

AusIMM's Leadership Position on Diversity and Inclusion

Context

AusIMM leads the way for all people working in the resources sector.

We believe fundamentally in the intrinsic value of diversity and inclusion. In our work to welcome and support all members of the community to pursue careers in resources, we strive to lead by example and are committed to learning and growing along the way.

We also recognise the clear imperative to create equality of opportunity by welcoming, attracting and advancing the careers of a diverse range of people working within the resources sector. A contemporary, future-focussed resources workforce must be inclusive and harness the full breadth of skills and experience found in the communities we serve.

AusIMM sees that diversity is the range of individual attributes, skills and qualities that make us who we are. These include gender identity, age, family status and carer's responsibilities, cultural and ethnic backgrounds, nationality, sexual preference, disability, education, and religion.

Inclusion is the positive change towards progress we are empowered to make so we all feel safe, valued and supported to be our best. Through inclusion we create an industry culture that values and respects differences, as well as supporting a place of belonging, so we can all bring our whole unique self to work - for all to thrive.

Diversity and Inclusion: Professional Leadership for the Industry We Serve

Our focus

AusIMM is the peak professional body for people in resources. Our focus is on supporting and empowering our Members, and through them affecting change in our industry. This includes a focus on:

- Professional and role diversity across the resources sector
- Aboriginal and Torres Strait Islander peoples working in resources
- Gender and sexually diverse professionals in resources
- Age diversity of people working and pursuing careers in resources

Our role

We affect change across all levels of industry through:

- **Advocacy:** As the trusted voice for all people working and pursuing careers in resources, we profile the diverse attributes, skills and qualities of our professional community and advocate for equality of opportunity in our sector
- **Education:** We equip all professionals with the tools, guidance and professional development opportunities they need to thrive and drive meaningful change for themselves and all other people working in resources
- **Insight:** With a global member base and networks spanning industry, government and academia, we undertake research and analysis to identify priorities for action, inform our initiatives, and expand knowledge within the sector and community
- **Standards:** We expect and promote the highest standards of professional conduct and ethical practice across all areas of practice within our industry, and this includes encouraging members to exercise personal leadership by upholding principles of equity and inclusion

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Our success targets

- Industry and Members are aware of AusIMM's diversity and inclusion work
- Industry and Members are supportive of that work and recognise alignment with their own strategy and intent
- Industry stakeholders seek AusIMM out as a Trusted Voice on diversity and inclusion, across our four focus areas
- That AusIMM has comparable breadth of programs to similar professional associations operating in other industries

What does success look like?

- Attract, retain and encourage resources employees from the widest possible spectrum of background and experience.
- Foster a culture that reflects AusIMM values of integrity and respect in a sector that is open to all.
- Foster innovation, creativity and inspire critical thinking from a diverse pool of talent.
- Establish a dynamic atmosphere that leads to increased performance and greater employee participation and workforce fulfillment.
- Enrich communication between resources professionals and the community and industry they serve.