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## **Diversity & Inclusion Best Practices**

### ***Guidelines for a more diverse & inclusive CIM***

In 2013 CIM established the Diversity & Inclusion Advisory Committee (DIAC) to look at ways to further ensure CIM is all-inclusive, and as a result, a diverse organization. As evidenced by the CIM Magazine and website, CIM has always endeavoured to represent the entire mining community and as such, has always encouraged inclusion, but it recognized there is a need to do more. Our ultimate goal is that Diversity become an ingrained value systemic to CIM and the mining industry as a whole.

Diversity in the labour force describes the extent which workers can be distinguished by visible and invisible differences. An apparent shortfall or mismatch in diversity in a workforce can point to missed opportunities, and even a malfunctioning labour market, especially if an under-represented group has the necessary skills and experience that would benefit the industry. (MiHR 2015)

Change has been happening in Canada's mining industry, but slowly. Women and immigrants still only comprise 17% and 13% of the workforce respectively and Aboriginal peoples continue to be underrepresented, particularly in supervisory positions. (MIHR 2015)

### **Why Diversity and Inclusion?**

Evidence shows that being a diverse, all-inclusive society makes good business sense, and this underlying message is the focus of the DIAC. *Please see the DIAC's Terms of Reference attached.* Consider these facts:

- MiHR's 2015 Labour Market Information Report found that Canada's Mining labour market is tighter than other sectors – that is, for every job vacancy in mining there are less than three potential job-seekers across Canada, compared to the average for all industries across Canada, which is about six job-seekers per vacancy. Mining sector employers have to look harder to find the right people and there is fierce competition for skilled and experienced workers. By widening the available talent pool by attracting and retaining workers from all backgrounds, there is an opportunity to ease this tightness, which has an upward pressure on wages, and thus, costs of operation.
- The Business Case for Diversity. There are so many strong points here, that a separate report is attached for your reference and consideration.

### **What Can You Do?**

CIM needs to lead by example, and to that end, the DIAC developed these guidelines to help CIM National, and all of its Societies, Branches and Committees think and implement inclusion in all of their activities. To do this, we asked ourselves a number of very pointed questions and the outcome was a very diverse range of perceptions! One important statement stood out through this exercise, however, "if we are inclusive and mindful/purposeful we will attract diversity".

We all like to think we are all-inclusive, but are we? Unconscious bias creeps into the thought and decision making processes of even the most inclusive-minded of us. Consider asking your respective teams some of the following questions at your next meeting; we think you might be surprised at what you learn. We hope it will give you pause to realize what your group can do to further CIM's all-inclusive goals.

1. Reflect on the make-up of the attendees at your events and meetings. What do you notice about those people? How are they alike and how are they different?
2. What do you do to leverage differences of opinion or background? What *could you do*?
3. What are the diversity issues, challenges or situations you have noticed?
4. What could CIM do to encourage greater inclusion and diversity?

### **Suggestions on How to Make a Difference**

Consider implementing the following:

1. Appoint a Diversity champion for each group who can help guide the group, as required, with respect to diversity and inclusion.
2. Include a meaningful and informative D&I moment in each meeting. Here are a few suggestions:
  - *Did you know that it is...Black History month/Ramadan this month...? (See Diversity Calendar attached for more ideas.)*
  - *Acknowledge the Aboriginal lands that you are on for your meeting/event.*
  - *Did you hear about...a current event of a D&I nature?*
  - *Do you know about ACCESS – Aboriginal Community Career Employment Services Society? You may be able to find your next great employee through them.*
3. Consider providing links to child care facilities near your next event/conference, or even offer such a facility.
4. When planning an event, ensure catering respects the dietary considerations of all religions, notably providing options that contain no pork or shelled seafood, and always ensure there is a vegetarian option.
5. Consider date and timing of your events with respect to various religious holidays and/or rituals. (see Diversity Calendar attached.)
6. Consider diversity when recruiting new executives for your Society and/or Branch (ie. What is your current executive make-up? Do you need more women, minorities, etc?)
7. Support career opportunities for new Canadians whose credentials are appropriate but not being utilized by Canadian organizations (ie. letters of support).
8. Recognize that some mental health issues, such as depression, are related to shift work and shortage of daylight. Look at what can be done to address these sources of depression, ie. use full spectrum lighting.
9. Last but not least, at your next networking event, make a conscious effort to reach out to someone who is diverse from you.