

# Diversity & Inclusion Forum Summary Sheet

## Overview

This forum explored one of SHTP 2's key project outcomes to increase diversity within the sector with a particular focus on attracting young people aged 18-30, women and BAME groups to the programme. Our three guest speakers shared their experiences of trying to build diversity in the maritime sector and gave some top tips for supporting and increasing diversity and inclusion. Our speakers included:

- Chrissie Clark: Head of Diversity and Operations/Secretary to the Maritime Skills Commission at Maritime UK.
- Linda Fitzpatrick: Curator and SHTP 2 Partner at Scottish Fisheries Museum.
- Hannah Hurford: Chief Communications Officer at EcoClipper and SHTP 2 alumni trainee.

## Barriers to Diversity

- 1) **Awareness gap:** The speakers discussed the issue surrounding the lack of awareness that exists from a young age of the career routes available within the maritime sector. One solution to bridging this gap is to inform schools about maritime careers and link up to the school curriculum, for example, those in joinery courses could gain more experience at a boatyard. This awareness gap also refers to a lack of understanding to what maritime actually is. SHTP alumni can be ambassadors here, by sharing their experiences of how they got to where they are today via social media to inspire others.
- 2) **Funding:** The issue of funding was deemed a critical barrier by the speakers as those we are trying to attract are often those who cannot afford to do an unpaid traineeship. Organisations also depend heavily on volunteers and often can't afford to hire trainees after they have completed their traineeship, which leads to the question of what is the next step after they have finished the traineeship?

## Methods to Increase Diversity

- 1) **Adapting the recruitment style:** To see the results of a diverse workforce, the job recruitment style must be adapted in order to reach those you are trying to attract. This includes cutting out jargon in job descriptions, removing the barrier of qualifications by also asking for experience, and ensuring the interview panel are inclusive. Maritime UK toolkits, such as inputting job descriptions through decoders can be utilised to ensure you are reaching your target audience.
- 2) **Training up the workforce:** Discussion turned to how to ensure inclusion is carried through after a job offer. The speakers emphasised the need to create a safe space for all including those who are religious, transgender, female etc. It is important to train the workforce in how to be understanding that someone's experience may not be their own and how to create a space that is without judgement.

## Top Tips

- 1) **Linda Fitzpatrick:** Model the diversity you want to see by being diverse and supporting diversity in all levels of an organisation. Continually challenge yourself by adopting new approaches and always strive to go further to try and achieve an inclusive and diverse workforce.
- 2) **Chrissie Clarke:** The road to creating a diverse workforce is a journey and so throughout, it is very important to share learning and experiences with other organisations.
- 3) **Hannah Hurford:** Communicate to inspire. Share stories of people from diverse backgrounds to show young people today what a career in maritime looks like and how to get there.

## Useful Links

<https://maritimeuk.org/priorities/people/diversity-maritime/diversity-toolkits/toolkits/>

<https://www.nationalhistoricships.org.uk/SHTP2Project>

