

WISTA International Presidents' Round Table Discussion 2019 Meeting Minutes

Date/Time: Wednesday 30 October 2019 at 09.00 Local time

Location: Grand Cayman Marriott Beach Resort

Present:

Despina Panayiotou Theodosiou WISTA Cyprus	President	DT
Diane Edwards WISTA New Zealand	Secretary	DE
Connie Roozen WISTA The Netherlands	Treasurer	CR
Jeanne Grasso WISTA USA	ExCo Member	JG
Angie Hartman WISTA Greece	ExCo Member	AH
Naa Densua Aryeetey WISTA Ghana	ExCo Member	NA
Sanjam Gupta WISTA Indian	ExCo Member	SG
Lena Gothberg WISTA Sweden	Communications & Support Officer	LG
Jillian Tobias WISTA USA	Press Officer	JT
Dorothea Ioannou WISTA Greece	Nominations Committee - Chair	DI
Alexandra Anagnostis-Irons WISTA USA	Incoming Secretary	AA
Astrid Drent WISTA Netherlands	HR Committee - Representative	AD

National WISTA Association	Name
WISTA Argentina	Dafne Anghelidis
WISTA Bangladesh	Raimah Chowdhury
WISTA Bermuda	Angelique Burgess
WISTA Brazil	Flavia Maia / Fabiana Martins
WISTA Canada	Vanessa Rochester
WISTA Cayman Island	Sherice Arman
WISTA Cyprus	Natalia Bury Loyal
WISTA Denmark	Irene Rosberg
WISTA Dominican Republic	Lludelis Espinal
WISTA France	Leila Esnard
WISTA Germany	Claudia Ohlmeier
WISTA Ghana	Jemilat Jawulaa Mahamah
WISTA Hellas	Elpi Petraki
WISTA Hong Kong	Catherine Smith
WISTA India	Sanjam Gupta
WISTA Italy	Barbara Gallo
WISTA New Zealand	Diane Edwards
WISTA Nigeria	Mary Madu Hamman
WISTA Norway	Pia Meling
WISTA Panama	Patricia Velásquez
WISTA Russia	Olga Lazovskaya
WISTA Spain	Consuelo Rivero
WISTA Sweden	Linda Svenson
WISTA Switzerland	Stephanie Grech
WISTA The Netherlands	Sylvia Boer
WISTA Turkey	Nazli Selek
WISTA United Kingdom	Teresa Peacock
WISTA United States of America	Parker Harrison
WISTA Venezuela	Debora Valera

Welcome

DT welcomed all to the meeting and everyone introduced themselves and indicated the NWA or Committee they were representing.

DT gave a brief of what to expect from the meeting and reinforced that working together will make WISTA most successful.

ICS Scholarships

Astrid Drent (AD) presented the results of the scholarships. She announced that the previous year three (3) scholarship recipients had earned the foundation diploma. She also introduced the new scholarship recipients, who come from a range of occupations and regions.

She acknowledged the importance of the NWAs in supporting the scholarship recipients and said this had made a difference.

WISTA USA shared their experience in supporting their student, noting she was very self-motivated. WISTA Hellas said their student found the course difficult to schedule around her work and they had challenges keeping track of her progress. DT suggested the Committee meet every year on-line with NWAs that are supporting students, so that they can jointly set expectations.

Discussion followed on the supporting role of the HR Committee and NWAs.

A request was made about the possibility of scholarships available from the Organization of American States but noted that the studies would be offered in Spanish. DT agreed that this might be good to explore further.

DT also thanked AD for all the hard work the HR Committee have put in and asked her to pass this on to the rest of the Committee.

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 the light of the way that WISTA International has been evolving, noting ExCo was considering forming a working group to review the Articles.

Participants were asked to declare their interest in participating in this committee and the following expressed willingness:

WISTA Brazil – Fabiana Martins
WISTA Canada – Vanessa Rochester
WISTA Cyprus – will nominate a representative at a later stage
WISTA Dominican Republic – Llu-delis Espinal
WISTA France – Leila Esnard
WISTA Germany - will nominate a representative at a later stage
WISTA Hellas – Elpi Petraki
WISTA Hong Kong – Catherine Smith
WISTA Russia – Olga Lazovskaya
WISTA Switzerland - will nominate a representative at a later stage
WISTA The Netherlands - Sylvia Boer
WISTA Turkey – Nazli Selek
WISTA United Kingdom - will nominate a representative at a later stage
WISTA United States of America – Parker Harrison
Nominations Committee – Dorothea Ioannou

Notwithstanding the above, the ExCo will send an email to all NWAs in due time, giving them the opportunity to register their interest in participating in the committee.

IMO Guidelines

DT stated that WISTA International has been working closely with the IMO and underwent its first performance review, even though WISTA was not yet approved by the IMO Assembly which will convene from 25 November 2019 to 06 December 2019. She outlined the range of IMO meetings that have been attended by WISTA members.

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 noted that during the IMO review process, one of the Member States raised an objection regarding the naming of some of its provinces on the world map featured on the WISTA website. The website was updated as per the UN naming convention and the objection was subsequently dropped.

JG summarised our core responsibilities with respect to our consultative capacity

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

WISTA The Netherlands asked how members can find out when meetings are scheduled, so they see if they want to attend. DT agreed to upload the IMO meeting schedule to the website Knowledgebank.

IMO Guidelines

WISTA Brazil asked if the paper “Measuring Gender Equity Progress in the Maritime Sector,” can be circulated prior to being presented so that they can ensure their country is aware and will support. DT acknowledged and said she would keep NWA Presidents apprised of developments.

Several NWAs indicated that they wanted to support WISTA at IMO. They talked about the positive experiences they have had in their own countries, either through active support or being recognised as an authoritative source.

Cooperation with WIMA was discussed. DT stressed we want to have a collaborative relationship and thanked Sherice Arman for facilitating the discussion through the panel at the conference to further cooperation. DT said that the IMO supports a collaboration model between NWAs and WIMAs on the regional level.

WISTA Germany asked about whether we are cooperating with other organisations in relation to dealings with the IMO, either on papers or lobbying. DT explained we are open to cooperation if it aligns with WISTA’s objectives and that papers and issues will be addressed on a case-by-case basis.

**Nominations
Committee Update**

DI, chair of the Nominations Committee, briefly outlined the changes that had come from the review of the Nominations process, including the new criteria that had been developed, which will help avoid any misunderstandings in the future.

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:
 - Senior Management
 - Directorship
 - Ownership
 - Partnership
 - Significant decision-making position

The Nomination Form is recommended to be amended to include:

- 1) A section to list and/or reference 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 confirms that the candidate that they nominate fulfils the criteria.

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

**Proposed Increase
in Fees**

WISTA Treasurer, CR, outlined the rationale for why WISTA International proposed a fee increase. In summary, she said that WISTA International's projects and reach are increasing, resulting in increased financial responsibilities (mainly due to the increase in the number of NWAs and administrative activities) and the Association is now running at a loss. Furthermore, it is expected that there will be a loss in 2020 based on current

fees and costs, therefore the current finance model of WISTA International is not sustainable for the future.

WISTA's growing responsibilities include more projects, more activities and for them to be performed professionally. Almost all work now is done by volunteers. The ExCo is looking for more financing possibilities and one of them is to increase the fees. It is noted that the membership fees of WISTA International have not changed for many years.

There was a wide-ranging discussion with views in favour and as well as some against expressed.

WISTA Canada asked about the timing of the increase if approved. DT and JG explained the increase would apply at the next invoicing run.

WISTA The Netherlands asked about the high cash position. CR explained that this cash position is supporting WISTA, but this is not sustainable in the long term. DT also stated that there are projects WISTA would like to invest in and further raise the professionalism of WISTA, but that current funding levels and reserves will not support that.

WISTA Spain asked why Wista International pays Euro 5,000 to the International Conference organisers and why the NWAs do not budget for this within the conference budget. CR clarified that the money was to cover ExCo members' attendance to the conference. Further discussion followed about the costs of travel, but CR explained that most of the travel is covered by the ExCo members or sponsored by their companies.

Corporate Membership

CR discussed corporate membership and emphasised that it is different than corporate sponsorship, referencing the project that Magdalene Chew (WISTA Singapore) initiated. CR explained that corporate membership exists in several NWAs successfully, but it is much more complex when applied at the international level. She stressed corporate membership is not currently permitted under the current Articles, but this could be reviewed as part of the Articles review.

CR also said she would send a meeting invite to the NWA Treasurers for an online meeting to discuss how they can collaborate more, as well as review the benefits and challenges of ideas such as corporate membership.

There was a question about whether men are allowed to join WISTA, and various NWAs discussed their policies and shared their

experiences. Overall it was agreed that each NWA should decide, consistent with their governing law but WISTA International is supporting a diverse membership.

**Advisory
Committee and
Regional
Representatives**

DT explained that the ExCo had discussed appointing an Advisory Committee that will give the opportunity to the ExCo to have a sounding board. The membership would be comprised of five (5) former ExCo members and possibly two other members.

ExCo is also considering appointing Regional Representatives to allow for better support of local NWAs. They would report back to the ExCo member responsible for the wider region.

Diversity Award

JG talked about changing the Personality of The Year award to become a biennial award and in the year when the award is not given, introduce a Diversity and Inclusion award. This Diversity and Inclusion award would be awarded to a company rather than an individual.

The idea was discussed, followed by general support and hope that it would encourage more companies to be proactive. All agreed it would be good to publicise all entries to showcase what different organisations were doing.

Trade committee

WISTA Chile put forward a proposal to form a WISTA Trade Committee. The proposal was presented at the RTD by WISTA Argentina. The proposal outlined the importance of trade and how WISTA could play a part in facilitating this. DT said this is consistent with the aims of our Association and could showcase the work of women in this area. She said ExCo are supportive of this and there was agreement on this from the NWAs.

**Regional
Conferences**

DT requested that NWAs provide notice of when they are scheduling regional events well in advance to help ensure that there are no conflicts, particularly if the organisers are expecting attendance from the ExCo or NWAs outside their region.

The ExCo also advised that WISTA Int'l is considering taking a more active role in the organisation of the international conferences, starting with 2022. WISTA Brazil stated that they are willing to look into co-organising the Rio De Janeiro conference in 2021 together with WISTA International.



Close

The meeting ended with DT thanking everyone for their participation.