



CHS WOMEN'S NETWORK



Canada

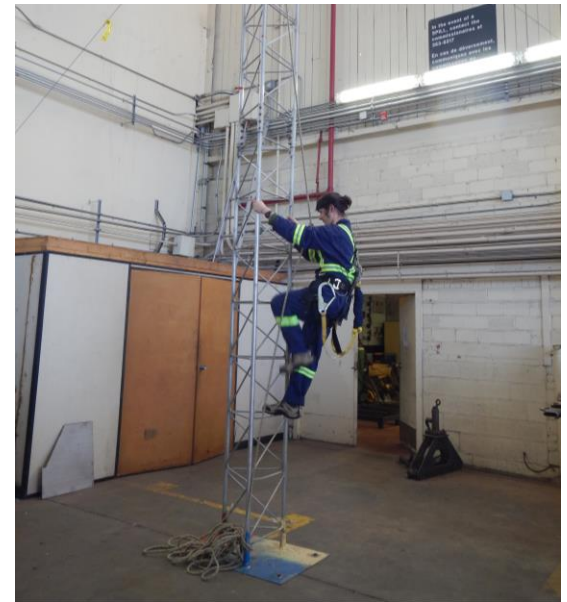
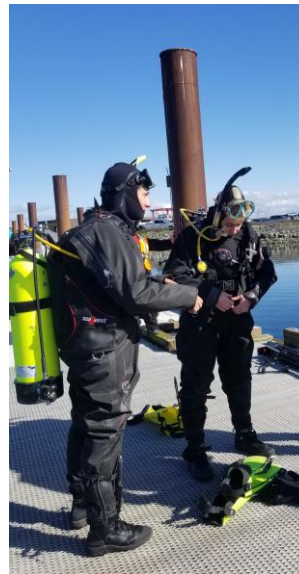
Context: CWN initiative 1/3

- Gender equity and inclusion are recurring issues in maritime and STEM related professions,
- Associated Initiatives in 2019/2020:
 - «*Empowering women in the maritime community*» was the World Maritime theme (IMO)
 - WMU's 3rd international conference on «*Empowering women in the maritime community*»
 - MMU's research project on «*Empowering Women for the United Nations Decade of Ocean Science for Sustainable Development*» funded by DFO



Context: CWN initiative 2/3

- Master Mariners of Canada's symposium «*The evolution of Equity and Inclusion in the Maritime profession*»
- Organisation of a special themed session at CHC2020 entitled «*Leadership: feminine style!*»
- Government's efforts to promote respectful culture in the workplace and support diversity, inclusion and positive space



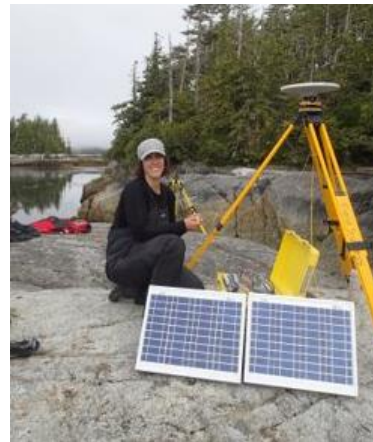
Context: CWN initiative 3/3

- **How does CHS measure up ?:**
 - Why are there only **few women in leadership roles?**
 - What are the challenges and barriers they face?
 - **How can CHS address these challenges** and better support them in their career?
- Launch of the CHS women's Network to provide **a safe space for discussions**
- Gather feedback and report back to CEC



CHS Women's Feedback

- Regional meetings with Geneviève Béchard (QUE, OP&A, and NCR)
- Regional meetings
- Compiling and structuring information : Report to CEC
- **TOPICS:**
 - Work life balance
 - Health, hygiene and safety
 - Harassment prevention
 - Respect and values
 - Equal opportunity
 - Career development



Work-Life Balance

OBSERVATIONS

- Workload management
 - Unclear expectations
 - Positive message from DFO about work-life balance not reflected Regionally
 - Perceived expectation to put in more hours to be respected and/or promoted
 - Limited access to flexible work arrangements (operational requirements)
- Support for parents
 - No dedicated space (nursing/pumping)
 - No childcare on site
 - Short notice for field deployment schedule change negatively affecting family responsibilities

RECOMMENDATIONS

- **Lead by example**
- Encouraging flexible work arrangements
- Regular **communication** and feedback with supervisor
- Create or identify a proper space for nursing/pumping
- Committee to evaluate the need and or feasibility for on-site childcare
- Early field operation planning assignment with possible substitute personnel

Health, Hygiene and Safety

OBSERVATIONS

- PPE Fit and Health & Safety
- Ergonomics & Physical Strength
- Feminine Hygiene
- Personal Hygiene

RECOMMENDATIONS

- New and correctly fitted PPE for all sizes
- **Fully stocked First Aid Kits**
- Ergonomic Assessments **for all**
- Ensure appropriate field equipment for safe operations
- Encourage physical fitness in the workplace
- Garbage cans with lids in washrooms on boats and vessels
- **Better supplies for boats with no bathroom** like "she wee", poncho, toilet seat for bucket and emergency feminine supplies
- **General field instructions for life at sea**

Harassment Prevention

OBSERVATIONS

- Roles and Responsibilities
- Complex Departmental Process
- Length of Investigations
- Victim Isolation
- Confidentiality
- Fear
- Trust

RECOMMENDATIONS

- Implement a **zero-tolerance policy**
- **Act expeditiously** to address complaints / conflicts
- Emphasize **Informal conflict resolution** processes
- Provide **mandatory training**
- **Support** employees who report issues through coaching, EAP, conflict management practitioner
- Compile **a list of regional contacts** / resources
- Implement **360** reviews during PSPM for management team
- Identify Positive Space **Ambassadors**, union representatives, Mental Health First Aid Team members

Respect and Values

OBSERVATIONS

- All staff should have equal opportunities regardless of classification levels and years of service (right to vacations, attend events, training, schedule,...)
- Conflict between regions/HQ : lack of understanding of jobs function
- Challenge the use of certain words/language, gender neutral message
- Respectful Opinion Sharing
- Leadership Style Imbalance
 - "Leadership" referred to as male qualities
 - More dominant workstyles in the workplace, women may provide different management style
 - Emotions seen as weakness, not as passion (hysterical vs confident)

RECOMMENDATIONS

- Respect values, **treat people equally**
- Explain the roles of all regional and HQ positions to all CHS staff (update on acting/new changes)
- **Clear policies and expected behaviours** for all staff in all work environments
- **Ensure a "round table" approach** is practiced and/or offer meeting etiquette training to ensure all members have an opportunity to express their opinions



Equal Opportunity

OBSERVATIONS

- Pay
- Field work Assignments
 - Gender Assumptions
 - Off-shore Cabin Availability
 - Insufficient rotations
- Communication During Maternity Leave
- Administrative Assumptions
- Time-Off Due to Family Matters

RECOMMENDATIONS

- Record "time spent in the field"
- Collaborate with CCG
- Develop national **production/quality standards**
- **Assignment of "Point of Contact"**
- Regional tracking for **equitable rotation** of administrative/social tasks
- **Propose gender equality training**



Career Development

OBSERVATIONS

- Few women in leadership roles
- More Specialized training opportunities
- Few outreach and recruitment activities



RECOMMENDATIONS

- Women present in every work unit
- **Advertise all short term acting assignment**
- **Delegate tasks down** to give experience/exposure
- **Promote mentorship and coaching**
- Actively update PSPM throughout the year
- **Offer more training** (technical and leadership)
- Lunch and Learns with women speakers
- **Identify good outreach activities to recruit more women in the field of hydrography**



Engagement of the CEC

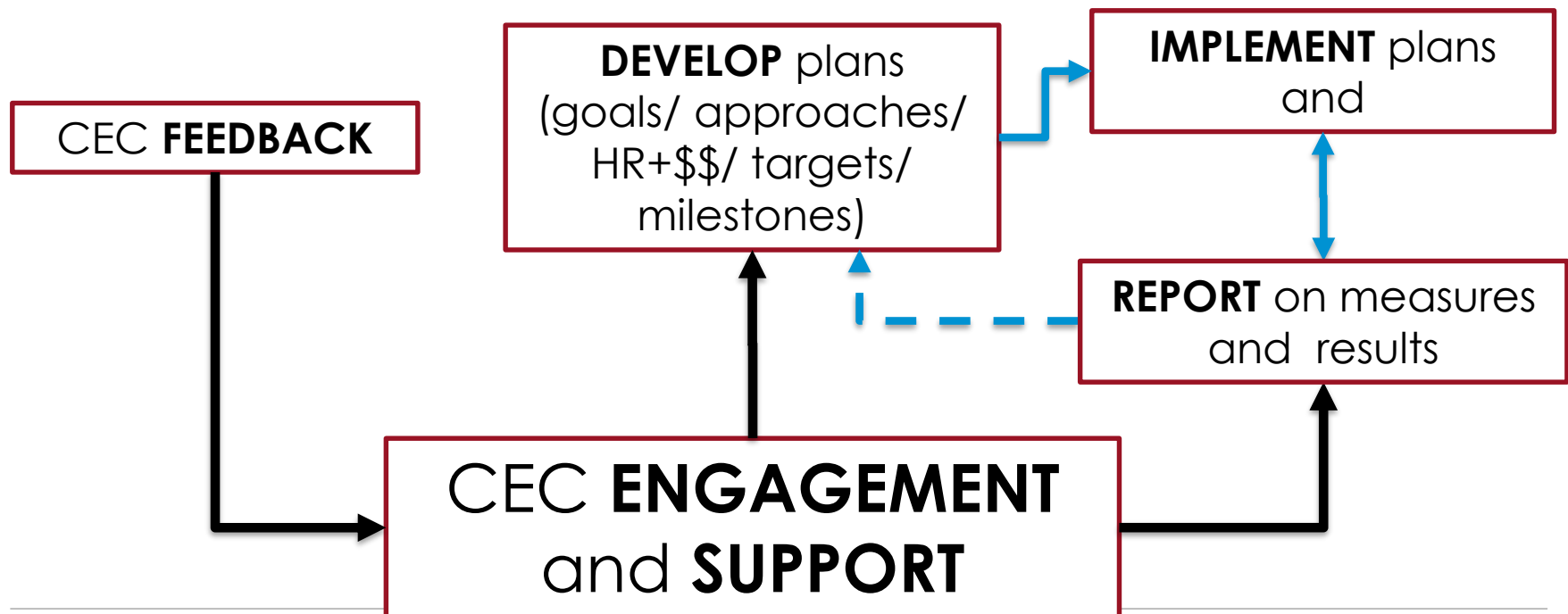
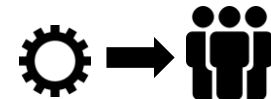
NOW



2020-2021



2020-...





Thank you

