Global Business Leaders in Mining™ 
Diversity Conference

Stronger Together

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

May 19, 2022 • Virtual

HOSTED BY:
DiversityWomanMedia

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

#StrongerTogetherLIM

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
Global Business Leaders in Mining

DIVERSITY CONFERENCE

AGENDA • May 19, 2022

Stronger Together

Opening Remarks
HOST: Dr. Sheila Robinson | Founder & CEO | Diversity Woman Media

Welcome Remarks Signature Sponsor:
Jennifer Cmil | Executive Vice President, Human Resources | Newmont

Morning Keynote

Newmont Case Study: Lessons Learned...So Far
SPEAKERS: Awo Quaison-Sackey | Regional Vice President, Human Resources, Africa | Newmont
Bernard Wessels | General Manager, Peñasquito | Newmont
Melissa Harmon | Vice President, Productivity, North America | Newmont
MODERATOR: Beatrice Opoku-Asare | Senior Director, Global Talent Management, Inclusion and Diversity | Newmont

Rising Together to Become Stronger Together: Sodexo Global Energy & Resource Team
A deep dive into a global company's gender diversity success story. Sodexo is a French food services and facilities management company with over 400,000 employees in 56 countries and is a service provider to over 100 million consumers daily. Sodexo annually receives international recognition and awards for its diversity, equity & inclusion initiatives, especially with respect to gender equality.
PANELISTS: Simon Seaton | CEO Energy & Resources Worldwide | Sodexo
Stephanie Hertzog | Chief Executive Officer, Energy & Resources, Head of Global Energy Strategic Accounts | Sodexo
Marilaine Costa | CEO Energy & Resources, Brazil | Sodexo
MODERATOR: Dr. Sheila Robinson | Founder & CEO | Diversity Woman Media

Break

*** END OF GENERAL SESSION – PROCEED TO BREAKOUTS***
MORNING BREAKOUT SESSION #1
(May 19) MDT: 9:45am • EDT: 11:45am • GMT: 3:45pm • AWST: 11:45pm

Why Women - The Leadership Imperative. Moving From Awareness to Advocacy
Is your organization ready to address the leadership imperative to advance women and engage men? Based on Jeffery Tobias Halter’s groundbreaking book, WHY WOMEN – The Leadership Imperative to Advancing Women and Engaging Men, this session outlines the tools and processes to drive the long-term advancement of women. The session also focuses on the critical role that men need to play as advocates. Specifically the session will examine:
• Current View of the Workplace in a Post Covid World and the Specific Impact on Women
• The Organizational Barriers that Still Exist for all Women and in particular Women of Color
• Ten Actions for Advocates to take and use immediately upon leaving the session

SPEAKER: Jeffery Tobias Halter | Corporate Gender Strategist; President | YWomen

MORNING BREAKOUT SESSION #2
(May 19) MDT: 9:45am • EDT: 11:45am • GMT: 3:45pm • AWST: 11:45pm

Moving Beyond Mentorship
As our sector transforms, so too is the way we approach the gender gap. Mentorship alone is not moving the needle on female attraction and retention in the mining industry. Beyond the structural programs there is a need for a critical shift in behaviour to drive an inclusive culture and build broad accountability for increasing the representation of women.
This conversation will draw on the panel’s experience and collective insights that move from problem-stating to action, focusing on practical ideas that go beyond the traditional female mentorship discussion.

SPEAKERS: Dorena Quinn | VP People, Iamgold
Bethany Borody | Director Sustainability New Gold & Founder, Femina Collective
Ian Pearce | Chairman, New Gold Inc.
Aaron Steeghs | Director of Health, Safety and Sustainable Development | Yamana Gold

MODERATOR: Barbara Dischinger | Director, International Women in Mining
JOIN US! Peer Discussion Roundtables

We want to hear from you! During this time, attendees will participate in an interactive discussion with fellow conference peers on a topic of your choice. This is an opportunity to build your community, network, dialogue around common challenges and brainstorm solutions. Each roundtable will be led by a facilitator.

Retaining Talent Through Leadership: The Leader Employee’s Need Today
Ryan Hill | Senior Manager, Leadership Development

Workplace Culture: Embedding Respect and Preventing Harmful Behaviors (English)
Melissa Gustafson | Vice President, Talent Management

Workplace Culture: Embedding Respect and Preventing Harmful Behaviors (Spanish)
Deborah Leyva | Group Executive, Human Resources

Women’s Peer Mentorship in Mining – Creating a Safe Space for Vulnerability
Amanda Adams | Principal Engineer, Stantec

Power of the Pen
Cory Federici | Senior Manager, Category Management

Building a Purpose Driven Organization
Spencer Nicolary | Senior Director, Supply Chain

Symbols of Exclusion
Edwina Aba Akuamoa | Senior Manager, Inclusion & Diversity

The Leaky Middle: What’s Holding Us Back
Jillian Newell | Full Potential Operations Coordinator
Brittany Martinez | Metallurgical Technician III

Talent Attraction
Brad George | Senior Partner, Granger Reis
Danielle Hatton | Principal, Natural Resources | Diversity & Inclusion Champion | Granger Reis

MODERATOR: Mariah Sather | Senior Manager, Inclusion & Diversity

AFTERNOON BREAKOUT SESSION #1

Engaging Men as Allies in Creating a Better Future for Women at Work
Based on their books Athena Rising and Good Guys, Brad Johnson and David Smith will make both the business and the personal/moral case for male engagement in gender equality and equity, showing why it is good for men, women, and their organizations. Because excellent allyship skills and practices are not unique to gender equity, they demonstrate how allyship skills apply to all dimensions of diversity including an intersectional perspective. Using social science evidence, they will explore the possible challenges of cross-gender professional relationships, especially in the post-#MeToo workplace. With findings from their research on cross-gender allyship, mentorship, and sponsorship, they’ll offer best practices, the “how to” for men, women, and organizational leaders who want to be intentional, inclusive, and excellent allies, leveraging mentorship, sponsorship, and workplace partnership to create a more diverse workforce. Be prepared for a rich conversation around leveraging allyship and maximizing cross-gender collaboration!

SPEAKERS: Dr. David Smith, Ph.D. and Brad Johnson, Ph.D., Authors of Athena Rising and The Good Guys

diversitywoman.com/our-conferences/leaders-in-mining
AFTERNOON BREAKOUT SESSION #2

(May 19) MDT: 11:45am • EDT: 1:45pm • GMT: 5:45pm • (May 20) AWST: 1:45am

Florence Drummond | Co-Founder | Indigenous Women in Mining

(May 19) MDT: 11:50am • EDT: 1:50pm • GMT: 5:50pm • (May 20) AWST: 1:50am

What’s Happening at the Leaky Middle: From Unconscious Bias and Stereotypes to Leadership Styles
This session looks into the aspects of attraction, retention and promotion of women in the mining industry. We take a look at the factors driving low entry level, a leaky middle and less positive experiences for women. We also discuss and explore good practices from across the globe and potential approaches to improving diversity in mining

SPEAKERS: Tarusha Moonsamy | Associate Partner | McKinsey and Company
Karilyn Farmer | Mining Expert | McKinsey and Company
Milena Martins | Global Head of Culture Transformation, Talent and Engagement | Vale

(May 19) MDT: 12:45pm • EDT: 2:45pm • GMT: 6:45pm • (May 20) AWST: 2:45am

Break

*** RETURN TO GENERAL SESSION ***

(May 19) MDT: 1:00pm • EDT: 3:00pm • GMT: 7:00pm • (May 20) AWST: 3:00am

Vale Introduction
Viviane Ajub | Head of Diversity & Inclusion | Vale

(May 19) MDT: 1:05pm • EDT: 3:05pm • GMT: 7:05pm • (May 20) AWST: 3:05am

Fireside Chat
Paradigm for Parity
Women in the C-Suite: Role of a Sponsor
Sponsorship is one of the leading ways to advance talent in the organization. While it comes naturally for some, it has to be intentional for diverse talent. Join us for this informative session where we will discuss the difference between mentorship vs. sponsorship, what it takes to be an effective sponsor and how proteges can be sponsor ready.

SPEAKERS: Sandra Quince | CEO | Paradigm for Parity
Subha V. Barry | President | Seramount, now part of EAB
2022 Global Business LEADERS in MINING TM DIVERSITY CONFERENCE
diversitywoman.com/our-conferences/leaders-in-mining

(May 19) MDT: 1:55pm • EDT: 3:55pm • GMT: 7:55pm • (May 20) AWST: 3:55am

CLOSING PANEL
C-Suite Men At Work: A Role of Men to Bridge the Gender Gap
Men in mining—and across the corporate landscape—continue to hold the vast majority of leadership positions and decision-making power. In fact, representation of women in the Energy (Mining, Oil, & Gas) industry, especially in leadership roles, is some of the lowest across all industries, globally. Closing the gender gap is a leadership and business imperative. To achieve accelerated and sustainable progress, a gender partnership approach that invites men in and holds them accountable as active participants in change efforts is essential. In this session, we will explore both the responsibility and opportunity men have as partners in closing the gender gap and discuss best practices, challenges, and lessons learned from industry leaders.

Panelists: Ramsey Musa | Senior VP Supply Chain | Newmont
Michael Lefenfeld | President and Chief Executive Officer | Cyanco
James Bonner | President | Orica Mining Services
Kevin Edwards | Chief Diversity Officer | Bechtel Corporation

Moderator: Alixandra Pollack | Catalyst, Vice President | MARC (Men Advocating Real Change)

(May 19) MDT: 3:00pm • EDT: 5:00pm • GMT: 9:00pm • (May 20) AWST: 5:00am

Gamer Changers Award Presentation

Presentation of Award: Dr. Sheila Robinson | CEO & Publisher | Diversity Woman Media

Newmont
Accepting the award on behalf of Newmont:
Melissa Gustafson, Vice President, Talent Management | Newmont

(Closing)
Speakers & Presenters

Subha V. Barry
Head of Diversity & Inclusion | Vale

Subha V. Barry
President | Seramount, now part of EAB

James Bonner
President | Orica Mining Services

Bethany Borody
Director Sustainability | New Gold & Founder | Femina Collective

Marilaine Costa
CEO Energy & Resources, Brazil | Sodexo

Jennifer Cmil
Executive Vice President, Human Resources | Newmont

Barbara Dischingner
Director, Interaction Women in Mining

Florence Drummond
Co-founder | Indigenous Women in Mining

Kevin Edwards
Chief Diversity Officer | Bechtel Corporation

Karilyn Farmer
Mining Expert | McKinsey and Company

Resa Furey
Global Marketing Leader | STANTEC

Melissa Gustafson
Vice President, Talent Management | Newmont

Jeffery Tobias Halter
Corporate Gender Strategist; President | Y’Women

Melissa Harmon
Vice President, Productivity, North America | Newmont

Stephanie Hertzog
Chief Executive Officer, Energy & Resources, Head of Global Energy Strategic Accounts | Sodexo

Brad Johnson, Ph.D.
Author of Athena Rising and The Good Guys

Michael Lefenfeld
President and Chief Executive Officer | Cyanco

Milena Martins
Global Head of Culture Transformation, Talent and Engagement | Vale

Tarusha Moonsamy
Associate Partner | McKinsey and Company

Ramsey Musa
Senior VP Supply Chain | Newmont

Beatrice Opoku-Asare
Senior Director, Global Talent Management, Inclusion and Diversity | Newmont

Ian Pearce
Chairman | New Gold Inc.

Alixandra Pollack
Catalyst, Vice President | MARC (Men Advocating Real Change)

Awo Quaison-Sackey
Regional Vice President, Human Resources, Africa | Newmont

diversitywoman.com/our-conferences/leaders-in-mining
Speakers & Presenters

Sandra Quince
CEO | Paradigm for Parity

Dorena Quinn
VP People, Iamgold

Dr. Sheila Robinson
Founder & CEO | Diversity Woman Media

Simon Seaton
CEO Energy & Resources Worldwide | Sodexo

Rob Seibert
President, US and Canada, Off-the-Road Tires | Bridgestone Americas Tire Operations

Dr. David Smith, Ph.D.
Author of Athena Rising and The Good Guys

Aaron Steeghs
Director of Health, Safety and Sustainable Development | Yamana Gold

Bernard Wessels
General Manager, Peñasquito | Newmont

Speakers & Presenters

Peers Discussion Facilitators

Amanda Adams
Principal Engineer and Business Center Operations Leader | Stantec

Edwina Akuamoah
Senior Manager, Inclusion & Diversity | Newmont

Cory Federici
Senior Manager, Category Management | Newmont

Brad George
Senior Partner, Granger Reis | Newmont

Melissa Gustafson
Vice President, Talent Management | Newmont

Danielle Hatton
Principal | Natural Resources; Diversity & Inclusion Champion | Granger Reis

Ryan Hill
Senior Manager, Leadership Development | Newmont

Deborah Leyva
Group Executive, Human Resources | Newmont

Brittany Martinez
Metallurgical Technician III | Newmont

Jillian Newell
Full Potential Operations Coordinator | Newmont

Spencer Nicolary
Senior Director, Supply Chain | Newmont

Mariah Sather
Senior Manager, Inclusion & Diversity | Newmont

diversitywoman.com/our-conferences/leaders-in-mining
Thank you Sponsors!

SIGNATURE SPONSOR

Newmont

SILVER SPONSORS

Stantec

VALE

BRONZE SPONSOR

BRIDGESTONE

PARTNER SPONSORS

Catalyst

IWIM

IWIMRA

Paradigm for Parity

DiversityWomanMedia