



## 2023 Women in Resources Awards Selection Criteria

Entries Open: Monday 12 September

Entries Close: Friday 28 October

The CME Women in Resources Awards recognise and celebrate the achievements of women working in Western Australia's resources sector.

Now in the 14<sup>th</sup> year, the awards demonstrate the diverse careers available to women in the sector and the industry's commitment to attract, train, encourage and promote women.

### Categories

Awards will be given in six categories in 2023:

- ▶ Outstanding Woman in Resources Award
- ▶ Outstanding Young Woman in Resources Award
- ▶ Outstanding Operator/ Technician/ Trade Woman Award
- ▶ Women in Resources Technological Innovation Award
- ▶ Women in Resources Champion Award
- ▶ Outstanding Company Initiative Award

### Privacy Statement

- ▶ The collection of the entrant's personal information is necessary for the purposes of the 2023 awards.
- ▶ Personal information will be used by CME to assess entries and to contact entrants.
- ▶ CME may use the information collected from award entries in promotional materials, including in the media. By submitting an entry you agree to publication of information in the entry. (Any information marked as personal or commercial-in-confidence will not be published)

### Contact Details

All enquiries should be directed to [wira@cmewa.com](mailto:wira@cmewa.com) or 0437 734 254.

## Outstanding Woman in Resources Award

- if 31 years of age or over as at 31 December 2022

This category recognises the outstanding achievements of a woman in the Western Australian resources sector, in any occupation.

It recognises professional success, leadership skills, resilience in overcoming barriers, and accepting new challenges.

It also recognises her contribution to the resources sector and broader community. This may include a commitment to community engagement and development, contributing to inclusion and diversity within the sector and/or other sustainability initiatives.

The nomination should be written to provide a broad overview of the nominee, describing their life journey and background of who they are and how they have arrived at where they are. The nomination should include the nominees':

- life and work journey and the challenges faced and overcome along their journey;
- career achievements and success in their current role; and
- contribution to the broader resources sector and community.

### SELECTION CRITERIA

#### 1. Life Journey (max. 400 words)

Describe how the nominee has demonstrated resilience throughout her life journey.

*This section should provide judges with an understanding of the nominee's life journey to provide background and context to the nominee's achievements and successes. (Take into consideration such things as personal challenges, education and family background.)*

#### 2. Career/Work Journey (max. 400 words)

Describe how the nominee has demonstrated resilience throughout her career/work journey. Include how and why the nominee entered the resources sector and has managed work/life balance.

*This section should provide context and description of the nominee's journey through her work life and the challenges faced and overcome to add weight and context to their current success. (Take into consideration such things as career challenges and barriers.)*

#### 3. Career Achievements (max. 400 words)

Describe the nominee's career highlights, including her achievements, milestones and accomplishments. Include demonstration of leadership skills and continuous improvement.

#### 4. Contribution (max. 400 words)

Describe the nominee's contribution to the resources sector and/or community outside of her career achievements. In what way has the nominee given back to the sector or community?

## Outstanding Young Woman in Resources Award

- if 30 years of age or under as at 31 December 2022

This category recognises an outstanding young woman recognised as an emerging leader, who has achieved significant career milestones in their career to date. It also recognises their contribution to the resources sector and broader community.

This nomination should be written to provide a broad overview of the nominee, describing their life journey and background of who they are and how they have arrived at where they are. The nomination should include the nominees':

- life and work journey and the challenges faced and overcome along their journey;
- career achievements and success in their current role; and
- contribution to the broader resources sector and community.

### SELECTION CRITERIA

#### 1. Life Journey (max. 400 words)

Describe how the nominee has demonstrated resilience throughout her life journey.

*This section should provide judges with an understanding of the nominee's life journey to provide background and context to the nominee's achievements and successes. (Take into consideration such things as personal challenges, education and family background.)*

#### 2. Career/Work Journey (max. 400 words)

Describe how the nominee has demonstrated resilience throughout her career/work journey and why they are an example of a young woman thriving in the WA resources sector. Include how and why the nominee entered the resources sector and has managed work/life balance.

*This section should provide context and description of the nominee's journey through her work life and the challenges faced and overcome to add weight and context to their current success. (Take into consideration such things as career challenges and barriers.)*

#### 3. Career Achievements (max. 400 words)

Describe the nominee's career highlights, including her achievements, milestones and accomplishments. Include demonstration of emerging leadership and continuous improvement.

#### 4. Contribution (max. 400 words)

Describe the nominee's contribution to the resources sector and/or community outside of her career achievements. In what way has the nominee given back to the sector or community?

## Outstanding Operator/ Technician/ Trade Woman Award

This category recognises an outstanding woman who has broken new ground for women in non-traditional fields. It also recognises her contribution to the resources sector and broader community.

This nomination should be written to provide a broad overview of the nominee, describing their life journey and background of who they are and how they have arrived at where they are. The nomination should include the nominees':

- life and work journey and the challenges faced and overcome along their journey;
- career achievements and success in their current role; and
- contribution to the broader resources sector and community.

Job roles (with vocational qualifications) in this category may include Production Technician, Control Room Panel Relief Technician, Production Specialist, Maintenance Technician, Maintenance Specialist, Lab Technician/Analyst, Process Operator, Control Attendant, Planner, Machine/Plant Operator, Electrician, Fitter, Plumbers, Boilermaker and Welder.

### SELECTION CRITERIA

#### 1. Life Journey (max. 400 words)

Describe how the nominee has demonstrated resilience throughout her life journey.

*This section should provide judges with an understanding of the nominee's life journey to provide background and context to the nominee's achievements and successes. (Take into consideration such things as personal challenges, education and family background.)*

#### 2. Career/Work Journey (max. 400 words)

Describe how the nominee has demonstrated resilience throughout her career/work journey and why they are an example of a woman thriving in the WA resources sector. Include how and why the nominee entered the resources sector and has managed work/life balance.

*This section should provide context and description of the nominee's journey through her work life and the challenges faced and overcome to add weight and context to their current success. (Take into consideration such things as career challenges and barriers.)*

#### 3. Career Achievements (max. 400 words)

Describe the nominee's current career highlights, including her achievements, milestones and accomplishments. Include demonstration of leadership and continuous improvement. This section should provide context on the nominee's current career role achievement shaped and informed by her journey.

#### 4. Contribution (max. 400 words)

Describe the nominee's contribution to the resources sector and/or community outside of her career achievements. In what way has the nominee given back to the sector or community?

## Women in Resources Technological Innovation Award

This category recognises the achievements of women in technical fields who have developed and/or applied technological innovation in mining. It also recognises the innovative solutions that they have developed and applied in a unique/innovative way in the resources sector.

### Definition:

Innovation/innovative – for the purposes of this award, something is deemed innovative where:

- a) A completely new technological innovation has been developed; or
- b) An existing technology has been applied in a new and unique way

### Tip:

*Highlight the nominee's contribution to the project throughout the nomination. Remember that the award is for the nominee, not the project. If it was a team project, the specific contribution of the nominee needs to be explained.*

### SELECTION CRITERIA

#### 1. Career (max. 400 words)

Describe the nominee's career journey: achievements; how they have managed professional or personal challenges; and how they have applied what they've learned to advance their career and contribution to the resources sector, your company and/or your workplace.

#### 2. Identification and development of the opportunity (max. 400 words)

What technological innovation has the nominee developed and/or applied? Describe how it was new or unique and the problem that it addressed.

#### 3. Problem solving (max. 400 words)

Describe the challenges that the nominee overcame to develop or implement the technological innovation and how they did so.

#### 4. Outcomes/Impact (max. 400 words)

Describe the outcomes / impact of the technological innovation. Include statistical evidence, endorsement from employees and other stakeholders and other evidence to demonstrate its impact on your operation, your company, community and/or the resources sector and/or how it might be further developed or deployed and the potential benefits that could ensue.

#### 5. Leadership (max. 300 words)

Describe the ways in which you have modelled the benefits of a career in resources technological innovation to other women e.g mentoring, networking, publishing etc.

## Women in Resources Champion Award – Any Gender

This category recognises and awards an individual, of any gender, who has encouraged, promoted, and advocated for the attraction, retention, inclusion, and promotion of women in the resources sector.

### SELECTION CRITERIA

#### 1. Life / Career Journey (max. 300 words)

Describe the nominee's life and career journey.

*This section should provide judges with context as to how and why the nominee became a champion of women in the resources sector. (Take into consideration such things as personal challenges, education, family, & career journey.)*

#### 2. Advocacy (max. 400 words)

Describe how the nominee has encouraged, promoted and advocated for inclusion and diversity throughout her career in the resources sector. For example, through recruitment processes, changing workplace culture and working arrangements

#### 3. Achievement (max. 400 words)

Explain and provide evidence of the outcomes/impact of the above advocacy opportunities, which demonstrate the sustainability of this success.

#### 4. Vision (max. 300 words)

Describe how you plan to further champion inclusion and diversity in your company and/or in the resources sector. Provide examples of initiatives either underway or in the planning stages.

#### 5. Leadership (max. 300 words)

Describe ways in which you have modelled a commitment to diversity and inclusion, and/or the business case for diversity and inclusion programs in the resources sector.

## Outstanding Company Initiative Award

This category recognises a company that has demonstrated a commitment to increasing the proportion of women in their workplace through the implementation of a gender diversity program, initiative or suite of broader initiatives.

Companies, who have shown increases in the proportion of women in non-traditional roles, or programs, which have been successfully implemented for longer than 12 months, will be particularly highly regarded.

### SELECTION CRITERIA

#### 1. Program (max. 200 words)

Outline the nature of the company program(s)

#### 2. Purpose & Development (max. 400 words)

Describe the problem/opportunity that this program/initiative was designed to address, and the process undertaken to develop and implement. Include any KPI's created.

#### 3. Demonstration of effectiveness (max. 400 words)

*(Include all supporting data and statistics)*

Describe the measurable outcomes that demonstrate the success of this initiative. Include targets set in the development phase, participation rates, success rates and all other targets that have measured what worked and/or did not work. (Include any additional operational benefits such as improved performance, decreased staff turnover, reduced absenteeism, effective in growing/expanding existing/future talent pool etc.)

#### 4. Cultural change and social license to operate (max. 200 words)

Describe the benefits the initiative has made to the workplace culture, employees and/or the local community or communities in which the company operates. *(Include how the initiative has enhanced attraction/retention of women)*

#### 5. Transferability across the industry (max. 150 words)

Describe how the initiative **can be** used, modified or transferred to other settings or industries. If relevant, describe how the initiative **has been** successfully transferred to other settings or industries.