

BRIDGING THE GENDER GAP BETWEEN POLICIES & EMPOWERMENT

Ally Cedeno, President & Founder,
Women Offshore Foundation



WOMEN OFFSHORE FOUNDATION, EST 2017

propels women+ into meaningful careers through access to a worldwide community and professional development resources, while raising awareness amongst industry leaders and decision makers about issues affecting women on the water.





WOMEN OFFSHORE

MENTORSHIP

WOMEN MAKING WAVES WORLDWIDE



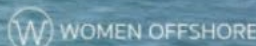
WOMEN OFFSHORE



with
ALLY
Ceden



WOMEN OFFSHORE
CONFERENCE 2022



WOMEN OFFSHORE

Blogs & Articles

APPLY NOW

KONGSBERG EDUCATION PROGRAM



WOMEN OFFSHORE



WOMEN OFFSHORE

JOB BOARD

CONNECT. SHARE. INSPIRE.



WOMEN OFFSHORE

AUSTRALIA CHAPTER



5 LEADERSHIP TIPS
with Captain Helle Andsbjerg

WOMEN AT SEA

- Women make up less than 12% of all U.S. merchant mariners.
- Excluding the U.S., the estimate for women in the global seafarer workforce is 24,059, less than 3% of all certified seafarers.
 - There has been a worldwide increase of 46% since 2015.

Source: Congressional Research Services



Take Action on 3 Levels



Visible Leadership

Commitment from the Top

- Buy in across leadership; both on board and on shore
- Mentoring women and minorities
- Clear Accountability for meeting DEI targets continuously; link compensation to success.



Attract



Retain



Advance

Strategic Operating Models & Interventions

- Targeted recruiting; support women's groups such as Women Offshore & Academy Women on the Water Clubs.
- Development programs to target diverse talent and prepare them for management..



Foundational Policies & Programs

Comprehensive Supportive Programs

- Employee resource groups; LGBTQIA+, Women, Black Mariners, etc.
- Integrate formal and informal mentoring programs and best practices.
- Women are looking for certain policies: Female-fitting coveralls, SASH prevention and response, maternity/parental leave, and pregnancy on vessels.



BLIND SPOTS BETWEEN POLICIES & EMPOWERMENT

- 1 Sexual Harassment & Assault
- 2 Family Planning
- 3 Critical Mass

WORLDWIDE SASH PROBLEM

Midshipmen X Created a Wave and brought Awareness



JUST BECAUSE YOU'RE NOT HEARING ABOUT IT, DOESN'T MEAN IT'S NOT HAPPENING.

shared experiences from cadets and
beyond on the Great Lakes

1

No faith in the reporting system

2

Fear of retaliation

3

"Was my incidence serious enough to report?"

4

"Will this impact other cadets or crew member's jobs?"

5

"My supervisor is part of the problem"

6

Fear of having to relive the experience

7

It might be easier to find a new job

8

Fear of removal from the ship

SAFER SEAS ACT

Requirements to report

Video surveillance

Master key control system

Sex offenders no longer eligible for MMCs

Safety management systems

Amnesty for victims when alcohol is involved

Using seafarer in place of seaman

Regarding reporting, there are fines for NOT reporting for both individuals and companies

Suspension or revocation of credential

LACK OF FAMILY PLANNING & SUPPORT RESOURCES

Many women:

- Want to be seafarers and plan to have families
- Want to go back to sea postpartum
- Plan NOT to have a career at sea past a certain age, if they choose to go to sea at all
- Hide their pregnancies from employers for fear of discrimination
- Quit due to lack of support for their careers upon becoming pregnant



CRITICAL MASS: MORE WOMEN ON BOARD MAKE A DIFFERENCE

> 30%

Women are normalized in the workplace and seen for the skills they bring to the job. *They are seen as individuals.*

< 30%

Dismissed as tokens by the men around them, stereotyped by themselves and others, and not considered equals.

An easy adjustment for employers: Achieve critical mass on a smaller scale first. Analyze where the women are in a fleet. If they are spread out, move them to just a few vessels.

HOW DO WE CHANGE?



MORE NEEDS TO BE DONE



INDUSTRY SASH TRACKING SYSTEM

Industrywide database for
HR to acquire perpetrators'
sexual harassment and
sexual assault history



STANDARD FOR FAMILY PLANNING RESOURCES

Educational resources on
pregnancy as a health
condition and how to
support working mothers



TARGETS FOR CRITICAL MASS

Expected targets for
companies to achieve in
their hiring practices. Partner
with Women's Orgs,
especially WOW clubs at
Academies

INTRODUCING THE WOMEN OFFSHORE ALLYSHIP

Let's Reduce the Gender Gap Together

The AllySHIP is for corporations and organizations to work with Women Offshore Leadership, obtain insights from the Community, and to explore topics in diversity, equity and inclusion (DEI) to empower women's careers.

