planned as an online conference with international participation, which will allow for face-to-face and online attendance and presentations. We will monitor the situation, and if it appears that the effects of the pandemic still pose a threat to the health and safety of delegates, or restrictions are lifted to allow for more face-to-face participation and international travel, the event delivery method will be adjusted accordingly.

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 SAIMM Journal.

CONFERENCE TOPICS

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/ probably aligns with creating a positive environment
- 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.

WHO SHOULD ATTEND

- HR executives
- Managers
- C-suite executives
- Industry leaders
- Professionals working in the mining, minerals and related fields
- Policy makers
- Researchers and academics

CALL FOR PAPERS

- SUBMISSION OF ABSTRACTS: 30 April 2021
- ACCEPTANCE OF ABSTRACTS: 10 May 2021
- SUBMISSION OF PAPERS: 7 June 2021
- CONFERENCE DATES: 3-4 August 2021