

Virtual Roundtable  
on **Women in Maritime**  
and **Port Security**



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# ACRONYMS

CICTE Inter-American Committee  
against Terrorism

CIM Inter-American  
Commission on Women  
*(for its acronym in Spanish)*

CIP Inter-American Committee  
on Ports

IMO International Maritime  
Organization

WiMAC Women in Maritime  
Association Caribbean

WISTA Women's International  
Shipping and Trading  
Association

ILO International Labor  
Organization

UK United Kingdom

# FOREWORD

The Secretariat of the Inter-American Committee against Terrorism (CICTE) and its Maritime and Port Security Program conceived this roundtable out of a growing concern about the continuing low participation rate of women in the maritime and port security sector of Organization of American States (OAS) Member States. Gender inequality in this sector has received far less attention in recent years than other economic sectors. Although the participation rate is slowly improving, it is unlikely that the pace will quicken without an innovative and sustained approach to addressing gender inequities. Therefore, at CICTE, we are taking action. Our goal through this roundtable is to provide further momentum for that change and to increase the number of women in leadership roles within the OAS region.

In addition to highlighting presentations by women who have successfully met the challenges facing them in this sector, several panels were established to identify and explore the array of factors that contribute to perpetuating gender inequities. These factors include the lack of access to education and leadership opportunities; the lack of employment policies that permit a reasonable work-life balance; and both conscious and unconscious bias in decision-making regarding hiring, training, and promotion of individuals within the maritime sector. These panel discussions led to a compilation of 'Lessons Learned' and 'Good Practices', as well as a focus on identifying 'Opportunities to Increase Gender Equity' for women in the region, and to guide the future work of this organization and its Member States.

It was especially encouraging to note that there were over 91 registrants, with representation from 20 maritime states in the Caribbean, Americas and the United Kingdom. Their shared experiences and insights provided a timely opportunity to understand how we can better value the contributions of ALL of our citizens – men and women -- in the maritime and port security domain going forward.

Finally, in addition to acknowledging our donor, the Government of the United Kingdom, we would like to recognize the efforts of the following contributors to this successful event - the Caribbean Conflict Stability and Security Fund; the staff within the CICTE Secretariat, especially Ms. Lisbeth Laurie, Maritime and Port Security Program Manager; and the fourteen distinguished panelists including those from the governments of Belize, British Virgin Island, Canada, Jamaica, Trinidad and Tobago, the United Kingdom, and the United States of America, the International Maritime Organization (IMO), and the staff within the OAS.



**Alison August Treppel**  
**Executive Secretary**  
**Inter-American Committee against**  
**Terrorism**  
Organization of American States  
(OAS)



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# EXECUTIVE SUMMARY

The CICTE Secretariat within the OAS, and its Maritime and Port Security Program, received a financial contribution from the Government of United Kingdom to plan and deliver a three-day Virtual Roundtable on Women in Maritime and Port Security which took place on March 16, 17 and 19, 2021.

The roundtable focused on the inequalities that women continue to face in the maritime and port security sector. The OAS Project Team identified four objectives, each of which is addressed in the following sections:



To identify the challenges and barriers which deter women from entering the sector or pursuing their careers within the sector.



To identify lessons learned and good practices.



To explore opportunities for women to enter and achieve their potential within the sector.



To recommend initiatives that help to sustain change through joint effort.

The initial presentations and panel discussions focused on identifying the many challenges and barriers. Generally, they fell into one of the following categories: The prevailing culture in a male-dominated industry; unsuitable working conditions (especially on-board ships); lack of effective recruitment and career advancement strategies; and lack of self-belief.

This was followed by insightful discussions on the lessons learned and good practices emanating from a greater understanding of the issues. In turn, this led to identifying new opportunities for women in the short-term as well as longer-term initiatives deemed to be essential if the pace of change is to be accelerated and sustained.

The main takeaways developed during these conversations focused on advising women candidates:



**Set** career goals and take charge of your own career trajectory.



**Accept** the opportunities you have earned.



**Network** to connect with other women who face the same challenges and barriers.



**Learn** to market your strengths.



**Encourage** others and become a mentor for other women.



**Acknowledge** support by men.



**Take advantage** of the resources, tools and programs offered at a local, regional or international level to continue growing in your chosen field.

To achieve more broadly sectoral change, the main takeaways were:



**Showcase** women and their accomplishments in the maritime sector as an effective recruitment initiative.



**Debunk** stereotypes and perceptions by showcasing women performing in traditionally men-only fields.



**Promote** sectoral policies and practices that are beneficial to women in the workplace and do not unintentionally discriminate against them.

Finally, the results of a post-event survey indicated that much of the information presented was new to the participants and could be used immediately; and that such an event should be held annually, preferable as in-person meetings.

# 1.0 BACKGROUND

Gender inequities in the maritime industry have received increasing attention since 1989 when the IMO<sup>1</sup> introduced a strategy to increase opportunities for women in the maritime sector. Nonetheless, it was not until 2003 that regional associations were able to take concrete steps to actively promote women's participation in the maritime and port sector, and efforts to address the issue took off in earnest. These efforts included the creation of various key entities, such as Women in Maritime Association Caribbean (WiMAC)<sup>2</sup>, and the Women's International Shipping and Trading Association (WISTA)<sup>3</sup>, both of which have played a leadership role in addressing these issues in the Americas and Caribbean.

In response to gaps identified, efforts need to be made to address factors that discourage women from finding employment in greater numbers in both the off-shore and on-shore sides of the maritime and port security sector. This sector has received far less attention in terms of addressing gender inequities than other economic areas, and there is much to be done to ensure that women have the same access to employment and professional growth opportunities. This work will require a greater and more nuanced understanding of the challenges and obstacles at play. Success in this area will also require extracting lessons learned and good practices, focusing in part on where women are succeeding in spite of the impediments presented.

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1. International Maritime Organization International Maritime Organization <https://www.imo.org/>

2. Women in Maritime Association Caribbean <https://www.WiMACaribbean.com>

3. Women's International Shipping and Trading Association <https://wistainternational.com>

The aim of this roundtable was to convene women who are regional leaders for a solutions-oriented discussion on steps that can be taken to remove obstacles to women's participation in the maritime and port security sector. Its focus was on achieving increased awareness of:



Challenges and barriers affecting women's participation in these sectors.



Lessons learned.



Good practices and opportunities for promoting women's employability.



Policy initiatives and further work needed at the national and regional levels to move towards the ultimate goal of achieving greater gender equity in this important sector.

This report summarizes the main points of the presentations and panel sessions that took place over a three-day period as well as the preliminary feedback from a post-event survey. The agenda and the survey are attached as annexes.

# 2.0

## THE MARITIME SECTOR CONTEXT

Available statistics (which are limited) suggest that less than 30% percent of on-shore maritime-related positions world-wide are held by women, although averages in the Americas and Caribbean appear to trend closer to 20%. Percentages for women holding seafaring positions world-wide are as low as 2% according to some estimates, with 94% of them working on cruise ships. Despite these imbalances, women play a vital role in every aspect of the maritime industry in the Americas and Caribbean, serving in senior management positions within ports and port authorities; as owners and operators of maritime related businesses; and as pilots and seafarers. On the security front, in particular, women serve in leadership and key operational positions in Government departments and agencies with port and maritime security oversight mandates.

The maritime industry today is in a state of transition caused by the loss of traditional jobs; increased automation and remote processes; the need to revitalize port facilities as global shipping continues to be a driver of enormous economic growth; and increased communications flows between stakeholders, operators and regulators. These changes and challenges are opening new career paths for women at all levels throughout the industry.

# 3.0 CHALLENGES AND BARRIERS TO SUCCESS

During the three-days, the presentations and discussions among women from 20 maritime states in the Caribbean, the Americas and the United Kingdom revealed the experiences, challenges and barriers that they personally faced to achieve success in the maritime industry. Their success stories did not come easily; women continue to be viewed as fragile and associated with household roles, while leadership is more commonly associated with men. Although their challenges also varied within the region and within their various roles, those listed below predominated among all the presentations and roundtable discussions regardless of region.

## 3.1 PREVAILING CULTURE IN A MALE-DOMINATED INDUSTRY



### Misconceptions about the ability of women to:

- Undertake or desire to engage in certain types of work.
- Attend 'out-of-town' training courses.
- Achieve a work/home life balance especially if there is a requirement for frequent travel or evening/night time work (e.g. unannounced inspections).
- Manage or react to 'difficult' situations.

Collectively, these misconceptions result in a tendency to migrate to administrative positions.



### Generic challenges include:

- Lack of acceptance of experience and education not directly related to the maritime environment.
- Being viewed as breakable/fragile, incapable and requiring protection especially in an operational work environment.
- More susceptible to 'rumors' about aspects of their personal life.
- Expectation to 'shrug off' such rumors.
- Concerns being overlooked or not taken seriously (drowned out by male voices).
- Becoming invisible at meetings through mansplaining and maninterrupting (e.g. a woman makes a point and is ignored; a man makes the same point and is given credit).
- Belief by 50% of population worldwide that leadership is for men (e.g. reportedly, only 6% of adverts show women in authority roles).



### **Challenges linked to women exercising regulatory authority include:**

- Reluctance/refusal of male ship masters and seafarers to engage with them or accept their qualifications and credentials.
- Overcoming doubts about a woman's professional abilities expressed or inferred by stakeholders.
- Tendency to be objectified rather than being seen as individuals in positions of authority.

## **3.2 UNSUITABLE WORKING CONDITIONS**



### **Unsuitable working conditions was cited as a challenge, especially on-board ships in operational roles. Examples include:**

- Often assigned duties that "symbolize" such female roles as chef, caterer or cleaner.
- Re-assigned for being the only female crew member – 1 woman takes up a whole cabin which could otherwise accommodate 2 men.
- Getting up early to bathe due to a lack of separate facilities, making it hard for women to feel the same as other workers and for men to accept them.
- To receive the same recognition as male counterpart, often had to work twice as hard.
- Subjected to dismissive attitude.

### 3.3 LACK OF EFFECTIVE RECRUITMENT AND CAREER ADVANCEMENT STRATEGIES



Most women are unaware that there are opportunities to work in the port and maritime sector due to lack of job fairs, so do not tailor their education and training towards such opportunities.



High school students often do not know about maritime careers as such opportunities are not featured in career days or outreach programs; no female equivalent to Sea Scout organizations; no posters or other visuals to show 'women-in-action'.



Perceived lack of mobility for women in organizations which have men occupying the higher positions (glass ceiling).



Most women are evaluated by men (who may be subconsciously biased towards valuing male behavioral traits).



Most people do not understand what happens in a port environment.



Lack of maritime institutes in smaller countries.



Women being viewed as high liability for injury and sexual harassment claims.

## 3.4 LACK OF SELF-BELIEF



**Examples of the lack of self-belief include the following syndromes:**

- Difficulty in negotiating salaries and other job conditions.
- Self-exclusion from leadership positions – ‘I’m not ready’.
- Constant feeling of not being up to the challenge or ready for higher roles.
- Less active participation than men in meetings - willing to be the note-taker.
- Significant participation in preparing project presentations but stepping back to allow men to make the presentation.
- Impostor Syndrome – not believing in your abilities; feeling lucky to get hired; thankful for the job; scared to not meet all requirements; feeling like a “fraud”.
- Fear to show ambition and pursue a career (in case of being seen as a bad mother, wife or ‘pushy’ employee).
- Perception that a job must be done perfectly (rather than just getting the job done).

# 4.0 LESSONS LEARNED

Perhaps the most important lesson from the many challenges and barriers identified above is that women are likely to face some form of discrimination as they pursue careers in fields that have traditionally been occupied by men. Some of the more specific lessons identified and perspectives provided during the panel sessions are listed below.



## **Gender inequality may not be intentional**

The absence of properly defined and standardized organizational policies (e.g. in such areas as the application of salary ranges; recruitment; and content of job descriptions including work terms and conditions), could give rise to the appearance of discrimination or subjective decision-making by managers in those organizations.



## **Strengthening laws to protect women**

The lack of legislative action to ensure safe and decent working condition for women working at sea can result in sexual harassment and abuse while at sea.



## **Policy development consultations must include women**

The absence of their perspective in advocating for policy changes especially in operational areas can result in unsatisfactory or inequitable working conditions. Advocate for policy changes.



### **Equity cannot always be satisfied by providing the same working conditions for men and women**

Women may have different requirements to properly perform their work (e.g. different, but not fewer, hours of work to accommodate critical family schedules).



### **The important distinction between Equity and Equality**

Equity is the quality of being fair and impartial; Equality is the state of being equal especially in status, rights or opportunities.



### **Women may need to take responsibility for personal activities that may affect their work performance**

The response to COVID-19 required many operational positions to be designated as an essential service which, in turn, required adjustments to the balance between work and family life.



### **Don't allow your strengths to become weaknesses**

Women may be judged as being more capable of understanding certain emotions and can use that to drive causes with great passion. However, in doing so, care must be taken not to be seen as too emotional in making decisions or to take matters too personally.



### **Take advantage of any available program to assist women in their growth**

There are many seminars, courses and workshops offered by local, regional and international organizations to assist women in developing skills in the maritime and port security sector.



### **The aim of your efforts to progress is not solely for personal gain**

Advancing in the sector should also help contribute to the overall development of women within the sector. With equality and equity comes a responsibility – help those following behind.



### **Leadership has no gender**

Stop associating the word 'leadership' with masculinity. Statistics show a positive correlation between the participation of women in decision-making and economic development. Also, increases in management positions held by women result in better innovation, risk management, company reputation and talent leverage.



### **Don't accept domination techniques**

These include making you or your proposals invisible in meetings; using jokes to ridicule; withholding information; abruptly changing assignments with the aim of you making a mistake; blaming and using physical or verbal threats.



### **Achieving success**

It is much more about using your intellect than your muscles.



### **Women do not need to change**

It is their work environment that needs to change.



### **Women are a great workplace asset**

Able to multi-task, are observant and good judges of character, give attention to detail, have an empathetic/diplomatic style (which facilitates negotiation and conflict resolution).



### **Protect your reputation**

Keep doors open and avoid burning bridges.

# 5.0 GOOD PRACTICES

Flowing from the previous section, the following is a list of 'good' practices that may be usefully applied in particular work situations:



## **In policy development consultations**

Understand the various external factors that impact the employment of women in this sector. Focus not only on policies dealing specifically with women's issues (e.g. maternity), but also on those that have a general application (e.g. aspects of recruitment; application of salaries; and organizational infrastructure/facilities). In order to provide women with a fair chance to perform, the focus should be on achieving equity (i.e. fairness), not just equality. In working arrangements - Be pro-active in putting the appropriate personal arrangements in place and/or negotiating alternative work arrangements to enable continuity in work. Do not allow one's personal situation to negatively impact job performance.



## **In making decisions or taking actions**

Always ask yourself why; take time to rationalize try to look at the bigger picture and the purpose behind what you are doing; and be willing to think 'outside the box'.



## **In 'giving back' to the organization**

Regardless of your position, always return to your organization with the aim of contributing to improvements.



### **In succeeding as a public sector professional**

Work on your impostor syndrome; map key actors (to better understand motives and relationships); seek out male allies and mentors; learn to use symbolism; arrive early; use social media (as it is a great equalizer); understand male domination techniques; pay attention to language when connecting with people; compose diverse teams (so as to access different visions and experiences); promote the participation of women in team settings; recognize and correct your biases, prejudices and pre-conceptions; consider setting up focus groups as a way of establishing co-creation processes especially with historically excluded groups; be accessible to people in and out of your team; and be careful not to show excessive sensitivity; learn to set limits and be prepared to say 'No'; do everything possible to sit and participate at the table where decisions are discussed and taken; put protocols in place to ensure that you are only held accountable for the decisions you make.



### **In operational settings**

Show male colleagues what you can do and avoid being sheltered from undertaking physical work that has traditionally been performed by men (e.g. boat handling); be willing to prove others wrong by speaking from positions of knowledge.



### **In being offered a position**

Accept without equivocation and be firm in expressing your desired terms and conditions.



### **In developing a cohesive team**

Coach team members to provide the same feedback to clients in order to avoid end-runs that undermine your authority; provide for flexible scheduling.



### **In handling inappropriate or disrespectful conversations**

Be firm in your reaction, explain your concern and take care not to over-react.



### **In coaching**

Encourage other women to pursue job opportunities in the maritime industry, and support them to address issues as a collective voice.

Also, there are many good personal growth practices:



**Make it your priority to find out about available programs and actively participate in them.**



**Do not forget about the different types of networking:**



**Describe yourself in terms of 3 attributes** - Are they the same ones that others would use to describe you?

✓ Personal, which involves meeting with colleagues, co-workers from previous jobs and peers from all types of activities.



**Think about your added value and what makes you different to others.**

✓ Operational, which involves maintaining good relations with teams, allies, clients and managers in order for the workday to flow smoothly.



**Think about how to communicate your strengths in a clear and concise way.**

✓ Strategic, which involves establishing relations with peers and more senior personnel in order to break ceilings and gain visibility.



**Measure your achievements periodically.**

The presentations also provided a menu of good leadership practices:



**Be inclusive**

Successful leaders include everyone in their plans.



**Be authentic**

Sharing your personal experiences can be a revelation that connects you to other people.



**Tell the truth**

Successful leaders help their employees to manage uncertainty by showing what they know, what they don't know, and sharing the optimism that is generated by going through something together. Truth builds trust.



**Be decisive**

This does not mean acting alone but first reaching out to multiple sources to get input on an issue, then make a timely decision. Leaders who waver or contradict themselves generally end up causing confusion and division in their organizations.



**Embrace technology**

As the pandemic has shown, technology can offer solutions to issues, even in a crisis.

# 6.0 OPPORTUNITIES FOR INCREASING GENDER EQUITY

The presentations and panel discussions revealed several opportunities for achieving more equitable workplaces, including:

- ★ Creating an inclusive environment can attract a wide variety of qualified women into maritime security positions.
- ★ Port modernization (automation) is changing the work environment and being a catalyst for re-defining workforce skill sets required for and operational positions.
- ★ Participate in the global survey being jointly conducted by the IMO and WISTA (the deadline is 30 June 2021). Its aim is to obtain baseline data on the number of women in maritime fields and their positions as a basis for creating programs and proposing policies that will increase the participation of women in the maritime sector.

 [www.research.net/r/MaritimeIMOWISTA](http://www.research.net/r/MaritimeIMOWISTA)  
(Member States)

 [www.research.net/r/IndustryIMOWISTA](http://www.research.net/r/IndustryIMOWISTA)  
(Industry)

-  Seek out opportunities to join networks and share your experiences – they may be broader than maritime networks.
-  Use the series of profiles for a range of positions in the maritime industry (e.g. Port State Control Officer), which was launched by the IMO in 2020, as recruitment and career advancement tools. They provide visibility to women from all over the world who have benefitted from IMO's gender programme, either by membership to a Women in Maritime Association (e.g. WiMAC), through fellowships, or access to high-level technical training.
-  Establish or advocate for promotional programs (including field trips) that enable women in operational positions to showcase their experiences in secondary and tertiary educational establishments.
-  Identify opportunities for women to gain convenient access to gaining required qualifications either through in-house programs or by advocating their establishment at local educational establishments.
-  Use both social and mainstream media as communication mechanisms.
-  Use women as trainers in traditional male domains.
-  Establish leadership acceleration programs for women.



Establish or strengthen organizations in the Caribbean that enable women to advocate for change.



Reinforce written organizational policies with training on their implementation.



Research and actively participate in discussions taking place within women's programs and associations on amendments to relevant international conventions such as the United Nations Convention on the Elimination of All Forms of Discrimination against Women, 1979; International Labor Organization (ILO) Maternity Protection Convention, 2000; and ILO Maritime Labour Convention, 2006.

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Virtual Roundtable  
on **Women in Maritime**  
and **Port Security**

# AGENDA

March 16, 17 and 19, 2021

## ANNEX A

Virtual Roundtable on

# Women in Maritime and Port Security

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UK Government



OAS | CICTE



## AGENDA DAY 1

Tuesday, March 16, 2021

### Opening Remarks by OAS and UK

TIME	SESSION AND SPEAKERS
10:00 am – 10:30 am (Eastern Time)	<b>Opening Remarks</b> <ul style="list-style-type: none"><li>• <b>Ms. Harriet Cross</b>, British High Commissioner to Trinidad &amp; Tobago</li><li>• <b>Ms. Alison August Treppel</b>, Executive Secretary - CICTE</li><li>• <b>Ms. Alejandra Mora Mora</b>, Executive Secretary - CIM</li></ul>
10:30 am – 11:30 am	<b>Session I: Women Challenges and Success Stories in the Maritime Industry</b> <b>Moderator: Ms. Alison August Treppel</b> , Executive Secretary - CICTE <ul style="list-style-type: none"><li>• <b>Ms. Carla Jeffery</b>, Manager, Border Security Programme, U.K. Overseas Territories Directorate, Foreign, Commonwealth &amp; Development Office</li><li>• <b>Ms. Stacey Kerkhoff</b>, Regional Manager, Marine Security Operations in Pacific Region, Transport Canada</li><li>• <b>Capt. Marie Byrd</b>, Commander, Sector San Francisco, U.S. Coast Guard</li></ul>
11:30 am – 11:50 am	<b>Q&amp;A</b> <b>Moderator: Ms. Alison August Treppel</b> , Executive Secretary - CICTE
11:50 am – 12:00 m	<b>Break</b>



## AGENDA DAY 1

Tuesday, March 16, 2021

TIME	SESSION AND SPEAKERS
12:00 m – 12:30 m (Eastern Time)	<b>Session II: Opportunities for Women in the Region</b> Moderator: Ms. Alison August Treppel, Executive Secretary - CICTE <ul style="list-style-type: none"><li>• Ms. Mona Swoboda, Program Manager Inter-American Committee on Port - CIP</li><li>• Ms. Rikki Lambey, Port State Control Officer - Belize Port Authority</li></ul>
12:30 m - 12:50 m	<b>Q&amp;A</b> Moderator: Ms. Alison August Treppel, Executive Secretary - CICTE
12:50 m – 13:00 pm	<b>Conclusions</b> <ul style="list-style-type: none"><li>• Ms. Alison August Treppel, Executive Secretary - CICTE</li></ul>



## AGENDA DAY 2

Wednesday, March 17, 2021

### Welcome and Instructions for Working Groups

TIME	SESSION AND SPEAKERS
10:00 am – 10:20 am (Eastern Time)	<b>Welcome Back Remarks and Instructions to Break – Out Groups</b> <ul style="list-style-type: none"><li>• <b>Ms. Lisbeth Laurie</b>, Manager, Maritime and Port Security Program – CICTE</li></ul>
10:20 am – 13:55 pm	<b>Session III: Virtual Roundtables</b>
10:20 am – 11:05 am	<b>Series I: Three Simultaneous Virtual Meetings / Forums (45 minutes)</b> <p><b>Forum I: Social Inclusion and Diversity</b></p> <ul style="list-style-type: none"><li>• <b>Moderator: Dr. Betilde Muñoz-Pogossian</b>, Director, Department of Social Inclusion, Secretariat for Access to Rights and Equity – OAS<ul style="list-style-type: none"><li><b>Topic I:</b> Addressing Diversity &amp; Inclusion: Micro Aggressions &amp; Bias</li><li><b>Topic II:</b> Methods to Address Conflict and Challenges at Work</li></ul></li></ul> <p><b>Forum II: Leadership</b></p> <ul style="list-style-type: none"><li>• <b>Moderator: Dr. Virginia García Beadoux</b>, Professor of Political Communications &amp; Public Opinion, University of Buenos Aires, Argentina<ul style="list-style-type: none"><li><b>Topic I:</b> Empowering Women in the Maritime Domain</li><li><b>Topic II:</b> Promoting Women in Maritime Leadership Roles</li></ul></li></ul> <p><b>Forum III: Women in the Maritime Domain</b></p> <ul style="list-style-type: none"><li>• <b>Moderator Ms. Audrey McNeil</b>, Coordinator of the International Maritime Security Platform/The Port Authority of Jamaica PAJ<ul style="list-style-type: none"><li><b>Topic I:</b> Challenges Women Face in the Maritime Sector</li><li><b>Topic II:</b> Women a Valuable Asset in the Maritime Sector</li><li><b>Topic III:</b> Careers in the Maritime Domain. How to Attract all Genders?</li></ul></li></ul>



## AGENDA DAY 2

Wednesday, March 17, 2021

TIME	SESSION AND SPEAKERS
11:05 am – 11:15 am (Eastern Time)	<b>Break</b>
11:15 am – 12:00 m	<b>Series II: Three Simultaneous Virtual Meetings / Forums (45 minutes)</b>  <b>Forum I: Diversity and Inclusion</b> <ul style="list-style-type: none"><li>• <b>Moderator: Dr. Betilde Muñoz-Pogossian</b>, Director, Department of Social Inclusion, Secretariat for Access to Rights and Equity – OAS<ul style="list-style-type: none"><li><b>Topic I:</b> Addressing Diversity &amp; Inclusion: Micro Aggressions &amp; Bias</li><li><b>Topic II:</b> Methods to Address Conflict and Challenges at Work</li></ul></li></ul> <b>Forum II: Leadership</b> <ul style="list-style-type: none"><li>• <b>Moderator Dr. Virginia García Beadoux</b>, Professor of Political Communications &amp; Public Opinion, University of Buenos Aires, Argentina<ul style="list-style-type: none"><li><b>Topic I:</b> Empowering Women in the Maritime Domain</li><li><b>Topic II:</b> Promoting Women in Maritime Leadership Roles</li></ul></li></ul> <b>Forum III: Women in the Maritime Domain</b> <ul style="list-style-type: none"><li>• <b>Moderator Ms. Audrey McNeil</b>, Coordinator of the International Maritime Security Platform/The Port Authority of Jamaica PAJ<ul style="list-style-type: none"><li><b>Topic I:</b> Challenges Women Face in the Maritime Sector</li><li><b>Topic II:</b> Women a Valuable Asset in the Maritime Sector</li><li><b>Topic III:</b> Careers in the Maritime Domain. How to Attract all Genders?</li></ul></li></ul>
12:00 m – 12:10 m	<b>Break</b>



## AGENDA DAY 2

Wednesday, March 17, 2021

TIME	SESSION AND SPEAKERS
12:10 m – 12:55 m (Eastern Time)	<p><b>Series III: Three Simultaneous Virtual Meetings / Forums (45 minutes)</b></p> <p><b>Forum I: Diversity and Inclusion</b></p> <ul style="list-style-type: none"><li>• <b>Moderator: Dr. Betilde Muñoz-Pogossian</b>, Director, Department of Social Inclusion, Secretariat for Access to Rights and Equity – OAS</li></ul> <p><b>Topic I:</b> Addressing Diversity &amp; Inclusion: Micro Aggressions &amp; Bias</p> <p><b>Topic II:</b> Methods to Address Conflict and Challenges at Work</p> <p><b>Forum II: Leadership</b></p> <ul style="list-style-type: none"><li>• <b>Moderator: Dr. Virginia García Beadoux</b>, Professor of Political Communications &amp; Public Opinion, University of Buenos Aires, Argentina</li></ul> <p><b>Topic I:</b> Empowering Women in the Maritime Domain</p> <p><b>Topic II:</b> Promoting Women in Maritime Leadership Roles</p> <p><b>Forum III: Women in the Maritime Domain</b></p> <ul style="list-style-type: none"><li>• <b>Moderator: Ms. Audrey McNeil</b>, Coordinator of the International Maritime Security Platform/The Port Authority of Jamaica PAJ</li></ul> <p><b>Topic I:</b> Challenges Women Face in the Maritime Sector</p> <p><b>Topic II:</b> Women a Valuable Asset in the Maritime Sector</p> <p><b>Topic III:</b> Careers in the Maritime Domain. How to Attract all Genders?</p>
12:55 m – 13:05 pm	<p><b>Break</b></p>
13:05 pm – 13:55 pm	<p><b>Session IV: Key Takeaways</b></p> <p><b>Moderator: Ms. Lisbeth Laurie</b>, Manager, Maritime and Port Security Program – CICTE</p> <ul style="list-style-type: none"><li>• <b>Dr. Betilde Muñoz -Pogossian</b>, Director, Department of Social Inclusion, Secretariat for Access to Rights and Equity – OAS</li><li>• <b>Dr. Virginia García Beadoux</b>, Professor of Political Communications &amp; Public Opinion, University of Buenos Aires, Argentina</li><li>• <b>Ms. Audrey McNei</b>, Coordinator of the International Maritime Security Platform/The Port Authority of Jamaica PAJ</li></ul>
13:55 pm – 14:00 pm	<p><b>Wrap-up &amp; Closing Remarks</b></p> <ul style="list-style-type: none"><li>• <b>Ms. Lisbeth Laurie</b>, Manager, Maritime and Port Security Program – CICTE</li></ul>



## AGENDA DAY 3

Friday, March 19, 2021

# CLOSING SESSION

TIME	SESSION AND SPEAKERS
10:00 am – 10:15 am (Eastern Time)	<b>Welcome Back Remarks and Recap of Day 2</b> <ul style="list-style-type: none"><li>• <b>Ms. Andrea Rodriguez</b>, Program Officer - CICTE</li></ul>
10:15 am- 11:15 am	<b>Lessons Learned &amp; Best Practices</b> <ul style="list-style-type: none"><li>• <b>Ms. Helen Buni</b>, Technical Officer, Marine Environment Division - IMO</li><li>• <b>Ms. Natalie Sandiford-Francis</b>, Attorney-at-Law and Policy Consultant - British Virgin Islands</li><li>• <b>Ms. Daffodil Maxwell</b>, Senior Legal Officer - Port Authority of Trinidad &amp; Tobago</li></ul>
11:15 am- 11:45 am	<b>Q&amp;A</b> <ul style="list-style-type: none"><li>• <b>Moderator: Ms. Andrea Rodriguez</b>, Program Officer - CICTE</li></ul>
11:45 am- 12:00 m	<b>Break</b>
12:00 pm- 12:40 pm	<b>Recommendation and Conclusions</b> <ul style="list-style-type: none"><li>• <b>Ms. Audrey McNeil</b>, Coordinator of the International Maritime Security Platform/The Port Authority of Jamaica PAJ</li></ul>
12:40 pm- 13:00 pm	<b>Closing Ceremony</b> <ul style="list-style-type: none"><li>• <b>Ms. Alison August Treppel</b>, Executive Secretary - CICTE</li></ul>

# Survey

## ANNEX B

**1.** Considering your complete experience at the event, how would you rate the event?

On a scale of 1 to 10, 10 being the highest: 1 2 3 4 5 6 7 8 9 10

**2.** What are the three things that you liked the most?

- 1.
- 2.
- 3.

**3.** What are the three things that you disliked the most?

- 1.
- 2.
- 3.

**4.** How would you rate the organization of the event?

Select: Excellent | Good | Fair | Poor

**5.** Did the event meet your expectations?

Select: Yes | No

**6.** Please state your level of agreement for the statement: The duration of the event was just right. (Not too long or not too short)

Select: Strongly agree | Agree | Neutral | Disagree | Strongly disagree

**7.** What percentage of the information was new to you?

Select: 100% | 75% | 50% | 25% | 0%

**8.** I can use this session information in:

Select: Immediately | 2-6 months | 7-12 months | Never

**9.** Would you like to learn more about this topic?

Select: Yes | No

**10.** Please rate the speaker's knowledge of the topic:

Select: Excellent | Good | Fair | Poor

**11.** How accurate was the event's description?

Select: Excellent | Good | Fair | Poor

**12.** How often would you recommend this event should be held?

Select: Once a year | Once every two years | Once every three years

**13.** Overall, how satisfied were you with the event?

Select: Very satisfied | Satisfied | Neutral | Dissatisfied | Very dissatisfied

**14.** Do you have any other comments/suggestions that would help us make future events better?

Virtual Roundtable  
on **Women in Maritime**  
and **Port Security**



**OAS**

More rights  
for more people