

A blue-tinted photograph of two women laughing joyfully. The woman on the left is Black and wearing a denim jacket, while the woman on the right is white and wearing a white tank top. They are both smiling broadly and looking down at something they are holding together. The background is slightly blurred, suggesting an outdoor setting.

DE BEERS GROUP

BRILLIANCE HAS MANY FACETS 

Nunavut Mining Symposium  
Inclusion and Diversity Panel  
April 2, 2019

Pamela Cook Ellemers

---

EXTERNAL

DE BEERS GROUP

# MY JOURNEY

BRILLIANCE HAS MANY FACETS 

---

## MY JOURNEY...

---



- When I was studying geography at the University of Regina, I 'accidentally' applied for a summer job in the field with the Saskatchewan Geological Survey.
- It changed my life...
- I ended up completing the both my geography, and geology degrees and later studied geostatistics.
- I am the Manager of Technical Services for De Beers Canada and my job is to evaluate whether new diamond deposits are good enough to become Canada's next diamond mine!

---

# MY JOURNEY

---

I have had a number of different careers within geology:

- Summer geological assistant
- Exploration geologist
- Mineralogy and laboratory manager
- Research and project manager
- Geostatistician and Resource Estimator
- Mineral Resource Manager



...and these different opportunities have taken me to some pretty exciting work locations.

- Across Canada
- Canada's north – NWT and Nunavut
- Australia
- Brazil
- South Africa
- Botswana
- Zimbabwe
- India




DE BEERS GROUP

# THE DE BEERS JOURNEY

## I&D AND DE BEERS

---

BRILLIANCE HAS MANY FACETS 



Supporting women and  
girls is not just the right  
thing to do...

It is a business imperative.

At De Beers Group we  
have therefore made a  
Group wide  
commitment...

To stand with  
women and girls.





As part of this in  
2017 De Beers  
Group partnered  
with UN Women



In Southern Africa we are aiming to support over 1,200 women micro-entrepreneurs



---

## UN WOMEN/ DE BEERS GROUP STEM SCHOLARSHIPS

In Canada, we are sponsoring STEM scholarships for young women.



And science camps for girls from Indigenous communities near our operations, this year expanded to include Pangnirtung and Iqaluit



#COUNTMEIN





A woman in a dark jacket and light-colored pants stands in the center of a room, presenting to a group of people. She is smiling and looking towards the audience. Behind her is a flipchart on an easel, covered with numerous yellow sticky notes. The audience consists of several people, including a man in a military camouflage jacket and a woman in a dark hoodie in the foreground. The room has a white wall and a dark curtain in the background.

It is not just about our UN Partnership,  
Internally we are focussing on three key areas

**LEADERSHIP  
COMMITMENT  
AND CULTURE**

**TALENT DEVELOPMENT**

**WORKING PRACTICE  
AND MEASURES**

