



WISTA International Annual General Meeting 2021 Meeting Minutes

Date/Time: Wednesday 13 October 2021 – 13:00 hrs CET

Location: Hybrid Event due to the COVID Pandemic – Hamburg Germany, Online via MS Teams

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:

Sabine Roux de Bezieux	Winner of Personality of the Year Award, WISTA France
---------------------------	--



Before starting the AGM, DT asked everyone to remember our beloved friend and the founding President of WISTA Angola, Margareth Gahlo who passed away unexpectedly in August 2021 with a moment of silence and remembrance.

NWA Representatives:

National WISTA Association	Name	In Person/Online
WISTA Angola		Not present
WISTA Argentina	Dafne Anghelidis	In person
WISTA Australia	Alison Cusack	Online
WISTA Bahamas		Not present
WISTA Bangladesh		By proxy
WISTA Belgium	Carmen Dewilde	In person
WISTA Bermuda		Online
WISTA Brazil	Flavia Maya	Online
WISTA Cameroon		Not present
WISTA Canada	Jane Chong	Online
WISTA Cayman Islands	Nanalie Cover	Online
WISTA Chile	Alejandra Canales Claudia Magna	Online
WISTA Colombia	Tatiana Rabat	Online
WISTA Cyprus	Natalia Bury Loyal Uta Steffen	In person
WISTA Denmark		Not present
WISTA Dominican Republic	Lludelis Espinal	In person
WISTA Finland		Online
WISTA France	Marie-Noëlle Tiné	In person
WISTA Georgia		Not present
WISTA Germany	Claudia Ohlmeier	In person
WISTA Ghana	Jemilat Jawulaa Mahamah	In person
WISTA Guatemala	Kamyla Barrientos	Online
WISTA Hellas	Elpi Petraki	In person
WISTA Hong Kong	Elizabeth Sloane Catherine Smith	Online
WISTA India	Summiit Sharma	Online
WISTA Italy	Paola Tongiani	Online
WISTA Japan		Online

WISTA Korea		Not present
WISTA Lebanon	Bissar Sleiman	Online
WISTA Mexico	Adriana Ávila-Zúñiga Nordfeld	Online
WISTA Monaco	Ingrid Gantard	In person
WISTA Morocco		Not present
WISTA New Zealand		Not present
WISTA Nigeria	Eunice Ezeoke	In person
WISTA Norway	Siri Sundal Shield	In person
WISTA Panama	Nydia Rodriguez	Online
WISTA Peru	Kathya Castillo Trelles	Online
WISTA Philippines	Imelda Barcelona	Online
WISTA Poland	Wanda Dobrowolska	In person
WISTA Portugal	Carla Olival	In person
WISTA Romania	Mihaela Scrieciu	Online
WISTA Russia	Ilona Denisenko	Online
WISTA Singapore	Maike Brinckmann Magdalene Chew	Online
WISTA South Africa	Clare Gomes	Online
WISTA Spain	Consuelo Rivero	In person
WISTA Sri Lanka	Nilu Wickremasinghe	Online
WISTA Sweden	Karolina Khellgren	In person
WISTA Switzerland	Maryana Yarmolenko Stober	In person
WISTA The Netherlands	Christel Pullens	In person
WISTA Turkey	Nazli Selek	In person
WISTA UK	Monica Kohli Sue Terpilowski	Online
WISTA USA	Boriana Farrar Jeanne Grasso	Online
WISTA Uruguay	Kristen Shandy	Online
WISTA Venezuela		Not present

Table 1: NWA in Attendance

1. Welcome

DT welcomed everyone, both in-person and online, to the 2021 WISTA International AGM.

2. Identification of voting members (NWAs) and proxies

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

3. Approval of Minutes of EGM held online August 31, 2020 and AGM held online on November 5, 2020 (held online due to COVID)

DT called for approval of the minutes which were distributed to all NWAs. There were no questions or comments.

WISTA Sweden moved to approve.

WISTA Belgium seconded.

Minutes approved.

4. Announcement of ExCo Elections & Recommendation Nominations Committee on ExCo Candidates & Voting

Ioanna Topaloglou, Chair of the Nominations Committee was asked to the stage to present the candidates recommended by the Nominations Committee.

The voting was in hybrid form – those in the stadium voted in person and those online voted electronically. The online voting was monitored and audited by BDO with the online votes being tallied with the in-person votes. DT emailed the link to those NWA Presidents online via [surveymonkey.com](https://www.surveymonkey.com).

There are three open positions: the Treasurer and two ExCo Members.

The Treasurer position is uncontested. Connie Roozen offered comments on the past three years serving on the ExCo and her vision for a more sustainable future for WISTA.

The other candidates were called in alphabetical order and asked to offer their comments and vision for ExCo:

WISTA Hellas, Angie Hartmann

WISTA Nigeria, Chizoba Christiana Anyika

WISTA Sweden, Sofia Furstenberg Stott

WISTA Turkey, Nazli Selek

DT called each NWA in the stadium to have their ballots distributed.

5. **Presents Annual Report**

DT presented the President's Annual Report, a copy of which will be distributed to all NWAs.

a) Special thanks to WISTA Germany for all of their efforts over the past two years to make the AGM & Conference a reality despite all of the challenges posed by the pandemic.

b) **Membership:** Since our last AGM, we welcomed WISTA Lebanon and WISTA Cameroon bringing the count to 54 NWAs. WISTA Malaysia is approved by ExCo with membership expected in 2022. Potential NWA include: Cote D' Ivoire, Democratic Republic of Congo, Gabon, Thailand, and Togo.

c) **Collaborations:** DT offered a summary of our collaborations:

IMO: The IMO-WISTA Women in Maritime Survey is one of the objectives of the MoU signed between the two organisations in 2020. It will offer a baseline on women in maritime and the ocean fields and will be held every three years to help shape a diverse future for the maritime industry. The ultimate goal is to gather comparable data that will assist us in creating programs and proposing policies that will increase the participation of women in maritime, thereby creating a more diverse and inclusive environment in the maritime sector. A video was shared on the importance of the study.

APEC SEN: Signed in March 2021, the MOU outlines the cooperative synergies to support the alignment to the WISTA & APEC SEN missions and to support the UN's 2030 agenda for sustainable development of the maritime industry. The MOU outlines an initiative to develop a mentor/mentee program designed to empower the next generation of women professionals.

The Nautical Institute: Collaborative conversations have started on areas of common interest with the focus on promoting diversity in our industry.

d) **Projects:** DT offered a summary of the various projects underway:

i. A survey has been developed to monitoring COVID 19 and how it affects women in Maritime. This is the work of the Diversity Committee together with the Universidde Federal do Espirito Santo in Brazil. Through the survey, WISTA wishes to examine whether the pandemic is negatively impacting women and their work, or if there is a positive impact manifesting in new job roles and the ease of working from home.

ii. Focus group in Africa – strengthening collaboration with the WIMAs and sharing best practices and has a mandate to facilitate the implementation of [IMO resolution A.1147 \(31\)](#).

iii. UNCTAD – we have submitted an application for observer status with UNCTAD with minor clarifications pending. Through the work of the Trade Committee we are discussing an MoU for

further collaboration.

iv. Speakers Bureau – IMO and WISTA are working together to establish a speakers bureau. This project has been delayed for various reasons, including Covid19 and the requirements for resources directed for the Women in Maritime Survey.

e) **Actions:**

i. Women Onboard – a program with Maritime SheEO to highlight women in the maritime industry. Several [interviews](#) were conducted to celebrate International Women’s Day providing insight into their careers.

ii. Signing of the [Neptune Declaration – WISTA International joined many international organisations in signing the Neptune Declaration in support of the world’s seafarers.](#)

f) **Meetings & Events:** DT offered a summary of the meetings attended, those where WISTA presented, and the events attended.

g) **Working Committees:** DT offered an overview of the working committee members.

More details on the projects and working committee efforts to be shared later in the AGM.

DT shared thanks to WISTA International Press Officer Sue Terpilowski, to the WISTA International ExCo, and to all NWAs.

DT requested approval of the report. WISTA Argentina moved to approve, seconded by WISTA Turkey. Report approved.

6. **Financials**

CR confirmed that the 2020 Annual Report was approved by the Auditors by the deadline of 30 September. There were 3869 members for 2020. Costs dropped due to the travel restrictions and no other events were attended in person. There were only fixed costs – Auditors, Insurance, and legal fees related to the Trademark project.

DT called for approval of the financial report. WISTA Hellas moved to approved, seconded by WISTA Switzerland. Financial report approved.

CR offered an overview of the results year to date for 2021. They are in line with 2020 as travel is still restricted. The membership has decreased slightly (expected 3750) yet we still expect a positive net income. Slightly higher communication cost because of an upgrade of the Teams account.

CR offered the budget for 2022, which is difficult due to the continued uncertainties. Increase costs for consultants for additional revenue streams (grants), speakers bureau, and the projects discussed.

WISTA Sweden asked CR to comment about the costs in 2022 related to the conference – shared that WISTA International will be assuming the responsibility of planning and organizing the AGM & Conference.

WISTA Nigeria asked about sources of funds beyond member fees. CR responded that additional revenue will be required for a sustainable organization – grants, sponsorships for projects, for the conference. We are exploring these options.

CR requested approval of the 2022 budget. Motioned by WISTA Nigeria, seconded by WISTA Sweden. Budget approved.

Election of Company Auditor. The current Auditor is BDO, with an all-female team supporting WISTA. Furthermore, BDO audit the election process with no additional cost. CR proposed to elect them again for 2022. Moved by WISTA Turkey, seconded by WISTA Cyprus. Approved.

There was one question in the chat panel of the online attendance: For the next budget, will there be funding in the budget for WISTA scientific projects and research? CR replied that any projects must be proposed first to the Technology Committee, and these should be known to us in advance if we are to include them in the budget, however there is no funding budgeted for 2022.

7. Presentation of the Personality of the Year Award

NA presented the nominees for the Personality of the Year. There were six nominations from WISTA Chile, WISTA France, WISTA Germany, WISTA Hellas, WISTA Peru, and WISTA USA.

The winner for 2021 is [Sabine Roux de Bezieux](#), President, Fondation de la Mer, as nominated by WISTA France. The award was presented to Ms Roux de Bezieux and she, along with the President of WISTA France Marie-Noëlle Tiné, offered their remarks.

8. Report on IMO/WISTA Women in Maritime Survey

DT offered an update on the project. The purpose is to develop a baseline on the number of women in the maritime and oceans fields and their positions. IHS was contracted to run the survey and provide the analysis. There are essentially two surveys, one for the industry and one for IMO Member States and they will be conducted every three years with the first survey

closing just a couple of weeks ago. IHS is analysing the survey now with the report expected in 3-4 weeks. DT shared some preliminary information and feedback on early responses.

9. Report on COVID 19 Survey

SG & FM offered an update on the upcoming survey on the impact of COVID 19 on women. The results are expected to show how women were impacted significantly as they are typically the caregivers and with schools and social services shutting down, a great deal of the responsibility fell on women. There was a request posed to all to assist in completing the survey in order to develop a sound baseline.

10. Report on Focus Group in Africa

NA offered an overview of the Focus Group which was launched on March 8, 2021 by WISTA & IMO Technical Co-operation Division. The activities are intended to include capacity building programs of interest beneficial to all in the region. There have been three programs held to date with another planned for the end of the year. NWAs in Africa are collaborating with other IMO institutions such as IMO Gender, the Global Maritime Technology Cooperation Centres Network. The work has been progressing very well. NWAs in Africa are also working with other regional organizations to assist in the facilitation of Trade in the region.

11. Report on APEC SEN Cooperation

Adriana Ávila-Zúñiga Nordfeld, President of WISTA Mexico presented the work of the MOU. This is a result of various activities motivated by WISTA Mexico in the region. There are a series of activities outlined in the MOU including an executive course on empowering women in the global maritime industry. The plan is to run this course every year through 2030 with a recommended max of 30 students. The course is expected to launch December 2021.

Two questions posed:

Q) Will the lecturers going to be only female or male and female.

A) They are focusing on the quality of teachers with a PHD or an acting professor. This is a volunteer position and while females will be preferred, we need qualified volunteers

Q) Why is the program not extended to all NWAs and only APEC economies?

A) APEC is funding the program and will focus on APEC nations.

Q) Who will provide the online e-learning platform?

A) APEC will provide the platform.

12. Working Committee Presentations

Technology & Futures Committee summary offered by Sofia Furstenberg Stott, WISTA Sweden:

The vision for the committee is to have an open and content-driven dialogue with WISTA members and relevant maritime stakeholders on technology and its impact on the maritime sector. The Committee will provide a balanced view of technology insight and progress account the industry, creating a voice for WISTA in the maritime tech and innovation sphere.

She presented the goals of the committee which includes sharing of information and have created a [blog](#) to help this information, using WISTA's expertise to communicate and engage by being present at the IMO relevant committees and capitalizing on speaking engagements.

Q) Do we ask our members to contribute to the blog or is it just for the committee members?

A) The committee members will begin the process for now.

Q) With one goal of mentioning more speakers at IMO and conferences, will this collaborate with the Speakers Bureau?

A) Yes, with coordination with IMO. The Committee needs to identify the strategy of where WISTA's opinion needs to be heard.

Q) Is the goal of the blog to publish white papers?

A) When the committee was originally launched, the intention was to focus on white papers. However, the focus has moved away from white papers as they are very resource-intensive and we want to have quicker and more dynamic engagement and the blog format will allow for this.

Trade Committee summary offered by Paula Pasten Carvallo, WISTA Chile

The Trade Committee is the most recently launched committee and they have a number of online meetings over the past months. The intention is to highlight that there is expertise in international trade, maritime and logistics within the WISTA network. Main topics of focus include Challenges, Trade Facilitation, and SMEs.

Success to date: UNCTAD has sent a MOU to WISTA International, ECLAC has approved the call of paper.

Education will be a key focus, solidify the relationship with UNCTAD and ECLAC.

Diversity Committee overview offered by Fabiana Martins, WISTA Brazil and ExCo Member:

There are a number of projects underway: The COVID-19 survey and the IMO Survey two main

ones. The mentor program is in the works and there is a focus on eliminating the all-male panels.

SG shared work being done based on the survey results for the second edition of the gender diversity handbook in cooperation with Anglo-Eastern, ICS, and ISWAN. Results are expected by the end of the year.

HR Committee update provided by Naa Densua Aryeetey, WISTA Ghana and ExCo Member:

The HR committee is responsible for the ICS scholarships – there are currently seven applications for the scholarship. The HR Committee will interview the candidates and make recommendations to ExCo for approval. NA stressed the importance of having the NWAs support their members who receive the scholarship to successfully complete the program.

Q) There is usually information on those who complete the course – is the WISTA Sweden member the only one completing the course this year

Comment: The scope of the HR committee should be expanded beyond the ICS scholarships with specific milestones.

Comment: A special thank you from WISTA Nigeria to the HR Committee for their on the ICS scholarships as one of their members completed the course successfully.

13. Presentation and Approval of new National WISTA Associations (2021)

DT asked CR to present the new NWAs:

WISTA Malaysia will come online formally in 2022.

All present approved WISTA Malaysia. CR welcomed WISTA Malaysia to the WISTA Family.

14. Presentation of NWA Special Anniversaries (2021)

CR presented the following NWA Special Anniversaries:

WISTA Germany 40 years – also presented by a special bottle of wine by the WISTA Personality of the Year

WISTA Belgium 10 years

WISTA Monaco 10 years

WISTA Brazil 5 years

WISTA Georgia 5 years

WISTA Bermuda 5 years

WISTA Bahamas 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.

15. Announcement of ExCo Elections

Ioanna Topaloglou, Chair of the Nominations Committee, presented the results of the voting
18 in-person votes
21 online (2 did not vote)
1 by proxy

Results

Connie Roozen was re-elected as Treasurer.

Sofia Furstenberg Stott and Nazli Selek were elected as WISTA International Executive Committee Members. DT welcomed both to come to a say a few words.

DT thanked Angie Hartmann for all her years on the Executive Committee and everything she has done for WISTA.

DT also thanked the Chair and Members of the Nominations Committee as well as BDO for their work.

16. WISTA International AGM & Conferences Going Forward

DT summarized the discussion held at the NWA Presidents' Round Table Discussion to have WISTA International plan and organization the WISTA International AGM & Conferences going forward.

The plan is to host the events at the IMO facilities, pending their approval.

17. Special Video

A special video was played recognizing Sanjam Gupta for her seven years (2014-2021) on the WISTA International Executive Committee. SG shared heartfelt remarks.

18. Any other business

None

With no further business, the meeting adjourned.