



WOMEN IN MARITIME ASSOCIATION CARIBBEAN

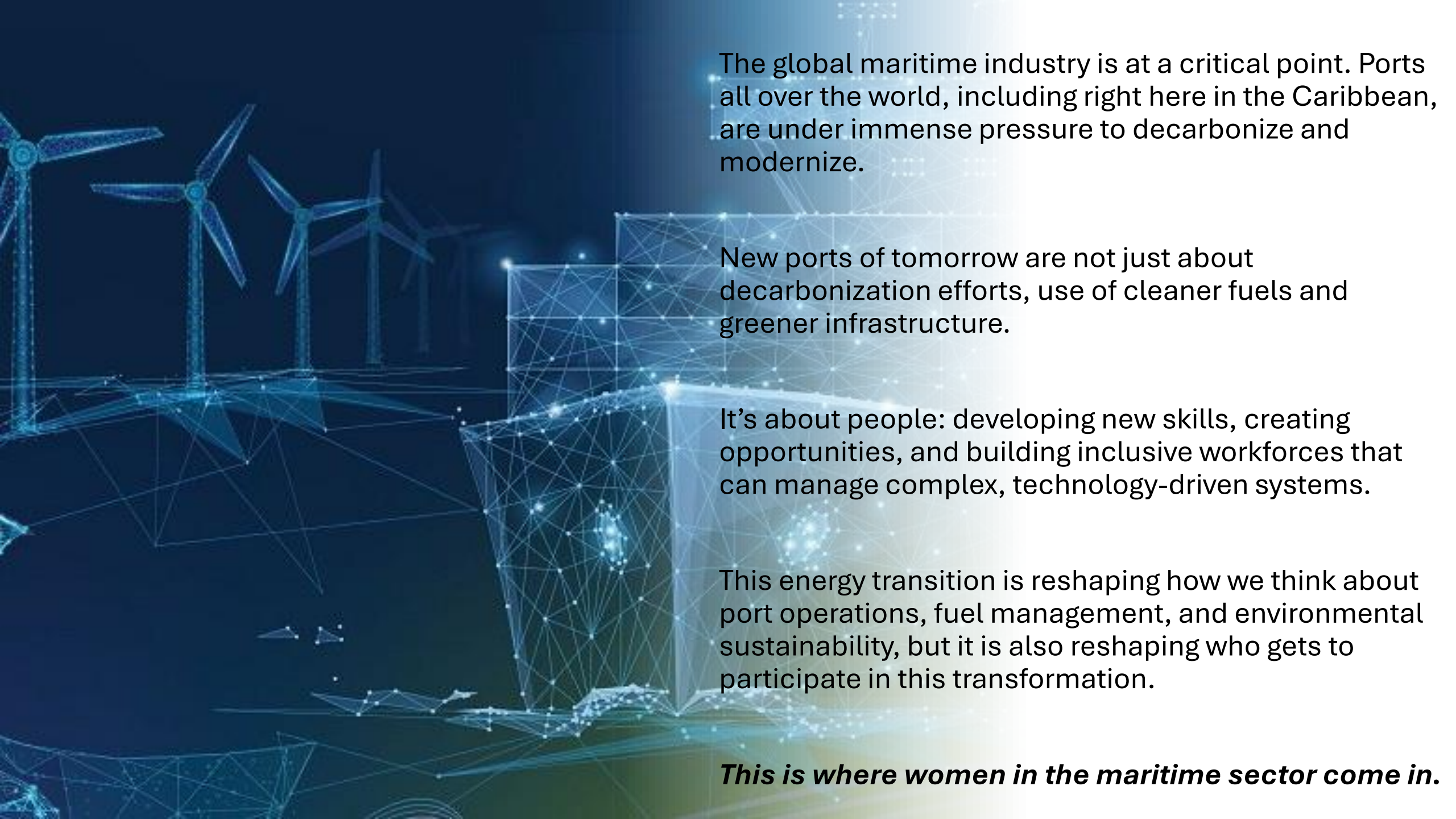


Charting the course for generations of women



Empowering Women Today for
Inclusion in New Ports of Tomorrow

Suzette Balkaran,
VP Research and Development,
WiMAC
14.11.2025



The global maritime industry is at a critical point. Ports all over the world, including right here in the Caribbean, are under immense pressure to decarbonize and modernize.

New ports of tomorrow are not just about decarbonization efforts, use of cleaner fuels and greener infrastructure.

It's about people: developing new skills, creating opportunities, and building inclusive workforces that can manage complex, technology-driven systems.

This energy transition is reshaping how we think about port operations, fuel management, and environmental sustainability, but it is also reshaping who gets to participate in this transformation.

This is where women in the maritime sector come in.



We join in solidarity
with our
WiMAC
SEASters
in Jamaica



WiMAC's role

- Regional group of female maritime professionals committed to increasing the performance, participation and contribution of women in the maritime sector.
- Network of 200+ female maritime professionals.
- WiMAC is committed to transforming the lives and status of women through education, mentorship, empowerment and enabling opportunities.
- WiMAC was launched in April 2015 in Montego Bay, Jamaica, and represents the seventh regional network that has been established by IMO, aimed at furthering the objectives of capability and capacity building for women in the maritime sector.
- WiMAC provides a forum for networking and advocacy in support of the IMO's Programme for Integration of Women in the Maritime Industry.



WiMAC's Strategic Vision

A key resource for the
sustainable
development of the
Maritime Sector



Women in Maritime Association, Caribbean Governing Council



DR. EVETTE SMITH-JOHNSON
WiMAC President



MRS. TAMARA LOWE-JAMES
Immediate Past President



MS. ABIGAIL BRYAN
Vice President of Membership
and Administration



MRS. TRICIA KING
Vice President of Public Relations
and Marketing



MS. SUZETTE BALKARAN
Vice President of Research
and Development



MRS. KATINA BENN
Vice President of Women and
Development



MS. ILAISA LILA
Director of Finance



MS. CARLITA BENJAMIN
Member-At-Large



MS. VALERIE SIMPSON
Operations Manager



MS. RAQUEL FORBES
Director
Corporate Affairs



WiMAC's Mission

To foster the development and participation of women in the maritime sector and contribute to the growth of the industry within the region through:

- Empowerment of women
- Lobbying and contributing to the development of responsive legislative and regulatory environments
- Primary research and reporting towards the maritime industry
- Contributing to a code of conduct in the Maritime industry
- Networking and mentorship to share best practices and forge partnerships to strengthen the industry and provide opportunities for resource mobilization




Wimac- Empowering Women Today for Inclusion in New Ports of Tomorrow

- Building Capacity and Skills
- Research, Innovation, and Knowledge Sharing
- Leadership and Governance Development
- Partnerships and Collaboration
- Creating Strong Professional Networks
- Advocacy and Visibility

Count Her
Invest in Women
Accelerate
Progress.

#IWD2024



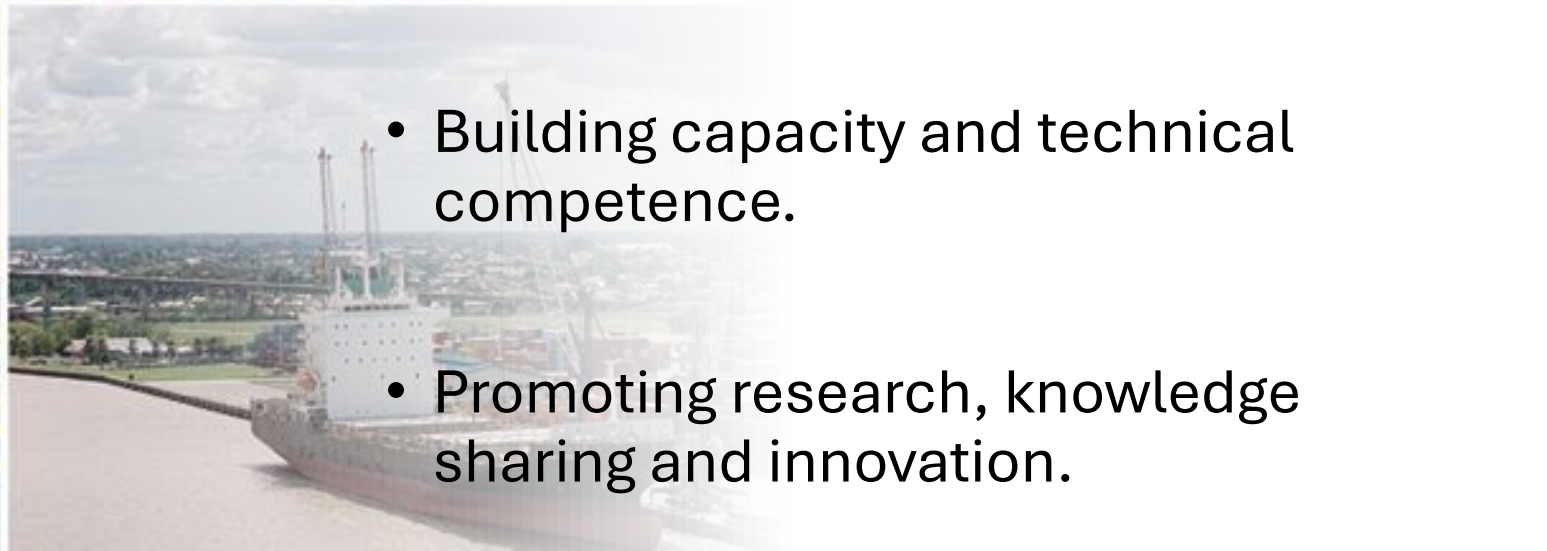
Future ready ports

- Green port operations and environmental management
- Alternative fuels and energy transition management
- Environmental management, monitoring and compliance
- Smart port systems and data analytics
- Compliance with global emission and safety standards
- Sustainability reporting and leadership



Building Skills and Competence for Modern Port Roles

- WiMAC's Strategic Plan prioritizes capacity building, training, internships, and knowledge exchange as a core empowerment strategy.



- Building capacity and technical competence.
- Promoting research, knowledge sharing and innovation.



Strengthening Leadership Capacity through Mentorship

- WiMAC's Mentorship programme gives women the competence, confidence, and continuous professional development to take on these new specialized roles.
- Structured mentor/mentee training that enhances communication, goal setting, and leadership skills.
- Mentorship pairs focusing on leadership skills, strategic thinking, and decision-making.
- Professional networking and exposure through regional engagement, workshops, and conferences.
- Mentors and mentees receiving training on communication strategies and professional advancement.



Advocacy and Influence

- WiMAC is positioning itself as a repository of information and advocacy for women in maritime.
- Implements communication strategies to enhance visibility through outreach campaigns, conferences, and digital engagement.
- Support training curricula and policy interventions to ensure women are equipped for emerging green maritime careers.
- WiMAC's youth engagement initiatives and Student Chapters, introduces maritime careers to girls and promotes maritime awareness.
- Promotes continuous professional development of women.



Seaster Feature

Newly appointed Commander Kele-Ann Bourne-Jessen has twenty-one (21) years of service in the Trinidad and Tobago Defence Force (Coast Guard) and currently holds the Acting Commanding Officer Defence Force Headquarters Unit. She trained at the Britannia Royal Naval College (BRNC), Dartmouth in April, 2003 becoming the first female officer to have completed the Royal Navy Young Officers' Course (RNYOC). Additionally, she received the Admiralty Binoculars in 2005 for her outstanding performance whilst at the BRNC.

Ms Bourne-Jessen certainly is no stranger to breaking barriers as she is the first female Lieutenant Commander in the Trinidad and Tobago Coast Guard and in 2014; she made history by becoming the first female officer to partake in an Independence Day parade on horseback in Trinidad and Tobago. She has served as the first female Commanding Officer onboard the Standard Patrol (SPA) class of vessel TTS CARLI BAY (CG28) which made her maiden voyage from Gorinchem, Holland arriving in Trinidad in December 2016.

Pictured -a) Kele-Ann Bourne-Jessen
b) Presenting at the WiMAC Conference and AGM 2023

#NoExcuse

UNiTE to End Violence against Women

16 Days of Activism
against Gender-Based Violence

AN OCEAN OF OPPORTUNITIES FOR WOMEN

INTERNATIONAL DAY FOR
WOMEN IN MARITIME
18 MAY

UN WOMEN

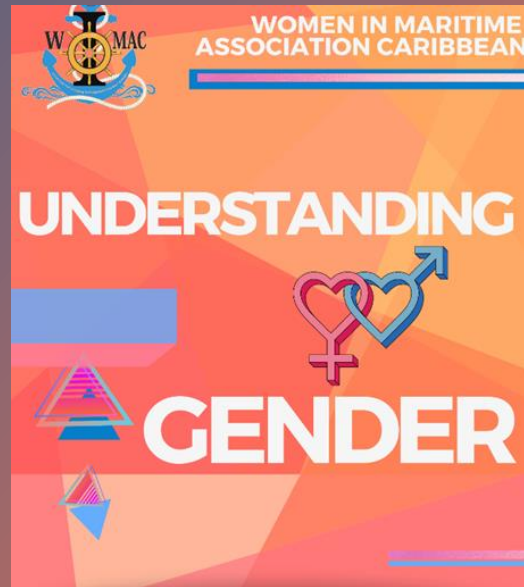
Orange the World

The economic empowerment of women, together with approaches that strengthen equitable gender norms and dynamics for lasting changes for women and girls, can serve as a protective factor against gender-based violence.

Sustainable Development Goals

WiMAC promotes SDGs by educating, empowering, and elevating women in maritime; building partnerships; supporting green technologies; and strengthening gender-inclusive governance in the Caribbean maritime sector.





Awareness and Outreach

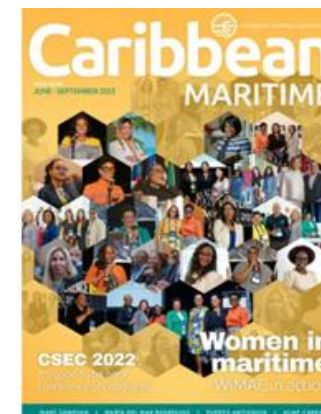
- WiMAC members participate in the IMO sponsored Maritime SheEO Leadership Accelerator Programme.
- WiMAC embarked on a Break The Bias Campaign and held a webinar in celebration of International Women's Day
- Through a joint project with the Caribbean Shipping Association, WiMAC has produced a guide for Promoting Gender Equality for the Caribbean Maritime Sector.
- WiMAC has launched Women on the Rise and Beacons highlighting key women within the maritime sector.



Building Partnerships and strategic collaboration

WiMAC has built relationships with key maritime players, and has engaged in technical discussions to build awareness and continue its commitment towards building a sustainable maritime industry.

Partnerships have been formed with research institutions and other maritime stakeholders to promote research initiatives and collaborated data gathering efforts.





BREAKING BARRIERS: STRATEGIES FOR RECRUITING AND RETAINING WOMEN IN MARITIME CAREERS

Date: May 21, 2024 | Time: 11:30 AM - 12:30 PM

			
MONA SWOBODA Program Manager - Inter-American Committee on Ports	PROF. ANDREW SPENCER President - Caribbean Maritime University	DEAN BEITLER Vice President, Human Resources & Procurement - Tropical Shipping	DR EVETTE SMITH JOHNSON President - WiMAC MODERATOR

OAS 50th Anniversary RED PUERTOS Red MAMLa CIP

4TH HEMISPHERIC SEMINAR ON PORT-CITY RELATION, SOCIAL RESPONSIBILITY, AND GENDER EQUALITY:
Projecting more Humane, Sustainable, and Resilient Port Cities

WiMAC continues to ensure that women in maritime are included in discussions within the maritime sector

WOMEN in MARITIME ASSOCIATION CARIBBEAN
Guyana Chapter

SPEAKERS

	
Mr. Richard Rambarran Economist & Businessman Guyana	Ms. Candice Baptiste Professional Maritime Expert & Business Consultant

WOMEN in MARITIME ASSOCIATION CARIBBEAN
Barbados Chapter
Quarterly Webinar Series

Enhancing the Future of Maritime Safety
Join us as we explore the human element in nautical mapping, ship registration and state control in enhancing maritime safety.

WEDNESDAY, 24 APRIL 2024
~10:00 AM (B'TOWN) ~12:00 PM (JAMAICA)

OAS | More rights for more people | CIP | Inter-American Committee on Ports

DP WORLD **PORTONAVE** **WOMEN in MARITIME ASSOCIATION CARIBBEAN**
Guyana Chapter

SOCIAL RESPONSIBILITY AS A KEY ELEMENT FOR INTEGRAL PORT DEVELOPMENT



Thursday, May 16, 2024
11 AM Washington D.C.

Agenda:
11.00 - 11.10 - Opening: Jorge Durán, Chief of the Secretariat, CIP-OAS
Moderator: Mona Swoboda, Program Manager, CIP-OAS
11.15 - 11.30 - Mervel Kotzebue - Fleur, Chief Executive Officer, DP World Paramaribo, Suriname
11.35 - 11.50 - Alessandra Guilherme Santos, Human Resources Manager, Portonave S/A - Terminals Portuários de Navegantes, Brazil
11.55 - 12.10 - Katina Benn, Vice President, Women in Maritime Association Caribbean (WiMAC), Guyana Chapter
12.10 - 12.20 - Q&A Session
12.20 - 12.30 - Closing: Secretariat of the Inter-American Committee on Ports



WOMEN in MARITIME ASSOCIATION CARIBBEAN

Challenges and Opportunities for Women in Maritime Decarbonization
Round Table Discussion

	
Dr. Evette Smith Johnson WiMAC President Panelist	Ms. Suzette Balkaran WiMAC VP Research & Development Chair

WOMEN FOCUSED



INTERNATIONAL DAY FOR
**WOMEN IN
MARITIME**
18 MAY




WIMAC 10 years STRONG

LEAD HER SHIP
Looking Astern, Sailing Ahead



WOMEN FOCUSED



**A sustainable maritime
future will only be
possible when it is
inclusive, equitable, and
future-ready.**

**WiMAC isn't just
preparing women for
today's maritime
industry, we are
preparing them to LEAD
the ports of tomorrow.**