FREQUENTLY ASKED QUESTIONS

What is the WIM100 Initiative?

Initiated in 2013, **WIM100™ – Global Inspirational Women in Mining** celebrates women from across the global mining industry who are leading with impact, championing inclusion, and shaping a more responsible, innovative and sustainable future for the sector. The initiative shines a spotlight on role models whose influence extends beyond their job titles, inspiring the next generation of talent and leaders.

A#WIM100 is a trailblazer.
A #WIM100 advocates, empowers and inspires.
A #WIM100 rises to the challenges she faces.
A #WIM100 leads with impact.

WIM100™ is a biennial initiative led by Women in Mining UK (WIM UK) to identify and celebrate exceptional women in mining whose leadership, innovation and commitment inspire others, create meaningful and lasting impact, and shape the future of the mining sector globally.

Nominations are open to women at all stages of their careers, across all disciplines and geographies within the mining and minerals industry – from technical to finance, operational, legal, innovation, sustainability, community engagement and beyond.

All previous WIM100 publications can be accessed through this link.

WIM100 definition - what makes a WIM100 woman?

A WIM100 embodies the following qualities:

She is a trailblazer.
A WIM100 woman is a pioneer. She is an innovator. She drives positive and meaningful change across the mining industry. Through her ideas, actions and influence, she enables inclusive, responsible and sustainable practices that strengthen the sector today and shapes its future.

She advocates, empowers and inspires.
A WIM100 woman is a proactive advocate who opens doors for others – whether they are entering the mining industry, building their careers within it, or exploring opportunities beyond it. She empowers and inspires people, colleagues and community. She fosters inclusive culture where diverse voices are heard, valued and respected.

She rises to the challenges she faces.
A WIM100 woman demonstrates resilience, courage and determination. She challenges convention, speaks up with conviction, and breaks down barriers.

She leads with impact.
A WIM100 woman leads with vision and integrity. She delivers tangible impact, shaping teams, organisations and communities where people can thrive, succeed and grow to become future leaders.

Nominations Process

Can volunteers from WIM UK be nominated for WIM100?

No, volunteers who are part of WIM UK will not be considered for nominations in the WIM UK led initiative. While we celebrate all volunteers going above and beyond, these awards focus exclusively on external nominees.

Can I nominate someone who was nominated for a previous edition but was not selected?
Yes. A previous nominee who is not a WIM100 can still be nominated.

Can I nominate a WIM100 alumna (someone who has previously been selected)?
Once an individual has been selected as a WIM100, this recognition status remains permanent, and therefore we invite to nominate exceptional women who have not yet been selected and who deserve to be recognised as WIM100.

How many people can I nominate?
There is no limit to the number of individuals you can nominate, provided they are not the same person.

How many times can I nominate the same person?
There is no limit to how many times an individual can be nominated. However, each nominator may only submit one nomination per candidate.

Can I nominate myself?
No. Self-nominations are not accepted.

Does the nomination need to be approved by my manager or HR department?
No. A nomination does not necessarily require approval from your manager or HR. However, if the nomination includes internal organisational information about your colleague, it is advisable to ensure that you have the appropriate permission to share those details.

Can I nominate someone who does not work directly in mining (e.g., finance, legal, insurance, consultancy, academia, IT, tech)?
Nominations are welcome for individuals working in roles that support or contribute to the mining and minerals sector who meet the WIM100 criteria. However, nominations cannot be accepted for individuals who do not work within the mining industry or its extended value chain.

What is the due date for nominations?
The WIM100 2026 nominations will close on **31st March 2026.**

Can a team or group submit a nomination for one person?
Yes. There are no restrictions on who may submit a nomination. However, please note that even if submitted on behalf of a team or group, it will be considered as one nomination.

Can a nomination be submitted in a language other than English?
Yes. While our preferred language for receiving nominations is English, we are keen to ensure this is not a barrier. Please feel free to submit your nominations in the language you are most comfortable with. Kindly note, that we may employ generative AI translation.

We intend to nominate women from our organization. Does this involve any fees?
Nominations are free of charge.

Will the number of nominations influence the selection process?
All submissions are reviewed on their merit, and the selection panel ensures a fair and objective evaluation process.

If someone has received recognition locally or within another WIM network, will she automatically be included in WIM100, or must I still submit a nomination?
No. Previous recognition does not guarantee inclusion in the WIM100. A formal nomination must still be submitted. However, prior achievements and acknowledgements may strengthen her overall submission.

What if I don't have all the information about the woman I want to nominate?
You may still submit a nomination. However, providing as much relevant information as possible, particularly regarding her actions, choices, impact and achievements, strengthens the submission and supports the evaluation process.

Information Required in the Nomination Form

Why do I need to provide my own contact details?
The nominator's contact details are required in case further clarification about the submission is needed. They may also be used as an alternative point of contact if the nominee cannot be reached.

Will the nominee be informed that she has been nominated, and will she know who nominated her?
No. Due to the high volume of nominations received each cycle, we are unable to notify every nominee. Only candidates who are successfully selected for the WIM100 will be contacted. Additionally, the identity of the person who submitted the nomination is not shared with the nominee.

Why do you need the contact details of the woman I am nominating, and what information must be provided?
We request the nominee's contact details so that we can reach out to her directly if she is shortlisted or selected for the WIM100. This ensures we can verify her information, gather additional details for her profile, and communicate important updates about the WIM100 programme and celebratory events.

The basic details required are:

- Full name
- Email address
- Job title and organisation
- Continent & Country of residence
- CV (if available)
- Optional: Contact phone number

Why are examples of her actions or achievements required?

Examples provide clear evidence of the nominee's impact and help the selection panel understand the significance of her contributions. Finally, they ensure the evaluation process is accurate, consistent, and based on demonstrated accomplishments.

What information is required in each section of the nomination form?

Each section of the form is designed to collect specific information about the nominee and her contributions. Please ensure that the details provided relate to the woman you are nominating. Guidance is provided within the form to assist you with each section.

Tips for a strong recommendation

What is the best way to ensure my nomination captures an impact?

Provide clear, concise examples that demonstrate the nominee's influence, achievements, and contributions. Specific, evidence-based information strengthens the evaluation and helps the panel understand the significance of the candidate's work.

What are the best practices for writing a nomination (e.g., text length, level of detail, type of examples to include)?

Honesty, factual, actual impact, and conciseness.

Include concrete examples, measurable impact where applicable, and relevant context that shows the nominee's contributions. Avoiding general statements without supporting detail.

This is my first time submitting a nomination, what guidance can help me complete it effectively?

Read the form instructions carefully, provide accurate information, and use specific examples to highlight the nominee's achievements. Aim for clarity any relevance and ensure that the content directly reflects the nominee's impact on the industry.

Contact & support

Who can I contact if I have questions?

Global Outreach Committee (GOC) volunteers can be reached on globaloutreach@womeninmining.org.uk and will aim to respond as early as practically possible.