



## BYSTANDER INTERVENTION & PSYCHOLOGICAL SAFETY TRAINING FOR MINING

*Safety isn't just PPE - it's people.*



### THE CHALLENGE

86% of mining executives report that recruiting talent is harder now, impeding production targets (McKinsey, 2023).

50% of mining workers report bullying, according to independent reports conducted for Rio Tinto (2022) and Gold Fields (2023).

## MINE SHIFT



### OUR MISSION

Mine Shift Foundation is committed to helping mining workplaces build respectful, and psychologically safe environments.

Our workshops equip all workers—at every level—with the tools and confidence to safely intervene, support peers, and shift culture.

Our organization began in 2018 after Susan Lomas, P.Geo sparked the #MeTooMining movement on social media.

As our work grew, so did our mission—expanding to address all forms of harassment and fostering a culture of respect and safety across the sector.

### OUR IMPACT

Our pre-workshop survey reveals that only 27% of workers know how to respond to harassment—most learned through harmful, firsthand experience.

**90%**

of DIGGER participants report feeling more confident to address harmful behaviours after completing the workshop.

Our Bystander Intervention Training equips workers with the tools to recognize, interrupt, and report unsafe behaviours through practical strategies and review of real-life scenarios.

### Why MINE SHIFT?

- Designed for the mining industry by mining industry professionals
- Evidence-based and trauma-informed
- Trained facilitators with lived experience in mining
- Proven impact in fostering respectful and safer worksites

## BYSTANDER INTERVENTION & PSYCHOLOGICAL SAFETY TRAINING FOR MINING

### THE DIGGER MODEL



“We have hosted annual DIGGER workshops each spring to keep safety top of mind and to onboard new staff. Just like CPR training, we build muscle memory for psychological safety.”

~Andrew Turner, Exploration Manager

Snowline Gold Corp



### BYSTANDER INTERVENTION

Our training framework—**DIGGER**—was designed by industry experts to meet the unique needs within mining and remote worksites.

Participants will earn a certificate of completion and develop practical tools for active bystanders, including:

- ✓ Conflict Management
- ✓ Inclusive Communication
- ✓ Interpersonal Leadership
- ✓ Psychological Safety

### TRAINING WORKSHOP

The workshop is delivered in two parts:

**Part 1:** outline of industry statistics, impacts of harassment and participants build foundational skills in allyship and bystander intervention.

**Part 2:** participants engage in guided group discussions and practice using the DIGGER model intervention strategies with case studies and mining-specific scenarios.

The Mine Shift Foundation works closely with each organization to tailor scenarios, ensuring content is directly relevant to their worksites. Participants consistently report these sessions as practical, engaging, and impactful.

### WORKSHOP FORMAT

*in-person or virtual presentations*

- a) *Gold: Deep dive & customized scenarios*  
4-hour workshop
- b) *Copper: Core skills & standard scenarios*  
2.5 hour workshop

**CONNECT** with our team:



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