

# ***Championing Diversity & Inclusion***

Simon Grainge, Chief Executive

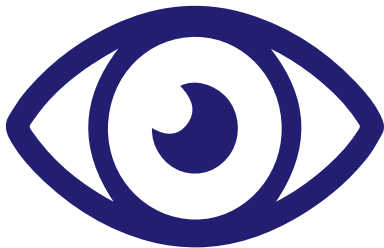
[simon.grainge@iswan.org.uk](mailto:simon.grainge@iswan.org.uk)





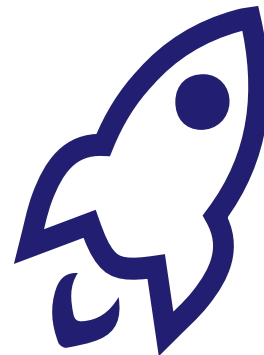
## *Our purpose*

ISWAN provides the support and resources seafarers need for good physical and emotional wellbeing, so they are happy and healthy and have strategies to cope with life at sea. In times of mental or physical crisis, ISWAN provides external assistance for themselves and / or their families.



## *Our vision*

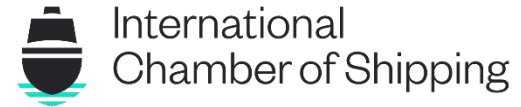
Better lives for all seafarers and their families



## *Our mission*

Improving the lives of seafarers and their families with services, resources, strategies and advocacy

# 90+ members including:



AMOSUP



SHIP SUPPLY

PTGWO - ITF



- 24/7
- Multilingual
- Multichannel
- Confidential
- Seafarers and their family members
- Free service
- International coverage



# What is diversity and inclusion?

- **Diversity** means including and involving people from diverse backgrounds.
- **Inclusivity** means making everyone feel welcome and valued.

# Why diversity and inclusion are important

- More breadth and depth of ideas and experience
- New perspectives on old problems
- More talent to choose from
- Improved retention



SEA

FANCY JUMBO SCALLOPS \$36  
 FRESH JUMBO LOBSTER TAILS \$36  
 FRESH AHI TUNA 2 @ \$16.99  
 FRESH SWORD FISH \$19.99  
 CHILEAN SEA BASS \$19.99  
 FRESH PETRALE SOLE \$11.99  
 FRESH SMOKED SALMON \$24.99  
 JUMBO COLE SHRIMP \$10.99



WE PROVIDE FREE DELIVERY TO ALL MAJOR DOWNTOWN HOTELS

AIRPORT DELIVERY ALSO AVAILABLE

FRESH COOKED NIINGENESS PABS

FANCY JUMBO GRILLING SCAMPI'S

FANCY 'COOKED' ALASKAN KING CRAB SECTIONS

WE PACK FISH TO GO FOR 48 HOURS

FRESH MED. GRILLING SALMON \$6.99

FRESH JUMBO GRILLING SCALLOPS

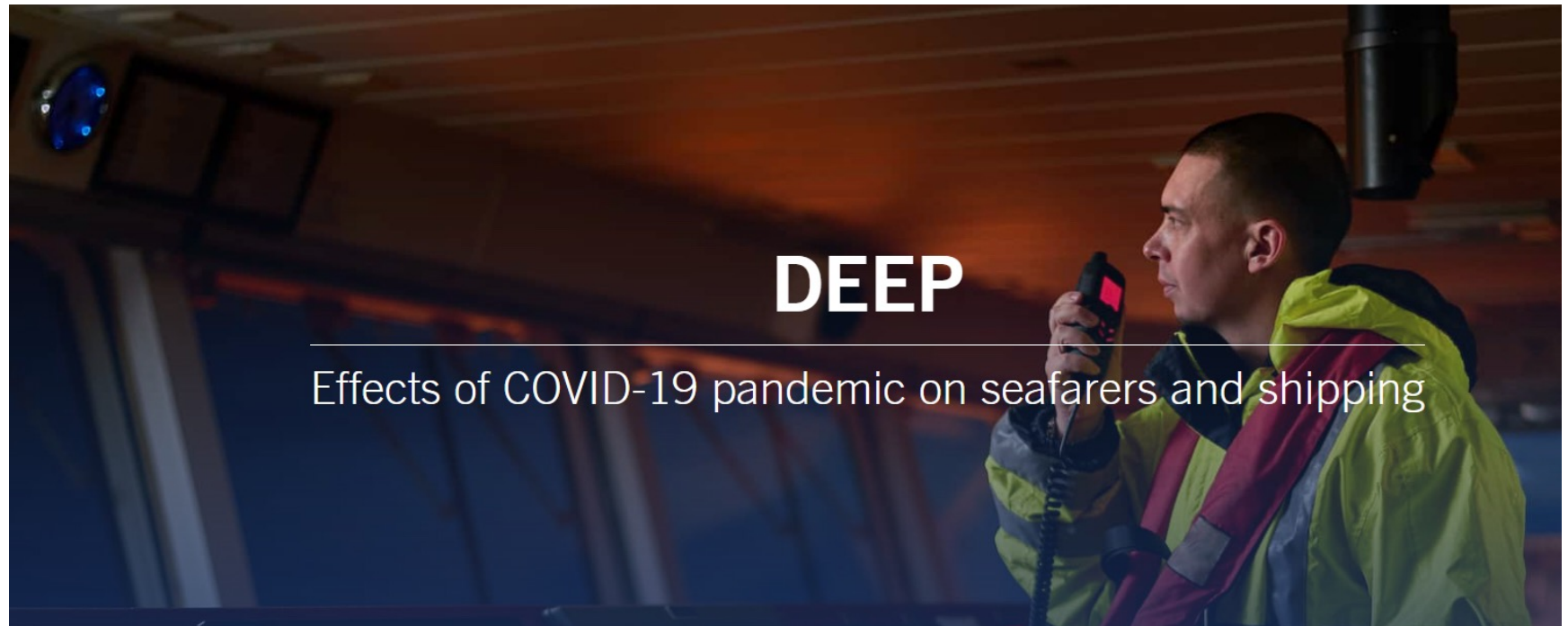
WE PACK FISH TO GO FOR 48 HOURS

FANCY JUMBO LOBSTER TAILS

FRESH HALIBUT CHEEKS \$14.99







# DEEP

Effects of COVID-19 pandemic on seafarers and shipping



- Original motivations for becoming a seafarer
- Level of commitment to remaining in the industry
- The impact of COVID on intention to remain in industry
- Main factors in decision to leave seafaring, including:
  - Attention to seafarer's health and wellbeing
  - Family separation
  - Lack of shore leave
  - Impact of new technologies (automation, decarbonisation)
  - Leadership culture on board
  - Opportunities for promotion and training
  - Workload

# Traditional seafaring

- Salary
- Adventure
- Explore the world
- Status
- Escape



# What's the offer today?

- Money?
- Adventure?
- Status?
- Glamour?
- Career for life?



# Inclusive culture

- Training is not enough
- Psychologically safe environments
- Remove the barriers
- Families
- Role of technology



# Conclusion

- The future of the industry relies on seafarers who are skilled, motivated and resilient
- The seafarers of the future will look different
- Their expectations will be different
- We need new approaches to diversity and inclusion if we want to attract, recruit and retain them