

## Champion of Women in Resources Award

This category recognises an individual of any gender who has actively championed the attraction, retention, inclusion, and advancement of women in the resources sector.

Nominees should demonstrate influence and impact that reaches across teams, sites, organisations, or the broader industry. Champions in this category lead or advocate for systemic or cultural change and go beyond the expectations or KPIs of their formal role, contributing to lasting improvements in the attraction, inclusion, retention, or progression of women in the sector.

### Selection Criteria

#### 1. Life / Career Journey (max. 300 words)

Provide an overview of the nominee's personal and professional background.

This should give judges a sense of the experiences and values that shaped their commitment to supporting women in the resources sector. You may wish to include relevant career milestones, personal or professional challenges, or influential experiences.

#### 2. Advocacy (max. 400 words)

Describe how the nominee has advocated for gender diversity and inclusion across their organisation and/or the wider sector. This may include:

- Challenging or improving workplace policies, culture, or norms
- Promoting inclusive hiring and advancement practices
- Mentoring, coaching, educating or advocating to support the attraction, retention or advancement of women in the resources sector
- Driving organisational or industry-wide initiatives
- Creating structural or cultural change that benefits women

#### 3. Achievement (max. 400 words)

Provide clear evidence of the impact and outcomes of the nominee's advocacy. Wherever possible, include measurable results or specific examples demonstrating the scale of their impact. Consider including:

- Measurable changes in representation, retention, or advancement of women
- Improvements in workplace culture or inclusion
- Positive outcomes for women through mentoring, coaching, advocacy, education or other forms of support
- Initiatives or changes that have been adopted more widely



- Enduring or systemic improvements (not one-off or time-limited efforts)

#### 4. Vision & Leadership (max. 400 words)

Describe how the nominee is building on their achievements to continue advancing opportunities for women in the resources sector. This may include:

- New or expanded initiatives, programmes or opportunities currently in development or being implemented
- Emerging areas of focus that will further support the attraction, retention, inclusion or advancement of women
- How the nominee is developing others to lead, advocate for, or contribute to positive change for women in the resources sector
- Other examples that demonstrate the nominee's ongoing leadership and commitment to advancing opportunities for women in the resources sector

## Submission Requirements

**Photo** – you must provide at least 1 (preferably 2) high-resolution photograph of the nominee.

Note that the photo submitted with the nomination will be the photo published throughout the entire awards process (if selected as a finalist). The turnaround between finalists being selected and public announcements is very tight so there is no opportunity to submit new photos. Please read the specifications below carefully.

**CV** – A brief resume (CV) of the nominee in pdf format.

### Photo Specifications

- The nominee should be the **only person** in the photograph
- **No** sunglasses
- Minimum size 1MB. Please don't send us tiny photos that are only a few kb in size! They look very grainy and unprofessional when published online and in print.
- We should be able to clearly see the nominees face and eyes in at least one of the photos, avoid photos taken from a distance.
- Photos should be in **colour**
- If possible we recommend including both a corporate photo and a site photo.

### Eligibility

- The awards are open to residents of WA currently working in the mining and resources sector
- Employees of both CME member and non-member companies are welcome to apply
- Previous WIRA finalists/winners can re nominate for the same category after 7 years, or a different category after 5 years. This does not apply to the company initiative category unless nominating the same initiative.

### Privacy Statement

- The collection of the entrant's personal information is necessary for the purposes of the awards.



- Personal information will be used by CME to assess entries and to contact entrants.
- CME may use the information collected from award entries in promotional materials, including in the media. Approval will be sought from the nominee prior to publishing.

## Nomination Tips

- **Read ALL the criteria first:** Before you start writing, read all the criteria to understand what information belongs in each section. Judges assess each criterion separately and may not be able to award full marks if relevant information is included under the wrong heading.
- **Focus on the Nominee:** Company, project and team information should provide context, but judges need to clearly understand the nominee's personal contribution and impact.
- **Tell a Story:** Think of the nomination as a mini-biography. Lead the judges through a clear, engaging narrative that highlights the nominee's journey and achievements. Avoid bullet points and headings as they break the flow of the story.
- **Optimise Word Limit:** Successful nominations typically use most of the available word limit in each section. The word limits have been designed to allow enough space to provide context, explain achievements and demonstrate impact. If your response is significantly under the word limit, ask yourself whether a judge would be left wondering **how, why or how do you know?**
- **Write for a General Audience:** Be mindful of using jargon, technical terms, or project-specific language. Judges come from diverse backgrounds and may not be familiar with every acronym, system, or methodology. Avoid long, complex sentences and instead use clear, simple language to ensure your nomination is easy to read.
- **Build Strong Paragraphs:** A strong paragraph often begins with a key statement, followed by supporting information that helps judges understand its significance. Consider including some of the following, where relevant:
  - ▶ **The challenge:** What challenge, opportunity or situation prompted the nominee's actions?
  - ▶ **The actions:** What did the nominee do? What was their personal contribution?
  - ▶ **The impact:** What changed as a result? Include measurable outcomes wherever possible (e.g. percentages, cost savings, timeframes or participation rates).
  - ▶ **The personal perspective:** If relevant, how did the nominee respond to the situation? What motivated them, what obstacles did they overcome, or what did they learn from the experience?

Not every paragraph will include all of these elements. Consider which are most relevant to the point you are making.

- **Support descriptive language with evidence:** Descriptive words such as *innovative*, *instrumental* or *pivotal* are subjective and difficult to assess without context. If your sentence or paragraph begins with descriptive language or a summary statement, please follow it up with supporting information i.e what the nominee actually did to be viewed as instrumental, and the measurable impact it had.
- **Review for Impartiality:** After writing the nomination, step back and read it as if you know nothing about the nominee. Does the story flow? Are the achievements and challenges clear? Are summary statements and opinions about the nominee supported with descriptions, examples or measurable outcomes where appropriate? Would a reader understand why this person stands out?



- **Paragraphs:** Before submitting your nomination, make sure you have used paragraphs throughout your response. Well-structured paragraphs make nominations much easier for judges to read and assess.

### Contact Details

All enquiries should be directed to [c.cole@cmewa.com](mailto:c.cole@cmewa.com) or 0437 734 254.