

3rd annual

Women in Mining 2025

26-28 August
Cloudland
Brisbane | Australia

STEP UP, SKILL UP: DRIVE DIVERSITY, ELEVATE PERFORMANCE & GROW YOUR CAREER

Speakers include:



Elizabeth Broderick AO
Founder | Principal | Author,
Report into Workplace
Culture at Rio Tinto
Champions of Change
Coalition | EB&Co



Katie Wyatt
Global Head of Diversity,
Equity & Inclusion
BHP



Rob Jackson
Vice President Global
Commercial & Supply Chain
South32



Keryn Zambrowski
Senior Manager -
Investor Relations
Whitehaven Coal



Caoilin Chestnutt
Head of Corporate -
Technical Services
Thiess



Jaya Prasad
Assistant Company
Secretary & Senior
Sustainability Advisor
New Hope Group



Janette Hewson
Chief Executive Officer
Queensland Resources
Council



Celine Mangan
General Manager
Environment & Heritage
Mineral Resources



Suzanne Hunt
Founder
Hunt Consulting
former General Manager
Exploration
IGO



Jenny Agnew
Business Sustainability
Manager
Sedgman



Debbie Morrow
Executive Director
Miners' Promise



Marghanita Johnson
Chief Executive Officer
Australian Aluminium
Council
Non-Executive Director
Alpha HPA



Andrea Cornwell
Director - Asia Pacific
Global
Rare Earths Industry
Association



Nicola Semler
Chief Technology Officer |
Committee Member
Critical Minerals Group |
WISER



Kristy Purdon
Chair | Advisory Council
Member
WIMARQ Bowen Basin |
IWIM

REGISTER TODAY!

Register online at www.womeninminingsummit.com.au

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Welcome to **WOMEN IN MINING** 2025!

The **Women in Mining Summit** returns with a bold new agenda, powerful new speakers, and even more opportunities to connect, learn, and grow, both personally and professionally.

This is Australia's most comprehensive event for women at all stages of their careers in mining, from the frontline to the boardroom. Whether you're navigating site life, stepping into leadership, or supporting operational excellence, this summit is built to support you.

Across two days of thought-provoking panels, hands-on sessions, and real-world case studies, you'll hear from women and men who are tackling the industry's biggest challenges and changing the culture while they're at it.

Together, you'll explore what it takes to lead in uncertain times, how to build careers that last, and how to make inclusion meaningful in an era of change.



“Amazing lineup of women achieving incredible things who are passionate about mining. Empowering and forward looking for the industry.”

Compliance Manager, **Field Mining Services Group**
(past attendee)

Why you need to be at the Women in Mining Summit 2025

- 1 Join the premier event for women in mining to accelerate your career and drive organisational success
- 2 Combat the DEI backlash by learning how to keep diversity on track in challenging times
- 3 Future proof your career with timely insights into technology, sustainability, and workforce trends
- 4 Sharpen your skills in risk mitigation, crisis management, business strategy, communication, and problem solving
- 5 Strengthen your leadership abilities to get the most from your team & improve project outcomes
- 6 Experience interactive champagne roundtables for high impact discussions, insights & meaningful connections
- 7 Access proven strategies for career advancement & flourishing in a non-linear career
- 8 Expand your network with authentic and accomplished leaders who can support your professional growth

Speakers



Dr Anicia Henne
Senior Research Scientist
CSIRO



Kate Dickson
Head of National
Operations & Queensland
Director
AMEC



Vaughn Sheahan
Head of Organisational
Development & Analytics
BHP



Eliza Young
Senior Advisor -
Community, Diversity &
Inclusion
Thiess



Steph Byrom
Committee Member
WISER
General Manager,
Decarbonisation
Loop



Matthew Ireland
Mining Manager &
Acting Head of Projects
Newmont



Evelyn Ng
Group Manager -
Materials & Innovation
Callidus



Kelsie Clarke
Principal Business
Improvement Planning
Woodside Energy



Lucy McClean
Chair
**Australian Women in Mining
and Resources**



Dermot Tomelty
General Manager - Health,
Safety & Compliance
Talisman



Cameron Carr
Director
Perception Performance



Su Nee Tan
Senior Manager
Orica



Elizabeth Broderick AO
Founder | Principal | Author,
Report into Workplace
Culture at Rio Tinto
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Chief Executive Officer
**Queensland Resources
Council**



Celine Mangan
General Manager
Environment & Heritage
Mineral Resources



Suzanne Hunt
Founder
Hunt Consulting
former General Manager
Exploration
IGO



Jenny Agnew
Business Sustainability
Manager
Sedgman



Aneeq Sarwar
Senior Manager, Workforce
Planning and Policy
**Mining and Automotive Skills
Alliance**



Tracey Hayes
Chair
**Northern Australia
Infrastructure Facility**



Conference Day 1 | Tuesday, 26 August

- 08:30 Registration and welcome coffee
08:50 Opening comments from the Chair



Andrea Cornwell
Director - Asia Pacific
[Global Rare Earths Industry Association](#)

DRIVING DIVERSITY IN A CHANGING LANDSCAPE

- 09:00 **Facing the headwinds: keeping diversity on track in challenging times**
- Navigating backlash against diversity initiatives and growing tension around equity efforts
 - Understanding how economic, workforce, and political shifts shape DEI conversations
 - Managing the impact of these challenges on team cohesion, leadership and culture
 - Maintaining diversity progress while responding to criticisms & rising opposition



Katie Wyatt
Global Head of Diversity, Equity & Inclusion
[BHP](#)



Vaughn Sheahan
Head of Organisational Development & Analytics
[BHP](#)

- 09:30 **Navigating cultural change in mining: insights from Elizabeth Broderick AO, Author, Report into Workplace Culture at Rio Tinto**
Elizabeth will share insights and answer questions about her work authoring the *Report into Workplace Culture at Rio Tinto* and its recent follow-up report, discussing what she found, her conclusions, where the industry stands now, and how it needs to change moving forward.
- Reviewing progress on the industry's cultural change efforts
 - Driving transparency, tackling harmful behaviours, & empowering employees to speak up
 - Fostering more inclusive & respectful workplaces while addressing systemic issues



Elizabeth Broderick AO
Founder | Principal | Author, Report into Workplace Culture at Rio Tinto
[Champions of Change Coalition](#) | [EB&Co](#)

- 10:10 Morning Tea & Networking
10:40 **PANEL DISCUSSION: The myth of meritocracy - How can we truly level the playing field?**

Moderator:



Johanna Kennerley
Head of Sustainability & Environment
[Ravenswood Gold](#)



Panel:
Steph Byrom
Committee Member, [WISER](#)
General Manager, Decarbonisation
[Loop](#)



Kate Dickson
Head of National Operations & Queensland Director
[AMEC](#)



Ngaire Tranter
Head of ESG
[Pembroke Resources](#)

- 11:20 **Transforming workforce competency to balance operational agility and safety excellence in mining**
- Research-based insights on the impact of workforce competency on mining safety and productivity
 - How to meet growing skills demands and compliance needs of the industry with digital innovation
 - How to balance prioritising safety and maximising efficiency in mining
 - Supporting psychosocial safety at mine sites with technology-enabled critical controls



Iris Chan
Director of Marketing
[MyPass Global](#)

FOSTERING DEI THROUGH LEADERSHIP, ADVOCACY & SUPPORT

- 11:40 **Building everyday support for DEI at all levels**
- Overcoming common objections to DEI in everyday work environments
 - Fostering open, constructive conversations with skeptics to create understanding
 - Applying practical, non-confrontational ways to support DEI without creating division



Matthew Ireland
Mining Manager & Acting Head of Projects
[Newmont](#)


- 12:10 **Resilient leadership in an era of reactionary pushback**
- Developing resilient strategies to counter pushback against inclusive leadership
 - Effectively communicating the business case for diversity
 - Leading with clarity, confidence & conviction in polarised environments





Eliza Young
Senior Advisor - Community, Diversity & Inclusion
[Thiess](#)

- 12:40 Networking Lunch

ADVANCING WOMEN IN MINING

- 13:40 **Guiding the way: How industry veterans can help advance women in mining**
- 

Keryn Zambrowski
Senior Manager - Investor Relations
[Whitehaven Coal](#)
- 14:10 **Beyond allies to active participants: Engaging male leaders in driving change**
- 

Rob Jackson
Vice President Global Commercial and Supply Chain
[South32](#)
- 14:40 **Breaking barriers and advancing in your career**
- 

Kelsie Clarke
Principal Business Improvement Planning
[Woodside Energy](#)
- 15:10 Afternoon Tea & Networking

INTERACTIVE CHAMPAGNE ROUNDTABLES

- 15:40 Discuss ideas, gain practical tips, and work through challenges faced by women across the mining landscape. Have all your questions answered while you network and build relationships with people you otherwise may not have access to. You can choose three of the below to attend with each roundtable running concurrently over three time slots:



Round 1 ▶ 15:40-16:10 Round 2 ▶ 16:10-16:40 Round 3 ▶ 16:40-17:10

Roundtable 1 ▶ Safe and inclusive work design for Women's Mental Health, Safety and Wellbeing



Kanae Dyas
Workplace Support Manager
[WIMARQ](#)

Roundtable 2 ▶ Driving sustainability in mining: balancing growth with environmental responsibility



Lucy McClean
Chair
[Australian Women in Mining and Resources](#)

Roundtable 3 ▶ Technology skills for the future: preparing for an evolving mining landscape



Gillian Smith
Managing Director
[Gillian Smith Consulting](#)

Roundtable 4 ▶ Risk management in mining: staying compliant & navigating regulatory changes



Dermot Tomelty
General Manager - Health, Safety & Compliance
[Talisman](#)

Roundtable 5 ▶ Navigating technological advancements and the future workforce in mining



Aneeq Sarwar
Senior Manager, Workforce Planning and Policy
[Mining and Automotive Skills Alliance](#)

Roundtable 6 ▶ Enhancing Innovation in Mining: From Research to Practical Application



Dr Anicia Henne
Senior Research Scientist
[CSIRO](#)

Roundtable 7 ▶ The Human Side of Leadership: Building Empathy, Communication and Psychological Safety



Fran Burgess
Manager - Process
[Ausenco](#)

Roundtable 8 ▶ Career progression and leadership pathways for women in mining




Helen Degeling
Technical Director - Geoscience and Sustainability
[Mining3](#)

- 17:10 Closing remarks from the Chair and end of Day 1
17:20 Ravenswood Gold Presentation
17:30 Networking Drinks
18:45 Official Event Dinner




Conference Day 2 | Wednesday, 27 August

08:50 Opening comments from the Chair
 **Samantha Anderson**
 Global Head of Corporate Sustainability
[Peabody Energy](#)

DRIVING INNOVATION, BUSINESS VALUE & MANAGEMENT EXCELLENCE


09:00 **Maximising the business value of authentic DEI**

- Leveraging diverse leadership to drive profitability, safety, and innovation in mining
- Moving beyond quotas to benefit from meaningful inclusion and decision-making power
- Case studies of companies benefiting from authentic diversity initiatives

 **Cameron Carr**
 Director
[Perception Performance](#)

09:30 **Achieving buy-in from middle management to build true support for change**

- Engaging middle management in organisational change initiatives
- Providing practical support to help managers navigate resistance from their teams
- Equipping managers with tools to champion DEI and change from the ground up
- Aligning organisational goals with middle management priorities


 **Jaya Prasad**
 Assistant Company Secretary & Senior Sustainability Advisor
[New Hope Group](#)

10:00 Partner Presentation


10:20 Morning Tea & Networking


10:50 **PANEL DISCUSSION: How can we empower women in mining to create value for their teams & organisations?**

- How can women in mining build influence and create value within their teams?
- How can organisations foster environments that enable women to lead and innovate?
- What strategies work best to create pathways for skills development, role transitions, and career mobility?
- How can we measure & promote the impact of empowered women on team performance and business outcomes?

Moderator:
 **Nicola Semler**
 Chief Technology Officer
[Critical Minerals Group](#)

 **Janette Hewson**
 Chief Executive Officer
[Queensland Resources Council](#)


Panellists:
 **Debbie Morrow**
 Executive Director
[Miners' Promise](#)

 **Rob Jackson**
 Vice President Global Commercial & Supply Chain
[South32](#)

HONING ESSENTIAL SKILLS FOR SUCCESS


11:30 **Navigating AI, automation & the next generation of technology in mining**

- Exploring the role of AI and automation in transforming mining operations and workforce dynamics
- Developing the skills required to thrive in a technology-driven mining sector
- Navigating the long-term career impacts of emerging technologies

 **Su Nee Tan**
 Senior Manager
[Orica](#)

12:00 **Communicating with impact: amplifying women's voices in leadership**

- Developing strong, confident communication skills to lead with authority
- Overcoming biases and barriers that can diminish women's voices in leadership
- Practical techniques for public speaking, executive presence, and influencing decision-making

 **Tracey Hayes**
 Chair
[Northern Australia Infrastructure Facility](#)

12:30 Networking Lunch


13:30 **Building the skills that will define the next decade in mining & your career**

- Developing core skills needed to navigate an evolving industry, from operational expertise to strategic thinking
- Building problem-solving, collaboration, and resilience skills in a sector facing economic, environmental, and workforce shifts
- Future-proofing your career by developing adaptable skill sets and embracing continuous learning

 **Celine Mangan**
 General Manager Environment & Heritage
[Mineral Resources](#)

14:00 **Navigating a project in crisis and building resilience in the workplace**


- Remaining resilient and adaptable during times of crisis and uncertainty
- Maintaining team morale and making effective decisions under pressure
- Developing proactive plans to manage disruptions and maintain productivity
- Leveraging past challenges to build long-term personal and team resilience

 **Evelyn Ng**
 Group Manager - Materials & Innovation
[Callidus](#)

PRACTICAL STEPS TO ACHIEVE CAREER GOALS


14:30 **Finding the right organisation for you: from big to small to boards**

- Exploring different pathways our careers can take, from the big end of town to the juniors
- Seizing opportunities across the spectrum of mining at different stages of life - personally and professionally
- Securing board roles, making the most of them, and giving back: a case study of Miners' Promise

 **Debbie Morrow**
 Executive Director
[Miners' Promise](#)

15:00 **Harnessing the power of mentorship, sponsorship & networks**


- Understanding how mentorship and sponsorship differ & why both are critical for career growth
- Practical steps to secure mentorship and sponsorship
- Strategies for those seeking to provide mentorship and sponsorship
- Building and leveraging professional networks for support and advancement

 **Kristy Purdon**
 Chair | Advisory Council Member
[WIMARQ Bowen Basin | IWIM](#)

15:30 Afternoon Tea & Networking


15:50 **Embracing and flourishing in a non-linear career**

- Embracing career pivots and leveraging diverse experience
- Lessons learned on career longevity and growth through diverse experiences
- Building a transferable skill set for cross-industry mobility


 **Suzanne Hunt**
 Founder, [Hunt Consulting](#)
 former General Manager, Exploration [IGO](#)


16:20 **PANEL DISCUSSION: How can we challenge stereotypes and redefine career success?**

- How can we redefine success beyond traditional leadership roles in mining?
- What stereotypes about career advancement need to be challenged?
- How can technical and specialist roles offer fulfilment and influence?
- How do you grow your career without conforming to outdated norms?

Moderator:
 **Samantha Anderson**
 Global Head of Corporate Sustainability
[Peabody Energy](#)

 **Marghanita Johnson**
 Chief Executive Officer
[Australian Aluminium Council](#)
 Non-Executive Director
[Alpha HPA](#)

Panellists:
 **Caoilin Chestnutt**
 Head of Corporate - Technical Services
[Thiess](#)

 **Jenny Agnew**
 Business Sustainability Manager
[Sedgman](#)

17:00 Closing remarks from the Chair and end of Women in Mining Summit 2025

REGISTER TODAY!



Post-conference Masterclasses

Thursday, 28 August 2025

The post-conference masterclasses provide attendees with morning and afternoon tea breaks and a 1-hour lunch break allowing for extra networking opportunities and in-depth learning.

The masterclasses start at 9:00 and finish at 17:00.

Masterclass A: Leadership skills for current and emerging leaders in mining

In this highly practical and interactive workshop, current and emerging leaders in mining will build the confidence, capability, and clarity needed to lead effectively in a changing industry. Whether you're leading crews on site, managing corporate teams, or stepping into your first leadership role, this masterclass will help you develop the mindset and skills needed to lead with influence, resilience, and purpose.

In this highly interactive and practical workshop, you will:

- Define your leadership identity - who you are, what you value, and the kind of leader you want to be
- Identify your personal leadership brand and communication style
- Understand the difference between operational management and strategic leadership
- Explore what it takes to build psychological safety and inclusive culture in site and office environments
- Learn how to lead through uncertainty, resistance, and change
- Reflect on how to grow your leadership presence and lead with both empathy and authority
- Develop strategies to increase your influence with senior leaders, peers, and frontline teams
- Explore pathways to leadership that align with your strengths, values, and career goals

Who should attend:

- Current and aspiring leaders in technical, operational, or functional roles
- Supervisors and team leads looking to sharpen their leadership capability
- Women preparing to step into bigger leadership challenges and seeking practical tools for success

This masterclass equips you with essential management and leadership skills to thrive and empower your teams to deliver exceptional results.



Teagan Dowler
Director & Founder
The BCW

Masterclass B: Owning your mining career: the roadmap and tools you need to thrive on your terms

Unlock the skills and mindset you need to take charge of your mining career and succeed in even the toughest environments. Whether you're navigating male-dominated worksites, managing the demands of FIFO/DIDO life, or seeking growth in a sector where women are still underrepresented, this energising and practical workshop will empower you to overcome challenges, seize opportunities, and build a career that reflects your goals-not anyone else's. Walk away with clear strategies, renewed confidence, and a personalised roadmap for long-term success in mining.

In this eye-opening, interactive and practical workshop, you will:

- Map out your personal career pathway and define what success means to you
- Understand how promotions and visibility really work in mining organisations
- Identify barriers to retention and build strategies to protect your wellbeing and career longevity
- Learn to advocate for the roles, rosters, and flexibility you need to thrive
- Unpack the "stigma" of women's programs and how to confidently own your seat at the table
- Explore how to deal with bias, burnout, or moments when you feel like giving up
- Hear from others navigating similar challenges and build a support network for your next step
- Leave with a personalised action plan to future-proof your role in the industry

Who should attend:

- Early-to-mid-career professionals re-evaluating their direction or facing career crossroads
- Site-based, operational, or FIFO workers
- Anyone looking for practical tools to flourish in the mining industry long term

Join us to gain actionable insights, a roadmap for your journey in the mining industry going forward, and confidence to achieve the career goals you want and deserve.



Nicola Semler
Chief Technology Officer |
Committee Member
Critical Minerals Group |
WISER



Lauren Elliott
Head of Exploration
OceanaGold

“Thought provoking, challenging, inspiring, practical - great topics and fantastic presenters/panellists.”

Chief Technology Officer, **Critical Minerals Group** (past attendee)

Become a partner at the Women in Mining Summit 2025

The **Women in Mining Summit** is your chance to meet key decision makers from across the entire mining value chain. These decision makers from a vast range of organisations across Australia will gather to find solutions to maximise the opportunities in Australian mining.

By joining this event you can position yourself as one of the companies leading the way towards diversity and inclusion in mining while you demonstrate your industry expertise.

There are numerous sponsorship and exhibition opportunities with packages designed to help you meet your marketing and sales targets.

Contact **Skylla Boer** on skylab@questevents.com.au or +61 (0) 450 778 591 to discuss how we can help you connect with your ideal audience.



REGISTER TODAY!

info@questevents.com.au +61 (0)2 9977 0565 www.womeninminingsummit.com.au

What everyone is saying about the Women in Mining Summit

“Great coverage of technical and leadership aspects relating to improving the future state of mining.”

Principal Advisor Closure, **Rio Tinto**



“This was beyond my wildest imagination. I thoroughly overcame my own fears and met interesting new people.”

Mount Isa Mines Lead Smelter Operator, **Glencore Australia**



“An excellent opportunity to deep dive on issues women face in the industry but also to hear about our contributions and the ideas we are generating to change mining for the better.”

Product Marketing Manager, **Imdex Limited**

“Very informative and thought provoking, with plenty of opportunities to network with people from inside and outside my organisation, at a beautiful venue.”

Backfill Engineer, **Newmont Corporation**

“Fantastic venue, well-structured program, great line up of speakers and a very interactive audience.”

Head of ESG, **NiCo Resources**



Registration

3 DAY STANDARD PACKAGE

26-28 August

Full access to the 2-day main conference sessions

Post-conference masterclass

All networking sessions

Regular price \$4,895

2 DAY STANDARD PACKAGE

26-28 August

Full access to the 2-day main conference sessions

All networking sessions

Regular price \$3,995

MASTERCLASS SESSION ONLY

28 August

Full access to one post-conference masterclass session

Regular price \$2,195

3 DAY EMERGING MINING LEADERS PACKAGE

26-28 August

Full access to the 2-day main conference sessions

Post-conference masterclass

All networking sessions

Regular price \$3,895

2 DAY EMERGING MINING LEADERS PACKAGE

26-28 August

Full access to the 2-day main conference sessions

All networking sessions

Regular price \$2,995

OFFICIAL EVENT DINNER

26 August

\$220

All prices are inclusive of GST

*Official event dinner is available to registered attendees of the conference only

** *Emerging mining leaders pricing is only available to those with 6 years or less total industry experience. This will be verified by the Quest team, based on LinkedIn profile. Approval for this pricing is at the sole discretion of Quest Events.

GROUP DISCOUNTS

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This is your chance to position your organisation as a marquee destination for the talented professionals you need on your team by demonstrating your commitment to diversity, equity & inclusion. Simply register 8 or more delegates to attend and you'll also receive:

- Branding as an official event partner on the conference website, brochure, and select marketing material
- Brand recognition as a premier organisation and a destination employer of choice that supports diversity, equity & inclusion
- Acknowledgement and thanks at the event for your support

Contact **Tashi Gazzard** on tashig@questevents.com.au to make your organisation stand out from the rest.

*This offer is not available to product vendors, software vendors, or consultants. Qualification is at the discretion of Quest Events.

REGISTER TODAY!