Women in Mining



Hana Newbury

Maintenance Planner,
Wilpinjong Mine

How would you describe your experience as a woman working in the coal industry?

- At first it was intimidating. That feeling quickly dissipated when I realized just how much support I had around me. There were the select few that still had to catch up with the times, but in the last nine years I have seen them come around.
- I had worked in the hospitality industry upon leaving school, which statistically is a female-dominated industry. From the experiences I had, there was less support from my teammates and co-workers than what I have seen working in the coal sector.

Do you think the coal sector should be placing more emphasis on hiring women?

- Since starting in the coal industry, I have noticed more advertising for non-traditional female roles, not specifically because they have been targeted at women but because they have caught my eye. I feel that people are thinking more about advertising and what might appeal to women.
- From a personal perspective I would love to see more females tackling those non-traditional roles. But from a business point of view, the most applicable and qualified candidates should be hired. Do not hire women to fill a quota, hire them because they are the best person for the job.

What are some of the benefits of more diverse workplaces?

- A diverse workplace provides knowledge, experiences, perspectives and performance, just to name a few. Having a feeling of inclusiveness in the workplace allows individuals to feel more comfortable in their roles, which in turn reiterates the support they have around them.
- Personally, in the beginning there was skepticism and pressure to prove myself as a female tradesperson, but the further into my career I went and the more I grew as a person, the more the workplace grew with me.
- As the only female diesel mechanic in the workshop, I broke a stereotype and became the new normal. As new team members came in they accepted me and I was treated equally. Being treated that way was probably the best feeling of inclusiveness one could get.

What would you say to women considering a career in coal mining?

- Everyone is nervous on their first day of work, regardless of the industry, regardless of their gender and regardless of the job. Being a female entering the coal industry is no different than changing jobs. Though the coal industry will change your life for the better.
- The support women and men have in the coal industry is like no other. From the experiences other share with you to the formal and informal mentoring and on the job training, everyone around you is there to help. We all started at the beginning at some stage.
- Take the leap into the coal sector, you won't look back.

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