

University of Johannesburg Gender Equity Framework



UNIVERSITY
OF
JOHANNESBURG

**The Future
Reimagined**



UNIVERSITY OF JOHANNESBURG GENDER EQUITY FRAMEWORK

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ABBREVIATIONS

Lesbian, Gay, Bisexual, Transgender, Intersex +	LGBTI+
Men who have sex with other men	MSM
Monitoring and Evaluation	M & E
National Prosecuting Authority	NPA
National Strategic Policy	NSP
Post-School Education and Training	PSET
Sexual Gender-based Violence and Femicide	SGBV&F
Short Learning Programme	SLP
Southern African Development Community	SADC
South African Police Services	SAPS
Strength, Weakness, Opportunities, Threats	SWOT
Sustainable Development Goals	SDG
University of Johannesburg	UJ

1. INTRODUCTION

Aim: The UJ proposed Gender Equity Framework is a guide to the University on how focal, imperative gender agenda initiatives should be implemented by both support and academic faculties/divisions. Furthermore, the framework clearly outlines the various pillar indicators/targets that need to be achieved in contribution to the national and international set goals.

Gender equity and equality remain a challenge globally. According to the Global Gender Gap Report 2020, “there is still a 31.4% average gender equality gap that remains to be closed” (2019). This has been measured based on four areas that are critical in bringing about transformation and progress internationally. The four gender-based dimensions are Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment, which are relevant nationally and on an institutional level.

Although some progress has been alluded to in the Global Gender Gap Report, there is a lot of work that remains to be implemented. Even though South Africa is ranked on Level 17 globally, the fact remains that South Africa faces multiple gender-based issues, such as sexual gender-based violence and femicide (GBV&F), discrimination and exclusion of people with a diverse sexual orientation, lesbian, gay, bisexual, transgender, intersex+ (LGBTI+), gender pay gap and access to economic opportunities. There are many reasons that hinder social, economic, and political development and increase the gender-based gap index, which is estimated to take 99.5 years to close the global gender gap. In addition, the lack of progress in closing the economic participation and opportunity gap leads to a period extension affecting the closure of the gap (Global Gender Gap Report 2020 (2019), thus it becomes crucial that institutions, nations, and states work collaboratively to address gender issues.

In 2017/2018, various stakeholders within the University of Johannesburg (UJ) met regularly to discuss gender-related initiatives. The outcomes of the workshop resulted in recommendations to establish a Gender Equity Unit responsible for managing gender-based violence (GBV) and all other gender-related issues within the institution. The South African Human Rights Commission (SAHRC) audit further supported the need to have a Gender Equity Unit. In 2019, the Gender Equity Unit was established with a manager mandated to establish processes in due time. UJ has set up a Gender Equity Unit that is mandated to:

- a) Design Programmes, Provide Professional Support & Training
 - Promote the implementation of gender agenda initiatives (incl. LGBTI+ and GBV) support and prevention programmes in the University for staff and students.

- Monitor and evaluate gender agenda interventions and the impact in UJ as an institution of higher education.
 - Address how sexual and gender-based violence intersects with other aspects of identities, including race, sexual orientation, social class, etc.
 - Ensure that constant and effective awareness is taking place through a comprehensive communication strategy.
- b) Implement a Case Management System
- Manage the reporting of rape, sexual assault, sexual harassment, harassment and all forms of discrimination.
 - Develop systems for reporting any incidents of discrimination.
 - Provide emergency assistance for rape and sexual assault survivors in collaboration with both internal and external stakeholders.
 - Provide effective support, advice and assistance to both complainants and respondents.
 - Provide mediation services, assistance and support in student tribunals and disciplinary hearings.
- c) Research, Innovation, Monitoring and Evaluation
- Ensure that prevention programmes and communication strategies regarding LGBTI+ and GBV&F are grounded in research (data-driven approach) and best practice.
 - Research, apply and promote gender initiatives and share best practice.
 - Translate gender equity legislation into practice to ensure UJ meets statutory requirements.
 - Write, implement, and review policy at institutional level.

2. PURPOSE OF THE STRATEGY

In response to global gender equity and equality issues, the University of Johannesburg (UJ) through the Gender Equity Strategy has proposed numerous pillars, which will be addressed by the institution. The framework will be utilised as a guide, and a monitoring and evaluation tool, regarding the implementation of various strategic pillars that respond and contribute positively towards global frameworks, such as the Sustainable Development Goals (SDG) 2030, Regional Strategy and Framework of Action for Addressing Gender-Based Violence, Southern African Development Community (SADC) Protocol on Gender and Development, Policy framework to address gender-based violence in the Post-School Education & Training System and 2030 GBV&F National Strategic Policy (NSP). The UJ Gender Equity

Strategy will outline and respond to several gender equity pillars, namely gender equality and equity, GBV&F, and diverse sexual orientation (LGBTI+). To support these, we will use the following and additional support pillars, including information and knowledge management; marketing and communication; partnership and collaborations.

3. STRATEGIC INTENT

Vision:

- A leading centre (Gender Equity Unit) in addressing gender-based violence & femicide (GBV&F) and gender equity issues.

Mission:

- Become a central support hub (Gender Equity Unit) for all staff and students exposed to GBV&F, and gender and sexuality-based discrimination, further transforming UJ to become a gender equity space.

UJ Values

<p>IMAGINATION Shaping the future Thinking independently Developing a cosmopolitan identity Exhibiting ambition and drive Adopting entrepreneurial approaches</p>	<p>CONVERSATION Learning together from our diversity Making wise decisions collectively Engaging meaningfully with one another Displaying mutual respect Leading consultatively</p>
<p>REGENERATION Developing sustainably through creative contribution Introspecting for renewal Innovating for the common good Making positive change Taking advantage of overlooked opportunities</p>	<p>ETHICAL FOUNDATION Treasuring academic freedom Seeking balance in the pursuit of knowledge Facing challenges with courage and earning trust Acting responsibly by being fair, consistent and transparent Participating in and helping the community (ubuntu)*</p>
<p>*Ubuntu, which means humanness in the Nguni languages of Southern Africa, is the idea that a person achieves excellence insofar as she shares a way of life with others and cares for their quality of life.</p>	

4. PROPOSED GENDER EQUITY OFFICE STRUCTURE

UJ has proposed and will comprehensively respond to several gender equality and equity issues. The main pillars are as follows: gender equality and equity, GBV&F, and diverse sexual orientation (LGBTI+). This includes supporting pillars identified as: information and knowledge management, marketing & communication, partnership and collaborations.



5. STRATEGIC PILLARS AND OBJECTIVES

5.1 Gender equality and equity

5.1.1 Women's focus

The World Economic Forum has various system initiatives, and of importance in terms of gender is the initiative on “Shaping the Future of Education, Gender and Work”, which seeks to ensure that talent is developed and deployed for maximum benefit to the economy and society. Since 2006, the World Economic Forum has published the Global Gender Gap Index Report annually. The Global Gender Gap Index is a framework used by the World Economic Forum to capture the magnitude and scope of gender-based disparities among countries in the areas of economic participation and opportunity; educational attainment; health and survival; and political empowerment. The results of the Global Gender Gap Index done in 2017 indicated a global gender gap widening for the first time since 2006.

South Africa has retrogressed in crucial global indices, but narrowly made the list of the top 20 countries, falling four places from ranked 15th in 2016 to 19th in 2017. These

results emphasise the need for far more proactive and vigorous measures to be taken to narrow the gap.

Since its inception in 2005, the University of Johannesburg has prioritised race and gender equality as one of its strategic objectives. This can be seen in the increase of African people and women in leadership positions and the academic and student community as part of our drive for student inclusion (primarily socioeconomic), transformation (students, senior leadership team and academic community), excellence (teaching and research), and redefining greatness (inclusion, transformation and excellence).

The University is committed to continue to promote and enhance gender equality as a strategic priority for the institution, thereby fulfilling its statutory responsibility in terms of Human Rights and Chapter 2 of the South African Bill of Rights by neither unfairly discriminating nor tolerating unfair discrimination against any person on the basis of gender. The University will give preferential treatment to eradicate the elimination of all forms of discrimination against women due to past injustices.

Actions to promote gender equality:

- The University is committed to increase the representation of women in all occupational categories and levels.
- Encourage more female students to apply and register within the Science, Technology, Engineering, Arts (Humanities) and Mathematics (STEAM).
- The UJ Conditions of Service and Policies should be fair relating to gender equality and should:
 - Focus on the recruitment, retention, performance management, development and succession planning for women.
 - Ensure that men and women are compensated equally for performing the same work.
 - Support employees in maintaining healthy and positive family relationships by ensuring that both men and women balance their work lives with their personal lives.
 - Ensure that management supports employees' pursuit of further education to advance their careers, as well as family counselling, family time or other related efforts.
 - Provide maternity and paternity leave that is fair and equitable, taking into account LGBTI+, commissioning and adoptive parents as per the Labour Laws Amendment Act of 2018.
- The University will address the loss of women within the workplaces due to society and family responsibilities. Furthermore, there is a need to address the absence of more women in senior academic, professional and support roles.
- Provide necessary support (funding, mentoring) to keep the girl child in school and for the students to graduate on time.

- Special emphasis will be placed on the advancement of women (staff/students) within academia by providing support programmes, including mentoring and training to enhance a sustainable academic career. These include women in support divisions and newly recruited insourced women being afforded an opportunity to study further and receive additional empowerment (supervision/management) training. #Leave no women behind.
- Implement gender equality training programmes for employees on the managerial and supervisory level. Education will focus on both the obvious and subtle discrimination that takes place in the institution.

**Refer to the annexure section for outlined goals, objectives, activities, UJ inputs/outputs, impact, and indicators.*

5.1.2 Men's focus

Gender equality, for such a long-time excluding men and boy children, as the old systems of patriarchy have to be addressed and reversed. However, as gender equity gets to be reengineered, the process excludes other groups. "Despite significant shifts in the public debate, highlighting the need to 'engage men', gender equality is still often erroneously thought of as a 'women's issue' (the power to persuade, 9 October 2018). To date, there is a massive global call to include men and boys in addressing gender equity and being involved in gender transformation (MenEngage Alliance, November 2020). Poole (2019) further alludes that women empowerment should be supported, but programmes should not discount or disregard men's challenges as well, as it would be regarded as reverse sexism. Such challenges include suicide, health-related matters, substance abuse/use, violence, and risky lifestyles.

According to the World Health Organization (WHO, 2007), a healthy man is one who is empowered to experience optimum physical, mental and social wellbeing and experience health as a resource for everyday living. Therefore, it is essential to recognise that men's health is more than biological, physiological or genetic functioning, but that it is also affected by broader social, cultural and environmental factors. Unfortunately, this is dismissed by men participating in risky behaviours and terminating healthy lifestyles through the need to legitimise their masculinity and uphold their status quo (Zissette, Watt, Prose, Mntambo & Mashobela, 2016).

Furthermore, it is essential to note that patriarchy is powerfully manifested in society's various spheres, further influencing men's behaviour, which might negatively impact society, usually experienced by women and children. Patriarchy is one of the core causes of many forms of gender inequality when it comes to intimate sexual behaviour, choices, protection, access, and empowerment (Sakaluk, Todd, Milhausen & Lachowsky, 2014). Therefore, empowerment needs to happen concurrently to address gender inequality and promote access to health services and behavioural change within the university community. It is, therefore, important to have programmes

addressing men's issues holistically. The programme looks at activities aimed at preventing illnesses, empowerment, alcohol and substance abuse, and sensitising them concerning gender-based violence issues.

The University is committed to addressing men's issues and include men when gender equality is concerned. To address the stipulated, the UJ institutional men's forum has outlined various focus areas. The proposed focus areas are as follows:

- Address men's health and wellness, specifically mental health, due to the high male suicide rate globally.
- Address life and educational challenges faced by both men and boys at all stages of life.
- Highlight issues of male violence and how some men are victims or survivors of GBV.
- Deliberate on how men have a role in ending GBV inflicted towards women, children, and men, further calling each other out.
- Participate in and form part of initiatives that seek to achieve gender equity and equality within society's various levels.
- Highlight issues related to substance use/abuse and the impact on men's lives.
- Focus on challenges faced by men as parents and their role as fathers in becoming better role models.
- The role of men as inspirational mentors to young men and boys.

**Refer to the annexure section for outlined goals, objectives, activities, UJ inputs/outputs, impact, and indicators.*

5.2 Gender-based violence & femicide (GBV&F)

Gender-based violence and femicide (GBV&F) remain a global challenge, needing urgent attention from all over the world by various stakeholder working in collaboration to eradicate violence aimed at human beings, specifically targeted towards women, children and people with a diverse sexual orientation. This is highly perpetuated by the inequality and discrimination that women of all ages experience throughout their life (UN Women, 2019). GBV&F not only violates human rights but also hampers productivity, reduces human capital, and undermines economic growth in societies where it is prevalent. Furthermore, GBV&F is seen as immoral and a human rights violation with high costs for families, communities, and the nation (Regional Strategy and Framework of Action for Addressing Gender-Based Violence 2018-2030). Thus, there is a need to rally together as stakeholders in addressing GBV&F, taking into account the alarming statistics presented daily in various spaces.

To date, an estimated 30% (nearly 1 in 3) of women worldwide have experienced either physical and/or sexual intimate partner violence or sexual violence (WHO, 2021). In addition, "on average, 736 million and up to 852 million women who were

aged 15 years or older in 2018 have experienced one or both of these forms of violence at least once in their lifetime” (WHO, 2021). Additionally, more than half (50 000 = 58%) were killed by intimate partners or family members, meaning that 137 women across the world are killed by a member of their own family every day. On another note, women account for nearly half (49%) of all human trafficking victims detected globally (UN Women, 2019). Although the international statistics have been projected, this is not a true reflection, since some cases are not reported or recorded accordingly, due to data mismanagement. In the case of South Africa, the country was rated to be five times the global average regarding statistics related to femicide, which has decreased, although it remains greater globally (STATS SA, 2018).

According to the STATS SA Governance, Public Safety and Justice Survey GPSJS 2018/19 report, 52 420 sexual offence cases were reported to the police, with a difference of 2 312 relative to 2017/18. The statistics exclude assault and murder, which is another form of violence needing attention. The report further notes that incidents of sexual offences are underreported due to the nature and sensitivity of the case (STATS SA, 2019). Therefore, this means that South Africa has more incidents of sexual offence and violence incidents not being reported. In reference to the provincial sexual offence statistics, Gauteng has been reported as one of the leading provinces with approximately 10 752 incidents reported to the police followed by the Eastern Cape with 8 731 incidents reported (STATS SA, 2019). Although the numbers have been populated, the data cannot be utilised to conclude which province has a high incidence, since one has to take into account issues that hinder people from reporting sexual-based violence cases, such as culture, religion and other factors. Furthermore, institutions such as universities situated within Gauteng should be worried, as the numbers are alarming and need to be reduced in the following decade to come.

Cases of violence and sexual offences do not exclude universities, with some of the cases taking place internally and some externally as students and staff members are part of the broader Johannesburg community. However, there is not sufficient data to present due to the lack of a dedicated office or insufficient resources to coordinate, monitor and evaluate GBV&F programmes on campus. For the past three years, the light has been shown on Post-School Education and Training (PSET) through various GBV&F advocacy movements such as “Am I next?”, “Not in my name”, silent protest etc. Such incidents could not be ignored, since they directly affected various university students, further coercing South African universities to take action and create a safe zone for all (Department of Higher Education and Training, 2019). Therefore, it is a matter of urgency that universities need to put together structures in response to GBV&F issues unfolding globally. In response to GBV&F, UJ has set the following strategic goals:

- Implement a comprehensive institutional rape, sexual assault and sexual harassment policy.
- Implement a comprehensive case management system.

- Strengthen psychosocial and counselling services geared towards supporting survivors and victims.
- Design and execute standardised training workshops for health and wellness practitioners, safety and security personnel, key individuals at both support and academic divisions.
- Establish a one-stop wellness centre that supports survivors and victims.
- Implement a rehabilitation and educational programme for alleged offenders.
- Incorporate GBV&F content to the University teaching and learning/curriculum, and/or second curriculum.
- Establish a research gender and equity pillar and support research in executing and publishing.
- Implement a boys' and men's forum that will address issues of masculinity and cultural drivers at hand and encourage men to be at the centre of addressing GBV&F within the University.
- Implement advocacy work to highlight sexual and gender-based violence and the eradication thereof.
- Establish collaborations with external stakeholders (SAPS, NPA, Thuthuzela Centres, Hillbrow Forensic Clinic, Netcare, etc.) for an effective response to GBV&F issues.

Refer to the annexure section for outlined goals, objectives, activities, UJ inputs/outputs, impact, and indicators.

5.3 Sexual diverse orientation (LGBTI+)

According to the South African National LGBTI HIV Plan 2017-2022, people with a diverse sexual orientation experience discrimination and exclusion daily, which includes the fact that this community experience gender-based violence or corrective rape directly from their communities and more harm from their partners. Furthermore, such discrimination and prejudices stem from various social and economic institutions, which include the family, religious structures, public services facilities, spaces of employment and the assumed transformed educational institutions (South African National LGBTI HIV Plan, 2017-2022). This is similar to what has been alluded to by the hate crime against the lesbian, gay, bisexual, transgender and intersex (LGBT+) people in the South African report, which highlighted that various LGBT+ individuals experience discrimination and hate crimes within various communities, which include welfare institutions (2016).

Discrimination and exclusion towards the LGBTI+ community have negative effects on numerous levels, which include psychological difficulties, and internalised stigma, which are accompanied by low self-esteem. As a result, more individuals engage in risky and harmful behaviour, such as the use of alcohol and drugs, which makes people more vulnerable to experiencing violence, contracting HIV and many other incidents (South African National LGBTI HIV Plan, 2017-2022). Continuous

discrimination has major impacts on the LGBTI+ community, which range from high rates of school dropout, fewer job opportunities, mental health issues linked to high suicide rates, separation from homes and families, taking away social support and human rights violations on various levels. This is, however, not different from what the LGBTI+ individuals go through within the universities, despite having frameworks, such as the transformation barometer for South African Higher Education addressing issues of equity and redress.

LGBTI+ individuals within the university communities still experience many difficulties when it comes to navigating the space. This might range from mere access to an inclusive bathroom, an inclusive resident or LGBTI+ friendly services within the university. The national student health HIV knowledge, attitude and behavioural survey (NACOSA & HEAIDS, 2014) stipulated that universities have gaps with regard to responding to the needs of LGBTI+ individuals. Some of the gaps highlighted include “Social discrimination, stigma and homophobia, which make it less likely that [LGBTI+] and [men who have sex with other men (MSM)] will access health services; limited LGBTQI/MSM-friendly health services” (NACOSA & HEAIDS, 2014 p. 8-9). Thus, there is a need to create inclusive and LGBTI+ friendly university spaces, which include implementing appropriate programmes that seek to eradicate discrimination and exclusion experienced by people with a diverse sexual orientation. The University’s goals are as follows:

- Create an inclusive and LGBTI+ friendly University.
- Redress University policies to be more inclusive and be representative of the LGBTI+ community.
- Afford students with academic opportunities that contribute positively to graduateness and social/economic development.
- Train and sensitize individuals regarding LGBTI+ issues, further creating a safe zone for all within all the UJ campuses.
- Strengthen care and support programmes: Health and wellness support (medical & psychological services).
- Introduce innovative and relevant approaches in addressing LGBTI+ issues.

Refer to the annexure section for outlined goals, objectives, activities, UJ inputs/outputs, impact, and indicators.

5.4 Information and knowledge management (teaching and learning, research, monitoring and evaluation)

Information and knowledge management plays a critical role in assessing and measuring overall progress. At the same time, the pillar takes a close look at generating knowledge and sharing information, which can be achieved through research, teaching and learning projects. Apart from generating knowledge and sharing the content for educational use, data, as collected through interventions and

programmes, become essential as an objective process used to determine components to be maintained or improved, as well as to assess whether interventions have achieved the targeted outcomes (Regional Strategy and Framework of Action for Addressing Gender-Based Violence 2018-2030). Therefore, it is crucial that information and data are generated, recorded and stored accurately for various purposes, which include improving the effectiveness of the programme, determining analysis (Strength, Weakness, Opportunities, Threats - SWOT) and providing a guide for policy drafting and implementation. In addition, the information generated from the Gender Equity Unit will be shared with stakeholders accordingly. The University's goals are as follows:

- Execute institutional research to inform practices and programme implementation.
- Collaborate with faculties and external stakeholders in conducting and publishing research papers and publish accurate data on accredited journals.
- Participate in national and international conferences.
- Monitor, evaluate and report institutional contributions towards regional and international frameworks (SDG, GBVF 2020-2030 NSP, etc.)
- Design and implement an online gender equity/GBV&F Short Learning Programme (SLP).
- Incorporate GBV&F content to the University teaching and learning/curriculum, and/or second curriculum.

5.5 Marketing and communication

Marketing and communication play a vital role in addressing issues of gender equity and ending violence. Having good strategies and implementation plans is not sufficient if the aspect of programme marketing and communication is not outlined accordingly. UNICEF emphasises the importance of implementing communication for social change, which focuses on community participation and ownership, language and cultural relevance, generation of local content, use of appropriate technology and network and convergence (UNICEF). It talks to providing communities with relevant content so that they form part of the change they want to see in their communities. Furthermore, it is crucial that programmes and services are well marketed to individuals and communities, with the intent that there will be an increase in service uptake. Various methods could be utilised to market service products, which can be through the application of the four P's of marketing (Fahy & Jobber, 2015) and adopting the use of relevant technology, such as social media, digital content creation and the use of marketing tools within the University. The University's goals are as follows:

- Design marketing campaigns for various clientele, through the use of traditional and digital content production.
- Utilise various UJ social media pages and applications to market the programme.
- Execute marketing projects together with UJFM and the UJ Marketing Division.

- Use of student peer educators to execute marketing and awareness campaigns.

5.6 Partnership and collaborations

A single institution will not be able to address a global crisis of SGBV&F, this requires stakeholders from everywhere to come together and work in collaboration to address gender equity and violence inflicted on women, children and people with a diverse sexual orientation. Effective partnerships between government, civil society, experts, researchers, development partners, private sector, the media, the community and other stakeholders facilitate the fulfilment of existing policy and legal commitments in preventing and managing SGBV&F cases and other gender-related issues that need to be implemented urgently. Thus, there is a great need for stakeholders to rally together in an effort to eradicate all forms of violence and discrimination based on sex, gender and sexual orientation. The partnerships are further critical with regard to coordinating and leveraging resources, identifying and building on best practices, scaling up promising interventions, discussing lessons learned and challenges, conducting research, and ensuring that duplication is avoided (Regional Strategy and Framework of Action for Addressing Gender-Based Violence 2018-2030). UJ will collaborate with stakeholders on various levels, which include the use of wellness facilities, institutions of safety, research organisations and centres that are the forefronts of addressing gender equity and eradicating violence. The University's goals are as follows:

- Collaborate with external stakeholders, such as national and regional structures.
- Share reports with stakeholders for monitoring and evaluation purpose.
- Collaborate with external GBV&F and LGBTI+ organisations for additional support.
- Work in collaboration with media houses and media content producers for sensitive reporting and content creation.

6. MONITORING AND EVALUATION

Monitoring and evaluation (M&E) are critical processes to implement; thus, the model to be utilised to monitor and evaluate the Gender Equity Strategy is the Theory of Change (TOC) framework. The Gender Equity Strategy M&E process will take place every second year of its update.

M&E process:



7. CONCLUSION

In conclusion, the Gender Equity Strategy remains an important framework that will be utilised to guide the University regarding how it should comprehensively address issues of gender equality and equity. It requires all stakeholders to come together and play a crucial role in addressing all elements outlined within the Strategy, with the aim that all issues are attended to as a comprehensive response to gender equity issues.

ANNEXURE A: UJ GENDER EQUITY STRATEGY (GENDER EQUALITY AND EQUITY)

Reference: UJ SGBV&F pillar: South African National Policy Framework for Women's Empowerment and Gender Equality and SDG 2030.

GOALS:

Achieve equality for women as participants, decision makers and beneficiaries in the political, civil, social, economic and cultural spheres of life.

Transform all national, provincial and local institutions by mainstreaming and integrating issues of women's empowerment and gender equality into their work. These include institutions of government, independent statutory organisations, the private sector, the public sector, the labour movement and organs of civil society.

Address men's issues previously excluded since the priority has been to address women's issues and redress gender inequality.

ACTIVITIES:

- Women's leadership development;
- Support, academic and managerial promotions;
- Address gender pay gap.

ACTIVITES:

- Social, economic and academic development;
- Access to sexual and reproductive health and rights (SRHR) services;
- Support for staff and student mothers.
- Execute various gender forums.

GOAL	<ul style="list-style-type: none"> • Achieve equality for women as participants, decision makers and beneficiaries in the political, civil, social, economic, and cultural spheres of life. • Transform all national, provincial and local institutions by mainstreaming and integrating issues of women’s empowerment and gender equality into their work. These include institutions of government, independent statutory organisations, the private sector, the public sector, the labour movement and organs of civil society. 			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>Promote South Africa’s constitutional sub-regional, regional and international commitments to women’s empowerment, gender equality, women’s human rights and social justice.</p> <p>Transform the institutions, laws, policies, procedures, consultative processes, budgetary allocations and priorities of government to take account of the needs</p>	<ul style="list-style-type: none"> • Women’s leadership development. • Support, academic and managerial promotions. 	<ul style="list-style-type: none"> • Continue implementing the UJ women’s leadership development programme for both staff (junior & senior/ low category/ supervisors/managers) and students. • Initiate a leadership mentoring programme. • Reduce disparities between women, men and people with a diverse sexual orientation within various positions. • Continue implementing the Accelerated Academic Mentoring programme (AAMP). • Support and mentor female staff members in preparation for promotions on various levels. 	<ul style="list-style-type: none"> • Implement plans of action accordingly. • Outline clear gender planning programmes. • Retain young women to complete their studies. • Increase and retain women in leadership positions. 	<ul style="list-style-type: none"> • End disparities between women, men and people with a diverse sexual orientation within various positions. • Create an environment that promotes gender equality and equity.

GOAL	<ul style="list-style-type: none"> • Achieve equality for women as participants, decision makers and beneficiaries in the political, civil, social, economic, and cultural spheres of life. • Transform all national, provincial and local institutions by mainstreaming and integrating issues of women's empowerment and gender equality into their work. These include institutions of government, independent statutory organisations, the private sector, the public sector, the labour movement and organs of civil society. 			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
and aspirations of all women, and particularly those who were most disadvantaged by the previous dispensation.	<ul style="list-style-type: none"> • Address gender pay gap 	<ul style="list-style-type: none"> • Recruit and promote as per guidelines from the Employment Equity Act and affirmative action measures. • Continue to address wage gap between various Peromnes levels specifically where women are rated. 		
Ensure that all statutory, government, public and private institutions develop policies, structures and practices that address women's empowerment and redress gender inequality in their transformation goals.	<ul style="list-style-type: none"> • Social, economic and academic development. 	<ul style="list-style-type: none"> • Design and implement leadership programmes, which unpack social, economic and academic empowerment. • Expose individuals to various internships and employment opportunities within the university and beyond. • Provide business networking opportunities. • Implement a mentorship programme among women in leadership, academia, 		

GOAL	<ul style="list-style-type: none"> • Achieve equality for women as participants, decision makers and beneficiaries in the political, civil, social, economic, and cultural spheres of life. • Transform all national, provincial and local institutions by mainstreaming and integrating issues of women's empowerment and gender equality into their work. These include institutions of government, independent statutory organisations, the private sector, the public sector, the labour movement and organs of civil society. 			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>Coordinate the implementation of gender equality policies, monitor and evaluate their impact and effectiveness; set appropriate priorities, targets, time frames and performance indicators.</p> <p>Raise awareness about gender issues and advocate for gender sensitivity and gender equality.</p>	<ul style="list-style-type: none"> • Support for staff and student mothers • Access to Sexual and Reproductive Health and Rights (SRHR) services 	<p>technology and the business sector.</p> <ul style="list-style-type: none"> • Implement programmes that advocate for gender equality and equity. • Initiate a childcare facility. • Address the residence policy, which seeks to discriminate against expecting female students. • Implement youth friendly and inclusive SRHR services within the university. • Avail various preventative and reproductive health tool/methods to support women. 		
Indicators & evidence	<ul style="list-style-type: none"> -Implement institutional gender action plans accordingly. -Include gender equality principles in vision and mission statements as well as in their strategic plans and goals. -Develop policies and programmes that address gender issues. - Respond to the needs of both women and men within their respective sectors. 			

GOAL	<ul style="list-style-type: none"> • Achieve equality for women as participants, decision makers and beneficiaries in the political, civil, social, economic, and cultural spheres of life. • Transform all national, provincial and local institutions by mainstreaming and integrating issues of women's empowerment and gender equality into their work. These include institutions of government, independent statutory organisations, the private sector, the public sector, the labour movement and organs of civil society. 			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	- Set clear monitoring and evaluation frameworks in place.			

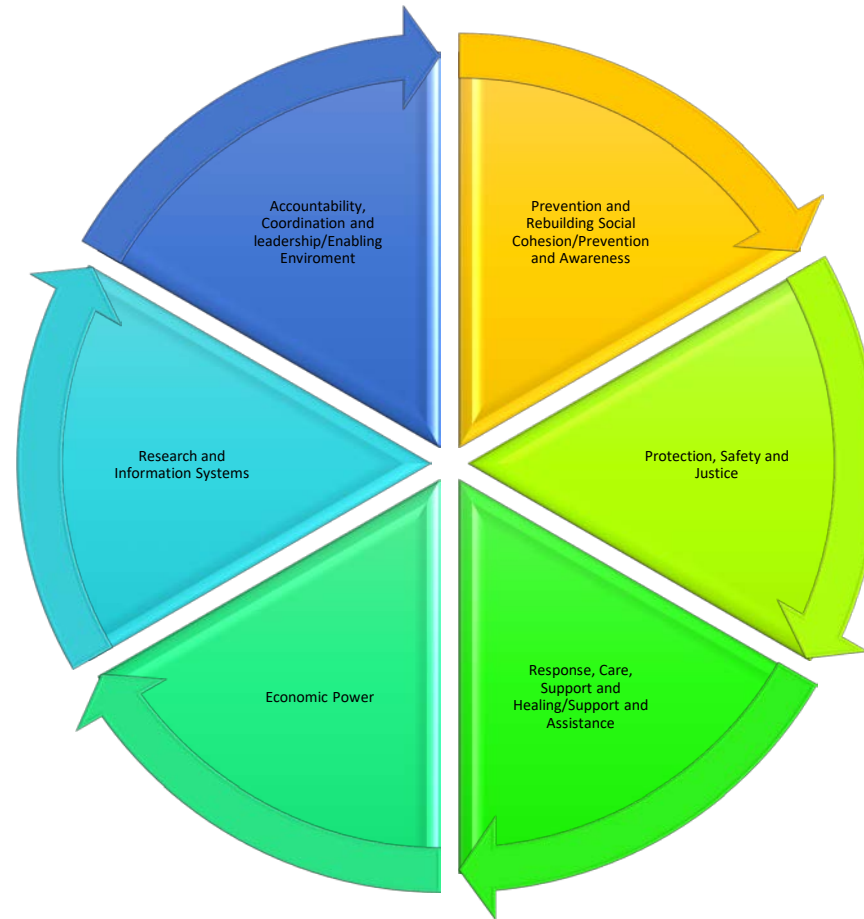
Goals	<ul style="list-style-type: none"> • Address men’s health and wellness, specifically mental health, due to the high male suicide rate globally. • Address life and educational challenges faced by both men and boys at all stages of life. • Highlight issues of male violence and how some men are victims or survivors of GBV. • Deliberate on how men have a role in ending GBV inflicted towards women, children, and men, further calling each other out. • Participate in and form part of initiatives that seek to achieve gender equity and equality within society’s various levels. • Highlight issues related to substance use/abuse and the impact on men’s lives. • Focus on challenges faced by men as parents and their role as fathers in becoming better role models. • The role of men as inspirational mentors to young men and boys. 			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>Implement empowerment programmes addressing men’s issues.</p> <p>Coordinate the implementation of gender equality policies, monitor and evaluate their impact and effectiveness; set appropriate priorities, targets, time frames and performance indicators.</p>	Social, economic, and academic development.	<ul style="list-style-type: none"> • Implement various initiatives aimed at addressing men’s issues. • Execute mentorship programmes for professional and young men. • Design and implement leadership programmes that unpack social, economic and academic empowerment. • Expose individuals to various internships and employment opportunities within the university and beyond. • Provide business networking opportunities. 	<ul style="list-style-type: none"> • Implement plans of action accordingly. • Outline clear gender planning programmes support men. 	<ul style="list-style-type: none"> • End disparities between women, men and people with a diverse sexual orientation within various positions. • Create an environment that promotes gender equality and equity.

Goals	<ul style="list-style-type: none"> • Address men’s health and wellness, specifically mental health, due to the high male suicide rate globally. • Address life and educational challenges faced by both men and boys at all stages of life. • Highlight issues of male violence and how some men are victims or survivors of GBV. • Deliberate on how men have a role in ending GBV inflicted towards women, children, and men, further calling each other out. • Participate in and form part of initiatives that seek to achieve gender equity and equality within society’s various levels. • Highlight issues related to substance use/abuse and the impact on men’s lives. • Focus on challenges faced by men as parents and their role as fathers in becoming better role models. • The role of men as inspirational mentors to young men and boys. 			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
Raise awareness about gender issues and advocate for gender sensitivity and gender equality.		<ul style="list-style-type: none"> • Implement programmes that advocate for gender equality and equity. 		

Goals	<ul style="list-style-type: none"> • Address men’s health and wellness, specifically mental health, due to the high male suicide rate globally. • Address life and educational challenges faced by both men and boys at all stages of life. • Highlight issues of male violence and how some men are victims or survivors of GBV. • Deliberate on how men have a role in ending GBV inflicted towards women, children, and men, further calling each other out. • Participate in and form part of initiatives that seek to achieve gender equity and equality within society’s various levels. • Highlight issues related to substance use/abuse and the impact on men’s lives. • Focus on challenges faced by men as parents and their role as fathers in becoming better role models. • The role of men as inspirational mentors to young men and boys. 			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	Access to Sexual and Reproductive Health and Rights (SRHR) services.	<ul style="list-style-type: none"> • Implement youth friendly and inclusive SRHR services within the university. • Avail various preventative and reproductive health tool/methods to support young men. 		
Indicators & evidence	<ul style="list-style-type: none"> -Implement institutional gender action plans accordingly. -Development programmes that address men’s issues. -Respond to the needs of both women and men within their respective sectors. -Set clear monitoring and evaluation frameworks in place. 			

ANNEXURE B: UJ GENDER EQUITY STRATEGY (SGBV&F SECTION) SEXUAL GENDER-BASED VIOLENCE AND FEMICIDE

Reference: UJ SGBV&F Pillar: Goals adopted from the Regional Strategy and Framework of Action for Addressing Gender-Based Violence 2018-2030, draft SGBV 2020-2030 NSP.



GOAL	ACCOUNTABILITY, COORDINATION & LEADERSHIP/ENABLING ENVIRONMENT			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
Strengthen leadership and accountability across the University to effectively respond to the GBV&F; provide adequate technical and financial resources.	<ul style="list-style-type: none"> Development of an accountability architecture (UJ council) as guided by the necessary legislative mandate to drive response to GBV&F. 	<ul style="list-style-type: none"> Establish and provide adequate support to the Gender Equity Unit. Ensure that policies and legislation are in place to address GBV&F. Support operational arrangements, including availing budgets. Institute a charter on GBV that will be signed by all staff and student leadership in institutions. Set up institutional GBV&F response forums/committees. 	<ul style="list-style-type: none"> Institutional commitment and participation in addressing GBV&F. Availing adequate resources in efforts to address GBV&F. Holding business stakeholders accountable for putting measures to eradicate GBV&F. 	<ul style="list-style-type: none"> Institution's accountability in accordance with all GBV&F responses. Policy, research, and practice well aligned and monitored from a strategic place. Positive contribution to the University stature.
	<ul style="list-style-type: none"> Outline mechanisms and processes in place to hold the University 	<ul style="list-style-type: none"> All University staff members should be vetted before being 		

GOAL	ACCOUNTABILITY, COORDINATION & LEADERSHIP/ENABLING ENVIRONMENT			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<p>leadership accountable for taking a firm stand against GBV.</p>	<p>employed at the University.</p> <ul style="list-style-type: none"> Respond swiftly to cases when individuals are found to be guilty of any form of GBV. Set structures, mechanisms, and processes in place to address GBV, harassment and discrimination. 		
	<p>Development of a partnership model, funding and resourcing plan to respond to GBV&F.</p>	<ul style="list-style-type: none"> GBV&F comprehensive response model (funding, resourcing, and partnership) developed for the NSP. 		
	<ul style="list-style-type: none"> Hold service providers (private accommodation, contractors, etc.) 	<ul style="list-style-type: none"> Submission of policies to the University before tenders, contracts 		

GOAL	ACCOUNTABILITY, COORDINATION & LEADERSHIP/ENABLING ENVIRONMENT			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	accountable for the development and roll- out of sexual harassment policies and workplace strategies.	and accreditation is finalised. <ul style="list-style-type: none"> Annual Accountability Social Audit Report. 		
	<ul style="list-style-type: none"> Adoption of zero tolerance to policies on cyber violence and sensitive reporting of GBV&F. 	<ul style="list-style-type: none"> Social media accountability framework developed and the adoption of zero tolerance of cyber violence. Ethical guidelines on media and communicators relating to the portrayal of women, LGBTI+ and children in the media developed, implemented, and monitored. 		
Indicators & evidence	<ul style="list-style-type: none"> - Evidence of existing policies and frameworks guiding the institution on how to address GBV&F. - Availability of financial resources to help grow the Gender Equity Unit. 			

GOAL	ACCOUNTABILITY, COORDINATION & LEADERSHIP/ENABLING ENVIRONMENT			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<ul style="list-style-type: none"> - Evidence of sustained awareness campaigns. - Decrease in rape, sexual assault and sexual harassment incidents. - Adoption of new ways of doing business with external stakeholders and enforcing accountability. 			

GOAL	PREVENTION AND REBUILDING SOCIAL COHESION/PREVENTION AND AWARENESS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>Strengthen the delivery capacity of the University to roll out effective prevention programmes.</p> <p>Change behaviour and social norms that drive GBV with key groups using a variety of approaches.</p> <p>Challenge and transform toxic masculinities driving GBV</p>	<ul style="list-style-type: none"> • Develop a comprehensive institutional prevention strategy. 	<ul style="list-style-type: none"> • Implement the institutional prevention strategy with key overarching messages in place. • Implement GBV&F awareness campaigns throughout the university. • Execute awareness campaigns, which seek to promote social and behavioural change towards SGBV&F. 	<ul style="list-style-type: none"> • Institutional commitment and participation in addressing GBV&F. • Increase in GBV&F sensitisation and decrease in human rights violation. • Men and women collaborating to end GVB&F. 	<ul style="list-style-type: none"> • Decrease in new SGBV&F incidents. • Social and economic empowered and liberated women. • Social behavioural change among men.

GOAL	PREVENTION AND REBUILDING SOCIAL COHESION/PREVENTION AND AWARENESS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>perpetration.</p> <p>Harness approaches to prevention that facilitate integration and deepen impact.</p> <p>Restore human dignity, build caring and safe communities that is responsive to individual and collective trauma.</p>		<ul style="list-style-type: none"> Utilise innovative marketing and communication strategies tools such as digital content. Utilise the peer education programme. 		
	<ul style="list-style-type: none"> Communication and advocacy campaigns. 	<ul style="list-style-type: none"> Communication toolkit with list of key messages and targeted sources of media developed. Sustained media campaign for 365 days by all departments and faculties. Number of multimedia campaigns implemented, and different sources used. 		
	<ul style="list-style-type: none"> Develop and collate transformative materials, 	<ul style="list-style-type: none"> Manuals and training support materials developed and 		

GOAL	PREVENTION AND REBUILDING SOCIAL COHESION/PREVENTION AND AWARENESS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<p>curriculum, tools, and approaches that can be adapted for prevention interventions for different institutional and social contexts and meet diverse needs.</p> <ul style="list-style-type: none"> • Train and support community capacity to deliver GBVF prevention interventions. 	<p>accessible for all disability groups.</p> <ul style="list-style-type: none"> • Implement the GBV and LGBTI+ e-learning module. • Training the University leadership, academics and non-academic staff, student leadership, and students overall. 		
	<ul style="list-style-type: none"> • Implement evidence-based behaviour change interventions with targeted communities. • Engage men and boys in finding innovative non-traditional sustainable solutions for prevention of GBV. 	<ul style="list-style-type: none"> • Implement evidence-based behaviour changes interventions adapted and rolled out within the University. • Implement behaviour change – interventions to shift attitudes and behaviours within the University and public sector adapted. 		

GOAL	PREVENTION AND REBUILDING SOCIAL COHESION/PREVENTION AND AWARENESS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<ul style="list-style-type: none"> • Commission studies to better understand how to intervene in the development of toxic masculinities in South Africa. • Design and adapt interventions that provide skills that shape new forms of positive masculinities. 			
	<ul style="list-style-type: none"> • Integrate GBV prevention into SOGI programming and vice versa. Integrate GBV&F prevention into wider violence and crime prevention. • Integrate GBVF prevention into substance abuse interventions. • Integrate GBVF prevention into 	<p>Implement various initiative by implementing the following:</p> <ul style="list-style-type: none"> • Training various professionals within both student and employee divisions (PsyCaD, Employee Wellness, Transformation Division, Student Affairs, IOHA, Primary Health Care, 		

GOAL	PREVENTION AND REBUILDING SOCIAL COHESION/PREVENTION AND AWARENESS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<p>SRHR and HIV prevention interventions.</p> <ul style="list-style-type: none"> • Make public spaces violent free for the LGBTI+ community and women. • Facilitate community interventions that promote social connectedness and healing. • Implementation of the National Action 	<p>Postgraduate School, Internalisation, etc.)</p> <ul style="list-style-type: none"> • Initiate and execute circles of healing/Ubuntu projects. • Implement community building through non-violent art forms. • Strategic conversations on the collapsed social and moral fibre in society spearheaded by both support divisions and faculties. • Outline rapid response mechanisms to respond to incidents of racist and xenophobic offences/hate crimes. • Virtual data repository on disaggregated statistical data for measurement of 		

GOAL	PREVENTION AND REBUILDING SOCIAL COHESION/PREVENTION AND AWARENESS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	Plan and institutional policies to combat racism, racial discrimination, xenophobia and related intolerance. <ul style="list-style-type: none"> Promote respect and enjoyment of human rights by girls, women and people with a diverse sexual orientation. 	racism, racial discrimination, xenophobia and related intolerance. <ul style="list-style-type: none"> Create inclusive and safe zones within the university. Implement campaigns and programmes to empower and liberate individuals. 		
Indicators & evidence	<ul style="list-style-type: none"> Evidence of legislative and frameworks being implemented in the University. Change in behaviour and social norms that drive GBV&F with key groups using a variety of approaches. Creation of safe zones within the University for both staff and students. Evidence of sustained awareness campaigns. Decrease in rape, sexual assault and sexual harassment incidents. Increase in social and economic opportunities availed to women. 			

GOAL	PROTECTION, SAFETY AND JUSTICE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>Improve access to survivor support services through victim-centric criminal justice services that are sensitive to and meet their needs.</p> <p>Strengthen capacity and [relationship] with the CJS to address impunity and facilitate justice for GBV survivors.</p> <p>Amend [institutional] legislation related to GBV&F areas, build onto legislative reforms initiated under the Emergency Response Action Plan (ERAP) on Gender-based Violence and Femicide.</p>	<ul style="list-style-type: none"> Humanise service delivery and address unequal and inequitable spread of victim/survivor services. GBV service delivery training and support are provided to all GBV response teams within the University (Protection Services, Student Affairs, Transformation, PsyCaD, Campus Health, IOHA, Academic Divisions, etc.) to strengthen victim-centric survivor focused services and prevent any forms of secondary victimisation. 	<ul style="list-style-type: none"> Implement interventions in place to respond to specific barriers that all victims/survivors may face in accessing services, and specifically people with disability and LGBTI+ persons. Avail and document information on cases so that it is readily available for victims to access and track progress. Train UJ officials on how to best deal with GBVF matters. Avail debriefing support mechanisms in place. 	<ul style="list-style-type: none"> Updating and aligning all UJ policies to national legislative processes with the aim to enhance the support afforded to GBV survivors. Setting up a one-stop wellness Centre. Utilising rape, sexual assault and sexual harassment policy when dealing with cases. Increasing medical and psychosocial support provided to survivors or victims. Availing optional services which can be accessed by clients. 	<ul style="list-style-type: none"> Improved access to survivor support services. Relevant gender-related policies to guide practice. Improved survivors and victim's well-being. Minimise multiple referrals as survivors and victims subjected to. Protected human rights. Eradicate issues related to alleged offenders reoffending.

GOAL	PROTECTION, SAFETY AND JUSTICE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
		<ul style="list-style-type: none"> • Implement a comprehensive case management system. • Strengthen psychosocial and counselling services geared towards supporting survivors and victims. • Establish collaborations with external stakeholders (Thuthuzela Centres, Hillbrow Forensic Clinic, Netcare, etc.) 		
	<ul style="list-style-type: none"> • Resourcing of infrastructure and human capacity to facilitate effective service delivery; (forensic, investigation and 	<ul style="list-style-type: none"> • Design and implement a central reporting and responsive system. • Implement a comprehensive 		

GOAL	PROTECTION, SAFETY AND JUSTICE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<p>prosecution) at the Gender Equity Unit and support departments.</p> <ul style="list-style-type: none"> • Clearing of the backlog of cases related to GBV. • Fast-track the vetting process of persons providing services within the University and seek to make reference to the Register for Sex Offenders. • Establish or strengthen a well-coordinated and integrated multi-agency/sectoral response to GBV&F, including setting up of referral networks and collaboration with external service providers. 	<p>case management system.</p> <ul style="list-style-type: none"> • Strengthen psychosocial services geared towards supporting survivors and victims. • Establish collaborations with external stakeholders (Thuthuzela Centres, Hillbrow Forensic Clinic, Netcare, etc.) • Record and report on the number of GBV&F cases cleared. • Continuously upgrade the case management system. 		

GOAL	PROTECTION, SAFETY AND JUSTICE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<ul style="list-style-type: none"> • Amendment of various UJ policies to extend protection to all victims/survivors of sexual offences, irrespective of age and mental status. • Overhaul of the UJ Disciplinary Procedure policies, to make it victim-centric. • Amendment of the Human Resources and Labour Relations policies to provide a provision on the vetting of all employees dealing with GBV&F matters. • Inclusion of cyber violence in the Cyber Crimes prevention policies 	<ul style="list-style-type: none"> • Amend all UJ policies with the aim to extend protection to all victims/survivors of sexual offences. • Support Division Policies (Transformation Division, Primary Health Care, IOHA, PsyCaD, etc.) • Human Resources Policies. • Student Affairs Policies. • Academic Policies. 		

GOAL	PROTECTION, SAFETY AND JUSTICE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	to address online sexual violence.			
	<ul style="list-style-type: none"> Support rehabilitation of SGBV&F alleged perpetrators and re-integration in the community to reduce repeat offenses. 	<ul style="list-style-type: none"> Implement a rehabilitation and educational programme for alleged offenders. 		
	<ul style="list-style-type: none"> Ensure legal, institutional reform, harmonization and strengthen enforcement through regulations, for improved awareness and access to justice for victims and survivors of GBV&F. 	<ul style="list-style-type: none"> Implement a comprehensive institutional Rape, Sexual Assault, and Sexual Harassment Policy. Collaborate with the South African justice systems (SAPS, NPA, etc.) 		
Indicators & evidence	<ul style="list-style-type: none"> - Constantly updating gender-related policies within the institution. - Executing a comprehensive reporting and case management system. - Evidence of overall support for survivors or victims. - Collaboration with external GBV&F wellness and support centres. 			

GOAL	PROTECTION, SAFETY AND JUSTICE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	- Evidence of comprehensive laws/policies to address all forms of gender-based violence.			

GOAL	RESPONSE, CARE, SUPPORT AND HEALING/SUPPORT AND ASSISTANCE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
Strengthen existing response, care and support services by the University in ways that are victim centred, and survivor focused and trauma informed to facilitate recovery and healing.	<ul style="list-style-type: none"> Finalisation of legal framework for Response Care & Support Victim Empowerment Bill and White Paper on Social Welfare Services. 	<ul style="list-style-type: none"> Align all GBV responses to the Victim Empowerment Services Support Bill, White Paper on Social Welfare Services once approved. Put confidential processes and procedures in place that survivors can report incidences of GBV without fear. Commit to provide regular feedback to complainants 	<ul style="list-style-type: none"> Align all GBV response initiatives to relevant national legislatives. Increase an integrated service involving both internal and external stakeholders. Establish an internal shelter to temporarily accommodate 	<ul style="list-style-type: none"> Provide holistic legal and support services to all survivors or victims. Enhance services due to adequate funding. Improve well-being of survivors and victims. Protect human rights.

GOAL	RESPONSE, CARE, SUPPORT AND HEALING/SUPPORT AND ASSISTANCE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<ul style="list-style-type: none"> • Standardisation approach to sheltering for students and staff looking for temporary shelter. • Resourcing of the internal GBV response departments to adequately provide integrated services. • Conduct standardised and comprehensive training of violence against women and girls for leadership, support service divisions, academic divisions and Protection Services, 	<p>regarding progress in the investigation.</p> <ul style="list-style-type: none"> • • Establish a safe house for both students and staff to temporarily use whenever there is a need to do so. • Provide adequate funding for offices providing services to victims of crime and GBV. • Constantly monitor and evaluate victim friendly, survivor focused service departments. • Improve multi-sectoral locally rooted responses/programmes to GBVF with expanded, standardised sheltering services and meet the needs of LGBTI+ 	<p>staff and students.</p> <ul style="list-style-type: none"> • Decrease in human rights violation and secondary victimization. • Empowered professionals able to respond to GBV&F issues. 	

GOAL	RESPONSE, CARE, SUPPORT AND HEALING/SUPPORT AND ASSISTANCE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	including external service providers.	persons and persons with disabilities.		
	<ul style="list-style-type: none"> • Implement Psychosocial Support Programme for all GBV frontline workers in place. • Conduct standardised and comprehensive training re violence against women and girls for leadership, support service divisions, academic divisions and Protection Services, including external service providers. 	<ul style="list-style-type: none"> • Implement institutional mechanisms, such as compulsory leave, task shifting and team building to provide a supportive institutional environment for service providers. • Mandatory debriefing and psychosocial support services captured in Victim Empowerment Support and Services Bill. • Design and execute standardised training workshops for health and wellness practitioners, safety and security personnel, key individuals at both support, academic 		

GOAL	RESPONSE, CARE, SUPPORT AND HEALING/SUPPORT AND ASSISTANCE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
		divisions and external services providers. <ul style="list-style-type: none"> • Implement training workshops for student leadership and peer educators. • Execute training workshops for supervisors. 		
	<ul style="list-style-type: none"> • Develop integrated service delivery model (drawing on existing good practice) that strengthens relationships and referrals across service providers. 	<ul style="list-style-type: none"> • Implement an integrated response, care and support delivery model within the University. • Establish a community rapid response team by working collaboratively with SAPS, NAMOLA, community watch teams and private security companies. • Hold workplaces accountable for providing psychosocial support for survivors within the workplace, as integral to their 		

GOAL	RESPONSE, CARE, SUPPORT AND HEALING/SUPPORT AND ASSISTANCE			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<ul style="list-style-type: none"> Strengthen the local level coordination to address current fragmentation and build cooperative relationships of trust between UJ, government, civil society organisations and communities in responding to GBV&F. 	<ul style="list-style-type: none"> Employee Wellness Programmes. Sign MOUs between respective service providers to enhance the University GBV response overall. Integrate management information systems linking to relevant government departments (DHET, Social Development, DoH, etc.). 		
Indicators & evidence	<ul style="list-style-type: none"> - Number of MOUs signed and sustained collaboration among stakeholders. - Establishment of a shelter within the University. - Adequate resources availed to all departments addressing GBV within the University. - Number of GBV service providers trained by sector category and sex/gender in the provision of survivor friendly services. 			

GOAL	ECONOMIC EMPOWERMENT			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>Accelerate initiatives to address women's unequal economic and social position. Make workplaces safe and violent free for all women.</p> <p>Strategic policy interventions by the state, private sector and other key sectors rolled out towards eliminating the impact of the economic drivers of GBV on all women.</p>	<ul style="list-style-type: none"> Develop, implement, support, and monitor programmes for equitable job creation, representation and ownership by women. Public and private partnerships are established to facilitate economic opportunities for women leaving abusive relationships. Put shelters and interim housing in place. Establish survivor-focused cooperatives/groups to build entrepreneurship, healing and 	<ul style="list-style-type: none"> Report on the number of programmes implemented for equitable job creation within the University. Report on the number of public private partnerships in place to facilitate economic opportunities for both staff and students. Public private partnerships established to facilitate economic opportunities for women leaving university. Develop a range of policy interventions to address barriers to participation 	<ul style="list-style-type: none"> Use the University resources to contribute positively towards women economic empowerment. Design curriculum that empowers students to be entrepreneurs. Align relevant policies to EE targets. Respond to all wage gap issues within the University. Ensure that individuals from vulnerable groups are represented in managerial positions. 	<ul style="list-style-type: none"> Improved access to economic empowerment tools for both staff and students. Eradicate salary/wage disparities among men and women. An increased number of women, LGBTI+ and PWD individuals occupying managerial positions. Eradicate dependency on men to provide for women.

GOAL	ECONOMIC EMPOWERMENT			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<p>economic resilience.</p> <ul style="list-style-type: none"> Put policy mechanisms in place to address range of gender related inequalities in the economy. 	<p>women face in strategic sections of the economy.</p>		
	<ul style="list-style-type: none"> Develop and roll out workplace interventions for GBV support. Develop sexual harassment policies in workplace and institution. 	<ul style="list-style-type: none"> Report workplace GBV wellness interventions in place % increase annually. Proportion of workplaces with enforceable sexual harassment policies. 		
	<ul style="list-style-type: none"> Raise awareness of women's unpaid labour and initiate interventions to reshape the structure of work in ways that value 	<ul style="list-style-type: none"> Reports on reducing the wage gap. Public private partnerships established to facilitate economic opportunities for 		

GOAL	ECONOMIC EMPOWERMENT			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<p>productive and reproductive labour.</p> <ul style="list-style-type: none"> • Ensure the implementation of the Employment Equity Act to eliminate gender and race wage disparity. • Avail employment opportunities with a specific focus on youth and women and persons with disabilities. • Support and encourage the role of women, persons with disabilities and LGBTI+ persons as leaders in all sectors of society. 	<p>young women leaving University.</p> <ul style="list-style-type: none"> • Report on the representation of women in SMS and MMS positions on the EE Report. • Report on the representation of youth in the EE Report. • Utilise data from the Disability Index and Gender Inequality Index to improve UJ deliverables. • Draft laws and policy interventions in place to protect specific groups of workers who are particularly vulnerable to specific forms of gender-based violence. 		

GOAL	ECONOMIC EMPOWERMENT			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
Indicators & evidence	<ul style="list-style-type: none"> - More women accessing economic empowerment tools. - Women, LGBTI+ and people with disability occupying more managerial positions. - Well represented percentage of women and youth within the UJ Employment Equity (EE) plan. - More private and public stakeholder relations in availing economic empowerment tools for young women living the University. - Implementation of the UJ Bullying, Harassment, Sexual Harassment and Policy. - Using gender forms to avail support tools to students and staff. 			

GOAL	RESEARCH AND INFORMATION SYSTEMS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
Strengthen information and research base to address systemic challenges to facilitate effective strategic solutions and evidence-based responses to GBV&F.	<ul style="list-style-type: none"> • Develop and institutionalise coordinated and integrated data management, information, and collection system. • Establish a GBV&F research space that sources relevant data, analyses, and syntheses to enable 	<ul style="list-style-type: none"> • Establish a multi-disciplinary research technical team within the University. • Integrate GBV&F management information system with the government systems. • Disaggregated comprehensive dashboard relating 	<ul style="list-style-type: none"> • Contribute positively to practice. • Equip students with gender equality and equity issues for them to apply within the communities, practice, and workplaces. • Work collaboratively with both private and government 	<ul style="list-style-type: none"> • Use evidence-based research to influence practice. • Students to become knowledgeable about gender equity and equality issues as it is infused within the curriculum.

GOAL	RESEARCH AND INFORMATION SYSTEMS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<p>dissemination, monitoring and evaluation in the usage of research information.</p> <ul style="list-style-type: none"> Identify knowledge gaps and coordinate the national research agenda for optimally sharing of existing and emerging evidence and encouraging areas of further inquiry that could be taken up by academic and research institutions. Establish partnerships between research institutions, government, academia, NGOs, activists and communities that facilitate and enhance complementarities in 	<p>to survivors and offenders inter-linked with unique identifier functionality.</p> <ul style="list-style-type: none"> Seminars on the sharing of the research findings that have been generated and strengthening the use of such evidence to inform the piloting and scale up of effective programming. Quarterly, multi-stakeholder engagements held and facilitated by the research technical team, to review and analyse existing evidence to update the repository and research agenda. Documentaries produced on local 	<p>institutions to consolidate and address and the knowledge gap.</p>	<ul style="list-style-type: none"> Consolidate research database to give a clear picture regarding the state of GBV&F with the University and nationally.

GOAL	RESEARCH AND INFORMATION SYSTEMS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	their roles and responsibilities within research processes.	<p>good practice at a community level, which offer promise for adaptation and meaningful impact for assessment and roll out.</p> <ul style="list-style-type: none"> • Execute a UJ and higher education prevalence study on GBV&F every 5 years. • Integrate gender related issues into the University curriculum. • Execute a UJ and higher education prevalence study to understand the extent of violence against LGBTI+ persons. 		
Indicators & evidence	<ul style="list-style-type: none"> - Gender equity and equality issues integrated into the University curriculum. - Gender related research executed and published broadly in partnership with both internal and external stakeholders. - Research influencing practice vice versa. 			

GOAL	RESEARCH AND INFORMATION SYSTEMS			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	- Existence of a multidisciplinary research technical team within the University.			

ANNEXURE C: UJ GENDER EQUITY STRATEGY: DIVERSE SEXUAL ORIENTATION/LESBIAN, GAY, BISEXUAL, TRANSGENDER, INTERSEX + (LGBTI+)

Reference: UJ LGBTI+ Pillar: Goals adopted from the 2017/22 South African LGBTI+ NSP



GOAL	EMPOWERMENT SERVICES			
Executing departments	Gender Equity, Faculties, Funding/Scholarship office, HR and Student Affairs			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
To empower LGBTI+ populations through a peer-led programme that will strengthen community networks and LGBTI+ organisations to address the social and economic factors that restrict economic opportunities.	<ul style="list-style-type: none"> Strengthening community systems. 	<ul style="list-style-type: none"> Implement inclusive policies. Improve gender neutral restrooms to become inclusive restrooms. 	<ul style="list-style-type: none"> Create safe spaces for the staff and students through inclusive restrooms and inclusive policies. Improved access to various opportunities such as scholarships and ready to work programmes. 	<ul style="list-style-type: none"> Empowered LGBTI+ community
<ul style="list-style-type: none"> Campaigns and outreach. 	<ul style="list-style-type: none"> Create awareness campaigns within the university. Execute information sessions on campus. 			
<ul style="list-style-type: none"> Employment/economic empowerment. 	<ul style="list-style-type: none"> Expose individuals to various internships and employment opportunities. Provide business networking opportunities. 			
<ul style="list-style-type: none"> Skills building. 	<ul style="list-style-type: none"> Avail scholarships and funding to support deserving students, including students rejected by their families. 			
Indicators & evidence	<ul style="list-style-type: none"> -Implementation of gender inclusive bathrooms. -Reviewing of university policies which become inclusive. -LGBTI+ community entering into the university space to pursue various qualifications. 			

GOAL	EMPOWERMENT SERVICES			
Executing departments	Gender Equity, Faculties, Funding/Scholarship office, HR and Student Affairs			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	-LGBTI+ individuals being employable and promoted after training.			

GOAL	PSYCHOSOCIAL SERVICES			
Executing departments	Gender Equity, PsyCaD, IOHA and Campus Health			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
To reduce internalised and external stigma and discrimination against LGBTI+ and to offer or refer for counselling and harm reduction support.	<ul style="list-style-type: none"> Addressing stigma and discrimination. 	<ul style="list-style-type: none"> Create awareness campaigns within the university. Provide sensitisation training to UJ academic and support staff, including external support service personnel. 	<ul style="list-style-type: none"> Respond to the demand and supply in providing mental health and wellness services. Increase collaboration with both internal and external which provide psychosocial services. Increase uptake of psychosocial services and reduce self-harm. 	<ul style="list-style-type: none"> Improved well-being
	<ul style="list-style-type: none"> Counselling support. 	<ul style="list-style-type: none"> Avail mental health support services. Reduce internalised homophobia. Reduce depression, anxiety and suicidal thoughts. Provide health and wellness care & support. 		

GOAL	PSYCHOSOCIAL SERVICES			
Executing departments	Gender Equity, PsyCaD, IOHA and Campus Health			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<ul style="list-style-type: none"> Address violence against LGBTI+. 	<ul style="list-style-type: none"> Provide sensitisation training to officers of the law: SAPS, Protection Services. 		
Indicators & evidence	-Continuous collaboration among mental health and psychosocial stakeholders. -Availed psychosocial services to students and staff whenever needed. -Referring clients to specialist counselling and other related services (rehabilitation, clinics, etc.)			

GOAL	HUMAN RIGHTS SERVICES			
Executing departments	Gender Equity			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
To develop and implement effective mechanisms to deal with human rights abuses and violence from the public, police and health care providers; sensitisation of police and prosecuting authorities; and legal literacy and paralegal support to	<ul style="list-style-type: none"> Supportive legislation and policies. 	<ul style="list-style-type: none"> Address the residence placement policies. Review the university application forms and data descriptions around gender/sex. Avail support for transgender individuals. 	<ul style="list-style-type: none"> Create safe spaces for the staff and students through inclusive policies. Increased knowledge empowerment and sensitisation training workshops for UJ community. 	<ul style="list-style-type: none"> Protected human rights.

GOAL	HUMAN RIGHTS SERVICES			
Executing departments	Gender Equity			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
reduce violence against LGBTI.	<ul style="list-style-type: none"> Sensitisation of law enforcers, health care practitioners and UJ staff. 	<ul style="list-style-type: none"> Provide sensitisation training workshops. Ensure a multi-sectoral involvement. Execute legal literacy under the advocacy agenda. 	<ul style="list-style-type: none"> Increased legal and human rights literacy. 	
Indicators & evidence	<ul style="list-style-type: none"> -Introduction and implementation of a diversity and inclusion policy. -Reviewing of university policies that become inclusive. -Execution of sensitisation training workshops. -Availed support for the LGBTI+, specifically for intersex and transgender students and staff. 			

GOAL	HEALTH SERVICES			
Executing departments	IOHA and Campus Health			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
To reduce HIV by 63%; TB by 30%; and increase detection of STIs by 70%, with comprehensive prevention.	<ul style="list-style-type: none"> Implement health programmes. 	<ul style="list-style-type: none"> Provide LGBTI+ sensitive and appropriate health & wellness services. Ensure that all health providers are trained appropriately on LGBTQI+ issues. 	<ul style="list-style-type: none"> Increase uptake of ART, PrEP and PEP. Comply with treatment (ART, PEP). 	<ul style="list-style-type: none"> Reduce acquisitions and transmission of HIV, TB and STIs. Increase number of individuals on ART and PrEP.

GOAL	HEALTH SERVICES			
Executing departments	IOHA and Campus Health			
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>To treat HIV, TB, and STIs among LGBTI+ people.</p> <p>To ensure that all LGBTI+ have access to comprehensive health services.</p>	<ul style="list-style-type: none"> Address prevention. Avail treatment. Implement HIV Testing Services (HTS). 	<ul style="list-style-type: none"> Create social mobilisation prevention strategies. Execute related campaigns. Avail various barrier methods. Avail PEP, PrEP, ARVs and STIs medication. Execute inclusive and friendly HTS throughout the year. 	<ul style="list-style-type: none"> Reduce exposure to HIV and STIs. Respond to the demand and supply of barrier method (internal & external condoms, lubrication, dental dams, etc.) Increase demand and uptake of STI, SRHR and HTS services. 	<ul style="list-style-type: none"> Re-educate in incidence among the LGBTI+ community.
Indicators & evidence	<ul style="list-style-type: none"> -New clients enrolled on ART and PrEP. -Viral suppression on ART. -Execution of HTS and available STI and SRHR services. -Barrier method distribution. 			

ANNEXURE D: UJ GENDER EQUITY STRATEGY: INFORMATION AND KNOWLEDGE MANAGEMENT (RESEARCH, MONITORING AND EVALUATION (M&E))

Reference: Goals adopted from the 2017/22 South African LGBTI+ NSP; Regional Strategy and Framework of Action for Addressing Gender-Based Violence 2018-2030 and South African National Policy Framework for Women’s Empowerment and Gender Equality; *Regional Strategy and Framework of Action for Addressing Gender-Based Violence 2018-2030, GBVF 2020-2030 NSP.*

GOAL	INFORMATION AND KNOWLEDGE MANAGEMENT (Research, Monitoring and Evaluation)			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	Outputs/outcomes	Impact
To improve information and knowledge management, sharing of best practices and innovation on Gender Equity: GBV&F, LGBTI+ for evidence-based policy and service planning and implementation.	<ul style="list-style-type: none"> Conduct multidisciplinary research and analyses of the structural and underlying causes of GBV&F, the cost and risk factors for GBV&F, and the types and prevalence, including integration of GBV&F into relevant national surveys and statistical analysis. 	<ul style="list-style-type: none"> Execute institutional research to inform practices and programme implementation. Collaborate with faculties and external stakeholders in conducting and publishing research papers. 	<ul style="list-style-type: none"> Inform and guide programme implementation. Share accurate data with partners and relevant stakeholders. Produce knowledgeable and informed graduates with regard to the Gender Equity: GBV&F, LGBTI+ content. 	<ul style="list-style-type: none"> Implementing programmes in line with evidence-based research outcomes. Contribution to the Gender Equity: GBV&F, LGBTI+ body of knowledge. UJ graduates to contribute positively towards the global gender agenda.

GOAL	INFORMATION AND KNOWLEDGE MANAGEMENT (Research, Monitoring and Evaluation)			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	Outputs/outcomes	Impact
	<ul style="list-style-type: none"> Develop national monitoring and evaluation mechanisms to assess implementation of policies and programmes on Gender Equity: GBV&F, LGBTI+. 	<ul style="list-style-type: none"> Utilise the theory of change monitoring and evaluation tools. 		
	<ul style="list-style-type: none"> Disseminate reliable and comparable Gender Equity: GBV&F, LGBTI+ data and statistics on a regular basis to different stakeholders, including the community. 	<ul style="list-style-type: none"> Consolidate institutional GBV&F and gender equity statistics/data for reporting purposes. 		
	<ul style="list-style-type: none"> Promote sharing of experiences and best/good and innovative practices through different platforms. 	<ul style="list-style-type: none"> Host annual research and practices based colloquiums and conferences. Publish accurate data on accredited journals. 		

GOAL	INFORMATION AND KNOWLEDGE MANAGEMENT (Research, Monitoring and Evaluation)			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	Outputs/outcomes	Impact
		<ul style="list-style-type: none"> Participate in national and international conferences. 		
	<ul style="list-style-type: none"> Periodic reporting on key regional and international agreements. 	<ul style="list-style-type: none"> Monitor, evaluate and report institutional contributions towards regional and international frameworks (SDG, GBVF 2020-2030 NSP, etc.). 		
	<ul style="list-style-type: none"> Teaching and learning/second curriculum. 	<ul style="list-style-type: none"> Design and implement an online gender equity/GBV&F SLP. Incorporate GBV&F content in the university teaching and learning/curriculum, and/or second curriculum. 		
Indicators & evidence	<ul style="list-style-type: none"> - Number of research publications per year. - Hosting institutional colloquiums or conferences. - Administrative data from key service providers compiled and analysed and disaggregated by sex, age and other relevant characteristics. - Independent research on emerging issues related to GBV, in collaboration with research institutions and development partners. 			

GOAL	INFORMATION AND KNOWLEDGE MANAGEMENT (Research, Monitoring and Evaluation)			
Executing departments	University of Johannesburg			
Objective/s	Activities	UJ Inputs	Outputs/outcomes	Impact
	<ul style="list-style-type: none"> - Institutional reports submitted to regional and national associations (CGE, DHET, etc.). - Monitoring and evaluation of programme according to the tools put in place (theory of change). 			

ANNEXURE E: UJ GENDER EQUITY STRATEGY (MARKETING AND COMMUNICATION)

Reference: Goals adopted from the 2017/22 South African LGBTI+ NSP, Regional Strategy and Framework of Action for Addressing Gender Based Violence 2018-2030.

GOAL	MARKETING AND COMMUNICATION			
Executing departments				
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>Market the [Gender Equity: SGBV&F, LGBTI+] programme to staff and students with the intention that people utilise various services.</p> <p>Utilise the 4 Ps of marketing to enhance the programme's objectives.</p>	<ul style="list-style-type: none"> Design and implement a marketing strategy appealing to all clientele. Implement marketing and communication projects on social media. 	<ul style="list-style-type: none"> Design marketing campaigns for various clientele, through the use of traditional to digital content production. Utilise various UJ social media pages and applications to market the programme. Execute marketing projects together with UJFM and UJ Marketing Division. Utilise peer education as part of marketing and communication. 	<ul style="list-style-type: none"> Increase service uptake and utilisation of resources to support the community. Increase knowledge regarding the programme and both internal and external services. 	<ul style="list-style-type: none"> Increased awareness with regard to the gender equity programmes and service providers.
Indicators & evidence	<ul style="list-style-type: none"> -Creation of new and relevant marketing content. -Increased service uptake from staff and students. -Increased knowledge awareness regarding the programme and Gender Equity Unit. 			

ANNEXURE F: UJ GENDER EQUITY STRATEGY (PARTNERSHIP AND COLLABORATION)

Reference: Regional Strategy and Framework of Action for Addressing Gender-Based Violence 2018-2030

GOAL	PARTNERSHIP AND COLLABORATION			
Executing departments				
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
<p>To ensure efficient and effective management, coordination and partnerships building for the regional and national Gender Equity: GBV&F, LGBTI+ response.</p>	<ul style="list-style-type: none"> Establish effective coordination mechanisms among key Gender Equity: GBV&F, LGBTI+ stakeholders for prevention and service delivery at national & community levels (<i>government, civil society, researchers, development partners</i>), for leveraging of resources, including for reporting, monitoring and information sharing purposes. 	<ul style="list-style-type: none"> Collaborate with external stakeholders such as national and regional structures. Share reports with stakeholders for monitoring and evaluation purpose. 	<ul style="list-style-type: none"> Strong networks to support survivors and victims. Avail support options to clients when the need arises. 	<ul style="list-style-type: none"> Contribute positively towards the universal gender agenda.
	<ul style="list-style-type: none"> Establish partnerships with 	<ul style="list-style-type: none"> Collaborate with external GBV&F and 		

GOAL	PARTNERSHIP AND COLLABORATION			
Executing departments				
Objective/s	Activities	UJ Inputs	UJ Outputs/outcomes	Impact
	<p>the private sector, donors and development partners to enhance support for prevention and response to Gender Equity: GBV&F, LGBTI+, including resource mobilization.</p>	<p>LGBTI+ organisations for additional support.</p>		
	<ul style="list-style-type: none"> Establish partnerships with media to inform sensitive reporting on Gender Equity: GBV&F, LGBTI+ and dissemination of prevention messages. 	<ul style="list-style-type: none"> Work in collaboration with media houses and media content producers for sensitive reporting and content creation. 		
Indicators & evidence	<ul style="list-style-type: none"> - Collaboration with international, national and regional stakeholders. - Existence of institutional plans of action to address gender equity issues. 			

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