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BUSINESS REVIEW
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UNDER
40
2023

Presented by



BOISE STATE UNIVERSITY

**COLLEGE OF BUSINESS
AND ECONOMICS**

EMILY HENDRICKSON

External Affairs Manager
Integra DeLamar Mining Co.



A self-proclaimed “tree hugger” in the past, Emily Hendrickson, external affairs manager of Integra DeLamar Mining Co., is now one of the biggest proponents of mining – when done right. The 27-year-old took her position at Integra at 25, making her one of the youngest female managers in the U.S. mining industry, a predominantly male-dominated space.

The child of teenage parents living below the poverty line, Hendrickson promised herself that she would achieve success and stability so she could provide for her own family one day. A first-generation college graduate, proudly out queer woman and female leader in her industry, she has achieved that success and anticipates much more to come.

Hendrickson’s “tree-hugging” background may seem at odds with her current role with a mining company, but it’s this combination that makes her such an asset to a field that desperately needs to be held accountable for its role in the environment. With her MBA in sustainability and environmental compliance, she says she “works to be an ally to both people and planet – holding my company and industry to Environmental, Social, Governance (ESG) and to diversity, equity and inclusion.” Her role as external affairs manager requires her to engage with diverse stakeholder groups, from ranchers to students to elected officials, environmental organizations and more.

“The modern mining industry is faced not only with the challenge of responsibly providing the raw materials needed for our nation’s green future, but also for answering for the sins of the past,” said Timothy Arnold, chief operating officer at Integra. “The work Emily does to foster open, innovative, solution-oriented communication and collaboration with even the most oppositional stakeholders is essential to the future success of our industry.”

Ysabel Bilbao, partner of Bilbao & Co, a public affairs

and public education firm in Idaho, has worked closely with Hendrickson since she started in Integra and says that her approach is essential to creating lasting solutions and partnerships between various stakeholders. “She offers innovative solutions to some of our state’s most pressing natural resource issues, inclusivity of diverse perspectives and the work ethic to get things done.”

As a woman in an industry where women make up only 8–17% of the global workforce, Hendrickson works to elevate female voices in mining. She is a founding member of Idaho Women in Mining and the president of the Women’s Mining Coalition. She also serves her community as a member of both the Homedale and Marsing Chambers of Commerce and a community partner of the Owyhee Health Coalition. She was recently selected as a member of the Society for Mining, Metallurgy and Exploration’s (SME) Young Leaders Committee. In addition, she was featured in an episode of SME’s Jobs of Tomorrow video series, which aims to demonstrate the variety of careers available in natural resource industries, and has been picked up by Amazon Prime and Roku.

Ultimately, behind everything Hendrickson does is her personal philosophy: do good. “I believe that if people lead with a genuine intention to be kind, help others and put good out into the world, then we can change the world one day at a time.”

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