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Respectful Workplaces

MENTAL HEALTH MASTERY **GENDER BASED VIOLENCE**

What is Gender-Based Violence in the Mining and Banking Industry?

How to Identify and Define GBV in the Mining and Banking Industry

What the Mining and Banking Industry Are Doing to Deal with GBV

What the Mining and Banking Industry Can Do Better to Reduce GBV

Volume 5 for 2025



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Gender based violence in the Mining and banking industry

2025

Welcome to this month's issue of Workplace Equity Matters! In 2025, the urgent need to address gender-based violence (GBV) in professional settings has taken center stage, demanding action and accountability across industries. The mining and banking sectors, with their distinct cultures and challenges, are critical battlegrounds in this fight for safety and equality.

This issue brings together four incisive articles that dissect GBV in these industries, each tackling a vital aspect of the issue with clarity and purpose.

"What is Gender-Based Violence in the Mining and Banking Industry" sets the foundation, defining GBV and its manifestations, from overt aggression in mining to subtle discrimination in banking.

"How to Identify and Define GBV in the Mining and Banking Industry" equips readers with the tools to recognize GBV, highlighting specific signs in each sector's unique environment.

"What the Mining and Banking Industry Are Doing to Deal with GBV" explores current efforts, showcasing policies, training, and support systems driving change.

Finally, "What the Mining and Banking Industry Can Do Better to Reduce GBV" pushes the conversation forward, offering evidence-based strategies to strengthen accountability and impact, grounded in credible global research.

Together, these articles—rooted in rigorous studies and forward-thinking solutions—provide a comprehensive view of GBV in 2025 and a roadmap for progress over the next five years. They challenge readers to not only understand the scope of GBV but to champion workplaces where respect and equity prevail.

Why Mental Health Matters

Research shows that mental health issues in high-stress industries like mining and banking can lead to a 30% increase in workplace accidents and significant productivity losses (National Safety Council). In 2025, addressing mental health is not just a well-being priority—it's a strategic imperative.

Welcome to this month's magazine, I believe you will find useful tips and strategies to seamlessly integrating Mental Health into your company Health and Safety practices today!



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Our Mission

This magazine isn't just about highlighting problems—it's about solutions. It's about giving professionals, managers, and business leaders the tools they need to thrive. Whether you're a company owner, HR Manager, seasoned Health and Safety manager or an employee just starting your journey, there's something here for you.

Mental health mastery is the foundation of a resilient, high-performing teams. Let's create a culture where thriving isn't just possible—it's the norm.



Let's Dive In

Welcome to Mental Health in Mining and Banking: Workplace Equity Matters!

It's time to rewrite the playbook on what it means to succeed in Mental Health practices.



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What You'll Find in This Issue

In this magazine, we're diving deep into the intersection of mental health practices, breaking down the challenges and offering actionable solutions. Here's what you can expect:

WHAT IS GENDER-BASED VIOLENCE IN THE MINING AND BANKING INDUSTRY

- o Defining GBV Across Sectors
- o GBV in Mining
- o GBV in Banking
- o Common Threads and Differences

HOW TO IDENTIFY AND DEFINE GBV IN THE MINING AND BANKING INDUSTRY

- o Defining GBV
- o Identifying GBV in Mining
- o Identifying GBV in Banking
- o Comparing GBV Across Sectors

WHAT THE MINING AND BANKING INDUSTRY ARE DOING TO DEAL WITH GBV

- o Actions in Mining
- o Actions in Banking
- o Industry-Wide Efforts
- o Support Systems for Victims

WHAT THE MINING AND BANKING INDUSTRY CAN DO BETTER TO REDUCE GBV

- o Strengthening Enforcement in Mining
- o Engaging Communities in Mining
- o Enhancing Reporting in Banking
- o Driving Cultural Change in Banking





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WHAT IS GENDER-BASED VIOLENCE IN THE MINING AND BANKING



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What is Gender-Based Violence in the Mining and Banking Industries?

Gender-based violence (GBV) is a widespread issue that manifests across various sectors, including the mining and banking industries. It is defined as harmful acts directed at an individual based on their gender, rooted in gender inequality and the abuse of power. GBV encompasses a spectrum of behaviours, including physical, sexual, emotional, and economic abuse. While it disproportionately affects women and girls, it can impact people of all genders. In the context of the mining and banking industries, GBV takes distinct forms shaped by the unique environments and cultures of these sectors.

Gender-Based Violence in the Mining Industry

In the mining industry, GBV often emerges in severe and overt forms due to the sector's specific characteristics. Mining operations are typically situated in remote locations, isolating workers from social support systems. The workforce is predominantly male, which can cultivate a culture where masculinity is tied to dominance and aggression. Within this setting, women—whether employed as miners, support staff, or residing in nearby communities—may encounter various types of GBV. Sexual harassment and assault are prevalent, ranging from verbal abuse to physical attacks. Economic violence also occurs, with women frequently facing unequal pay or limited opportunities for career advancement. Additionally, the transient nature of mining work can destabilize family structures, contributing to elevated rates of domestic violence in mining communities.

Gender-Based Violence in the Banking Industry

In contrast, the banking industry presents a more corporate environment, yet it is not exempt from GBV. Here, GBV often manifests in subtler but equally damaging ways. Sexual harassment is a significant concern, encompassing inappropriate comments, advances, or quid pro quo demands where career progression is tied to sexual favours. Gender discrimination is another common form, with women encountering barriers to promotions, unequal pay, or exclusion from leadership roles. The hierarchical structures and power imbalances inherent in banking's corporate culture can enable such behaviours to persist, often unchecked. The competitive, high-stakes nature of the industry further exacerbates the issue, as fear of retaliation or career repercussions may silence victims.

Common Threads and Contextual Differences

While the mining and banking industries differ significantly—one characterized by physical labour and isolation, the other by office settings and corporate dynamics—GBV in both is underpinned by shared factors: gender inequality, power imbalances, and cultural norms that tolerate or perpetuate harmful behaviour. In mining, GBV may be more physically aggressive and tied to the rugged, male-dominated environment, whereas in banking, it often appears as insidious discrimination or harassment embedded in professional interactions. Regardless of the form it takes, GBV in these industries reflects a broader pattern of gender-based harm that undermines individuals' safety and equity in the workplace.

In summary, gender-based violence in the mining and banking industries is a multifaceted issue, encompassing physical, sexual, emotional, and economic harm directed at individuals based on their gender. Its manifestations vary by context—severe and overt in mining, subtle yet pervasive in banking—but it consistently stems from systemic inequalities and power dynamics. Recognizing what GBV is in these sectors is a critical step toward fostering safer, more equitable work environments.

Did you know?

Gender-based violence (GBV) remains a critical issue in the mining and banking industries, with recent data providing insight into its prevalence over the past five years.

- In South Africa, a 2024 Human Sciences Research Council study found that 5.3% of ever-partnered women without disabilities experienced physical intimate partner violence in the last 12 months, with no significant difference among women with disabilities at 4.3%, reflecting the pervasive nature of GBV across demographics in mining communities.
- Globally, the World Health Organization reported in 2023 that 35% of women have experienced physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime, a statistic relevant to both mining and banking workforces where such risks are amplified.
- A 2022 World Bank analysis indicated that in Sub-Saharan Africa, 20% of teenage girls aged 15-19 experienced intimate partner violence in the last 12 months, a concern heightened in mining regions due to migration and male-dominated environments.
- In the mining sector, a 2020 International Women in Mining report from the Democratic Republic of Congo noted that women in artisanal and small-scale mining (ASM) faced heightened risks, with 60% reporting some form of sexual harassment or violence, underscoring the industry's vulnerability.
- The 2022 World Bank Gender Data Portal revealed that 7% of women worldwide have experienced non-partner sexual violence since age 15, a statistic applicable to banking settings where power imbalances can facilitate such incidents.

These statistics from the last five years, sourced from reputable organizations, underscore the persistent challenge of GBV in the mining and banking industries. With prevalence rates ranging from 5% to 60% depending on context, the data calls for urgent, targeted interventions to address this widespread issue and protect workers across both sectors.



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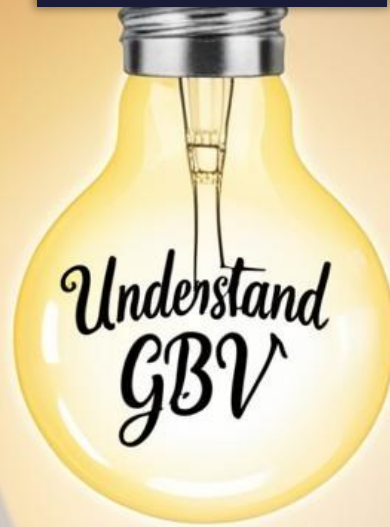
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HOW TO IDENTIFY AND DEFINE GBV IN THE MINING AND
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How to Identify and Define GBV in the Mining and Banking Industries

Gender-based violence (GBV) is a widespread issue that affects individuals across various industries, including mining and banking. Defined as any harmful act directed at an individual based on their gender, GBV encompasses physical, sexual, emotional, and economic abuse. It is rooted in gender inequality and power imbalances, often disproportionately impacting women and gender minorities. While GBV can occur in any workplace, its manifestations vary depending on the industry's unique environment and culture. This article explores how to identify and define GBV specifically within the mining and banking sectors, providing clear guidance on recognizing and understanding this issue in each context.

Defining Gender-Based Violence (GBV)

At its core, GBV refers to violence or abuse targeting an individual because of their gender. It includes a range of behaviours, such as:

Physical violence: Acts like hitting, assault, or threats of harm.

Sexual violence: Unwanted sexual advances, harassment, or assault.

Emotional or psychological abuse: Bullying, intimidation, or exclusion.

Economic violence: Denying access to resources, unequal pay, or limiting opportunities based on gender.

GBV can be overt, such as physical attacks, or subtle, embedded in workplace cultures and practices that perpetuate inequality. Understanding its forms is the first step to identifying and defining it in specific industries like mining and banking.

GBV in the Mining Industry

The mining industry is often male-dominated, involving physically demanding work and, in many cases, remote locations. These characteristics create an environment where GBV can emerge in distinct and often severe ways.

How to Identify GBV in Mining

To recognize GBV in mining, look for the following signs:

Physical violence or threats: The physical nature of mining and its isolated settings can lead to confrontations or threats, particularly against women or gender minorities who may be seen as outsiders in a masculine culture.

Sexual harassment and assault: Women in mining—whether workers or part of nearby communities—may face unwanted advances, inappropriate comments, or even assault, especially in remote areas with limited oversight.

Economic violence: Unequal pay, restricted access to better-paying roles, or exclusion from decision-making positions are common, reinforcing gender-based disparities.

Emotional abuse: A workplace culture tying masculinity to dominance can result in bullying, intimidation, or exclusion of those who don't conform to traditional gender norms.

Defining GBV in Mining

In the mining industry, GBV is defined as physical, sexual, emotional, and economic harm directed at individuals based on their gender. It is often intensified by the sector's male-dominated culture, isolated work environments, and physically demanding conditions. Examples include overt acts like sexual assault and systemic issues like unequal pay or limited career opportunities for women.

GBV in the Banking Industry

Unlike mining, the banking industry operates in a corporate, office-based setting. While it may appear less prone to GBV, its hierarchical structures and competitive culture create opportunities for more subtle but equally harmful forms of gender-based violence.

How to Identify GBV in Banking

To spot GBV in banking, watch for these indicators:

Sexual harassment: This can include inappropriate comments, unwanted advances, or demands for sexual favours in exchange for career benefits (e.g., promotions).

Gender discrimination: Women and gender minorities may encounter unequal pay, fewer promotions, or exclusion from leadership roles, often disguised by neutral-sounding policies.

Emotional abuse: Bullying, exclusion from key networks or meetings, or belittling remarks based on gender can foster a hostile environment.

Economic violence: Gender-based pay gaps and restricted access to career advancement are widespread, particularly at senior levels.

Defining GBV in Banking

In the banking industry, GBV is defined as sexual harassment, gender discrimination, emotional abuse, and economic violence targeting individuals based on their gender. It often manifests through power imbalances in corporate hierarchies and the sector's competitive nature. Though less physically overt than in mining, GBV in banking is pervasive, hidden within workplace interactions, policies, and norms that sustain gender inequality.

Comparing GBV Across the Two Industries

While mining and banking differ in their work environments, GBV in both stems from gender inequality and power dynamics. In mining, GBV is often more visible and physically aggressive due to the rugged, male-dominated setting. In banking, it tends to be covert, woven into corporate structures and subtle interactions. Despite these differences, both industries exhibit common threads of GBV, such as unequal treatment, harassment, and economic disadvantage based on gender.

Conclusion

Identifying and defining GBV in the mining and banking industries requires recognizing how it adapts to each sector's unique context. In mining, GBV is marked by overt physical and sexual violence alongside systemic economic and emotional harm, driven by a masculine, isolated culture. In banking, it takes subtler forms—harassment, discrimination, and exclusion—embedded in corporate power structures. By understanding these specific signs, employers, workers, and policymakers can better address GBV, creating safer and more equitable workplaces in both industries.

Did you know?

- In 2023, the United Nations High Commissioner for Refugees (UNHCR) estimated that 36 million displaced women and girls lacked access to GBV services due to funding shortages, a concern relevant to mining regions with displaced communities.
- A 2021 World Bank report highlighted that gender-based violence in development projects, including those in extractive industries like mining, can cost countries up to 3.7% of GDP, emphasizing the economic dimension of GBV identification.



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Respectful Workplaces

Gender-based-based violence prevention



WHAT THE MINING AND BANKING INDUSTRY
ARE DOING TO DEAL WITH GBV

What the Mining and Banking Industries Are Doing to Address GBV

Gender-based violence (GBV) remains a significant challenge across various sectors, including the mining and banking industries. While the manifestations of GBV differ—often overt in mining due to its male-dominated and isolated settings, and more subtle in banking due to power dynamics and corporate hierarchies—both industries are taking proactive steps to address it. This article examines the specific actions being implemented by the mining and banking sectors to combat GBV, highlighting their efforts to create safer and more equitable workplaces.

Actions in the Mining Industry

The mining industry, characterized by remote locations and a predominantly male workforce, has faced longstanding issues with GBV. However, companies are increasingly stepping up to tackle these challenges through a combination of policies, training, and support systems.

- **Policies and Codes of Conduct:** Mining companies are establishing clear, enforceable policies to prevent GBV. For instance, firms like Anglo-American Platinum have introduced codes of conduct that explicitly address harassment, discrimination, and violence. These policies are often developed with input from employees and experts to ensure they are practical and effective.
- **Training and Awareness Programs:** Mandatory training sessions are becoming a key tool in the fight against GBV. These programs educate workers on recognizing and preventing GBV, understanding consent, and fostering respectful workplace behaviour. By targeting harmful gender norms, such initiatives aim to shift the industry's culture toward greater inclusivity.
- **Support Systems for Victims:** To support those affected by GBV, mining companies are creating confidential reporting channels and offering access to counselling services. Some are also partnering with local organizations to provide specialized assistance, particularly in remote areas where resources may be scarce. Efforts are made to protect victims from retaliation, a critical concern in tight-knit mining communities.
- **Industry-Wide Collaboration:** Beyond individual company efforts, organizations like the Minerals Council South Africa are driving sector-wide initiatives. These programs encourage mining firms to share best practices, collaborate with government and NGOs, and adopt a unified approach to eliminating GBV.

Actions in the Banking Industry

In the banking sector, GBV often appears as sexual harassment, gender discrimination, or economic violence, rooted in corporate power imbalances. Banks are responding with a range of strategies aimed at prevention, accountability, and cultural change.

- **Stricter Harassment Policies:** Banks are updating their harassment policies to include clear definitions of GBV, detailed reporting procedures, and strict consequences for offenders. Many are adopting zero-tolerance approaches, ensuring accountability at all levels, including senior management.
- **Diversity and Inclusion Initiatives:** To address the underlying causes of GBV, banks are investing in diversity programs. These efforts focus on increasing female representation in leadership roles through mentorship, training, and targeted recruitment, aiming to reduce the power disparities that can enable GBV.

- **Mechanisms for Reporting and Addressing Complaints:** Improved reporting systems are a priority, with banks establishing confidential hotlines and dedicated response teams. Complaints are investigated promptly and impartially, and some institutions partner with external organizations for independent oversight to enhance credibility and trust.
- **Cultural Change Programs:** Recognizing that policies alone aren't enough, banks are working to transform workplace culture. This includes workshops on unconscious bias, bystander intervention training, and campaigns to promote gender equality, all designed to foster respect and equity.

Conclusion

The mining and banking industries are making significant strides to address gender-based violence, tailoring their approaches to their unique contexts. In mining, policies, training, and victim support systems are tackling overt GBV in remote and male-dominated settings. In banking, stricter policies, diversity efforts, and cultural initiatives are addressing subtler but pervasive issues tied to corporate dynamics. While challenges persist—such as enforcement in isolated mining sites or overcoming banking's competitive culture—these actions reflect a growing commitment to safer, more inclusive workplaces. Continued effort and collaboration will be essential to ensure lasting change in both sectors.

Did you know?

- In 2021-2022, Women and Gender Equality Canada invested \$85 million in over 135 projects to combat GBV, with nearly 45% targeting Indigenous communities, offering a model for banking sector support initiatives.
- The South African government allocated approximately R21 billion over the medium-term since 2020 to implement the National Strategic Plan on Gender-Based Violence and Femicide, including economic empowerment programs relevant to mining regions.
- In 2022, the World Bank supported over \$250 million in development projects globally that integrated GBV components, including in sectors like mining, showcasing industry-wide financial commitments.
- The European Union adopted Directive (EU) 2024/1385 on May 7, 2024, requiring all 27 member states to enhance prevention and support measures for GBV, influencing banking sector policies.
- Between April 2020 and March 2022, the World Bank's Global Platform on Addressing GBV in Fragile Settings facilitated knowledge-sharing workshops, reaching over 50 countries, including those with mining operations.

These statistics from the last five years highlight significant financial and policy commitments by governments and international organizations to address GBV, with implications for the mining and banking industries. Ranging from \$85 million to \$250 million in funding and broad legislative action, they underscore the potential for these sectors to build on existing efforts to further reduce GBV.



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WHAT THE MINING AND BANKING INDUSTRY
CAN DO BETTER TO REDUCE GBV

Enhancing Efforts to Reduce GBV in Mining and Banking

Gender-based violence (GBV) remains a persistent challenge in the mining and banking industries, despite existing efforts such as policies, training programs, and support systems. While these measures represent progress, they often fall short in enforcement, scope, and impact. Drawing on proven studies and activities from credible sources like the World Bank and the International Labour Organization (ILO), this article outlines specific actions these industries can take to improve their current approaches to reducing GBV. The focus is on actionable steps that go beyond what is already being done, tailored to the unique contexts of each sector.

Mining Industry: Going Beyond Current Measures

The mining industry, characterized by its male-dominated and often remote environments, has implemented codes of conduct and basic training to address GBV. However, these efforts are frequently undermined by inconsistent enforcement and a lack of broader engagement. To do better, mining companies can adopt the following strategies, supported by evidence from credible initiatives:

- **Strengthen Enforcement with Independent Audits** Current policies are often unenforced, particularly in isolated mining sites where oversight is limited. Companies can improve by introducing independent, third-party audits to evaluate the implementation and effectiveness of GBV prevention measures. A World Bank study in Papua New Guinea demonstrated that external monitoring significantly enhanced accountability in mining operations, reducing GBV risks by ensuring policies were actively applied rather than merely documented.
- **Boost Women's Leadership Representation** While some companies have diversity initiatives, women remain underrepresented in decision-making roles. Mining firms should set specific, ambitious targets for women in supervisory and management positions, supported by tailored training and mentorship programs. The ILO has found that increasing women's leadership in male-dominated sectors like mining correlates with lower rates of harassment and violence, as it shifts workplace culture toward greater inclusivity.
- **Engage Local Communities Holistically** Existing efforts often focus solely on the workforce, ignoring the broader community impact of mining operations, where GBV can escalate due to economic and social disruptions. Companies should partner with local NGOs, government agencies, and community leaders to address these issues comprehensively. The World Bank's community-based intervention in Papua New Guinea reduced GBV by involving local stakeholders in prevention efforts, offering a model for mining companies to extend their impact beyond the workplace.

Banking Industry: Elevating Accountability and Culture

In banking, GBV manifests as harassment and discrimination within corporate settings, with policies and diversity programs in place but often lacking in follow-through and cultural depth. To surpass current efforts, banks can implement the following evidence-based improvements:

- **Enhance Reporting Mechanisms and Ensure Accountability** Many employees hesitate to report GBV due to inaccessible or untrusted systems. Banks can improve by establishing anonymous, user-friendly reporting channels and guaranteeing prompt, impartial investigations. A World Bank report on workplace safety emphasizes that confidential and responsive reporting systems increase survivor trust and participation, a critical gap in many banks' current frameworks. Accountability must also

extend to all levels, with clear consequences for perpetrators, regardless of seniority.

- **Drive Cultural Change with Continuous Training** One-time training sessions, a common practice, fail to sustain behavioural change. Banks should integrate ongoing education on unconscious bias, bystander intervention, and respectful conduct into employee development programs. Research from corporate harassment prevention studies shows that regular, interactive training—unlike sporadic workshops—effectively reduces GBV by embedding awareness into workplace norms.
- **Tie Leadership Performance to Diversity Outcomes** While diversity initiatives exist, leadership commitment often wavers. Banks can improve by linking senior executives' performance evaluations to measurable progress in reducing GBV and advancing inclusion. Studies, including those referenced by the ILO, indicate that companies with diverse leadership teams prioritizing these issues experience lower harassment rates, suggesting that incentivizing leaders can amplify current efforts.

Conclusion

The mining and banking industries have laid a foundation for addressing GBV, but their current efforts—policies, training, and diversity programs—are insufficient without stronger enforcement, broader engagement, and deeper cultural shifts. In mining, independent audits, increased women's leadership, and community partnerships can elevate impact, as evidenced by World Bank and ILO findings. In banking, enhanced reporting, continuous training, and leadership accountability offer a path forward, supported by proven research. By adopting these strategies, both sectors can move beyond incremental progress to create safer, more equitable workplaces, aligning with best practices from credible global sources.

Did you know?

- In 2023, the United Nations Women reported that only 40% of countries have laws prohibiting workplace sexual harassment, a gap that challenges enforcement in both mining and banking sectors.
- A 2021 International Finance Corporation (IFC) study found that companies with gender-diverse leadership teams saw a 15% higher retention rate of women employees, suggesting a potential lever for reducing GBV through leadership changes.
- The International Organization for Migration (IOM) noted in 2022 that 70% of women migrants in labour-intensive sectors, including mining, lack access to GBV prevention training, highlighting a training deficit to address.

These statistics from the last five years reveal critical areas for improvement in tackling GBV in the mining and banking industries, with gaps in legal frameworks, training, support, and resource allocation ranging from 25% to 70%. They provide a foundation for targeted enhancements to build on existing efforts and foster safer workplace



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Calross Consulting – Leading the Way in Mining Workforce Solutions

At Drilldownreports.com, we are proud to collaborate with Calross Consulting, a Canadian HR Consulting and Recruitment firm that is revolutionizing the Mining, Recruitment, and Engineering sectors. Calross goes beyond simply connecting top talent with leading organizations—they are committed to fostering healthier, more resilient workplaces by addressing the critical issue of mental health.

Working closely with both candidates and clients, Calross Consulting sees first-hand the profound impacts that poor mental health can have on colleagues across the industry. They believe in the importance of discussing, openly and honestly, the underlying issues contributing to the rise in mental anguish. This compassionate approach has positioned them as true leaders, advocating for a mining industry that values the well-being of its workforce as much as its operational success.

Their expertise is showcased in the Mining Labour Trends Report, a comprehensive study that dives deep into the challenges and opportunities facing Canada's mining workforce. The report highlights issues like labour shortages, the growing demand for mental health support, and the modernization of recruitment strategies. It also offers actionable steps to create a sustainable, diverse, and future-ready mining workforce.

In addition, their thought-provoking blog, *Canada's Mining Workers: More Likely to Experience Mental Health Challenges*, shines a light on the mental health struggles unique to mining professionals. Through open dialogue and innovative solutions, Calross champions a healthier and more inclusive industry.

Calross Consulting is a true inspiration—combining professional excellence with a heartfelt commitment to mental well-being. As a valued affiliate of Drilldownreports.com, they are helping to pave the way for a stronger, healthier mining industry. Discover more about Calross Consulting's impactful work and download their Mining Labour Trends Report to gain actionable insights into the future of mining workforce solutions.



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Thank you for being part of this conversation. Together, we're
changing the game, one step at a time.

For more information on this topic, please reach out to us @:

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This month's AI prompt that can assist you with creating valuable Mental health information!

AI Prompt for Cultivating Awareness of GBV in Decision-Making

In May 2025, as industries like mining and banking face the pressing need to address GBV, leaders and teams must navigate complex workplace dynamics with clarity and empathy. This prompt transforms AI into your mindfulness coach, delivering strategies to anchor your team in the present and elevate decision-making quality.

AI Prompt for ChatGPT:

"You are a GBV awareness expert with extensive experience in workplace equity and high-pressure industries like mining and banking. Design a tailored strategy to cultivate GBV awareness and prevention, considering the context of 2025, where teams grapple with cultural norms and power imbalances. Include:

- Improving my team's decision-making process, identifying common stressors (e.g., reporting barriers, retaliation fears) that cloud judgment.
- Examples of how these stressors might manifest in daily scenarios (e.g., a mining supervisor ignoring harassment complaints, a banking manager overlooking pay disparities).
- Practical mindfulness techniques (e.g., guided reflection on equity, safe space discussions) to implement as a leader to address them. Tailor your insights to real-world workplace dynamics and evidence-based GBV reduction outcomes."

How to Use It:

Upload this prompt to an AI platform and include details about your team—such as project scope, key pressures (e.g., regulatory shifts or tech integration), or team size. The AI will produce a detailed response:

- **Overview:** A project manager facilitates a looming deadline, missing key GBV data in a site report.
- **Proactive Thinking:** A team scans through client feedback during a briefing, judging equipment needs.
- **Reactive Thinking:** A team snaps at a client over a permit delay, risking the relationship. It'll also suggest techniques—like a 2-minute breathing reset before meetings, a pause-and-reflect habit for big calls, or a group grounding exercise after setbacks—tailored to keep your renewable energy team steady and sharp.



Written with ChatGPT



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Next Month's Issue: The importance of decompressing
during the day to maintain mental health



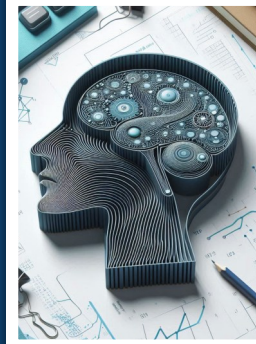


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Mental Health Magazine Series

DrillDownReports.com created this mental health awareness magazine because we believe that mental well-being is the cornerstone of a thriving life. In a world that often prioritizes productivity over people, we wanted to shine a light on the importance of understanding, supporting, and nurturing mental health. Our goal is to provide practical insights, heartfelt stories, and actionable tools to empower individuals and organizations to foster environments where mental health is celebrated, not stigmatized. Together, we can create a culture where everyone feels seen, heard, and supported—because mental health matters, now more than ever.



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Want to showcase your support for mental health or your services and products to industry leaders around the world? Advertise in our Mental Health Magazine series by donating on our website and connect with a targeted audience passionate about innovation, growth, and well-being in Mining.

Let's grow together—contact us today!