



WISTA

Introductory Presentation

Our Vision...



...is to promote diversity in the maritime, trading and logistics sectors,

empowering women to lead through their unique perspective and competencies,

with the conviction that gender diversity is key in providing a sustainable future for the shipping industry internationally.

Our Mission...



...is to attract and support women, at the management level, in the maritime, trading and logistics sectors.

WISTA works toward:

- Minimizing the existing gender leadership gap in the maritime, trading and logistics sectors.
- Building a community among its members, facilitating the exchange of contacts, information and experiences
- Promoting the creation of business relationships among its members
- Facilitating the professional development of its members
- Providing liaison with other related institutions and organizations

Our Values

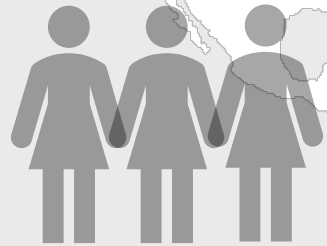


**Professional. Dynamic.
Open-Minded. Committed.**

WISTA pursues and supports diversity in the maritime sector, domestic and international business relationships among members, creating opportunities to advance careers, cooperate, increase professional experience and skill, share best practices and work across borders.

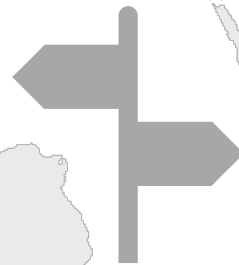
WISTA represents the future of the maritime industry.

We create opportunities for a more diverse, inclusive and stronger maritime community.



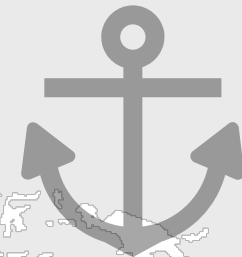
3800 +

Members



54

Countries



All Segments
Of the Industry

- Established in 1974 in the UK
- 1994 First non-European NWA was in Africa: Nigeria
- 1997 First Americas NWA was the USA
- 1998 First Asian NWA: Singapore
- 2010 First NWA in Oceania - Australia

1974 UK 1981 Germany 1987 Sweden 1988 Norway 1990 Denmark 1993 Greece
1994 Italy 1994 Nigeria 1994 Poland 1995 Finland 1997 USA
1998 Canada 1998 Singapore 2000 Netherlands 2003 France 2007 Dominican Republic
2007 Philippines 2007 Spain 2007 Hong Kong 2009 Panama 2009 Turkey
2010 Australia 2010 Ghana 2010 Switzerland 2011 Belgium 2012 Cyprus 2012 India
2013 Argentina 2013 Russia 2014 Sri Lanka 2014 New Zealand 2015 Korea
2016 Morocco 2016 Brazil 2016 Georgia 2016 Monaco 2016 Bahamas 2016 Bermuda
2018 Japan 2018 Uruguay 2018 Venezuela 2018 Peru 2018 Portugal
2018 Chile 2019 South Africa 2019 Colombia 2019 Bangladesh 2019 Mexico
2019 Romania 2020 Angola 2020 Guatemala 2020 Cameroon 2020 Lebanon

WE ARE WISTA

IMO Consultative Status



WISTA International approved for IMO Consultative Status by Council in July 2018

The IMO Assembly endorsed this decision during its 31st session in 2019

IMO – WISTA International MoU



On 27 Jan 2020 WISTA signed an MoU with the IMO

A sustainable future for the shipping industry includes diversity and inclusion. Diversity brings innovation and forward thinking, and thus a strong future for the maritime industry.

Under this MoU, the Parties agree to enhance technical cooperation activities in the maritime field.

We aim to build opportunities for diversity and inclusion, for professional development and skill competency.



We agreed to:

- Look for opportunities to partner on maritime issues; this may include organizing workshops or speaking on panels at annual conferences or other events of the Parties and will endeavour to make panels diverse.
- Promote greater engagement for women in maritime, among their members, the broader ocean business community, ocean stakeholders and the public.
- Develop and participate in relevant training, workshops, among other business related to their areas of mutual interest.
- Support implementation of Assembly Resolution A.1147(31) on *Preserving the legacy of the World Maritime theme for 2019 and Achieving a Barrier-Free Working Environment for Women in the Maritime Sector*.

Areas of Collaboration. Among others:

- IMO and WISTA International will conduct a study to collect and analyse data on the number of women employed in the maritime sector.
- IMO-WISTA International to work together to develop a database of female experts (Speakers' Bureau) on a wide range of maritime subjects.
- WISTA International is a strategic partner to the GEF-UNDP-IMO major project on "Building Partnerships to Assist Developing Countries to Minimize the Impacts from Aquatic Biofouling", also known as "GloFouling Partnerships". This partnership will help bring female experts, including marine scientists, to biofouling conferences and other project activities.
- Strengthen cooperation and best practices shared between the IMO-established regional women in maritime associations (WIMAs) and WISTA International's National WISTA Associations (NWAs).

European Commission's Platform for Change



- Participation in workshops organised by the Platform
- High level workshop on "Inclusive and gender balanced leadership for 21st century transport" with European Commissioner for Transport Violeta Bulc on 26 Sept
- Conclusions:
 - (1) better communication (spread the knowledge about the business case for diversity and its value added for customers; include men in promoting message)
 - (2) focus on middle managers (for instance through concrete support –financial if needed and ad hoc training-emphasizing that they are not at risk)
 - (3) set targets
 - (4) drive cultural change within companies, educate also by fighting unconscious biases.



In August 2019, during the WISTA Americas Regional Conference, WISTA International and several LATAM WISTAs, signed the Statement of Support for the Women's Empowerment Principles – *Equality Means Business* in the presence of the UN Women's Regional Director for LATAM & Caribbean, Maria Noel Vaeza.

Women's Empowerment Principles in Brief

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work – respect and support human rights and nondiscrimination.
3. Ensure the health, safety and well-being of all women and men workers.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.

UN Women



Organization of American States – Committee on Ports



MoU that establishes a framework for cooperation that enhances joint synergies for the implementation of mutually beneficial programs, projects and activities designed to promote the exchange of experiences, expertise, knowledge and best practices for port development in the Americas.



- On 20 November 2019 WISTA and WOC signed a Memorandum of Understanding in Paris
- 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.

WISTA International Pledge for diversity and inclusion in the shipping industry

“Embrace diversity of thought (including gender, race, ethnicity, and age), and contribute to a merit-based business environment within my organisation.

I will be a champion of equal opportunity and equal pay.

My behaviour will reflect how I wish our industry to behave in the future.

I will work – and encourage others to work – toward a diverse and inclusive maritime sector.”

You can also sign the pledge at: <https://wistainternational.com/pledge>

Meetings

- Annual General Meetings:
 - 2019 Cayman Islands
 - 2020 Online AGM
 - 2021 Hamburg
 - 2022 Brazil



Meetings

- Annual ExCo Mid-Term Meetings:
 - 2019 Geneva
 - 2020 Online
 - 2021 Accra



Meetings



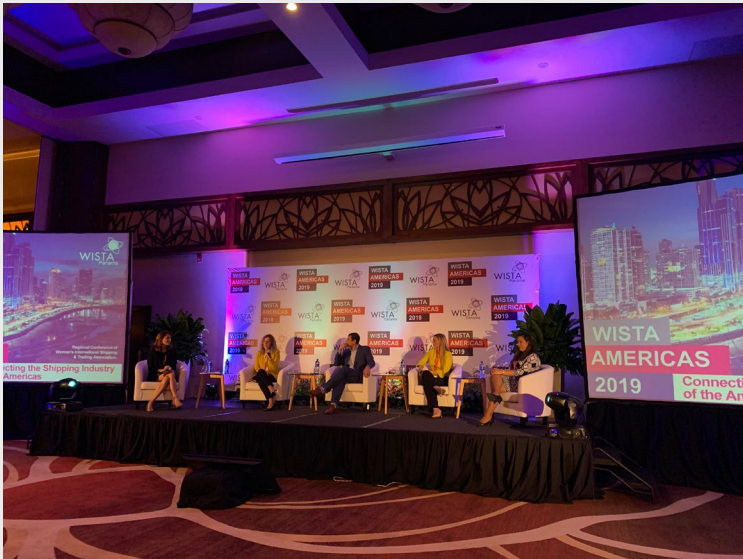
- Regional Conferences:
- 4 Regional Meetings in 2019
- WISTA Africa in Ghana, April
- WISTA Med in Greece, May
- WISTA Asia – Pacific in Hong Kong, June
- WISTA Americas in Panama, August

- 2020:
Regions are encouraged to organise their meetings online

Meetings



Regional Conferences



Meetings



- Online Presidents' meeting &
- Presidents' Round Table Discussion



Meetings in 2019

Norshipping:

- We organised a panel discussion for the first time in collaboration with WISTA Norway.



Meetings in 2019

London International Shipping Week:

- First WISTA International event during LISW – in collaboration with Inmarsat



Silver Bell Award



Seamen's Church Institute
presented WISTA International (in June 2019) with the

Silver Bell Award

“For over four decades, WISTA has successfully promoted and encouraged women in shipping and transportation by fostering a network of highly-skilled women leaders, while spotlighting intelligent conversation about the challenges, trends and future of our industry. SCI has been impressed by how WISTA has continually prioritized both the development of new talent and the importance of giving back to the community as a whole.

The Silver Bell Award selection committee feels that WISTA International and its chapter organizations reflect the values and spirit of the award. The organization has continued to expand, fostering a culture of acceptance and promotion of women in a discerning way that has positively benefitted the industry.”

Silver Bell Award



CAREER4SEA - EUROPORT 2019 Women in Shipping Award



The 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.



Committees



- HR Committee
- Diversity Committee
- Technology & Futures Committee
- International Trade Committee

We will also launch a Ports Committee in the near future

WISTA Int'l ExCo 2019-2021



Despina P. Theodosiou
Cyprus
President

Alexandra Anagnostis-Irons
USA
Secretary

Connie Roozen
The Netherlands
Treasurer

Naa Densua Aryeetey
Ghana
ExCo Member

Sanjam Gupta
India
ExCo Member

Angie Hartmann
Greece
ExCo Member

Fabiana Simoes Martins
Brazil
ExCo Member



PROFESSIONAL – DYNAMIC – COMMITTED - OPEN-MINDED