

TRANSFORMATION DIVISION Annual Report 2021



UNIVERSITY
OF
JOHANNESBURG



**The Future
Reimagined**



Annual Report 2021

Transformation OVERVIEW Division

The purpose of the Transformation Division is to facilitate and coordinate institutional transformation processes and related initiatives, which contribute towards the creation of a unique culture in support of the UJ vision and strategic objectives and the enhancement of global excellence and stature.

Leadership culture plays a significant role, and therefore creating an enabling leadership culture is key. To enable a positive leadership culture, the focus is on creating a shared direction, shared values and alignment, and commitment to transforming the institutional culture in support of global excellence and stature (GES).

During 2021 the Division continued to promote the transformation agenda by creating awareness and playing an advocacy role. Given the challenges during lockdown, emphasis was placed on virtually supporting staff and students by hosting a range of webinars, campaigns and meetings online, using Facebook, Zoom, and Microsoft Teams.

The Transformation Division implements the strategic directives of the MEC Transformation Committee:

- It leads, coordinates and supports institutional activities in a manner that enhances the institutional transformation agenda and builds the capacity of line managers to lead change in the institution, to manage and promote diversity and to achieve optimal cultural integration.
- It designs and manages internal processes and transformational change initiatives and interventions in the University that will contribute to creating an institutional culture of diversity, equity and global excellence and stature in UJ.
- It assumes an advocacy role in respect of the transformational imperatives of the institution and monitors compliance with such imperatives.
- It manages specific transformational projects assigned to it by the MEC.
- It ensures, on behalf of the MEC, that institutional transformation goals are aligned with the Higher Education Transformation agenda.





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1. OPERATING CONTEXT, GOVERNANCE AND RISK MANAGEMENT

The Division reports to the Chief Operating Officer (COO). The Director of the Division meets regularly with the MEC member responsible for transformation to discuss operational and other matters. The Transformation Division reports quarterly to the MEC: Transformation Committee and regularly provides reports to the MEC, the Institutional Forum, the Human Resources and Social and Ethics Committees of Council, and to Council. The following governance documents are relevant to the Unit:

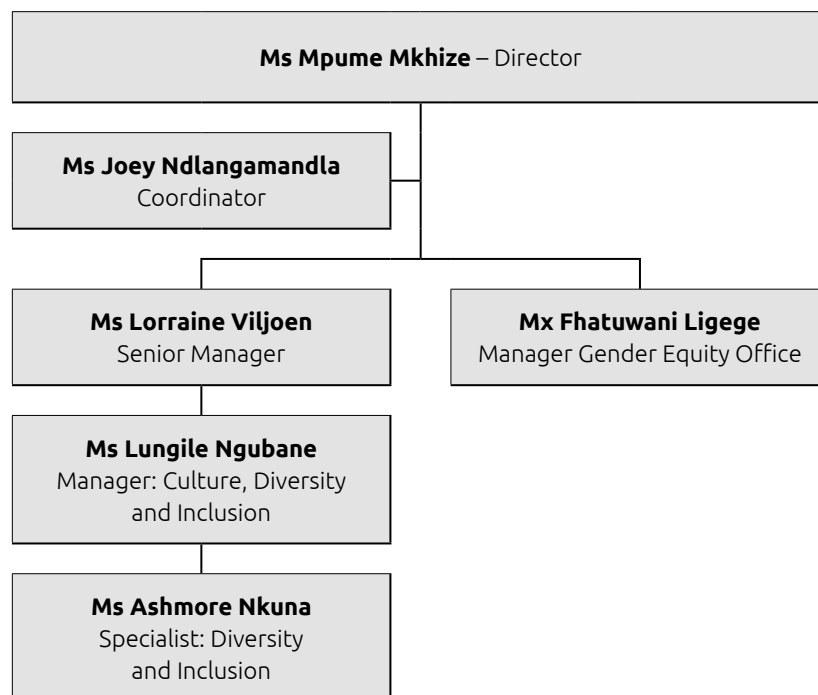
- Institutional Transformation Plan
- MEC: Transformation Committee Charter
- Values Charter
- Annual Employment Equity Plan
- Policy on Prevention and Management of Student Sexual Harassment and Rape
- Policy: Naming and Renaming of UJ Facilities, Spaces and Buildings
- UJ Bullying, Harassment, Sexual Harassment and Rape Policy
- UJ Anti-Xenophobia Policy
- UJ Gender Equity Framework

1.1 Risk Management

During 2021 the biggest risk for the Division was the challenge of working remotely and still being able to deliver the needed service to all our staff and students. This was mitigated by ensuring that all employees in the division had access and data available to be fully functional online. The report will highlight the various campaigns, webinars, workshops, meetings etc. that the division was able to do online.

1.2 Organisational design

The Transformation Division is structured as followed:





1.3 Transformation Division Service Performance

1.3.1 Institutional Transformation Plan

In 2021 the ITP was reviewed in consultation with the MEC to ensure alignment with the Institutional Strategic Plan. A task team was identified to assist the MEC Transformation Committee in reviewing the ITP and a workshop was conducted under the leadership of the COO at the start of the second semester.




**We share a vision
and an identity that
embrace diversity**



Living, embracing and promoting the UJ values

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**We work hard to
create a better
future for all**



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**We treat everyone
with respect**



Living, embracing and promoting the UJ values

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**We honour our
commitments**



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**We conduct our
business ethically**



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**We create
an inclusive
environment**



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**We respect
every individual**



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**We are proud of
our UJ facilities**



Living, embracing and promoting the UJ values

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**We take
responsibility
for keeping our
campuses clean**



Living, embracing and promoting the UJ values

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**We strive to create
a better future**



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A subsequent meeting took place with the COO and the COO Designate to gain a better understanding of the broader Institutional Transformation Goals and the vision of the Vice-Chancellor in terms of transformation going forward. The process will be concluded in 2022.

1.3.2 Employment Equity (EE)

- *The USAf Employment Equity Sectoral Targets Task Team*

The USAf EE Sectoral Targets Task Team conducted several workshops during March 2021 to consult with other USAf Committees namely, the Transformation Managers Forum, Human Resources Directors Forum, and the Employment Equity Managers Forum.

The Transformation Unit participated in these workshops. It was emphasised that the Human Resources Business Partners need to continuously hold discussions on Employment Equity with faculties and divisions to ensure that UJ targets are met.

- *Employment Equity (EE) Plan*

The Transformation Unit collaborated with the Human Capital Management Division to review and revise the UJ EE Plan 2019-2021. It was reviewed in collaboration with other internal stakeholders. The draft EE Plan 2022-2024 served at the MEC Transformation Committee, MEC, IF and was submitted to HRSEC in October 2021 for input and recommendation to Council. It was resolved at the Council Meeting on **25 November 2021** that as per the recommendation of the HRSEC, the revised UJ Employment Equity Plan 2022-2024, as set out in CL 185/2021(4), **be approved**.

1.3.3 Leadership that Matters

- *UJ Young Leaders Development Programme (UJYLDP)*
– “Developing our young leaders today ... for tomorrow.”

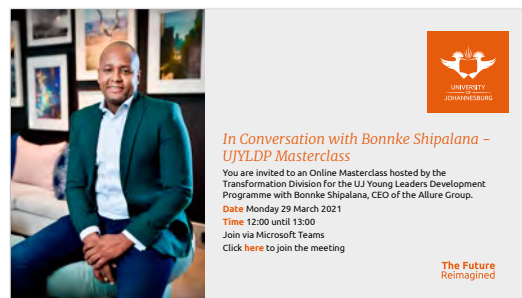
The UJYLDP involves the empowerment and preparation of young leaders to be social change agents by developing their understanding of others and their own self-awareness of their roles and responsibilities as leaders in different contexts.

The aim of this six-month programme is to help participants to develop a basic understanding of what it takes to be a masterful leader. The programme’s conceptual framework is based on the three-dimensional leadership universe: Me, We, World. Five competencies of masterful leadership: character, competence, caring, commitment and connected; and five intelligences of masterful leadership: intra- and interpersonal, conceptual, spiritual, action and contextual. The programme is offered fully online in partnership with Higher Education Partners South Africa (HEPSA).

The UJYLDP was executed in collaboration with the Department of Industrial Psychology and People Management (IPPM). The programme took on 49 students from the Student Representative Council (SRC) and House Committees, including THREE students with disabilities.

- *Masterclass Unit 1: Leading Self*

The first Masterclass took place in March 2021. Mr Bonnke Shipalana, Group Chief Executive Officer at the Allure Group SA, delivered the masterclass using his life experiences to demonstrate “Leading Self”. Dr Sitto, the programme facilitator, debriefed Study Unit 1 with the students.



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In Conversation with Bonnke Shipalana – UJYLDP Masterclass

You are invited to an Online Masterclass hosted by the Transformation Division for the UJ Young Leaders Development Programme with Bonnke Shipalana, CEO of the Allure Group.

Date Monday 29 March 2021
Time 12:00 until 1:300
 Join via Microsoft Teams
 Click [here](#) to join the meeting

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- *Masterclass Unit 2: Leading Others*

The second masterclass was held in July 2021. Professor Tshilidzi Marwala, Vice-Chancellor and Principal at the University of Johannesburg, presented a keynote address on “Leading others in times of crisis” to students enrolled for the UJYLDP 2021 as well as other delegates in attendance.



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INVITATION

UJYLDP Masterclass
Developing our young leaders today... for tomorrow.

You are invited to join a conversation with **Professor Tshilidzi Marwala**, Vice-Chancellor & Principal at the University of Johannesburg, on “Leading Others in times of crisis”.

Date Tuesday 27 July 2021
Time 09:00 until 10:00
 Join via Microsoft Teams
 Click [here](#) to join the conversation

This session will be recorded for marketing and social media purposes.

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- *Masterclass Unit 3: Leading in The World*

Mr Mike Teke, Chairperson of Council at the University of Johannesburg, presented a keynote address on “Leading in the World” in August 2021.

The programme was concluded in October 2021 with a graduation ceremony for the 38 students that successfully completed the programme.



- *Emerging Leaders Development Programme (UJELDP)*

The UJELDP is a registered UJ short-learning programme conducted by IPPM on behalf of the Transformation Unit. The purpose of this programme is to provide emerging leaders with leadership skills required at their level of work to shape character, competence, and commitment.

The Emerging Leaders Programme was concluded in September 2021. The project presentations were done on Friday, 1 October 2021. The projects were evaluated by Prof Daneel van Lill (Executive Dean, CBE), Prof Magda Hewitt (Deputy HOD for Industrial Psychology and People Management, IPPM) and Dr Albert Wort (Lecturer, IPPM).



The graduation ceremony took place on 15 October 2021 in the Ubuntu Chambers, Madibeng Building, on the APK Campus, with a total of 18 participants successfully completing the UJELDP.

- *UJ Women in Leadership Development programme (UJWLDP)*

The University of Johannesburg pilot (UJ) Women’s Leadership Development Programme (UJWLDP) was successfully launched on 18 July 2016. On completion of the pilot programme, the MEC approved the roll-out of the programme. An external service provider conducted the programme from 2016 to 2020. In 2020, JBS was requested to develop a UJ specific Women’s Leadership Programme and the first cohort 2020/2021 completed their project on 13 September 2021 during Women’s Month. Due to COVID-19 the programme had to shift from face-to-face to online. Regardless of this, the women all testified that the programme has made a big difference in their lives and highly recommend other eligible UJ women to participate in the programme.

- *360° Leadership Development Assessment for Senior Leadership Group*

The 360° Leadership Assessment was launched on 1 October 2021. It was envisaged that the project would be finalised by the end of November 2021. Unfortunately the participation rate has been very low, and the decision was made to extend the project to 2022. Numerous reminders were sent to participants who had not engaged with the survey at all by JVRC, our service provider and the Transformation Office.

1.3.4 Ethical Culture

During 2021 the Unit continued to implement the UJ Ethics Strategy that was approved by ELG in November 2019.

- *Ethics Charter*

After the MEC Ethics Statement of Intent was approved in February 2020, a draft Ethics Charter was developed and submitted to the MEC Transformation Committee, Management Executive Committee, Institutional Forum and Senate. The Charter was supported by all these committees and was recommended to the Human Resources and Ethics Committee of Council for consideration and recommendation to Council for approval in early 2022.



- *Ethics Training*

The Ethics Training material is now available on Blackboard and the mandatory training for all staff members will start in 2022.

1.3.5 Development & Review of Policies

- *Development of the Anti-Xenophobia Policy*

That as per the recommendation of HRSEC, the draft UJ Anti-Xenophobia Policy, as set out in CL 140/2021(3), be approved.

- *Development of the Policy on UJ Bullying, Harassment, Sexual Harassment and Rape*

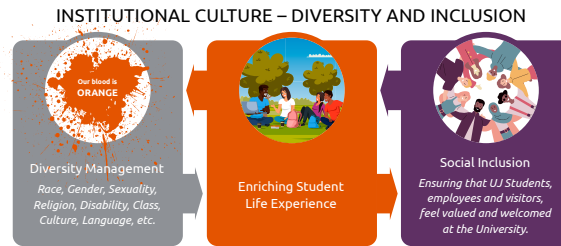
That as per the recommendation of HRSEC, the draft UJ Bullying, Harassment, Sexual Harassment and Rape Policy, as set out in CL 139/2021(3), be approved, subject to consultation with the UJSRC.

- *Review of the Naming and Renaming of Properties Spaces and Buildings*

That the revised Policy: Naming and Renaming of UJ Facilities, Spaces and Buildings, as per the recommendation of the PRCC, as set out in CL 123/2021(3), be approved.

1.3.6 Institutional Culture, Diversity and Inclusion

Diversity and inclusion play a critical part of the University of Johannesburg's culture. Through diversity, students and employees are able to learn from the differences and similarities that exist within the community. It is imperative that each and every student and employee feels that they belong and are fully part of our institution. Inclusion ensures wellbeing and encourages engagement. Diversity and Inclusion includes the following focus areas:



- Supporting DHET and USAF projects and significant days/events to promote social cohesion and inclusion, thereby preparing students and staff to play a responsible role as citizens.
- Supporting institutional approaches to transformation and related advocacy work.
- Communication campaigns and awareness events.
- Annual Diversity Week, Dialogue sessions, Colloquiums, Summits etc.
- Curriculum Transformation ensuring research relating to decoloniality, inclusion and marginalisation in teaching and learning.
- Developing, reviewing and steering the implementation of social justice policies.

- *Institutional Culture Survey 2021*

In 2021 the sixth institutional culture survey was conducted. Prior to this the last full survey had taken place in 2016, followed by interventions in six environments in the University. Towards the end of 2018 a dipstick survey was conducted with the six environments to measure the effectiveness of the interventions that had taken place during 2017 and 2018.

A tender process was followed to appoint a service provider to conduct the 2021 Culture Survey on behalf of UJ. A design team representing a microcosm of the broader UJ community was established to assist with the development of the questionnaire. Meetings were also held with the unions and human resources business partners (HRBPs), as these are critical stakeholders who would also act as change agents and ensure that there was interest and desire from their various environments to participate in the institutional culture survey.

In addition, a meeting was held with the Multilingual Language Services Office (MLSO). MLSO assisted with translating the survey questionnaire into isiZulu to ensure that the largest population of the UJ community (and in particular our operational staff) would fully understand how to respond to the various questions posed in the survey.

The institutional culture survey was launched in November 2021. The first communication was released on 2 October 2021 to all staff members through the Vice-Chancellor's newsletter. The survey will only close in March 2022, with the results being made available during 2022.



- *Residence Culture: Culture Sessions with Residence First-Year Induction Session*

In May 2021 the Transformation Division facilitated culture integration sessions for first-year students. The sessions were held in the evenings and covered the following areas:

- The role that alcohol plays in their performance (academic and otherwise).
- Reflecting on their experiences and the choices they make.
- Exploring linkages to alcohol, injury, assault, sexual abuse, drug abuse, violence and depression.
- Gender-based violence and HIV infections.
- The impact of risky behaviours on achieving their goals and aspirations.
- Assertiveness in dealing with peer pressure.
- Support structures at the University to assist students in handling any issues they may be facing.
- Dealing with/surviving violence, what each student’s role is.
- Financial literacy.
- Time management and emotional intelligence.
- Setting boundaries.

- *Human Rights: Covid-19 Ambassadors Session*

In 2020 students experienced unexpected and drastic changes in residence culture due to COVID-19. These changes affected student’s wellbeing and disrupted a vibrant and human interaction dependent culture. Many student leadership bodies found it difficult to connect with students using only online platforms.

In responding to above, Student Affairs arranged a COVID-19 Ambassador workshop. The workshop took place on 31 March 2021. The Transformation Unit was invited to engage with students on ways of embedding a positive culture that responds to the changes that were imposed by the pandemic at UJ residences.

The workshop also focused on creating awareness about Human Rights and diversity, as well as the lived experiences of students and how they could be affected by COVID-19. Over 300 students attended the workshop and most of those students were part of leadership bodies such as House Committees and Student Societies.

1.3.7 Focus on Gender Equity

The Gender Equity Unit was established at the end of 2019. During 2021 much emphasis was placed on finalising the UJ Bullying, Harassment, Sexual Harassment and Rape Policy, the Employment Equity Framework, and the development of an online reporting app.

- *Scope of Practice*

UJ will comprehensively respond to several gender equality and equity issues. The main pillars are 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.

- *GBV Case Management*

- *Data Presentation*

A total of 41 cases of harassment, sexual harassment, rape, and intimate partner violence-related assault were reported within the University in 2021, as compared to 26 cases in 2020. Some cases were resolved through a mediation process; however, some are currently positioned at a hearing and disciplinary level.

The increase in cases over 2020 appears to be due to more students and staff members returning to campus. A trend was observed that, in most cases, GBV incidents were reported immediately after recess and/or towards the recess period as students prepare to go home for the University holidays. The gender



and race categories do not show changes compared to 2020; once again, the majority of survivors are black and female.

■ **Data Analysis**

- 2021 is seen to have more cases than 2020 due to more students and staff members returning to campus.
- A trend that was observed highlights that, in most cases, GBV incidents are reported immediately after recess and towards the recess period as students prepare to go home for the university holidays. More details are outlined in the UJ GBV trend section below.
- The gender and race categories do not show any change compared to 2020. The majority of the survivors are African and female compared to other sub-categories.

■ **University of Johannesburg GBV Trends**

- Several cases reported by students involve UJ personnel, which remains alarming. It is anticipated that staff members are taking advantage of the fact that students did not comply with the UJ residence curfew.
- Some incidents reported involved alleged perpetrators who were unknown or formally recorded as visitors within the University premises. For example, contractors on campus without the knowledge of Protection Services and other related stakeholders.
- Unknown visitors and a few contractor workers were further identified as a risk within the institution. Such individuals take advantage of the fact that they are not directly employed by the University and assume the internal policies will not necessarily regulate them.
- The University has observed an influx of cases being reported immediately after the students returned to campus, linked to gatherings involving alcohol.
- Specifically, with cases reported at Campus Health, some complainants opt not to pursue the case at all but seek medical attention from the department for specific treatment or medication.
- *The trend remains worrying, as professionals deliberate whether students use GBV as a method to get access to the morning-after pills or post-exposure prophylaxis (PEP). The trend needs to be carefully analysed over a period of time.*
- Intimate partner violence was identified as one of the contributing factors of GBV globally and is similar to what is presented within the University.

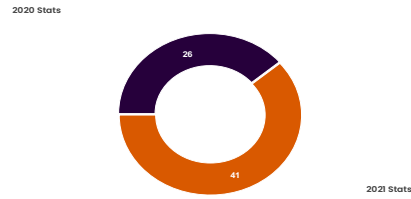


Figure 1: 2020/2021 UJ Harassment, Sexual Harassment, Rape, Assault – IPV and Femicide.

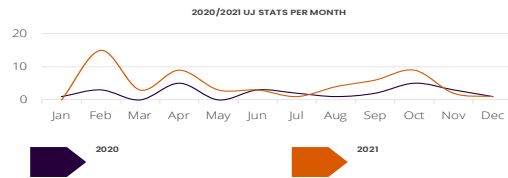


Figure 2: 2020/2021 UJ Harassment, Sexual Harassment, Rape, Assault – IPV and Femicide per Month.

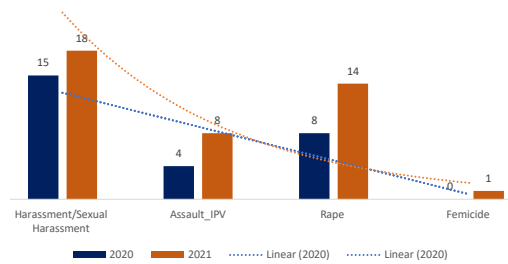


Figure 3: 2020/2021 UJ Harassment, Sexual Harassment, Rape, Assault – IPV and Femicide per incident category.

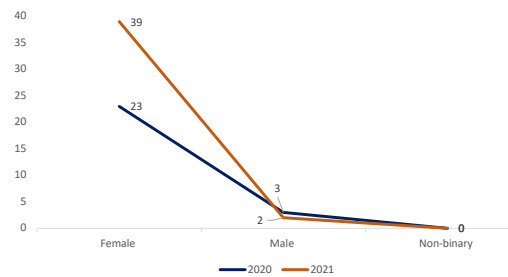


Figure 4: 2020/2021 UJ Harassment, Sexual Harassment, Rape, Assault – IPV and Femicide per gender category.

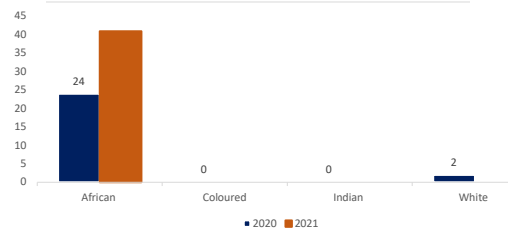


Figure 5: 2020/2021 UJ Harassment, Sexual Harassment, Rape, Assault – IPV and Femicide per race category.



- Alcohol and substance abuse has been identified as a contributing factor to GBV incidents reported within the institution.
- External accommodation is proving to be yet another area where incidents of GBV are taking place. This might be further influenced by the fact that external and private accommodations are not directly regulated through the UJ processes.
- *Challenges and Process Bottlenecks*
 - COVID-19 has been identified as a bottleneck in the process of responding to GBV reported incidents internally. Unfortunately most hearings were delayed as the University explored alternative legal, fair processes to conclude cases accordingly.
 - Delayed reporting affects the collection of evidence (students and staff are encouraged to report incidents as soon as possible).
 - Additionally, once the accused is arrested, this delays the University from proceeding with the cases until such time as the individual has been released.
 - Specifically with cases reported at Campus Health, some complainants opt not to pursue the case at all but seek medical attention from the department for specific treatment or medication.
 - *The trend remains worrying as professionals deliberate whether students use GBV as a method to get access to the morning-after pills or post-exposure prophylaxis (PEP). The trend needs to be carefully analysed over a period of time.*
 - Students are reporting confidential GBV information on social media platforms without the survivor or victim's permission.
 - Reporting incidents on social media and the complainant is nowhere to be found once the University reaches out.
- *Recommendations*
 - The University should address the risks identified by initiating various awareness campaigns and addressing structural issues.
 - Update the Service Level Agreements (SLAs) that guide and regulate service providers and contractors operating within the University.
 - Work collaboratively with faculties to host various awareness sessions. GBV content can be infused into the curriculum. Furthermore, there is a need to implement more preventative and awareness campaigns addressing issues of IVP and risky student behaviour.
 - Encourage staff and students to report cases to the relevant University support divisions/ departments before reporting the matter on various social media platforms.
 - Provide GBV sensitisation training workshops to the Protection Services personnel.
 - Implement GBV conversations during selected Protection Services parades led by the directors and Transformation Division Team.
 - Implement campaigns targeted towards recess period and in preparations for students to return to campus.
 - Create a safe environment for staff and students by formally recording all visitors and contract workers.
- *UJ Gender Equity Framework*

The University Council approved the UJ Gender Equity Framework on 25 November 2021. The framework will be made available on various University platforms for staff and students to access. In 2022 the Transformation Division together with support divisions and academic faculties/departments will convene to populate detailed operational outcomes based on various departmental/divisional mandates.
- *Training*
 - **PsyCaD Psychology internship training**
The Transformation Division was invited to deliver a training workshop for the 2021 PsyCaD Psychology interns' cohort. The training sought to familiarise interns with issues relating to diversity and inclusion, gender-based violence (GBV) in the context of higher education, and lesbian, gay, bisexual, transgender, intersex, queer (LGBTIQ+) content.
 - **Residence First-Year Induction Session**
In partnership with the Transformation Division, Protection Services hosted a GBV staff development training workshop on 7 and 14 September 2021. The training was specifically targeted at campus managers, shift managers, and security officers. The workshop was aimed at helping the team to understand various strategic international, regional, and national policies, codes of good practice concerning GBV, and critical components deemed to be helpful for employees at the forefront of addressing GBV on campus. The GBV training workshops were well received and more sessions will be implemented in 2022.
 - **Gender-Based Violence Staff Training**
In partnership with the Transformation



Division, Protection Services hosted a GBV staff development training workshop on 7 and 14 September 2021. The training was precisely targeted at the Campus Managers, Shift Managers and Security Officers. The workshop was aimed at helping the team to understand various strategic international, regional, and national policies, codes of good practice concerning GBV, and critical components deemed to be helpful for multiple employees at the forefront of addressing GBV on campus. The GBV training workshops were well received, and more sessions will be implemented in 2022.

1.3.8 Transformation Advocacy Work, Initiatives and Projects

- *Significant Days and/or Events*

- **International Mother Language Day, 21 February 2021**

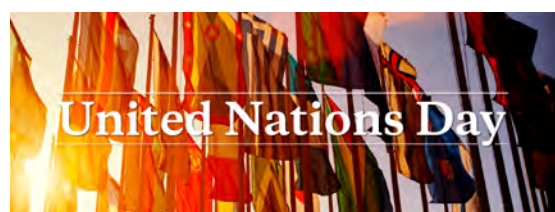
The theme for International Mother Language Day 2021 was “Fostering multilingualism for inclusion in education and society” as communicated by the United Nations.

International Mother Language Day is celebrated on 21 February every year. This significant event has become a prestigious event on UJ’s calendar. This year the Transformation Division collaborated with UJ Internationalisation to commemorate this event by putting together three video podcasts to educate the UJ community about language.

The following guests were invited to participate in the recording of the video podcasts: one video podcast was conducted with Simfisile Mazibuko (UJ student with multiple disabilities). Her video podcast focused on unfair discrimination that hides in language when people address people with disabilities. The two other video podcasts focused on culture and language. These were conducted with Professor Ylva Rodny-Gumede (Senior Director: Internationalisation, UJ) and Nomfundo Makhubo (UJ Alumni and former UJ employee).

The video podcasts can be found on the Transformation Divisions’ social media platforms (e.g. Facebook) using one of the following links:

- Professor Ylva Rodny-Gumede
<https://fb.watch/4aSny2ialF/>
- Simfisile Mazibuko
<https://fb.watch/4aSulgDG0v/>
- Nomfundo Makhubo
<https://fb.watch/4aSpc0Mizp/>





– Human Rights Day, 21 March 2021

Human Rights Day in South Africa is historically linked with 21 March 1960 and the events of Sharpeville. On that day 69 people died and 180 were wounded when police fired on a peaceful crowd that had gathered in protest against the Pass Laws. This day marks an affirmation of ordinary people rising in unison to proclaim their rights. It became an iconic date in our country's history that we commemorate every year as Human Rights Day. It is a reminder of our rights, and the price paid for our treasured human rights.

In response to the theme for Human Rights Day 2021, "The Year of Charlotte Maxeke: Promoting Human Rights in the Age of COVID-19", the Transformation Division has designed the poster campaign above and shared it via various internal communication platforms for the University.

– Freedom Day 27 April

The Transformation Division, in partnership with the UJ Library, hosted Kim Heller, author of the book, titled *No White Lies – Black Politics And White Power In South Africa*, on 20 April for a virtual book discussion in commemoration of Freedom Day 2021.

Herewith is a link to the virtual video recording – <https://fb.watch/6oHG0PrzgQ/>

– UJ Africa Day virtual celebration

Herewith is a link to the virtual video recording of the UJ Africa Day Virtual Celebration. <https://fb.watch/5T15ngRhZt/>



In the past few years, prior to the COVID-19 pandemic, the University of Johannesburg (UJ) had taken time off annually to host its Annual UJ Staff Day event, which coincided



with Africa Day. In doing so the primary aim was to reflect, in a fun-filled way, on their collective effort to make UJ an excellent work and study environment and to create cultural integration and promote diversity among the constituencies of the UJ community.

This year the Transformation Division, in partnership with the internal and external stakeholders as indicated below, hosted numerous online activities via Zoom on 25 May 2021 in celebration of Africa Day/Month, under the theme, "Arts, Culture and Heritage: Levers for building the Africa we want".

The following stakeholders partnered with the Transformation Division to host the UJ Africa Day virtual celebration as well as a summary thereof of each activity and/or theme: UJ Library, Division for Internationalisation, UJ Arts & Culture, Faculty of Health Sciences, Faculty of Humanities, Wits University Press.

Theme 1 – Vaccine Fallacies, 3rd Wave and Health In Africa

Presented by the UJ Faculty of Health Sciences in partnership with the UJ Library.

Time: 09:30 until 10:30



The poster features a large, stylized graphic of a human head profile on the left, filled with intricate African geometric patterns in orange, yellow, and grey. The background is black. Text is centered in white and yellow. At the top right is the University of Johannesburg logo. At the bottom right is the slogan 'The Future Reimagined'.

PRESENTED BY THE UJ FACULTY OF HEALTH SCIENCES IN PARTNERSHIP WITH THE UJ LIBRARY

UJ AFRICA DAY VIRTUAL CELEBRATION

INVITATION • DISCUSSION

Vaccine Fallacies, 3rd Wave and Health in Africa

Time: 09:30 - 10:30 | Link: <https://zoom.us/j/95356607154>

In conversation with:

 Prof. Nisha Naicker Environmental Health Department (UJ)	 Prof. Tobias Barnard Director: Water and Health Research Centre (UJ)	 Prof. Habib Noorshah Associate Professor & Co-Director: BEAHT RC, Sport & Movement Studies (UJ)	 Sr. Miemie Geya Head of Primary Healthcare (PHC) Service (UJ)
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The following UJ employees engaged on the overall theme on Vaccine Fallacies, 3rd Wave and Health in Africa as per their respective topics highlighted below in their short professional descriptions.

Sister Molimi (Miemie) Geya

TOPIC: *UJ's response to COVID-19 from a clinical and operational perspective*

Sr Geya is the Head of Primary Healthcare (PHC) Service at the University of Johannesburg. She is an experienced Healthcare Manager with a demonstrated history of working in the higher education environment. She is the chairperson of the South African Association for Campus Health Services (SAACHS) and also chaired the Campus Health HOD Forum which served under HEAIDS, now called Higher Health. She is a member of the University's COVID-19 Coordination Committee's Exco.

Prof Nisha Naicker

TOPIC: *COVID-19 vaccines: An overview*

Prof Naicker, a Professor in the Environmental Health Department at the University of Johannesburg, has been in academic research for over 15 years. She obtained her specialisation in public health medicine and a PhD in the field of Environmental Health and Public Health Medicine from the University of Witwatersrand. Her research and academic activities commenced at the South African Medical Research Council, Environment and Health Research Unit, and continued at the National Institute for Occupational Health. Her research focus is on occupational and environmental exposures and health outcomes in vulnerable communities, with over 55 peer reviewed publications.

Prof Tobias Barnard

TOPIC: *The impact of water, sanitation and hygiene on stopping the spread of COVID-19.*

Prof Barnard is Director of the Water and Health Research Centre in the Faculty of Health Sciences at the University of Johannesburg. The Centre's research focuses on the impact that Water, Sanitation



and Hygiene (WASH) have on the occurrence and transmission of bacterial pathogens in homes, and training and healthcare facilities. This includes studying how bacteria adapt to antibiotics and disinfectants and if alternative treatment could be used to treat infections with these bacteria.

Prof Habib Noorbhai

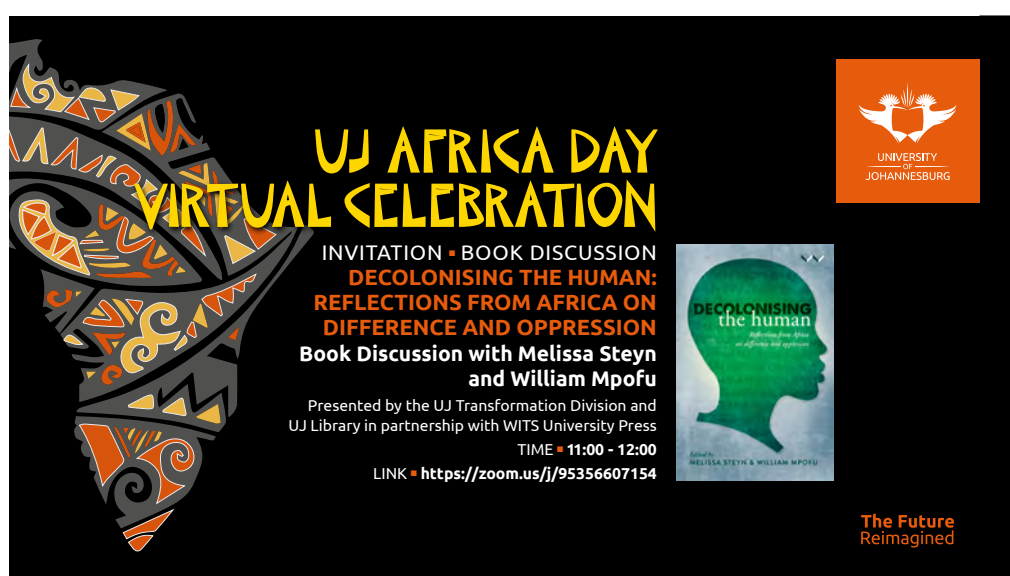
TOPIC: *A summary of the research and innovation initiatives within the Faculty of Health Sciences related to COVID-19 in the context of 4IR*

Prof Noorbhai is an Associate Professor and Director of the Biomedical Engineering and Healthcare Technology (BEAHT) Research Centre within the Faculty of Health Sciences at the University of Johannesburg. He also contributes his time as a health and sports scientist, speaker and humanitarian for the public.

Theme 2 – Decolonising The Human: Reflections from Africa on Difference and Oppression

Presented by the UJ Transformation Division and UJ Library in partnership with Wits University Press.

Time: 11:00 until 12:30



Decolonising the Human examines the ongoing project of constituting “the human” in light of the durability of coloniality and the persistence of multiple oppressions. The “human” emerges as a deeply political category, historically constructed as a scarce existential resource. Once weaponised it allows for the social, political and economic elevation of those who are centred within its magic circle, and the degradation, marginalisation and immiseration of those excluded as the different and inferior other, the “less than human”.

Prof Ashwin Desai from the Department of Sociology at the University of Johannesburg was invited as facilitator for the virtual book discussion with Prof Melissa Steyn and Dr William Mpofo.

Prof Desai previously lectured at the University of Durban-Westville Workers College in Durban and at Rhodes University. Prof Desai is a prolific and wide-ranging writer whose work has been published in academic and popular books and journals around the world. One of South Africa’s foremost social commentators, Ashwin’s work is internationally celebrated for its courage and clarity of vision and for its focus on the lived experience of oppression and resistance. His research interests are the sociology of sport social identity and social movements.

Prof Steyn holds the DST-NRF South African National Research Chair in Critical Diversity Studies at the University of the Witwatersrand, Johannesburg, and is the founding director of the Wits Centre for Diversity Studies. She is best known for her publications on whiteness and white identity in post-apartheid South Africa.

Dr Mpofo is a researcher at the Wits Centre for Diversity Studies at the University of the Witwatersrand, Johannesburg. He is a founding member of the Africa Decolonial Research Network, a free alliance of scholars who research and write on decoloniality as a philosophy of liberation.



Theme 3 – An Africa We Strive for, A Student Perspective on 'Ubuntu'

Presented by the UJ Division for Internationalisation in partnership with the UJ Library.

Time: 13:00 until 14:00



The UJ Division for Internationalisation invited a panel of international students from UJ to participate in a virtual discussion under the theme: “An Africa we strive for, A student perspective on ‘Ubuntu’”.

Mojoyin Olusola-Dada – President of the UJ International Student Society, led the discussion with the following UJ students as part of the panel.

Thembelihle Ramovha – Nationality: South African, Qualification: LLB Law

Lawani Ja’affar Olaitan – Nationality: Nigerian, Qualification: PhD candidate, Quality and operations Management Department

Adaolisa Obiekwe – Nationality: Nigerian, Qualification: LLB Law

Sithandweyikosi S. Sivela – Nationality: Zimbabwean, Qualification: BCom Accounting

Nyasha Caitlin Nisengei – Nationality: Zimbabwean, Qualification: BA Humanities

Theme 4 – Black Lives Matter Video Series

Presented by UJ Arts & Culture



Numerous poems as collated in this series were written and performed by the UJ Arts Academy 2020 students. The screening of the series occurred in-between the other themes in the programme for the UJ Africa Day Virtual Celebration. Herewith is the link to the series – https://ujac.sharepoint.com/v:/r/sites/Marketing/Shared%20Documents/2021/Africa%20day/UJAC_Africa%20Day.mp4?csf=1&web=1&e=D7FUJap



Virtual performances by Nelisiwe Sibiya

Nelisiwe Sibiya is popular for her heartfelt singing and songwriting on Mzansi Magic's "Lockdown". Sibiya has vowed to make music that will move her audiences and inspire introspection. Her energy is infectious and her voice is powerful. The 26-year old Maskandi Queen hails from Eshowe in KZN.



– **International Day against Homophobia, Transphobia and Biphobia, 30 April 2021**

On 30 April 2021, the University of Johannesburg joined the rest of the global community in commemorating the International Day against homophobia, transphobia and biphobia under the theme "Together: Resisting, Supporting, Healing!". This significant day aims to educate communities about lesbian, gay, bisexual, transgender, intersex, queer+ (LGBTIQ+) and to advocate for sensible policies, service delivery and available support aimed at LGBTIQ+ people.

UJ respects and upholds South Africa's constitution as the first in the world to protect people from discrimination based on their sexual orientation and gender expressions. The University is committed to providing an institutional environment where its staff and students may study and perform their duties and other activities free from all forms of verbal or sexual harassment, rape, intimidation, or exploitation.

– **International Pride Month, 1 June 2021**

The Transformation Division invited all faculties and divisions at the University to pledge a minimum of two/three specific, measurable, achievable, realistic, and timely (SMART) resolutions/initiatives that faculties/divisions/departments will implement in 2021 in response to addressing the LGBTIQ+ challenges.

Following the recent International Day against Homophobia, Transphobia and Biphobia, faculties and divisions were invited to a virtual pledging session hosted by the Transformation Division via Zoom on 1 June 2021.

In summary, the following faculties and divisions pledged in response to the invitation that was shared with all internal stakeholders in the University:

- ~ Transformation Division
- ~ Human Resource Division
- ~ Faculty of Law
- ~ Institutional Office for HIV and AIDS (IOHA)
- ~ Primary Health Care (PHC)

Herewith is a link to the virtual video recording – <https://fb.watch/6oDBGYFkGN/>

– **Heritage Day Celebration 24 September**

Observed and celebrated via social media through a video campaign

Date: 24 September 2021

Time: 08:00

Platform/Location: Facebook Video Campaign – <https://fb.watch/8lbrFmTXaM/>

Social Media Statistics: 2 Likes / 0 Comments / 25 Views / 0 Shares

UNIVERSITY OF JOHANNESBURG

UJ FORUM

INVITATION
**UJ INTERNATIONAL PRIDE MONTH
VIRTUAL COMMEMORATION**

Together: Resisting, Supporting, Healing!

The University of Johannesburg invites the UJ Community to virtually join the rest of the global community in commemorating the recent International Day against Homophobia, Transphobia and Biphobia as well as the upcoming International Pride Month to educate communities about Lesbian, Gay, Bisexual, Transgender, Intersex, Queer+ (LGBTIQ+) and to advocate for sensible policies, service delivery and avail support aimed at LGBTIQ+ people. UJ respects and upholds South Africa's Constitution as the first in the world to protect people from discrimination based on their sexual orientation and gender expressions.

DATE ■ **01 June 2021**
TIME ■ **10:00 – 11:30**
LOCATION ■ **Join Zoom Meeting**
<https://us02web.zoom.us/j/82090233275?pwd=aTB4N1I2ZkNURkNuejJNaEVkRTNBZz09>
MEETING ID ■ **820 9023 3275**
PASSCODE ■ **243303**

The Future Reimagined





■ **Book Discussions**

- *Anxious Joburg: The Inner Lives of a Global South City – Seeking Asylum in Joburg, 16 March 2021*

The Transformation Division and the UJ Library, in partnership with Wits University Press, hosted a virtual book discussion via Zoom on 16 March 2021.

The book is titled *Anxious Joburg – The Inner Lives of a Global South City*, edited by Nicky Falkof and Cobus van Staden, with special emphasis on the chapter: *Marooned: Seeking Asylum as a Transgender Person in Johannesburg*, by B Camminga.

Anxious Joburg focuses on Johannesburg, the largest and wealthiest city in South Africa, as a case study for the contemporary Global South city. Global South cities are often characterised as sites of contradiction and difference that produce a range of feelings around anxiety. This is often imagined in terms of the global North's anxieties about the South: migration, crime, terrorism, disease and environmental crisis. *Anxious Joburg* invites readers to consider an intimate perspective of living inside such a city. How does it feel to live in the metropolis of Johannesburg; what are the conditions, intersections, effects and experiences that mark the contemporary urban?

Professor Anthony Brown from the Department of Educational Psychology at UJ facilitated the discussions with the following panellists.

Cobus van Staden (Editor of the book *Anxious Joburg: The Inner Lives of a Global South City – Seeking Asylum in Joburg*).

Dean Magabane (UJ Alumni and LGBTQI+ Activist).

B Camminga (Postdoctoral Fellow – African Centre for Migration & Society, Wits University).

- *No White Lies – Black Politics and White Power in South Africa – Kim Heller*

The Transformation Division in partnership with the UJ Library and Wits University Press hosted a book discussion with Kim Heller, author of the book: *No White Lies – Black Politics And White Power in South Africa*. The book discussion took place via Zoom on 20 April 2021 in commemoration of Freedom Day.

INVITATION

The UJ Transformation Division and the UJ Library, in partnership with Wits University Press, cordially invite you to a virtual book discussion titled:

Anxious Joburg – The Inner Lives of a Global South City.

Edited by Nicky Falkof and Cobus van Staden with special emphasis on the chapter: **Marooned: Seeking Asylum as a Transgender Person in Johannesburg** by **B Camminga**

Anxious Joburg focuses on Johannesburg, the largest and wealthiest city in South Africa, as a case study for the contemporary Global South city. Global South cities are often characterised as sites of contradiction and difference that produce a range of feelings around anxiety. This is often imagined in terms of the global North's anxieties about the South: migration, crime, terrorism, disease and environmental crisis. *Anxious Joburg* invites readers to consider an intimate perspective of living inside such a city. How does it feel to live in the metropolis of Johannesburg; what are the conditions, intersections, effects and experiences that mark the contemporary urban?

Facilitator: Professor Anthony Brown, Department of Educational Psychology, UJ
Panellists: Dean Magabane – LGBTQI+ Activist
 B Camminga – Postdoctoral Fellow African Centre for Migration & Society, Wits University

Date: 16 March 2021
Time: 14:00
 Please use this URL to join: <https://zoom.us/j/94581392173>

#ujlibrary @ujlibrary

INVITATION | CONVERSATION

#ujlibrary @ujlibrary

IN CONVERSATION WITH KIM HELLER

The UJ Transformation Division in partnership with the UJ Library invite you to join a conversation with **Kim Heller**, Author of the book titled *No White Lies – Black Politics And White Power in South Africa* in commemoration of Freedom Day.

"My book is a compilation of 36 newspaper columns published over the past few years. I write about uncomfortable truths that we as South Africans shy away from, such as the persistence of white power and privilege, structural racism and the glaring lack of social and economic transformation and justice. I unmask the Rainbow Nation as a palace of white power, where whiteness reigns supreme, even though the governing party, the ANC, is black." – Kim Heller.

Date: Tuesday 20 April 2021
Time: 10am – 11am
Connect via Zoom: <https://zoom.us/j/94581392173>

#ujlibrary @ujlibrary

NO WHITE LIES

BLACK POLITICS AND WHITE POWER IN SOUTH AFRICA

KIM HELLER

"Bitter-sharp critique of South African politics." – PROFESSOR NPOSI BEBE

"Insistently honest." – TRACEABLE BLACK MOUTH



The book contains a compilation of the author's newspaper columns published over the past four years. The publications represented are The New Age, African Times, The Star, The Sunday Independent, Sowetan, Weekly Xpose, and Uncensored Opinion. The author's views on post-apartheid South Africa are forthright and discomfiting. Her opening focus is the Rainbow Nation, a concept she describes as "a still-born democracy", and The New Dawn as "dark days indeed". This is strong political meat that cries out for careful ingestion.

Heller's book is a compilation of 36 newspaper columns published over the past few years. She writes about uncomfortable truths that we as South Africans shy away from, such as the persistence of white power and privilege, structural racism, and the glaring lack of social and economic transformation and justice. Heller unmask the Rainbow Nation as a palace of white power where whiteness reigns supreme, even though the governing party, the ANC, is black.

Herewith is a link to the virtual video recording – <https://fb.watch/6oHK1EF0dx/>

– *Seems like it's my destiny* – Professor Nokhanyo Mdzanga (Autism Month)

The Transformation Division, in partnership with the UJ Department of Educational Psychology (Centre for Neurodevelopmental Learning Needs) and UJ Library, celebrated and recognised Autism Awareness Month through hosting a book discussion with Prof Nokhanyo Mdzanga via Zoom on 22 April 2021.

Prof Mdzanga's book, titled *Seems like it's my destiny*, celebrates parents and caregivers of children and young people with autism. Prof Nokhanyo Mdzanga from Nelson Mandela University has a 14-year old son with autism. In her book she explores her journey in raising her son, Ichumile, and the challenges that she has faced as a parent with an autistic child. She also highlights the gaps in our education system in catering for children with autism. She further looks to support many parents who are not in her somewhat fortunate situation.



The theme for World Autism Awareness Day 2021 is "Inclusion in the Workplace: Challenges and Opportunities in a Post-Pandemic World". This book discussion was also utilised as a platform by the UJ Department of Educational Psychology (Centre for Neurodevelopmental Learning Needs) to introduce the "Centre for career transitioning of youth with neurodevelopmental disabilities".

– *When Secrets Become Stories* – Sue Nyathi

A Gender-Based Violence (GBV) book discussion presented in partnership with UJ Faculty of Health Sciences and UJ Sport.

Date: 16 August 2021

Time: 10:00

Platform/Location: Zoom – broadcast live on Facebook

Link: <https://fb.watch/8lgenS3ZmR/>

A young girl on the Cape Flats is gifted in exchange for a bottle of alcohol; a woman is beaten by her boyfriend and told to bezekela (persevere); a businesswoman is asked for sexual favours to secure a contract; while a child rapist is released on bail after three years ... South Africa is a country at war with its women. Rarely a woman can be found who has not been the victim of some kind of abuse or does not know a friend or a family member who has. Gender-based violence takes many different forms – emotional, financial, physical, sexual and structural – and it can be meted out by strangers, intimate partners or a family member.



Many women are overcome by a sense of shame when they are sexually or emotionally abused, but sharing what was once a secret helps to break shame's hold. "I am not defined by the abuse I have suffered," writes Sue Nyathi. "I am not a victim; I am a survivor." In *When Secrets Become Stories* women from all walks of life, across racial lines, age and income demographics, boldly speak out. With contributions by Lorraine Sithole, Desiree-Anne Martin, Mamokgethi Phakeng, Shafinaaz Hassim, Cathy Park Kelly and Olivia Jasriel, who as a child was sexually abused by tennis star Bob Hewitt.

Social Media Statistics: 19 Likes / 26 Comments / 242 Views / 0 Shares

– *Evil Beside Me* – Vee Rox

A Gender-Based Violence (GBV) book discussion presented by the UJ Faculty of Health Sciences in partnership with the UJ Library and the Transformation Unit.

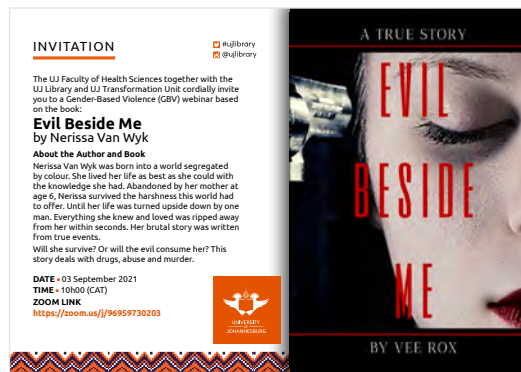
Date: 3 September 2021

Time: 10:00

Platform/Location: Zoom – broadcast live on Facebook

Link: <https://fb.watch/89hATIZNSP/>

Nerissa van Wyk was born into a world segregated by colour. She lived her life as best as she could with the knowledge she had. Abandoned by her mother at age six, Nerissa survived the harshness this world had to offer. Until her life was turned upside down by one man. Everything she knew and loved was ripped away from her within seconds. Her brutal story was written from true events. Will she survive? Or will the evil consume her? Due to the nature of this book, most of the characters identities have been changed for their protection. This story deals with drugs, abuse and murder.



Social Media Statistics: 11 Likes / 0 Comments / 148 Views / 0 Shares

– *Africa Bounces Back: Case Studies from A Resilient Continent* – Victor Kgomoewana

Date: 7 September 2021

Time: 14:00

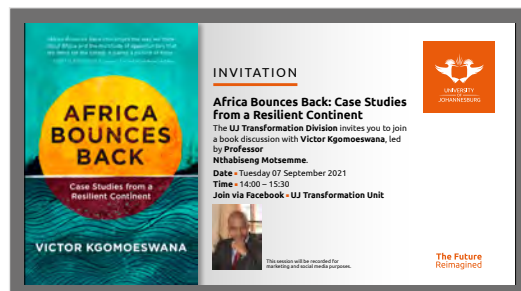
Platform/Location: Zoom – broadcast live on Facebook

Link: https://fb.watch/8lb_eRhBvd/

Victor Kgomoewana is a writer, speaker and broadcaster. An expert on business in Africa, he has consulted for multinational companies and has been the guest speaker at some of Africa's key business conferences. An accomplished columnist, Kgomoewana is the go-to commentator on African business and economics. His 2014 bestselling book, *Africa is Open for Business*, which is also the name of his advisory company, has become synonymous with his persuasively Afro-optimistic stance on Africa's economic opportunities and prospects.

It has been nearly ten years since *Africa is Open for Business* was first published and Victor Kgomoewana showcased the continent as a place of opportunity and fertile ground for business. But if recent headlines are anything to go by the current outlook seems dim. As a result of corruption, the deepening infrastructure backlog, including resistance to 4IR developments, and the current global pandemic, it seems the continent is fast running out of time. However, when asked if Africa is still open for business, Kgomoewana confidently says, "It depends on your perspective".

Africa Bounces Back draws on case studies that look at the continent's response



to COVID-19 and where it might leave us, how the shift from globalisation to more nationalist politics could impact the region amidst growing global terror, and the tipping point of the African Continental Free Trade Area implementations.

Kgomoeswana also revisits previous case studies, including Ethiopian Airlines, China's ongoing involvement in Africa, and the "new normal" innovations that have caused much-needed disruptions in their sectors. *Africa Bounces Back* is a reminder that even in the midst of crisis a resilient spirit, decisive action and the correct perspective can lead to progress and, ultimately, success.

Social Media Statistics: 6 Likes / 11 Comments / 77 Views / 0 Shares

■ *Webinars and/or Seminars*

– **UJ LGBTIQ+ Virtual Conference 2021**

The Transformation Division was invited to participate in the UJ LGBT+ Virtual Conference 2021 as hosted by the Institutional Office for HIV and AIDS (IOHA) at the University of Johannesburg on 24 June 2021, under the theme "Mind-Body-Spirit".

According to the Hate Crime against the Lesbian, Gay, Bisexual, Transgender and [Intersex] (LGBT+) people in South Africa report, various LGBT+ individuals experience discrimination and hate crimes within different communities, which include welfare institutions (2016). However, the data is not sufficient to support implementation of evidence-based intervention programmes that seek to empower LGBT+ individuals and strengthen community institutions to provide competent services without any continuously victimising individuals.

Furthermore, various reports have shown how discrimination, stigma and the lack of knowledge around LGBT+ hinder the adequate measure of implementing appropriate community services.

The following were highlighted as the purpose of the conference:

- ~ Understand the experiences of others and promote allyship for individuals and organisations.
- ~ Facilitate a change of culture that will promote inclusivity and acceptance.
- ~ Inspire attendees to work together as a cohesive unit to meet common goals.
- ~ Help to open up positive discussions about challenging subjects that may not be easy for everyone.
- ~ Promote real change in how minorities are viewed while challenging heteronormative hegemony.
- ~ Extend the UJ Safezones Programme through the African diaspora through positive collaboration and comradeship.
- ~ Challenge "the norm", breaking moulds that seek to divide us while dismantling boxes that confine us.

The following topics were covered throughout the virtual conference:



- ~ Showcasing the History of Icons in the community
- ~ Walk in my shoes: Expression of YOU!
- ~ Cancel Culture: Part 1 – Privilege, Constitutional Rights Violations & the role of Media.
- ~ Cancel Culture: Part 2 – Human Rights Violations within the African Continent, Health and wellness support (Mental Health, SRHR, GBV & Sexual Harassment)

Herewith is a link to the virtual video recording streamed live from IOHA's Facebook Page:

<https://fb.watch/6oDwZTPmi/>

– **Partnering Health and wellness virtual promotion sessions**

The Transformation Division was invited to participate in several health and wellness virtual sessions. Through the escalating cases of GBV nationally and within the various institutions, UJ and external stakeholders (Department of Social Development, the Department of Health Forensics Division, and





Netcare) presented health and wellness GBV information to students. The various sessions aimed to communicate information concerning GBV, substance abuse, and how students can receive support from internal UJ support departments and external health and wellness service providers. More virtual awareness sessions will be hosted during the second semester.

– Decolonisation – Unpacking Power, Ethnicity and Culture

A public lecture led by Prof Siphamandla Zondi on 23 September 2021, presented by the Transformation Unit in partnership with the UJ Faculty of Humanities.

Professor Siphamandla Zondi heads the BRICS Studies Project in the Department of Politics and International Relations at the University of Johannesburg. He is the chairperson of the South African BRICS Think Tank. His areas of research interest relate to ways of decolonising thought and practice in such settings as the national question, global south studies and Africa in the world. His recent publications include student protests and the university in turmoil, constraints of Marxism for African revolutions, Cabralian theses on politics, the monologue of liberal democracy and African voices that re-centre Africa. Zondi is a member of the Africa Decolonial Research Network (ADERN).



Link: <https://fb.watch/8ld9ejTpDu/>

Social Media Statistics: 5 Likes / 10 Comments / 80 Views / 1 Shares

– Tackling GBV: The Transformation Division Talks to Humanities

A GBV seminar presented by the UJ Faculty of Humanities

The Transformation Unit was invited to participate in a Humanities seminar to tackle GBV issues in South Africa on the 23 September 2021. The focus of the talk was about what staff and students could do to address the problem of violence as it might affect staff and students. They will discussed the revised policy and university entities that tackle the issue of violence and what our response should be in this period of working remotely. More seminars will be hosted in future.



■ UJ Institutional Forums

– UJ Women’s Forum

The Women’s Forum presents a platform for all UJ women (employees and students) to share challenges faced by women within the institution as well as propose possible solutions to address these.

The Transformation Unit hosted the first UJ Women's Forum on 9 March 2021, virtually via Zoom, to celebrate International Women's Day under the theme: #wechoosetochallenge. The forum was facilitated by Mpume Mkhize (Director: Transformation Division, UJ) and **Prof Debra Meyer** (Executive Dean: Faculty of Science at UJ) was invited as the keynote speaker. The forum presented a platform for many of the women that attended to share challenges faced by women within the institution as well as propose possible solutions to address these.

The second UJ Women's Forum meeting was held on 6 August 2021. The meeting focused on Women's Month, which was celebrated under the theme, "Generation Equality: Realising Women's Rights for an Equal Future". **Prof Angina Parekh** (Deputy Vice-Chancellor: Academic) was invited to share a keynote address.

Link: <https://fb.watch/89hROVjPL3/>

Social Media Statistics: 14 Likes / 4 Comments / 377 Views / 0 Shares

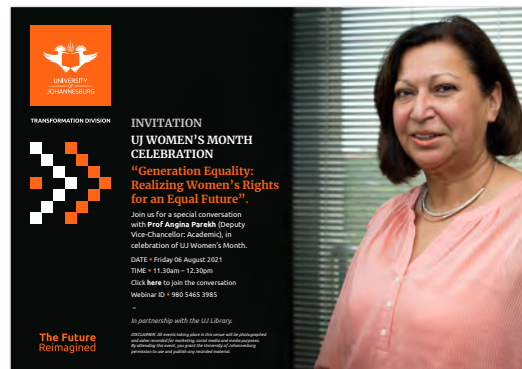
The final UJ Women's Forum meeting was held on 14 October 2021 under the theme "Using Law and Policies to Achieve Gender Equity and Equality". **Prof Wesahl Domingo** (Executive Dean: Faculty of Law, University of Johannesburg) was invited to share a keynote address.

– **UJ Men's Forum**

The University of Johannesburg is committed to addressing men's issues and include men when gender equality is concerned. The UJ Men's Forum was introduced to the UJ community via Zoom on 22 April 2021. The following keynote speakers were secured to lead discussions for the forum meeting under the theme "Magenge, We need to talk".

To address the stipulated and outlined, the following focus areas are desired:

- ~ 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.



The role of the forum is to seek and oversee the implementation of the institutional women's programme, including, but not limited to, the following mandates:

- ~ Work collaboratively to respond to women's issues from a programme's level.
- ~ Draft institutional activities and evaluate work plans.
- ~ Offer operational advice on current and future endeavours.
- ~ Influence and contribute positively to policy development and review processes.
- ~ Evaluate and monitor the operational objectives of the forum.
- ~ Apply for grant funding collaboratively.

The forum consists of the following members:

- ~ Ambassadors.
- ~ Programme leaders implementing related programmes from various departments and divisions.
- ~ Academics interested in the implementation of institutional LGBTIQ+ initiatives.
- ~ Members of the Transformation Committees academic platforms.
- ~ Student leaders representing the student bodies and societies.

Meetings were scheduled to take place twice a year, once per semester. Upon special request, a special meeting might be summoned. Herewith is a link to the virtual video recording – <https://fb.watch/6oHINa2JE/>

– **UJ Men's Residence Conversations**

Facilitator: **Gcobani Qambela** (PhD) is an award-winning educator and Senior Lecturer in the Department of Anthropology and Development Studies at the University of Johannesburg.

He is a Research Fellow at The Oxford Research Centre in the Humanities at Oxford University. He is the co-author, with Dr Warren Chalklen, of the "Anti-Racist Teaching Practices and Learning Strategies" workbook. He teaches Medical Anthropology, Anthropological Theories, and Childhoods and Youth. He is working on a monograph broadly around what he terms "The Anthropology of Boyhoods" in which he argues for considered attention to the interior lives of boys. His PhD, passed with no corrections, was an ethnographic exploration of the lives of AmaXhosa men and boys living in a rural and peri-urban context in the Eastern Cape, South Africa.

Invitee: **Siphokazi Duma** (UJ Student)
– *Interrelations between students at UJ residences.*

The Transformation Unit in partnership with Student Affairs hosted the first virtual UJ Men's Residence Conversations under the theme, "What perpetuates the intolerance for difference, particularly at UJ men's residences?". The UJ Men's Residence Conversations are birthed by resolutions that came up during the previous UJ Men's Forum. The University is committed to addressing men's issues and include men where gender equality is concerned.

To address the stipulated, the UJ men's forum has outlined various focus areas:

- ~ 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.

Guest Speaker: **Mthobisi Ndaba**

Mthobisi Ndaba is an inspirational speaker and the author of three books. Born in Estcourt in rural KZN, he holds a Bachelor of Social Work and Master of Arts degree in Sociology from the University of Witwatersrand. He is currently pursuing his PhD at the Wits Centre for Researching Education and Labour. Mthobisi is a recipient of more than 35 academic excellence awards. His first book is a practical guide to achieving academic excellence titled *Incubating Excellence*. The second, titled *Pushed by Passion*, unpacks the power of passion in pursuit of purpose. His most recent book is *The Jumpstart Effect*, which addresses the question of why human connections matter. Mthobisi is passionate about education, personal development, and helping others to pursue their goals, dreams and visions, just like he is pursuing his. Link: https://fb.watch/8lhH_99fah/

Social Media Statistics: 28 Likes / 12 Comments / 329 Views / 0 Shares

The Transformation Division invited the UJ community to join **Mr. Mike Teke**, Chairman of Council at the University of Johannesburg, for a conversation with Hosia Malekane, author of the book titled *The Imperatives of Revoking our Silence*, in commemoration of "The 16 Days of Activism for No Violence against Women and Children Campaign".

Link: <https://fb.watch/arGF9PqrPP/>

The Imperatives of Revoking our Silence:

Here's a gripping story about Moja. At the start of the second year at university she is thrust into the volatile terrain of feminist activism. A storm of prejudice and abuse breaks around her when a first-year student

is sexually molested during orientation week. Later a female student involved in a turbulent relationship is murdered. Although embroiled in her own youthful emotional turmoil, Moja becomes a fighter against patriarchy that had reigned for generations. Her rise to the presidency of the Students Representative Council at her university gives her the power to build a pedestal of hope for young women to stand on. She did this by working to dismantle the fallacy upon which the idea of male dominance had always rested. Hosia Malekane writes out of a deep concern for the millions of young women who are subjected to gender-based prejudice, violence, sexual assault, and male duplicity. "As a man", this author declares, "I must voice my concerns about the state of gender relations in our country. Misogyny has brought untold grief to our women.". This book is in remembrance of the 2930 women who were murdered in our country in the year ending 2018. In August of the same year 30 women were murdered by their partners.

Discussant: **Professor Shahana Rasool**, Department of Social Work and Community Development, University of Johannesburg.

Social Media Statistics: 7 Likes / 5 Comments / 88 Views / 0 Shares

– **UJ Queer Forum**

The Transformation Unit introduced the UJ Queer Forum via Microsoft Teams on 23 April 2021 under the theme "Bring Your Colour, Let's Make a Rainbow".

A panel discussion as part of the forum meeting was facilitated by Lebethe Malefo (Director: Study Abroad Division for Internationalisation, UJ), highlighting issues and challenges faced by queer bodies within higher education institutions, with specific emphasis on understanding queer-related issues that impact the UJ queer community.

The following UJ guest speakers were invited as panellists:

Prof Anthony Brown: Associate Professor – Inclusive Education and Life Orientation

Prof Kate Alexander: South African Research Chair in Social Change and Professor of Sociology, UJ

Samkelisiwe Silika: UJ Student and LGBTQI+ activist

The University's goals with the UJ Queer Forum are as follows:



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

INVITATION

The University of Johannesburg (UJ) cordially invites you to attend and participate in the introduction of the **UJ QUEER FORUM** under the theme **Bring Your Colour, Let's Make a Rainbow**

Date: Friday 23 April 2021
Time: 10:00 until 11:30
Connect via Microsoft Teams

Lebethe Mulafo (Director Study Abroad Division for Internationalisation, UJ) and special guest speakers to engage in an open conversation that aims to highlight some of the issues and challenges that are faced by queer bodies within higher education institutions, with specific emphasis on understanding queer-related issues that impact the UJ Queer Community. Thereafter, attendees will be invited to join and participate in breakout rooms for further discussions. The intention behind the breakout rooms is to identify LGBTQI+ related issues and challenges that are specific to those represented in the forum as well as the broader LGBTQI+ community within UJ. Additionally, the rooms will assist with understanding the LGBTQI+ representation that exists within the UJ Queer Forum.

- Professor Anthony Brown (Associate Professor - Inclusive Education and Life Orientation)
- Professor Kate Alexander (South African Research Chair in Social Change and Professor of Sociology, UJ)
- Sankelawe Sibika (UJ Student and LGBTQI+ Activist)

Please RSVP to transformation@uj.ac.za to receive a link to use when joining the forum.

UNIVERSITY OF JOHANNESBURG

The Future Reimagined

The forum will respond to the following international, regional and national influenced strategic points. The University's mandate is to respond to LGBTQI+ friendly health, empowerment, psychological, and human rights service and the critical need to market and monitor programmes.

The role of the forum is to seek and oversee the implementation of the institutional LGBTQI+ programme, including but not limited to the following mandates:

- ~ Work collaboratively to respond to LGBTQI+ issues from a programme's level.
- ~ Draft institutional activities and evaluate work plans.
- ~ Offer operational advice on current and future endeavours.
- ~ Influence and contribute positively to policy development and review processes.
- ~ Evaluate and monitor the operational plans of the forum.
- ~ Apply for grant funding collaboratively.

The forum consists of the following members:

- ~ Ambassadors.
- ~ Programme leaders implementing related programmes from various departments and divisions.
- ~ Academics interested in the implementation of institutional LGBTQI+ initiatives.
- ~ Members of the Transformation Committees academic platforms.
- ~ Student leaders representing the student bodies and societies.

Meetings will be scheduled to take place twice a year, once per semester. Upon special request, a special meeting might be arranged.

– Podcasts (audio/ visual) and Campaigns (social media)

Gender-Based Violence (GBV) Video Podcasts, February/ March 2021

The Transformation Division collaborated with the following UJ academics and professionals to create video podcasts for publishing on social media (i.e. Facebook) covering three crucial themes.

- ~ The state of GBV in higher education with Professor Corné Davis (Faculty of Humanities, UJ)
<https://www.facebook.com/1511640879072737/videos/821440201741765>
- ~ Cyber harassment and GBV with Mr Jently Lenog (Faculty of Law, UJ)
<https://www.facebook.com/1511640879072737/videos/136440625024043>
- ~ UJ care and support programmes for survivors with Fhatuwani Ligege (Transformation Division, UJ)
<https://www.facebook.com/1511640879072737/videos/155642753049479>

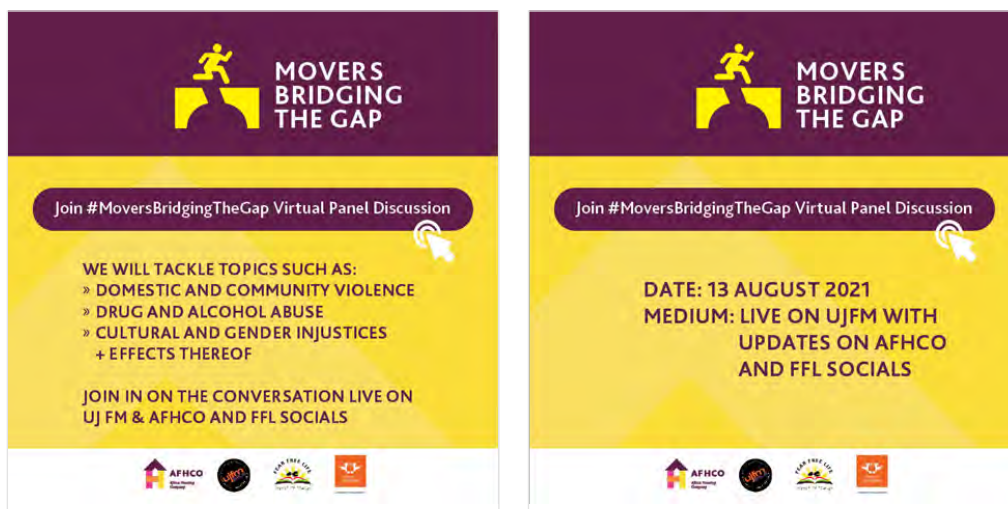
The three podcasts were part of a GBV Web Series that speak to the continuous efforts that are made by the Transformation Division to create further awareness around GBV related issues. The plan is to host additional conversations throughout the year to address more GBV related topics.



- *Movers Mentorship Programme for Students – #MoversBridgingTheGap*

Video Podcast

- Transformation Division in partnership with UJFM and the Africa Housing Company (AFHCO)



Date: 13 August 2021

Time: 06:00 to 18:00 Daily

Platform/Location: Broadcast on UJFM

Link: <https://www.uj.ac.za/newandevents/Pages/UJFM-Movers-Bridging-the-Gap.aspx>

The Movers Mentorship Programme has been created to enhance the support and development of young people in education institutions and communities. This programme aims at addressing topics such as social, financial and mental well-being, as well as academic endeavours. This initiative encourages young people to invest their time and resources in education and empowering themselves outside of the classroom.

There has been an event that was previously hosted on 16 June 2021 at Living @ Mpumelelo, AFHCO's Student Living, as a launch of this mentorship programme. Please see article on the details of the first event: <https://www.uj.ac.za/newandevents/Pages/The-youth-must-emancipate-themselves-now-UJFM-Youth-Day-Talk-on-16-June-2021.aspx>

The 2021 event was streamed live on air (UJFM) and the topics that were tackled concerned social well-being: GBV, violence, crime, drug and alcohol abuse, cultural and gender injustices, etc.

2. EMPLOYEE PROFILE

The Division consists of six permanent employees in 2021. The present incumbents are:

- Director – African female
- Senior Manager – White female
- Manager: Diversity and Inclusion – African female
- Manager: Gender Equity – African X (LGBTQI)
- Specialist: Diversity and Inclusion – African Female
- Coordinator – African female

There were no resignations or new appointments during 2021.



3. COMMUNITY SERVICE, STAKEHOLDER ENGAGEMENT AND REPUTATION MANAGEMENT

The Transformation Division met with various faculties and divisions to build relationships and to support them with challenges within their domains. Owing to the need for close collaboration on various projects, the Division regularly meets with Student Affairs, the Institutional Office for HIV and AIDS, Primary Healthcare, Human Resources, Protection Services, and various faculties. Regular meetings and liaison took place with Transformation Units at other universities and also with external bodies such as USAf, the Department of Women, Youth and Persons with Disabilities, and the Commission for Gender Equality. The Transformation Division sees value in these partnerships and will continue to build on this approach. There is close collaboration with Student Affairs, IOHA, Human Capital Management, Protection Services and PsyCaD.

4. RESOURCE MANAGEMENT AND SUSTAINABILITY

In order to sustain the future of the University, due to the challenges brought on by COVID-19 and the President's call for a national lockdown the University implemented strategic financial control measures that impacted on operational costs. The final budget for 2021 was as follows:

TRANSFORMATION UNIT			
Code	Description	Budget 2021	Actuals YTD 2021
30500	RESTRICTED EXPENSES	4 300 000,00	4 490 697,00
33600-0	Consulting and Contract Costs	4 300 000,00	4 490 697,00
31000	PERSONNEL REMUNERATION	5 785 062,00	5 633 017,00
31200-0	Salaries (Cost to Company)	5 722 411,00	5 633 017,00
31300-0	Temporary Salaries	62 651,00	0,00
g32000	OPERATING EXPENSES	574 820,00	222 845,00

The Division operated within the approved budget.

5. STRATEGIC GOALS

The Transformation Unit aligns itself with the UJ Strategic Objective 6: Fitness for Global Excellence and Stature with a focus on an Institutional Culture Aligned with Strategy that includes the following KPA's:

- KPA Organisational Citizenship: (71) A diverse, transforming, pan-African, caring and values-driven institution
- KPA Enabling Leadership: (72) Number of leadership programmes for the development of staff and students

A secondary focus is on Strategic Objective 4: An enriching and Student-Friendly Living and Learning Experience – A responsible and respectful student culture and ethos.



In 2021, the Division focused its programmes on its strategic objectives, which are:

- **Institutional Transformation Plan (ITP)** – Facilitate the implementation of the ITP that is aligned to the UJ Strategic Objectives 2025.
- **UJ Culture** – Navigate cultural transformation that is inclusive and that adheres to the principles of Human Rights and Social Justice.
- **Leadership Development** – Create an enabling leadership culture that creates a shared direction, shared values and alignment and a commitment to transform the institutional culture to support global excellence and stature (GES).
- **Gender Equality** – Ensure that the values and principles that promote gender equality are infused and embedded in all aspects of the institutional culture at UJ.
- **Values** – Promote and live the UJ Values
- **Ethical Foundation** – Actively promote an ethos of honesty, transparency, accountability and fairness in the Institution.
- **Advocacy** – Advance the transformation agenda in all UJ environments through creating awareness and playing an advocacy role; support DHET and USAf projects and significant days/events to promote social cohesion and inclusion.

The Division focused on the following to achieve its strategic goals:

- Alignment of the Institutional Transformation Plan to the Strategic Objectives 2025
- Employment Equity Plan
- Leadership development
 - Continuation of the identified leadership programmes
- Ethical Culture
 - Continue implementing the Ethics Strategy
 - Ethics Charter submitted to MEC, IF, Senate & HRSEC for approval to Council in 2022
 - Ethics training platform finalised
- Development & Review of Policies
 - Development of the Anti-Xenophobia Policy
 - Development of the Policy on UJ Bullying, Harassment, Sexual Harassment and Rape
 - Review of the Naming and Renaming of Properties, Events and Facilities
- The Institutional Culture, Diversity, and Inclusion:
 - Development of Anti-Xenophobia policy
 - Staff focus
- Institutional Culture Survey
- Interventions and change management
- Transformation Committees in faculties
 - Focus on Students
- Culture sessions with residences
- Risky student behaviour
- First-Year Experience
- Focus on Gender Equity
 - Gender Equity Framework
 - Gender-based Violence App
 - Gender-based Violence Training
- Advocacy work
 - Dialogue Sessions and book launches
 - Commemorating significant days and events
 - Webinars

During 2021 the Unit, like other domains in the Institution, experienced a high level of disruption due to lockdown and having to work remotely. However, during 2021 the Division continued to promote the transformation agenda by creating awareness and playing an advocacy role. Given the challenges during lockdown, emphasis was placed on supporting staff and students virtually by hosting a range of webinars, campaigns and meetings online, using Facebook, Zoom and Microsoft Teams.





6. LEADERSHIP

A core function of the Division is to promote transformational leadership in the institution. The programmes executed during 2020 contributed significantly to equipping UJ Leaders to lead and to live the change needed to achieve “Global Excellence and Stature”. The Division further provided leadership and played a vital role by:

- Providing support to UJ Leadership in terms of interventions needed and in terms of various change initiatives.
- Contributing to the Transformation Agenda in Higher Education by addressing many of the challenges through various programmes it presented.
- Exhibiting transformational leadership by collaborating with various Higher Education Institutions, outside stakeholders, community members, and service providers during 2020.

7. CONCLUSION AND WAY FORWARD

The Transformation Division is grateful that we were able to successfully complete our objectives during the 2021 academic year regardless of the challenges due to COVID-19. This was possible thanks to the commitment and resilience of the Transformation Team and its partners to address the challenges presented by the COVID-19 pandemic. We are thankful for every UJ partner that joined us in 2021 and continues to support our endeavours in 2022. We are looking forward to making a difference in 2022. The programmes and interventions done by the Division contributed to the transformation agenda of the Institution and through participation and input it also made a contribution at a national level through various Forums, USAF subcommittees, and by providing guidance and support to colleagues from other institutions. The focus of the Division for 2022 will be on:

- **The Institutional Transformation Plan (ITP)** – Review the ITP in alignment with the UJ Strategic Plan.
- **Diversity, Culture and Inclusion** – In 2021, the sixth Institutional Culture Survey was launched and will be finalised in 2022. Feedback will be provided to MEC and all the environments on the results of the survey.
- **Ethical Culture** – Continue to implement the approved Ethics Management Strategy, with emphasis on implementing the Ethics Charter and rolling-out the Ethics Training Programme to all staff during 2022.
- **Leadership Culture** – Finalising the 360° Leadership Development Assessment for the Senior Leadership Group (SLG). Develop programmes that will extract value from diversity in a complex environment that creates leadership competencies that will serve as the foundation for multiple leadership talent-management systems.
- **Gender Equity** – Implementing in 2022 the approved UJ Rape, Sexual Harassment and Sexual Assault Policy, the UJ Gender Equity and Equality Strategy, and implementation of a comprehensive case management App.
- **Market the Gender Equity Office.**
- **Commemoration of National and International Events** – Offer programmes to commemorate significant days to raise awareness of the importance of social inclusion, social justice and human dignity.

Mpume Mkhize – Director: Transformation

