

# Are we there yet? Where the minerals industry is at, and where we are going on gender diversity, equity and inclusion

*LHG McClean*<sup>1</sup>

1. Lucy McClean, Chair, Women in Mining (WIMnet) NSW, Sydney NSW,  
[lucymcclean1@gmail.com](mailto:lucymcclean1@gmail.com) 0412 283 252

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## ABSTRACT

Diversity, equity and inclusion are often cited as ‘important priorities’ by mining companies and industry organisations in their public presentations and reports, but is the minerals industry really making strides forward?

Women continue to be underrepresented in the minerals industry. From the most recent Government data, the minerals industry is the most male dominated industry in Australia<sup>1</sup>, with only 20% female participation. Recent national data also shows the gender pay gap is ‘stuck’ at 22.8%<sup>2</sup>. Although women now make up 35.1% of directors in ASX200 companies, the remaining all male boards are all mining companies<sup>3</sup>.

Gender diversity, equity and inclusion is a highly topical issue with the recent, release of the [Rio Tinto Workplace Culture report](#), [Respect@Work](#) report, [WA Inquiry](#) and public attention including the extensive media reporting, the national legislative changes as well as the current skills and labour shortages. Industry associations and companies are developing and supporting initiatives to make strides towards equity and inclusion, with some shining examples, but the dial is only moving slowly.

Current statistics, initiatives, and progress to equity as well as the ‘why’ is examined, together with a pathway forward for an industry that really needs to progress.

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<sup>1</sup> <https://www.wgea.gov.au/sites/default/files/documents/WGEA-Gender-Equality-Scorecard-2022.pdf>

<sup>2</sup> [https://www.wgea.gov.au/newsroom/WGEA\\_New\\_national\\_gender\\_pay\\_gap\\_media\\_release](https://www.wgea.gov.au/newsroom/WGEA_New_national_gender_pay_gap_media_release)

<sup>3</sup> <https://www.aicd.com.au/board-of-directors/diversity/gender.html>