

ENSEMBLE – How it Works! (FAQ)

What is ENSEMBLE?

en-sem-ble (noun): "A group of items viewed as a whole rather than individually."

ENSEMBLE is a network of professionals interested in supporting and driving diversity and inclusion in Canada's Mining Industry.

How Does ENSEMBLE Work?

ENSEMBLE has its own online meeting space at <https://ensemble.groupsites.com> where members connect to exchange best practices, learn from new research, share resources, post jobs to attract diverse candidates with the support of employment counsellors, and get help and advice from other members. The network holds monthly webcast learning events and occasional meet-ups across Canada. ENSEMBLE is an open community and it's free to join.

Is Participation for Me?

If you or your organization wants to see a mining workforce that includes more talent from Indigenous people, women, and immigrants to Canada, and make sure we can all participate in the workplace to our best abilities - then you need to be part of ENSEMBLE.

Participating in the network will provide a place to share **your** knowledge. Participation allows you to connect with:

- **Professionals in Diversity and Inclusion** who can share knowledge on what practices are working well to promote diversity in a variety of industries, and some of the barriers facing members of diverse groups.
- **Government representatives** will share information on programs that are available to support inclusion, and the current policy directives of the Government of Canada.
- **Mining HR professionals and Recruiters** are invited to provide the unique perspective of working in the sector, and connect with the different sources of talent to fill immediate hiring needs, and apply the best practices in diversity and inclusion to their daily work.
- **Immigrant Serving Organizations** can provide insights into the best practices for accessing and onboarding newcomer talent, as well as connecting HR professionals and recruiters to immediate job ready candidates amongst other *free* supports.
- **Academic Researchers and Educators** are invited to share the newest knowledge on diversity and inclusion, and how we can better equip diverse talent pools to access open and emerging opportunities in mining, notably through learning.
- **Diversity Focused Industry Associations** are invited to share how their memberships can support diversity, the challenges faced, and engage with other like-minded individuals to further inclusion in the sector.
- **Indigenous Association and Community Representatives** are invited to share their unique experiences and perspectives, best practices and approaches to engage with indigenous workers and communities, who are essential to Canada's Mining Industry's success.

How Can I Join ENSEMBLE?

You can join ENSEMBLE quickly and easily – go to <https://ensemble.groupsie.com> and click the “Join this group” button. Just enter some basic contact information and then you are now part of the network. Membership is free.

Once you are a member, you can participate in different ways. You can add to your profile, providing other network members with information about your professional background. You can join or start a new conversation in our Discussion Forum. You can find and share helpful knowledge in our resource library. And, you can access our learning calendar and sign up to participate in one of our events.

You can also subscribe to get regular email updates about the network, with flexible options about how often to receive these messages.

What ENSEMBLE is Not...

- ENSEMBLE is not a place for consultants to advertise their services, or for other for-profit groups to promote their events or products.
- ENSEMBLE is not a place for you to seek a job, post your CV, or connect with recruiters to secure *yourself* employment. This is diversity networking, which may include connecting recruiters with job ready talent, but only for formal, non-profit employment counsellors.

What is MiHR’s Role in the Network?

MiHR is launching ENSEMBLE and acting as the network’s first moderator as part of its broader work to strengthen diversity and inclusion in Canadian mining. But, MiHR would welcome additional partners in supporting ENSEMBLE, including organizations or individuals interested in playing a leadership role.