

WISTA International Executive Committee

Minutes of Meeting

DATE: Monday, December 02, 2019

In Attendance: Despina Panayiotou Theodosiou (DT)
Alexandra Anagnostis (AA)
Connie Roozen (CR)
Fabiana Martins (FM)
Sanjam Gupta (SG)
Naa Densua Aryeetey (NA)
Angie Hartman (AG)

VENUE: Online – GOTO Meeting ID 485-361-753

DP called the meeting to order at 07:30 EST.

Prior Meeting Minutes:

[November 2020 Minutes](#)

The following minutes are still pending from Diane Edwards:

August 2019
AGM 2019
RTD 2019

1) IMO

A: MOU Update

DT: The paper was very well received and will now go to the relevant departments for approval. MOU is expected to be signed on Wednesday, December 4th. (Post meeting update: The MOU signing has been postponed until the week of January 27, 2020 as the SG requested more time to review the document. Majority of ExCo members will be in attendance.)

Under the MOU, Helen Buni suggested the creation of an International Women in Maritime Day. To be discussed further. The topic of the [Celebrity Cruise's All Female Leadership Team](#) setting sail on March 8th, marking International Women's Day was discussed. AA is considering joining the cruise to represent WISTA onboard.

Also on January 27th, the IMO will host a meeting and invite the secretariat and member states. WISTA International will have the opportunity to present our initiatives and offer a Q&A session on our organization. It is scheduled to be held in the Committee Room 9 at 11:30am. This has been

coordinated by DT with Heike Deggim.

B: IMO Glofouling Project

DT advised that the team of the Project would like to arrange a workshop for WISTA members (aimed at entrepreneurs/business people and not government) during the next WISTA Int'l AGM.

Bio Diversity Protection Workshop

The plan is to hold the workshop in Hamburg one day prior to the International AGM. Many ExCo members expressed a desire to participate. It was agreed to hold the ExCo meeting a day earlier than originally schedule to accommodate the schedule and participation. WOC will be included as well.

C: WISTA Membership contributing paper to IMO working committees

DT was approached by Mayte Medina of the US Coast Guard (and WISTA USA Member). Mayte suggested WISTA obtain a list of the projects underway at IMO and sharing this list with our WISTA Membership. This could serve as a catalyst for papers to be submitted to IMO. Fred Kenney encouraged DT to get WISTA involved beyond gender diversity and inclusion.

FM offered to draft the listing of IMO subjects for our next ExCo meeting.

Action Item: DT suggested that we dedicate an ExCo meeting to everything happening with IMO. All agreed. To be scheduled.

2) WIMAfrica request for MOU with WISTA International

WIMAfrica requested WISTA International to consider an MOU via the following means:

It was decided in November's ExCo meeting to only consider MOUs with global reaching, international organizations.

DT spoke with Helen Buni on the subject with shared frustrations. It was confirmed that WIMAfrica is not affiliated with the IMO and will not be. IMO affiliates with the International WISTA and IMO has encouraged WIMAfrica to affiliate with the regional WISTAs.

NA discussed the rather threatening email received from WIMAfrica with the other NWA's in Africa and they were quite displeased. WISTA International will cease communication with WIMAfrica if the current tone continues.

3) WISTA International Advisory Group

The formation of an Advisory Group and initial Member list (see below) was discussed and agreed upon during November's ExCo meeting.

It was agreed that Tosan should be added to the list as well.

It was reiterated that this will remain an informal group, designed to offer feedback with experience from both WISTA and other recognized industry associations. The members will not be voted upon but instead invited to join by the ExCo.

Initial Members

Former ExCo Members

Karin Orsel
Jeanne Grasso
Consuelo Rivero
Rachel Lawton
Katerina Stathopoulou
Oritsematosan (Tosan) Edodo-Emore

Non former ExCo members

Kathy Metcalf
Kathi Stanzel

The Advisory Group would be asked to join discussion on topics on the request of the ExCo, or have meetings with the ExCo for general discussion once every 4-6 months.

To be completed:

- 1) Criteria for Advisory Group membership to be developed.
- 2) Expectations of Advisory Group to be defined.
- 3) Invitation letters to be sent.
- 4) Initial meeting/call to be scheduled.

Action Item: AA to draft the protocol for the Advisory Group and include draft invitation based on the protocol.

4) Contract for Communication Strategy Officer, Lena Gothberg

Action Item: CR Final version of the contract to be sent to DT for signature.

5) Regional Representation

As new NWAs are launched, CR put forward a suggestion on redefining, fine-tuning the regional representation. This was discussed at length with very good feedback on how to ensure we, as ExCo, continue to offer sound support to the NWAs and to streamline the communication of activities in the region.

Action Item: CR To draft a Protocol which will be used as the basis of an invitation letter to the regional representatives.

6) WISTA ExCo Spring Meeting – May 2020 - Ghana

Action Item: NA to gather more information for the event – dates, lodging, etc – so travel can start being arranged.

7) Additional Funding Options – Noted during November ExCo meeting.

Time did not allow review of same during December ExCo meeting. All agreed to review and be prepared to discuss in detail in January.

While the increase in member fees will help offset the annual deficit, it has been agreed by all that additional funding options must be considered, adopted and put in place.

Discussion included:

Funding Option	Discussion	Comments (and action item(s), if applicable)
Foundation Grant	Melinda Gates: 1 BUSD to promote Gender Quality https://time.com/5690596/melinda-gates-empowering-women/	Action Item: AA to research and update ExCo on next call
Foundation Grant	Onassis Foundation	Action Item: DT to follow up with her contact on the Board as well as Christina Liviakis
Foundation Grant	Nippon Foundation	Action Item: DT to research, asking contacts in Japan
Foundation Grants	CP has funding in the budget for grant writing	
Publications, Training Packages	Diversity Committee could take a lead on such offerings – start with Diversity topics Important Note: Will need “WISTA Product” agreement for all Committee members.	Action Item: FM to consider and discuss further during next meeting Action Item: DT to discuss online “store” option with Jillian Tobias.
Reference to Maritime Institutions		Action Item: DT to flesh out and offer a more detailed overview during next meeting.
Exhibitor Tables at our International AGM & Conferences	Sale of Exhibitor space (table and two chairs) at our International AGM & Conference. If we move forward, likely won’t begin until 2021 considering the progress made to date by WISTA Germany for 2020.	Action Item: AA to flesh out and offer a more detailed overview during next meeting.
ExCo involvement in International AGM & Conference	All recognize the profit made from the International AGM and Conference. Consideration needs to be paid to having ExCo take the lead role. Discussion included examples such as the MLA Events.	Action Item: Group formed at last ExCo meeting held at the Cayman Islands. AA, CR, and DT to discuss and further consideration/ideas.

Standing Agenda Items:

1) Update from ExCo Members on their Regions

ExCo Member	Region	Items	Comments (and action item(s), if applicable)
SG	Asia Pacific	WISTA Bangladesh formed	Action Item: Launch Date to be set
SG	Asia Pacific	WISTA Malaysia pending	Looking to finalize by January. DT spoke to the ladies who have expressed an interest in leading the NWA. One challenge is that is one person per state.
SG	Asia Pacific	WISTA Korea	Catherine Smith wanted to discuss with SG while in Caymans regarding communication with WISTA Korea, but did not get the opportunity. No further update.
SG	Asia Pacific	Pakistan pending	Action Item: DT to speak with their rep at the IMO meeting in later this month.
FM	Americas	WISTA Guatemala pending	Documents submitted. Action Item: FM to follow up with Jeanne Grasso.
FM	Americas	Uruguay	Uruguay raised a question about their NWA not being recognized from the date founded. They went dormant for many years. There's no protocol on the issue; it's an ExCo decision. Action Item: FM to follow up with Jeanne Grasso on prior correspondence on the issue before replying to the NWA.
FM	Americas	Meetings with NWAs	FM to start organizing meetings/calls with the NWAs shortly after the new year.
AH	Europe	WISTA Malta pending	Nothing received as yet. Established in the past. New members will need reapproval of Articles. Action Item: AH to make contact and update ExCo via email prior to next meeting.
AH	Europe	WISTA Romania	Close to completion. Invoice issued on Dec 2. Once paid, we consider them finalized. Jillian Tobias is preparing a press release. This will be our 50 th NWA – big announcement.
AH	Europe	WISTA Ukraine pending	Established in the past. Request received from some ladies wishing to re-establish. All desire to be NWA President. Sylvia from WISTA The Netherlands has a colleague who is also interested. Action Item: AH to make contact and update ExCo via email prior to next meeting.
NA	Africa	WISTA Angola pending	Very close. Waiting for registration.
NA	Africa	WISTA Cameron pending	Very close. Waiting for registration.

NA	Kenya	New request for NWA	DT was approached during the AGM in Grand Cayman. NA to take the lead. JJ form IMO involved, encouraging the NWA establishment.
NA	Liberia	New request for NWA	NA was approached by one the VP of Liberian Flag, a woman, and she would like to assist in establishing WISTA Liberia.

2) Outstanding Project Review

Item No	Project	Status	Comments (and action item(s), if applicable)
1.	IMO Consultative Status	Will get final, official approval at IMO Assembly end of November. First review completed successfully.	Starting 2020, we will need to submit papers, reports to IMO. Discussed focusing on our 2020 Theme: Sustainability.
2.	Trademark	Ongoing	Jeanne Grasso has agreed to continue to manage this project as Blank Rome advises on Pro Bono basis. WISTA International continues to pay registration and processing fees.
3.	Articles of Association	Require review and updating	Action Item: DT to compile list of volunteers from RTD and forward to ExCo. Working Group to be formed, Chairperson assigned and process format defined. FM suggested IMO Working Committee format.

3) Committee Updates

Considering the changes to the ExCo Committee, representatives were confirmed and/or assigned as noted below. Each Committee Representative is to reach out to their Committees and be prepared to offer updates each ExCo Meeting.

Item No	Committee	ExCo Representative	Comments
1.	HR Committee	NA	
2.	Diversity Committee	FM & SG	FM: No update this month in the Diversity Committee. DT to formally advise the Committee of FM's role. DT: Will need to schedule an online meeting with Helen Buni soon as it relates to the survey.

3.	Futures & Technology Committee	AA	AA sending out an email announcing her involved and requesting volunteers for Chairperson and/or Co-Chairs. Co-Chairs to be announced in January.
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***Meeting was adjourned at 08:35 EST.
Next meeting is scheduled for January 6, 2020.***