



# WISTA

**DIVERSITY AND INITIATIVES FOR SUSTAINABLE SHIPPING**

**Despina Panayiotou Theodosiou  
President**

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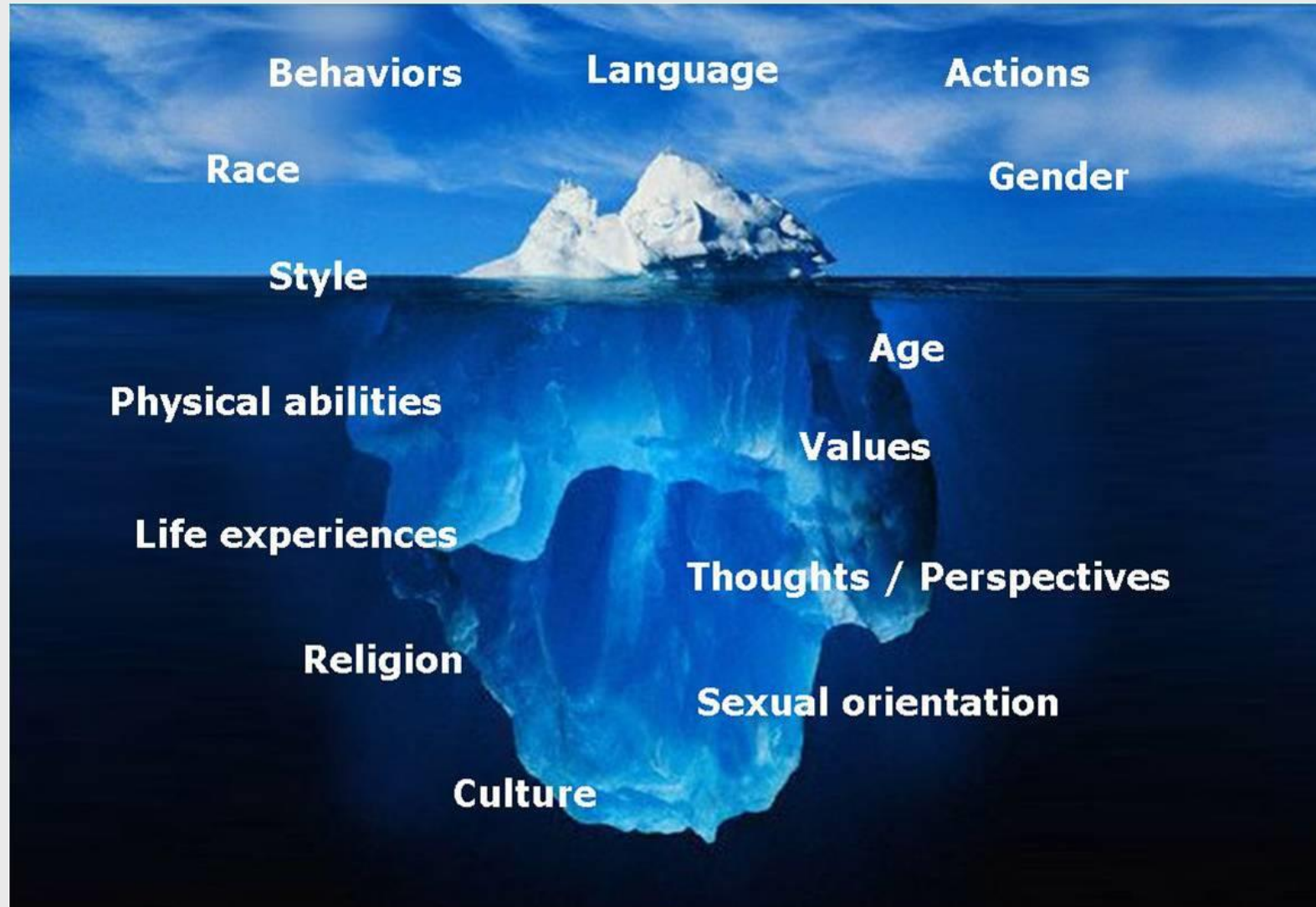
# Diversity Intelligence



“People may forget the words you use, people may often forget what you do, but more often than not, people will NOT forget how you made them feel.”

*Maya Angelou, US poet, author & civil rights campaigner*

# Diversity is like an iceberg



# Sustainability



True Sustainability emerges out of business models which are viable

- Financially
- Environmentally
- Socially

Diversity is part of a successful business strategy



# Can you get more diverse than WISTA?



Individual members actively participate in initiatives promoting inclusion, equality, diversity and change

Cooperation on association level with many organizations promoting the same principals

Creation and support of programs and initiatives, raising awareness

Directly engage with shipping companies on culture development

Encourage the shipping industry to promote the right values and ideals

# Social Change

Time

Effort

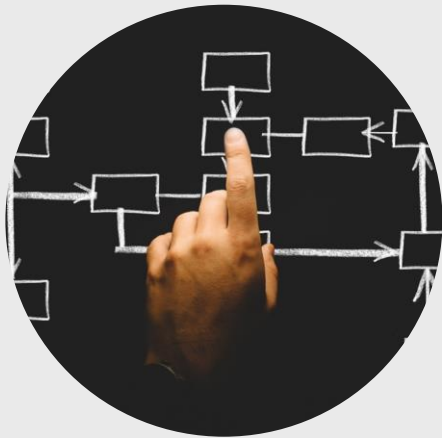
Support



# “The Women Who Move The World”



## Diversity Committee



**Recommendations  
and Guidelines**



**Write a Pledge promoting  
Diversity in Shipping**



**Recommend a Forward Strategy  
for WISTA International**

# “The Women Who Move The World”

## Technology and Futures Committee



Research and develop  
thought leadership  
around future trends



Write white papers on  
technology trends



Raise profile of women  
in maritime technology



# “The Women Who Move The World”

## HR Committee



**ICS Scholarships  
Project**



**Annual WISTA  
Membership Survey**



**Gather data for women  
in the maritime cluster  
internationally**

# Change is happening



WISTA International is awarded  
**consultative status** at the IMO

IMO announced  
World Maritime Day theme for 2019  
**“Empowering Women in the  
Maritime Community”**

Acknowledgement of the importance of **diversity**  
in creating a **sustainable maritime sector**

# Diversity on a global scale



- Anglo-Eastern Maritime Academy: Reduced fees for girls
- Anglo-Eastern, ISWAN, WISTA: Booklet on Gender Diversity at Sea
- 2016 IMO Award for Exceptional Bravery at Sea awarded to Captain Radhika Menon and the crew of the tanker Sampurna Swarajya
- US Connecticut Maritime Association named Sabrina Chao its Commodore for the year
- The Organization of American States and the Inter-American Committee on Ports raising awareness: “Award for outstanding women in the maritime and port sectors”
- WISTA and ICS Scholarships



# Past - Present - Future



# How to make a difference?



- Lead by example
- Stand by our values
- Transfer our beliefs
- Set a level playing field
- Build & share knowledge & experiences

# How does your boss look like?



What the **average CEO** in the US looks like  
*(based on the Fortune 500 companies)*

<http://www.bbc.com/capital/story/20180801-what-the-average-american-ceo-looks-like>



**WISTA**

**PROFESSIONAL – DYNAMIC – COMMITTED - OPEN-MINDED**