

# International Women's Day 2022

Imagine a gender equal world.

A world free of bias, stereotypes, and discrimination.

A world that is diverse, equitable, and inclusive.

A world where difference is valued and celebrated.



Together we can forge women's equality.

Collectively we can all **#BreakTheBias**.

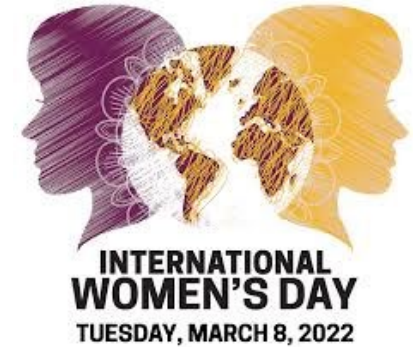


Individually, we're all responsible for our own thoughts and actions - all day, every day.



We can break the bias in our communities.

We can break the bias in our workplaces.



We can break the bias in our schools, colleges and universities.

Together, we can all **break the bias** - on International Women's Day (IWD) and beyond.



Whether deliberate or unconscious, bias makes it difficult for women to move ahead.  
Knowing that bias exists isn't enough, action is needed to level the playing field.

Will you actively call out gender bias, discrimination and stereotyping each time you see it?

Will you help break the bias?

Cross your arms to show solidarity.



Strike the IWD 2022 pose and share your #BreakTheBias image on social media using #IWD2022 #BreakTheBias to encourage further people to commit to helping forge an inclusive world.

# Lean In

Bias continues to hold women and workplaces back, so this International Women's Day help your organization to **#BreakTheBias** at work.

Women have made important gains in representation in the last few years. But we're still a long way from equality.

Employers need to act now to support, retain, and advance women. Combating the biases women face at work is critical to getting this right. Research shows that bias contributes to women being passed over for jobs and promotions. Almost 60 per cent of women regularly experience microaggressions at work. And women of colour, LGBTQ+ women, and women with disabilities face more acute biases. But fewer than half of employees say they've spoken out against biased behaviour at any point in their career.

The collaborative International Women's Day / Lean In free toolkits include everything to help empower colleagues to speak up and drive change. The IWD / Lean In 50 Ways to Fight Bias program is designed to empower people to identify and challenge bias head-on.

**Lean In Circles** provide women in organizations with the peer mentorship and support they need to advance.

For many women, finding connection and support at work is a major challenge. **Lean In Circles** can help. Circles provide a space where women can come together in small groups across roles and levels to get peer-to-peer mentorship, connect with each other, recognize and combat gender bias, and build leadership skills.

For more information, go to the website:

<https://www.internationalwomensday.com/Missions/13054/For-International-Women-s-Day-help-your-organization-to-challenge-bias-at-work>

# Celebrating Women's Success

**HCL Executive VP of Cloud Smart, Siki Giunta, thrives on innovation.**

'I'm a lucky person because I love what I do and I wake up every day with the opportunity to help companies to transform their business positively for a better tomorrow,' remarks Siki Giunta, Executive VP & Head of HCL Technologies CloudSmart Offerings, Strategy, and Industry Cloud Consulting.



In her role, Siki gets to set the strategy for HCL's CloudSmart which is at the heart of the company's innovation and success - and she also helps to establish Cloud Smart's consulting services. Effective communication and positive collaboration are key to Siki's complex role.

Cloud has become the strategic pillar within any organization to build a responsive, scalable, and resilient business model. Organizations today are facing an urgent need to 'rethink cloud' to accelerate digital transformation and maximize business value in alignment with customer needs, organizational goals, and unique market conditions.

'Cloud is such a transformative technology trend impacting every organization,' explains Siki. 'Being Cloud Smart means having a clear vision of the end-state or North Star that a company wants to achieve by embracing Cloud technology and adopting an execution that is modern, contemporary and produces tangible results at the pace of the business while evolving its own human capital at the same time.'

Siki suggests that technology and digital transformation are great fields for women to work within. 'It's positive seeing larger numbers of younger women getting into technology and providing a larger pool for employment, and more potential for success. Still, however, gender diversity remains a challenge and it will take time until parity is achieved,' says Siki.

The HCL logo is displayed in a bold, blue, sans-serif font. The letters are thick and closely spaced, with a slight shadow effect behind them, giving it a three-dimensional appearance. The logo is positioned to the right of the main text block.

## Women of the land are custodians of culture, community and cuisine

Worldwide, women are forging change in their communities through agriculture.



It is women who are often the custodians of local culture, community and cuisine - and they work hard to meet the household needs of food, nutrition and income.

Women are pioneers. They're central to farming, forging positive change through agroecology on their farms and in their communities.

Their innovative approaches can transform situations of hardship, exclusion, crisis, or social vulnerability into a positive and uplifting spiral of innovation, solidarity, and personal growth.



Many of their farming innovations are based on agroecological principles such as diversifying, using fewer pesticides, scaling up, or building relationships with consumers. Women on the land work tenaciously to create safe, healthy and just societies. They are important decision-makers and visionaries. The land is their life.



Worldwide, farming remains considerably a male-dominated industry. Regardless of effort and achievement, both conscious and unconscious bias prevail regarding the credibility and capability of women.

Historically in agriculture, there have been clear binaries and gender bias. Men have been seen as producers, dominant and primary farmers. Women have been perceived as the carer, nurturer, and mother. Yet women have learnt to turn these traits into strengths as they translate and innovate a farming philosophy that favours a move away from conventional practices. To reach their potential, women farmers need to be seen and supported.

Women are generally either born or marry into the lifestyle, and it hasn't been until more recent times that women have tended to assert their identified occupation as a 'farmer.'

Additionally, there has been an increasing shift in worldwide markets where consumers are seeking a closer connection with healthy and environmentally friendly food. Consumer understanding surrounding the journey from paddock to plate has become more critical. The role, talent and personality of women on the land is incredibly key to this narrative.

Much has been written and researched about that fact that closing the global gender gap in agriculture would grow food production and build sustainable futures for women.

The majority of economically active women in the least-developed countries work in agriculture and there are many gender-specific obstacles. Factors like a lack of access to land, financing, markets, agricultural training and education, suitable working



conditions, and equal treatment put female farmers at considerable disadvantage before they ever work a field or sow a seed. Land rights themselves are certainly a very significant issue.

Women work hard and long to build and sustain their farms. It's a very physically, emotionally and intellectually demanding lifestyle.



While there remains many complexities, factors and barriers, elevating the visibility of women from the land and celebrating their achievement is key.

These are the women forging change. These are the women carving out new possibilities. These are the women pioneering against the odds. Women are the backbone of change.

***So, as the well-known quote goes, 'Here's to strong women. May we know them, may we be them, may we raise them.'***