



# PINAYS TALK TECH EPISODE 5

## VIDEO TRANSCRIPT

**Rene**

Hey everyone. This is Renee from Accenture in the Philippines, and welcome to the fifth episode of Pinays Talk Tech Podcast. The podcast for future forward Filipinas. Join us for inspiring conversations with strong women in tech and male allies from young innovators to industry leaders, this podcast will show you how Pinays in Tech are leading through change. This is Pinays Talk Tech Podcast.

For decades, female leaders faced both conscious and unconscious biases in society. How do you shape a world with equal opportunities for everyone regardless of gender or status? In celebration of the international women's month, we will be talking to the husbands who broke the gender stereotype for men by actually enabling the careers of their partners and letting the women shine in their own technology careers.

**Rene**

Our first guest, Zach gave up his career to support his wife and be the stay at home dad for six years, a feat unheard of a decade ago. He has since returned to the workforce and is currently a manager in Accenture, leading testing, business analysis, and service management. While, our second guest, JP is one of Accenture's senior leaders who finds time and puts his family first, ensuring that he is an equal partner to his wife, whose career is also thriving in technology. He is the managing director for software engineering, data, and artificial intelligence for Accenture technology in the Philippines. Let's welcome, Zach and JP.

**Rene**

Good afternoon, Zach and JP. Thanks for joining us.

**JP**

Good Afternoon.

**Rene**

Hey, Zach.

**Zach**

Hello

**Rene**

So I know it's been coming up to two years. Things look a little better. Things are easing up. We're going back to the office. But the first thing I always ask people are how are you doing? Zach, do you want to start?

**Zach**

Yeah. So, uh, thank you for having me. So I'm doing good. The family and myself are doing okay despite the pandemic. We are still surviving. We are doing this together, so, yeah, we're good. Thank you.

**Renee**

Wonderful. What about you JP? How are you doing?



**JP**

I'm okay. Uh, I wouldn't say great, but I'm okay. As you know, the pandemic has brought about challenges and opportunities.

On one side, it's challenging because we're all working remotely, and we don't have a lot of face to face interaction. But on the other side, you know, staying at home made us really spend a lot of time with our kids and family, that's the opportunity on that side. On a personal level, it was really very challenging because our family was separated by the virus twice. And we also, uh, lost loved ones during this time. So I think it's quite challenging for us.

**Rene**

We are here and we are surviving and to the ones we lost. We remember them and honor them by thriving, so I would, want to understand, what roles do you guys play in your day job?

Who are you in your day job? And then who are you at home would be interesting.

**JP**

Well, my day job is really, you know, I'm part of the cloud first organization. So really I lead the software engineering, uh, and data and AI group in the Philippines, which includes Custom Engineering, Quality Engineering, Technical Architecture, and so on and so forth.

And, from a data and AI perspective, things like data engineering, data science, AI, that's my, my, my, my work. I really am responsible for incubating and building capabilities, developing practices, uh, delivering work on those areas. Especially with the new technologies I'm responsible for.

One of my passion is really on talent creation. I've been working on building talent and capabilities within Accenture but also helping create future talent for Accenture in the Philippines through our programs like the Accenture Technology Academy, partnering with the universities with NGOs.

At home you know, I'm simple, I'm the driver, I'm the repairman. I am the logistics officer on one side. And my wife on the other side is the commander in chief and really taking care of the family. Those are the type of roles that we have at home as well.

**Rene**

So you, you, you are a dad of two girls, right? So it's an all girl plus JP house.

**JP**

Yeah, I'm actually outnumbered in the house it's, you know, uh, my wife and two very outspoken, daughters as well.

**Rene**

Love it. What about you Zach?  
So who are you at work and then who are you at home?

**Zach**

I'm a project manager and I am, leading two teams in our project. These teams provide business analysis, testing, uh, prod support, and we have L1 support too, for our client. I'm also part of the North America RPA liquid hub as the tower lead for UI path which is our robotic process automation tool that we use to automate different aspects of business processes. So this is where we develop people and align them to projects that need UI path skills. At home, it's the same with JP, the driver, the cook, the one who washes the clothes and everything. My wife is the president here.

**Rene**

Your wife is a good friend of mine and one of the reasons I actually asked to invite you here is because I know of your story. I know that for around six years you stopped work to be the parent at home, which is incredible. In this time in the Philippines where we are mostly a patriarchal society still, I think, where it's taboo.



So I do want to kind of dive on that a little bit. Zach, how did it end up that you decided to be the one who stayed at home? How did that start?

**Zach:**

Yeah, so back in 2009, my wife was assigned to an onshore role. Right. And I was working here but we, we decided, that time, it will be very good for us.

It's going to be very helpful for, for her, if she has someone to, uh, to be with. I really value my family. Uh, and I, I'm sure you all do. And it's my number one in my priority list. Right. So, again, we decided that I resigned from my position and then go to the U S with her, and support her with everything that she needed, right. Her role. there was very challenging. And then I can feel that every day when we talk, um, you know, that the stress is there and then she just needs someone to be with her, to support her.

And that's what we decided to do so that my parents, my, my siblings, my friends here in the Philippines, they were very supportive of our decision. They were a bit worried. Nevertheless, they felt that it was the right decision. That's not very common here in the Philippines. Some people still has the mindset that men are the providers, but I can see that it's now changing, right. At least from my experience, other people know that, this setup will work and that women like my wife, are very capable of providing for the family.

**Rene**

Julie actually just got promoted to managing director, which is incredible and I think that is a collective effort between you and her. So I, I love that story and I would want to dive into a little bit about the, uh, cause the reason why we're doing a male allies, uh, session this women's month is because we want to understand, how we can evolve the conversation about equality where it's not just about women talking about equality it's also about men and you guys are both fantastic examples of it.

So it looks like your family was very supportive Zach, but did you get any naysayers at all in any part of your life, friends, coworkers, other people, was that a difficult conversation to have?

**Zach**

Yeah, there were, I think instances that, I talked to other people and I can sense, that they are not agreeing with what the, you know, this decision that we made.

But talking to them, explaining to them and really informing them of what, will happen if we do this and, and we support each other, I mean, support her with, with her role. Uh, they, they understood it, at the end.

**Rene**

Incredible. again, I just think that takes a lot of strength to actually face cause this was over a decade ago. Right. And things have changed a lot, but over a decade ago, that's just unheard of. So, JP, what about you? You are one of the senior leaders in Accenture, so is your amazing wife whom we all love. And so I know you have outspoken kids probably because of her. So, how do you balance all that? Um, where both of you have thriving careers, how do you make it work?

**JP**

Yeah. As I mentioned, yung different, gender roles that we have no, however, we don't have fixed roles, no. Uh, given the demands of our job, uh, there is really a need to be a fluid saluhan " or filling in for each other as we try to fill the roles as needed.

For example, if somebody is busy with an issue or escalation, which we both have our share. Of course with our role, the other will try to step up. And if somebody is running at a hundred miles per hour, somebody has to slow down. Because what we try to do is to make sure that there's at least one parent who can cover. Before the pandemic, when we are in the, in the regular office set up, we used to commute after work. The first thing that we do when we get home is



to check the family, especially the kids. And what we do is really in the, you know, mealtime is very important especially lunch and dinner, where we take the opportunity to connect and communicate with our kids. Spend time with them. We also try to keep our weekends free and focus on the family. It's really our means to refresh, reenergize, and reconnect so that we can come back Monday, fully energized again.

### **Rene**

Incredible. Saluhan, the concept of okay, I'm busy today, you take care of everything else, but from a third party perspective, you're always at a hundred miles per hour.

So I don't know. I don't know when is that na hindi busy yung isa, but it is incredible. And that's why we really wanted to invite you here. I know in Accenture, we always talk about unconscious bias. It's something that the company has asked us to face a long time ago as we navigate what is equality, right. And what is truly human. I wonder though, because especially for you Zach and in even JP in the Philippines, I know a lot of male friends, that grow up na talagang. No, I have to be the one working, you stay at home may ganyan pa rin talaga eh. So I'm curious about the environment you guys grew up in.

Did you have a role model that really are supportive of women? Um, how did you become this very open minded individual?

### **JP**

Uh, just to give you some context. I was born in a traditional household. I am a son of a taxi driver and a housewife. So, the expectation is that my father, yung tatay ko, drives a taxi to earn a living while my nanay, manages the home and does the housework, cook, wash everything else.

When I was young, my mother would prepare or food ready our clothes for school, clean up after us. Imagine me living with all of us men. Nanay ko la yung ano the only female in the group and taking care of us. In our home, my dad was the

head of the family. He was very strict, very scary while my mom takes cares and nurtures the family, siya yung glue of the family in our spiritual center.

Now fast forward today, given my wife and I both work. And, you know, I think it's really, uh, decades of, you know, relationship with Pie. I learned quickly that I needed to do my fair share in the house, especially early on in our marriage, when we had no household help, no simple things like putting my dirty clothes in the hamper, helping clean the house, washing the dishes or the simple lifting the toilet seat. I think everybody can relate to that. I also had to change my opinions about women that work. Seeing some of the strong and great women in the office who I work with, or I look up to, I also had a hand in several of our women leaders right now in terms of developing them. So I think I need to really change that.

And then at home, as I mentioned, I live with three very strong opinionated women. So I am educated and corrected quickly in terms of that.

### **Rene**

Yes. Go girls go Pie, good training. No, that's incredible. I didn't realize that that is something you had to learn, that essentially your role model are the women who call out certain behaviors that might not be correct.

So there's really value in calling things out no. What about you Zack, how did you become this very open minded man?

### **Zach**

Pareho with JP, I was born in a traditional family. My dad was a farmer but he's working also for the government. Early in our lives, my mom doesn't have a job.

She stays at home and takes care of everyone. Right. But my dad encourages her to do what she wants and what my mom really wanted was to teach. So she studied and graduated and became a teacher. So I think from that, myself and all my siblings, we saw early on, that this is



really what is good, right?

That we support each other. My dad supported and encouraged my mom to pursue what she wanted. So, that's really a big impact on me.

### **Rene**

Wow, so that is really a role model. And so similar to your dad, you let Julie kind of shine on her own. That's fantastic. So she studied and became a teacher while already being a mom ganon ba

So I'm very curious what your opinion is on where we are in the journey to equality right now, having had major impact in your personal life and also at work. I know you to be one of the mentors of some of our very, very good women leaders. Where do you think we are right now in the path to equality?

Because I feel we are moving. I also feel we're not there yet. What about you guys?

### **JP**

My opinion is that we are moving. Especially in our company, Renee no, our leaders are actually the exemplars, uh, our former CEO Pierre Nanterme said, we'll reach 50 50 gender diversity by 2025, our current CEO continues to drive that agenda. And I'm glad that Accenture Philippines continued to be a, leader, globally for this gender diversity.

And I think there's a lot of programs that we implemented in Accenture from, women empowerment programs, programs to develop and lift these women leaders and conscious effort to provide opportunities to women, I think that's something that we need to be very explicit about and a lot of awareness and education for the broader population in Accenture regarding this agenda and reducing any unconscious bias.

Are we there yet? I don't think we're there yet. I think we're moving. We're getting there, but if you go outside of Accenture, I think there's a lot more work, a lot more education. A lot more

programs that need to be implemented. I think Accenture is leading the way and showing the way forward. But I don't think, everybody else is, you know moving at the same pace at this point.

### **Rene**

Yeah. Yeah, exactly. And what I, what I, what I love about us, because I love a lot of things about Accenture, but it's not just about having a mentoring session or events here and there, we change policies. One of the first companies to change maternity leave to 120 days and give paternity days of 30 days.

Now, one would think, oh, for men naman yung 30 day paternity leave di ba . No it's really not because the concept is, you equalize at home, you equalize at work. And so that I feel is also in support of equality. What about you, Zack? What do you think? Where are we in the journey to equality?

### **Zach**

I agree. We are moving at least for Accenture and JP already mentioned this, right. We have a lot of programs that show that Accenture really, values, equality, and women. Right. We have programs that support our women from onboarding rewards, transferring to other projects or locations, you know, to all the other important life events.

### **Rene 17:25**

Thanks Zack, now I have a very controversial question. But I do know that some men feel that because we're pushing for equality, not just in women, but also LGBT and all of these other groups, they feel that they are not part of the conversation.

What is your perception of that? Has that something been raised to you? So we launched the first Men in Diversity event and people were laughing because how, you know, we don't have an event just for men. Right. But actually, you do, it's international men's day, November 19th. So what's in the locker room conversations about equality.



I would love to hear what, what it's about, JP do you wanna start?

**JP**

Sure. I think at the early stages of this movement or the program, especially in Accenture, there were some feelings like that. There's a lot of programs being implemented during that time. But I think at this point in time, everybody realized that it's really very important.

This particular agenda equality, diversity is an important agenda because if we don't do it, no, we will not be able to get the holistic, the full picture and the synergies with having that diverse, culture, that women bring different opinions, different perspective.

And I think. A lot of our women leaders are showing the way na actually they are helping grow, even the men. For example, Julie Sweet, Ambe Tierro. All of our leaders are showing that, you know, if we help the women to lead and to be equal, you're also bringing the men along. And I think that's something that slowly, at least from an Accenture perspective, we are, you know, being educated, becoming more aware, of course, you know, you have to, consider that we always bring you men into the, into the fold of Accenture and we need to continue the education process as well.

So I think that's my point is yes, we need continued education, uh, but I think it's getting better compared to the early stages of this particular agenda. In a sense.

**Rene**

I agree with that. What about you Zach?

**Zach**

So, based on my personal experience and having my male team leads, particularly, in my, teams, right, some of the discussions revolve around staffing and really. When we talked about their requirement for a person to come into our team we are just talking about the skill of the person that's coming. So when we talked

about these things we don't talk anything about, gender and it's really showing that men right now, especially in Accenture, right. are very, gender equal, showing no bias against, women in particular.

**Rene**

Thanks Zach for that. I think that part of the goal because I've had this goal since 2018 as the women's lead. Now I'm the Accenture technology women lead. How do we bring more men into the conversation? Because my concept is always.

Wait, it can't just be me knocking on someone's door. Why can't somebody from inside open the door for me so I can come in? Right. And that's kind of the concept of it. So we transformed Accenture, working moms into Accenture parents at work, the same concept, equalize at home to equalize at work. Um, and I love that actually there's, a male and female lead for APAW who organizes all these events, which is fantastic because it's relevant now for dads, single parents, LGBT parents, and all that.

So fantastic. And then men in diversity, if you haven't attended their event, um, you know, they, they talk about prostate cancer, all these male issues. And then, uh, also talking about how do we support women, right? Talking about, what what's the best way to mentor somebody. And hopefully, as we move along, talk about more difficult conversations like microaggression, because I think that's something on the day to day basis.

Men don't notice that they're mansplaining and all that. I'm curious as to how you handle something like that, whether it's a phone conversation, somebody in other country or a client, or somebody just in your team, do you call out things like that? How do you address if you see, microaggressions or other things like that?

**JP**

Ako, I call it out very quickly. I mean, zero tolerance for like any bias or any, you know type of, discrimination in a sense, Renee. I think it's



very important that you call it out. I think the main problem, is really education and awareness. Now, maybe people are not aware that they are doing those microaggressions and I'll be candid when I was younger.

Again younger na naman because I'm quite old, in Accenture. I, I might have been doing that. I mean, I might be laughing at sexist jokes and other things, but I think now people are getting aware and I think the important thing is calling it out and making sure that people are aware of, why it is an issue in a sense. Yeah. Correct.

**Rene**

Exactly. Yeah. Read up on it. What about the Zach? Have you encountered that with other men?

**Zach**

Like I mentioned earlier, I, at least for the men in our team members, we don't do that. We really think before we say something, especially if it's going to be sensitive and it's about women. So it's a good thing. We practice that. I think in the earlier part, there were, times where jokes, like JP mentioned, there were jokes about women.

So I talked to them and tell them that it's not a good thing for everyone, especially for the women. Right. We should respect them all the time. And for those jokes, it's really not uh going to benefit us so that stopped. So, we have a lot of jokes in our meetings, but no more um against women.

**Rene**

That's good to hear at least sexist jokes are on their way out. So I thank you for that. And I think reading up on why I really love what you said, JP to figure out why, right.

It's not just because it's popular, it's politically correct. But there is a reason for it because I think people don't understand like all the aspects of it. For example, why are offices always so cold? It's always so cold because men are in suits. It's you know, male focused madaming

ganyan noh , so hindi lang yung like sexist jokes. And even ako yung pinaka particular interest ko is people calling out mansplaining, because I've been on calls where men call up other men and say, Hey, she's still talking.

Yes. we all understand that. Thank you. So yun ang ganda , it's a great expample for people no. Um, so I'm curious as well, because JP, you said you have young daughters and Zach, you have a son, right? A young son ilang taon na ba

**Zach:**

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**Renee**

What about you? JP? Your kids are?

**JP**

16 and 14. teenagers.

**Rene**

Wow. Pero prime age for them to think about their future career path. Now, how do we encourage, young people, especially women? That tech can be for them because up until now, unfortunately, uh, we have female students who want to move into tech. Na pang boys lang yun diba ? What do you think about that? What do you talk about with your daughters on that? JP meron bang magfofollow sa footsteps niyo ni Pie?

**JP**

Partly there is there's there's one, there's one who actually expressed an interest in STEM and in fact, she wants to pursue an IT career. So I, you know, let me, let me start, I think getting them involved and engaged and aware of the opportunities is very important. Yung mga Hour of Code before, several years ago when they were young, helped making them do their coding, enjoying it, you know, and seeing that, uh, realizing and understanding what type of work your parents are doing.



Right. And so, you know, uh, that will help them understand. That this is also a career that they could pursue kasi they can see Pie, they can see a lot of the people that I work with. So may examples sila no, that they can really emulate in a sense and, and see that, you know, this is a career path that is a viable and open for them. In other words, really exposing them to technology, things like programming and other things and making it enjoyable. I think that's the keyword, making it fun to make it really, really an option for them.

### **Rene**

I love that the Hour of Code works, one hour once a year, totally works. It's really fun if it's in person, but we will, we will get there. Hopefully this year, we'll get there again.

### **JP**

Also yung mga opportunities to really talk in front of other schools no, just to educate them what your career is, for example, I did a talk to explain ano ba yung ginagawa ko no? like XR, IOT, you know, you, you might say it's very technical, but if you bring it down to a level na , wow, it's a virtual reality game, that's XR that's extended reality in a sense. So making it fun, connecting with them. I think that's very important, especially for the, you know, the girls that would like to aspire for a STEM or an IT career.

### **Rene**

Yes, exactly.

Bring it down to what they understand. What about you, Zach? How do you encourage more girls to go into STEM?

### **Zach**

Saakin, wala akong anak na babae , I have a son pero I actually have a lot of, pamankins na babae I have one who is working in Accenture now and her main, her main reason was that she was seeing me do my work when she was small. Right. And yes. And one of the most important

things that she took from seeing me working is when I was assigned onshore. Right. So it's a big factor "Oh, okay. My Tito was able to go to the US because of his job." Right. And it's a good, you know, encouragement for her.

And nandito nga siya sa Accenture now. And then she was part of the, I think second runner up siya dun sa recently concluded na innovation.

### **Rene**

Wow, congratulations. Incredible. See, good role models. So siges because you tried to talk to your family about what we do. It's a joke, right? It's hard to explain what people do in Accenture. Siges nga , in one sentence? What do you do in Accenture? How do you explain it? I'm curious Si JP tumatawa , go ahead

### **JP**

Pinakamahirap yan eh, pero I think that the easiest way to show it is, you know, show the product. So for example, you know, you say, okay, you have a mobile app. That's what we built. Oh. Or you see that website that you are going into. That, that's what we built. That's the work I do. In other words, that's the simplest way is to get them to connect to something that they're familiar with.

### **Renee**

And I think that's basically it, no?

Oh show and tell, instead of saying ganda . Ikaw Zack among speil mo ?, What do we do in Accenture? Because I can't explain, pa rin to my parents, what I do.

### **Zach**

Sinasabi ko ganon din actually same with JP. I used to work on an insurance, project. So sinasabi ko yung , the apps there that we helped build and test. So ganon din, yung output that's what I tell them.

### **Rene**





Very pragmatic approach no, pareho kayo ng approach.

**JP**

Maybe I can add just very, very quickly. My, my kids always joke. No. Uh, what do you do? Ang sasabihin nila is really "technology technology . Blah blah blah". 'cause they hear me talk about technology and Pie, about technology etc. But I think the important thing also is that they're seeing what we do in particular.

So, uh, we talked about, delivering on the promise of technology and human ingenuity, which is perfect because when on one side and technology, you know, I delivered those mobile apps, those, you know, those websites and applications, et cetera. They see it, they understand it. On the other side, we also tell them we generate jobs for people and we give jobs to people and that's perfect kasi because HR naman si Pie. So they get it no, I mean, they see their parents, now they're starting to get what we really do in a sense.

**Rene**

So I look forward. To seeing more Palpallatoc's in the Accenture directory, ganon ba yun JP and Zach?

**JP**

Sana, 1 of my daughters wants to pursue IT career. The other is more creative, sabi ko nga eh baka pwede kang user experience or something like that, but let's see, let's figure it out medyo bata pa naman sila at this point in time.

**Rene**

From girls and women that you've inspired. Uh, do you have a person, a woman you look up to and inspire you? Bukod sa nanay at asawa ha.

So Mom and wife hindi kasama. Any woman in the industry that you look up to and you are inspired by Zach, do we want to start with you?

**Zach**

Sure. So yung sakin madali lang, si Ambe makikita mo kasi sa kanya talaga mga dapat nakikita sa leader. And she encourages everyone, right? Not just women, also men. Right. Everyone. When she talks about anything, it gives, it gives me goosebumps no, when I hear her talk and it motivates me.

**Rene**

And for those who have not heard our episode four, right before this episode, my guest is Ambe.

And ang ganda nung last message niya . So excited. So yeah. What about you, JP? anyone, you admire?

**Zach**

Yeah. nakuha na ni Zach, si Ambe , of course, it's a, you know, one of our models , in particular, but another model, is si Julie Sweet, she's a good example as well. Two sides of the equation of why I think we look up to her.

Number one is the clarity in terms of being clear about what, where she wants to take the company and you see it, no in terms of, you know, the agenda, the things that she wants to, to address. It's the clarity. On the other side, you can see also the compassion side. Uh, of Julie, addressing issues related to the pandemic, some of the things that we are doing.

So both sides know the clarity and the drive. Then, you know, the strength that she demonstrates and the compassion that she's also demonstrating in the care that she demonstrate for our people as well.

**Rene**

I love that it's clarity and compassion. No, very concise. Uh, no, I love that too. I think, uh, similar to Zach know whenever, Ambe , kind of talks about any kind of topic, parang laging huh, may natutunan nanaman ako sayo and then Julie naman ako din I have goosebumps



whenever I hear her speak especially when the pandemic hit and she had to, um, kind of assure all the over half a million people around the world in Accenture that it's going to be okay.

And in fact, we are thriving. Now, we are coming to kind of the end of our conversation, and, um, having heard your stories, you seem to be individuals that are in here for equality.

Can you share, uh, kind of what your commitment is and how you make progress on that commitment? Uh, with all of those men and women who are listening to us

**JP**

Sure I can start no. Please understand I have two daughters, so I am committed to building a future where they can have equal opportunity to succeed.

That's my commitment. Uh, I continue to encourage my girls that they can be whatever they want, whether in IT or others. Uh, I think that's another thing. Similarly, I treat both women and men equally and ensure that they have equal opportunities and support as an example, a lot of my leads in data are women. And in software engineering, we are focused on increasing our diversity in traditionally male roles like the technology architects. I think I'm making progress and I make sure that we have a good diversity in my mix and moving towards our goal of 50 50.

**Rene**

What about you Zach? Commitment to equality?

**Zach**

Yeah, for me, um, being objective in driving an equal work culture, uh, is what I'm committed to doing.

So in the workplace, I ensure that gender is not a factor in any decisions that I make. And I, like I mentioned earlier, right. Um, tinutulungan ko din yung mga team members ko and I help them understand that this is what we should be doing.

And that everyone shares responsibilities and opportunities.

**Rene**

Oh, I love that. That equality is a shared responsibility.

And on that note ang ganda Zach, thank you so much, Zach and JP for joining us for this episode of Pinays Talk Tech we really appreciate your time. Thank you both.

Zach and JP

Thank you.

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Rene

So

I look forward. To seeing more Palpallatoc's in the Accenture directory, ganon ba yun JP and Zach?

JP

Sana, 1 of my daughters wants to pursue IT career. The other is more creative, sabi ko nga eh baka pwede kang user experience or something like that, but let's see, let's figure it out medyo bata pa naman sila at this point in time