



JUNE 2023

WIR NEWSLETTER

WIR

WOMEN IN RESOURCES



Some important updates on our collaborations

Over the last few months, WiR has been meeting with other Women in Mining & Resources organisations across Australia.

The purpose of these meetings is to collaborate on important messages, advocacy and events. We have reiterated the importance that the collaboration must include women in and around: mining, oil & gas and renewables. This includes organisations that are suppliers and service providers to the industry, such as agencies, suppliers (equipment, services & people) regulators & contractors. We will update the memberships as things progress.

On a global level, we are still participating in the IWIM Global Alliance, which connects us to 75 other WiM organisations that are also working for I&D in their own jurisdictions across the globe. We recently joined the International Day of Women in Mining virtual celebration. Once again the topics and speakers were inspiring. To watch the event

[CLICK HERE](#)



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2023 Events Program

We are looking forward to keeping our members informed and engaged throughout the year. We encourage you to keep an eye on our website and social media accounts for updates and details on each of our events for the first half of the year. If you have any suggestions for speakers or subjects you'd like to hear about, let us know via info@wir.org.au. This year we have the following events and online sessions locked in:

Event	Date	Description
Lunch & Learns	Third Wednesday of each month	Each month we invite our members and their colleagues to join us online for a professional &/or personal development session. Keep an eye on the website and social media for each sessions theme and booking information.
Women in Resources National Awards	Open: 16/6/2023 Close: 12/7/2023 Reception: 5/9/2023	The winners of each state and territory Women in Mining/Resources Awards nominate in the national awards. The award ceremony and reception form part of Resources Week in Canberra.
Resources Week	13 - 14 September 2023	We will be joining the Minerals Council team on their stand for Resources Week again this year, so pop in and say Hi!
AGM & XMas Party	Friday TBC November	This year there will be a turn over of 50% of the committee. Roles becoming vacant are: Chair, Secretary & 4 general committee positions. Agenda & nomination forms will be emailed out with September's newsletter.

Meet the Exceptional Women in Resources of 2023

Women in Resources is hosting a virtual lunch and learn session to meet the award winners from the Exceptional Women in Resources Gala Dinner

Date: Wednesday 5 July 2023
Time: 12:00pm to 1:00pm
Venue: Online

Register: <https://www.trybooking.com/CIKID>



Eva Lebedeva
Technical Innovation

Dahlia Docherty
Gender Champion

Meg Parry
Exceptional Young Woman



Virtual Session

Site Safety

Our panel of industry Health, and Safety people will share the ideas and plans they have to provide a safe site for their teams.

Date: Wednesday 19 July 2023
Time: 12:00pm to 1:00pm
Venue: Online

Register: <https://www.trybooking.com/CIKIJ>



Thank you to our Award Sponsors and participants!!

The Annual Awards are generally considered a highlight for members of the NT's resources sector, and each year the award nominations and the event itself keep getting better and bigger.

It was a delight to welcome back all of our annual award sponsors who make this event spectacular!!

Your continued support of the awards and its purpose allows Women in Resources to create a true celebration of our inclusive and diverse industry and to continue supporting our members throughout the year.

To the 2023 Awards Working Group - thank you! Tamara, Kate W & Mel; your support was constant throughout the lead up to & during the event.

Thank you to the rest of the committee who did a bit of running around & showed up early to help apply the finishing touches to the event.

To all the attendees, thank you for celebrating with us, & we hope you are inspired to write a nomination of a colleague or friend next year.

Thanks, Kate





Thank you!



Newmont Exceptional Women in Resources Gala Awards Dinner 2023





Nurturing Your Window of Tolerance: Practical Strategies

By Jess Bredden

Understanding the concept of the Window of Tolerance and its impact on our daily lives can significantly enhance our emotional well-being and resilience. For those members unable to attend the virtual session covering Managing Stress and Overwhelm with Therese Cury, this article provides key strategies and resources for maintaining and expanding your window of tolerance. The Window of Tolerance is a term used to describe the optimal zone of arousal (psychological and physiological) required for a person to function in their everyday life. The Window represents the middle zone between hypoarousal and hyperarousal which is the optimal zone for operating and managing emotions. The three zones in more detail are:

- a. Hyperarousal:** When we experience intense stress or danger, our body enters a fight-or-flight response. In this state, our ability to function effectively is compromised. Signs include emotional reactivity, feeling unsafe, anger, cyclical thoughts, etc.
- b. Optimal Zone/Window of Tolerance:** This is the range we strive to be in. It allows us to manage emotions, think clearly, and respond adaptively to situations.
- c. Hypoarousal:** When overwhelmed or flooded with emotions, we may enter a freeze or shutdown response. This state impairs our ability to think and function optimally and can include reduced physical movement, the inability to say no or defend oneself, unable to think, or overall 'not there'.

Several factors can impact our window of tolerance, including past trauma, chronic stress, lack of sleep, illness, and individual differences. Recognising these factors can help us better understand and manage our emotional responses, which can be done by gaining self-awareness and identifying events that trigger emotions.

Practices for Expanding Your Window of Tolerance:

- a. Self-reflection:** Focus on identifying what you are doing well and areas where your window of tolerance can be expanded. Celebrate your progress.
- b. Seek professional help:** If you consistently struggle with emotional regulation or find it challenging to stay within your window of tolerance, consider reaching out to a professional, such as an Employee Assistance Program (EAP).
- c. Utilize apps and resources:** Various apps and resources are available to assist with stress management, emotion regulation, and mental well-being. Seek out recommended resources and explore what works best for you.
- d. Self-talk and mantras:** Practice managing your inner critic by using positive self-talk and empowering mantras. Replace negative thoughts with affirmations that promote self-compassion and resilience.
- e. Grounding techniques:** Engage in grounding exercises to bring yourself back to the present moment. Focus on three things you can see and touch; this helps to anchor you in the here and now.
- f. Physical activities:** Regular exercise, stretching, and listening to upbeat music can help regulate emotions and promote well-being.
- g. Time-out in a safe zone:** When you feel overwhelmed, find a safe space to take a break and relax. Create a designated area with comfortable seating, calming elements, and enjoyable activities.

It is also essential to keep an eye on our family, friends and colleagues who may be having difficulty staying within their tolerance window. The below outlines strategies for approaching others:

- a. Be discreet and respectful:** Approach individuals discreetly and with respect, ensuring their privacy and dignity.
- b. Express concern:** Mention specific behaviours or changes you have noticed, expressing genuine concern for their well-being.
- c. Offer support:** Let them know they are not alone and that support is available. Recommend resources such as EAP services, helplines, or counselling options.
- d. Active Listening:** Provide a listening ear and create a safe space for them to share their feelings and experiences.
- e. Follow-up:** Continue to offer support and check in on their well-being. Offer assistance in accessing resources and encourage self-care practices.

By nurturing our window of tolerance and prioritising mental health habits, we can enhance our resilience and overall well-being. Everyone's journey is unique so explore different strategies and resources to find what works best for you – remember, practice makes perfect. Together, let's create a supportive environment that promotes mental fitness and empowers individuals to thrive!

Getting to know you.....Kate Walker

Tell us a bit about your role

I am the Senior Energy Titles Officer with the Energy Development Branch, Department of Industry, Tourism and Trade. My role is to ensure statutory compliance in the processing and maintenance of petroleum and geothermal tenure.

What was your first job?

I was a Dominoes delivery driver during my teens and following high school I moved to Brisbane and worked for a commercial real estate agency.

What do you enjoy doing outside of work?

I am studying for a Bachelor of Applied Business Management via distance education. This takes up a big chunk of my spare time. I have a big family and travel interstate regularly to catch-up. I enjoy camping and multi-day hikes; my last trip was a week exploring Kakadu with a girlfriend and next, I will be walking from Katoomba to the Jenolan Caves in the Blue Mountains. Being in the bush does wonders for my soul.

Who are your role models and how have these role models helped you along your career path?

I've worked with amazing leaders throughout my career and have the support of a bunch of strong mentors (you know who you are). I recognise the importance of having positive role models who constantly encourage me to set goals and push my boundaries.

What advice would you give your 20-year-old self?

You are not meant to be like anyone else. Always wear sunscreen.

What are your career aspirations?

I have never really had a plan, things just always fall into place. I put that down to having a good attitude and never saying no to an opportunity.



What has been a career highlight for you?

I was a member of the Taskforce supporting the Scientific Inquiry into Hydraulic Fracturing in the Northern Territory. That role took me to remote corners of the Territory and it was rewarding helping to remove barriers enabling community engagement with the Inquiry. I learned so much about the Territory and its people during that time.

Tell us a bit about your career pathway – how did you end up working in the NT?

I am originally from Lake Macquarie, NSW, and moved have also lived in Brisbane and Alice Springs before settling in Darwin. In 2015, I and 17 fellow Novocastrians moved to Darwin chasing opportunities provided by the construction of INPEX. Almost a decade later I consider myself a Territorian having bought a house, experienced a cyclone, and survived the crazy COVID times.

What do you enjoy most about your role and where you work?

What I like most about my role is the scope of regulation of the onshore gas industry and the changing environment since the Inquiry recommendations were handed down in 2018. I am also learning about the possibilities of an emerging geothermal industry in the NT.

As a role model yourself, what advice would you offer women who want to reach the leadership level within the resource industry?

Aim high and work hard to achieve your goals as anything is possible. Something that sticks with me is to '*lead from the front*' - lead by example with enthusiasm and integrity.

Member's Opinion

Why I Choose Not to List "Maternity Leave" on My LinkedIn Profile

I've taken several absences from paid work throughout my life, for a variety of reasons, including caring for children, studying, volunteering, and traveling. I've chosen not to list these absences on my LinkedIn profile because it is evidenced that these absences are often stigmatized, especially for women.

There are a few reasons for my views and my decision:

- I don't want to give an employer any reason to doubt my abilities. Some employers may see an absence from paid work as a sign of weakness or a lack of commitment. This is especially true for women who are already subject to more scrutiny in the workplace.
- I believe maternity or parental leave should not be considered an absence from paid work, and especially not a "career break". It is, rather, a paid leave entitlement, akin to long service leave.
- On each occasion where I have taken an absence from paid work, my role has been backfilled by other qualified individuals who have gained valuable experience while filling in for me. They have made significant contributions to my team and have helped to ensure that our work continues uninterrupted.
- I believe it is important to normalize an individual's choice around the level of personal information they share on a professional networking platform. No one, regardless of gender, should feel like they need to rationalize taking time off.

I understand that some people may disagree with my logic or my decision. However, I believe that my reasons for not listing my absences from paid work on my LinkedIn profile are valid. I am confident that my skills and experience speak for themselves, and I am not afraid to let potential employers know that I have taken time off in the past.

I hope that by sharing my view, I can help to break down the stigma around absences from paid work. We should be able to celebrate our choices to access leave entitlements without fear of judgment.

If you are a woman who has taken an absence from paid work, I encourage you to think about whether or not you want to list it on your LinkedIn profile. There is no right or wrong answer, and the decision is ultimately up to you. If you are not comfortable listing your absences, then you don't have to. However, if you feel that listing your absences would be beneficial to you, then you should consider doing so.

I wrote this to reiterate to other women that it is possible to have a successful career even if you take absences from paid work. You can work in any industry, even a male-dominated one, have babies, and return to the role you did before you had babies (only if you want to, of course!). Even if there are people who complain that your LinkedIn profile doesn't list your absence from paid work, their opinions are irrelevant. You should not let them discourage you from making your own decisions about what you share, or stop you from pursuing your goals.

Closing Thoughts

I believe that the language and thinking around maternity or parental leave needs to be updated to reflect the reality of modern society. In the past, parental leave was seen as a career break, but this is no longer the case. Parents can have successful careers, and parental leave can actually be an opportunity to pivot into the richness of family and work-life balance. In fact, many employers now recognise the benefits of having a diverse workforce that is made up of parents. They bring a wealth of skills and experience to the workplace, and they are often more motivated and productive after returning from accessing a leave entitlement.

I encourage you to share your own experiences with absence from paid work. Let's work together to break down the stigma and celebrate the choices that we make as working parents.

One of our members made contact recently and asked of they could share a piece they had written on a personal experience & to voice her thoughts on the matter.

We have always encouraged our members to share their thoughts to help others.





Wow!! What a night!

It is fantastic to see the number of nominees, sponsors and attendees increase as we acknowledge the talented, inspiring women in the NT's resource industry. Our committee always aims to create an atmosphere of true celebration for our members and guests.

There are so many amazing women out there who are yet to share their story and inspire others to excel in their own communities, life and careers. We can't wait to hear from you, and if you are ready, the nominations for 2024's awards will open in November 2023.

In the meantime, we will be hearing a lot from our 2023 Awardees throughout the next year. This will be through our social media, website, monthly lunch & learn sessions and other events. We look forward to hearing from some of the exceptional women at the next virtual session on 5 July.

To reiterate some key points from my words from the Newmont Exceptional Women in Resources Gala Dinner, we are here to advocate & support all those in our industry who are pursuing greater advances of inclusion and diversity in our communities and worksites. This is being done through:

- one on one interactions with members,
- the topics we covers in our events, and
- our publications & social media.

As we have said in previous newsletters, we are always looking for interesting topics/stories to share on our media platforms including the newsletter. In this quarter's newsletter, we are happy to be sharing an opinion piece from one of our members. If you have a story that you want to share or a topic you want us to look at, send us an email via info@wir.org.au

This year was the second year of Newmont's Platinum sponsorship, which means that 2024's platinum (naming rights) sponsorship is open. We have thoroughly enjoyed working with Newmont and the team over the last two years as they help us bring everyone an event that is exceptional!

We look forward to our sponsors all joining us again for next year's event. If your organisation is interested in becoming a WiR sponsor, feel free to email us.

In September's newsletter, we will be announcing the AGM and Christmas Event dates and times. A call for WiR Committee nominations will be included in the attachments to the newsletter. The committee has been reviewing the WiR Constitution over the last 12 months, and the proposed changes will be included in the September notices in order to give all members time to become informed and review the proposed changes.

In the meantime, we hope you enjoy this quarter's WiR newsletter!

All the best
Kate X