



# **NSW Women in Mining Awards 2019**

**Recognising the outstanding achievements of  
the women in the NSW mining industry**

# Awards overview and entry conditions

## The NSW Women in Mining Awards

There is a growing number of women in leadership positions and in roles across NSW mine sites who make an important contribution to a successful NSW mining industry.

That's why the NSW Minerals Council is pleased to present the 2019 NSW Women in Mining Awards, to highlight the role that women play in our industry and recognise the achievements of the outstanding women working in our mines and supply businesses.

Awards will be given in five categories:

1. Exceptional Woman in NSW mining
2. Exceptional Young Woman in NSW mining
3. Outstanding Tradeswoman/Operator/Technician
4. Excellence in Diversity Programs and Performance
5. Gender Diversity Champion (male or female)

Winners will go on to represent NSW at the Women in Resources National Awards.

## Online entry

All award entries will be made online through the Awards Force website.

## Key Dates

### **Monday 7 January 2019**

Award entries open

### **Friday 8 March 2019**

Award entries close

### **Monday 29 April 2019**

Finalists announced

### **Late June 2019 (date TBC)**

Awards ceremony, Sydney

## Reasons to enter the NSW Women in Mining Awards

- Showcase the work you are doing as a leader in your business and in the broader NSW mining community.
- Help raise the profile of your business and the importance of diversity in your workplace and in the NSW mining industry.
- Reflect on your achievements and celebrate your successes. Join us to recognise finalists and winners with industry colleagues and government representatives at a special event in Sydney at a date to be advised, likely in late June 2019.

- Finalists and winners will enjoy promotion in media, online and in NSW Minerals Council newsletters to industry stakeholders, so your efforts will not go unnoticed!

### **How to enter the NSW Mining Industry & Suppliers Awards**

- Complete the online entry form. You will receive an email notification from us via Awards Force when your entry has been completed.
- You must provide sufficient information to soundly demonstrate that all judging criteria has been met so there can be a fair comparison in the judging process.
- A recent CV and high quality image of the applicant must be included. Up to two pages of additional information can be included, such as media coverage, charts or images, or even a video, and it will be considered alongside your written responses.
- Submit your entry no later than Friday 8 March 2019.

### **Judging**

- All personal and commercially sensitive information will be treated in confidence.
- Judging is undertaken by a panel of independent judges. All decisions are final.
- An award may not be presented in a category if the circumstances warrant it.

### **Eligibility & important notes**

- The NSW Women in Mining Awards are open to individuals and businesses that are members of the NSW Minerals Council.
- The same submission can not be entered into multiple categories.
- Entrants must be willing to participate in awards-related publicity organised by the NSW Minerals Council and agree to be contacted by media during the entry and awards process.
- All entrants are requested to attend or send a representative to a special event in Sydney in late-June 2019, where winners will be announced.
- The Outstanding Woman in NSW Mining award will be presented at the NSW Mining Industry & Suppliers Dinner at NSW Parliament, which follows the NSW Women in Mining Awards function.

# Award categories and judging criteria

## 1. Exceptional Woman in NSW Mining

This award recognises exceptional achievement in the NSW minerals industry in any occupation.

It acknowledges leadership, resilience, methods for overcoming barriers for women in the workplace and an ability to seek out and accept new responsibilities and challenges.

It recognises a record of encouraging and mentoring other women in the resources sector and efforts towards building gender diversity within the sector.

It also recognises contributions to the community and to mining communities, in particular where that can be shown to help towards maintaining the industry's social licence to operate. This work may include a commitment to community engagement and development, contributing to gender diversity within the sector or other sustainability initiatives.

The award is open to women of any age.

Your entry must include the following:

- Name of entrant / nominee
- Company
- Current position and title
- Contact details
- Qualifications
- Individuals headshot (jpg format, at least 300 dpi)

And address the following selection criteria:

- Career: Your life/career journey, including any personal challenges and work family life balance. [max 400 words]
- Social license to operate: Demonstrate how you have promoted the resources industry's social license to operate. Examples may be mentoring other women in the sector, involvement in community or charity or other sustainability initiatives. [max 400 words]
- Gender diversity: Describe how you have supported work to increase gender diversity in your company or the NSW minerals industry. [max 200 words]
- Leadership: Provide evidence of where you have shown leadership and/or broken new ground for women in the resources sector. [max 400 words]
- Continuous improvement: Provide evidence of continuous learning and professional development. [max 200 words]

## 2. Exceptional Young Woman in NSW Mining

This award recognises an outstanding young woman who is showing significant promise and achieved important milestones in her career to date.

It also recognises her contribution to promoting the NSW mining industry's social licence to operate and helping to increase gender diversity in the sector.

The award is open to women 35 and under.

Your entry must include the following:

- Name of entrant / nominee
- Company
- Current position and title
- Contact details
- Qualifications
- Individuals headshot (jpg format, at least 300 dpi)

And address the following selection criteria:

- Career: Your life/career journey, evidence of accelerated promotion, including any personal challenges and work family life balance. [max 400 words]
- Social license to operate: Demonstrate how you have promoted the resources industry's social license to operate. Examples may be mentoring other women in the sector, involvement in community or charity or other sustainability initiatives. [max 400 words]
- Gender diversity: Describe how you have supported work to increase gender diversity in your company or the NSW minerals industry. [max 200 words]
- Leadership: Provide evidence of where you have shown leadership and/or broken new ground for women in the resources sector. [max 400 words]
- Continuous improvement: Provide evidence of continuous learning and professional development. [max 200 words]

### 3. Outstanding Tradeswoman/Operator/Technician

This award recognises the achievements of women working in trade, operational or technician role in the NSW minerals industry.

Entries should recognise her achievement in breaking new ground for women in non-traditional careers and recognise her resilience, achievement of goals and support for gender diversity.

Your entry must include the following:

- Name of entrant / nominee
- Company
- Current position and title
- Contact details
- Qualifications
- Individuals headshot (jpg format, at least 300 dpi)

And address the following selection criteria:

- Career: How did you come to work in your current occupation? Why did you choose a career in this sector? Why do you continue to work in the resources sector? [max 400 words]
- Social license to operate: Describe your contribution to your company and/or the resources sector and/or the community through your work. [max 400 words]
- Gender diversity: Provide evidence of your contribution to the attraction and/or retention of women in the resources sector. For example, this may include being a role model or mentor or through leadership. [max 400 words]
- Leadership: Describe your leadership qualities and explain how you are breaking new ground for women in the industry. [max 400 words]

#### 4. Excellence in Diversity Programs and Performance Award

This award recognises a resources company operating in NSW that has shown excellence and innovation in gender diversity programs and demonstrated outstanding performance in attracting women and/or increasing the proportion of women in their workplaces.

Additionally, companies that have shown increases in the proportion of women in non-traditional roles, such as senior management, engineering, sciences, operators and trades, will be particularly highly regarded.

This award is open to companies that are a member of the NSW Minerals Council or similar industry association including the Minerals Council of Australia.

Your entry must include the following:

- Name of Program
- Company
- Company logo (jpg format, at least 300 dpi)
- Company representative's name and title
- Contact details

And address the following selection criteria:

- Purpose: Describe why the initiative was developed. [max 400 words]
- Evidence: Provide statistical or other evidence of the program's effectiveness. [max 400 words]
- Benefits: Describe the benefits this program has had for employees and/or the local community or communities in which the company operates. How has it enhanced attraction / retention of women? Include statistical evidence, endorsement from employees and other stakeholders and other evidence. [max 400 words]
- Operational benefits: Evidence of any additional operational benefits. For example, this may include improved plant usage, decreased staff turnover or reduced absenteeism. [max 400 words]

## 5. Gender Diversity Champion in NSW mining (female or male)

This award recognises an individual, male or female, who has shown excellence in encouraging and advocating for the attraction, retention and promotion of women in their company and/or the NSW resources sector.

Your entry must include the following:

- Name of entrant / nominee
- Company
- Current position and title
- Contact details
- Qualifications
- Individuals headshot (jpg format, at least 300 dpi)

And address the following selection criteria:

- **Advocacy:** Demonstrated record of advocacy for women in resources. How have you encouraged, promoted and advocated for gender diversity? For example, through recruitment processes, changing workplace culture and working arrangements. [max 400 words]
- **Outcomes:** Describe the outcomes / impact of advocacy and demonstrate their sustainability. For example, provide statistics and evidence that it isn't reliant on the actions of a single person alone. [max 400 words]
- **Vision:** What is your vision for gender diversity in the resources sector, including any planned initiatives? Provide examples of initiatives either underway or in the planning stages. [max 400 words]



## **Privacy statement**

The collection of the applicant's personal information is necessary for the purposes of the NSW Women in Mining Awards.

Personal information will be used by the NSW Minerals Council to assess nominations and to contact applicants.

All award entries become and remain the property of the NSW Minerals Council.

The NSW Minerals Council may use the information collected from award nominations in promotional materials, including in the media. By submitting a nomination you agree to publication of information in the nomination.

Any information marked as personal or commercial-in-confidence will not be published.

## **Contact details**

All enquiries should be directed to [events@nswmining.com.au](mailto:events@nswmining.com.au) or (02) 9274 1400.