CHS WOMEN'S NETWORK
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 confidant)

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**
CEC FEEDBACK

**2020-2021**
DEVELOP plans (goals/approaches/HR+$$/targets/milestones)

**2020-...**
IMPLEMENT plans and
REPORT on measures and results

CEC ENGAGEMENT and SUPPORT
Thank you