



WISTA International Annual General Meeting 2019 Meeting Minutes

Date/Time: Wednesday 30 October 2019 at 13.00 Local time

Location: Grand Cayman Marriott Beach Resort

Present:

WISTA International Executive Committee (ExCo)

Despina Panayiotou Theodosiou WISTA Cyprus	President	DT
Diane Edwards WISTA New Zealand	Secretary	DE
Connie Roozen WISTA Netherlands	Treasurer	CR
Jeanne Grasso WISTA USA	Member	JG
Angie Hartman WISTA Greece	Member	AH
Naa Densua Aryeetey WISTA Ghana	Member	NA
Sanjam Gupta WISTA India	Member	SG

Others

Lena Gothberg
WISTA Sweden

Communications & Support Officer LG

Jillian Tobias
WISTA USA

Press Officer JT



Dorothea Ioannou WISTA Hellas	Chair – Nominations Committee	DI
Karin Orsel WISTA The Netherlands	Member - Nominations Committee	
Jemilat Jawulaa Mahamah WISTA Ghana	Member - Nominations Committee	
Laura Sherman WISTA USA	Member – Nominations Committee	
Sherice Arman WISTA Cayman Islands	Alternate – Nominations Committee	

NWAs and their Representatives

National WISTA Association	Present
WISTA Argentina	Dafne Anghelidis
WISTA Australia	<i>Proxy to WISTA New Zealand</i>
WISTA Bahamas	<i>Proxy to WISTA Bermuda</i>
WISTA Bangladesh <i>* Not eligible to vote</i>	Raimah Chowdhury
WISTA Belgium	<i>Proxy to WISTA The Netherlands</i>
WISTA Bermuda	Angelique Burgess Marilyn Feldman Cheryl Hayward-Chew
WISTA Brazil	Flavia Maia Fabiana Martins Fernanda Pierotti
WISTA Canada	Vanessa Rochester Joanna Dawson
WISTA Cayman Island	Sherice Arman Nanalie Cover Natasha Bunting
WISTA Chile	<i>Proxy to WISTA Panama</i>
WISTA Colombia <i>* Not eligible to vote</i>	Not Present
WISTA Cyprus	Natalie Bury Loyal Alkisti Kannidou
WISTA Denmark	Irene Rosberg
WISTA Dominican Republic	Lludelis Espinal Marcell Vargas
WISTA Finland	<i>Proxy to WISTA Norway</i>
WISTA France	Leila Esnard
WISTA Georgia	<i>Proxy to WISTA Cayman Islands</i>
WISTA Germany	Claudia Ohlmeier
WISTA Ghana	Jemilat Jawulaa Mahamah Stella Cobbah Sylvia Dauda Owu
WISTA Hellas	Elpi Petraki Theano Kalapotharakou Mary Kresta

National WISTA Association	Present
WISTA Hong Kong <i>* Not eligible to vote</i>	Catherine Smith
WISTA India	Sanjam Gupta Priyanka Ann Saini
WISTA Italy	Barbara Gallo Michela Fucile Monica Bertacca
WISTA Japan	<i>Proxy to WISTA India</i>
WISTA Korea <i>*Not eligible to vote</i>	Not Present
WISTA Mexico <i>*Not eligible to vote</i>	Not Present
WISTA Monaco	<i>Proxy to WISTA France</i>
WISTA Morocco <i>*Not eligible to vote</i>	Not Present
WISTA New Zealand	Diane Edwards
WISTA Nigeria	Mary Madu Hamman
WISTA Norway	Pia Meling Stine Mundal
WISTA Panama	Patricia Velásquez
WISTA Peru	<i>Proxy to WISTA Spain</i>
WISTA Philippines	<i>Proxy to WISTA Nigeria</i>
WISTA Poland	<i>Proxy to WISTA Cyprus</i>
WISTA Portugal	<i>Proxy to WISTA Hellas</i>
WISTA Russia	Olga Lazovskaya Ilona Denisenko
WISTA Singapore	<i>Proxy to WISTA Germany</i>
WISTA South Africa	<i>Proxy to Ghana</i>
WISTA Spain	Consuelo Rivero
WISTA Sri Lanka	<i>Proxy to WISTA Canada</i>
WISTA Sweden	Linda Svenson
WISTA Switzerland	Stephanie Grech
WISTA The Netherlands	Sylvia Boer Vivian Vidkuil Cynthia Everduin
WISTA Turkey	Nazli Selek



National WISTA Association	Present
	Sevilay Kuru Seden Carklar
WISTA UK	Teresa Peacock
WISTA Uruguay	<i>Proxy to WISTA USA</i>
WISTA USA	Parker Harrison Alexandra Anagnostis-Irons Laura Sherman
WISTA Venezuela	Debora Valera

Absent with Declared Proxy

Absent NWA	Proxy given to	NWA
WISTA Australia	→	WISTA New Zealand
WISTA Bahamas	→	WISTA Bermuda
WISTA Belgium	→	WISTA The Netherlands
WISTA Chile	→	WISTA Panama
WISTA Finland	→	WISTA Norway
WISTA Georgia	→	WISTA Cayman Islands
WISTA Japan	→	WISTA India
WISTA Monaco	→	WISTA France
WISTA Peru	→	WISTA Spain
WISTA Philippines	→	WISTA Nigeria
WISTA Poland	→	WISTA Cyprus
WISTA Portugal	→	WISTA Greece
WISTA Singapore	→	WISTA Germany
WISTA South Africa	→	WISTA Ghana
WISTA Sri Lanka	→	WISTA Canada
WISTA Uruguay	→	WISTA USA

Welcome

DT welcomed all to the meeting. Attendance by each NWA was confirmed, and if not in attendance, the designated proxy was identified as shown above.

Minutes

The minutes of the AGM held on 24 October 2018 in Tromsø, Norway were presented. DE explained that amendments previously advised had been incorporated and revised minutes circulated.

Motion

To accept the minutes of the WISTA AGM 2018 held in Tromsø Norway as a true record, subject to the amendment raised in the meeting.

Proposed – Parker Harrison (WISTA USA)

Seconded - Sherice Arman (WISTA Cayman Islands)

Carried

Nominations Process and Ballot for ExCo

DI, chair of the Nominations Committee, briefly outlined the changes that had come from the review of the Nominations processes, including the new criteria that had been developed.

The following changes have been proposed.

-) 3 years membership in an NWA
-) 2 attendances at any local, regional or national WISTA event
-) 3 attendances at a WISTA International AGM
-) 4 years of experience in a position of seniority: e.g., one or more of the following:
 - o Senior Management
 - o Directorship
 - o Ownership
 - o Partnership
 - o Significant decision-making position

The nomination form to be amended to include:

- 1) A section to list and/or reference a list of the events attended.
- 2) A section where each candidate will write up to 500 words about why they believe they want to serve on ExCo. This is to ensure that an NWA that votes by proxy will have read at least a summary from the candidate, prior to making a decision.
- 3) A section where the nominating NWA warrants that the candidate that they nominate fulfils the criteria.

DI also said that the Nominations Committee continue to investigate the option of electronic voting to replace the paper ballots for future elections. However, she confirmed that the Articles require that voting must occur at the AGM.

Introduction of Nominees for Exco

DI introduced the nominees who each then gave a short presentation.

-) Nominee - President – Despina Panayiotou Theodosiou (WISTA Cyprus) (unopposed)
-) Nominee - Secretary – Alexandra Anagnostis (WISTA USA) (unopposed)
-) Nominee - ExCo – Naa Densua Aryeetey (WISTA Ghana) (incumbent)
-) Nominee - ExCo – Oritsematosan Edodo-Emore (WISTA Nigeria)
-) Nominee - ExCo – Ilona Denisenko (WISTA Russia)
-) Nominee - ExCo – Lina Jasutiene (WISTA Switzerland)
-) Nominee - ExCo – Nazli Selek (WISTA Turkey)
-) Nominee - ExCo – Fabiana Simoes Martins, (WISTA Brazil)

President’s Annual Report

DT showed a new promotional video developed for NWAs to use.

DT then played a video with a montage of WISTA members and events from throughout the year.

She then presented the Annual Report, which covered:

-) 45th anniversary and history
-) WISTA International’s growth in the last year
-) Silver Bell Award
-) IMO Consultative status
-) European Commission’s Platform for Change
-) UN Women’s Empowerment Principles supported by WISTA
-) World Ocean Council and other collaborations
-) WISTA Committees
-) Projects and the Pledge
-) On-Line Presidents’ Meeting
-) Regional Conferences
-) Other events, i.e., Norshipping and London International Shipping Week
-) **WISTA Theme for 2020: “WISTA driving Sustainability. Continuity. Growth.”**
-) WISTA Objectives and Priorities
-) WISTA Board and Officers



Motion

To approve the WISTA International President's Annual Report 2019.

-) Moved: Fabiana Martins (WISTA Brazil)
-) Seconded: Vanessa Rochester (WISTA Canada)

Carried

**IMO Consultative
Status**

DT explained that WISTA International has been working closely with the IMO and underwent its first performance review. She outlined the range of IMO meetings that have been attended by WISTA members.

The NWAs agreed that the work done with the IMO was very positive with many indicating that they wanted to attend meetings or indicating that although they attend meetings in another capacity (i.e., for their own country or another NGO) they ensure their country or organisation is supporting WISTA.

JG summarised our core responsibilities with respect to our consultative status

-) Substantive contributions
-) Attendance at IMO Committee meetings
-) Promoting the work of IMO

DT confirmed that WISTA International would be collaborating with the IMO on a survey of women in the maritime sector. WISTA will also be supporting a paper, submitted by Mexico and Canada (among other countries), entitled “Measuring Gender Equity Progress in the Maritime Sector,” and use this to gain support for participation in the survey.

DT explained that WISTA is keen to have a collaborative relationship with WIMA and the NWAs on the regional level, and this has been confirmed by IMO. She thanked Sherice Arman for arranging a panel discussion on this at the conference following the AGM.

Legal Matters

Articles of Association

JG discussed the need to clarify and streamline the current Articles of Association. She also noted that it would be worthwhile to review the Articles substantively in light of the way that WISTA International has been evolving, noting that the ExCo was considering forming a working group to review the Articles.

JG asked the NWAs to consider if they had members who would like to assist with the review, stating that a legal background would be useful.

Trademark

JG said that there had been good progress with the protection of the majority of the jurisdictions in which WISTA operates, with coverage of most of Europe, and countries which are party to the Madrid Convention. JG noted that several other NWAs are assisting with trademark filings, with the legal work done *pro bono*, and the filing fees paid by WISTA, and said she would be calling on the NWAs not covered by the current filings to see if they could assist, subject to WISTA's allocated budget.

Protocols

JG explained that there is a need to periodically review the WISTA protocols to ensure they are updated, helpful to the NWAs, and compliant with legislation, *e.g.*, the GDPR. This will be done on an as-needed basis.

Communications Committee

LG and JT outlined the role of the Communications Committee and the major projects they had been working on during the year, for example:

-) WISTA International Membership Directory App (completed October 2019)
-) WISTA Video (completed October 2019)
-) NorShipping collaboration with WISTA Norway (June 2019)
-) On-line press officers meeting (July 2019)
-) Diversity Pledge launch (March 2019)
-) Website and additional website functionality
-) GDPR process revisions
-) Monthly Newsletter
-) Public communications, media relations, and interviews
-) General NWA support for NWA press releases and website.

DT thanked LG and JT for all the hard work they put in behind the scenes to ensure that WISTA communications are effective and professional.

HR Committee

Astrid Drent (WISTA Netherlands) presented the results of the ICS scholarships. She announced that three scholarship recipients had earned the foundation diploma and also introduced the new scholarship recipients, confirming they come from a range of occupations and regions. She thanked the NWAs for their support of the students and highlighted some points that the NWAs should be aware of when nominating members for scholarships. She also explained the role of the HR Committee in supporting NWAs and shared some lessons learned.

DT also thanked Astrid and the HR Committee for all their hard work.

Membership Survey

DE summarised the key findings of the WISTA membership survey. There were 500 responses, slightly lower than the last year. It was noted that a few respondents were not WISTA members and it is assumed that these are people who heard about the survey via our social media channels or newsletters, which go to non-members as well as members.

DT confirmed that WISTA is also working with the IMO to develop a survey of women in the maritime industry.

Diversity Committee

DT gave a brief overview of the scope of the Diversity Committee and explained that the Pledge was the first initiative. Thus far, the Pledge has more than 2,700 signatories, and the goal is to increase this number substantially.

DT talked about the intention to develop a Speakers Bureau to make it easy for conference organisers to find good female speakers. This is to support the aim of ensuring that conferences and panel sessions always have female participation. Members would volunteer to be listed and speakers would need to provide a bio and a summary of their area of expertise.

Futures and Technology Committee

DE outlined the purpose and mission of the Committee and talked about the work in progress. She explained that the papers were designed to provide thought leadership on trends and technologies shaping the industry, which would become official WISTA publications that could be presented via the website, in industry journals and at conferences.

DE said that four papers were in draft form:

-) Machine Learning;
-) Industry 4.0 and Digital Transformation in Container Shipping;
-) Socio-Geopolitical Trends; and
-) Genetic Engineering and its impact on trade volumes.

She acknowledged the hard work of those who had done the research and drafting of the papers.

Financials

CR Presented the 2019 Annual Accounts, which show that there was a €7000 loss which was less than anticipated.

CR also explained that the budget for the new financial year is again showing a loss. She highlighted that many of WISTA's costs are hidden because legal work has been done *pro bono* and travel costs of ExCo are often paid by their own company or personally. She stressed that this is not sustainable.

CR also explained that costs were increasing due to the increase in the number of NWAs and increased commitments to the IMO. Although the new NWAs bring in more income, this is not sufficient to cover the

cost of supporting them. She noted that although costs have been steadily rising over the last few years, there has not been an increase in fees in years. This is why the ExCo is proposing a vote to increase fees by Euro 10 per member.

Discussion followed, with viewpoints both for and against the fee increase. There were questions about corporate membership and sponsorship offsetting costs and CR explained that there were some challenges to implementing sponsorship at an international level. She noted that a group led by Magdelene Chew, WISTA Singapore, made some proposals which are being reviewed by the ExCo.

CR also clarified that there is no intention at this point to raise the fee annually, but that the ExCo reserve the right to review fees and propose they be increased, as required.

CR asked the NWAs if they thought it would be useful if NWA Treasurers could meet via an online forum to discuss financial matters at a national level. There was wide support for this, so she agreed to arrange a meeting.

Motions:

To approve the Financial Accounts for 2019

Moved by Parker Harrison (WISTA USA)

Seconded by Sylvia Boer (WISTA The Netherlands)

Carried

To approve the Budget for 2020

Moved by Pia Meling (WISTA Norway)

Seconded by Natalia Bury (WISTA Cyprus)

Carried

To raise the WISTA membership levy by Euro 10 per year per person. This was put to the vote by the NWAs. Results of all voting below.

Address by Kathy Metcalf

Kathy Metcalf, CEO of the Chamber of Shipping America of the Year and the 2018 WISTA International Personality of the Year, addressed the AGM with a keynote presentation. She stated that there is a real need

to reduce harassment and bullying throughout the industry, especially with seafarers, but that we may also need to view this as an inevitable occupational hazard, albeit one which we need to work at eliminating.

She discussed the role of government and regulators and how they could do some simple things to improve attitudes, including looking at the language used in policies, guidelines, processes and regulations, to make sure it is inclusive and that the standards of acceptable behaviour and practice are clear.

She also urged Ship Owners to play their part in practical ways, such as ensuring there are adequate recreational facilities for women, that safe cadet berths are available, that workplaces are gender-friendly, and that medical testing, including pregnancy testing, be made freely available.

KM reflected on the great energy in the room and commitment of the women of WISTA and expressed her desire for the whole maritime industry to embrace this energy.

**WISTA
International
Conference 2020**

Claudia Ohlmeier, President of WISTA Germany, invited everyone to come to Hamburg on 16-18 September 2020 to celebrate 40 years of WISTA in Germany. The theme is “Sustainability, Digitisation, Infrastructure” to tie in with the IMO theme of Sustainable Shipping for a Sustainable World. She showed a video to introduce the city and what it had to offer and provided information about the hotels and planned excursions.

She urged everyone to check out the website and register early.

**WISTA
International
ExCo Mid-Term
Meeting 2020**

NA (WISTA Ghana) invited everyone to the ExCo Mid-term Meeting and Conference, which would be taking place in Accra, Ghana on the 6-8th May.

She said that WISTA Ghana is delighted to host the Conference as it will be celebrating its 10th anniversary. The theme will be “New technologies and research for preventing plastic pollution in the marine ecosystem.” This theme was chosen to align with the IMO theme of Sustainable Shipping for a Sustainable World.

**WISTA
International
Conference 2021**

Flavia Maia, President of WISTA Brazil, announced that the Board is busy planning for the 2021 WISTA International Conference. She showed a video of Rio de Janeiro, highlighting the beauty and excitement of Rio as a conference location.

Flavia said that they would be bringing a large contingent from Brazil to the 2020 conference in Hamburg to gather ideas as the team were excited to be hosting the first WISTA International Conference in South America.

WISTA Americas Conference 2019 Patricia Velasquez (WISTA Panama) showed a video of the WISTA Americas Conference, held in Panama in August 2019. She said that it was a successful conference, with 125 attendees from 9 different NWAs represented.

New NWAs

WISTA Bangladesh

Raimah Chowdhury, a founding member and President of WISTA Bangladesh introduced herself and briefly outlined how the NWA was formed. She showed a presentation on Bangladesh and its place in the economic eco-system, the issues faced by women in the industry, and the goals WISTA Bangladesh has set to change the statistics.

WISTA South Africa

NA made a presentation on behalf of Clare Gomes, President of WISTA South Africa. The NWA had been dormant for some years and was revived this year with a new board. Since their revival, the NWA has shown a lot of enthusiasm and have engaged in a number of activities.

She said that the NWA has made good progress expanding industry networks locally and regionally, and holding events every two months. Initially, all activity was in Durban, but recently activity has been revived in Cape Town.

Certificate presentations

2019 marks the anniversary of the foundation of a number of NWAs and DT presented certificates to those with significant anniversaries. These were:

-) WISTA United Kingdom – 45 years
-) WISTA Italy – 25 years
-) WISTA Nigeria – 25 years
-) WISTA Poland – 25 years
-) WISTA France – 15 years
-) WISTA Turkey – 10 years
-) WISTA New Zealand – 5 years
-) WISTA Sri Lanka – 5 years

**WISTA
Personality of
The Year**

The 2019 WISTA Personality of the Year was awarded to Karin Orsel (KO). SG presented the award. This was announced with a video that had been made by WISTA The Netherlands. SG gave a brief overview of Karin Orsel's career and why she was bestowed with this honour and KO followed with an acceptance speech.

**Results of ExCo
Election**

DI announced the result of the ballot for the positions on the Executive Committee. The successful nominees were:

-) President - Despina Panayiotou Theodosiou (WISTA Cyprus) re-elected unopposed
-) Secretary - Alexandra Anagnostis (WISTA USA) – elected unopposed
-) ExCo Member - Naa Densua Aryeetey (WISTA Ghana) – re-elected for the third term
-) ExCo Member - Fabiana Simoes Martins (WISTA Brazil) – elected for the first term.

**Results of Voting
on Fee Increase**

DI announced the results of the vote to increase the membership fee to WISTA International by 10 Euro per person:

-) 35 Votes Yes
-) 6 Votes No
-) 2 Votes returned Blank

Therefore the increase of fees was voted in favour by the majority and will be implemented from the next invoicing run.

Retiring ExCo

DT thanked all of the ExCo members for their support over the past year and reserved special thanks to the retiring members of ExCo.

JG has completed her three terms, the maximum allowed under the Articles. DT acknowledged her immense contribution in a number of



areas, but especially for her legal expertise and generosity of *pro bono* work by herself and other members of her firm on a number of projects.

DE has completed her first term as WISTA International Secretary and chosen not to seek re-election. DT acknowledged the work that the position requires and also DE's support for the HR committee and Futures and Technology Committees, as well as overseeing the membership survey.

Close

There being no other general business, the meeting was closed at 17.40 Local time.