



WISTA International AGM 2019 Cayman Islands
President's Report
Despina Panayiotou Theodosiou

WISTA Milestone



- 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

WE ARE WISTA

WISTA Growth



- Today there are 49 National WISTA Associations in all continents
- This year we welcomed:

South Africa (re-established)

Colombia

Bangladesh

Mexico

- There is interest from more countries and our ExCo members responsible for the regions are working on their establishment

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



IMO Consultative Status



- WISTA International approved for IMO Consultative Status on 05 July 2018 – The official approval by Assembly (which is held every two years) will be end November 2019
- WISTA already went through its first review earlier in the year
- We attended several Committee meetings as well as events organised by the IMO where we were invited as guests or speakers
- WISTA together with the IMO will do a survey on the number of women in the maritime industry.
- WISTA and IMO will also sign an MOU before the end of the year for further collaboration.

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.
- We need volunteers for the meetings in Brussels!



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



World Ocean Council



- We continue our cooperation with the World Ocean Council
- On 21 November 2019 we will sign a Memorandum of Understanding in Paris
- The purpose of the MOU will be 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.

Aims and Objectives of the MOU

1. The WOC will work to bring information, ideas and opportunities to WISTA International and its members regarding the WOC and industry leadership and collaboration in ocean sustainable development, science and stewardship.
2. WOC and WISTA International will work together and look for opportunities to partner on Sustainability; this may include organizing workshops or speaking on panels at the annual conferences of the Parties.
3. Both Parties will work to promote Corporate Ocean Responsibility and Women engagement, ocean sustainable economic development and responsible ocean economic activity among their members, the broader ocean business community, ocean stakeholders and the public.
4. Both Parties will work to develop and participate in relevant training, workshops, summits among other business related to their areas of mutual interest.

Additional collaborations with organisations



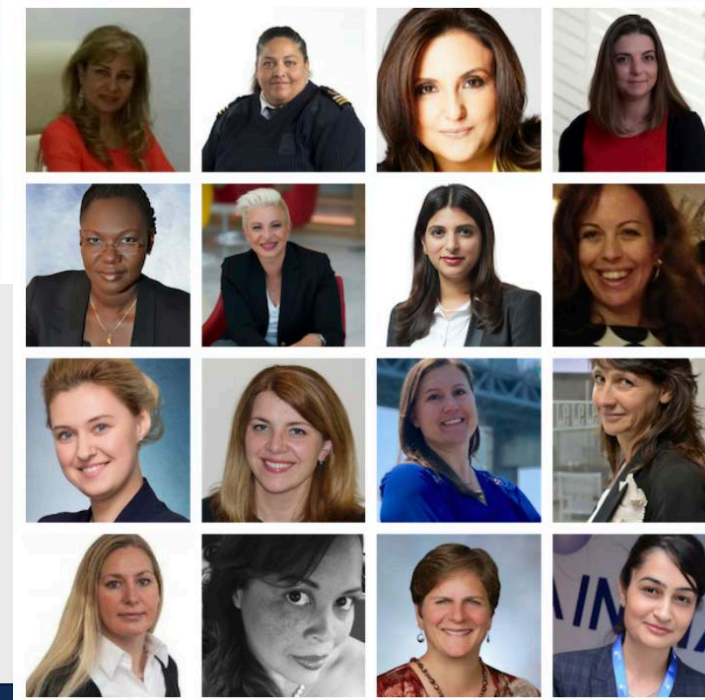
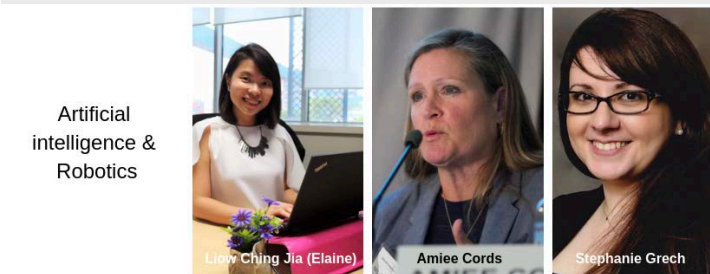
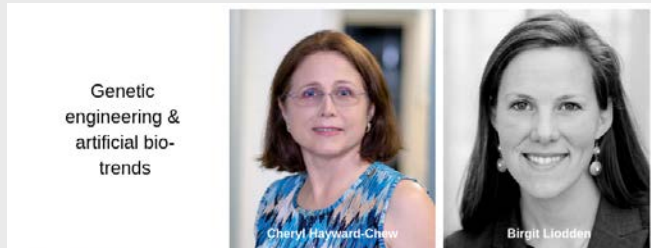
- International Chamber of Shipping
- Institute of Chartered Shipbrokers
- INTERTANKO
- BIMCO
- IAPH
- NorShipping
- Crans Montana – Club of Ports
- FONASBA
- WIMAs

Committees



- HR Committee
- Diversity Committee
- Technology & Futures Committee
- Ad Hoc: Corporate Membership Committee

Committees



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



- Online Presidents' meeting

Meetings

- Online Presidents' meeting:
 - Took place on 16 Apr 2019
 - Very good feedback from NWA Presidents
 - There is a need to communicate more frequently
 - ExCo took advice, and from now on there will be 3 Presidents' Meetings: 1 in April, 1 in July and the RTD



Meetings



- Online Presidents meeting
- Regional Conferences

Meetings



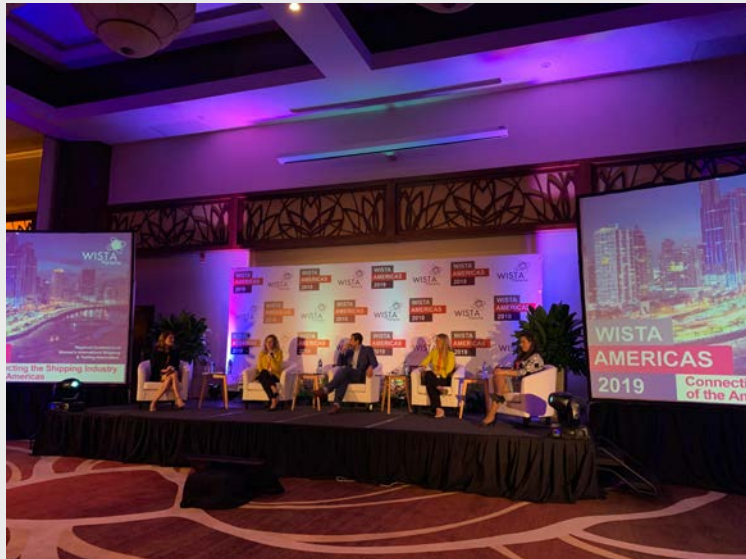
Regional Conferences:

- 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

Meetings



Regional Conferences



Meetings



- Online Presidents' meeting
- Regional Conferences
- **Norshipping**

Meetings

Norshipping:

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



Meetings



- Online Presidents' meeting
- Regional Conferences
- Norshipping
- London International Shipping Week

Meetings

London International Shipping Week:

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



WISTA driving Sustainability. Continuity. Growth.

WISTA Motto



- Capitalizing on the success of our theme for 2018-2019, we adopted it as the WISTA motto

Women Who Move The World

Objectives and Priorities For 2020



- *Promotion of our theme for the year*
- *Collaboration with the IMO:*
 - Women in Maritime Survey
 - Speakers' Bureau
- *Collaboration with other organisations*
- *Communication with our NWAs & members*
- *Establishing alternative funding*
- *Update of our Articles of Association*
- *Trademark Project*
- *Committees: HR, Diversity, Futures & Technology, Nominations*

Our Comms team!

Lena Göthberg

Communications & Support Officer



Jillian Tobias
Press Officer

Our ExCo 2018-2019!



Despina P. Theodosiou
Cyprus
President

Diane Edwards
New Zealand
Secretary

Connie Roozen
The Netherlands
Treasurer

Jeanne Grasso
USA
ExCo Member

Naa Densua Aryeetey
Ghana
ExCo Member

Angie Hartmann
Greece
ExCo Member

Sanjam Gupta
India
ExCo Member

A world of thanks to all of you!

