



INCLUSIVE LEADERSHIP... KEY TO BUILDING AN INCLUSIVE CULTURE

Dr. Delna Shroff



What makes people feel included at sea?

- Inclusion means that everyone in the diverse mix feels involved, valued, respected, treated fairly, and embedded in your culture.



You can sit with us.

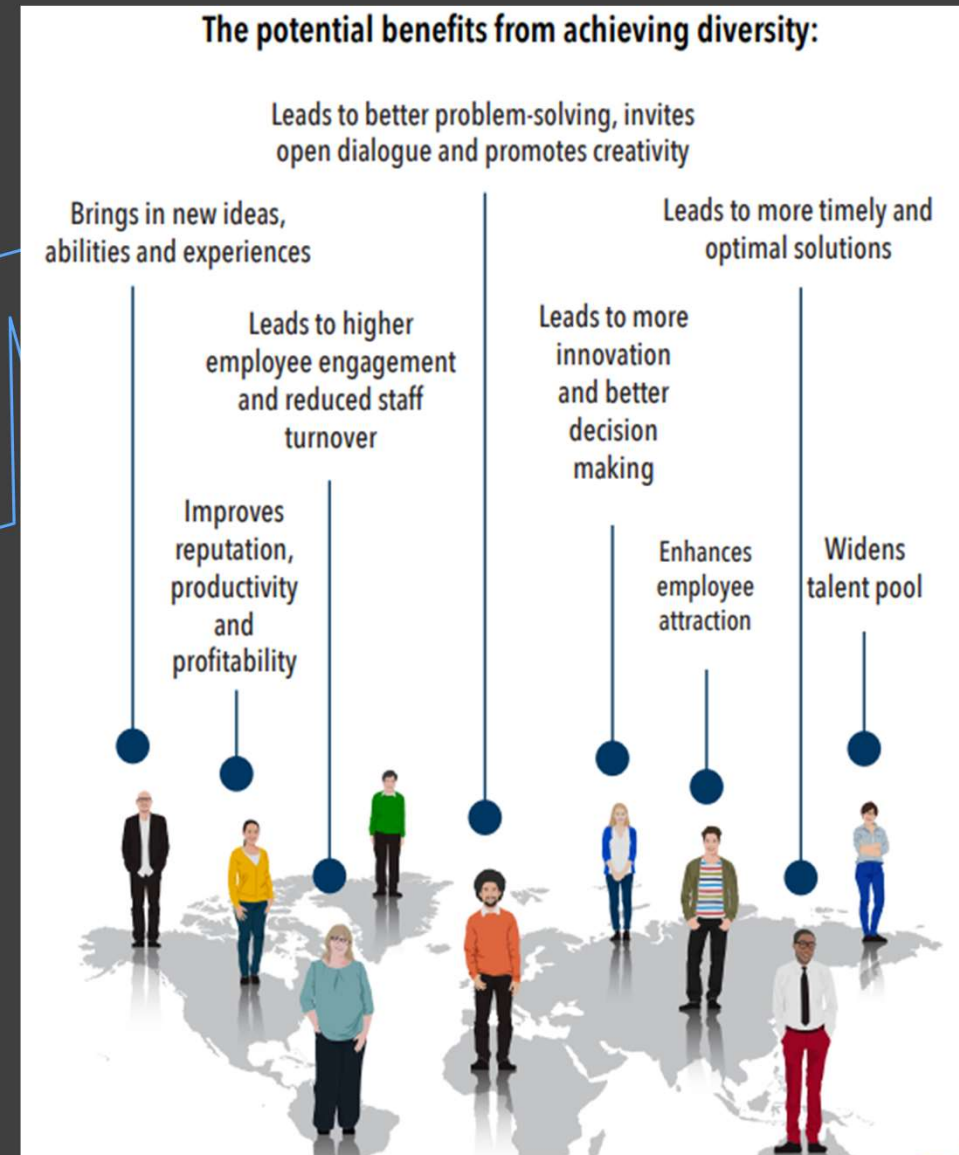
- Inclusion refers to the **intentional, ongoing** effort to ensure that diverse people with different identities are able to fully participate in all aspects of the work of an organization, including leadership positions and decision-making processes (Tan, Q.T., 2019).



The voting code 7298 8461



If we see value in diversity, what are these benefits?





Young maritime professionals when asked what it would take for the maritime industry to be truly attractive to them.....

Improvement in different aspects of diversity, equity, and Inclusion, gender imbalance at sea remains the predominant concern..... *Global Maritime Forum's Annual Summit in New York, April 2022*

Diversity

The maritime industry needs more diversity - quickly

Flexibility

More flexibility at work – also through use of technology

Purpose & values

A career in maritime needs to have meaning and value

Stronger career prospects

Long term perspectives including transitions between sea and shore

Inclusion

Work environments must be more inclusive to ALL

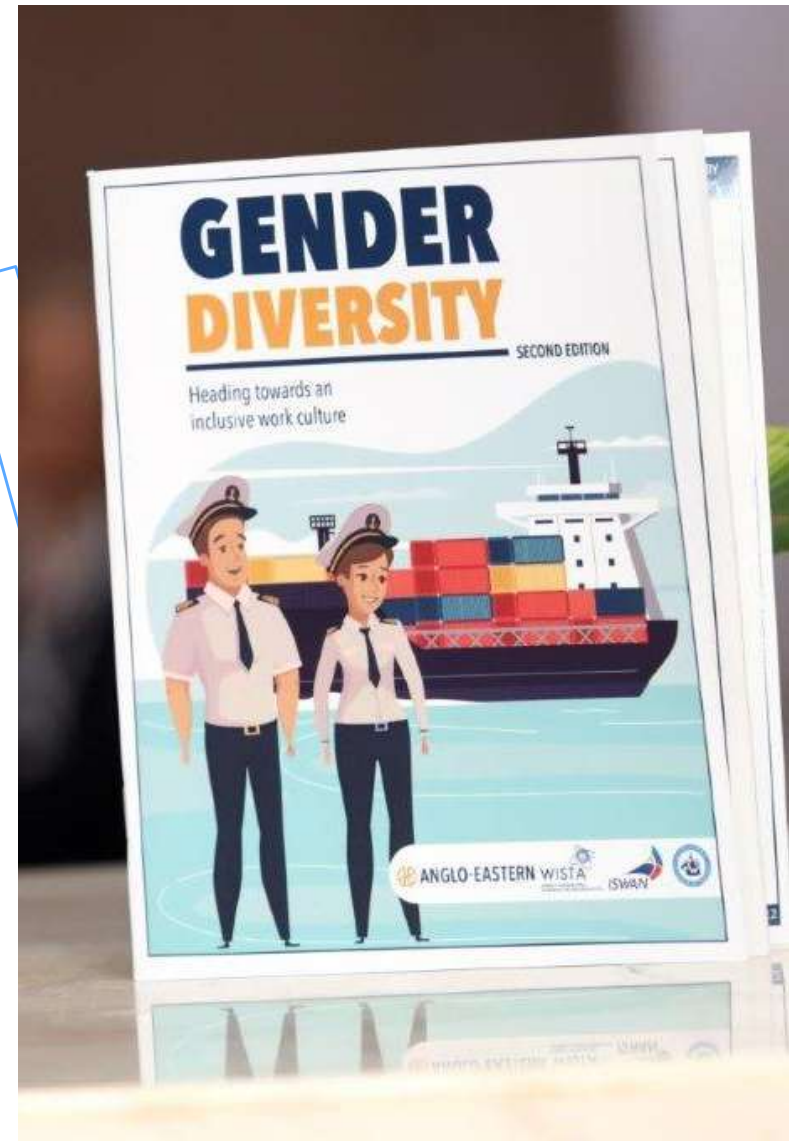
Decent working conditions

Ensure everyone is treated with respect – also at sea



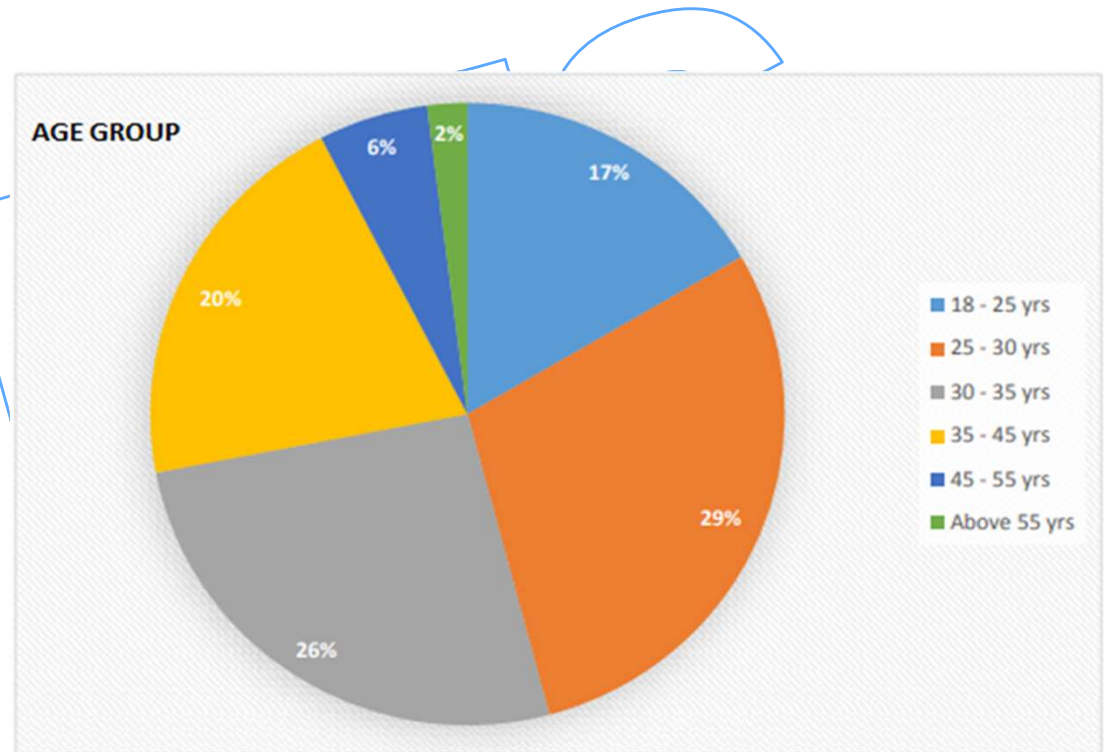
Fostering an inclusive, safe and secure work culture

AEM






Countries	Number of Respondents
Philippines	399
United States	98
United Kingdom	57
South Africa	51
Brazil	47
India	41
Peru	36
Colombia	35
Indonesia	34
Zimbabwe	26
Saint Lucia	25
Argentina	23
Mexico	18
Germany	14
Romania	14
Serbia	13
Honduras	12
Panama	10
Mauritius	10
Uruguay	8
Greece	8
Nepal	7
Bosnia and Herzegovina	6
Italy	6
Netherlands	6
Thailand	6
North Macedonia	6
Chile	5
Jamaica	5
Poland	5
Turkey	5
Barbados	4
Canada	4
Dominican Republic	4
Grenada	4
Spain	4
Venezuela	4
Portugal	4
Belize	3
Bulgaria	3
Malaysia	3
Sweden	3
New Zealand	3
St. Vincent & Grenadines	3
Nicaragua	3
Australia	2





A second officer on an oil rig / platform: "In many of the vessels I have sailed on, crew always give me "cute" pet names instead of using my full name, or call me "dear", or "honey". Male officers are always called by their own names."



A deck cadet on board a chemical tanker: "I was asked to stay in my room after 21:00 because I am a girl. I was told to wear certain type of clothing because I was told I might be "trouble" for them."

Instances of discrimination





SEXUAL HARRASSMENT

A fourth engineer on board a chemical tanker: "This one time I was just sitting quietly during manoeuvring and the 2nd started talking about why I am so quiet, am I on my monthly period or what. I just looked at him and kept quiet."



A second engineer on board a bulk carrier: "On my first ship the Chief Engineer came down during the night rounds with the 2/E, drunk, as usual and tried to hold me by the waist while I was filling the log book."

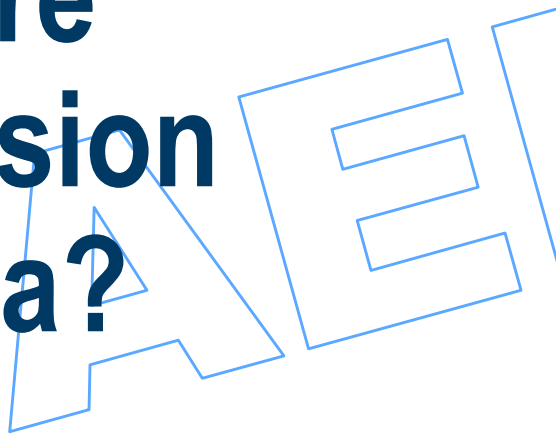


A third officer on board a tanker: "I have been told that women are only meant for bed, bearing children and not fit to work on ships. I have faced many situations where my opinion wasn't taken. I have been policed for talking or being "extra friendly" with people who were batchmates or just workmates."





How do we ensure Inclusion at Sea?





Articulate your commitment to fostering diversity

Visible Commitment

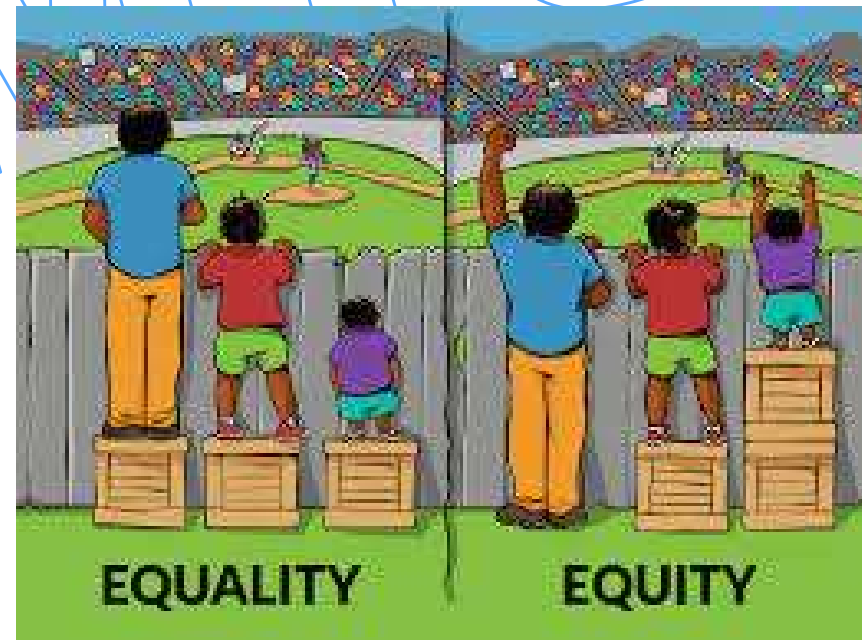


Kick-Start Your Diversity & Inclusion Initiatives With a Focus on Equity

Recognizing that different people have different needs and being committed to giving people what they need to succeed.

When that happens, everyone wins.

EQUALITY



BUILD PSYCHOLOGICAL SAFETY



SO IMPORTANT IS PSYCHOLOGICAL SAFETY

Differences and consequences





BETTER CULTURE STARTS WITH BETTER CONVERSATIONS

The quality of your culture depends on the quality of the conversations.

Curiosity starts conversations. Conversations spark action. Action drives change.

Which conversations are you avoiding?
Which ones harm or nurture your culture?

Better culture starts with better conversations.



Gustavo Razzetti
@GusRazzetti

INTENTIONALLY LOOK WITHIN



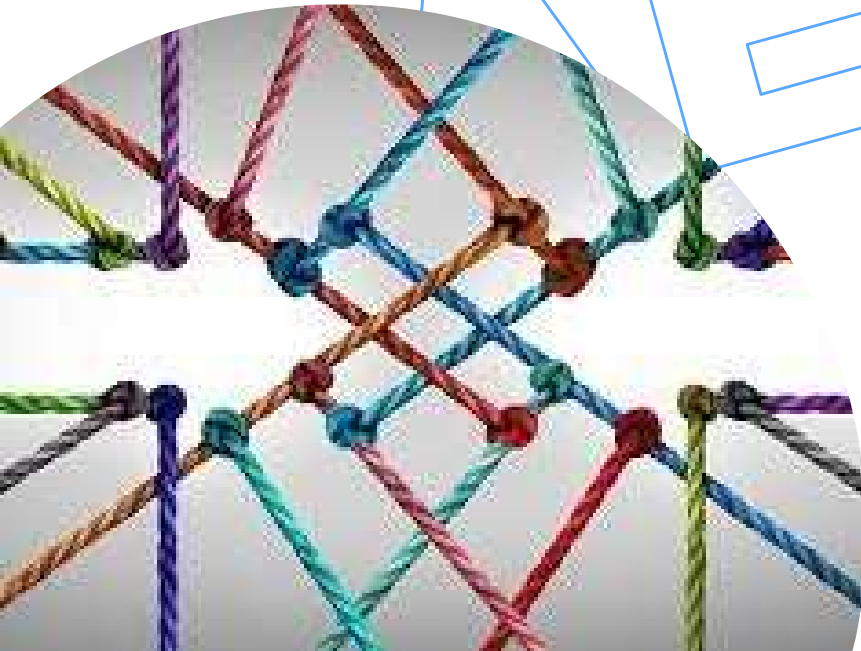
ANALYZE TALENT PRACTICES





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**Create a network of
Champions – create
connections**





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Thankyou All !