



International Organization of Masters, Mates & Pilots

Women's Caucus

Formation of the Women's Caucus

Together We Will

The mission of the ***International Organization of Masters, Mates & Pilots Women's Caucus*** is to effect change to assure equal rights, respect and safety for all mariners and workers in the maritime industry. We will advocate for and actively support women's rights, professional development, networking, and the discussion of all issues specific to women in maritime, including cisgender and transgender women, femmes, and nonbinary people within MM&P and throughout the maritime industry. Our focus is to listen and take critical steps to make necessary adjustments. We will take purposeful action to demand a safe, harassment-free work environment and culture that is designed to protect all workers in our industry and support them in reaching their full potential. This will inspire new business practices that must be implemented throughout every corner of our Organization to enhance mariners' rights and interests throughout our industry.

We want to hear from you. Only through your insight can we discover ways to improve working conditions, confidentially report issues or concerns. Please keep your feedback coming. Help us ensure a safer work place for all mariners and contact us at womenscaucus@bridgedeck.org to join in this effort.

Join Us! MM&P Women's Caucus membership is free and open to all members and delegates. Membership will initially be limited to women, including cisgender and transgender women, femmes, and nonbinary people within MM&P and ultimately, subject to the decisions of the Women's Caucus, open to all workers throughout the maritime industry interested in promoting women's issues, empowerment, and professional development.

Warmline: We are working on developing and securing a peer-support resource. If you are a member or delegate interested in volunteering to assist with this effort, please also reach out and let us know. We are currently securing training for representatives. The warmline will provide peer support and referral to other resources.

Creating a culture that is based on high ethical standards enhances our reputation and assists us in recruiting and retaining talented employees who share our values.

Each and every one of us is responsible for creating a respectful, professional workplace where everyone can succeed. We will not tolerate harassment, discrimination, or retaliation in the workplace.

We are committed to making meaningful and positive change, and this is just the start. We will be sharing additional updates in the coming weeks and months. We know there is always more work to do. We are committed to continuing that work.

Have questions, comments, or feedback? Email us [here](#).