



DOST-ITDI WOMEN'S MONTH 2022 CULMINATING ACTIVITY

On 31 March 2022, DOST-ITDI ended the women's month celebration with a mini concert. The ITDI GAD Band composed of in-house singers and band members performed various women empowerment songs to honor the women of science and their remarkable contributions in the field.

The blissful event was led by Dr. Zorayda V. Ang, Deputy Director for Administrative and Technical Services, and the GAD FPS TWG Chairperson. She was joined by the very energetic ITDI Director, Dr. Annabelle V. Briones, and Dr. Christine Marie C. Montesa, Deputy Director for Research and Development. The three (3) ITDI women leaders serenaded the ITDI staffs with the classic opm song of hotdog entitled "Annie Batungbakal". The whole ITDI sang and grooved together with them as the Institute finally culminated the women's month.

Inspired by Technology, Driven by Innovation

Membership:

ASEAN Consultative Committee for Standards & Quality - Rubber-Based Product Working Group | ASEAN Rubber Testing Laboratory Committee | Asia Nano Forum (ANF) | Asia-Pacific Food Analysis Network (APFAN) | Asia Packaging Network (APN) | Asia Pacific Legal Metrology Forum (APLMF) | Asia Pacific Metrology Programme (APMP) | General Conference on Weights and Measures (CGPM) | ISTA Global and Asia Pacific | International Association of Packaging Research Institutes (IAPRI)



#BreakTheBias Music Video Making Contest

As part of the celebration of Women's Month 2022, DOST-ITDI organized the "**BreakTheBias Music Video Making Contest**". This contest aims to provide an avenue for all ITDI personnel to showcase a community that is free from bias, stereotypes, and discrimination against women to attain a diverse, equitable, inclusive, and a gender equal world. Seven (7) creative entries from various divisions of ITDI showcased their dancing, singing and subjective skills in creating video entries that conveys the topic "**Break The Bias**". One of the entries showed that women nowadays, could also do the men's usual job, and there is no reason to discriminate women's capabilities today. The other entry focused on the term "**Babae Ka Lang**". The video conveyed that being a woman is not a hindrance in attaining leadership and high level positions in the society.

These entries were judge by three (3) GAD Advocates who came from the leading agencies for women empowerment and gender equality namely: Ms. Kristine Anne V. Lee, a GAD Specialist II, and Mr. Armando G. Orcilla, a Senior GAD Specialist from Philippine Commission on Women (PCW), while the last judge is Ms. Maria Fe Singson, a Supervising Science Research Specialist from DOST-GRSS. The entry from ADMATEL emerged as the grand winner ,while the entry from National Metrology Division claimed the 2nd Place, and the entry from the Standards and Testing Divisions secured the 3rd Place.

Inspired by Technology, Driven by Innovation

Membership:

ASEAN Consultative Committee for Standards & Quality - Rubber-Based Product Working Group | ASEAN Rubber Testing Laboratory Committee | Asia Nano Forum (ANF) | Asia-Pacific Food Analysis Network (APFAN) | Asia Packaging Network (APN) | Asia Pacific Legal Metrology Forum (APLMF) | Asia Pacific Metrology Programme (APMP) | General Conference on Weights and Measures (CGPM) | ISTA Global and Asia Pacific | International Association of Packaging Research Institutes (IAPRI)

WINNERS OF #BREAKTHEBIAS MUSIC VIDEO MAKING CONTEST



**Advanced Device and
Materials Testing
Laboratory (ADMATEL)
1st Placer**



**Standards and Testing
Division (STD)
2nd Placer**



**National Metrology
Division (NMD)
3RD Placer**

Inspired by Technology, Driven by Innovation

Membership:

ASEAN Consultative Committee for Standards & Quality - Rubber-Based Product Working Group | **ASEAN** Rubber Testing Laboratory Committee | Asia Nano Forum (**ANF**) | Asia-Pacific Food Analysis Network (**APFAN**) | Asia Packaging Network (**APN**) | Asia Pacific Legal Metrology Forum (**APLMF**) | Asia Pacific Metrology Programme (**APMP**) | General Conference on Weights and Measures (**CGPM**) | **ISTA** Global and Asia Pacific | International Association of Packaging Research Institutes (**IAPRI**)



“Let us continue to enable and empower other Juanas and make sure that discrimination is eradicated”

-ASec Diana L. Ignacio

Inspirational message during DOST-ITDI's 2022 Women's Month Culminating Activity

Inspired by Technology, Driven by Innovation

Membership:

ASEAN Consultative Committee for Standards & Quality - Rubber-Based Product Working Group | **ASEAN** Rubber Testing Laboratory Committee | Asia Nano Forum (**ANF**) | Asia-Pacific Food Analysis Network (**APFAN**) | Asia Packaging Network (**APN**) | Asia Pacific Legal Metrology Forum (**APLMF**) | Asia Pacific Metrology Programme (**APMP**) | General Conference on Weights and Measures (**CGPM**) | **ISTA** Global and Asia Pacific | International Association of Packaging Research Institutes (**IAPRI**)

INSPIRATIONAL MESSAGE

ITDI Culminating Activity for the WMC 2022
March 31, 2022; 2:30 pm
ASec. Diana L. Ignacio

Allow me to greet everyone here at ITDI, especially its empowered women leaders, Dr. Annabelle V. Briones, ITDI Director, Dr. Dha and Dr. Mari, the Deputy Directors, Division heads, GAD Focal Point/Committee, ITDI staff, ladies and gentlemen good afternoon and Happy Women's Month.

I would have loved to join you physically in your culmination activities in celebration of National Women's Month. I am still an ITDI family at heart. Kudos to the GAD Focal Point System TWG headed by Dr. Zoraida Ang for this significant and meaningful culminating activities involving Musika ng Kababaihan Sessions and #BreakTheBias Music Video Making Contest.

#BreakTheBias is a global campaign to raise awareness around bias and encourage action toward women's equality. With a focus on building workplaces where women thrive, the campaign seeks to elevate the visibility of women creatives; inspire women to pursue their goals without barriers; forge women's equality in technology; celebrate women solidifying change, and empower women's healthcare choices.

The International Labor Organization Bureau for Employers' Activities surveyed many companies on the top barriers to women's leadership. The results were published in the global report on Women in Business and Management: Gaining Momentum in 2015. Five of the barriers to women's leadership were related to discrimination and unconscious gender bias. According to the report, the second most-cited barrier was the social roles

men and women. Respondents also mentioned the general perception that management is a man's job. The third most-cited barrier was masculine corporate culture. The respondents also cited stereotypes against women and inherent gender bias in recruitment and promotion.

According to McKinsey and Company (2016), almost all companies offer anti-harassment/discrimination training but fewer offer employees training to eliminate bias in hiring (67 percent) and in performance reviews (56 percent). When employees do not understand how bias works, they are less likely to identify it in themselves and come to fair and accurate decisions. They are less likely to push back on the bias when they experience it.

We all have an unconscious bias in our decision-making every day. Every single human being has an unconscious bias. We are all fed stereotypes and this impacts the decisions we make; whether they are everyday or important choices. However, being aware of what unconscious bias is; is why we have bias; the benefits of having a more open mind and including a more diverse world, benefit everyone.

This Women's Month, Juanas take center stage – standing up for their rights, challenging stereotypes, breaking barriers, and serving as pioneers of change. This year, the nation recognizes women's valuable role in society and proves that inclusive and sustainable development is only possible when gender equality becomes obtainable. This is a momentous occasion for all of us to reflect on and celebrate the strides made in women empowerment. Although important gains for women's rights and equality have been made over that time, much work remains to achieve a world free of bias and discrimination, where difference is valued and celebrated. Together, we can

Inspired by Technology, Driven by Innovation

Membership:

ASEAN Consultative Committee for Standards & Quality - Rubber-Based Product Working Group | **ASEAN** Rubber Testing Laboratory Committee | Asia Nano Forum (**ANF**) | Asia-Pacific Food Analysis Network (**APFAN**) | Asia Packaging Network (**APN**) | Asia Pacific Legal Metrology Forum (**APLMF**) | Asia Pacific Metrology Programme (**APMP**) | General Conference on Weights and Measures (**CGPM**) | **ISTA** Global and Asia Pacific | International Association of Packaging Research Institutes (**IAPRI**)

take it further and make more progress in support of women's rights socially, economically, culturally, and politically.

To achieve gender equality, gender mainstreaming should be adopted as provided under the Magna Carta of Women. We envisioned a gender-responsive DOST where the needs of women and men are included in the project cycle, and both can contribute to and benefit from development.

Becoming aware of our biases is a significant first step. But it's just the beginning. To break the bias against women at work and improve gender equality and inclusion, it is important to conduct capacity building activities to all employees as espoused under the Magna Carta of Women. Breaking biases against women must inevitably begin with learning how to identify them in the first place. Only then can we fight gender bias in the workplace. This is why gender sensitivity training for all employees is crucial. Gender sensitivity training is more analytical and critical since it clarifies issues about gender disparities and gender issues. It pertains to one's effort to show how gender shapes the role of women and men in society including their role in development and how it affects relations between them. One of the best strategies to minimize gender discrimination and bias in society is to promote gender awareness at all levels in society.

Another gender mainstreaming strategy to break bias is to review and update recruitment policies and processes. Gender equality, diversity, and inclusion begin even before you hire women. The way you recruit talents for your organization sets the tone for equality at work. Gender bias can creep into different aspects of hiring. Look at everything from the way you write job

Inspired by Technology, Driven by Innovation

Membership:

ASEAN Consultative Committee for Standards & Quality - Rubber-Based Product Working Group | **ASEAN** Rubber Testing Laboratory Committee | Asia Nano Forum (**ANF**) | Asia-Pacific Food Analysis Network (**APFAN**) | Asia Packaging Network (**APN**) | Asia Pacific Legal Metrology Forum (**APLMF**) | Asia Pacific Metrology Programme (**APMP**) | General Conference on Weights and Measures (**CGPM**) | **ISTA** Global and Asia Pacific | International Association of Packaging Research Institutes (**IAPRI**)

descriptions, to how you publicize job opportunities, to the interviews, and more.

One company that's taken this seriously is the Bank of America. By purposefully recruiting, retaining, and promoting women, over 50% of its global workforce and 45% of its management team are women.

It is also important to accelerate women's leadership programs and I am proud to say that the top Management of ITDI is dominated by women. However, I encourage you to continue in developing leaders among your female and male employees giving more emphasis to the latter for purposes of gender equality. Indeed, it is important that each one has a career advancement path. It is a good practice to set up structured mentoring programs to empower female staff with the leadership skills, encouragement, and motivation they need to move up the proverbial corporate ladder.

Abbott is an example of a company that's been doing this well. They have "Women Leaders of Abbott" which is a mentorship program to connect women and help women maximize their leadership potential in the company. This is just one of the reasons Abbott has been on the Top Company for Women Executives.

Silence is one of the behaviors that perpetuate biases against women. Make it clear to all employees that when they see something, they should say something. Ensure that it's easy and safe for them to do so. In 2018, Sec. Fortunato T. de la Peña issued a Special Order 0246 on the Establishment of the DOST GAD Help Desk. This is another GAD mechanism which

provides an enabling mechanism where DOST men and women employees can seek assistance in relation to gender concerns and issues in their work place and other work activities. They can report instances of microaggressions and other forms of discrimination.

To pursue a gender-responsive DOST, we are all in this together, and indeed, that is the only way forward. Let us continue to enable and empower other *Juanas* and make sure that discrimination is eradicated. To the men, we implore that you assist us beat or overcome the traditional macho culture.

To the women leaders of ITDI, I commend you for your trailblazing efforts in ensuring that ITDI's programs, projects, and activities will propel the wheel of gender equality and women's empowerment where you inspire more women to become leaders and promote positive change in your agency.

Let me end by encouraging all of us to continue promoting for the elimination of abuse and exploitation, discrimination and disparities. Let us work for true CHANGE through Compassionate and Harmonized Actions and Networks for Gender Equality and the Empowerment of all women and girls. Let us continue to become agents of change.

Thank you very much!

Inspired by Technology, Driven by Innovation

Membership:

ASEAN Consultative Committee for Standards & Quality - Rubber-Based Product Working Group | **ASEAN** Rubber Testing Laboratory Committee | Asia Nano Forum (**ANF**) | Asia-Pacific Food Analysis Network (**APFAN**) | Asia Packaging Network (**APN**) | Asia Pacific Legal Metrology Forum (**APLMF**) | Asia Pacific Metrology Programme (**APMP**) | General Conference on Weights and Measures (**CGPM**) | **ISTA** Global and Asia Pacific | International Association of Packaging Research Institutes (**IAPRI**)