



MY EXPERIENCE AS AN INDIGENOUS WOMAN IN MINING AND CONSTRUCTION





- ▶ **Why did I choose a career in the mining and construction industry?**

- ▶ **I studied Construction Management and Economics at Curtin University of Technology.**

- This is actually the only place I have really come up against opposition to me working in my chosen field.



History

- ▶ **Whilst studying I was selected for a Rio Tinto Indigenous Cadetship through NICP.**
- ▶ **During the cadetship, I worked with Hamersley Iron and Argyle Diamonds, commencing full time employment with ADL in December 2004.**
- ▶ **A huge benefit of the cadetship and graduate programs I have been a part of is the ability to network with my peers in this business unit and others.**



ARGYLE DIAMONDS GRADUATE PROGRAM



- ▶ **What have I been exposed to?**
 - Onsite Delay Negotiations
 - Cost Management
 - QA/QC
 - Contracts
 - Procurement / Logistics processes
 - Incident Investigations and Reports
 - Employee Disciplinary Actions
 - Senior First Aid Certificate

- ▶ **Training programs provided have included:**
 - Managerial Leadership Introduction
 - Front Line Management
 - Six Sigma – Yellow Belt and Green Belt



Male Dominated Industries

- ▶ **How do I cope working in areas typically male dominated?**
 - Not being a princess
 - Obviously, I don't mind getting dirty
 - Developing relationships – it also helps that I have a lolly jar on my desk
 - Accepting advice and questioning others with more experience
 - Not having an attitude that having studied at university means I know everything or even that I know more than the guys on the crews
 - Having a sense of humour is important



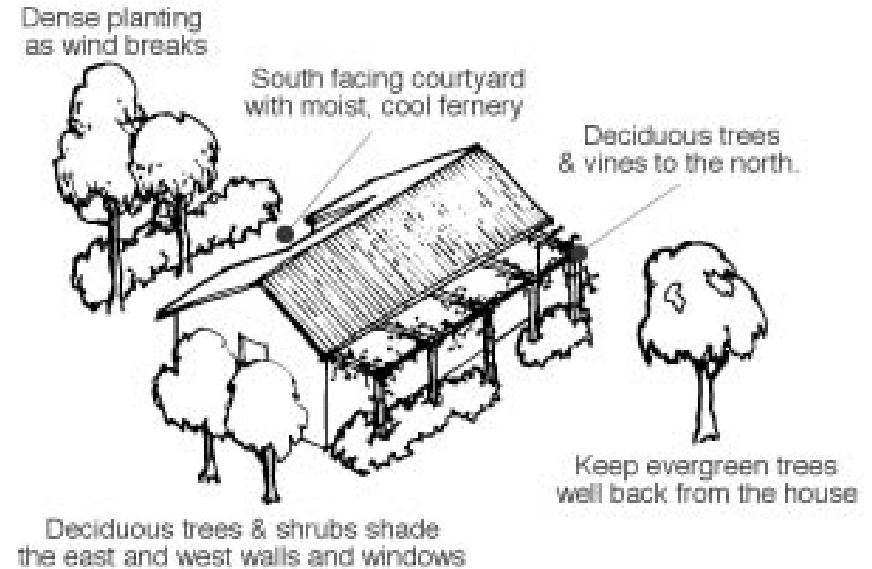
CAT – RIO TINTO FELLOWSHIP

- ▶ Rio Tinto sponsors a Fellowship Program with the Centre for Appropriate Technology in Alice Springs.
 - The Fellowship program gives Rio Tinto employees the opportunity to increase awareness and understanding of issues facing Indigenous people in remote communities and provides CAT with access to specialist skills and experience to assist in its work with Indigenous communities.
- ▶ In 2005, I was selected to participate in the Fellowship Program over a two week period in Alice Springs.



► Community Housing Sustainability

- Investigated energy efficiency for housing in remote desert communities.
- Investigated methods of construction, materials and costs.
- Assessed durability and ease of maintenance of construction materials.
- Investigated the use of local labour (from the communities) with training and long-term employment possibilities.
- Made recommendations for the most efficient, durable and cost effective construction for housing in remote desert communities.



CAT – RIO TINTO AKALTYE YOUTH EVENT



- ▶ As a cadet, I was invited to be part of a program developed in partnership with RT and CAT.
- ▶ The Akaltye Youth Event is a program which involves Indigenous high school students and focuses on science based topics.
- ▶ The intention is to encourage the students to continue their studies with a view to one day working in an operation in their home area.



TO's INVOLVEMENT

- ▶ Argyle Diamonds has a Participation Agreement with the local Traditional Owner's.
- ▶ Argyle Diamond Mine is the location of a Sacred Women's site.
- ▶ Underground Tours
 - On a regular basis I facilitate and organise visits as we achieve milestones



TO's INVOLVEMENT



- ▶ **Manthe Ceremonies**
 - A Manthe is a Smoking Ceremony that is used by the TO's to welcome people and also to protect.

- ▶ **Clay Ceremony**
 - When the Underground was going through a extensive Clay Zone, the TO's requested permission to come and do special ceremonies both Underground and on the surface.

- ▶ **I am continuing with my involvement with the Traditional Owners.**
 - Facilitating visits and ceremonies at the Underground operation,
 - Assisting in my own time with development of infrastructure at a Women's Sacred Law Ground south of the mine site for the Warmun Community.



ARGYLE UNDERGROUND



- ▶ **As part of my role in the Construction team, I have been involved in:**
 - Refrigeration and Ventilation Plants

- ▶ **I have also assisted new trainees and apprentices as an unofficial mentor – providing support and advice particularly with the younger Indigenous men and women.**

- ▶ **Through my association with CAT, while I was studying at uni, I also acted as a team leader / role model at their Akaltje Youth Events.**



Opening Doors to My Future

- ▶ The opportunity I have been given to work on the Argyle Underground operation from the early stages, is one I can see being able to open doors for me in the future to other business units and experiences.
- ▶ I hope that my example will encourage other woman to realise the option is also available to them to consider a role in mining or construction.

