I recently had the pleasure of meeting Kristina Huss, a Consultant with Mine Engineering Technical Services for Newmont. She presented at the WIM Denver Chapter’s November dinner meeting. She is originally from Montreal, Quebec and attended McGill University. She has been in the mining industry for 9 years and previously worked for Barrick. She has travelled internationally for her work and has a very interesting career path. I was interested in getting her perspective on women in the industry and asked to interview her.

**How do you think the perception of women in mining has changed since you began your career? Have you noticed a big change?**

**Kristina:** I’m not sure that I’ve been around long enough to witness a change in perception, however I will say that the biggest change I have seen is more women coming into the industry. I used to go to meetings and be the only woman (and youngest person) in the room. Now we are seeing a lot more female interns, technical staff, and just women in general at our mines. There are more women in leadership positions as well, like technical services leads. Women are sticking with the industry.

**Can you give a brief outline of your career so far - were there aspects such as mentoring or organizations such as WIM that you feel particularly helped/encouraged you on your journey?**

**Kristina:** When I started with Barrick I was given great opportunities through the Graduate Development Program. The program was structured to help you learn skills and also build your network. Another group that has really helped me is my college alumni group. Our mining engineering department was pretty small, so we all knew everyone. We have been able to help each other by sharing job opportunities and providing recommendations for one another. WIM is another organization that really helped me in my career. When I was living in London I attended their WIM meetings and it was fantastic to network with people and learn about different aspects of the industry (like finance and legal) in addition to technical. When I moved to Denver I immediately sought out the WIM Chapter because I knew it would give me a chance to meet people and get connected. Organizations like SME in the US and CIM in Canada are also great resources. Because people in our industry travel and move so much it is nice to know there is a group you can get connected with wherever you go.
**An In-Depth Interview (cont.)**

**What do you think are the biggest barriers to women entering the industry today?**

**Kristina:** Barriers for men and women seem similar to me; the industry is perceived as “dirty” and “macho” and people think you have to work in remote locations or in rough environments. This can make it be difficult to attract top talent, either men or women. There are so many different types of opportunities in the industry, with something for everyone, from working underground in a mine or working for a corporate office in a big city. We need to get away from the “dirty” image. The products of mining are critical to our way of life and we need to encourage people who are open-minded and environmentally and socially conscious to join the industry; people who will bring empathy and community awareness to the table in all aspects of the mine life-cycle.

**Do you think mining companies/vendors/service providers are doing enough to encourage female graduates into mining rather than other STEM careers?**

**Kristina:** Mining companies are trying to encourage female graduates, it seems like they are making targeted efforts to get out to schools. One thing they could be doing more of is attracting computer science type people to mining. Technology in our industry has completely changed and there is so much more data analysis and modelling than there used to be. We should be letting people know that they don’t just have to work for Google or Facebook, they can work for a mining company and do really interesting work.

**Do you think the impending skills shortage will eventually force the mining sector to become more open minded and accepting of women?**

**Kristina:** My personal experience has not been that mining companies aren’t accepting of women, but the mining companies will need to be more flexible in the future to attract and retain talent. For example, paid parental leave, flexible schedules and attractive work rosters are all elements that attract talented workers. Newmont already has many of these benefits in place.

**Do you think there is adequate awareness of the types of roles open to women in the mining industry? If not, what could be done to improve this?**

**Kristina:** The most important thing is for everyone in our industry to talk about our roles, and the benefits and opportunities we’ve reaped from the industry. A lot of people in engineering/science type roles get focused on the nuts and bolts of their job, but don’t really explain the big picture. There really is something for everyone in this industry, especially if you start with an engineering degree. I am not your typical mining engineer, growing up in an urban environment with little exposure to mining, but I’ve never regretted my choice to pursue a career in mining. It has provided me with opportunities to travel to places I never thought I would go, and work on incredibly interesting projects. Organizations like WIM are so important because they provide an avenue for women like me to talk to other women in the industry that have made this career work, and we all need to share our stories to encourage others to follow us.
The 2017 WIM National Meeting will be held April 20-22 in the San Antonio/New Braunfels area of Texas. The most convenient airport is going to be San Antonio (SAT). The general schedule will include a reception on Thursday evening, tour and other events all day Friday, the business meetings on Saturday with dinner on Saturday night. Sunday will be for travel home and no events are planned.

We are looking forward to seeing everyone and sharing the Hill Country of Texas with you. A tentative head count by the end of January would be great to help us firm up reservation headcounts to ensure properly-sized venues. We hope to have registration information and a more complete schedule out in a few weeks.

Donna Thornton and Kim Dennis
Texas Chapter of WIM
2016 was an eventful year with some successes and some unexpected changes, but overall an interesting one. The Annual Meeting in April was hosted by MS&T Student Chapter; a terrific meeting organized by the students and their Advisor. A great field trip, some interesting visits to both the experimental mine on campus as well as the new buildings and work going on in that area, to the great wine tasting reception and wonderful meals. It was nice to visit with old friends from MS&T who joined us at the events and meetings. Our new EF Director Karon Jury-Ferjanec traveled with us and acted as an Alternate Rep in place of Georgene Robertson who could not attend. I served as an Alternate Rep for Nevada Chapter as Katie Gardner was unable to make the meeting.

Unfortunately, a few days after our return from Rolla, I ended up with a severe case of double pneumonia. Took me quite some time to recoup, especially my strength and desire to get anything done. Came to the conclusion that I needed to slow down and take more time for myself.

Our new website went live this summer and while there are still activities missing and some updates needed, they are diligently being worked on.

In August, our Treasurer Scotty Norman moved to Superior, Montana and a new job with a timber company. She is still Treasurer and a Director. It has been different, to say the least, not to be able to stop off and see her when I travel to Elko.

In the last NQ issue, information about the booth at MINExpo 2016 was given with pictures of our new display. That was a major accomplishment and the local company did a great job on them. Only drawback is making sure we have someone taller than Jackie or I available when setting up who can raise them all the way and tighten the stabilizing pole. Gena Oliver and Steve Tibbals helped to man the booth during the conference.

In December we had a booth at the American Mining and Exploration Association conference held at the Nugget in Sparks, NV. Jackie flew in from Colorado. She, Karon Jury-Ferjanec and her husband Steve, and I staffed the booth, visited with old friends and made some new ones.

I have been in phone and email contact with Lamech Mbise, President of Funzeleo, Inc. He is interested in efforts to bring mineral education to K-12 students in Africa. He forwarded the Introduction to their proposed Teacher Guide for their Mineral Impact program which basically outlines their hopes for students in Africa to be better educated to be employed in their own country, but also to learn about the importance of minerals to their lives and the economics of their country. They have done a great job in putting their vision together and now are looking for sponsorship to introduce this into schools in Africa. I was impressed with a program they already have in many of their schools where they instruct some teachers, who then take the program back to their schools to instruct other teachers. This is quite familiar to many of us who used the same technique during the years we had workshops and short courses at NSTA conventions around the country. We wish them the best of luck in this endeavor and look forward to progress reports.

We hope to see many of you at the National Annual Meeting in San Antonio/New Braunfels in April. Hope you all enjoy 2017, especially since our industry is in a better position than previously. It will be interesting to follow our collective journey forward.
The Start of a New Year

During the last few months, Women in Mining has been involved in various activities such as bonding nights, intramural games and helping SME with volunteering at science nights for various elementary schools to promote mining.

The Women in Mining intramural team competed in the intramural volleyball tournament. The games took place every week and 6 of the members participated, while others attended and cheered them on. In addition to this bonding experience, the members also met and made Christmas cookies for the department’s professors. They made and decorated cookies while listening to Christmas music.

Additionally, the members helped SME with volunteering for an engineering freshman orientation that the mining department hosted to gain interest in the program. Women in Mining greeted potential new mining engineering students and promoted Women in Mining. They also helped SME with science nights at local elementary schools to educate the youth about mining and science in general.

In January, Women in Mining is planning a bonding night to welcome everyone back to the semester. Volunteering at the Ronald McDonald House will also occur. We are looking forward to the next semester and growing as a chapter as freshman begin gaining interest in the program.
MISSOURI S&T REPORT
By Paige Cochran

We had many activities planned this semester to bring our WIM Chapter into the Rolla, MO area. Some stayed as ideas to be implemented next semester, like our Women in Industry Luncheon, but many that were completed were a huge success.

October 12th: Every year the 5th graders around the Rolla area come to the Experimental Mine for a tour and explosives demonstration. This year our WIM Chapter was lucky enough to participate with members of ISEE and SME Student Chapter, among others.

Throughout the tour the kids were all actively asking questions about mining practices, our clubs and organizations and, of course, explosives. As we showed them the "decline," a relatively new addition to our mine, there were numerous questions about the geology of the rocks, safety practices implemented, and machinery to move the rock. When the kids saw the machinery some were impressed and some reminded of their Tonka toys. However, everyone seemed interested to hear that girls use the machinery just as often as boys.

We’re hoping to implement quite a substantial activity in the spring to drive up our membership and local knowledge of the Experimental Mine. With help from our SME Student Chapter, we want to give mine tours one or two weekends in April. These tours would be open to the public and allow the students and families of Rolla to better understand the founding discipline of Missouri S&T. Seeing even this small operation would give them greater knowledge and appreciation of the world of mining.

Lastly, we are excited to announce a substantial increase in our male membership and a new treasurer! We are thrilled to have Suzanne Taylor (r) in our WIM Chapter and look forward to the new ideas she’ll bring.
Members of the University of Utah WIM Student Chapter are involved with the SME Move Mining Competition. Our Press Release reads:

**Move Mining - We Dig It, You Live It**

The “Wasatch Wonders” Team submitted a five-page concept paper titled “We Dig It, You Live It” to the Move Mining Competition and we were selected as a finalist! If you are not familiar with Move Mining, it is an SME-sponsored team competition open to students and professionals to develop a positive message campaign to promote the benefits of mining and the mining efforts world wide.

The “Wasatch Wonders” will be presenting on February 21st, 2017 from 4:00 to 5:45 PM at the SME Annual Conference and Expo in Denver, Colorado in room #103! In addition, the presentation will be live streamed on Facebook at https://www.facebook.com/SocietyForMining if you cannot make it to the SME Conference!

Be sure to like “We Dig It, You Live It” on Facebook https://www.facebook.com/WeDigItYouLiveIt/!
The fall and winter seasons are always the busiest for the Nevada WIM chapter, due to our participation in fundraising at local Christmas party bars as well as scholarship season!

This year, the Nevada WIM chapter gave out the following scholarships to local graduating high school students:

- Branden Holt, Elko High School                UNR – Metallurgical Engineering
- Riley Cromie, Elko High School                UNR – Geological Engineering
- Alexandria Monroe, Spring Creek HS       UNR – Mining Engineering

The Scholarship Luncheon for Mackay was held on November 17th, with the WIM scholarship recipients being recognized. The chapter awards the Dan Harper Memorial Scholarship to a University of Nevada student majoring in Mining Engineering, Geological Sciences, or other mining related Engineering. To qualify, students must be going into the junior year and be a Nevada resident. This year because of all the successful fundraising events the chapter was able to award two $2,000 scholarships. A big thanks to Heather Gloeckner, Sheri Snyder, and Arloa Woolford who sat on the scholarship committee this year! The recipients of the scholarship are:

- Emma Baker – Geological Engineering
- Treavor Detomasi – Mining Engineering

This quarter saw the WIM Nevada chapter participate in several bar fundraising events! The chapter served in our traditional role of bartenders, helping to raise money for our scholarship funds. The total amount in tips always goes 100% to the scholarships.

The group hosted a bar at the Klondex Mine Christmas Parties, as well as the Barrick Turquoise Ridge Christmas Parties on December 3rd and December 8th. The first Barrick Turquoise Ridge bar raised $800 in tips!

The Maga Trucking Christmas Party on December 17th saw a good turnout from the WIM members, though the event itself was fairly small. The group raised $152 in tips!
CALIFORNIA CHAPTER REPORT
By Betty Peters

Winter has arrived and along with it are numerous requests to participate by providing educational programs in classrooms, as well as manning booths identifying various ways minerals are used to produce vital products. The California Chapter has been busy and we make every effort to meet the requests of our community. The result is a busy, productive and time consuming quarter.

**On October 2\(^{nd}\)** the CEMEX Plant in Lytle Creek held their annual 5K and “Tons of Fun” Community Day at which our WIM Chapter had a booth. Christine Jones and Tina Sentner were able to teach local kids how to make concrete. A volunteer, Jim Miles, helped “man” the WIM booth and people went away being informed of the real value of mining and the need for cement.

**On October 8\(^{th}\)** our WIM Chapter sponsored an event introducing the World of Mining to students and teachers. The event was organized and handled by Dinah Shumway and Joyce Fitzgerald and it was held at the Victor Valley Museum in Apple Valley. Teaching started at 8 am and had a lesson on “Cement is not Concrete.” The teachers were also given some statistics on cement production. After a few hours of lesson time the teachers were taken to the Mitsubishi Cement Mine and Plant to actually see a cement plant mining operation at work.

**Also on October 8\(^{th}\)** a Gold Rush Festival took place in the town of Mojave. Denise Talvitie, Suzanne Seivright and Meggy Gidula handled a WIM booth where adults and children were given the opportunity to do some actual gold panning along with learning how tooth paste and silly putty are made. The Festival followed a parade which went through the town and stopped near the park. Happily Betty from Borax was thrilled to see the actual 20 Mule Team and wagons be reassembled and led through the parade. It was also great to see them on TV in this year’s Pasadena Rose Parade on January 2.
DENVER CHAPTER REPORT

Monthly Executive Board meetings were held, either by conference call or in person. Board Members volunteer their homes on a rotational basis as a meeting place.

October 8: **Girl Scout Day at Dinosaur Ridge**
Once again Girl Scout Day at Dinosaur Ridge was a big success! Hundreds of Girl Scouts, their Troop Leaders and their families came to learn about geology, paleontology, mining and Colorado history. Thank you to WIM volunteers Amanda Adams and Cailli Knievel (pictured below) and Heather Erickson and Nyssa Loeppke. We were also fortunate to team with Guy Johnson and the new Women in Science display donated by the Colorado Mining Exhibit Foundation.

October 19: **Dinner Meeting and Speaker**
New member Alicia Polo y la Borda spoke at the October dinner meeting on her experiences with the UK and Chilean WIM organizations while living in London and Santiago, respectively. In addition she gave an overview of the mining market. Alicia is a Peru native and has been a mining analyst for the last 14 years. She has a Degree in Economics and a Master of Law in Mining, Law and Policy from the CEPMLP at the University of Dundee. Alicia recently worked in the mining industry as Strategy Manager within Anglo American’s copper business unit in Santiago de Chile, prior to that she was a Senior Consultant for CRU both in London and Santiago de Chile and Director of Mining Promotion at Peruvian Ministry of Energy and Mines. Alicia is a recent transplant to Colorado and lives in Ft. Collins with her husband and son.

November 15: **Adams County Career Expo**
President Lois Brooks and Vice President Karen Jass interacted with several hundred 8th grade students over the course of the day, speaking about the various career options each student should consider. This career fair is the largest in the state of Colorado, where nearly all schools in Adams County participate for a total of about 6,000 students cycling through over the course of the day. Students come prepared with a list of questions like, “What do you like most about your job?”, “What classes should I be taking through high school?”, and “How much money do you make?” Our display included handout materials with various geoscience career options, SME’s Career booklets, and a salary comparison sheet showing the differences between typical Colorado salaries for miners, various engineers, scientists, front office professionals to those of a fast food restaurant worker – which generally is the largest eye opener for most students. We also had several teachers stop by to discuss career options for their students, as well as information about websites or materials, and the “All About Mining” course offered by CMA.

*Cailli & Amanda*
November 16: **Dinner Meeting and Speaker**
Kristina Huss, Mine Engineering Consultant with Newmont shared her experiences in the Mining Industry. Kristina is a member of Newmont’s Women and Allies Network which works to advance women in the mining industry. *(See page 1 cover story)*

Kristina, a native of Montreal, Quebec has been a world traveler thanks for her experience as a mining engineer. Travels to Africa, Russia, Saudi Arabia, and even Elko, Nevada have helped to form her career. She shared advice she received from her mentors to “Just go for it and see what happens”. In her experience, exciting things have happened as a result!

She also shared the great work that Newmont has been doing with their Women and Allies Network. Ideas such as lunch and learns, meet and greets with company leaders, and an article club (like a monthly book club except articles are read and discussed) are helping women and Newmont to network and advance their careers.

December 4: **Annual WIM Holiday Tea**
15 WIM members and their guests enjoyed the annual Holiday Tea at the Briarwood Inn located in the foothills of Golden, an elegant restaurant with an ambiance reminiscent of a European country inn.

December 15: **St. Barbara’s Day Celebration**
Many WIM members attended the Patron Saint of Miners and Artillerymen Holiday Celebration at the Westin Hotel in Downtown Denver. The annual event was hosted by SME and CMA.
On October 27 through 29 the “Made in the High Desert” manufacturing event took place at the San Bernardino Fairgrounds. WIM had a booth which was tended by (l-r) Christine Jones, Desirea Haggard, Karen Johnson and Irene Zamoreno. They were able to teach the “Cement is not Concrete” lesson which was made in a cup for participants to take home.

On November 19th and 20th the Mining Supply and Rock Shop held a FREE Rock, Gem, Jade, Gold Show with multiple vendors along with ones that provided information on WIM California Chapter. Cyndy Mandell and Lois Papner (owners of the shop and WIM Members) were very pleased with the volume of people that participated in the event and the strong interest people were showing in the mining industry.

On November 30th Tania Lewis participated in “The Wind in the Willows Preschool Workshop”. Tania reported, “I talked to the class about mining borax showing photos of people doing all types of jobs at the mine. The class talked about how we keep people safe with Personal Protective Equipment (PPE) for the different jobs as well as all the many uses of borates. After a lively question and answer session with lots of appropriate questions such as 'Do you have a dog?' and the follow up 'What color is it?' the class moved onto the activity of the day - making borax snowflakes. A lot of creative shapes were crafted from pipe cleaners and suspended in borax-rich hot water to grow overnight into decorations for the holidays.”
WIM MEETINGS

Monday, September 12, 2016 a WIM Chapter meeting was held at the Mining Supplies & Rock Shop in Hesperia, CA., after a tour of the store.

Thursday, December 1, 2016 a WIM California Chapter Celebration of Accomplishments dinner took place at Marie Calendars. Those who had given much of their time during the year to support WIM events such as teaching at schools, conferences and doing all they can to educate the public about the value of mining and the need for minerals were acknowledged.

We had a great time and Betty Peters was recognized for her years of being the core information person. She plans to retire from all of her WIM “jobs” at the end of the WIM year in March, 2017.
2016-2017 OFFICERS and COMMITTEE CHAIRS

President Stephen Tibbals—Nevada
Vice President Donna Thornton—Texas
Treasurer Amanda Daams—California
Secretary Kimberly Dennis—Texas

Student Chptr Liaison Karen Jass—Denver

Bylaws – Nevada, Denver & California
Finance – Denver & Calif Chapters
Historian – MS&T Chapter
Legislative/LinkedIn – Nevada Chapter
Membership – Texas Chapter
National Quarterly – Denver Chapter
Public Relations – Calif Chapter
Website – Education Foundation

WOMEN IN MINING National is a nonprofit 501 [c] [6] organization.

WIM is an organization for persons interested in or associated with the mineral resources and mining industry. WIM’s purpose is to educate members concerning all aspects of the industry and to promote public awareness of the importance of minerals in our everyday lives.

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