

Dear WIM Canada Members,

It is my pleasure to provide you with the 2015 Women in Mining Canada (WIMC) report on behalf of our WIM Canada board of directors.

In the current economic environment, the mining industry is focused on reducing costs, improving productivity and preparing for the next upswing. Despite cost saving initiatives by many companies WIMC was still able to secure sufficient funding to carry us through another year; this speaks volumes for the value our supporting companies see in our work.

In October of this year our board members met, in person, to have a strategic planning session to: a) review our past strategic objectives, b) develop new objectives, c) review the mission and vision and d) tackle some operational objectives. The meeting was held over two days in Saskatoon and was extremely productive. The first day was dedicated to reviewing our mission and vision and to develop new strategic objectives. The second day was used to focus on operational objectives much easily tackled in person. After much discussion we agreed on the following new mission and vision statements:

Vision: In our industry, competency is what matters.

Mission: We are the national framework facilitating and driving industry-wide research, collaboration and stakeholder relationships.

Personally, I think these statements fit very well into the state of the industry today. More than ever, companies are going to be looking for competent “individuals” who will be able to assist with innovative solutions for saving costs. If WIMC is positioned to be the communication framework to the mining industry, companies should be able to continue their goals of having a more diverse workforce, utilizing the connections of WIMC to their advantage. Our National Action Plan (see below) is an excellent example of how WIMC can bring industry together to share best practices and reduce costly initiatives that may or may not work.

Here are a few highlights from 2015:

- Another successful PDAC Networking reception in which over 800 people attended.
- Another inspiring recipient of the Trail Blazer Award – [Betty-Ann Heggie](#) (Retired Senior VP at Potash Corp.).
- Started three Student Chapters - Toronto, Queen's, and McGill
- We officially have a branch starting in Alberta!

- At the 2015 CIM conference WIMC moderated 3 sessions in the technical program where panelists discussed the challenging questions that need to be addressed in order to attract, retain and advance women in mining.
- Completed two informative webinars. The first by Goldcorp on their “Creating Choices” program and the second by Dentons on “An Introduction to the Legal Aspects of Becoming a Board Member”. A third webinar will be held on December 7th on the Importance of Role Models to Engender Success For Women in Mining, presented by Mary Wells a member of the Metallurgy Society of CIM (MetSoc).
- Developing and launching our new WIMC website which I am happy to announce is now up and running! It looks great and we will be updating content in the next month. You are also able to purchase your new membership on our new site and you will now automatically get a receipt! We have also set it up so that it will automatically renew every year, but you have the option to cancel out of the option at any time.
- Nominations are now open for the [Trailblazer award](#). Please go to the website to get the latest nomination form.

This year WIMC Treasurer Stacey Ferguson has finished her term. Stacey’s hard work over the past (3) years is greatly appreciated. Stacey has stepped away from the mining industry and we wish her the best of luck in her new career path. On behalf of the board I would like to thank Stacey for her past years of dedication and hard work to our organization.

Also leaving us this year is Sharon Macleod. Sharon was part of our Diversity committee and we thank her for her 2 years of service to WIMC.

The National Action Plan (NAP) for gender diversity in the Canadian mining sector is on track for completion next year, as the participating companies roll out their individualized plans. Currently in the second year of three, the project focuses on the attraction and retention of women in the skilled trades and executive level positions. Specifically, this initiative will help companies to create a cultural shift in their organizations to support a more diverse workforce. The Gender Intelligence Committee (GIC) met on November 20 in Vancouver to review the first draft of the NAP; following revision the final NAP is scheduled for approval by late January 2016.

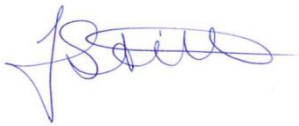
It is research like the NAP that keeps our supporting companies coming back and allowing WIMC to continue to grow. We have received generous funding from our **Gold CORE sponsors** Goldcorp and **Silver CORE sponsors** Potash Corp, Golder Associates, Areva, Cameco and Barrick. As well we have received funding or in-kind support from Dumas, MacLean Engineering, Collins Barrow, PDAC and Dentons to support our Annual PDAC Reception. Eco Waste continued to provide funding for keep our website and conference lines open. Without our sponsors continued support and dedication to our cause we wouldn’t be where we are today.

We have a few new faces joining our board as well as our seasoned veterans, and I am excited to work with them all again this upcoming term. This will be another action packed term with our NAP project progressing into the execution stages; and WIMC will focus on engaging more members/volunteers to help us grow the organization and to develop a structure that will allow our organization to sustain long term growth.

As usual all of the work and initiatives wouldn't be possible without the hard work and dedication of our board members. I would like to extend a huge thank you to the board, as well as the many volunteers we have participating every year. It's clear: without our member support we couldn't function so I ask each WIMC member to please go online and renew your [2016 membership](#).

We appreciate you taking the time to review the documents enclosed and attend the AGM via phone or by proxy.

Sincerely,



Tabetha Stirrett, P. Geo.
President of WIM Canada