



## 2020 Women in Resources Awards Categories and Eligibility

### Outstanding Woman in Resources

- if 31 years of age or over as at 31 December 2019

*This category recognises an outstanding woman's achievements in her career, leadership skills, resilience in overcoming barriers and accepting new challenges. It also recognises her contribution to the resources sector and broader community.*

#### Who can enter?

CME is seeking nominations for women who:

- Work in the WA resources sector
- Work in a professional or specialist role
- Aged 31 years or over as at 31 December 2019; and
- Demonstrate excellence in the following areas.

#### Selection Criteria

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

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

##### 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.

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

Describe the nominee's career highlights, including her achievements, milestones 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

- if 30 years of age or under as at 31 December 2019

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

### Who can enter?

CME is seeking nominations for women who:

- Work in the WA resources sector
- Work in a professional or specialist role
- Are aged 30 years or under as at 31 December 2019; and
- Demonstrate excellence in the following areas.

### Selection Criteria

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

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

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

Describe how the nominee has demonstrated resilience throughout her career/work journey and why she is a role model 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.

#### 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

*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.*

*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.*

### Who can enter?

CME is seeking nominations for women who:

- Work in the WA resources sector
- Work in a trade, operator or technician role; and
- Demonstrate excellence in the following areas.

### Selection Criteria

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

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

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

Describe how the nominee has demonstrated resilience throughout her career/work journey and why she is a role model 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.

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

Describe the nominee's current career highlights, including her achievements, milestones 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?

## Outstanding Company Initiative – Small to Medium

- A small to medium company is defined as an organisation that has 1500 or less direct employees

*This category recognises a Small to Medium Company that has demonstrated a commitment to increasing the proportion of women in their workplace through the implementation of a gender diversity program or initiative.*

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

### Who is eligible to enter?

CME is seeking nominations from companies who have 500 or less direct employees and who have developed innovative initiatives and strategies to increase female participation in their workforce.

### Selection Criteria

#### 1. Identification and development of the opportunity (max. 300 words)

Describe the problem/opportunity that this initiative was designed to address and the process undertaken to develop and implement. Include why this initiative is important to your operational circumstances.

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

*(Include all supporting data and statistics where available)*

Describe the measurable outcomes that demonstrate the success of this program/initiative. Include measures, targets or desired outcomes set in the development phase, participation rates, success rates and all other targets/measures that worked and/or did not work. (Include any additional operational benefits such as improved performance, growing/expanding existing and future talent pool etc.).

#### 3. Positive workplace and community outcomes (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.

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

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

## Outstanding Company Initiative – Large Company

- Large company is defined as an organisation with more than 1500 direct employees

*This category recognises a large 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 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.

### Who is eligible to enter?

CME is seeking nominations from companies who have more than 1500 direct employees and who have developed innovative initiatives and strategies to increase female participation in their workforce.

### Selection Criteria

#### 1. Identification and development of the opportunity (max. 300 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.

#### 2. 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.).

#### 3. Positive workplace culture 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)*

#### 4. 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.

## Women in Resources Champion

*This category recognises and awards an individual, **male or female**, who has encouraged, promoted and advocated for the attraction, retention and promotion of women in the resources sector.*

### Who can enter?

CME is seeking nominations for men and women who:

- Work in the WA resources sector; and
- Demonstrate excellence in the following areas.

### Selection Criteria

The nominee must demonstrate excellence in the following areas:

#### 1. Identification of opportunity (max. 400 words)

Describe how the nominee has encouraged, promoted and advocated for women in resources.

#### 2. Demonstrates outcomes that have made an impact (max. 400 words)

Describe the outcomes of the above advocacy opportunities (including any statistics), which demonstrate the impact, breadth and sustainability of the nominee's advocacy for women in their company and sector.

#### 3. Demonstrates an understanding of the benefits of a diverse workforce (max. 200 words)

Describe how your actions and outcomes outlined above, align with their understanding of the benefits of a diverse workforce.

#### 4. Demonstrates a vision for the advancement of women in resources (max. 200 words)

Describe the nominee's personal vision for women in the Western Australian resources sector.