

CID: CULTURE, INCLUSION, DIVERSITY (MANAGEMENT)

COURSE OBJECTIVES This course is designed to build awareness and practical behavioural competencies related to Culture, Inclusion, and Diversity (CID) within maritime settings. It aims to foster an inclusive and respectful work environment where all individuals feel valued, supported, and empowered to contribute effectively.

ABOUT THE COURSE This one-day intensive program equips maritime professionals with practical tools to move from awareness to action in Culture, Inclusion, and Diversity (CID). Designed specifically for shipboard and shore-based maritime operations, the training focuses on challenges at sea, communication barriers, psychological safety, and embedding inclusion into maritime systems and safety culture.

PARTICIPANTS Maritime Industry Professionals, Commercial Operators, Ship Owners, Ship Managers, Seafarers, Ship Inspectors

DURATION One day (Six Hours)

KEY TOPICS

- One-day intensive program for maritime professionals on Culture, Inclusion, and Diversity (CID).
- Provides practical tools to move from awareness to actionable strategies.
- Addresses challenges unique to shipboard and shore-based operations.
- Focuses on communication barriers and fostering psychological safety.
- Guides integration of inclusion into maritime systems and safety culture.

TRAINERS



Puja Rawat

Puja Rawat is a Superintendent (Human Factors) specializing in Maritime Learning & Development. She focuses on designing and delivering training initiatives that strengthen human performance, professional development, and operational excellence within the maritime environment.



Deepshikha S Mehra

Deepshikha S. Mehra is Superintendent (Human Factors) with a PGD in Counselling. She applies human factors principles to improve safety, communication, and decision-making, supporting team well-being in operational environments.