

## **Mine Your Potential Mentorship Program, Women In Mining / Women in Nuclear SK**

Women comprise 14% of Saskatchewan’s mining workforce, with 55% of those women working in support services and HR/finance (MiHR). WIM/WiN’s goal is to change the preconceptions women have of the mining industry, and to educate and promote women into the mining and minerals sector as the great career choice that it is. We also strive to retain and promote the women already in the mining industry to realize their full potential.

The mentorship program will empower women in the mining industry, create male champions within organizations, and encourage students to pursue a career in mining and have the support they need to succeed. There is no comprehensive, cross-industry program currently targeting female and male participants to champion our message. A weak leadership pipeline prevents organizations from unlocking their full potential. Companies who invest in gender diversity initiatives create a more inclusive and innovative workplace, along with improved company performance—something all employees can benefit from. It is our desire that the program will expand to include Indigenous schools (i.e. Saskatchewan Indian Institute of Technologies - SIIT and The Gabriel Dumont Institute) and businesses with the end goal of not only increasing female representation and acceptance in the mining industry, but also Indigenous participation. We believe a diverse workforce is a stronger workforce.

Recruiting, training, and retaining the leaders of tomorrow top the list of challenges for senior management. High achievers seek more mentoring – a process that can improve engagement and performance – and the research shows that mentoring directly affects an individual’s ability to succeed as a leader. Approximately 66% of companies using mentoring programs report that they created new leaders and fostered new career development, while 77% of companies state that mentoring is an effective tool to increase the retention of valued employees.