



2019 Master Mariners of Canada

Symposium and Annual General Meeting (AGM)

**Symposium was held at the University of Ottawa
And**

**The AGM was held at The Business Inn,
180 MacLaren Street, Ottawa**

(Special Newsletter Produced by MMC NL Division)



**MASTER MARINERS
OF CANADA**

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A Master Mariners of Canada Symposium

The Evolution of Equality and Inclusion in the Maritime Profession

Symposium de la Company of Master Mariners of Canada

Une Évolution de L'Égalité et L'Inclusion dans les Professions Maritimes

Our Sponsors and Presenters



Post Symposium networking session will be held on the uOttawa Campus.
Updated Aug 20, 2019

Une activité de réseautage post-symposium aura lieu sur le campus de l'Université d'Ottawa. Mise à jour le 20 août 2019

Date: Thursday, 3 October 2019
Time: 8:30 to 16:30
Venue: The University of Ottawa
Desmarais Hall, Room 12102.
55 Laurier Ave E, Ottawa ON

Post Symposium Networking Social at 1700.

Please register before September 24 @ [Eventbrite](#)
Interested Speakers or Sponsors, please contact:

Capt/Dr. Jim Parsons @ jim.parsons@mi.mun.ca or/ou Capt. Amanda Slade @ seawomentship@mastermariners.ca

Date: jeudi 3 octobre 2019
Temps: 8:30 to 16:30
Lieu: Université d'Ottawa
Pavillon Desmarais, pièce 12102
55 avenue Laurier Est, Ottawa ON

Activité de réseautage après le colloque à 17h00.

Inscription avant le 24 septembre @ [Eventbrite](#)
Intéressés par une commandite ou pour une présentation, veuillez communiquer avec:

2019 National Symposium

“The Evolution of Equality and Inclusion in the Maritime Profession”

The above was the **THEME** of the Symposium. This was an all-day event that took place on Thursday October 3rd. This event was well attended and it was reported there were about one hundred and thirty people. There was a message from the **Governor General of Canada, Her Excellency the Right Honourable Julie Payette**, presented by Captain Ivan (National Secretary) and Francine Lantz. Also there was a message from the Secretary-General Kitack Lim of the **International Maritime Organization (IMO)** (remarks via video).

Keynote Address was given by Dr. Momoko Kitada, World Maritime University.

There were Five Sessions during the day. They were:

Session 1: Unconscious Bias (40-Minute Panel)

Session 2: Junior Officer Panel (education success stories) (40-Minute Panel)

Session 3: Senior Officer Panel (equity and inclusion success stories) (60-Minute Panel)

Session 4: Maritime Profession and Government Organizations (equality and inclusion success stories) (60-Minute panel)

Session 5: Industry Spotlight / Showcase (equality and inclusion insight, forward thinking) (60-Minute Panel)

The Symposium was a great success. The Master Mariners of Canada, Board congratulated Capt. Parsons, Capt. Slade, Robbin Sinclair and Capt. Ewart for all their efforts to make it a huge success.



We would like to thank Captain Jim Parsons and Captain Jim Ewart for providing us with the pictures we have used in this newsletter. Thank you very much.





Standing L-R: Capt. Chris Hearn, Ms Elizabeth Clouter, Capt. Amanda Slade, Dr. Angie Clarke, Ms Jennifer Howell, Capt. John Ennis, Capt. Eben March and Capt. Jim Parsons. Sitting L-R: Ms Abigail Ploeg, Ms Katharine Barker (two nautical science students from the Marine Institute, St. John's, NL) and Capt. Samantha Strowbridge.



On the left is Robbin Sinclair, an associate member with the Vancouver Island Division (and wife of Capt Jim Ewart who is the Divisional Master). She was the facilitator for the Gender Diversity symposium). On the right is Dr Momoko Kitada, a lecturer and professor in the World Maritime University and **an expert on gender issues in the maritime industry**. She was the **key note speaker** at the Symposium.

The Master Mariners of Canada Annual General Meeting

“On Friday, Oct. 4, Master Mariners met at the Business Inn for the 214th Board Meeting of The Company. We have Board Members from all of our 7 Divisions across Canada meeting face to face once a year and since our intervening Board Meetings are teleconference meetings, this one allows our people speak freely and see the faces of their colleagues. On Friday afternoon, our Company Executive held a Strategic Planning Session under the calm and disciplined guidance of Robbin Sinclair DCPA, FCA. Big words falling out of that session were “membership” and “building internal strength”.

“The Company of Master Mariners of Canada Foundation held their annual meeting on Saturday morning under the Chairmanship of Dr. Capt. Jim Parsons. Among the decisions made at this meeting are the Scholarship awards to be made in the coming year and the assistance provided to projects such as the Nautical Skills Competition. We will give you the exact details once the official minutes are published. In the meantime, if you have a project of national interest that needs funding and meets the objects of Master Mariners of Canada and the Foundation, get in touch with the Foundation and let them consider our proposal.

The 52nd AGM was attended by Board members, Committee chairs and members of the Capital Division. Capt. Christopher Hearn, our President, warmly welcomed

everyone and chaired a meeting with reports and commentary from across Canada. Although we welcomed 34 new members this past year, our total membership grew by only 4 as 30 members left the scene for one reason or another. Cadets at the 6 nautical schools are welcome as members and we encourage them to retain membership as they move up the ranks of their careers.

A refreshed Board of directors was elected at this meeting and here is how that turned out. Captain Cynthia (Cindy) Brown, Captain Christopher Connor, Captain Marshall Dunbar, Captain Jim Ewart, Captain Jack Gallagher, Captain Christopher Hall, Captain Christopher Hearn, Captain George Iskandar, Captain Gary Kassbaum, Captain Eben March and Captain Don Rose.

The 215th Board Meeting was held at 15h00 on Saturday right after the AGM. The Board of directors elected their executive from the above list of Board Members.

So! Your Executive for the next year looks like the following:

President: Captain Christopher Hall

Vice President: Captain Christopher Connor

Assistant Vice President: Captain Jim Ewart

President Emeritus: Captain Christopher Hearn

The Board appointed: **Secretary:** Captain Cynthia (Cindy) Brown

Treasurer: Captain Jack Gallagher

Chair of Membership Committee: Captain Farrokh Kooka

Chair of Education Committee: Captain Anthony Patterson

Chair of Views & Positions Committee:
Captain Christopher Connor”

MMC Board of Directors



Standing L-R: Capt. George Iskandar, Capt. Jack Gallagher, Capt. Eben March, Capt. Marshall Dunbar, Capt. Gary Kassbaum, Capt. Don Rose and Capt. Jim Ewart.
Sitting L-R: Capt. Chris Hearn, Capt. Cindy Brown and Capt. Chris Hall. Missing from the picture – Capt. Chris Connor.



MMC DIVISIONAL MASTERS

L-R Standing: Capt. George Iskandar, Capt. Eben March, Capt. Marshall Dunbar and Capt. Don Rose.

L-R Sitting: Capt. Gary Kassbaum, Capt. Chris Hall (for Capt. Chris Connor) and Capt. Jim Ewart.



L-R: Capt. Chris Hearn presenting a retirement gift to former National Master (President) Capt. Rick Gates



MMC Board Meeting



Captain Chris Hearn, MMC President



L-R: National Secretary, Captain Ivan Lantz received the Master Mariners of Canada Long Service Award from the outgoing President Capt. Chris Hearn



New President Capt. Chris Hall

Written by: [Mariah McCooey, M.M.M.](#)

Victoria Harbour Master, Harbour Airport Manager



I'm on the plane back to BC after spending a whirlwind day in Ottawa for this symposium. The time change has me feeling like a waterlogged crouton but I am so inspired and charged up by the incredible people I had the privilege of spending the day with yesterday.



Captain Jack Gallagher (C), MMC National Treasurer, presenting MMC Foundation cheques to Capt. John Ennis (L), MMC Foundation Secretary and Capt. Jim Parsons (R), MMC Foundation Administrator

We believe this is a fantastic, excellent and a most inspiring article to carry to conclude this special newsletter.

While it's fresh in my head, I really want to jot down some of the highlights and insights. I'm certainly going to carry this energy and enthusiasm with me for a long time to come. I'm going out on a limb here but I would be willing to bet this kind of event is unprecedented. An entire day, set aside specifically to discuss diversity and inclusion in the maritime industry. The 100-ish symposium participants were leaders from all corners of the Canadian maritime industry: government and private seagoing professionals and management, maritime lawyers, nautical schools, pilotage authorities, the Transportation Appeal Tribunal, Ship Source Oil Pollution Fund, and everything in between. It was literally a who's who of the Canadian Maritime scene. Particularly notable was the fact that it was not all women - there were a ton of men there. Men who made the time to come and listen with open ears and minds to women

talking frankly and honestly about their experiences, ideas, and areas of expertise. Women braved their discomfort in the spotlight to be incredibly open and honest about their experiences. Women tough as hell choked up recalling experiences of sexism and harassment in poignant moments. Overall though, the tone was incredibly positive. The takeaway message? We love our profession. We want to collectively throw down the ladder to bring others on board, and break down the barriers that prevent that from happening. RAH! RAH!

What is the problem?

Dr. Momoko Kitada, from the IMO's World Maritime University, kicked it off by painting a bleak picture of the status quo. Less than 2% of mariners worldwide are female. TWO PERCENT. Of that paltry 2%, only 7% are in senior leadership roles. A massive proportion of that 2%, also, are accounted for in the hospitality sector on board cruise ships, which means other sub-categories of shipping have virtually zero women on board. Shoreside management numbers aren't much better. At a time when the industry is desperately screaming for people, how is that we have neglected to tap into this massive pool of potential seafarers? By ignoring this cohort (50-ish% of the population) we are missing opportunities to combat - NAY, ELIMINATE - this worldwide shortage. Also, non-action speaks louder than words - the general lack of interest in identifying and breaking down barriers to full participation of women in the industry only serves to perpetuate the perception that women aren't valued in this profession. It's like dying of thirst on a deserted island because the effort to uncork a bottle is too great.

How did we get here?

The age-old trope about how women don't go to sea because they want to be mothers is definitely overdue for a re-evaluation. In my opinion, this has been an 'easy out' for industry leaders, because it means that no further self-reflection is required. "Ah, they leave because they want to." *Dusts lint off corduroy smoking jacket and lights up a pipe*. Far too little effort has been put into actually going to the trouble to ask women why they leave the profession in droves; what are the barriers to entry; what could be done to break down these barriers. We have an attrition rate comparable to McDonald's, and we need to be more curious about WHY. The imposition of solutions without this kind of inquiry mentality results in some weird stuff. Exhibit A, Chris Hall, the Harbour Master for the Port of St. John, chuckled about his experience on the CCGS Sir John A McDonald back in the day. Some well-intentioned (male) naval architect had apparently decided the women's washroom on board had to have a bathtub instead of a shower, because the perception was that women needed bathtubs. A BATHTUB. ON A BOAT. This is a decades-old example, but the theme of structural accommodation came up multiple times. Shared bathrooms and shower spaces are problematic. Sure, we all had examples of how we'd toughed it out, grinned and bore (beared?) it, but the bar needs to be higher for reasonable measures taken to make women feel comfortable and safe on ships.

The utterly brilliant Vanessa Rochester, maritime lawyer from Norton Rose Fulbright, elaborated on unconscious bias and how that comes into play in the maritime world. It starts early on. "Little girls are encouraged to bake tiny pies in tiny ovens," she said, while boys are encouraged to be physical, alter the world around them by building and blowing things up. She encouraged the room to examine the unexamined - the assumptions we make automatically, once brought into the light,

can be seen for what they really are. NB - Are you allowed to ask people to adopt you as a sister? Is that a thing? Asking for a friend.

The fact that seagoing careers are so far from the public eye doesn't help. Representation matters -- it's hard to pursue a career you can't even conceptualize. Furthermore, representation is important if you want to draw women and girls in. Mae Jemison, I mentioned during my panel conversation, is the first black female astronaut - and she became an astronaut because she saw a black woman on Star Trek as a kid. The maritime industry needs to do a better job of marketing itself as a viable career option. I also cautioned how representation is a double-edged sword: it has to be done right, otherwise the vibe is that we're albino zoo giraffes and only underscores our "otherness", perpetuating the idea that women in these roles are somehow freakish and unnatural. In a perfect world, my daughters would grow up seeing female pilots and captains and cement truck drivers and think that it's 100% completely normal. Women would be introduced as Pilot and Captain without being flagged as "the first female ____". Things are improving on this front, for sure, but there's still work to do.

What are the barriers?

One of my favourite lines of the whole day was Capt. Marie-Claude Laurendeau, a pilot in the Great Lakes, who described her first experience aboard a ship where the captain took her aside and said "you will not succeed -- you already have three strikes. One, you're French. Two, you're a woman." Being a woman, apparently, was worth two strikes. There's no doubt about it, women have to work much harder than their male counterparts to prove their competence. This can also have a silver lining, though. At the networking event afterward, a table full of

female maritime professionals - Captains, navigators, chief officers - talked about how being underestimated constantly is kind of satisfying when you get the job done and prove them wrong. Heads nodded. Group hug vibes. Definitely wanted to bottle up this camaraderie and support for the days when the self-doubt gets to me.

I brought up the issue of the ship-shore transition for women. Let's not ignore the fact that women get pregnant and have babies; but some serious work needs to be put into painting a picture of this path from ship to shore, from both a recruitment AND a retention perspective. My experience with Coast Guard was incredibly disheartening - when I got pregnant with my first child, I felt like I was thrown overboard by the organization like a bag of bricks. The conversation was all about how they were obligated to "accommodate" me, assurances that I'd have some kind of job, depending on what vacancies popped up. Maybe the warehouse? Maybe the pink-collar crewing office? Meanwhile, seagoing men with various medical issues popping up were immediately slotted into plum management roles ashore. If we're serious about recruiting and retaining women, we need to create a better path, and promote the fact that there are all kinds of amazing shoreside jobs, especially for those who have operational experience. Joan McLeod, a Coast Guard alum and passionate advocate for this issue, took it a step further by identifying a need for a ship-shore-ship path for women who need to pause their seagoing careers to have kids, but then want to return to sea but encounter insurmountable barriers in certification and employment options.

What's being done now?

There are cool things happening. Vanessa talked about recent efforts by WISTA to create panel databases of diverse voices on all imaginable technical matters, so there

will never be an excuse again to have a "manel" because event organizers "can't find women specialists". Chief Petty Officer 2nd Class Robert Wilcox, from the Navy, described in an intense talk about how the Navy is taking a 'burn it down' approach to dealing with sexual harassment in their sphere. Failure to act on reports of sexual harassment by managers is resulting in dismissals, all the way up the chain. "What you walk by, you approve of." Wilcox is one of the most passionate advocates I've seen for this cause, it was awesome. AWESOME. "To the guys out there," he said, "stick your foot in the door of the 'no girls allowed' club. Open the door. Let them in." I'M NOT CRYING YOU'RE CRYING.

Another Coast Guard alum, Cindy Brown, who runs the Nova Scotia Community College nautical program, talked about a new Ocean Protection Plan-funded initiative that provides scholarships to women for marine certification courses. The program has been wildly popular, she said, with all classes so far running at full capacity. There is no reason why women should not be diving into these jobs facefirst. Even without post-secondary education, a few MED courses and Bridge Watch can leapfrog you into a \$70k+/year job at sea. Leann Vaughn, a veteran navigation officer with BC Ferries, echoed this, saying that as a single mom starting out in the industry 30 years ago, she couldn't afford to live on a traditional "women's job" which led her to pursue her seagoing career. Despite the very real challenges obviously encountered by women at sea, the unanimous conclusion was that yes, we would 100% encourage all our daughters to do it. GET THEE TO SEA. New recruitment slogan, boom, nailed it.

What else can we do?

One of the things that was identified time and again was the vital importance of mentorship. Women mentoring women.

Men mentoring women. Women mentoring men. All have the desired outcome of promoting and encouraging diverse voices in the industry. We need more. More formal mentoring, more informal mentoring. Almost everyone spoke about how a mentor made the difference for them, opened the door, challenged them, gave them an opportunity that turned out to be a formative experience. Mentor someone; ask someone to be a mentor; organize it; do it.

Informal networking events, also, are a great idea. So many people mentioned how beneficial and fun it was to get together with such an awesome cross-section of the marine world, how we typically operate in a pretty siloed fashion and that more events would be a great benefit to all.

Ok, I'm almost done here -- the seat-back map tells me I'm somewhere over the Rockies so need to start condensing this word salad into something cohesive. Huge kudos owed to Master Mariners of Canada who organized this event, and to the industry sponsors who made it possible. I think Canada, as an internationally-recognized champion of diversity and a well-respected maritime nation on the world stage, is perfectly positioned to be a leader on this front.

The symposium proved that there is already a ton of talent and energy out there willing to make that a reality.

We would like to thank her for writing this great meaningful article on her way home. Thank you very much.