

**The Empowering Women in Hydrography Project (EWIH):
A case study of women-centered industrial safety policy changes at a single
organization**

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The International Hydrographic Organization Empowering Women in Hydrography Project (EWIH), which commenced in November 2020, is a series of engagement activities that will develop and support woman-centered diversity and equity initiatives in the hydrographic community. One such initiative is the publication of a series of Notes (white papers) in the International Hydrographic Review (IHR) journal to inform and educate readers of some of the issues faced by women in the hydrographic and hydrospace workforces and propose a series of meaningful, achievable ways to mitigate those issues.

The first IHR Note in the series focuses on industrial safety concerns for women. With the understanding that organizations have legal, moral, and ethical obligations to provide a healthy and safe workplace, hydrographers and industrial safety specialists at a private-sector organization reviewed the “Big Three” industrial safety challenges for women identified in the first IHR Note – inadequate personal protective equipment, inadequate quartering, and unsuitable equipment design. The authors present a case study of how the organization reacted and responded to these safety concerns, including triaging different elements into what could be achieved quickly, what would require more time, and what was outside of the organization’s control. The changes made immediately are discussed, and the authors provide examples of workflows and instruction materials developed as part of those immediate-term changes.