

AGENDA

2023

Global Business **LEADERS**in**MINING**™ DIVERSITY CONFERENCE

Ensuring a Culture of Inclusion and Belonging

*For Business Leaders Responsible for
Recruiting, Retaining and Advancing
Women in Mining*



October 5, 2023 • Virtual

HOSTED BY:

DiversityWomanMedia

diversitywoman.com/our-conferences/leaders-in-mining

Ensuring a Culture of Inclusion and Belonging

As a business leader in the mining industry, you recognize the importance of gender diversity and acknowledge it promotes innovation, increases sales, and strengthens your bottom line. Yet you are faced with the challenges of recruiting women of all races/ethnicities and backgrounds, in addition to retaining and advancing these women often in environments that are not set up for them to succeed.

This unique conference provides you as leaders with the practical resources and cutting-edge methods to become proficient in recruiting, retaining, and advancing women and creating a more diverse and multicultural workplace for all.

#InclusionInMining

AUDIENCE:

This is a conference specifically designed for business leaders in the mining industry, the women they aspire to recruit, and the women they support who want to succeed and advance.

Who Should Attend:

- **CEOs, COOs, CFOs, CDOs in Mining**
- **GM Operations, Asset Managers, Mine Managers, Procurement & Supply Chain Directors**
- **VPs, Directors, and Talent & HR Managers**
- **People Managers, Line Managers and Business Unit Leaders**
- **Mine Managers and Superintendents**
- **Diversity Change Management Agents**





AGENDA • Thursday, October 5, 2023

Ensuring a Culture of Inclusion and Belonging

9:00 - 9:10am EDT TIME ZONES: (Oct. 5) MDT: 7:00am • EDT: 9:00am • GMT: 1:00pm • AWST: 9:00pm

Welcome, Opening Remarks and Sponsor Recognition

Dr. Sheila Robinson | Founder, Publisher & CEO | **Diversity Woman Media**

9:10 - 9:20am EDT TIME ZONES: (Oct. 5) MDT: 7:10am • EDT: 9:10am • GMT: 1:10pm • AWST: 9:10pm

Sponsor Welcome - Newmont

9:20 - 10:20am EDT TIME ZONES: (Oct. 5) MDT: 7:20am • EDT: 9:20am • GMT: 1:20pm • AWST: 9:20pm

OPENING KEYNOTE: Building a Culture of Inclusion and Belonging

We live in a time of unparalleled separation, and yet we know that people in our organizations need to be able to embody mutual respect and collaboration for us to function at our best. This presentation will focus on how we create cultures in which all people feel like there is a place for them, in which they can thrive along with their colleagues, regardless of gender, racial, ethnic or other identities.

SPEAKER: Howard J. Ross | Thought Leader, Speaker, Author

10:20 - 11:20am EDT TIME ZONES: (Oct. 5) MDT: 8:20am • EDT: 10:20am • GMT: 2:20pm • AWST: 10:20pm

Why Does Representation in Mining Matter in 2023 and Beyond?

In this thought-provoking discussion, we will delve into the pivotal aspect of representation in the mining industry, going beyond gender. We will examine the unique challenges and opportunities faced by non-white people within the corporate landscape. Through an in-depth exploration of the panelists viewpoints, this session aspires to contribute valuable insights that address the current dimensions of the representation and engagement for men in the sector. During the session we will cover the intersection of race, ethnicity and gender, going beyond current diversity, equity, and inclusion (DEI) discourse and practices to identify how ethnic representation contributes to future-proofing the industry's workforce.

SPEAKERS: Barbara Dischinger | Director | **IWiM**

Kevin PCJ D'Souza | Chief Sustainability Officer | **Resource Capital Funds**

Bothwell Mazarura | Chief Financial Officer | **Kumba Iron Ore, Anglo American**

11:20 - 11:35pm EDT TIME ZONES: (Oct. 5) MDT: 9:20am • EDT: 11:20am • GMT: 3:20pm • AWST: 11:20pm

SPOTLIGHT: Deep Dialogue Around Listening

Florence Drummond | Executive Director | **Development Partner Institute, (DPI Mining)**



11:35 - 12:35pm EDT TIME ZONES: (Oct. 5) MDT: 9:35am • EDT: 11:35am • GMT: 3:35pm • AWST: 11:35pm

Rising Athenas, Male Allies, and the Power of Gender Partnership

Based on their research and books, *Athena Rising* and *Good Guys*, Brad Johnson and David Smith make the business case for male engagement in gender equality, while integrating why it is good for both men and women. Using social science evidence, they explore the possible challenges of cross-gender professional relationships. Using their own research, some humor, and organizational best practices, they provide the “how-to” for men, women, and organizational leaders who want to be intentional inclusive allies, leveraging mentorship, sponsorship, and workplace partnership to create a sustainable, diverse, and more successful workforce. They operationalize allyship and offer rich examples of what best-in-class allyship looks like. Men should walk away with better motivation and a roadmap for getting started as an ally. Women should see the value of collaborating with allies. Organizational leaders will have a clearer sense of how to call out better ally behavior in male employees, and how to create a culture of allyship.

SPEAKERS: **David Smith** | Co-Author, *Good Guys* and *Athena Rising* | Associate Professor of Sociology | **Carey Business School at Johns Hopkins University**
W. Brad Johnson, PhD | Co-Author, *Good Guys* and *Athena Rising* | Professor of Psychology | **Department of Leadership, Ethics and Law, United States Naval Academy** | Faculty Associate | **Graduate School of Education at Johns Hopkins**

12:35 - 12:45pm EDT TIME ZONES (Oct. 5) MDT: 10:35am • EDT: 12:35pm • GMT: 4:35pm • (Oct. 6) AWST: 12:35am

Break

12:45 - 1:45pm EDT TIME ZONES (Oct. 5) MDT: 10:45am • EDT: 12:45pm • GMT: 4:45pm • (Oct 6) AWST: 12:45am

CONCURRENT SESSIONS

BREAKOUT SESSION #1

The What, Why, and How of Psychological Safety

By promoting psychological safety, we can create a workplace where employees are more comfortable bringing their true, best selves to work, are happier, more fulfilled and engaged, and are more committed to organizational outcomes. Whether we feel safe is determined by the environment we work in.

In this session you will:

- Explore the concept of psychological safety and its connection to employee experience, belonging, and performance.
- Define what a culture of psychological safety looks like.
- Review strategies for promoting psychological safety in your own organization.
- Discuss how you, personally, can contribute to psychological safety.

SPEAKERS: **Erica Colonero** | Co-Founder & Partner | **VisionSpring, Inc.**
Robin Pedrelli | Co-Founder & Partner | **VisionSpring, Inc.**

BREAKOUT SESSION #2

Engage and Transform: A Strategic Change Management Approach to Inclusion and Belonging”

This interactive session explores the essential components of change management that propel inclusive practices and empowers participants to lead with purpose.

Join us as we embark on a journey to harness the transformative power of change management to build an inclusive and thriving workplace culture. Leave with actionable takeaways to implement immediately, accelerating your organization’s path to becoming a place where everyone has the opportunity to experience a true sense of belonging and embraces the power of change.

SPEAKERS: **Betsy Silva** | Global Consultant
Lawrenda Enam Adzomani | Diversity, Equity and Inclusion Programme Officer | **ICMM**
Dr. Jackie Glenn | Founder and CEO | **Glenn Diversity Inclusion & HR Solutions**



1:45 - 2:00pm EDT TIME ZONES (Oct. 5) MDT: 11:45am • EDT: 1:45pm • GMT: 5:45pm • (Oct. 6) AWST: 1:45am



GAME CHANGER AWARD RECIPIENT:

Company Changing the Game for Women in Mining

CATERPILLAR[®]

accepting the award on behalf of Caterpillar Inc.

Denise Johnson | Group President, Resource Industries | **Caterpillar Inc.**

2:00 - 3:00pm EDT TIME ZONES: (Oct. 5) MDT: 12:00pm • EDT: 2:00pm • GMT: 6:00pm • (Oct. 6) AWST: 2:00am

BUSINESS LEADERS IN MINING EXECUTIVE PANEL

Transforming the Mining Industry to More Inclusive and Belonging for a Better Future.

MODERATOR: Alisa Kolodizner | Co-CEO & Managing Partner | **LCW**

SPEAKERS: Debra Hamlin | Director of Operations | **Bridgestone Commercial Dealer Network**

Spencer Nicolary | Senior Director, Supply Chain | **Newmont**

Denise Johnson | Group President, Resource Industries | **Caterpillar Inc.**

3:00 - 4:00pm EDT TIME ZONES: (Oct. 5) MDT: 1:00pm • EDT: 3:00pm • GMT: 7:00pm • (Oct. 6) AWST: 3:00am

Workshop: What Great Allies DO

Designed intentionally for mixed-gender groups, this highly interactive workshop dives into the fundamentals of world-class allyship actions and tactics. Based on research and organizational best practices, this workshop allows participants to practice cross-gender allyship in real time. This workshop is well-suited to follow the broader keynote introducing allyship and the associated business case. Using a variety of developmental exercises that allow cross-gender practice in developing and implementing ally skills, Brad and David will cover topics related to developing awareness, everyday interactions at work, professional relationships at work, disrupting status quo bias, giving and receiving feedback, initiating mentoring conversations, and public advocacy and sponsorship.

SPEAKERS: David Smith | Co-Author, *Good Guys* and *Athena Rising* | Associate Professor of Sociology | **Carey Business School at Johns Hopkins University**

W. Brad Johnson, PhD | Co-Author, *Good Guys* and *Athena Rising* | Professor of Psychology | **Department of Leadership, Ethics and Law, United States Naval Academy** | Faculty Associate | **Graduate School of Education at Johns Hopkins**

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4:00 - 4:15pm EDT TIME ZONES: (Oct. 5) MDT: 2:00pm • EDT: 4:00pm • GMT: 8:00pm • (Oct. 6) AWST: 4:00am



GAME CHANGER AWARD RECIPIENT:
Male Ally

Rob Seibert

President, Off The Road: North America
Bridgestone America

4:15 - 4:30pm EDT TIME ZONES: (Oct. 5) MDT: 2:15pm • EDT: 4:15pm • GMT: 8:15pm • (Oct. 6) AWST: 4:15am

Path Forward: Ensuring a Culture of Inclusion and Belonging

Susan Stith | Former VP, Diversity, Equity, Inclusion, and Charitable Giving and President, Cigna Foundation, Cigna (Retired – March 2023)

4:30 pm EDT TIME ZONES: (Oct. 5) MDT: 2:30pm • EDT: 4:30pm • GMT: 8:30pm • (Oct. 6) AWST: 4:30am

Closing Remarks

Dr. Sheila Robinson | Founder, Publisher & CEO | **Diversity Woman Media**



Speakers & Presenters



Lawrenda Enam Adzomani
Diversity, Equity and Inclusion Programme officer, **ICMM**



Erica Colonero
Co-Founder & Partner
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Barbara Dischinger
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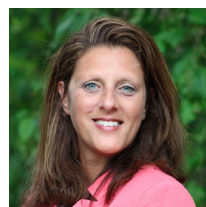
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