



2019 VICTORIAN WOMEN IN RESOURCES AWARDS

NOMINATION INFORMATION

MARCH 2019

OVERVIEW

The Victorian Women in Resources Awards recognise and promote diversity across Victoria's minerals industry. The awards are hosted in partnership between the Minerals Council of Australia Victoria and Women in Mining Network Victoria.

The 2019 Victorian in Resources Awards feature five categories: Exceptional Woman in Resources, Exceptional Young Woman in Resources, Outstanding Australian Trade Operator or Technician, Gender Diversity Champion and Diversity Program Award which recognises a company or subsidiary.

Winners in each category are elevated to finalists in the Women in Resources National Awards. Hosted by NSW Mining, the 2019 Women in Resources National Awards ceremony will be held in Sydney in September.

Exceptional Woman in Resources

This award recognises the exceptional achievement of a woman in the Victorian resources sector in any occupation. It notes her leadership skills, resilience, her methods of overcoming barriers and seeking out and accepting new responsibilities and challenges.

It also recognises her work to promote 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.

Exceptional Young Woman in Resources

This category recognises an outstanding young woman who has shown significant promise and achieved significant milestones in her career to date. It also recognises her contribution to promoting the Australian resources industry's social licence to operate and increasing gender diversity in the sector.

Outstanding Australian Trade Operator or Technician

This award recognises the achievement of a woman working in a trade, operational or technical role in Australia's resources industry. The award recognises her achievement in breaking new ground for women in non-traditional careers as well as her resilience, achievement of goals and support for gender diversity.

Gender Diversity Champion Award

This category recognises an individual - male or female - for their excellence in the encouragement, promotion and advocacy for the attraction, retention and promotion of women within their company and/or the Australian resources sector.

Diversity Program Award

This award recognises a resources company/subsidiary for excellence and innovation in gender diversity programs and demonstrated outstanding performance in increasing the proportion of women in their workplaces.

Companies who have achieved increases in the proportion of women in non-traditional roles, such as senior management, engineering, sciences, operators and trades will be particularly highly regarded.

To be eligible, the company must have a presence in Victoria and be a member of the MCA or WIMnet Victoria.

TO ENTER

Please address all selection criteria in a separate Word document.

Your submission should include a current resume (maximum two pages) and a photograph of yourself for use in promotional activities (in high resolution, if possible).

Any questions should be directed to the MCA Victoria on (03) 8614 1851.

Submissions can be made via email to nominationsvic@minerals.org.au or by post to MCA Victoria, Level 8, 10-16 Queen Street, Melbourne, VIC, 3000.

All submissions are due by 5pm on Monday 13 May 2019.

Three finalists from each category will be announced on Friday 21 May 2019. A ceremony, hosted by MCA and WIMnet Victoria, will be held in Melbourne to announce the winner of each category in the Victorian awards in early June 2019.

Please note the judges reserve the right not to recommend a particular award if they consider that the nominations are not of sufficient merit.

The decisions and the recommendations of the judges are final.

EXCEPTIONAL WOMAN IN VICTORIAN RESOURCES - SELECTION CRITERIA

EXCEPTIONAL WOMAN IN RESOURCES

This award recognises the exceptional achievement of a woman in the Victorian resources sector in any occupation. It notes her leadership skills, resilience, her methods of overcoming barriers and seeking out and accepting new responsibilities and challenges.

It also recognises her work to promote 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.

Selection criteria

SC1: Career

Describe your life/career journey, including any personal challenges and work/family life balance.

[maximum 400 words] [scored out of 10]

SC2: Social licence to operate

Demonstrate how you have promoted the resources industry's social licence to operate. This may include by mentoring other women in the sector, involvement in community or charities or other sustainability initiatives. [maximum 400 words] [scored out of 10]

SC3: Gender diversity

Describe how you have supported work to increase gender diversity in your company or the Victorian/Australian resources industry. [maximum 200 words] [score out of 5]

S4: Leadership

Provide evidence of where you have shown leadership and/or broken new ground for women in the resources sector.

[maximum 400 words] [score out of 10]

S5: Continuous improvement

Provide evidence of your commitment to continuous learning and professional development.

[maximum 400 words] [score out of 10]

Points to remember

- Please keep to the maximum word count for each selection criteria and attach a resume (two page maximum). The resume should include a referee
- Applications are open to employees of companies working across the Victorian minerals industry, including mine equipment, technology and services and energy
- Applicants do not have to work for an MCA member company
- Applications can be made on behalf of another person if the nominee has knowledge of and consents to the application
- A panel of three judges has been established to select three finalists and a winner in each category. The decision of the judges will be final
- A ceremony will be held to announce category winners in June 2018. The aim is for all finalists to be in attendance
- Applicants should be aware that category winners and finalists may be asked to act in an ambassador role for industry in the 12 months following the awards. This could include event attendance or media interviews

GENDER DIVERSITY CHAMPION AWARD - SELECTION CRITERIA

GENDER DIVERSITY CHAMPION

This category recognises an individual – female or male – for their excellence in the encouragement, promotion and advocacy for the attraction, retention and promotion of women within their company and/or the Australian resources sector.

Selection criteria

SC1: Demonstrated record of advocacy for women in resources

Explain how you have encouraged, promoted and advocated to increase gender diversity (activities may include through improvements to recruitment processes, supporting changes to workplace culture and enhancement of flexible working practices).

[maximum 400 words] [score out of 10]

SC2: Outcomes/impact of advocacy and sustainability of outcomes

Explain the outcomes of your advocacy and how these improvements will be maintained.

[maximum 400 words] [score out of 10]

SC3: Your vision

Describe your vision for gender diversity in the resources sector and any work you leading, supporting or involved in to achieve.

[maximum 400 words] [score out of 10]

Points to remember

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- A ceremony will be held to announce category winners in June 2018. The aim is for all finalists to be in attendance
- Applicants should be aware that category winners and finalists may be asked to act in an ambassador role for industry in the 12 months following the awards. This could include event attendance or media interviews

DIVERSITY PROGRAM AWARD – SELECTION CRITERIA

DIVERSITY PROGRAM AWARD

This award recognises a resources company/subsidiary for achieving outstanding performance in increasing the attraction and retention of women in their workplaces.

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

The company must have a presence in Victoria and be a member of a member of the MCA or WIMnet Victoria.

Selection criteria

SC1: Purpose

Describe why the company developed a gender diversity program and what its goal was.

[maximum 400 words] [score out of 10]

SC2: Success

Describe the program's effectiveness using statistical or other evidence.

SC3: People benefits

Describe how the program has benefitted the company's employees, contractors and/or the local communities or communities in which it operates. This may include how it has enhanced the attraction or retention of female staff.

SC4: Operational benefits

Describe how the program has benefitted the company's operations. This could include improved business performance through decreased staff turnover, attraction of talent or reduced absenteeism.

Points to remember

- Applications are open to companies working across the Victorian minerals industry, including mine equipment, technology and services and energy
- An panel of three judges has been established to select three finalists and a winner in each category. The decision of the judges will be final
- A ceremony will be held to announce category winners in June 2018. The aim is for a representative of the company to be in attendance
- Applicants should be aware that category winners and finalists may be asked to act in an ambassador role for industry in the 12 months following the awards. This could include event attendance or media interviews

EXCEPTIONAL YOUNG WOMAN IN AUSTRALIAN RESOURCES

This category recognises an outstanding young woman who has shown significant promise and achieved significant milestones in her career to date. It also recognises her contribution to promoting the Australian resources industry's social licence to operate and increasing gender diversity in the sector.

SC 1: Career: Your life/career journey, evidence of accelerated promotion, including any personal challenges and work family life balance

[max 400 words]

[Scored out of 10]

SC 2: Social licence to operate: Demonstrate how you have promoted the resources industry's social licence to operate. This may include by through community or charity work, improving operational performance or other sustainability initiatives.

[max 400 words]

[Scored out of 10]

SC 3: Gender diversity: Describe how you have supported work to increase gender diversity in your company or the Australian resources industry.

[max 200 words]

[Scored out of 5]

SC 3: Leadership: Provide evidence of leadership and/or breaking new ground for women in the resources sector

[max 400 words]

[Scored out of 10]

SC 4: Continuous improvement: Provide evidence of continuous learning and professional development

[max 200 words]

[Scored out of 5]

OUTSTANDING AUSTRALIAN TRADE, OPERATOR OR TECHNICIAN

This award recognises the achievement of a woman working in a trade, operational or technical role in Australia's resources industry. The award recognises her achievement in breaking new ground for women in non-traditional careers as well as her resilience, achievement of goals and support for gender diversity.

SC 1: 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]

[Score out of 10]

SC 2: Social licence to operate: Describe your contribution to your company and/or the resources sector and/or the community through your work

[max 400 words]

[Score out of 10]

SC 3: Gender diversity: Provide evidence of your contribution to the attraction and/or retention of women in the resources sector. For example, this may include role model or mentor or through leadership

[max 400 words]

[Score out of 10]

SC 4: Leadership: Describe your leadership qualities and explain how you are breaking new ground for women in the industry

[max 400 words]

[Score out of 10]

FURTHER INFORMATION

Women in Resources National Awards

The Women in Resources National Awards is a partnership between the Minerals Council of Australia and its Victoria and Northern Territory branches, the New South Wales Mines Council, the Queensland Resources Council, the Tasmanian Minerals and Energy Council, the South Australian Chamber of Mines and Energy and the Chamber of Mines and Energy Western Australia. The awards are supported by various Women in Mining Network state branches.

MCA Victoria

MCA Victoria represents member companies exploring, developing and operating and supporting minerals projects across the state.

www.minerals.org.au

WIMnet Victoria

AusIMM Women in Mining and Resources Network Victoria (WIMnet Victoria) supports the attraction and retention of women across the Victorian resources industry. WIMnet Victoria was launched in 2015 with broad membership from across the state's mining and mine equipment, technology and services sectors.

Judging panel

A three-person judging panel will be established to determine finalists and winners in each category.

Prize

The award is promoted by MCA Victoria and WIMnet Victoria. There is no monetary prize associated with these awards.

The decisions and the recommendations of the judges are final.

Publicity

Entry to the competition constitutes permission for the Promoter to use winner's name, city/town of residence, recording of winner's voice and likeness for advertising and promotional purposes without compensation, unless otherwise prohibited by law.

Ownership of entries

All entries become and remain the property of MCA Victoria and WIMnet Victoria.

Participation

Participation in this award constitutes the entrant's unconditional agreement to and acceptance of these entry rules.