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Canada

Advancing Gender Diversity and Inclusion in the Mining Sector in Brazil

Brazil-Canada Mining Brunch
March 1st, 2020 – Toronto
BCCC

Brazil & Canada – Mining Giants

Brazil



- More than 70 types of minerals
- 1st in niobium, 3rd in iron-ore production
- More than 9.400 mining companies
- More than 3.400 mining suppliers
- Mining GDP 2017 - US \$ 32 billions
- Close to 21% of Brazilian exports in 2017
- 4,2% of Brazilian GDP in 2017 (including Oil & Gas)

Canada



- More than 60 types of minerals
- 1st in Potassium, 2nd in uranium
- More than 1.200 mining companies
- More than 3.700 mining suppliers
- Mining GDP 2016 - CDN \$ 40,8 billions
- About 18,9% of Canadian exports in 2016
- 3,4% of Canadian GDP in 2016

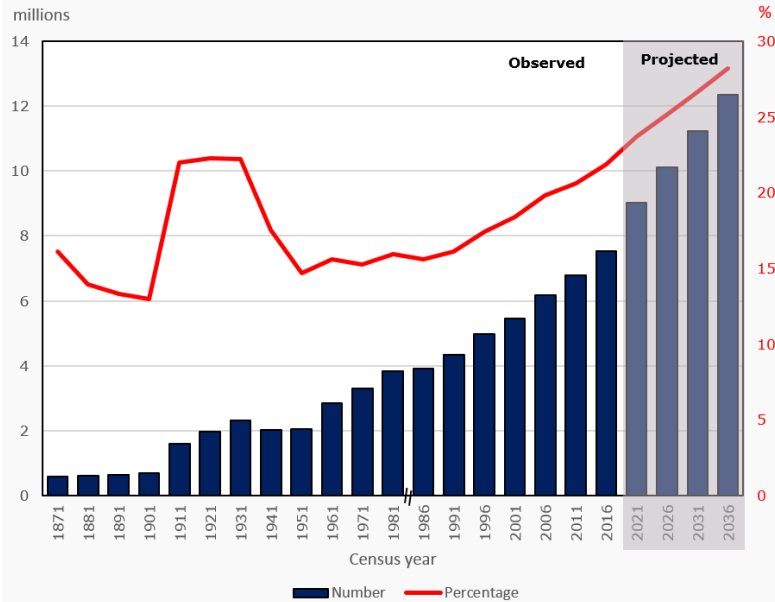
Canadian Presence in Brazil



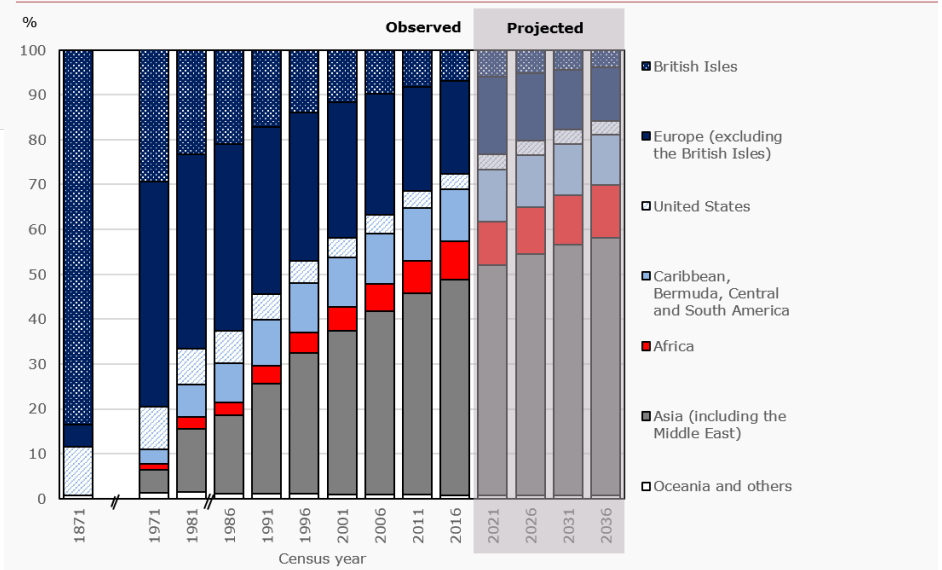
- About 50 mining companies established in Brazil
 - Exploration (20) – mainly gold and vanadium
 - Equipment (20) – mainly parts, software, aerial inspection, drilling
 - Services (9) – mainly drilling and engineering
- More than US \$ 4 billions invested in mining projects in Brazil in the last 5 years
- 70% of gold production and 100% of vanadium production
- Canadians are well recognized as important actors in the Responsible Business Conduct area in the mining sector in Brazil.

Diversity is a fact & Canada's strength

Number and proportion of foreign-born population in Canada, 1871 to 2036



Distribution of foreign-born population, by region of birth, Canada, 1871 to 2036



Source: Statistics Canada

Inclusion is a choice

- We are **all responsible for inclusion**.
- Inclusion is the conscious decision to respect and leverage diversity, **empowering** individuals and groups, **respecting rights**, providing **equitable access** to services and promoting **active participation** in decision-making.
- It's the **right and smart thing to do**.

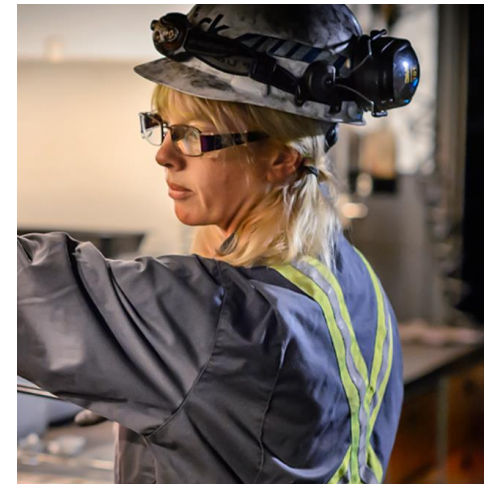
“Diversity is being invited to the party; Inclusion is being asked to dance”.

Vernā Myers is a famous inclusion strategist & VP Inclusion Strategy at Netflix

Diversity & Inclusion

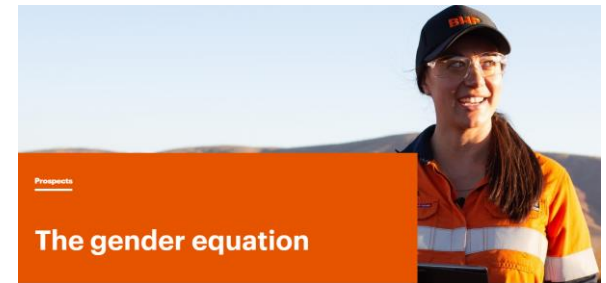
Real Benefits for companies

- A company benefits when it includes employees with different training, abilities, and mentalities:
 - ✓ **Increased financial performance**
 - ✓ **Improved talent attraction and retention**
 - ✓ **Greater capacity for innovation & creativity**



FP500 companies with greater female representation have demonstrated stronger corporate management in times of economic uncertainty.

Benefits of Gender Inclusion in Mining



- Example of BHP: commitment made in 2016 to achieve gender balance by 2025
- The Gender Equation (Oct 2019): The data presented in the report clearly showed that their most inclusive and diverse teams outperformed other teams. They:
 - deliver **safety benefits**, with a **67% lower** Total Recordable Injury Frequency;
 - have a **better culture**, with a **21% greater** sense of pride in working for BHP; and
 - are **more productive**, with up to **11% better** adherence to work schedules.

17.6% of employees were women in 2016 (1 in 6)

24.5% were women in Oct. 2019 (1 in 4)

People in diverse teams are also more likely to **speak up** (up to 68% more likely), **share ideas**, work together to **solve problems** and make **better decisions**.



Action Plan – the Project

Nov. 2018

First conversations, alignment of objectives

March 2019

Kick-Off Session at PDAC 2019

Leading the Way: Design to Unleash Diversity's Power

April 2019

Women in Mining Brazil – Workshop in the Mining Hub

August 2019

Workshop in Brazil

Adaptation of the Plan to the Brazilian context

Sept. 2019

EXPOSIBRAM

Session to engage companies

Dec. 2019

WIM BR

First Board of the Women in Mining Brazil

March 2 2020

Pre-launch of the Action Plan at the Brazilian Mining Day - PDAC 2020

March 2020

Launch of the Action Plan in Brazil
24 – BH
25- Brasilia

2018

2019

2020



Adaptation of Canada's Women in Mining Action Plan



EXECUTION:



PARTNERS:



TECHNICAL COORDINATION:



FUNDAÇÃO VALE



Women in Mining Canada National Action Plan – 5 Strategies



1

Inclusive
Practices for
Career
Opportunities

2

Respectful
Workplaces

3

Ability to
Reconcile
Work with
Personal
Commitments

4

Signs and
Symbols
of Gender
Inclusion
in the
Workplace
Culture

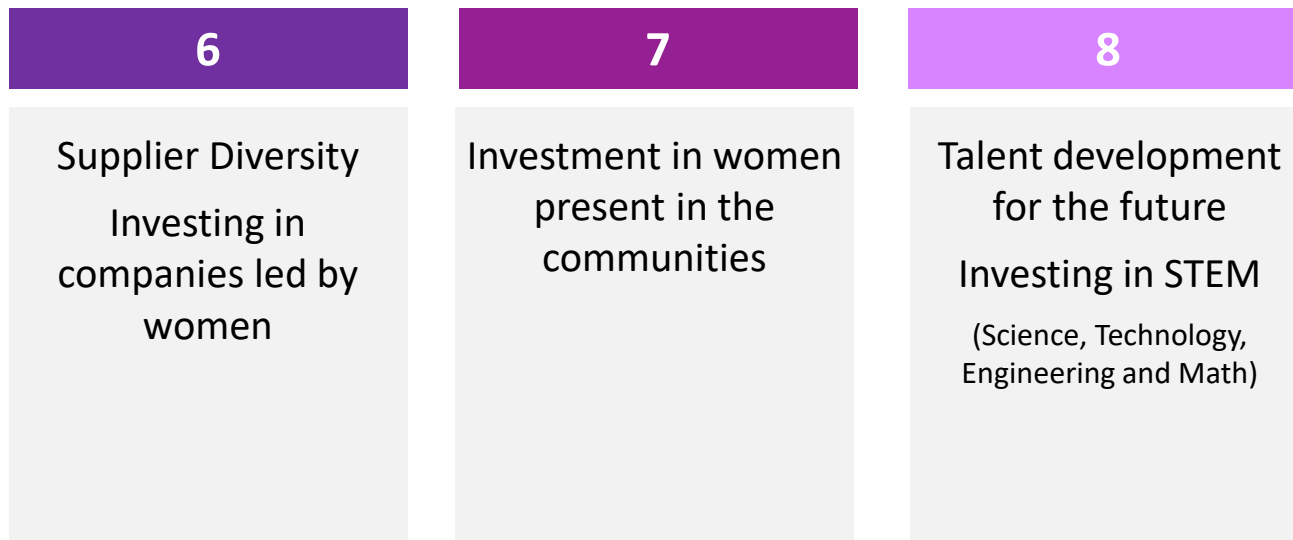
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An
Industry
that is a
Magnet
for Talent

Source: Women In Mining Canada – National Action Plan

Women in Mining Brasil

Action Plan | Strategies 6, 7, 8



Strategies 6, 7 and 8 represent a more holistic view of the impact of including more women in the mining sector, and the need for organizations to invest beyond the walls of the company.

Relevant Upcoming Events in the Energy and Mining sectors

Focus: Digital Transformation, Clean Tech, Corporate Training

- April 1-3: UTC Latin America Summit in Rio, 7-9 Canadian technology companies
- May: NEST mission of universities to Rio, Sao Paulo & Campinas, joint research for commercialization in energy storage
- May 17-20: SIMEXMIN, Ouro Preto (MG): Canadian tech companies in green mining, smart mining, corporate training
- June 23-26: SENDI 2020, Vitoria (ES): mission of Canadian companies in technology, conventional products & services
- June 22-25: Collision in Toronto: Brazilian companies looking for innovative IT solutions in various sectors (incl. mining)
- Sept. 21-24 Rio Oil & Gas: IT solutions, clean tech, corporate training
- Oct/Nov: PDA smart mining, green mining
- Nov. 9-12: Electricity Transformation Canada in Toronto: Brazilian utilities del.

Thank You!

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