

# AGENDA

2022

# 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**

## Stronger Together

**A**s 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:*

- **Business Leaders in Mining**
- **Chief Diversity Officers, VPs, Directors, and Managers**
- **VP's, Directors and Managers of HR**
- **People Managers, Line Managers and**
- **Business Unit Leaders**
- **Diversity Change Management Agents**





## AGENDA

# Stronger Together

## May 19, 2022

(May 19) MDT: 7:00am • EDT: 9:00am • GMT: 1:00pm • AWST: 9:00pm

### Opening Remarks

**HOST:** **Dr. Sheila Robinson** | CEO & Publisher | **Diversity Woman Media**

(May 19) MDT: 7:05am • EDT: 9:05am • GMT: 1:05pm • AWST: 9:05pm

### Welcome Remarks Signature Sponsor: **Newmont**

(May 19) MDT: 7:25am • EDT: 9:25am • GMT: 1:25pm • AWST: 9:25pm

### Sponsor Introduction

(May 19) MDT: 7:30am • EDT: 9:30am • GMT: 1:30pm • AWST: 9:30pm

### Morning Keynote

#### Newmont Case Study: Lessons Learned

**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**

(May 19) MDT: 8:25am • EDT: 10:25am • GMT: 2:25pm • AWST: 10:25pm 25 – 10:30

### Sponsor Introduction

(May 19) MDT: 8:30am • EDT: 10:30am • GMT: 2:30pm • AWST: 10:30pm

#### Rising Together to Become Stronger Together: **Sodexo Global Energy & Resource Team**

A deep dive into a Global company's gender diversity success story

**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**

\*\*\* END OF GENERAL SESSION – PROCEED TO BREAKOUTS \*\*\*





## MORNING BREAKOUT SESSION #1

(May 19) MDT: 9:25am • EDT: 11:25am • GMT: 3:25pm • AWST: 11:25pm

### Sponsor Introduction

(May 19) MDT: 9:30am • EDT: 11:30am • GMT: 3:30pm • AWST: 11:30pm

### 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: 9:25am • EDT: 11:25am • GMT: 3:25pm • AWST: 11:25pm

### Sponsor Introduction

(May 19) MDT: 9:30am • EDT: 11:30am • GMT: 3:30pm • AWST: 11:30pm

### Why The Mining Industry Needs More Women: The Importance of Gender Diversity In The Age of Innovation

**MODERATOR AND 3 SPEAKERS:** International Women in Mining

(May 19) MDT: 10:30am • EDT: 12:30pm • GMT: 4:30pm • (May 20) AWST: 12:30am

## BREAK

(May 19) MDT: 10:45am • EDT: 12:45pm • GMT: 4:45pm • (May 20) AWST: 12:45am

## 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.



## AFTERNOON BREAKOUT SESSION #1

(May 19) MDT: 11:25am • EDT: 1:25pm • GMT: 5:25pm • (May 20) AWST: 1:25am

### Sponsor Introduction

(May 19) MDT: 11:30am • EDT: 1:30pm • GMT: 5:30pm • (May 20) AWST: 1:30am

### 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*

## AFTERNOON BREAKOUT SESSION #2

(May 19) MDT: 11:25am • EDT: 1:25pm • GMT: 5:25pm • (May 20) AWST: 1:25am

### Sponsor Introduction

(May 19) MDT: 11:30am • EDT: 1:30pm • GMT: 5:30pm • (May 20) AWST: 1:30am

### Advancing Racial Equity for Greater Workplace Diversity

**SPEAKER:** TBD

## AFTERNOON BREAKOUT SESSION #3

(May 19) MDT: 11:25am • EDT: 1:25pm • GMT: 5:25pm • (May 20) AWST: 1:25am

### Sponsor Introduction

(May 19) MDT: 11:30am • EDT: 1:30pm • GMT: 5:30pm • (May 20) AWST: 1:30am

### What's Happening at the Leaky Middle: From Unconscious Bias and Stereotypes to Leadership Styles

**SPEAKER:** TBD

\*\*\* RETURN TO GENERAL SESSION \*\*\*



(May 19) MDT: 12:30pm • EDT: 2:30pm • GMT: 6:30pm • (May 20) AWST: 2:30am

## Sponsor Introduction

(May 19) MDT: 12:35pm • EDT: 2:35pm • GMT: 6:35pm • (May 20) AWST: 2:35am

## 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**

(May 19) MDT: 1:35pm • EDT: 3:35pm • GMT: 7:35pm • (May 20) AWST: 3:35am

## Sponsor Introduction

(May 19) MDT: 1:40pm • EDT: 3:40pm • GMT: 7:40pm • (May 20) AWST: 3:40am

## CLOSING PANEL

### C-Suite Men At Work: A Path Forward to Bridge the Gender Gap

**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: 2:40pm • EDT: 4:40pm • GMT: 8:40pm • (May 20) AWST: 4:40am

## 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**

(May 19) MDT: 2:55pm • EDT: 4:55pm • GMT: 8:55pm • (May 20) AWST: 4:55am

## Closing

2022

## Thank you Sponsors!

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**CATALYST**

