

WiR Newsletter – August 2015

Construction | Mining | Oil & Gas | Support Services | Transport & Logistics

Welcome from the Chair

Everyday I am inspired by all the great work the members of 'Women in Resources' are doing on a daily basis. Working hard in their chosen fields and taking on the challenges that life presents while continuing to advocate for and support our goals of: increasing participation, strengthening representation and supporting the growth and development of women working in the industries we represent. Listening to your stories fills me with pride for what we have set out to achieve is starting to resonate out in our daily lives.

This is not only happening within the Women in Resources Network here, but in all areas across Australia. The media platforms are regularly posting articles on 'gender equality', 'unconscious bias' and the concept of the introduction of quotas for women in the non-traditional workforce. This is fabulous as we are keeping the conversations flowing and by doing so we are consciously diluting our own unconscious bias, let's keep this up as true diversity is not only good for us, it has great for our business' bottom line.

One concern I do have however is in a lot of the articles I have read is the over use of the term 'merit based appointments'. For example comments like 'we don't believe in quotas as we only appoint on merit'. At first I thought, that is great, women don't want handouts, then over time I started to wonder how these merit based appointments were being judged? As it turns out, I am one of many who have started to question this. With an open mind, a good coffee and a little time, I encourage you to have a look at the UN Women National Committee Australia's report on 'Re-thinking merit' – Why the meritocracy is failing Australian businesses (See: <https://unwomen.org.au/sites/default/files/Re-thinking%20Merit%20Whitepaper.pdf>).

Another topic that is gaining momentum is on the importance and benefits of mentoring. If being a mentor or mentee is something that you would like to do, please take advantage of the Federal Government Funded Mentoring Program offered by the Australian Women in Resources Alliance Group. For more details please visit <http://awra.org.au/programs/awra-e-mentoring-program/>

That's it from me for now, until next time stay true to yourself and keep doing the best you can.

All the best

Linda

Linda Young
Chairperson
Women in Resources Inc.

What's on!

NT Resources Week – 26 and 27 August (next week) - Come and see us at Booth 134 in the exhibition area of this great event. It isn't to late to register – see www.ntresourcesweek.com.au for more details. If you would like to just come down and catch-up, we would love to see you as the team at NT Resources Week offer a FREE Exhibition Entry registrations.

Women / Next Gen in Civil Luncheon Workshop – 12 to 2:00 pm - 11 September – Loong Fong Restaurant Rydges Darwin Airport Hotel. Join CCFNT at their inaugural luncheon to recognise the achievements of several women in the NT Civil Construction Industry. Tickets are \$55 per head and include a 3 course banquet and soft drinks. To book email ccfnt@ccfnt.com.au or call Neil on 8999 6221.

WIRNA – Women in Resources National Awards!!!!

Following on from our Northern Territory Women in Resources Awards we are **VERY** proud to announce our Winners are finalists in the Women in Resources National Awards.

Proudly hosted by The Chamber of Minerals and Energy of Western Australia this year's National Awards will be presented at the Perth Convention and Exhibition Centre on Thursday 24 September.

Your NT finalists are:

Company Excellence in Diversity and Performance – Newmont Tanami Operations – Newmont Women's Network (NT)

Gender Diversity Champion – Tim Hewitt – Newmont Tanami Operations

Exceptional Woman in Australian Resources – Leonora Wehrmann – JKC

Exceptional Young Woman in Australian Resources – Eleanor Lober – South 32- GEMCO

Outstanding Australian Tradeswoman, Technician or Operator – Jacqui Pardon – South 32 - GEMCO

Please join us in wishing all the finalists our very best - They are already WINNERS to us! Keep up to date with the National Awards at www.wirna.org.au

Transport and Logistics Focus

Current statistics derived from the Transport and Logistics Industry Skills Council's 2015 Escan are reporting the following female representation rate as follows: Logistics 28%, Road transport 15%, Aviation 41%, Rail 13% and Maritime 18%.

With an aging workforce, higher than most industries, recruitment of female workers into transport and logistic roles seem a logical course for increasing workforce development and capability. The transport and logistics workforce is the 2nd oldest workforce in the country. In 2011 around 63% were aged 40 years and over compared with 52% across all other industries.

In coming years the ability to successfully attract, train and retrain young workers will be critical in meeting the skills needs of the Transport and Logistics industry in the longer term.

The Transport and Logistics Industry offers so many opportunities for everyone. To explore more about T&L visit the Transport and Logistic Industry Skills Council's website - <http://tlisc.org.au>. Let's keep Australia moving and support the T&L industry.

The **Minister for Women's Scholarships** support women in research and study, if you have been a resident of the NT for more than 12 months and looking at obtaining your first qualification this maybe of interest to you. Keep in touch and up to date with the Office of Women's Policy via their website: www.women.nt.gov.au

SAVE THE DATE

Saturday 17 October

Members AGM
12:00 to 12:15 pm

WiR Afternoon at the Races
Networking FUNction
12:15 – onwards

Lots of Prizes to be won and laughs to be had!



Working Together to: Increase Participation, Strengthen Representation and Support Growth and Development.

