



Photo courtesy of Oz Minerals



Australian Women in Resources Alliance
Strength through workforce diversity

AWRA NEWSLETTER

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Welcome

Welcome to the August 2012 edition AWRA newsletter.

This month's newsletter introduces the AWRA E-mentoring program, a focus on the diversity work of Abigroup and upcoming events and activities.

AWRA in Action

On 22 August the first AMMA AWRA Special Interest Group was held at the Oz Minerals office in Melbourne. The event was well attended with Terry Burgess, CEO of Oz Minerals discussing their diversity strategy. Judith Downes, most recently Chief Financial Officer, Alumina Limited, and a member of the International Financial Reporting Standards (IFRS) Advisory Council of International Accounting Standards Board also provided her insights and experiences. The next Special Interest Group meeting will be held on 23 October in Perth. For further information please contact Elsbeth.Meredith@amma.org.au.

The AWRA Reference Group also met on 22 August in Melbourne where the upcoming activities and direction of the initiative were discussed.

Both events received [media coverage](#).

Way Forward Guides

The AWRA Way Forward Guides are near completion and will form a 'toolkit' that will make its way into offices across the industry. These guides highlight industry best practice in the attraction and retention of women in the resource industry. Topics covered include 'Engagement and Strategy for Change',

'Creating an Inclusive Culture', 'Enhancing Liveability', 'Being a Preferred Employer for Women' and 'Selecting and Recruiting', these guides will also form the basis of a best practice training session which will begin in the coming months.

AWRA is currently sourcing appropriate industry-specific case studies for each guide highlighting the business benefits of diversity strategies.

If your organisation is interested in showcasing its efforts in gender diversity, would like to receive the toolkit or be involved in the training sessions, please email Elsbeth.Meredith@amma.org.au.

AWRA E-mentoring Program

AMMA will soon commence a national E-mentoring program supported by the Australian Government through the National Resources Sector Workforce Strategy.

This E-mentoring program is aimed at women in the resource, allied and construction industries.

Participants will access special E-mentoring software to communicate through chat, Skype or other electronic means. This will allow mentees and mentors to participate in the program from remote worksites and regional locations – an opportunity that may not have been available to them previously.

The program is designed to be available to all levels and occupations and will begin in the next few months.

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If anyone is interested in being a mentor or a mentee or would like any further information about the program please contact Elsbeth.Meredith@amma.org.au.

Working Groups

The AWRA Working Groups have been working hard on their respective activities. Currently the Attraction Working Group is developing profiles of women employed in occupations that are in the greatest demand in the resource and construction industries. These profiles, as well as key messages, will be aimed at attracting both women and female students to the industries.

The Retention Group is working on providing best practice information regarding site and village life and culture, as well as sources for professional development courses for organisations and individuals to be displayed on the AMMA website.

There is still opportunity to join one of AWRA's working groups. For further information please contact Elsbeth.Meredith@amma.org.au.

Leadership Update

AWRA has invited a number of the industry's senior executives to compliment the work of AWRA by championing the initiative, providing oversight of the project and recruiting other senior resource executives to be AWRA sponsors and champions for change.

AWRA is pleased to have the support of leaders from companies such as Oz Minerals, Chevron, GHD Australia, Compass Group and BC Iron, among others, who have signed up to champion the initiative.

We encourage other senior executives to join our group of champions to facilitate change in the industry. For further information please contact Elspeth.Meredith@amma.org.au or (07)3210 0313.

The time to significantly evolve our resource industry workforce is now!

In Focus - Abigroup

The Australian Women in Resource Alliance (AWRA), goes far beyond traditional mining organisations, and is facilitating increased gender diversity in all the allied and servicing sectors.

Abigroup's national diversity manager and AWRA champion, Sandra Triulzi, is dedicated to attracting more women to the sector. This isn't for the sake of the skills shortage alone, but also for the unique qualities that women bring to engineering projects.

"The women that work in the engineering profession bring valuable insight and a unique skills set to the field," Sandra explains.

"In conjunction with managing projects to the highest standard, women have a distinctly hands on, communications based management approach.

"This provides them with the ability to build and nurture relationships with employees and clients, as well as thinking about problems and project solutions in innovative ways, from a diverse range of perspectives," she says.

To support Abigroup's commitment to enhancing gender diversity, the company has implemented several initiatives to attract more women to the company and the resource industry.

Abigroup's promotion of gender diversity in schools and universities had led to a 25 percent increase to the company's female graduate intake.

Abigroup
Constructing Australia's Future

The company has also made significant changes internally, which are designed to combat the barriers facing women in the workforce, including long-hours, a traditional "boys club" culture and long-term retention issues.

Sandra states: "One of the most obvious retention issues for women, which we are dealing with ourselves at Abigroup, is when a woman decides to have a child and then doesn't know how to resume a career in the construction industry."

Sandra's perspective on addressing female participation in the workforce focuses on implementing practices that promote work-life balance through flexibility.



Sandra Triulzi

Abigroup is addressing these issues through the company's formalised 'Keep in Touch' program; which is a broad and comprehensive program centred around managing and supporting employees throughout their life cycles and their commitment to the company.

One of the central themes in this program is providing a support base for employees on parental leave, given the recurring conversations about how workers will be integrated back into the work-place.

The company has also reduced the number of working days on its projects, from six to five a week. This is a small but significant change for the construction industry and is having a positive impact on the lives and productivity of its employees.

"We've got some forward-thinking operational managers at Abigroup that are really keen to challenge the norm and processes that have always been in place on construction projects," Sandra says.

"Abigroup's main goal in regards to female participation is to increase the representation of women in the engineering field. To support this commitment, the company has set itself

a challenge through stretch targets to achieve this outcome.

"An engineering discipline provides women with a breadth of exciting, creative and innovative roles.

"Construction and engineering is a special industry – it's great to know that your work has contributed to the broader social good. I hope, through the work we do at Abigroup, that we can influence and encourage more women to join us," Sandra says.

Read more about Abigroup's diversity practices, as well as other case studies and our regular column from Dr Linley Lord, in the Spring edition of AMMA's Resource People magazine. Out next month.

Women in Resources Networking Events

The Women in Resources Networking groups regularly hold networking and information events across Australia.

On 19 July QRC and Women In Mining and Resources Queensland (WIMARQ) held a one day Inspire! Convention in Brisbane which was a sold out event attended by over 500 people. Keynote speakers included former CEO of Macarthur Coal Nicole Hollows, Fiona Nicholls Vice President External Relations Rio Tinto Energy and Dr Julie Beeby, CEO of WestSide Corporation. Professional development workshops covering negotiation, networking and presentation, as well as panel sessions were also held as part of the convention. Attendees were treated to a gala cocktail event and fashion parade at the end of the day.

On 26 July Women in Resources Victoria (WIRV) held a sold out Christmas in July function in Melbourne. Panellists at the lunch, chaired by Michael Catchpole, Executive Chairman of AusIMM made a short presentation on an aspect of corporate social responsibility in the resource industry. Dr Katie Spearritt, Managing Director of Diversity Partners presented on workforce diversity; Sara Bice, Senior Consultant at the Australian Centre for Corporate Social Responsibility presented on community perceptions of the resources sector and Dr Gavin Mudd, Senior Lecturer at Monash University, presented on environmental sustainability.



WIRV Christmas in July Event

WIRV are hosting a free casual networking event at Campari House, Melbourne on 13 September at 5:30pm and an Oak's Day breakfast on 8 November. See www.wirv.org.au for further information.

WIMARQ will be hosting a financial planning for women lunch in Brisbane on 13 September from 12:00-2:00pm. See the WIMARQ website for further information.

Women in Mining WA (WIMWA) are hosting a one day seminar and networking event called 'Toolkit for the Future' on 14 September in Perth. See www.womeninmining.com for further information.

Other Events

The National Association of Women in Construction (NAWIC) WA is hosting a Leadership breakfast in Perth on 11 September at 7:30am visit www.nawic.com.au for further information

EOWA Update

Equal Opportunity for Women in the Workplace Agency (EOWA)
The Equal Opportunity for Women in the Workplace Amendment Bill 2012 was tabled in federal parliament in March to amend the Equal Opportunity for Women in the Workplace Act 1999.

The Bill has passed the House of Representatives, and is currently in the Senate awaiting debate. Changes proposed in the Bill include renaming the Act to be called the Workplace Gender Equality Act, and EOWA to be renamed the Workplace Gender Equality Agency.

The Bill introduces a new reporting framework which shifts the reporting focus from workplace programs to gender equality indicators. Relevant employers will be required to report on their compliance with the gender equality minimum standards. Some of the gender equality indicators include gender composition of the workforce, gender composition of governing bodies and equal remuneration between women and men.

For the reporting period 1 April 2012 to 31 March 2013, relevant employers will be required to prepare a public report which sets out the employer's workplace profile and to comply with limited parts of the new framework, report annually to shareholders, employees and unions on gender equality indicators from 31 March 2013 and meet minimum standards for each gender equality indicator from 31 March 2015.

The functions of the Agency will be expanded to include the development of benchmarks relating to the gender equality indicators. The Bill will also enable the Minister to set industry-specific minimum standards in consultation with industry and experts.

Media & Communications

Since the last newsletter, the AWRA initiative has received broad coverage across newspapers, industry publications, radio and online news sites. Some interesting reads include a story in [The Weekend Australian](#) titled '[The \\$280bn dilemma](#)', a [Gas Today](#) piece titled '[AWRA answers call for gender diversity](#)' and a story in [Australia's Mining Monthly](#) titled '[Women at work](#)'.



Photo courtesy of OZ Minerals

Recently AWRA helped to facilitate a feature on Barrick Gold Graduate Metallurgist, Eleanor Drake for New Zealand's [Sunday News](#).

As the issue of gender diversity in the resource industry gains momentum, AWRA regularly receives media requests to profile outstanding women working in a variety of resource, construction and allied industry roles. If you have an inspirational woman in your workplace who can help promote the benefits of a career in these industries, please contact Kylie.Sully@amma.org.au

Upcoming Events



AWRA will have a booth at the AMMA miningoilandgasJOBS.com EXPO on 26 and 27 October 2012 at the Brisbane Convention and Entertainment Centre. This event will provide an opportunity to promote the work of AWRA, and the organisations involved, to jobseekers.

The AMMA miningoilandgasJOBS.com EXPO is a resource industry initiative aimed at providing jobseekers with avenues into resource careers. The inaugural expo held in May attracted over 10,000 people to its Perth location and similar numbers are expected at the Brisbane event. If your organisation is interested in space or sponsorship at the expo email Anne.Berry@amma.org.au.

In May 2013 AWRA will be hosting a one day conference in Melbourne. A call for papers has been released and can be accessed below. Abstracts must be provided by 12 October 2012 to be considered for the conference.



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