



Resource Becoming Partners with MESH/diversity to Revolutionize Inclusivity in Mining

Peterborough, Ontario, Jan. 08, 2024 – Resource Becoming, a leader in fostering inclusive and safe work environments in the mining sector, is excited to announce a groundbreaking partnership with MESH/diversity. This collaboration aims to launch a scientifically-backed equity, diversity and inclusion educational program into the mining industry, focusing on developing productive workplaces rooted in cultures of belonging.

Innovative Approach to Inclusion in Mining

The strategic alliance between Resource Becoming and MESH/diversity marks a pivotal step in advancing Equity, Diversity, and Inclusion (EDI) within the mining sector. Our collaborative effort introduces a unique program that combines an educational framework, actionable insights and a suite of team and organizational metrics designed for mining executives. This initiative is set to revolutionize how Equity, Diversity, and Inclusion are fostered in the workplace, significantly improving HR investment ROI, reducing all-in-sustaining costs (AISC), and increasing production output. The program is poised to deliver critical outcomes such as enhanced investment appeal, better retention of top-tier talent, and increased societal acceptance, which are essential for an industry at the forefront of the net-zero transition. The hallmark of our program is its ability to quantify and enhance leadership competencies, linking them directly to operational performance. This ensures that executive teams, boards, and management can effectively gauge EDI progress using established industry metrics, including the Global Reporting Initiative's 400-series data.

"I am excited to have found an exceptional partner to take Resource Becoming to the next level," notes Peggy Bell, Founder and Executive Director. "Resource Becoming was created to help shape the future of mining by attracting and retaining high-performing talent. Our partnership with MESH/diversity will help our clients understand the operational impact of EDI activities, using irrefutable data to demonstrate how diverse teams drive successful and sustainable operations".

"We are thrilled to embark on this transformative journey with Resource Becoming to support the evolution of the mining industry" states MESH co-founder Dr. Leeno Karumanchery. "Our partnership is rooted in a shared commitment to advancing Equity, Diversity, and Inclusion in a sector with immense potential for positive change. Working together, we can help drive real sustainable progress by building inclusive mining workplaces that benefit everyone."

Transformative EDI: Beyond Metrics, Towards Real Change

This collaboration begins an innovative chapter in EDI technology designed explicitly for forward-thinking HR teams. Resource Becoming, in partnership with MESH/diversity, is dedicated to providing groundbreaking solutions that yield significant results. Our approach combines comprehensive EDI metrics, expert-guided training, and advanced AI-driven insights. This empowers our clients to cultivate a unique workplace culture and a compelling employee value proposition. Such an environment is key to attracting and retaining top-tier talent in the mining industry, positioning them at the forefront of the transition to a net-zero future.

Program Benefits and Accessibility

The program, applicable under the Canada Job Grant, offers up to \$10,000 per person for educational pursuits directly linked to job performance and growth. This financial support makes the program highly accessible to individuals seeking to enhance their professional capabilities in line with industry demands.

About Resource Becoming

Resource Becoming is a nonprofit focused on creating opportunities for women and gender-diverse people in the mining industry. The organization is led by Peggy Bell, who has worked in the mining sector for 15 years and has 20 years of experience in communications. Peggy's education has focused on human resources, marketing, and business, and she has received advanced diplomas in all three disciplines. As a TEDx speaker, host of The Changing Face of Mining on LinkedIn, and author of "Building Data-Informed Strategies: Understanding the Role of GBA Plus to Action Equity, Diversity and Inclusion," Peggy is at the forefront of championing EDI in mining. Resource Becoming, under her leadership, is dedicated to increasing opportunities for women and gender-diverse people in mining through executive and management education.

To learn more about Resource Becoming, please visit www.resourcebecoming.com.

About MESH/diversity

MESH/diversity offers a scalable EDI solution that combines science-based insights and metrics with customized and interactive learning to drive measurable actions. MESH supports lasting, real change that embeds EDI into an organization's culture by meeting people where they're at. MESH is co-founded by Dr. Leeno Karumanchery, a sociologist with a Ph.D. focusing on Equity, Diversity and Inclusion (EDI) who has over 30 years of dedicated experience and his commitment to advancing the field has earned him a seat at the Forbes Human Resources Council. As a trusted voice, he continues to support leaders and EDI professionals in integrating Diversity Intelligence™ into their organizational landscapes.

To learn more about MESH/diversity, please visit www.meshdiversity.com.

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