Diversity
Australia & New Zealand

AusIMM

Allyship that Works

Everyday ways to support more inclusive mining teams.

WEBINAR

17 November 2026



THE KEY IDEA

An ally stands alongside people facing unfair treatment and takes action to help them be included and get a fair chance.

01 / EVERYDAY ALLYSHIP

Help women be heard and recognised



01 Make space

Help people finish their ideas and contribute.

02 Give credit

Name the person whose work or idea is being used.

03 Open doors

Share opportunities. Ask before offering support.

02 / KEY DEFINITIONS

Same workplace. Different experiences.

INTERSECTIONALITY

How different aspects of a person's identity can overlap and shape their experience of unfair treatment.

For example, a woman engineer may face both gender bias and racial bias. Looking at gender alone can miss part of her experience.



The influence we already have

Rank	Formal authority attached to a role. A manager allocates a development opportunity.
Power	The ability to influence people or decisions. A trusted colleague can recommend someone.
Privilege	Advantages that can mean fewer barriers or more benefit of the doubt. Whose expertise is accepted without being questioned?

Intent

What you meant to do.

Impact

How it actually landed for the other person.

When they don't match, listen to the impact and adjust.

Definitions summarised from the session. Intersectionality: Kimberlé Crenshaw (1989).

03 / RESPOND SAFELY

Four ways to step in.

CHOOSE THE SAFEST OPTION

You can seek help without speaking to the person directly.



01	**Defuse** Interrupt or redirect calmly, without escalating.	**"Let's focus on her work and experience."**
02	**Check in** Ask privately what support the person affected would find helpful.	**"Are you okay? What would help?"**
03	**Call it in** If safe and appropriate, speak privately about the behaviour.	**"She stepped away. Please respect her space."**
04	**Report it** Use your workplace reporting route. Record what you observed and seek support.	**"I'd like to raise a concern about something I saw."**

Support without taking over

Ask what would help. Respect the person's choices. Agree the next step and follow through. Don't spread a comment the person may not have heard.

For personal concerns, use your workplace's support and reporting options.

04 / KEEP PRACTISING

Turn intention into action.

If your support misses the mark, listen and adjust.

1 Listen

Hear them out before preparing a defence.

2 Acknowledge

Recognise the impact they describe.

3 Apologise

Keep it direct: "I'm sorry I said that."

4 Change

Say what you'll do differently. Follow through.

Avoid: "I didn't mean it like that", "You're being too sensitive", or over-apologising so the other person has to comfort you.

One action for your team

Choose something small and specific. Try it at your next meeting, briefing or handover.

For example: Give credit to the person whose idea we use, and make this a regular team habit.

What will I do differently?

When will I try it?

What team habit could this help build?


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