



2021 VICTORIAN WOMEN IN RESOURCES AWARDS

NOMINATION INFORMATION

As at 3 MARCH 2021

OVERVIEW

The Victorian Women in Resources Awards recognise and promote diversity across Victoria's minerals industry. The awards are hosted in partnership between MCA Victoria and AusIMM Women in Mining Network Victoria.

The 2021 Victorian Resources Awards feature six categories: Exceptional Woman in Resources, Exceptional Young Woman in Resources, Outstanding Australian Trade Operator or Technician, Gender Diversity Champion, Diversity Program Award and the Technological Innovation Award.

Winners in each category are elevated to finalists in the Women in Resources National Awards. Details of the 2021 National Awards will be available soon.

Exceptional Woman in Resources

This award recognises the exceptional achievement of a woman in the Victorian resources sector in any occupation. It notes her leadership skills, resilience, her methods of overcoming barriers and seeking out and accepting new responsibilities and challenges.

It also recognises her work to promote the industry's social licence to operate. This work may include a commitment to community engagement and development, contributing to gender diversity within the sector or other sustainability initiatives.

Exceptional Young Woman in Resources

This category recognises an outstanding young woman who has shown significant promise and achieved significant milestones in her career to date. It also recognises her contribution to promoting the Australian resources industry's social licence to operate and increasing gender diversity in the sector.

Outstanding Australian Trade Operator or Technician

This award recognises the achievement of a woman working in a trade, operational or technician role in Australia's resources industry. The award recognises her achievement in breaking new ground for women in non-traditional careers as well as her resilience, achievement of goals and support for gender diversity.

Gender Diversity Champion Award

This category recognises an individual - male or female - for their excellence in the encouragement, promotion and advocacy for the attraction, retention and promotion of women within their company and/or the Australian resources sector.

Diversity Program Award

This award recognises a resources company/subsidiary for excellence and innovation in gender diversity programs and demonstrated outstanding performance in increasing the proportion of women in their workplaces.

Companies who have achieved increases in the proportion of women in non-traditional roles, such as senior management, engineering, sciences, operators and trades will be particularly highly regarded.

To be eligible, the company must have a presence in Victoria and be a member of the MCA or WIMnet Victoria.

Technological Innovation Award

This award recognises the achievements of a woman who is using and promoting technological innovation in mining. It also recognises the innovative solutions that she has developed or applied in the Australian resources industry.

VICTORIAN WOMEN IN RESOURCES AWARDS 2021

EXCEPTIONAL WOMAN IN RESOURCES

This award recognises the exceptional achievement of a woman in the Victorian resources sector in any occupation. It notes her leadership skills, resilience, her methods of overcoming barriers and seeking out and accepting new responsibilities and challenges.

The award recognises her work to promote the industry's social licence to operate. This work may include a commitment to community engagement and development, contributing to gender diversity within the sector or other sustainability initiatives.

Selection criteria

- SC1 Career
- SC2 Social license to operate
- SC3 Gender diversity
- SC4 Leadership
- SC5 Continuous improvement

To apply

Please complete the claims against the selection criteria and submit via the portal. Nominations close at 5pm on Friday 30 April.

Points to remember

- Please keep to the maximum word count for each selection criteria.
- Attach a resume with at least one referee (two page maximum) and high resolution head shot.
- Applications are open to employees of companies or organisations working across the Victorian minerals industry, including mine equipment, technology, services and energy companies. Public servants working in a role directly related to the sector are also welcome to apply.
- Applications can be made on behalf of another person if the nominee has knowledge of and consents to the application.
- A panel of three judges will be established to select three finalists and a winner in each category. The decision of the judges is final.
- Finalists for each category will be announced in May.

Claims against the selection criteria

Applicant name and company

SC1: Career

Describe your life/career journey, including any personal challenges and work/family life balance.
[Maximum 400 words] [Scored out of 10]

SC2: Social licence to operate

Demonstrate how you have promoted the resources industry's social licence to operate. This may include by mentoring other women in the sector, involvement in community or charities or other sustainability initiatives.
[Maximum 400 words] [Scored out of 10]

SC3: Gender diversity

Describe how you have supported work to increase gender diversity in your company or the Victorian/Australian resources industry.
[Maximum 400 words] [Scored out of 10]

SC4: Leadership

Provide evidence of where you have shown leadership and/or broken new ground for women in the resources sector.
[Maximum 400 words] [Scored out of 10]

SC5: Continuous improvement

Provide evidence of your commitment to continuous learning and professional development.
[Maximum 400 words] [Scored out of 10]

Any queries should be direct to MCA Victoria on 03 8614 1851

VICTORIAN WOMEN IN RESOURCES AWARDS 2021

EXCEPTIONAL YOUNG WOMAN IN RESOURCES

This category recognises an outstanding young woman who has shown significant promise and achieved significant milestones in her career to date. It also recognises her contribution to promoting the Australian resources industry's social licence to operate and increasing gender diversity in the sector.

This award is open to women 30 years and under (as at 31 March 2021).

Selection criteria

- SC1 Career
- SC2 Social license to operate
- SC3 Gender diversity
- SC4 Leadership
- SC5 Continuous improvement

To apply

Please complete the claims against the selection criteria and submit via the portal. Nominations close at 5pm on Friday 30 April.

Points to remember

- Please keep to the maximum word count for each selection criteria.
- Attach a resume with at least one referee (two page maximum) and high resolution head shot.
- Applications are open to employees of companies or organisations working across the Victorian minerals industry, including mine equipment, technology and services and energy. Public servants working in a role directly related to the sector are also welcome to apply.
- Applications can be made on behalf of another person if the nominee has knowledge of and consents to the application.
- A panel of three judges has been established to select finalists and a winner in each category. The decision of the judges will be final.
- Finalists for each category will be announced in May.

Claims against the selection criteria

Applicant name and company

SC1: Career

Your life/career journey, evidence of accelerated promotion, including any personal challenges and work family life balance.

[Maximum 400 words] [Scored out of 10]

SC2: Social licence to operate

Demonstrate how you have promoted the resources industry's social licence to operate. This may include through community or charity work, improving operational performance or other sustainability initiatives.

[Maximum 400 words] [Scored out of 10]

SC3: Gender diversity

Describe how you have supported work to increase gender diversity in your company or the Victorian/Australian resources industry.

[Maximum 400 words] [Scored out of 10]

SC4: Leadership

Provide evidence of leadership and/or breaking new ground for women in the resources sector.

[Maximum 400 words] [Scored out of 10]

SC5: Continuous improvement

Provide evidence of your commitment to continuous learning and professional development.

[Maximum 400 words] [Scored out of 10]

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VICTORIAN WOMEN IN RESOURCES AWARDS 2021

OUTSTANDING AUSTRALIAN TRADE, OPERATOR OR TECHNICIAN

This award recognises the achievement of a woman working in a trade, operational or technician role in Australia's resources industry.

The award recognises her achievement in breaking new ground for women in non-traditional careers as well as her resilience, achievement of goals and support for gender diversity.

Selection criteria

- SC1 Career
- SC2 Social license to operate
- SC3 Gender diversity
- SC4 Leadership

To apply

Please complete the claims against the selection criteria and submit via the portal. Nominations close at 5pm on Friday 30 April.

Points to remember

- Please keep to the maximum word count for each selection criteria.
- Attach a resume (two page maximum) with at least one referee and high resolution head shot.
- Applications are open to employees of companies or organisations working across the Victorian minerals industry, including mine equipment, technology and services and energy companies. Public servants working in a role directly related to the sector are also welcome to apply.
- Applications can be made on behalf of another person if the nominee has knowledge of and consents to the application.
- A panel of three judges will be established to select finalists and a winner in each category. The decision of the judges will be final.
- Finalists for each category will be announced in April.

Claims against the selection criteria

Applicant name and company

SC1: Career

How did you come to work in your current occupation? Why did you choose a career in this sector?
Why do you continue to work in the resources sector?

[Maximum 400 words] [Scored out of 10]

SC2: Social licence to operate

Describe your contribution to your company and/or the resources sector and/or the community through your work.

[Maximum 400 words] [Scored out of 10]

SC3: Gender diversity

Provide evidence of your contribution to the attraction and/or retention of women in the resources sector. For example, this may include role model or mentor or through leadership.

[Maximum 400 words] [Scored out of 10]

SC4: Leadership

Describe your leadership qualities and explain how you are breaking new ground for women in the industry.

[Maximum 400 words] [Scored out of 10]

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VICTORIAN WOMEN IN RESOURCES AWARDS 2021

GENDER DIVERSITY CHAMPION

This award recognises an individual – female or male – for their excellence in the encouragement, promotion and advocacy for the attraction, retention and promotion of women within their company and/or the Australian resources sector.

Selection criteria

- SC1 Demonstrated record of advocacy for women in resources
- SC2 Outcomes/impact of advocacy and sustainability of outcomes
- SC3 Your vision

To apply

Please complete the claims against the selection criteria and submit via the portal. Nominations close at 5pm on Friday 30 April.

Points to remember

- Please keep to the maximum word count for each selection criteria.
- Attach a resume with at least one referee (two page maximum) and high resolution head shot.
- Applications are open to employees of companies or organisations working across the Victorian minerals industry, including mine equipment, technology and services and energy companies. Public servants working in a role directly related to the sector are also welcome to apply.
- Applicants do not have to work for an MCA member company.
- Applications can be made on behalf of another person if the nominee has knowledge of and consents to the application.
- A panel of three judges will be established to select finalists and a winner in each category. The decision of the judges will be final.
- Finalists for each category will be announced in May.

Claims against the selection criteria

Applicant name and company

SC1: Demonstrated record of advocacy for women in resources

Explain how you have encouraged, promoted and advocated to increase gender diversity (activities may include through improvements to recruitment processes, supporting changes to workplace culture and enhancement of flexible working practices).

[Maximum 400 words] [Scored out of 10]

SC2: Outcomes/impact of advocacy and sustainability of outcomes

Explain the outcomes of your advocacy and how these improvements will be maintained. For example, provide statistics and evidence that it isn't reliant on the actions of a single person alone.

[Maximum 400 words] [Scored out of 10]

SC3: Your vision

Describe your vision for gender diversity in the resources sector and any work you are leading, supporting or involved in.

[Maximum 400 words] [Scored out of 10]

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VICTORIAN WOMEN IN RESOURCES AWARDS 2021

DIVERSITY PROGRAM AWARD

This award recognises a resources company/subsidiary for achieving outstanding performance in increasing the attraction and retention of women in their workplaces.

Companies that have achieved increases in the proportion of women in non-traditional roles, such as senior management, engineering, sciences, operators and trades will be highly regarded.

The company must have a presence in Victoria and be a member of the MCA or WIMnet Victoria.

Selection criteria

- SC1 Purpose
- SC2 Success
- SC3 People benefits
- SC4 Operational benefits

To apply

Please complete the claims against the selection criteria and submit via the portal. Nominations close at 5pm on Friday 30 April.

Points to remember

- Applications are open to companies working across the Victorian minerals industry, including mine equipment, technology and services and energy.
- A panel of three judges will be established to select finalists and a winner in each category. The decision of the judges will be final.
- Finalists for each category will be announced in May.

Claims against the selection criteria

Applicant name and company

SC1: Purpose

Describe why the company developed a gender diversity program and what its goal was.

[Maximum 400 words] [Scored out of 10]

SC2: Success

Describe the program's effectiveness using statistical or other evidence.

[Maximum 400 words] [Scored out of 10]

SC3: People benefits

Describe how the program has benefitted the company's employees, contractors and/or the local people or communities in which it operates. This may include how it has enhanced the attraction or retention of female staff. Include statistical evidence, endorsement from employees and other stakeholders and other evidence.

[Maximum 400 words] [Scored out of 10]

SC4: Operational benefits

Describe how the program has benefitted the company's operations. This could include improved business performance through improved plant usage, decreased staff turnover, attraction of talent or reduced absenteeism.

[Maximum 400 words] [Scored out of 10]

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VICTORIAN WOMEN IN RESOURCES AWARDS 2021

TECHNOLOGICAL INNOVATION AWARD

This award recognises the exceptional achievements of a woman who is using and promoting technological innovation in mining. It also recognises the innovative solutions that she has developed or applied in the Australian resources industry.

Selection criteria

- SC1 Purpose
- SC2 Outcomes/impact
- SC3 Problem solving

To apply

Please complete the claims against the selection criteria and submit via the portal. Nominations close at 5pm on Friday 30 April.

Points to remember

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Claims against the selection criteria

Applicant name and company

SC1: Purpose

What technological innovation have you developed or applied? Describe how it was new and unique and the problem that it addressed.

[Maximum 400 words] [Scored out of 10]

SC2: Outcomes/impact

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, your community and/or the resources sector.

[Maximum 400 words] [Scored out of 10]

SC3: Problem solving

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

[Maximum 400 words] [Scored out of 10]

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