

SACOME

**SOUTH AUSTRALIAN
WOMEN IN RESOURCES AWARDS 2022**

**NOMINATION INFORMATION
FEBRUARY 2022**

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 2022 South Australian Resources Awards feature six categories: Exceptional Woman in Resources Award, Exceptional Young Woman in Resources Award, Outstanding Tradeswoman, Operator or Technician Award, Woman in Resources Technological Innovation Award, Inclusion and Diversity Champion Award, and Company Programs and Performance 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 2022 National Awards will be available at a later date.

Exceptional Woman in Resources Award

This award recognises the exceptional achievement of a woman in the Australian resources sector in any occupation.

It recognises professional success, leadership skills, resilience, methods of overcoming barriers, and seeking out and accepting new responsibilities and challenges.

It also recognises work to promote the industry's reputation and standing in the community. This work may include a commitment to community engagement and development, contributing to inclusion and diversity within the sector and/or other sustainability initiatives.

The award is open to women of any age.

Exceptional Young Woman in Resources Award

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 reputation and standing in the community and increasing inclusion and diversity in the sector.

The award is open to women 30 and under as at 31 March 2022.

Outstanding Tradeswoman, Operator or Technician Award

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

Woman in Resources Technological Innovation Award

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

Inclusion and Diversity Champion Award

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

Company Programs and Performance Award

This award recognises a resources company (or subsidiary) for excellence and innovation in inclusion and diversity programs to create a more diverse workplace in the Australian resources sector.

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

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 pbelej@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 or by post to SACOME, Level 3, 115 King William Street, Adelaide, SA 5000

All submissions are due by 2pm on Tuesday 5 April 2022.

Finalists from each category will be announced in June.

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 recognises professional success, leadership skills, resilience, methods of overcoming barriers, and seeking out and accepting new responsibilities and challenges.

It also recognises work to promote the industry's reputation and standing in the community. This work may include a commitment to community engagement and development, contributing to inclusion and diversity within the sector and/or other sustainability initiatives.

The award is open to women of any age.

Selection Criteria 1: Career

Describe your life/career journey, your successes and how you have managed professional or personal challenges

[maximum 400 words - scored out of 10]

Selection Criteria 2: Reputation and standing in the community

Demonstrate how you have advanced and/or promoted the resources industry's reputation and standing in the community. Examples may include personal or professional examples of community engagement.

[maximum 400 words - scored out of 10]

Selection Criteria 3: Inclusion and diversity

Describe what inclusion and diversity means to you, and how you have supported work to increase inclusion and diversity in your company, the resources industry and/or the community. For example, mentoring other women in the sector, involvement in community or charity or other sustainability initiatives.

[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, and inclusion and diversity in the resources sector.

[maximum 400 words - scored out of 10]

Selection Criteria 5: Continuous improvement

Provide evidence of continuous learning and professional development including education and training pathways, career and personal 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 industry's reputation and standing in the community and increasing inclusion and diversity in the sector.

The award is open to women 30 and under as at 31 March 2022

Selection Criteria 1: Career

Describe your career journey including achievements, challenges overcome, personal and career development and successes.

[maximum 400 words] [scored out of 10]

Selection Criteria 2: Reputation and standing in the community

Demonstrate how you have advanced and/or promoted the resources industry's reputation and standing in the community. Examples may include personal or professional examples of community engagement.

[maximum 400 words] [scored out of 10]

Selection Criteria 3: Inclusion and diversity

Describe what inclusion and diversity means to you, and how you have supported work to increase inclusion and diversity in your workplace and/or the community.

[maximum 400 words] [scored out of 10]

Selection Criteria 4: Leadership

Describe the ways in which you have modelled success and/or the benefits of a career in resources to other women in your workplace, company and/or community.

[maximum 400 words] [scored out of 10]

Selection Criteria 5: Continuous improvement

Provide evidence of continuous learning and professional development and how you've applied this knowledge in your career.

[maximum 400 words] [scored out of 10]

OUTSTANDING TRADESWOMAN, OPERATOR OR TECHNICIAN – SELECTION CRITERIA

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

Selection Criteria 1: Career

Describe how you came to work in your current occupation, why you choose a career in the resources sector, what you have achieved and how you are outstanding in your field.

[maximum 600 words - scored out of 10]

Selection Criteria 2: Professional development

Outline what education and training you have undertaken to advance your career and your contribution to the industry, your company and/or your workplace.

[maximum 400 words - scored out of 10]

Selection Criteria 3: Overcoming challenges

Describe how you have managed professional or personal challenges and how you have applied what you learned to advance your career and/or to help others in the workplace.

[maximum 400 words - scored out of 10]

Selection Criteria 4: Reputation and standing in the community

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 5: Leadership

Describe your leadership qualities and explain how you are breaking new ground for women and/or demonstrating the value and importance of inclusion and diversity in the resources sector. For example, this may include being a role model or mentor and/or initiatives that support the recruitment, retention or promotion of women in your workplace.

[maximum 400 words - scored out of 10]

WOMAN IN RESOURCES TECHNOLOGICAL INNOVATION AWARD SELECTION CRITERIA

This award recognises the achievements of a woman who has developed and applied technological innovation in the Australian resources sector. It also recognises the innovative solutions that she has developed or applied in a unique/innovative way in the Australian resources industry.

Selection Criteria 1: Career

Describe your career journey: your achievements; how you have managed professional or personal challenges; and how you've applied what you've learned to advance your career and your contribution to the resources industry, your company and/or your workplace.

[maximum 400 words - scored out of 10]

Selection Criteria 2: 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]

Selection Criteria 3: Problem solving

Describe the challenges that you overcame to develop or implement the technological innovation and how you managed these challenges.

[maximum 400 words - scored out of 10]

Selection Criteria 4: 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 and/or how it might be further developed or deployed and the potential benefits that could ensue.

[maximum 400 words - scored out of 10]

Selection Criteria 5: Leadership

Describe the ways in which you have modelled the benefits of a career in resources technological innovation to other women in your workplace, company and/or community.

[maximum 400 words - scored out of 10]

INCLUSION AND DIVERSITY CHAMPION AWARD - SELECTION CRITERIA

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

Selection Criteria 1: Advocacy

How have you encouraged, promoted and advocated for inclusion and diversity throughout your career? For example, through work practices, recruitment processes, changing workplace culture and work practices.

[maximum 800 words - scored out of 20]

Selection Criteria 2: Achievement

Describe the outcomes/impact of advocacy and demonstrate the sustainability of this success.

[maximum 400 words - scored out of 10]

Selection Criteria 3: Vision

How do you plan to further champion inclusion and diversity in your company and/or in the resources sector? Provide examples of initiatives either underway or in the planning stages.

[maximum 400 words - scored out of 10]

Selection Criteria 4: Leadership

Describe ways in which you have modelled a commitment to diversity and inclusion and/or the business case for diversity and inclusion programs in the resources sector.

[maximum 400 words - scored out of 10]

COMPANY PROGRAMS AND PERFORMANCE AWARD - SELECTION CRITERIA

This award recognises a resources company (or subsidiary) for excellence and innovation in inclusion and diversity programs to create a more diverse workplace in the Australian resources sector.

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

The company must have a presence in South Australia and be a member of the South Australian Chamber of Mines and Energy.

Selection Criteria 1: Program

Outline the nature of the company program(s).

[maximum 200 words – no score]

Selection Criteria 2: Purpose

Describe why the initiative was developed and its objectives.

[maximum 400 words - scored out of 10]

Selection Criteria 3: Evidence

Outline the program's performance indicators and provide statistical or other evidence of the program's effectiveness.

[maximum 400 words - scored out of 10]

Selection Criteria 4: Operational benefits

Provide evidence of the operational benefits of the program. For example, this may include enhanced attraction / retention of women, improved plant usage, decreased staff turnover or reduced absenteeism.

[maximum 400 words - scored out of 10]

Selection Criteria 5: Cultural change

Describe how the program changed the culture of the company and/or improved the standing of the company and/or resources sector as an employer of choice Include statistical evidence and/or endorsement from employees and other stakeholders.

[maximum 400 words - scored out of 10]

Selection Criteria 6: Inclusion and diversity

Describe the scope and reach of inclusion and diversity program(s) within the company.

[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.

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.

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.