

## IITA enlightens staff on the protocol for youth engagement

On 21 September, the Capacity Development Office (CDO), in conjunction with the Human Resources (HR) unit of IITA, organized a virtual awareness seminar on the Protocol for Youth Engagement (PYE) for the Institute's general staff. There was a total of 102 attendees online. The seminar enlightened staff on the harassment and discrimination policy as it relates to youth in the Institute.

The PYE was developed in 2019 by a committee consisting of HR, CDO, and IITA Youth Agripreneurs (IYA), to bring particular attention to issues surrounding the vulnerability of youth in the workplace and define the codes of conduct governing their engagement. PYE informs the youth and partners of their rights and responsibilities so that they can work against all forms of discrimination and harassment.

The IITA gender, discrimination, and harassment policy had been formulated long before the PYE policy was formulated. The PYE policy was developed when the Institute realized most units and projects dealing directly with youth, and the youth themselves, were unaware of policies guiding youth engagement in IITA, especially in relation to discrimination and harassment. "The PYE covers youth between 15 and 35 employed in IITA or that are partners with projects in IITA", said Sougrynom Zainatou Soré, Head of CDO.

The whole essence of enlightening staff on the harassment and discrimination policy is to foster dignity, respect,

equity, and diversity in IITA. According to Helen Adeniji, Organizational Development Manager at IITA, "The Institute is dedicated to providing an enabling environment to ensure the elimination of harassment and discrimination in the workplace so that everyone can be the best that they can be to keep IITA strong."

Wole Oladokun, Employee Services Manager, said, "Staff should take advantage of the established Dignity Advisor platform, and the Institute's whistleblowing mail to address all forms of harassment and discrimination"

A similar statement was made by Stanley Nwachuckwu, Training Manager, in an interview with the Communication Team. While explaining the goal of the PYE, he said, "IITA wants a system that protects young people and also gives them a voice to speak out when they are wrongly treated."

The PYE creates an opportunity to remind staff that the Institute has taken a strong stance against all forms of harassment and discrimination. Kenton Dashiell, DDG P4D, emphasized this when



he said, "This policy is strongly supported by the senior management and the Board, because any form of harassment and discrimination is a threat to the Institute."

In closing, Lilian Mendoza, Head of Human Resources, reiterated the need for staff to report all forms of harassment and discrimination and champion the Institute's policy. The CDO team has noted that another seminar will be held before the year ends, and subsequently, online awareness seminars and short self-paced refresher courses on harassment and discrimination will be held at least once every year. This will keep all staff abreast of the Institute's policies, especially newly recruited employees. Also, the HR team will ensure that all youth and their supervisors working in various units, projects, and programs of IITA sign the protocol.



## IITA-Zambia donates 10 office chairs to Zambia Police Service

IITA-Zambia, as part of its social responsibility to the community, donated 10 office chairs to the Zambia Police Service, Ngwerere Station to further strengthen the relationship in the field of provision of security services to the station. Mr Adeleke Ali (the Regional Hub Administrator for SARAH), while delivering the chairs on behalf of IITA, thanked the Officer-in-Charge (Mr P. Nsando) for supporting IITA on security issues and requested for more collaboration for the success of the Institute's research activities to better the lot of Zambian farmers.



Right: Mr. Adeleke Ali, Head, Finance and Administration, IITA Zambia, making the presentation

In his response, Mr Nsando equally thanked the management of IITA for

being sensitive to the needs of the Police Station. He promised to use his

good office to ensure the complete safety of the Institute's property.

## HR facilitates new hire virtual orientation

On 15 September, the Human Resources Unit in collaboration with Robert Asiedu, Director, West Africa; Sougrynoma Zaïnatonou Soré, Head of Capacity Development Office; Dennis Mulenga, Financial Controller, Finance Directorate; Takawira Fuhme, Head of Internal Audit; Sylvia Oyinlola and Regional Administrator, West Africa, Titi Akinola, Family Physician, Medical Unit; and Oluwadare David, Head of Security Unit facilitated in the one-day virtual orientation for new hires. There was a total of 68 participants.

New hire orientation plays an essential role in the ongoing success and growth of IITA. This is because new staff get acquainted with IITA's vision, mission, and core values; and familiarize themselves with the functional dynamics of the Institute and organizational culture.

Lilian Mendoza, Head of HR; Lade Oke, HR Manager; and Helen Adeniji, Organizational Development Manager, facilitated the orientation program, supported by Wole Oladokun, Employee Services Manager.

At the end of the program, it was expected that participants would be more familiar with the IITA community and its way of life; identify more deeply with the vision and mission of the Institute, have a glimpse into IITA's corporate culture, understand better the various work units and the interconnectedness that enables successful R4D, P4D, and corporate operations; and feel more fully integrated into the system.

The Senior Management Team, through Kenton Dashiell, DDG-Partnerships for Delivery and Hilde Koper-Limbourg, DDG-Corporate Services, sent their welcome addresses through a video presentation.

Robert Asiedu and Lade Oke, in their respective presentations, shared briefly



Robert Asiedu, Director - West Africa, welcomes new hires



Lilian Mendoza, Head of HR, at the virtual orientation program for new hires

on the ongoing One CGIAR unified structure in terms of R4D, P4D, and Corporate Services. The One CGIAR means:

- A sharper mission statement and impact focus to 2030, aligned with the Sustainable Development Goals (SDGs)
- Unified governance under a "One CGIAR Common Board"
- Institutional integration, including more aligned management under an

empowered Executive Management Team, common policies and services, and a unified country and regional presence

- A new research modality
- More pooled funding.

The One CGIAR Mission is: "Ending hunger by 2030 – through science to transform food, land and water systems in a climate crisis." The five impact areas are: nutrition, poverty, gender, climate, and environment.



Oluwadare David, Head of Security Unit, during his presentation



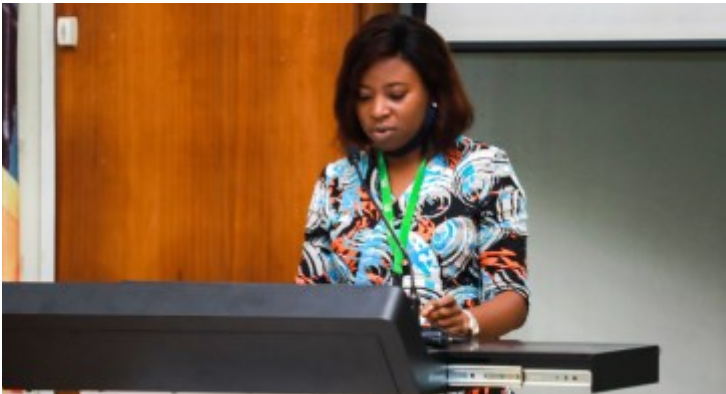
Titilade Akinola, Family Health Physician, guides new hires on medical needs



Lade Oke, HR Manager giving an overview of IITA to new hires



Takawira Fuhme, Head of Internal Audit, making a presentation



Zainatou Soré, Head of Capacity Development Office



Sylvia Oyinlola, Regional Administrator, West Africa, presenting on Risk Management

## Hand hygiene

Regular and proper handwashing and use of hand sanitizer are essential measures for preventing COVID-19 and several other infectious diseases.

The practice of hand hygiene should be in addition to other measures such as proper wearing of face masks and physical distancing.



## Quotable quote

*"To add value to others, one must first value others."*

*--John Maxwell*

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