

# AGENDA

2023

# Global Business **LEADERS**in**MINING**™ DIVERSITY CONFERENCE

*Ensuring a Culture of Inclusion and Belonging*

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



**October 5, 2023 • Virtual**

HOSTED BY:

**DiversityWomanMedia**

[diversitywoman.com/our-conferences/leaders-in-mining](https://diversitywoman.com/our-conferences/leaders-in-mining)

## *Ensuring a Culture of Inclusion and Belonging*

**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:*

- **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**





## AGENDA • Thursday, October 5, 2023

### *Ensuring a Culture of Inclusion and Belonging*

**9:00 - 9:10am EDT** TIME ZONES: (Oct. 5) MDT: 7:00am • EDT: 9:00am • GMT: 1:00pm • AWST: 9:00pm

#### Welcome, Opening Remarks and Sponsor Recognition

**Dr. Sheila Robinson** | Founder, Publisher & CEO | **Diversity Woman Media**

**9:10 - 9:30am EDT** TIME ZONES: (Oct. 5) MDT: 7:10am • EDT: 9:10am • GMT: 1:10pm • AWST: 9:10pm

#### Sponsor Welcome - Newmont

**9:30 - 10:30am EDT** TIME ZONES: (Oct. 5) MDT: 7:30am • EDT: 9:30am • GMT: 1:30pm • AWST: 9:30pm

#### OPENING KEYNOTE:

#### Building a Culture of Inclusion and Belonging

We live in a time of unparalleled separation, and yet we know that people in our organizations need to be able to embody mutual respect and collaboration for us to function at our best. This presentation will focus on how we create cultures in which all people feel like there is a place for them, in which they can thrive along with their colleagues, regardless of gender, racial, ethnic or other identities.

**SPEAKER: Howard J. Ross** | Thought Leader, Speaker, Author

**10:30 - 11:30am EDT** TIME ZONES: (Oct. 5) MDT: 8:30am • EDT: 10:30am • GMT: 2:30pm • AWST: 10:30pm

#### Why does Representation in Mining matter in 2023?

**SPEAKERS: Barbara Dischinger** | Director | **International Women in Mining**

**Kevin d'Souza** | IWIM Advisory Council Member

**Bothwell Mazarura** | Chief Financial Officer | **Kumba Iron Ore, Anglo American**

**11:30 - 12:30pm EDT** TIME ZONES: (Oct. 5) MDT: 9:30am • EDT: 11:30am • GMT: 3:30pm • AWST: 11:30pm

#### Rising Athenas, Male Allies, and the Power of Gender Partnership

Based on their research and books, *Athena Rising* and *Good Guys*, Brad Johnson and David Smith make the business case for male engagement in gender equality, while integrating why it is good for both men and women. Using social science evidence, they explore the possible challenges of cross-gender professional relationships. Using their own research, some humor, and organizational best practices, they provide the "how-to" for men, women, and organizational leaders who want to be intentional inclusive allies, leveraging mentorship, sponsorship, and workplace partnership to create a sustainable, diverse, and more successful workforce. They operationalize allyship and offer rich examples of what best-in-class allyship looks like. Men should walk away with better motivation and a roadmap for getting started as an ally. Women should see the value of collaborating with allies. Organizational leaders will have a clearer sense of how to call out better ally behavior in male employees, and how to create a culture of allyship.

**SPEAKERS: David Smith** | Co-Author, *Good Guys* and *Athena Rising* | Associate Professor of Sociology | **Carey Business School at Johns Hopkins University**

**W. Brad Johnson, PhD** | Co-Author, *Good Guys* and *Athena Rising* | Professor of Psychology | **Department of Leadership, Ethics and Law, United States Naval Academy** | Faculty Associate | **Graduate School of Education at Johns Hopkins**

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



12:45 - 1:45pm EDT TIME ZONES (Oct. 5) MDT: 10:45am • EDT: 12:45pm • GMT: 4:45pm • (Oct 6) AWST: 12:45am

## CONCURRENT SESSIONS

### BREAKOUT SESSION #1

#### The What, Why, and How of Psychological Safety

By promoting psychological safety, we can create a workplace where employees are more comfortable bringing their true, best selves to work, are happier, more fulfilled and engaged, and are more committed to organizational outcomes. Whether we feel safe is determined by the environment we work in.

***In this session you will:***

Explore the concept of psychological safety and its connection to employee experience, belonging, and performance.  
 Define what a culture of psychological safety looks like.  
 Review strategies for promoting psychological safety in your own organization.  
 Discuss how you, personally, can contribute to psychological safety.

**SPEAKERS:** **Erica Colonero** | Co-Founder & Partner | **VisionSpring, Inc.**  
**Robin Pedrelli** | Co-Founder & Partner | **VisionSpring, Inc.**

### BREAKOUT SESSION #2

TBD

1:45 - 2:00pm EDT TIME ZONES (Oct. 5) MDT: 11:45am • EDT: 1:45pm • GMT: 5:45pm • (Oct. 6) AWST: 1:45am

## Break

2:00 - 3:00pm EDT TIME ZONES: (Oct. 5) MDT: 12:00pm • EDT: 2:00pm • GMT: 6:00pm • (Oct. 6) AWST: 2:00am

### MALE ALLIES EXECUTIVE PANEL

#### Transforming the Mining Industry to More Inclusive and Belonging for a Better Future.

**SPEAKERS:** **Rob Seibert** | President, Off The Road: North America | **Bridgestone America**  
**Spencer Nicolary** | TBD



**3:00 - 4:00pm EDT** TIME ZONES: (Oct. 5) MDT: 1:00pm • EDT: 3:00pm • GMT: 7:00pm • (Oct. 6) AWST: 3:00am

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### Workshop: What Great Allies DO

Designed intentionally for mixed-gender groups, this highly interactive workshop dives into the fundamentals of world-class allyship actions and tactics. Based on research and organizational best practices, this workshop allows participants to practice cross-gender allyship in real time. This workshop is well-suited to follow the broader keynote introducing allyship and the associated business case. Using a variety of developmental exercises that allow cross-gender practice in developing and implementing ally skills, Brad and David will cover topics related to developing awareness, everyday interactions at work, professional relationships at work, disrupting status quo bias, giving and receiving feedback, initiating mentoring conversations, and public advocacy and sponsorship.

**SPEAKERS:** **David Smith** | Co-Author, *Good Guys* and *Athena Rising* | Associate Professor of Sociology | **Carey Business School at Johns Hopkins University**  
**W. Brad Johnson, PhD** | Co-Author, *Good Guys* and *Athena Rising* | Professor of Psychology | **Department of Leadership, Ethics and Law, United States Naval Academy** | Faculty Associate | **Graduate School of Education at Johns Hopkins**

**4:00 - 4:20pm EDT** TIME ZONES: (Oct. 5) MDT: 2:00pm • EDT: 4:00pm • GMT: 8:00pm • (Oct. 6) AWST: 4:00am

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### Gamer Changers Award Presentation

#### PRESENTATION OF AWARD:

**Dr. Sheila Robinson** | Founder, Publisher & CEO | **Diversity Woman Media**

#### ACCEPTING THE AWARD ON BEHALF OF COMPANY:

**Dr. Sheila Robinson** | Founder, Publisher & CEO | **Diversity Woman Media**

**4:20 - 4:30pm EDT** TIME ZONES: (Oct. 5) MDT: 2:20pm • EDT: 4:20pm • GMT: 8:20pm • (Oct. 6) AWST: 4:20am

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### Closing Remarks

**Dr. Sheila Robinson** | Founder, Publisher & CEO | **Diversity Woman Media**

2023



## Speakers & Presenters



**Barbara Dischinger**  
Director, **Interantion**  
**Women in Mining**



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



**Spencer Nicolary**  
Senior Director,  
Supply Chain  
**Newmont**



**Dr. Sheila Robinson**  
Founder & CEO  
**Diversity Woman**  
**Media**



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



**Bothwell Mazarura**  
Chief Financial Officer  
**Kumba Iron Ore,**  
**Anglo American**



**Erica Colonero**  
Co-Founder & Partner  
**VisionSpring, Inc.**



**Kevin d'Souza**  
IWIM Advisory Council  
Member



**Robin Pedrelli**  
Co-Founder & Partner  
**VisionSpring, Inc.**

2023

**Global Business**  
**LEADERS**in**MINING**<sup>TM</sup>  
DIVERSITY CONFERENCE

**Thank you Sponsors!**

The Newmont logo features a yellow triangle to the left of the word "Newmont" in a bold, blue, sans-serif font, with a small "TM" trademark symbol to the right.

The Bridgestone logo consists of a stylized "B" with a red and white diagonal stripe, followed by the word "RIDGESTONE" in a bold, black, italicized sans-serif font. Below it is the tagline "Solutions for your journey" in a smaller, italicized sans-serif font.

The IWIM logo is rendered in a purple, stylized font. The letters "I", "W", and "M" are tall and thin, while the "i" is smaller and positioned between the "W" and "M".