

# SACOME AWARDS



## **SOUTH AUSTRALIAN WOMEN IN RESOURCES AWARDS 2020**

### **NOMINATION INFORMATION**

**JANUARY 2020**

**South Australian Chamber of Mines & Energy**

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## **OVERVIEW**

The South Australian Women in Resources Awards recognise and promote diversity across South Australia's resources sector. The awards are hosted by the South Australian Chamber of Mines & Energy (SACOME).

The 2020 South Australian Resources Awards feature four categories: Exceptional Woman in Resources, Exceptional Young Woman in Resources, Outstanding Trade, Operator or Technician, and Company Gender Diversity Program Award.

Nominee's employer must be a member of SACOME.

Winners in each category are elevated to finalists in the Women in Resources National Awards. Details of the 2020 National Awards will be available at a later date.

### **Exceptional Woman in Resources**

This award recognises the exceptional achievement of a woman in the South Australian 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 sector's social acceptance. 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 sector's social acceptance and increasing gender diversity in the sector.

### **Outstanding Trade, Operator or Technician**

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

### **Company Gender 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 South Australia and be a member of SACOME.

## **TO ENTER**

Please address all selection criteria in the template provided.

Your submission should include a current resume (maximum two pages) and a photograph of yourself for use in promotional activities (in high resolution, if possible).

Any questions should be directed to [sdavie@sacome.org.au](mailto:sdavie@sacome.org.au) or the South Australian Chamber of Mines & Energy on (08) 8202 9999.

Submissions can be made via email to [sacome@sacome.org.au](mailto:sacome@sacome.org.au) or by post to SACOME, Level 30 Westpac House, 91 King William Street, Adelaide, SA 5000

All submissions are due by 2pm on Friday 3 April 2020.

Finalists from each category will be announced late April.

Please note the judges reserve the right not to recommend a particular award if they consider that the nominations are not of sufficient merit.

The decisions and the recommendations of the judges are final.

## **POINTS TO REMEMBER**

- Please keep to the maximum work count for each selection criteria and attach a resume (two page maximum). The resume should include a referee.
- Applications are open to employees of SACOME members.
- Applications can be made on behalf of another person if the nominee has knowledge of and consents to the application.
- A panel of judges has been established to select finalists and a winner in each category. The decision of the judges will be final.
- Applicants should be aware that category winners and finalists may be asked to act in an ambassador role for industry in the 12 months following the awards. This could include event attendance or media interviews.

## **EXCEPTIONAL WOMEN IN RESOURCES – SELECTION CRITERIA**

This award recognises the exceptional achievement of a woman in the South Australian 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 acceptance. This work may include a commitment to community engagement and development, contributing to gender diversity within the sector or other sustainability initiatives.

This award is open to women 31 and over.

### **Selection Criteria 1: Career**

Describe your life/career journey, including any personal challenges and work/family/life balance.

[maximum 400 words] [scored out of 10]

### **Selection Criteria 2: Social acceptance**

Demonstrate how you have promoted social acceptance in the resources sector. This may include mentoring other women in the sector; involvement in community; charities or other sustainability initiatives.

[maximum 400 words] [scored out of 10]

### **Selection Criteria 3: Gender diversity**

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

[maximum 400 words] [scored out of 10]

### **Selection Criteria 4: 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]

### **Selection Criteria 5: Continuous improvement**

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

[maximum 400 words] [scored out of 10]

## **EXCEPTIONAL YOUNG WOMAN IN RESOURCES – SELECTION CRITERIA**

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 sector's social acceptance and increasing gender diversity in the sector.

This award is open to women 35 years and under.

### **Selection Criteria 1: 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]

### **Selection Criteria 2: Social acceptance**

Demonstrate how you have promoted the resources sector'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]

### **Selection Criteria 3: Gender diversity**

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

[maximum 400 words] [scored out of 10]

### **Selection Criteria 4: Leadership**

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

[maximum 400 words] [scored out of 10]

### **Selection Criteria 5: Continuous improvement**

Provide evidence of continuous learning and professional development.

[maximum 400 words] [scored out of 10]

## **OUTSTANDING TRADE, OPERATOR OR TECHNICIAN – SELECTION CRITERIA**

This award recognises the achievement of a woman working in a trade, operational or technician role in Australia's resources sector. 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 1: 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]

### **Selection Criteria 2: Social acceptance**

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]

### **Selection Criteria 3: 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 modelling or mentoring or through leadership.

[maximum 400 words] [scored out of 10]

### **Selection Criteria 4: 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]

## **COMPANY GENDER DIVERSITY PROGRAM AWARD - SELECTION CRITERIA**

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 South Australia and be a member of the South Australian Chamber of Mines & Energy.

### **Selection Criteria 1: Purpose**

Describe why the company developed a gender diversity program and the program's goal.

[maximum 400 words] [scored out of 10]

### **Selection Criteria 2: Success**

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

[maximum 400 words] [scored out of 10]

### **Selection Criteria 3: 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.

[maximum 400 words] [scored out of 10]

### **Selection Criteria 4: Operational benefits**

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

[maximum 400 words] [scored out of 10]

## **FURTHER INFORMATION**

### **Women in Resources National Awards**

The Women in Resources National Awards is a partnership between the Minerals Council of Australia and its Victorian and Northern Territory branches, the New South Wales Minerals Council, the Queensland Resources Council, the Tasmanian Minerals and Energy Council, the South Australian Chamber of Mines and Energy and the Chamber of Mines and Energy Western Australia. The awards are supported by various Women in Mining Network state branches.

### **South Australian Chamber of Mines and Energy**

The South Australian Chamber of Mines and Energy (SACOME) is the peak industry body representing companies with interests in the South Australian minerals, energy, extractive and petroleum sectors, including those who provide services to these companies.

### **Women in Resources South Australia**

Women in Resources South Australia (WinRSA) is shaping the future for the SA Resources Sector, by realising the benefits of increased participation, retention and advancement of women in the energy and resources industries.

### **Australasian Institute of Mining and Metallurgy**

The Australasian Institute of Mining and Metallurgy (AusIMM) provides services to professionals engaged in all facets of the global minerals sector. AusIMM delivers an ongoing program of professional development services to ensure our members are supported throughout their careers.

### **Judging panel**

A judging panel will be established to determine finalists and winners in each category.

### **Prize**

There is no monetary prize associated with these awards. The decisions and the recommendations of the judges are final.

### **Publicity**

Entry to the competition constitutes permission for the promoter to use winner's name, city/town of residence, recording of winner's voice and likeness for advertising and promotional purposes without compensation, unless otherwise prohibited by law.

### **Ownership of entries**

All entries become and remain the property of South Australian Chamber of Mines and Energy.

### **Participation**

Participation in this award constitutes the entrant's unconditional agreement to and acceptance of these entry rules.