

**“EMPOWERING WOMEN IN
THE MARITIME COMMUNITY-
DIVERSITY/GENDER BIAS”**

**A PANEL DISCUSSION
WISTA INTERNATIONAL CONFERENCE 2019
CAYMAN ISLANDS**

DISCUSSANTS

- **Jodi Munn Barrow**

- **Lena Gothberg**

- **E. Joanne Edwards**

- **Vivette Grant**

- **Discussant Leader-
Jennifer Nugent-Hill**

A FEW DEFINITIONS

- **Empowerment**- “authority or power given to someone to do something”
- **Diversity**- ... “encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences”. “The inclusion of different types of people ...in a group or organization”.
- **Gender Bias**- It is simply “**DISCRIMINATION**”- often shown more in the workplace and mainly against women rising in an organization.”
- **Gender Equity** – “ It is the process of being fair to men and women”
- The Importance of **Gender Equality** – “... is intrinsically linked to sustainable development and vital to the realization of human rights for all !” www.unfpa.org

A FEW MORE REFLECTIVE IDEAS...

- How we cause a '**Culture Shift**' in the mindset of **hiring** professionals towards hiring the right person versus the right man
- Creating forums and platforms for **sharing success stories**
- Hosting **data base for sharing opportunities** , resources and creating a virtual networking gateways
- Moving women in to **entrepreneurial opportunities** – business owners