



# SAIMM DIMI CONFERENCE 2021

Empowering the African  
minerals industry  
through diversity  
and inclusion

3-4 AUGUST 2021



**SAIMM**  
THE SOUTHERN AFRICAN INSTITUTE  
OF MINING AND METALLURGY

IN COLLABORATION WITH  
**wimsa**  
WOMEN IN MINING SA

## Final Programme

### Conference Day 1– 3 August 2021

09:00	<b>Zoom login open</b>
09:00–09:05	<b>Zoom Logistics, SAIMM</b>
09:05–09:15	<b>Welcome and Opening by Conference Chairperson</b> S. Ndlovu, <i>University of the Witwatersrand, South Africa</i>
09:15–09:30	<b>SAIMM Presidential Address</b> V.G. Duke, <i>SAIMM President</i>
<b>Session 1: Workplace Conversations</b>	
<i>Session Chairperson: S. Ndlovu</i>	
09:30–10:00	<b>Keynote Address: Diversity and Inclusion in the workplace</b> Mark Munroe, <i>Impala Rustenburg, South Africa</i>
10:00–10:20	<b>Difference: Why don't we just talk about it?</b> K. Govender-Naidoo and A. Booley-Schreuder, <i>Impilo Consulting, South Africa</i>
10:20–10:40	<b>Having difficult conversations in the workplace</b> N. Mamathuba <sup>1</sup> and <sup>2</sup> K. van der Merwe, <sup>1</sup> <i>University of Johannesburg</i> and <sup>2</sup> <i>The Thrive Institute, South Africa</i>
10:40–10:50	<b>Break</b>
10:50–11:10	<b>How a diverse workforce can benefit organizations</b> N. Mzamo, <i>Mintek, South Africa</i>
11:10–11:30	<b>The meaning of diversity, equality and inclusion in today's workplace</b> T. Makgala, <i>Implats, South Africa</i>
11:30–11:50	<b>EAP in the mining sector</b> S. Mokgethi, <i>Platinum Health, South Africa</i>
11:50–12:10	<b>Getting opportunity ready for talent</b> T. Naidu <sup>1</sup> and T.S. Naidu <sup>2</sup> , <sup>1</sup> <i>KPMG</i> and <sup>2</sup> <i>The University of the Witwatersrand, South Africa</i>
12:10–12:30	<b>Lunch Break</b>

### Session 2: Diversity and Inclusion

<i>Session Chairperson: S.M. Rupprecht</i>	
12:30–12:50	<b>Diversity and inclusivity as cornerstones for effective community development</b> G. Wellmann, <i>Independent Consultant, South Africa</i>
12:50–13:10	<b>Diversity management a pillar of the culture transformation framework</b> T. Makafane, <i>Mine Health and Safety Council, South Africa</i>
13:10–13:30	<b>Addressing unconscious bias – a foundation for building diverse, inclusive and effective teams</b> C. Shirindza, <i>Sasol Mining, South Africa</i>
13:30–13:50	<b>Sherritt International – What D&amp;I and I&amp;D means to us</b> N.M. Stubina, <i>Sherritt International and Founding Member of the CIM's DIAC Committee, Canada</i>
13:50–14:00	<b>Break</b>

### Session 3: International Approaches

<i>Session Chairperson: B. Xakalashé</i>	
14:00–14:20	<b>The power of communities and networking. Why do mining companies join Women in Mining</b> K. Zakhilova, <i>Women in Mining, Russia</i>
14:20–14:40	<b>Diversity and Inclusion in the mining and minerals industry: The Zimbabwe situation</b> O. Binha, <i>CEO, Africa Roundtable, Zimbabwe</i>
14:40–15:00	<b>TBC</b> L. Eagle, <i>Canadian Institute of Mining, Metallurgy and Petroleum, Canada</i>
15:00–15:10	<b>Break</b>
15:10–15:30	<b>Expanding our circle of concern – a Canadian observation</b> T. Nyabeze, <i>Canadian Institute of Mining, Metallurgy and Petroleum, Canada</i>
15:30–16:00	<b>Keynote Address: A gender perspective on diversity and inclusion in mining</b> L. Harris, <i>University of British Columbia, Canada</i>
16:00	<b>Day 1 Conference Close</b>



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### Conference Day 2 – 4 August 2021

09:00 Zoom login open  
09:00–09:05 Zoom Logistics, *SAIMM*  
09:05–09:15 Welcome and Opening by  
Conference Chairperson  
S. Ndlovu, *University of the  
Witwatersrand, South Africa*

#### Session 4: Gender Based Issues

Session Chairperson: P. du Pisani

09:15–09:45 **Keynote Address: Implementing  
the Minerals Council strategy on  
WiM**  
T. Balfour, *Minerals Council South  
Africa*

09:45–10:05 **Inclusion of women in the whole  
mining value chain**  
E. Marabwa, *DMRE, South Africa*

10:05–10:25 **Realizing gender diversity in  
your organization**  
M.R. Evans, *Partners in  
Performance, South Africa*

10:25–10:45 **The usual suspects? Addressing  
men on GBV in a mining  
organization**  
K. Bokala, *The Institute for Telling  
Development, South Africa*

10:45–10:55 **Break**

#### Session 5: Empowerment and Leadership

Session Chairperson: N Monei

10:55–11:25 **Keynote Address: Gender  
equality and social sustainable  
development in mining – future  
challenges**  
L. Abrahamsson, *Luleå University  
of Technology, Sweden*

11:25–11:45

**Supporting underrepresented  
early career professionals within  
mining and minerals industry: A  
global perspective**

P. Tam, *RGS Environmental  
Consultants Pty Ltd, Australia*

11:45–12:10

**Diversity management a pillar  
of the culture transformation  
framework**

T. Makafane, *Mine Health and  
Safety, South Africa*

12:10–12:30

**Understanding the lived  
experiences of women in  
management in the mining  
industry in South Africa**

L.N. Miyen, *Hatch, South Africa*

12:30–12:50

**Lunch Break**

12:50–13:10

**My Tiara is a hard hat**

S.J. Naicker, *Exxaro, South Africa*

13:10–13:30

**Looking back at the inclusivity  
of entrepreneurship in the  
South African Mining industry,  
and how the current moment  
provides a great opportunity to  
accelerate existing progress**

S. Mkhabela, *Anglo American,  
South Africa*

13:30–13:50

**How WiMSA supports woman  
working in the SA Mining  
Industry**

P. du Pisani, *WIMSA, South Africa*

13:50–13:55

**Introduction to Diversity and  
Inclusion workshop**

13:55

**Day 2 Conference Close**