

# *Travelling Rocky Roads*

**Sydney Mineral Exploration Discussion Group**

**Feb 22 2018**

**Kylie Hargreaves**  
*Former Deputy Secretary, Division of Resources and Geoscience  
NSW Department of Planning and Environment*



Looking back, looking near and looking forward .....



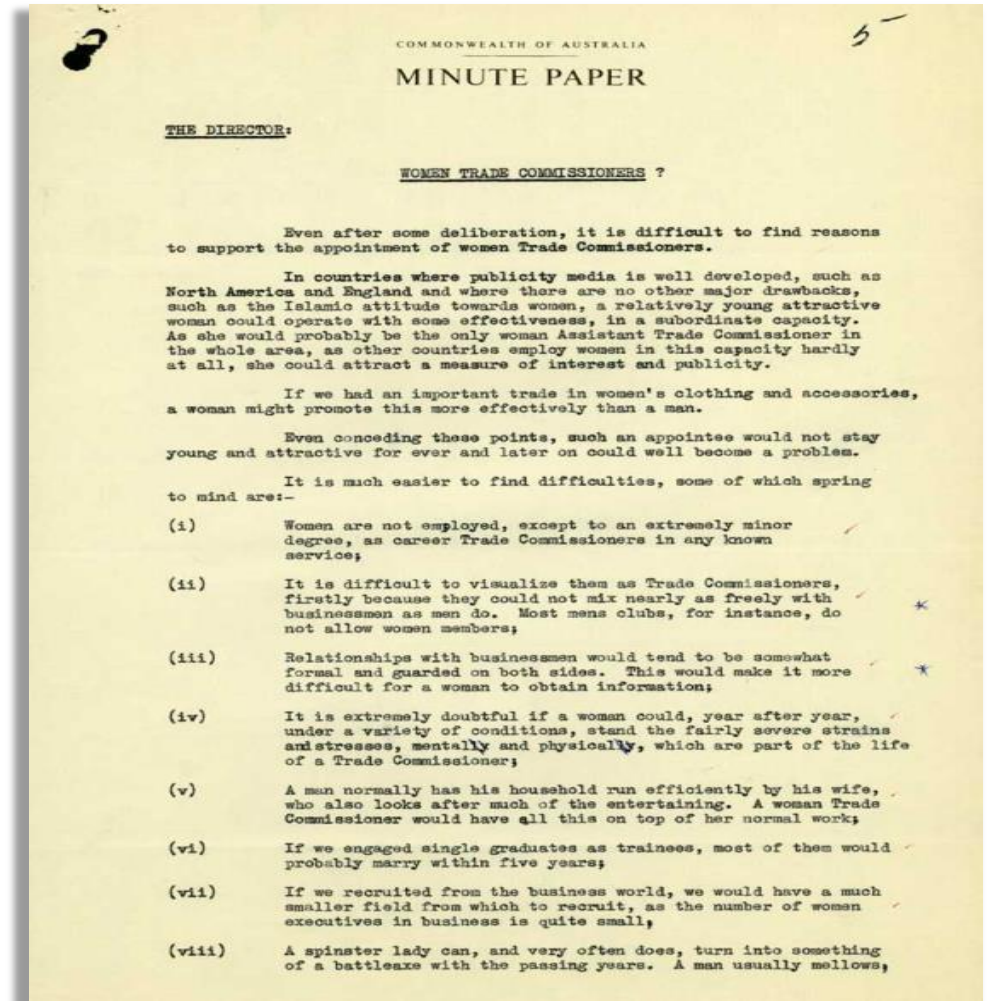
## 1963 Trade Commission Service On women Trade Commissioners

“

A man normally has his household run efficiently by his wife, who also looks after much of the entertaining.

A woman trade commissioner would have all this on top of her normal work.

”



## *Challenges for women in resources are similar....*

- Women occupied no institutional positions within the mining industry before the 1970s
- In the early 1980s, female geologists were allowed to work on offshore drilling rigs.
- State government jurisdictions lifted their legislative bars on female employment underground in the 1980s, NSW and QLD were last in 1989.

***Legislative barriers have been removed, and things are changing, but some challenges persist:***

- Lack of visible role models
- Perceptions it's a tough environment for women
- Unconscious bias – boardroom to underground
- More limited access to development opportunities

*But once in leadership, what sort of leader will you be?*

*Know yourself*

*Don't just accept the situation the way it is given to you*

*Articulate your objectives*

*Play to your strengths*

*Collaborate and innovate*

*Track results*



# Resources and Energy sectors are vital contributors to the NSW economy : 2014 - 2018

## Our Vision

*“Facilitate the safe & sustainable development of our mineral and energy resources for the economic benefit of NSW citizens”*

Through 4 key strategic objectives:

- **S** - Provide **Strategic** Advice to Government
- **T** - Build **Trust** with the Community
- **A** - **Add Value** to business & Industry
- **R** – **Regulate** with integrity

# Addressing key strategic development needs

Critical Analysis/ thinking

Communicating  
Complex  
Information



Evidence-based  
Decision Making

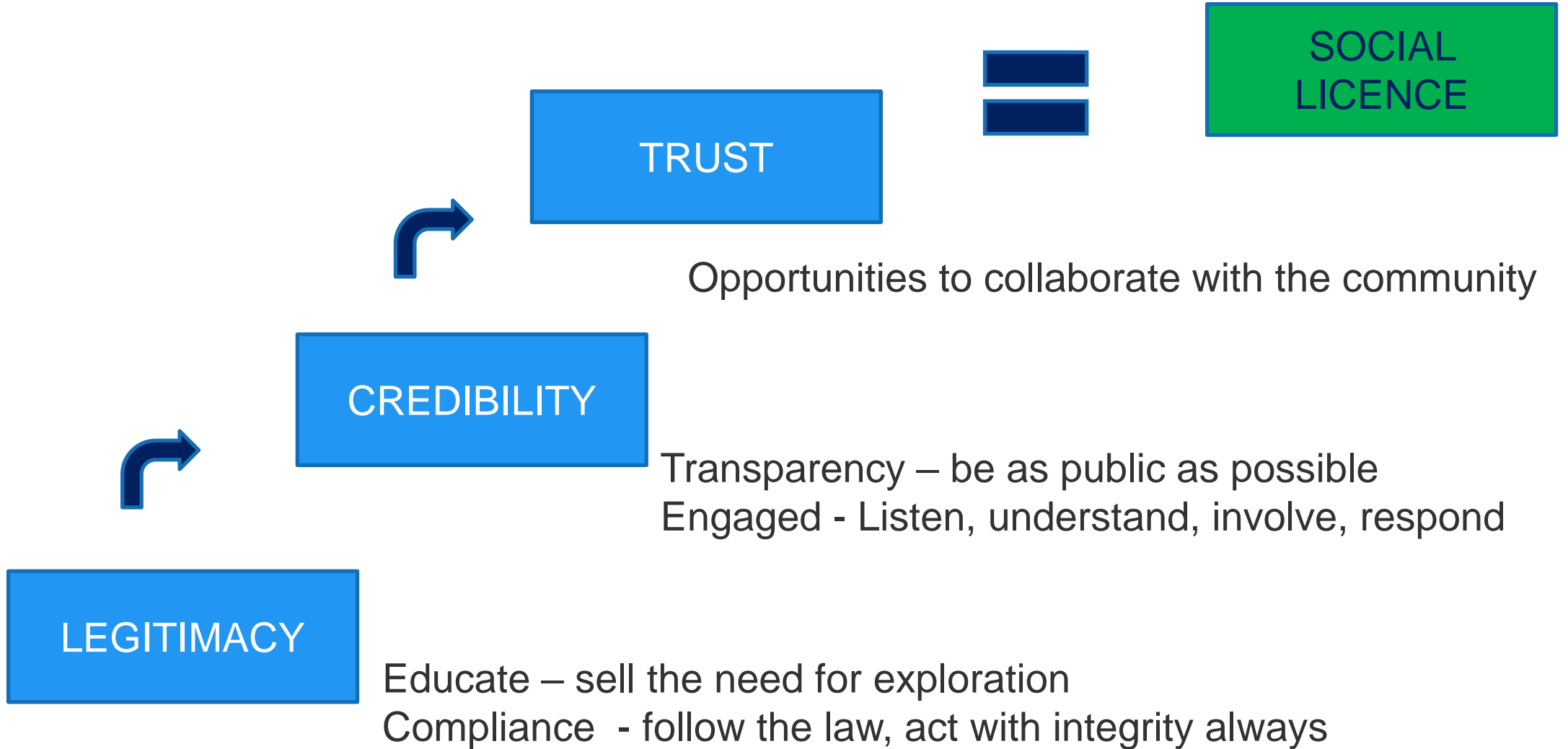
Governance & Ethics

*But the road has put a lot of boulders in our way.....*





○ *Your strategy and values as an industry are key*



## *Building a vision through values*

- ① *Know yourself*
- ② *Don't just accept the situation the way it is given to you*
- ③ *Articulate your objectives*
- ④ *Play to your strengths*
- ⑤ *Collaborate and innovate*
- ⑥ *Track results*





Support, strong collaboration  
of best-practice

+



***Thank you***

