



TALKING DRUMS

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IITA organizes awareness seminar; encourages staff to avoid all forms of discrimination and harassment



Participants at the P4D harassment and discrimination seminar

As a follow-up on the recommendation made by IITA Board of Trustees and management staff, the Institute organized a Partnership for Delivery awareness seminar on 12 April at the Conference Center, to remind staff of the Institute's stand on harassment and discrimination. The Institute's zero-tolerance on this policy has helped to create an enabling environment for staff to contribute positively to the overall growth of the Institute.

The event titled "Discrimination and Harassment—fostering dignity, respect, equality, and diversity in IITA," was facilitated by Human Resources Service (HRS) and Capacity Development Office (CDO) with more than 80 participants in attendance. The event aimed to drive a workplace culture that promotes respectful relations between staff, while reducing to the barest minimum all forms of discrimination and harassment, which could be based on ethnic, social, or political background, color, nationality, religion, gender, disability or sexual preferences.

In her opening remarks, Lilian Mendoza, Head of HRS, reiterated the Institute's commitment to ensure equitable treatment of all employees,

and providing a work environment that respects the dignity of all individuals. "I urge you all especially those that are victims of harassment and/or discrimination, to be bold enough to report the case(s) to the dignity advisors who are willing to take up action and ensure that justice is served. Concurring, Zaina Sore, Head of CDO stated that as the Institute is diversifying more towards partnership and delivery, "a conscious effort has to be made by everyone to ensure that all categories of staff, including stakeholders, donors, and partners are treated with equal respect to guarantee stronger collaboration and trust by all".

Presentations were made by HRS senior staff including Lade Oke, HR Manager; NRS; Wole Oladokun, Employee Services Manager; and Helen Adeniji, Organizational Development Manager, all geared towards encouraging staff to live a life free from discrimination and harassment.

Oke enjoined all participants to be gender sensitive and seek to promote respect and dignity in all forms of communication and interactions, be it written or oral, and avoid discrimination of any kind. "Live IITA's values every day and everywhere, avoiding any action that can bring the name of the Institute into disrepute", she added.



HR presentation at the P4D harassment and discrimination seminar

Charlotte Sanginga hosts Women's Day celebration

In commemoration of 2019 International Women's Day, Charlotte Sanginga, wife of IITA Director General, hosted the wives of IITA Senior and Junior Staff to a party on 15 March. This annual event is aimed at celebrating women as agents for innovation. Members of the IITA Women's Group also attended the ceremony.

In her welcome address, Mrs Sanginga thanked the attendees for accepting the invitation. She said that women deserve to be honored every day, at home and in the society. She stated, "Women should never allow anyone to look down on them, and they should never look down on anyone, because women are creators."

Mrs Sanginga also encouraged attendees to be open to new ideas and support the creations of others. According to her, "communication and exchange are essential for growth."

Head of Hospitality and Travels (HOSTRAS), Bridget Mangulama, delivered the keynote address on



Mrs Charlotte Sanginga and Staff Association wives

behalf of Hilde Koper-Limbourg, IITA Deputy Director General, Corporate Services. She said, "IITA is a great employer and is committed to ensuring gender balance at the workplace. We thank you, wives of our colleagues, for ensuring the happiness of your husbands thereby contributing to their productiveness at work."

The event featured dance sessions, motivational talks, and gift-sharing.

IITA Human Resource Manager, Lade Oke, gave the closing remarks. She thanked Mrs Sanginga for sharing the joy of womanhood with wives of staff. She also thanked the attendees for making out time to honor the invitation.

IITA Women Group-Kinshasa visits local orphanage

The IITA Women Group in Kinshasa, DR Congo, visited the Paola Consolata orphanage on 29 March.

The main objective of the visit was to bring material donations to the children at the orphanage. The Women's Group also aimed to sensitize the establishment's authorities on the advantages of developing agricultural activities that will create an extra source of income to augment donations that the establishment receives from donors. This will ensure that the food, health care, and educational needs of the children are properly taken care of in spite of current difficulties due to fewer donations from benefactors.

They also noted that active participation in agriculture will also create employment for the orphans who do not get the chance to be adopted.

The material donations included children's clothing and shoes, as well as provisions such as sugar, milk, soy flour, cooking oil, tinned fish, and soft drinks. Their hygiene and toiletry needs were also covered with donations of soap, laundry detergent, and toilet paper.



Kinshasa Women's group

The charity committee of the IITA Women Group-Kinshasa organized the visit; the group was represented by Ms Lumière Biongo and Josana Sanginga and led by Ms Valerie Tembo.

Mrs Marie-Paul Louise Ngoy Milambo, a 75-year-old widow and mother, founded the Paola Consolata

Orphanage in 2005. It is located at Kasa-vubu Township and currently hosts 15 children from zero to 10 years, most of whom were abandoned by their parents in hospitals or on the streets. The orphanage currently has six female staff.

By Michèle Kimpwene

IITA commemorates World Health Day



Dr Samson Adeleke, Head of IITA Clinic, delivering a lecture on World Health Day.

World Health Day is a global event celebrated every 7 April to raise awareness about public health importance. The 2019 theme “Universal health coverage: Everyone, everywhere”, is a call to action on equity and solidarity—on elevating the bar for health for all individuals, everywhere, by addressing gaps in services and leaving no one behind.

The day aims to celebrate health and improve the understanding of universal health coverage and the importance of primary health care as its foundation. This will also help to spur action from individuals, policymakers, and health-care workers to make universal health care a reality for everyone.

In an interview to commemorate the day, the Head of IITA Medical Unit,

Samson Adeleke, spoke on the relevance of being healthy, emphasizing that the well-being of staff is paramount to the Institute as it can determine an individual’s level of productivity while noting that: “The unit essentially provides health services to the IITA community and their dependents, which include preventive, primary, and some secondary care services.”

Speaking on the need for all sectors to be involved, Adeleke said, “Despite the importance of good health, some people are not privileged to receive medical attention due to lack of funds. This day is a call for leaders, and health workers, at the local, state, and federal levels to be reminded that everyone should be able to access the health care they need.”

“As a professional in this field, one of the best ways to achieve this is by organizing advocacy events around the world to fuel the momentum of health geared towards highlighting our goal of achieving a fairer, healthier world—in which no one is left behind,” he concluded.

IITA Sportsfest 2019 begins



IITA Sportsfest 2019 colorful parade

This year’s Sportsfest was flagged off on 30 April with a walk from the Conference Center to the sports field. All teams displayed their colors as they tramped to the field in their numbers.

The opening ceremony was attended by DG Nteranya Sanginga, Hilde Koper-Limbourg, IITA Deputy Director General, Corporate Services, and other management staff. The ceremony featured presentations from all teams and a novelty football match between the Red and Yellow teams.

According to Wole Oladokun, IITA Employee Services Manager, “a sound mind can only be found in a sound body. When staff are physically fit, productivity is enhanced.” So far, IITA staff have displayed a positive attitude to the sportsfest. Oladokun added, “the traffic to the field at the close of work every day is reassuring.”

With about 14 indoor and outdoor games, some of which have been split into male and female tournaments, 2019 Sportsfest will last for about three months. Trophies and medals

will be awarded to the outstanding teams. In the meantime, training and preparations are ongoing as every team aims for gold.

IITA Sportsfest is a wellness program organized by IITA for staff to unwind and build relationships. The annual event includes all units in IITA and gives room for networking, development of team spirit, and interaction without barriers.

Quotable quote

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

~ John Quincy Adams.

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