

WAMR

Women Advancing Minerals Research



KEYNOTE

Dr Ashley McGrath

CEO

CEOs for Gender Equality

26 May 2026

10:00am - 12:00pm

Faraday's, 216 St Georges Terrace, Perth



**DR ASHLEY
MCGRATH**
The gender equity doctor™

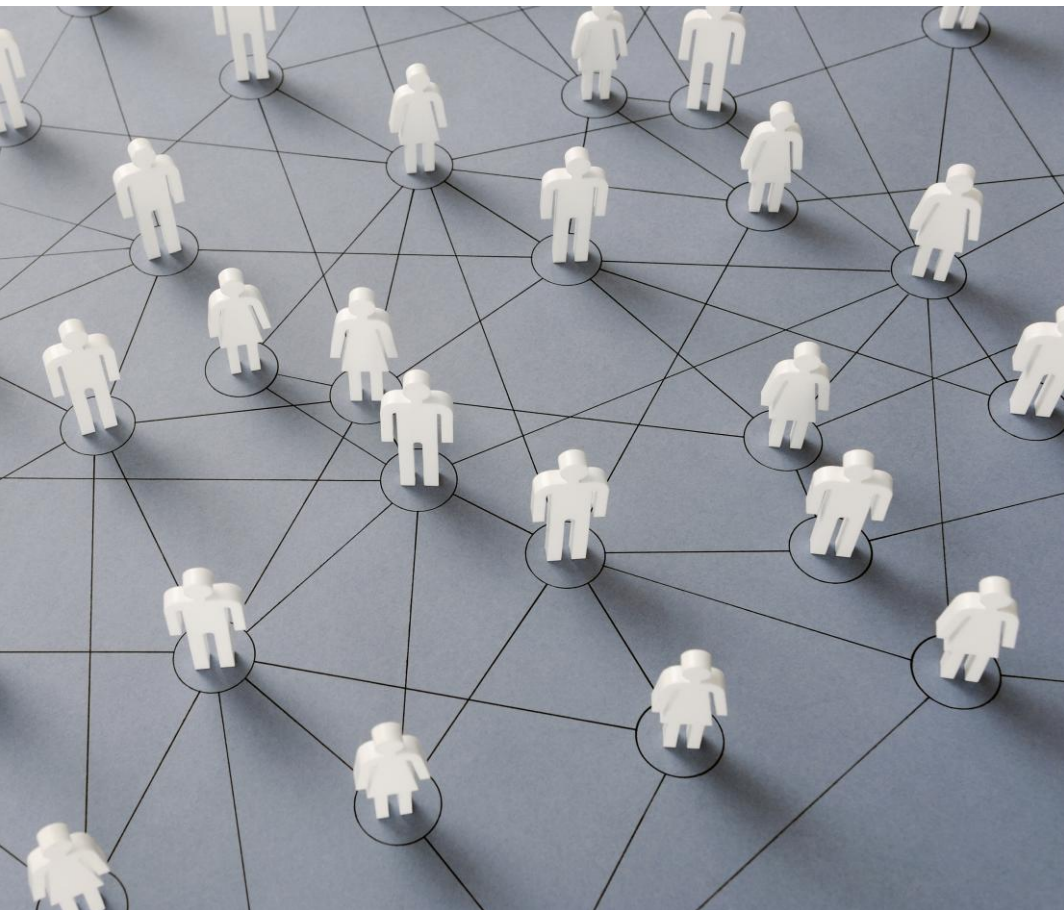
The rise of women in mining

How to improve inclusion and diversity through organisational programs



ECU
EDITH COWAN
UNIVERSITY

My why



Personal

• Social

Why MRIWA?



What's in it for you?



- **Evidence-based** insights into what's improving the inclusion and diversity of women in the mining industry

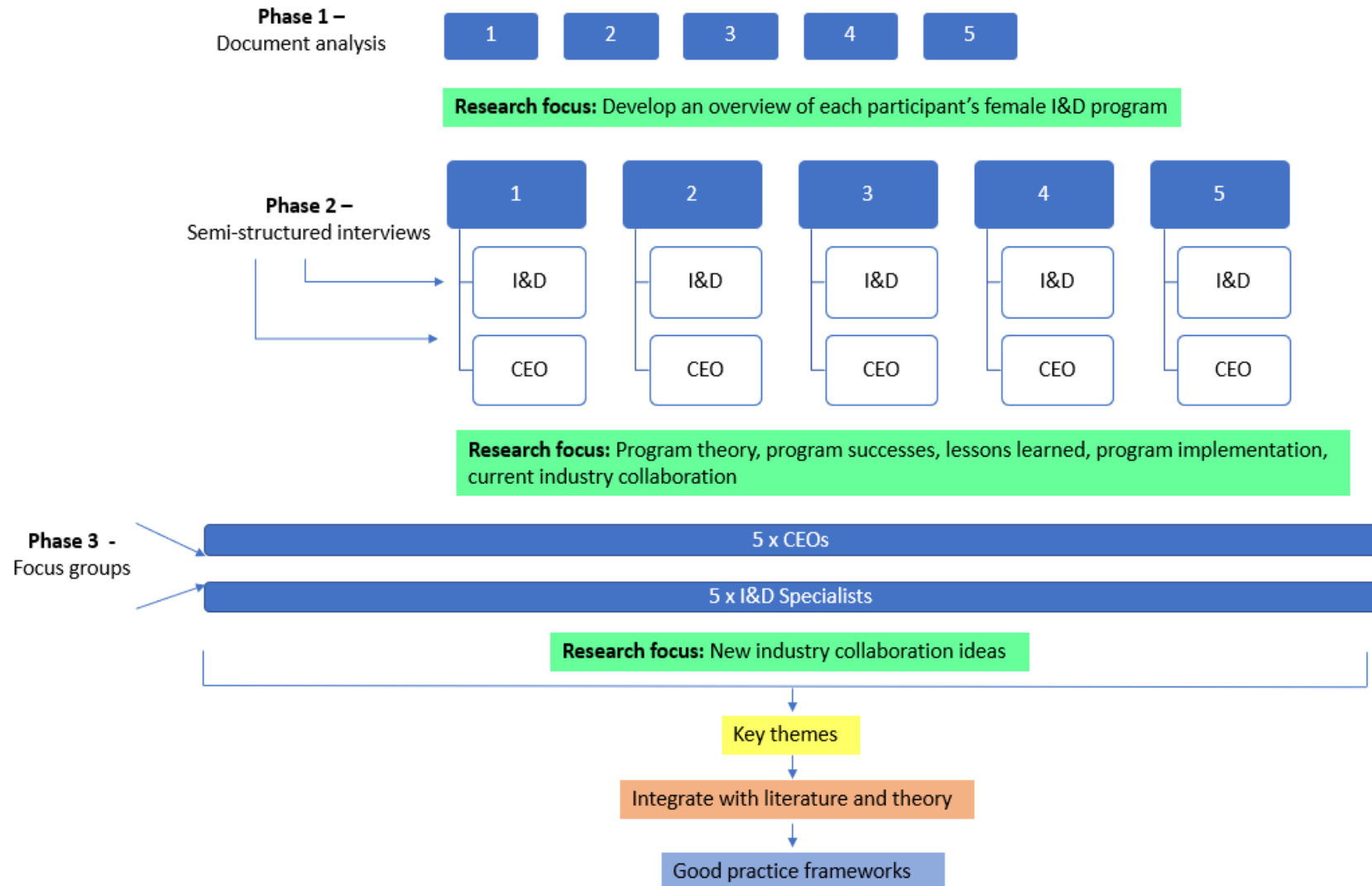
- **Practical examples** of leadersl

Agenda



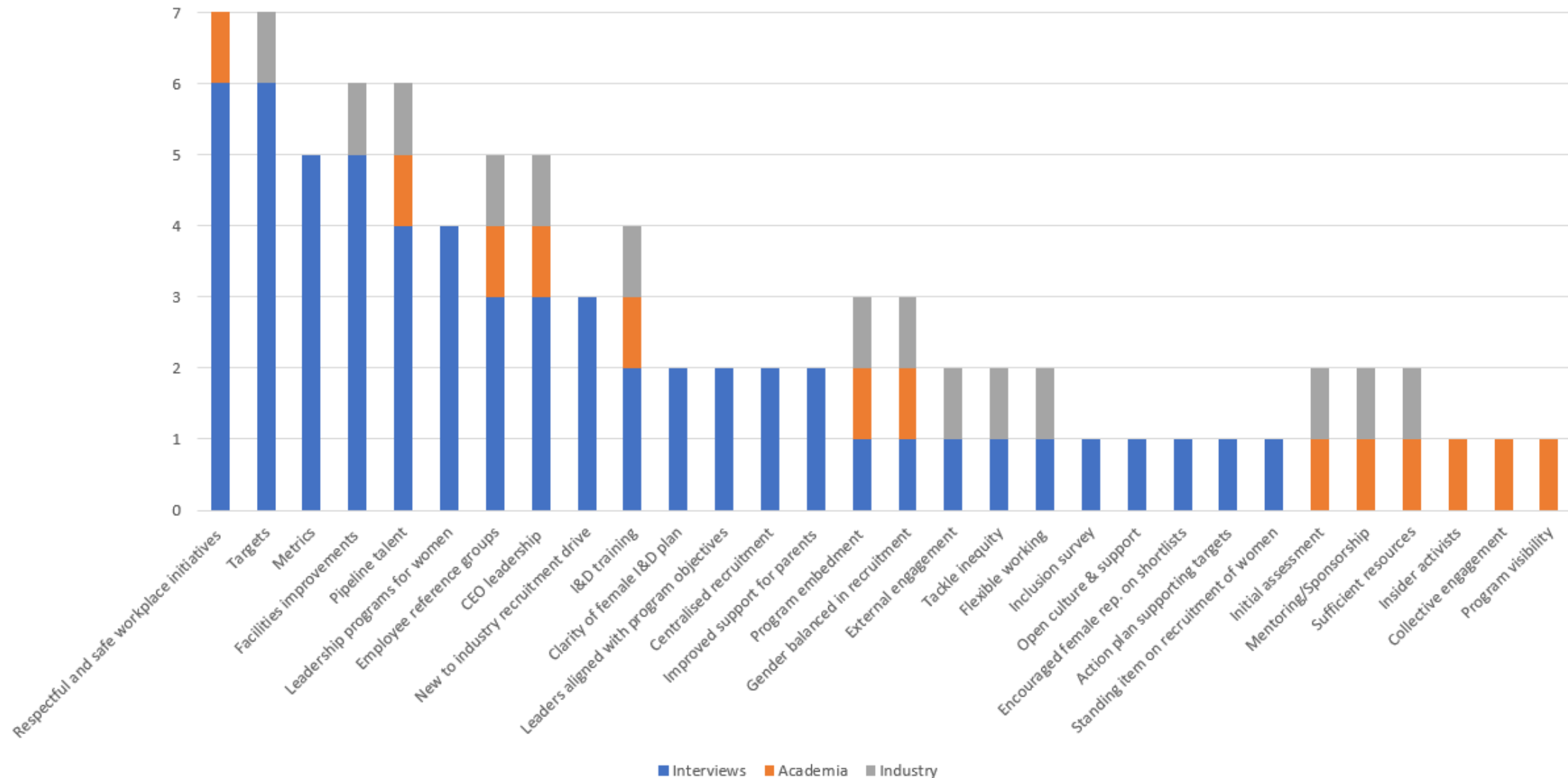
- Research design
- What's working
- What's not
- Program implementation
- Industry collaboration

Research design



What's working

Program elements driving female I&D success according to interviews, industry and academia

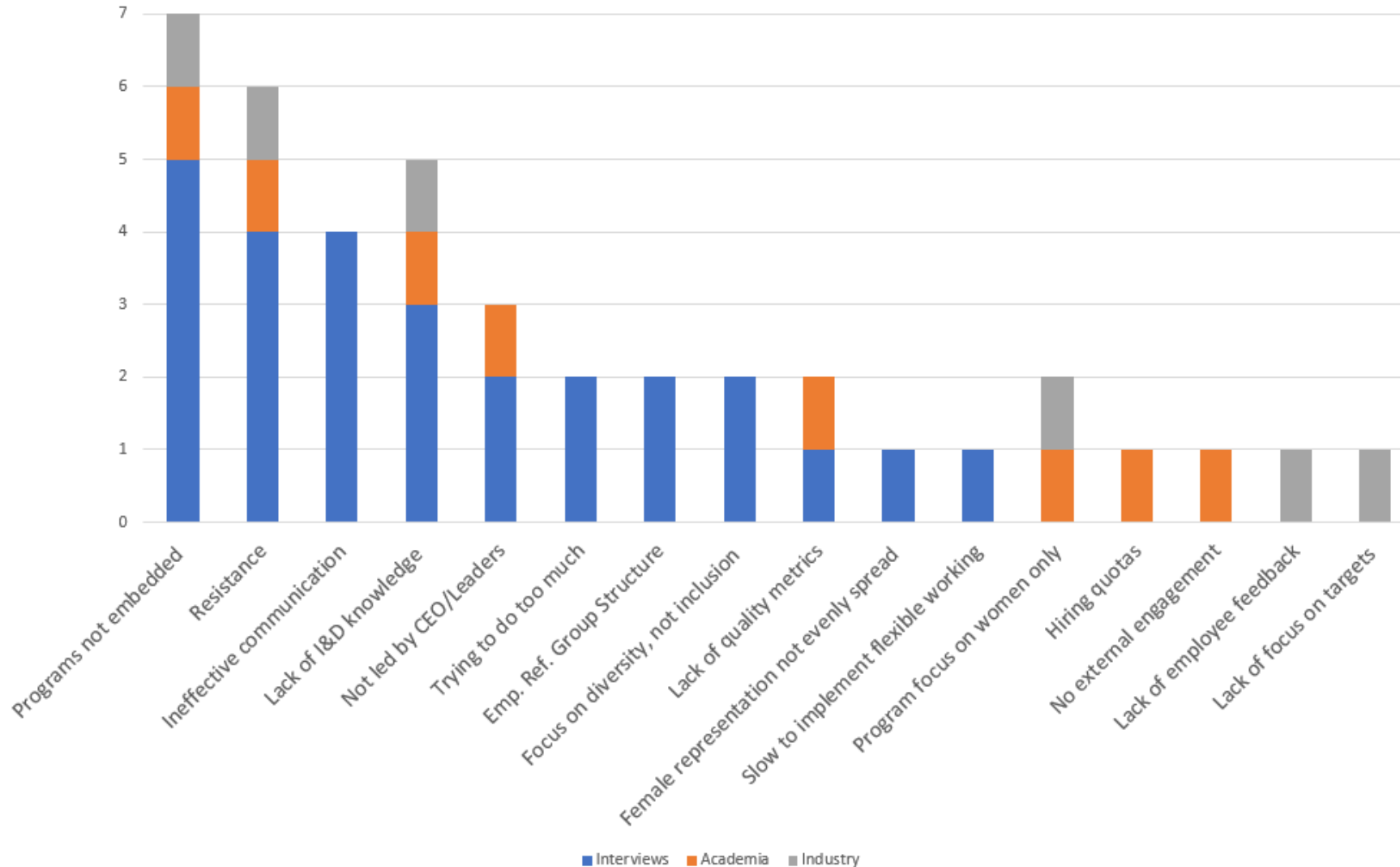


Recommended framework – Program success

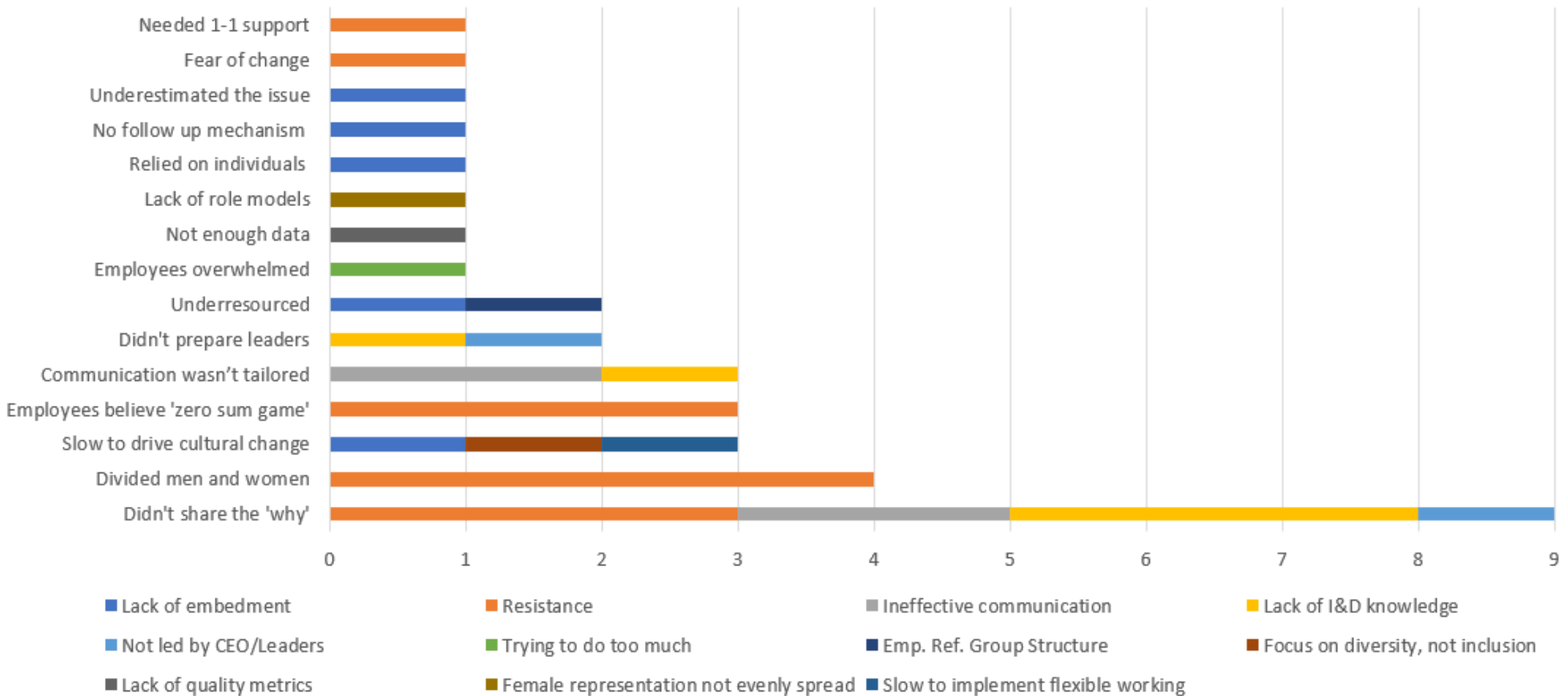


What's not working

Least effective program elements according to interviews, industry and academia



Analysis – Why program elements were unsuccessful

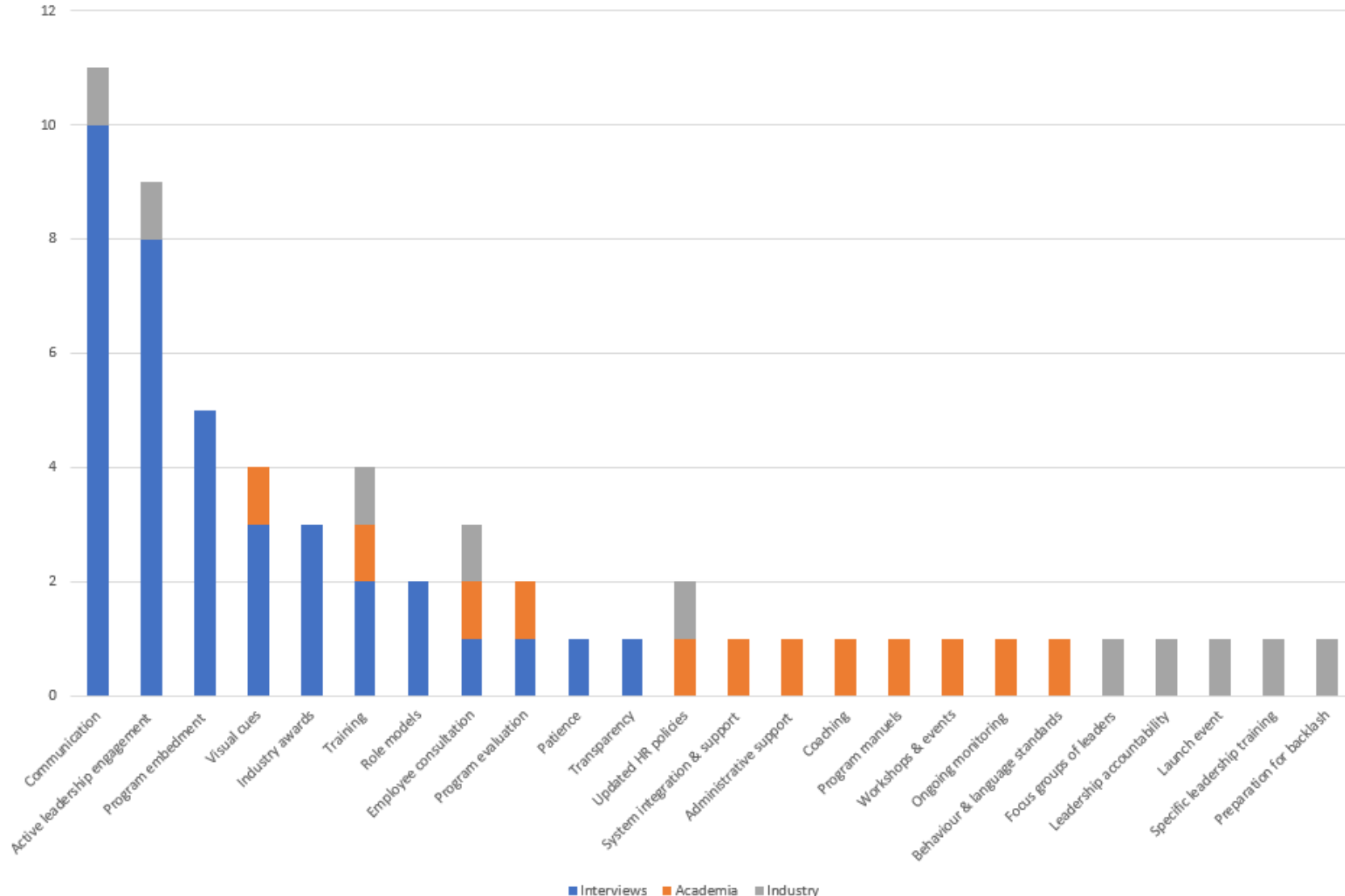


Recommended framework – Lessons learned



Program implementation

Program implementation strategies based on interview feedback, industry and academia



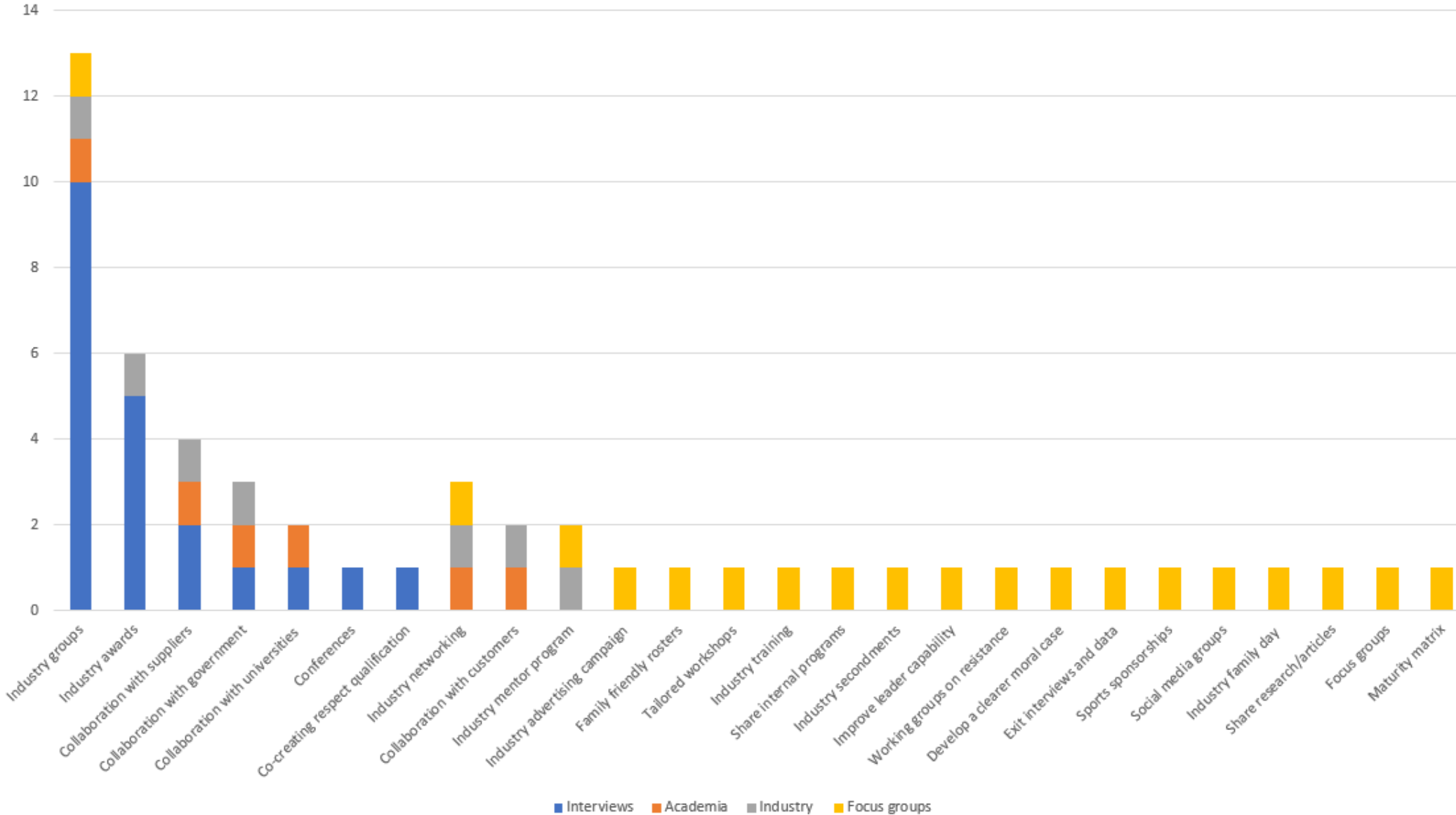
Engagement focus of implementation strategies

<u>Implementation Strategy</u>	<u>Engagement focus</u>
Communication	All employees
Active leadership engagement	Leaders
Embedment	All employees
Visual cues	All employees
Industry awards	All employees
Training	All employees
Role models	All employees
Employee consultation	All employees
Program evaluation	Leader
Patience	All employees
Transparency	All employees

Recommended framework – Program implementation



Industry collaboration – Current versus new ideas





**Thank
you.**

Let's connect

Dr A

CEOs for Gender Equity





INNOVATION
HUB



A COLLABORATION FOR



WORLD
ENVIRONMENT
DAY

WAMR

Women Advancing Minerals Research

CORE COMMUNITY COFFEE

A WORLD ENVIRONMENT DAY-ADJACENT CONVERSATION ABOUT
HOW RESEARCH, CAPABILITY & METS INNOVATION ARE QUIETLY
IMPROVING ENVIRONMENTAL OUTCOMES ACROSS MINING

WEDNESDAY, 3 JUNE 2026
10:00am - 12:00pm
FOYER, 191 ST. GEORGES TERRACE