

## WISTA International Annual General Meeting 2020

### Meeting Minutes

**Date/Time:** Thursday 05 November 2020 at 12:00 GMT

**Location:** Held Online (GOTO Webinar) due to global pandemic restrictions

**The meeting started promptly at 12:00 GMT**

**Present:**

**WISTA International Executive Committee**

Despina Panayiotou Theodosiou WISTA Cyprus	President	DT
Alexandra Anagnostis-Irons WISTA USA	Secretary	AA
Connie Roozen WISTA The Netherlands	Treasurer	CR
Angie Hartman WISTA Greece	ExCo Member	AH
Naa Densua Aryeetey WISTA Ghana	ExCo Member	NA
Sanjam Gupta WISTA Indian	ExCo Member	SG
Fabiana Martins WISTA Brazil	ExCo Member	FM

**Guests:**

Gabriel Monge Javier Calderon	Representatives from Terminal Internacional del Sur (TISUR) – Winners of Corporate Diversity Award
Helen Buni	IMO

**NWA Representatives:**

<b>National WISTA Association</b>	<b>Name</b>
WISTA Angola	Margareth Galho
WISTA Argentina	Dafne Anghelidis Maria Belen Espineira Guadalupe Ojeda
WISTA Australia	Alison Cusack
WISTA Bahamas	Brenda Mae Cleara
WISTA Bangladesh	Raima Chowdhury
WISTA Belgium	Carmen Dewilde Catrien Scheers
WISTA Bermuda	Angelique Burgess Heather Cooper
WISTA Brazil	Flavia Maja Flavia Melo
WISTA Cameroon	Vera Ntungwe
WISTA Canada	Vanessa Rochester Jane Chong
WISTA Cayman Island	Sherice Arman
WISTA Chile	Alejandra Canales Claudia Magna Mayra Reyes
WISTA Colombia	Narzly Camargo Becerra Adriana Angulo Eugenia Benavides
WISTA Cyprus	<b>Anna Vourgas</b> <b>Koula Louca</b> <b>Uta Steffen</b>
WISTA Dominican Republic	Carla Gonzales Esther Estevez
WISTA Finland	Leena Vedenpaa
WISTA France	Franiska Eckhoff
WISTA Germany	Claudia Ohlmeier Phanthian Zuesongdham

WISTA Ghana	Jameilat Jawulaa Mahamah Stella Cobbah
WISTA Guatemala	Kamyla Barrientos Maricruz Rodas Arenas
WISTA Hellas	Elpi Petraki Elina Souli
WISTA Hong Kong	Catherine Smith Elizabeth Sloane
WISTA India	Arathi Narayanan Sumit Sharma
WISTA Italy	Barbara Pozzolo
WISTA Mexico	Adriana Nordfjeld Estela Deyanira Pacheco Ramos
WISTA Monaco	Not Present
WISTA Nigeria	Boma Stella Erekosima Oritsematosan Edodo-Emore Funmilayo Loremikan
WISTA Norway	Pia Meling Stine Mundal Emilie Christiansen
WISTA Panama	Gianela Rivas Yasendy Santamaria Ku
WISTA Peru	Miriam Sara Repetto Kathya Castillo Ximena Valenzuela
WISTA Poland	Wanda Dobrowolska Dorota Kamikowska
WISTA Portugal	Carla Olival Soraia Alves
WISTA Romania	Cristina Dragomir
WISTA Russia	Olga Lazovskaya
WISTA Singapore	Magdalene Chew Christine Chok
WISTA Sri Lanka	Nilu Wickremasinghe Shehara Jayawardena Debbie Jones
WISTA South Africa	Clare Gomes Anneke Whelan

WISTA Spain	Rosana Velasco Consuelo Rivero Laura Ferrario Barber
WISTA Sweden	Karolina Kjellgren
WISTA Switzerland	Nina Eggert Raphaelle Hemmerlin Yasmina Rauber
WISTA The Netherlands	Sylvia Boer
WISTA Turkey	Nazli Selek
WISTA UK	Sue Terpilowski Theresa Peacock
WISTA USA	Parker Harrison Marlene Boyer Kate Belmont
WISTA Uruguay	Gabriela Vidal
WISTA Venezuela	Debora Valera Maria Laura Salazar Carla Hurtado
Proxy from WISTA Philippines	Submitted for quorum only

*Table 1: NWA in Attendance – 45 NWAs in attendance*

### 1. Welcome

DT welcomed all to the meeting and thanked them for attending the first WISTA International **Virtual** Annual General Meeting where over 500 members registered.

DT advised that the meeting would be recorded for minute purposes only and will be deleted once the minutes are finalized. The presentations offered during the meeting will be included when distributing the minutes.

### 2. Identification of voting members (NWAs) and proxies

AA went through the list of NWAs in attendance. This is detailed in the Table 1 above.

### 3. Approval of Minutes of AGM held in Grand Cayman, Cayman Islands on October 30, 2019

The minutes of the AGM held on 30 October 2019 were distributed via email on May 21, 2020 to all NWA Presidents and Contact Persons.

When asked if there were any questions prior to approving, WISTA Argentina stated that the topic

of the Trade Committee as proposed by WISTA Chile and presented by WISTA Argentina was not mentioned in the minutes. The amendment will be issued to reflect same and distributed.

Requested for a motion to approve the minutes as originally distributed and the amendment noting the presentation of the Trade Committee taking place during the 2019 AGM.

WISTA USA moved to accept.

WISTA The Netherlands seconded.

Minutes approved.

#### **4. WISTA International President's Annual Report and Approval of Annual Report**

DT spoke of the challenges posed due to the global COVID pandemic and the impact on the shipping industry and to females in the industry, in particular. She spoke of WISTA's continued recognition.

##### **Expansion of WISTA Globally**

Five NWAs have been established since our last AGM in Cayman Islands bringing our total to 54 National WISTA Associations. We are also close to establishing WISTA Malaysia. This brings our total to approximately 3900 members, an increase of almost 500 since 2019:

1. WISTA Angola
2. WISTA Cameroon
3. WISTA Guatemala
4. WISTA Romania
5. WISTA Lebanon

##### **Recent Collaborations:**

A) MOU signed with IMO on 27 January 2020 which aims to promote greater diversity and inclusion through enhanced cooperation activities in the maritime field and it outlines how WISTA will play an important role in assisting IMO to further its reach to women in the maritime industry.

B) MOU signed with the World Ocean Council (WOC) on 20 November 2020 to partner in advancing women's leadership in the ocean and coastal business community and the Sustainable Blue Economy. The purpose of the MOU is to provide a foundation and agreement for WISTA International and the WOC to develop and enhance the collaboration in bringing together women industry leaders in the marine and maritime industries to address ocean

sustainable development, stewardship and science, and promote business opportunities in support of responsible ocean economic activity.

C) The International Chamber of Shipping has established a Women in Maritime Panel for the promotion of diversity in the maritime industry. WISTA chairs the panel.

D) WISTA International met with the APEC SEN on 30 September 2020 to discuss ideas of promoting diversity in the maritime field, to empower women to lead in their professional field, and to align APEC's five pillars of the Policy Partnership on Women and the Economy to WISTA's mission. WISTA will soon approach the NWAs which are part of the APEC but have agreed that the platform is open to everyone. WISTA Mexico and WISTA Peru are already discussing ways to get involved.

### **WISTA International Projects**

#### **1. IMO – WISTA Women in Maritime Survey:**

The purpose of the survey is to obtain baseline data on the number of women in maritime and oceans fields and the positions they hold. We aim to have comparable data that will assist us in creating programs and proposing policies meant to increase the participation of women in maritime thereby creating a more diverse and inclusive environment in our section. Project is being led by Despina P. Theodosiou and Helen Buni (IMO).

#### **2. Gender Diversity Survey:**

WISTA International, Anglo-Eastern Ship Management Limited, International Seafarers Welfare and Assistance Network (ISWAN) and International Chamber of Shipping (ICS) have launched a public online survey to collect data for the next edition of Anglo Eastern's Gender Diversity Manual. The manual was first published in 2018. The project is being led by Sanjam Gupta.

#### **3. Project on monitoring COVID-19 and how it affects women in maritime:**

WISTA International is working on a project to monitor the effects of COVID-19 on women in maritime and more specifically to its members. We are working with Universidade Federal do Espírito Santo in Brazil, who are sponsoring us with 240 hours of research work for the project. This project is led by Fabiana Simoes Martins.

#### **4. Focus Group in Africa:**

WISTA International and the IMO decided to further continue the discussion on strengthening cooperation and sharing best practices amongst IMO established WIMAs and WISTA International and NWAs and created a Focus Group for Africa. The Group will examine how

best to implement the IMO Assembly Resolution on “Preserving the Legacy of the World Maritime Theme for 2019, and Achieving a Barrier-Free Working Environment for Women in the Maritime Sector”. This project is led by Naa Densua Aryeetey.

5. UNCTAD:

WISTA International has been working to establish a collaboration with UNCTAD (United Nations Conference on Trade and Development). While this is still in the initial stages, we have been asked to contribute names of female speakers for UNESCAP’s (UN Economic and Social Commission for Asia and the Pacific) online events. This project is being led by Angie Hartmann and Yasmina Rauber.

6. Speakers Bureau:

IMO and WISTA are working together on this project to establish a Speakers Bureau which essentially will be an online database of women from around the world (and not necessarily only WISTA or WIMAs) that will upload their resumes, allowing conference organizers prospects based on location, expertise, etc. This project is being led by Despina P. Theodosiou and Helen Buni (IMO).

7. Institute of Chartered Shipbrokers Scholarships:

WISTA International continues the work of the project established years ago in offering WISTA Members scholarships offered by the ICS. This project is led by the WISTA International HR Committee.

**Meetings in 2020**

Due to COVID-19, many WISTA meetings were cancelled, postponed, or moved to virtual/online due to travel restrictions.

Online Presidents Meeting was held virtually in April 2020

ExCo Mid-Term Meeting was held online in May 2020

Extraordinary General Meeting was held online in August 2020

Presidents RTD and Annual General Meeting – held online November 2020

The International AGM and Conference in Hamburg has been postponed to 12-15 October 2021. WISTA Brazil has graciously agreed to host the AGM and Conference in 2022.

WISTA International has participated as speakers at many industry events held online.

**WISTA International Working Committees**

HR Committee

Diversity Committee  
Futures & Technology Committee  
Trade Committee (newly formed)  
Ports Committee (to be formed by the end of 2020 with WISTA Dominican Republic, Judy Espinal, as Chair)

The work of the Committees have resumed thanks to the efforts of the Committee members and NWA Presidents' support. The work of the Committee is vital to the success of the MOUs in place. Committee members will be announced and distributed shortly and shared via social media.

#### **Awards**

A) 2019 CAREER4SEA – EUROPORT Award, Women in Shipping Award  
Awarded in November 2019 in Rotterdam. This award goes to an organization that has sparked, initiated, implemented or promoted the idea of gender equality towards advancing the position of women in shipping.

Approval of President's Report:  
Motioned by: WISTA USA  
Seconded by: WISTA Argentina  
President's Report Approved

#### **5. Finances**

CR welcomed everyone and presented the following.

- J) 2019 Annual Accounts and Company Auditor's Report  
This report was distributed via email to all NWA Presidents at the beginning of October.  
3312 Members  
Review of income and expenses with a net profit of 3,383 EURO primarily due to no travel costs for 2020. See presentation for full details.

CR requested a motion to accept the 2019 annual report  
Motioned by: WISTA Nigeria  
Seconded by: WISTA USA  
2019 Annual Report approved

- J) Annual 2020 until September 2020  
CR offered an overview of the 2020 accounts.



Significant difference is related to no travel costs, only 14 NWAs remain for the Trademark project. Costs reflect only filing fees as the work is performed pro bono thanks by Blank Rome. Costs related to the postponement of the 2020 AGM meant to be held in Hamburg.

) Budget for 2021

See the presentation attached for full details of projected versus budget.

There are some challenges with some NWAs due to COVID for invoice payment.

We expect higher costs for communication due to moving to online/virtual events and professional assistance included.

WISTA Spain asked to comment on the CSO costs for 2021.

CR stated that the budget was already sent beginning of October before receiving resignation of CSO. It's important to have this role available and the costs remained in the budget.

WISTA Cyprus asked about the costs related to costs budgeted for the 2021 AGM.

CR shared that there may be costs to postpone the conference. This is still pending.

We also budgeted amount for unexpected costs due to the uncertainty moving forward in 2021.

WISTA Sweden offered a comment for considering for next year: They see a potential drop in membership for next year as some may not be sponsored by the employers or may need to move outside of the maritime industry. WISTA Sweden is considering how to offer value for the membership at the national level.

WISTA Canada picked up on WISTA Sweden's comment and shared that they too have experienced a challenge with keeping their members involved and ensure they are supported by their companies. WISTA Canada has been unable to promote WISTA as they usually do and decided to waive the fees for 2020. Their budget allowed them to offer this concession. Citing CR's comment of the uncertainty of 2021, they may extend the waiving of fees.

Some NWAs asked if the slides will be shared.

DT confirmed that all of the presentations will be shared with the meeting minutes.

WISTA Argentina raised a question on the cost of the CSO. She found it to be very high and suggested we find someone to perform the duties at a lower cost. DT thanked her for her comment.

With respect to WISTA Canada and WISTA Sweden comments, FM weighed in that the monies budgeted for 2021 based on the uncertainty in front of us for 2021 is important to keep progress moving forward and NWAs should consider budgeting a similar contingency. She

also shared that ExCo is considering alternative funding to move away from depending on membership fees.

WISTA The Netherlands offered comments on the CSO. She expressed the importance of this position and if we want to be in the “premier league”, we need to budget accordingly. We need to professionalize on every level. Considering our collaborations noted above, it’s important we have the support needed.

WISTA Mexico asked to comment. She agrees with FM and CR comments. She asked for more support from WISTA International as it relates to fee payment and it may prove more challenging in the year ahead. On the subject of CSO, she agreed that it needs to be very professional person and may be able to find someone for a lesser cost outside of Europe where salaries are high. She feels that the CSO should support all NWAs, not just ExCo especially as it relates to technical aspects of the website.

CR responded to WISTA Mexico. On the fee payment – the payment has been extended when requested from April 1 to September 1. The NWAs were contacted on numerous occasions. On the subject of our CSO, this position is essential to our progress and addressing the added value of WISTA.

WISTA Hellas asked to comment and shared details of the assistant they have in Greece. They pay 24,000 Euro annually for a full time position, including taxes.

WISTA Uruguay asked to comment. She believes the communication costs are expensive. She believes there should be more pro bono work offered and we should obtain most sponsors to support our efforts. We need to show the new NWAs coming in that we do the utmost to value every cent coming in. We need to lower costs during these times.

CR requested a motion to approve the 2021 Budget.

Motioned WISTA USA

Seconded by WISTA Germany

Budget approved.

) Election of Company Auditor

Our current auditor is BDO, was Moore Stevens but they have since merged with BDO.

Both involved partners are two women in management.

Recommendation to appoint them for 2021.

Motioned to approve by WISTA Sweden

Seconded by WISTA Nigeria  
Recommendation approved.

WISTA Norway wanted to comment as they have good membership growth – 15 new members. Their mentor program is doing well – 85 in total. They feel they are doing well in creating new experiences to prove the value of WISTA. Find new ways to reaching out to members with new content. She offered to share details of the mentor program at a later date.

DT requested the opportunity some questions which have come up.  
One from WISTA The Netherlands on which we can expect to share results of the survey. On the survey with IMO – to be launched next month. Two versions to be launched – one for industry which will stay open for three months and one for the IMO members states which will stay open for six months. Results are expected after four months.

WISTA The Netherlands also asked the status of the Speakers Bureau.  
DT responded that it was indeed announced at the 2019 AGM. Delays are explained at the EGM. With the regrouping of the Committees, the progress is stated. Website is not expected to be launched before the end of 2020.

DT read a question from WISTA Nigeria. If there are plans to increase the number of committees being launched by WISTA International.  
No – not other than the Port Committee to be launched. WISTA Nigeria also requested if there would be an opportunity to propose WISTA Nigeria members for Committees where WISTA Nigeria is absent. DT advised that we have sent emails out previously for proposed members. While this has been closed, if they have members they wish to have considered, ExCo will consider.

WISTA Nigeria posed another question to the Financial presentation. Are we budgeting for a full time person or part time resource?  
DT advised that are still considering as the current CSO just recently resigned.

WISTA Cyprus wanted to comment on the issues of challenges with fee payments and NWA decided to waive fees. Recalling the increase of 10 Euro/member fees to WISTA International, WISTA Cyprus has absorbed the fee increase. She asked if the increase could be spent 50/50 with NWA and WISTA International. DT proposed that the other NWA Presidents share their view of this suggestion in the chat panel in order to move forward with the agenda. WISTA Cyprus said that it's really not for the NWAs to consider – but more an ExCo consideration. DT

remarked that since the increase has been approved to reflect challenges with the operating budget and this suggestion is not possible. CR confirmed same. With the increased responsibility to IMO and the other organizations with which we've signed MOUs, we will need greater support.

#### **6. Presentation and Approval of new National WISTA Associations**

DT asked AH to present the new NWAs:

Since last AGM, we have celebrated the established of five new NWAs.

1. WISTA Angola
2. WISTA Cameroon
3. WISTA Guatemala
4. WISTA Romania
5. WISTA Lebanon

AH asked the representatives to make a short introduction to their NWAs.

#### **7. Recommendation of ExCo on Nominations Committee and Approval**

DT thanked the current Nominations Committee and asked FM to present the next slate of Nominations Committee members:

Alison Cusak:	WISTA Australia
Clare Gomes:	WISTA South Africa
Ioanna Topaloglou:	WISTA Hellas
Kirsten Schandy:	WISTA Uruguay
Summiit Cheema:	WISTA India

1 <sup>st</sup> Substitute:	Rachel Lawton	WISTA UK
2 <sup>nd</sup> Substitute:	Christina Liviakis	WISTA USA

FM requested motion to approve.

Motioned by WISTA Hellas

Seconded by WISTA The Netherlands

Approved.

#### **8. WISTA International Diversity Award**

SG presented the first WISTA International Diversity Award to Terminal Internacional del Sur (TISUR) as nominated by WISTA Peru. Representative Gabriel Monge and the President of WISTA Peru offered their remarks of thanks for the recognition and support of WISTA.

## **9. Presentation of 2021 International Conference & AGM**

### **2021: Hamburg, Germany**

NA called on WISTA Germany President to present the plans for our 2021 AGM & Conference in Hamburg. The dates are currently set at 12-15 October 2021. She shared that SMM, a global conference held bi-annually, had postponed from October 2020 to February 2021 and just announced that it will be a fully online event.

WISTA International and WISTA Germany remain in close communication for the 2021 event considering all of the continued uncertainty. See deck attached for further details.

WISTA Mexico suggested changing the format of the conference to be a hybrid conference, allowing WISTA members around the world to participate if they are not supported to attend in person. WISTA Germany agreed that this is a very good idea but asked us to recognize that a hybrid conference costs a great deal more than an in-person conference. Bandwidth, moderators, etc drive the costs up significantly. WISTA Mexico suggested a study be contracted to analyze the benefit of a hybrid conference.

### **2022: Rio de Janeiro – WISTA Brazil**

WISTA Brazil President presented a video celebrating Rio and enticing all members to plan on joining the AGM & Conference in 2020.

WISTA UK requested about the dates. Dates are still pending as coordination still required based on other maritime industry events.

WISTA Hellas mentioned that WISTA Hellas is considering hosting the 2023 conference.

### **ExCo Mid-Term Conference May 2021 – WISTA Ghana**

WISTA Ghana offered an overview of the plans in place for the 2021 Mid-Term conference, provided conditions are favorable to host. The schedule will be the second week of May. Hotel rooms are already reserved and settled in the hopes that we will be able to travel.

## **10. Presentation of NWA Special Anniversaries**

DT presented the following NWA Special Anniversaries:

WISTA Denmark	30 Years	
WISTA Finland	25 Years	offered a presentation
WISTA The Netherlands	20 years	offered a presentation
WISTA Australia	10 years	
WISTA Ghana	10 years	

WISTA Panama	10 years
WISTA Switzerland	10 years
WISTA Korea	5 years

All NWAs celebrating their anniversary will receive their certificates and for anniversaries greater than 20 years, CR will ask for the charity of their choice for a donation to be made in their name.

#### **11. Any other business**

WISTA Venezuela asked WISTA International to consider the WISTA Youtube Channel as one means of hosting a hybrid, virtual platform.

WISTA Mexico reminded all that it is the 1<sup>st</sup> anniversary of WISTA Mexico.

WISTA Italy suggested that WISTA International consider a WISTA Task Force of WISTA Members who are in the medical field which could keep us informed on the pandemic.

DT thanked everyone for joining us for the first virtual AGM and wished everyone continued good health and success.

The meeting adjourned at 14:38 GMT.