

Minutes of the WISTA ExCo Meeting

Date/Time: Wednesday 09 May 2019 at 09.00 CET

Location: Hotel Beau-Rivage, Geneva

Present:

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
Sanjam Gupta WISTA India	Member	SG
Naa Densua Aryeetey WISTA Ghana	Member	NDA

Welcome DT welcomed all to the meeting.

Minutes

- The March minutes had been circulated and four amendments requested. The minutes were approved subject to these amendments.
- The April minutes had not be reviewed by all present, and so were reserved for the next meeting.

Finance

CR confirmed that Korea had been advised that they were not in good standing. No response has been received.

CR raised that WISTA Hong Kong is yet to pay and this raised a question about the Asia Pacific Conference. Two countries had paid late and they were to be advised that this impacts their standing.

CR said she anticipated some questions at the AGM, as WISTA showed a loss of \$10,000 for 2018 and similar for 2019. This was included in the budget. The reasons were increased travel costs, with this likely to increase for IMO meetings and the cost of the CSO. There was also a desire to set up a permanent support office for WISTA, but there was no budget for this. This had been raised with the NWA Presidents during the online meeting, along with the need for raising membership fees.

It was agreed to write a white paper with the rationale to increase the fees as the current model is not sustainable based on our increase in members and responsibilities (e.g. IMO). For example, ExCo discussed that the time and money commitments of ExCo members was becoming unsustainable due to the number of initiatives and level of professionalism to be maintained.

The contract with Lena Göthberg (LG) is expected to be finalised in the near term.

There was a discussion around sponsorship for Norshipping. CR working on budget and how to give value to sponsors.

Action:

- CR to follow up with WISTA Hong Kong and advise that the failure to pay before the WISTA Asia Pacific Conference creates concerns.
 - CR to advise late paying NWAs that dues must be paid timely unless there is an agreement with the Treasurer.
 - All ExCo to try to quantify their own costs and time commitments and send to Connie to collate by 31 May 2019.
 - DT and CR to discuss contract with LG and finalise.
 - CR to send LG leads for Norshipping sponsorship to follow up.
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IMO

IMO protocol had been discussed at Presidents' on-line meeting and will be sent out again with the minutes of the meeting. There has been much interest from some NWAs on how to be involved.

DT explained she has been talking regularly to IMO. We are including them in our events (e.g. Norshipping) and attending their events (e.g. in Malaysia and Alexandria, Egypt). Regional events are a good opportunity to include NWAs in IMO activities.

DT is discussing with a consultant to assist with the industry survey which is now a joint WISTA / IMO project. She will then liaise with the HR Committee, who will help manage the process going forward. Discussion ensued about IMO and WISTA's obligations, including preparing papers. SG is working on a proposal to have a gender sensitisation session for all people as part of maritime, which may be relevant. DT and DE also said that there had been a discussion on interview bias at the IMO session London in May. These two ideas might be the start of a paper on unconscious bias in the industry, which might be used to form the basis for the first paper for IMO.

Actions:

- DT and JG to consider options and put together a plan/strategy to meet IMO requirements in 2020.
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Trademark project

JG provided an update on the status of WISTA's trademark protection. It was agreed that funds should be included in the budget annually to continue the Trademark registrations for countries not yet covered, focussing on the highest risk countries first. UAE is a priority and should explore if DP world might assist.

Action:

- SG to contact Anil Singh at DP World.
- CR to allocate \$5,000 in the budget annually for the trademark until the project is finished.

Succession planning

It was discussed that:

- DE would not be standing again for Secretary as she is not able to commit the time.
- JG would not be standing as she has completed three terms.
- NA will be standing for re-election as ExCo Member.
- DT will be standing for President again.
- CR, AH and SG not due for reelection as they are only one year into two year term.
- It is expected that there would be a nomination from the USA for Secretary.
- Not yet known if there will be a nomination for someone with legal experience.
- Nominations not yet closed. A reminder is to go out.

Events

On-Line Presidents' Meeting

This was a very successful meeting and the Presidents were very engaged. DT presented her strategy document and review of projects but most discussion was around the finances and the IMO, with most questions relating to information needed for the International Conference in the Cayman Islands.

Following requests by some Presidents to hold this meeting more frequently, there is a discussion regarding holding online Presidents'



Meetings every March, July and then the Round Table Discussion before the AGM.

Continued on next page

**Events
(continued)**

Norshipping

LG is managing this for WISTA International. There is still a lack of information from WISTA Norway about what they will do. There will be a panel discussion with details forthcoming.

London International Shipping Week / INMARSAT

This will be a two hour session on 10 September 2019 on Digitalisation and Diversity. The following people were invited to be on the panel:

- IMO Secretary General
- The Shipping Ministers of Cyprus, Portugal and the UK
- BIMCO President
- Inmarsat CEO

IMO event in June

DT said this would probably not take place as WISTA and IMO did two joint events in April and May.

World Maritime Day

The industry survey will not be ready as it is critical that it be done properly, which will take more time.

Cayman Islands

JG explained that Sherice Arman had been in hospital, which had resulted in some delays but JG would be meeting with her on 10 May. The outline of the conference is available (as recorded in the minutes for April), but speakers are not yet confirmed. The website is up, but registrations have been slow. JG recommended that the link to the conference website be made more prominent on the WISTA International website.

CR said WISTA Netherlands had developed a flier, which she could share to assist others in publicising the conference.

**Events
(continued)**

Discussed if WISTA International should play more of a role in arranging of the International conference in the future. Agreed this would be discussed at the next Presidents' RTD and there will be an opportunity to update the protocols so the next NWA hosting will have the benefit of lessons learned.

.Actions:

- DT to ask if the Cayman conference link can be lifted to the top of the website events.
- CR to circulate Netherlands' conference flier to ExCo.
- DE to add the International Conference to the next RTD agenda.

Mid-Term 2020 - Ghana

NA said there is a conference outline being developed and they are looking forward to celebrating the 10th anniversary of WISTA Ghana. Dates are being looked for in April or May so as not to conflict with IMO/WIMA events.

International Conference 2020 – Hamburg - 15-18 September 2020

Planning is already well underway. NA highlighted the need to get information early to allow for visa applications from countries who may have trouble getting visas for Europe.

Articles

JG said that the review of the articles should take place to make them more understandable. The articles were updated in 2013 to conform with UK law. This should be a project for the next lawyer on ExCo to take on.

Committees

Diversity Committee

DT said that most of ExCo had still not provided feedback on the Diversity Guidelines. This is needed to progress the work that is being done by the Committee.

The introduction of a Diversity Award was discussed. It was agreed this is a good idea and should be discussed with NWAs and possibly alternated with the Personality of the Year Award.

- DT to send out Diversity Guidelines again and all ExCo to review ASAP.
- DE to add Diversity Award to the next RTD agenda.

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Committees (continued)

HR Committee

Discussed that there was still variable commitment among the scholarship recipients. Feedback is that students are still under-estimating the time commitment and at least three have deferred. The HR Committee have made this very clear and are supportive, but the message is still not hitting home.

Suggestions included:

- asking for the scholarship money back if they defer sitting for exams
- assigning mentors in their home country
- placing more responsibility on the NWA Presidents
- getting someone who had been successful to tell their story to prospective scholarship applicants to give them a realistic idea of what was required.

Action:

- NA to ask the successful student from Ghana last year if she will assist in making a recording for prospective scholarship recipients.
- DE to add Scholarships to the RTD agenda as the results of this year's students will be known by then.

Futures and Tech Committee

DE reported that the working groups continue with different groups at different stages. One group has completed a white paper, which DE will review and then send to ExCo.

Action:

- DE to send reviewed Tech Whitepaper to ExCo
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Regional Reports **Africa**

NA talked about the challenges of girls in Ghana attending the maritime university, noting some are unable to take exams as they cannot afford to pay school fees. She is looking into setting up an endowment using investments to support these girls.

Asia

SG talked about the challenges of setting up WISTA China because of the politics between China and Hong Kong. DT clarified that WISTA International will never override national law and so this is something that they will need to sort out for themselves. One possibility is that there may be a WISTA Shanghai set up to as it will be easier to set up a WISTA in a city (so under state/regional laws) rather than a national one.

Americas

JG reported that the WISTA USA AGM and the WISTA USA luncheon kicking off the Connecticut Maritime Association *Shipping 2019* event went well. She also said that WISTA International had been given the Silver Bell award by the Seamen's Church Institute, which is a huge honour and recognition of what WISTA International has done to promote gender diversity. DT and JG will attend to accept the award on behalf of WISTA International.

JG reported that most of the NWAs in the Americas are active.

Europe

AH reported she was still working with ladies in Bulgaria, Lebanon and Malta but while there is great interest they are still a long way from forming LG had received a suggestion about getting more funding from maritime foundations.

Action

DT and CR to arrange call to follow up on suggestion about tapping into foundation funds

**Regional Reports
(continued)**

Australasia

DE said WISTA NZ is very active with regular meetings and good sponsorship, mainly from the ports and shipping lines, where most members work.

DE is supporting the WISTA Australia President, who is settling in well. Has spoken to her about the need to attend a conference if Australia want to pitch for the international conference in 2022.

DE has tried to contact the women from the Cook Islands who attended the last conference, who said they may like to start an NWA, but is not pushing this as they are members under WIMAP.

Close

The meeting closed at 16.30.

Summary of Actions

Added this Meeting

Actions	Assigned to:
Follow up with WISTA Hong Kong Kong regarding payment or an agreement to pay before the WISTA Asia Pacific Conference is held. CR to send LG leads for sponsorship to follow up.	CR
Advise late paying NWAs that dues must be paid timely.	CR
Quantify cost and time commitments and send to Connie to collate by 31 May 2019.	All ExCo
Finalise contract with LG	DT
Send LG leads for sponsorship to follow up.	CR
Identify consultant for the industry survey then contact the HR Committee	DT
Clarify paper requirements for IMO	DT and JG
Ask if the Caymans Conference link can be lifted to the top of the website events.	DT
Circulate Netherlands' conference flier to ExCo.	CR
Add the International Conference to the next RTD agenda.	DE
Send out Diversity Guidelines again and all ExCo to review ASAP.	DT
Add Diversity Award to the next RTD agenda.	DE
Ask successful Ghana student from last year if she will assist in making a recording for prospective ICS scholarship recipients.	NA
Add Scholarships to the RTD agenda.	DE

Actions	Assigned to:
Send reviewed Tech Whitepaper to ExCo	DE
Arrange call to follow up on suggestion about tapping into foundation funds	DT and CR
Add ICS Scholarships to the RTD agenda.	DE
Arrange call to follow up on suggestion about tapping into foundation funds	DT and CR
Add a discussion about the ExCo structure to the RTD agenda.	DE