# 20<sup>th</sup> Meeting of the South West Pacific Hydrographic Commission

Empowering Women in Hydrography

**SWPHC Report** 





## Main achievements during the year

- SWPHC CL04\_2022 invited women to join the SWP WH network
- To date 52 women joined the network
- Based in Australia, NZ, Tonga, Niue, Fiji, France, UK and US
- Currently working for national Hydrographic Offices, marine safety authorities, Government science organisations, industry, academia or studying hydrography



# Why start a network

#### What women want from the network:

- Learn from others
- Inspiration
- Learn about other cultures
- Learn about other aspects of hydrography
- Balancing family commitments and offshore work
- Ways of building male allies to support women
- Connection to other women (not many local role models)
- Share opportunities and experiences
- Normalising females in STEM stop having to count how many women....
- Develop the next generation of female hydrographic leaders
- Not being the automatic "secretary"
- Support and advice for working in male dominated workforces

#### What women can give to the network:

- Share their stories to help others learn about career pathways, be a role model, mentor
- Inspire others to take on hydrography as a career
- Support others starting out in their career
- Support on technical challenges
- Advice for working parents and caregivers
- Links with professional bodies and opportunities they present
- Help to break down barriers for development of women

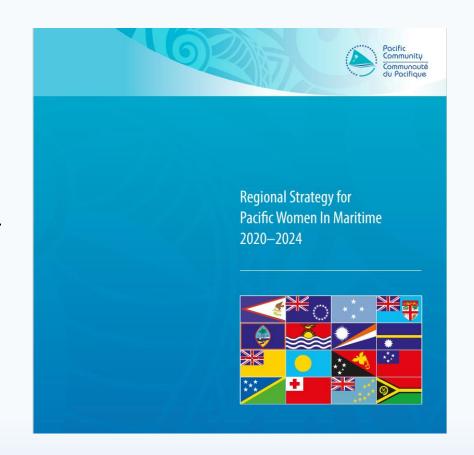




### Main challenges

- Pacific Community <u>Regional Strategy for Pacific Women in Maritime 2020-2024 (pacwima.com)</u> identified statistics of women employed in the maritime sector:
- 2017 cartographers / hydrographers = 0
- 2019 cartographers / hydrographers = 4

Hoping to reach the maritime administration support staff sector....







### So far.....

- 2 virtual meetings introduction and lean in circle. Discussion on the article The Power of Talk: Who Gets Heard and Why (hbr.org)
- Identified topics for SWPHC session:
  - Pathways into Hydrography how do we encourage girls to know this career exists and how to navigate it.
  - Different roles in Hydrography surveyors, cartographers, industry, government, academia
  - Benefits to a diverse workforce why should we care about including women in our workforce.







### For SWPHC20

 Work you are doing to empower women in hydrography – need to send regional response to IHO pre Assembly

 Be an ally for women in your organisation – support and encourage and provide opportunities

