



GGML Strengthens Organizational Culture Through Inclusion, Diversity & Equity (IDE) Awareness Training



From 12th November to 3rd December 2025, Geita Gold Mining Limited (GGML), in partnership with the **Eastern and Southern African Management Institute (ESAMI)**, successfully conducted a comprehensive **Diversity, Equity & Inclusion (DEI) Awareness and Sensitivity Training**. This transformative programme brought together senior management, expatriates, and employees across various departments, reaffirming GGML's commitment to **fostering an inclusive, respectful, and high-performing work environment**.



A Learning Journey That Reshapes Mindsets

Participants engaged in deep and interactive learning sessions designed to enhance their understanding of key DEI concepts such as:

- **Equity vs. Equality**
- **Diversity — both visible and invisible**
- **Inclusion and Belonging**
- **Bias and Stereotypes**
- **Power and Accountability**
- **Managing Perceptions, Expectations, and Reality**

The training emphasized the importance of creating an environment where every person feels valued, heard, and empowered—a vital foundation for employee safety, wellness, and productivity.

A powerful reminder from the facilitator, Ms. Rita Kahurananga captured the essence of the programme: *“Be careful not to be over-critical; be part of the solution. Include everyone, encourage tolerance, understanding, and acceptance. Your neighbor could be your solution—listen to others, give everyone a chance to speak, and value their perspective.”.*



Reflection Sessions: A Standout Feature

One of the highlights of the training was the reflection sessions, where selected groups shared insights from the lessons on DEI. These moments allowed participants to internalize concepts, exchange perspectives, and collectively deepen their understanding.



This practice deepened understanding, sparked honest conversations, and allowed colleagues to see inclusion through each other's lived experiences, helping reinforce that **DEI is not an event but a continuous journey**.

“Equity is not about treating everyone the same, but giving everyone what they need to succeed. That shifted my entire perspective.” – said Yusuph Mhando

Turning Learning into Action: IDE Plans

Each group was tasked with developing an Inclusion, Diversity & Equity (IDE) Plan, incorporating ideas, reflections, and practical suggestions from team members. These plans are intended to guide how departments and teams:

- **Integrate inclusive practices into daily operations**
- **Strengthen safety and employee wellness**
- **Promote a culture of respect and accountability**
- **Improve access to timely communication**
- **Leverage IDE Committees as champions of invisible diversity to drive positive cultural change**
- **Boost overall organizational productivity**

These IDE Plans will form a key part of the ongoing effort to ensure that IDE becomes an everyday reality at GGML, supporting the company's commitment to excellence and sustainable organizational culture.



Moving Forward Together

The **enthusiasm, openness, and commitment** shown throughout the training demonstrated that when we learn together, we grow together. GGML will continue building on this momentum to ensure that diversity is celebrated, equity is practiced, and inclusion is lived across all levels of the business.

Let us carry these lessons into our daily interactions—**listening more, supporting each other, valuing differences, and taking accountability** in shaping a workplace we are all proud to belong to. Together, we are shaping not just a better workplace, but the future of GGML in the next 25 years to come and beyond.

We would like to thank the Facilitator, Ms. Rita Kahurananga, the HR Department and everyone who made this training possible and impactful.



[View More Photos Here](#)

