

FOR IMMEDIATE RELEASE

## **IMII Partners with Jocelyn Peltier-Huntley to Drive Positive Change through Allyship within the Minerals Industry**

*New study and Active Allies course offer innovative approaches to gender equity and workplace inclusion*

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**Saskatoon, SK:** The International Minerals Innovation Institute (IMII) is proud to announce the release of a pioneering allyship study led by Dr. Jocelyn Peltier-Huntley, a mechanical engineer and interdisciplinary researcher. The study tackles the persistent barriers of discrimination and harassment that impact women in the mining sector, aiming to enhance recruitment and retention of women in the industry.

Since its inception, IMII has been committed to fostering a workforce that reflects the diversity of the communities it serves. Acknowledging the critical role diversity plays in the industry's success and societal equity, IMII has driven workforce development initiatives, including the Diversity & Inclusion Challenge program (2017–2021), which supported 11 impactful projects. This new study, *Activating Allies*, further builds on that legacy by exploring the role of allyship in creating a more inclusive and supportive environment in Saskatchewan's engineering and mining sectors.

"We were thrilled to partner with Jocelyn on this research and the development of the Active Allies Course," said Al Shpyth, IMII's Executive Director. "This innovative hybrid course model—combining virtual learning with group discussions—has been transformative in boosting confidence around discussing diversity, equity, and inclusion in the workplace."

### **The Allyship Study: Key Findings**

Jocelyn's research uncovered critical gaps in how allyship can be practically implemented, leading to the creation of the Ally Activation Model—a framework to guide individuals through a journey from awareness to active support. The goal is to create lasting, meaningful change by empowering allies to stand up for marginalized voices in the workplace.

"Allyship is about developing a practice of inclusion," said Dr. Peltier-Huntley. "With the Active Allies course, we can support participants to develop and expand their allyship competencies. Our analysis shows that Active Allies participants improved their understanding of allyship related concepts, and this resulted in more frequent workplace conversations about these topics. Through embracing an allyship practice I hope we can shift workplace culture to work better for everyone."

### **Looking Ahead**

This study is just the beginning! IMII is proud to continue its collaboration with Jocelyn and her company, Prairie Catalyst Consulting. A licensing agreement was signed in August 2024 to ensure the ongoing delivery of the Active Allies Course. IMII is committed to working with industry partners to



create a more inclusive and supportive mining workforce, empowering individuals to be active allies in shaping the future of the industry.

Learn more about the study and IMII's efforts to advance allyship in the mining sector here:

<https://www.imii.ca/publication/activating-workplace-allies/>

**Media Contact:**

Al Shpyth

Executive Director

Email: [al.shpyth@imii.ca](mailto:al.shpyth@imii.ca)

Phone: 306-668-2057

[www.imii.ca](http://www.imii.ca)

Jocelyn Peltier-Huntley

Principal and Founder

Prairie Catalyst Consulting

Email: [jocelyn@prairiecatalyst.ca](mailto:jocelyn@prairiecatalyst.ca)

Phone: 306-250-3450

[www.prairiecatalyst.ca](http://www.prairiecatalyst.ca)

**About IMII:**

The International Minerals Innovation Institute (IMII) is the trusted hub for expertise and innovation in Saskatchewan's minerals industry, driving transformative change, inspiring actionable solutions, and building a sustainable and globally respected minerals sector in the province. As a member-based organization governed by industry, post-secondary education, and government, we unite to accelerate technological innovation, develop a representative workforce, and promote thought leadership. Together, we drive progress and shape the future of the minerals sector.

**About Prairie Catalyst Consulting:**

Prairie Catalyst Consulting provides equity, diversity, and inclusion (EDI) consulting services to their clients across Canada. We work closely with companies, professional regulators, and not-for-profit organizations to conduct primary research, create EDI strategies, and develop supporting resources. We are proudly located in Saskatoon, Saskatchewan on Treaty 6 territory and the homeland of the Métis. Together, we can lead and inspire positive change.