



THE TRANSFORMER

CHANGE AND 4IR IN HIGHER EDUCATION

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THE TRANSFORMER

Message from VC

Editor's note

2020 has been a year of Uncertainty and Unforeseeable Change, especially where the Institutional Transformation Agenda is concerned. UJ had to change the way it does things in relation to our responses to the global pandemic, which caused a significant shift in the way we do things. The Transformation Division was not spared from the inevitable impact and change that came with the COVID-19 pandemic, where as a result we saw the University migrate all programmes to virtual spaces as the country went under strict lockdown regulations.

In ensuring that the Institutional Transformation Agenda is fulfilled, the Transformation Division implemented numerous webinars, workshops and book discussions on various virtual spaces, such as the UJ web page, intranet and social media pages. The webinars covered topics ranging from Gender-Based Violence (GBV), the face of Disability support in higher education institutions, Religion, Women Empowerment, and workplace support, with the aim of creating awareness concerning numerous issues that were observed during the lockdown.

Even when faced with this global pandemic, leadership development has continued to be at the top of the Transformation Agenda in 2020. Due to lockdown regulations, most of the Division's leadership programmes had to be facilitated virtually, in partnership with UJ Student Affairs and the Department of Industrial Psychology and People Management (IPPM) and Johannesburg Business School at the UJ College of Business and Economics.

The UJ Young Leaders Development Programme (UJYLDP) was implemented successfully, with a total of 49 participants successfully completing the programme. The UJYLDP is aimed at developing our students into well-rounded Pan-African leaders. Furthermore, the Division introduced the UJ Emerging Leaders Development Programme, which aims to complement existing leadership development

initiatives developed and implemented by UJ Leadership. A cohort of 18 UJ employees came highly recommended by their respective ELG members. We are also very proud to announce that the UJ Women in Leadership Development Programme (UJWLDP) is now offered in partnership with the Johannesburg Business School (JBS) from the UJ College of Business and Economics (CBE).

2020 has also seen a focus on the UJ value of 'Ethical Foundation', by nurturing and actively promoting an ethos of honesty, transparency, accountability and fairness in the institution. In partnership with the Ethics Institute, the University will be rolling out an Ethics Training Programme to all UJ staff and students in 2021.

We are still excited to celebrate the introduction of the Gender Equity Unit, anchored within the Transformation Division. The Unit focuses, among other aspects, on the implementation of LGBTIQ+ and SGBV support and prevention programmes in the University for staff and students. Since its establishment, the Unit has facilitated numerous online campaigns relating to gender-based violence, training programmes and support interventions in 2020.

The Transformation Division extends its gratitude to all faculties and divisions, employees and students that partnered with it to successfully implement some of the work that has been shared in this newsletter. As we continue to soldier on with the fight against the COVID-19 pandemic, the Transformation Division remains committed to creating, for all UJ stakeholders, an inclusive, diverse and enabling culture that embraces change and reflects the UJ values.



Emerging Leaders Development Programme

This year the Transformation Division has nominated 18 UJ staff members to participate in the Emerging Leader Development Programme. Our ELG were asked to nominate talented, high performing leaders.

Background Information

This programme aims to complement existing leadership development initiatives developed and implemented by UJ Leadership .

The programme content is based on a framework embedded in current literature and experiences regarding leadership development, the UJ values and the higher education context. This framework was developed in consultation with IPPM and Services SETA. The programme contains, amongst others, contents relating to Diversity and Inclusion, distinctive higher education features and leadership identity development.

Programme Design and Participation Requirements

The programme will run from January 2021 to July 2021 and will consist of compulsory study school / workshops.

You will be assigned to a syndicate group to complete a focused, work integrated assignment as well as prepare a presentation to be presented to a panel.



UJ Young Leaders Development Sessions (UJYLDP)



The Transformation Division, in partnership with Student Affairs and the College of Business and Economics, has completed implementing the UJYLDP for 2020 and awarded certificates to successful participants. Unfortunately, there was no graduation ceremony this year because of COVID-19 regulations. A total of 49 students have successfully completed the programme, leaving behind two students who have had to pull out from the programme due to various reasons.

The 2021 recruitment drive is currently underway and a new cohort will start in the programme by March 2021.

WOMEN'S

LEADERSHIP DEVELOPMENT PROGRAMME

The question will be asked, why a programme exclusively for women? Globally, there is recognition that women require a different development approach to men. It must be acknowledged that, during a women's programme, interaction with men also becomes necessary; however, women should be developed as leaders to prepare them to understand individual and organisational power dynamics, start identifying with being a leader, and have a clear sense of leadership purpose.

Worldwide, there are many Women in Leadership programmes and most global companies are investing in women's development. It is also a known fact that women's career progression is still lagging behind that of men, including compensation. According to research, more companies are now taking gender diversity issues extremely seriously, by devoting the necessary resources to redressing the gender imbalance. The research also concluded that more women in leadership were needed as an imperative for competitiveness.

A leadership development programme for UJ women in leadership positions was designed to aid UJ women to identify with leadership and to become outstanding leaders, and contribute towards UJ achieving its "Global Excellence and Stature".



The UJWLDP and Aephoria has been nothing but a blessing in my life and career. Through this program I have learnt my personality, the kind of a person I am (supportive cheerleader) but most of all, learnt when and where to draw a line. Time for myself, revitalize and recharge in order to stay on top of my game, delegate but push for success. There is no limit to a woman, leadership and management positions are also meant for women.

I also understand the structure of the university, relative to the mission and vision through which teaching, learning and research are to be undertaken.

The Aephoria team has dedicated their skills and I will forever be grateful, especially the life coaching that comes with the program.

Thank you.

DR DUDUZILE NKOSI



'I am grateful to the UJ Transformation Division, the Aephoria team (Lucille, Makgathi and Cherise) as well as all the ladies of the 2019/2020 UJWLDP. This programme has meant embracing a UJ sisterhood that will last a lifetime. Personally, and professionally, it has helped me to grow and become more confident as a woman in the workplace. I will always remember the shared stories, the laughter and tears, hopes and fears, candles, the dancing and yoga against the setting sun! A dynamic learning experience, that will remain a treasured gift! Thank you!'

SUZANNE ELIZABETH GRAHAM



I am privileged to have been part of the UJ-Women leadership programme 2019/2020 cohort. During the programme, I regained my self-confidence and this has given me courage to avail myself for future leadership roles within the institution. I have become more assertive, as I am able to voice out issues that pertain to my professional growth. Moreover, the interaction with other women, has led to a collaboration on a project entitled "Education and 4IR". My sincere gratitude goes to the UJ transformation team and Aephoria for such an empowering programme.

DR SORAYA P MALINGA



UJWDLP: The programme was meant to train, upskill, enhance and teach women about leadership qualities. In addition, the programme was meant to assist individuals to discover who they really are.

At Professional Level:

The programme has taught me to disconnect from me and be willing to take on new challenges. How to become effective as a leader, and what difference should I make if I become a leader. It has also enhanced my career aspirations and ambitions.

At Personal Level:

One-on-One sessions I had with my coach Jennie were very helpful in that they have helped me to explore myself, to know the areas I need to improve in my life e.g. find a better way of dealing with anger, to be a good listener especially in a conflict situation and to find a balance between work and family.

**DR NOBANATHI WENDY
MAXAKATO**



This letter serves to express my gratitude to the facilitators of the UJWLP. They really assisted me in approaching my professional and personal life in an optimistic way with less anxiety of reaching deadlines when it comes to completing tasks. I managed to engage in my family activities while I do the work for UJ. I agreed to be the Deputy of Teaching and learning in the Department of Chemical Sciences. The experience taught me to take time for myself hence I attended and completed research funding application courses that were provided by University of Cape Town (obtained a certificate). I am still attending springer master class on collaboration which will be completed by 30 January 2021.

I have managed to mentor 9 students who are passionate about developing their products such as renewable energy, organic soaps, detergents, perfumes and insecticides. The students were taught entrepreneurial skills, marketing skills and management skills during their in service training. These students will graduate in March 2021 and the training will assist them to start small businesses. The project was successful because of the collaboration with the ladies that I met in UJWLP and laboratory staff at UJ. I highly appreciate the style at which the UJWLP is presented to UJ employees.

DR N MABUBA (BEZO)
**Head of Division: Teaching & Learning
(DFC)**

Electoral Committee 2020 (Mzwakhe)

Student Affairs Logic role in Elections and online voting system

Vote for your SRC

The **ONLINE** voting system will be open from
Wednesday **7 October 2020** until
Friday **9 October 2020** at 17:00

To vote you need to be a registered UJ student. For any queries contact srcelections2020@uj.ac.za
#ujsrclections2020



Be Involved. Participate in the SRC Elections. Vote For Your SRC.

The 2020 SRC Elections were a success, and it was pleasing that the outcome produced an equal gender parity among the 48 SRC members, with 24 female representatives.

The term of the newly elected SRC will commence on 1 January 2021.

The Transformation Division was part of the 2021 SRC Elections. The following recommendations were made in the SRC Election Report:

- It is imperative that the values of UJ are instilled and communicated to the 2021 SRC. When there is buy-in on the values of UJ, the behaviours of leaders will also be in line with the values of the institution.
- More effort has to be made to encourage students with disabilities to participate in elections and stand a chance to lead and bring the voice for people living with disabilities.

A vibrant blue poster for 'E-Voting' featuring the text 'E-VOTING' in large white letters. Below it, it says 'Vote for your SRC'. The poster includes the same voting dates and contact information as the top banner, along with the University of Johannesburg logo and an illustration of diverse students using various devices like laptops, tablets, and smartphones. The top of the poster also features the slogan 'Be Involved. Participate in the SRC Elections. Vote For Your SRC.'.

Be Involved. Participate in the SRC Elections. Vote For Your SRC.

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NSFAS NEWS

2020 was a very challenging year for NSFAS students, we use consultations to reach out to our students and get to know and solve their challenges, being on lockdown meant we had to come up with innovative ways to service students and address all stakeholders challenges .

- We allocated allowances and made sure that all funded returning students receive living allowance and the book allowances without submitting a consent form. We allocated for first year students as they submitted consent forms.
- We experienced challenges with accommodation and had to amend our processes to include a function where students could submit an online consent form for us to process their accommodation allocations, and students were also able to confirm the accommodation they reside at.



We also collaborated with service providers in the submission of outstanding invoices and lease agreements of students who submitted the online consent form, we used an online process where landlords could drop these documents on drop box. This process assisted us greatly in eradicating the backlog that we had.

There are too many good stories that we have come across in this challenging time, one particular story was when the NSFAS office had to move swiftly to assist 2 disabled students who had been sharing a wheelchair since the beginning of the academic year, the one student's wheelchair broke down last year and she was hoping

for a loan device from PsyCaD which was unfortunately not available. This left them with no option but to share one wheelchair they both had to miss a few classes as they allowed each other use of the wheelchair, as soon as this was brought to the attention of the NSFAS office we facilitated the process of the purchase of the student's wheelchair where the student was advanced with UJ funds to purchase the wheelchair while the claim was sent to NSFAS payment.

This advance that UJ made for this student assisted both students improve their academic activities and give both students mobility before the start of the lockdown period.

NSFAS PROCESS FLOW

1

APPLICATION PROCESS BY THE STUDENT (AUGUST - NOVEMBER EVERY YEAR):

- The new students apply online for NSFAS
- The university sends the final results at academic year end for currently funded students. Students that have supplementary exams, the final results are sent the following year
- NSFAS evaluates all results and applications and sends a provisionally funded list (eligibility data) to the University

All students that form part of the provisionally funded list (eligibility data) will be unblocked by the university for registration after a verification process.

2

REGISTRATION-BEGINNING OF THE YEAR

The students who do not meet the criteria in step 1 are manually unblocked subsequent to collecting the required supporting documentation as follows:

The students not admitted for a funded qualification

Communication is sent to the student to pay for their own registration or the students must provide proof of registration for a funded qualification.

The students with outstanding debt

The students must sign an acknowledgement of debt (AOD)

The student have not passed 50% of their previous academic year registered modules

Students are advised to appeal with UJ NSFAS or seek alternative funding or provide motivation to management. Students are classified as cash paying students.

The students not within the N+2/N+1 (years of study) requirement

Students are advised to appeal with UJ NSFAS or seek alternative funding or provide motivation to management.

3

ALLOWANCES

The students register online. For first year students, a message is sent by the university for signing a consent form for allowances after registration.

Subsequent to registration, allowances are loaded for funded students and allocated to student's accounts. NSFAS issues out guidelines to all institutions detailing prescribed amounts per category.

Accommodation allowance: Students using UJ accredited private accommodation present an invoice from the landlord and the allocation is based on the invoice amount as per current UJ off-campus accommodation policy.

Capped students (students who have been funded prior 2018)

Tuition fees are deducted from the approved amount and the remainder is allocated based on the priority list.

Priority list for allocation of allowance are as follows:

- Tuition fees
- UJ residence
- Books
- Off-campus accommodation
- Meals and Transport allowance.

4

SUBMISSION OF REGISTRATION COSTS TO NSFAS.

UJ will send registration templates to NSFAS detailing total costs (tuition and allowances awarded) for each funded student.

5

NSFAS BURSARY AGREEMENT (NBA)

NSFAS generates a NBA contract with the students using registration templates received from UJ. The student is alerted by NSFAS to sign the contract online. Once the contracts have been signed by the students, NSFAS uploads the NBA list on the NSFAS portal for access by the University.

6

NSFAS PAYMENTS

NSFAS pays funds in tranches. Each tranche payment is accompanied by a remittance detail UJ prepares a payment and applies these payments to the student's fee accounts.

What the future holds for students from disadvantaged backgrounds.

We aim to continue supporting students from disadvantaged backgrounds, and Facilitate a seamless teaching and learning experience for all students. We have made provision by appointing additional staff members to assist the department to meet its immediate goal of an improved and efficient Nsfas office.

Invitation to an online conversation with the
UJ Transformation Division

The **Transformation Division** invites you to join **Mpumpe Mkhize** as she leads a Zoom discussion with **Dr Chelma Siple, Lucille Greif and Khosi Jiyane** on **"Support and challenges for workers during Level 4 of the national lockdown"**

THE HOST: **Mpumpe Mkhize** is the Director of the Transformation Division at the University of Johannesburg.

THE GUEST SPEAKERS: **Dr Chelma Siple** is the ICS Director: Infrastructure & Operations at the University of Johannesburg. Dr Siple has more than 20 years' experience in the IT industry and her special interests on providing secure and dynamic technology infrastructure to business as well as suitable application solutions, addressing business specific requirements. She has a work focus in the delivery of quality services within a Higher Education Environment, where the continuous changes in Technology poses challenges to IT leaders in conjunction with the various expectations and perceptions from the diverse stakeholder community. In addition to this, she focuses on the development of women in IT, as well as moulding cross functional IT skills development, which is inevitable for each IT professional. **Melene Lucille Greif** is a Chartered Organisation Development (IOD) practitioner and leadership development specialist with a Private Partner. Her work focuses on leadership materialisation systems maturation, diversity and inclusion and complex adaptive change. She has a specific field of practice that focuses on leadership development and leadership coaching for business development and community building in the workplace. She is the co-author of the *Aesthira Identity Map*, an assessment tool for leadership development.

Khosi Jiyane is a Clinical Psychologist as well as a consultant and trainer at The Human Edge. In addition to this, she is a skilled presenter, engaging audiences on topics such as performance, conflict management, leadership development, as well as on team and organisational effectiveness. Audiences range from small executive sessions to large organisational meetings and conferences, she completed her Honours and Masters (cum laude) at UJ, where she is currently pursuing her PhD in Psychology. She also features regularly on TV, radio and print media.

Date: Friday 15 May 2020
Time 12:00 until 12:30
Venue Zoom Meeting



The Transformation Division invites you to join Mpmue Mhize as she leads a Zoom discussion with **Professor Alan Burk, Sister Molimi Geya and Mr André Viljoen**, which will focus on

The Workplace Re-Imagined as we venture into Level 3 of the lockdown.

Professor Alan Burk is the Director of the Centre for Psychological Services and Career Development (PsyCARE) at the University of Johannesburg. He started his academic career at Vista University (Dunelm College) in 1991 and moved to the Three Branch Alakatus University, now the University of Johannesburg, in 1995. His areas of interest in Psychology include Alcoholism, Psychiatry, Cognitive Psychology and Neuro-psychology.

Sister Molimi Geya is the Manager of a Primary Healthcare Service at the University of Johannesburg. She is an experienced and highly motivated professional with over 10 years working in the higher education environment. Before joining the University she was a lecturer of OSH at Benoni-based Varsity College and has vast experience in the Primary Health care sector. She is the chairperson of the South African Association for Campus Health Services (SAACHS), an association comprising of all public universities. Strongly health services professional with a B Sc in Ed. Arts focused in Humanistic Education and Management from North West University, Potchefstroom Campus. She has completed the UoJ Transformation Women's Leadership Development Program in 2018.

Mr André Viljoen from Corporate Group has several degrees and postgraduate qualifications in Psychology, Coaching, Change Management, Organizational Development, Human Resource Management, Consultant and Personality/Personality Profile Trainer. He has more than 19 years' experience in Corporate Wellness, working with clients from public and private sectors and in large corporations in the insurance, mining, manufacturing, petroleum and health sectors. In 2006 he joined OSH as the Global WH & ACHS Representative for the South African branch of the International Association of Occupational Health and Safety (IAOHS) and in 2007 he was elected as the first South African member of the IAOHS, more than 6,000 staff members globally. During this time he gained vast international experience and worked in numerous countries, Africa and Europe, as well as in the USA, Ireland and the UK. He is now more than three decades of experience in public speaking, presenting, facilitation, coaching and workshop design. And his strengths lie in his excellent communication, interpersonal skills and his ability to present at all levels and to varied audiences.

Date/Day 29 May 2020
Time 12h00 until 12h30
Join Zoom Meeting <https://us02web.zoom.us/j/6532378640?pwd=QjQ0aHhWMW5uSWNlSTZkdjZkd0pSc0pB>
Zoom Meeting ID: 653 237 8640
Password 937683



BLVCK GUILD

P R E S E N T S

THE DIVERSE
FEMININITIES DIALOGUE

A CELEBRATION OF UNIQUE FEMININE REPRESENTATIONS

TUNE INTO OUR ZOOM STREAM

28
August
2020

3PM (SAST)

ZOOM MEETING

RSVP blvckguild@gmail.com
25AUG bit.ly/blvckguild
for the zoom link and password.

iOHA

The Transformation Division invites you to join **Langile Ngubane** as she leads a Zoom discussion with **Dr Corné Davis**, **Mr Jentley Lenong** and **Ms Amanda Strydom** on **Cyberbullying and Harassment**

Dr Corné Davis is senior lecturer at the Department of Strategic Communication within the School of Communication at the University of Johannesburg. She has completed her D. Ed. at the University of Wits, with a focus on the social systems theory of Niklas Luhmann. She has presented papers at both international and national communication conferences for her field of expertise – social systems theory. Her research interest is related to gender based violence (GBV), and the development of communication campaigns aimed at GBV prevention and intervention. She has co-edited the book *Gender and Communication: Leadership Knowledge Programme in 2018*. She is a member of number of committees and is a Trustee for Afrika Bana, a well-known NGO that empowers women and secondary school girls, the current area of expertise in personal development and in a personal communication. She is a well known motivational speaker and opinion leader in her field. She has been interviewed on *ABC News* about gender equality and gender identity issues in July of 2019 and is a LGBTQIA+ activist.

Mr Jentley Lenong joined the University of Johannesburg, Faculty of Law in July of 2012 as a lecturer, before then becoming an associate professor in 2015. He has been a member of the Law Society where he also obtained the degrees B.A. LL.B. and LL.M (Law from Leeds). In-2015 he was named as an ambassador for the Global Trust Project currently known as Tell Your Story and is an executive member of the Law Society of the Free State and the Free State Bar Association in order to share natural resources. His research experience is in international law with a focus on U.S. Law, International Law, and Human Rights. He is also a member of the International Association of PhD researchers and an expert member of the Academic Council on the United Nations System (ACUNS) as well as an expert member of the International Council on Drugs and Alcohol (DROCK) / Education for Justice (E4J) network focusing on international Cybercrime.

Ms Amanda Strydom is a senior lecturer in the Department of Strategic Communication at the University of Johannesburg. She has over 19 years' experience in Safety and Security, as well as a demonstrated history of working in higher education industry. Skilled in Crisis mapping, out profiling, social media analysis, intelligence gathering and profile profiling. Straps SAAPS and Profile for Law Enforcement.

Date Friday 22 May 2020 | Time 12h00 until 12h30
Join Zoom Meeting: <https://us02web.zoom.com/j/6532376407p-wdcGclHM7Y5wSvWN5tJXzSD9YQCD9OT>
Meeting ID: 653 237 6406
Password: 937563



UJ APK ISRC
presents

Women's Month

Webinar

Dr. Ndlovu Velezwa
Senior Executive Director for
Student Affairs and University
Relations

Aphane Moya
Specialist in
Diversity & Inclusion within the
Transformation Division(UJ)

Professor Batswale Tumei Mkhengwe Diale
President of the Convocation
at UJ

Lebohang Mankole
Founder of BOAGI Youth
Development Program

**4 EMPOWERING
WOMEN KILLING
IT IN THEIR
RESPECTIVE
FIELDS**



31 AUGUST

12:00pm-14:00pm

facebook live

@ujapkiscr

The Transformation Division invites you to join a Zoom discussion with **Dr Graham Dampier** and **Mr Anele Siswani**, which will focus on **Men in the face of COVID-19**

Dr Graham Dampier is a House Member of a Men's residence on the UJ campus of the University of Johannesburg. He is a father to an 8-year-old girl and is passionate about transforming the way in which men share of themselves in the home and society, as well as the impact of gendered violence on the Academic Development Centre.

Mr Anele Siswani is a Clinical Psychologist, he operates in mental health and works from an African Centred perspective which allows him to operate from a space of indigenous practices and epistemological justice. He has at multiple levels that incorporate both African epistemologies and Westernised ways of knowing (epist). Anele features on different radio and TV programmes (other media spaces). Anele has received a number of awards and recognition he was named amongst the top 100 young South Africans in 2017 in the health category of the Mail and Guardian. This annual publication recognises up and coming talent in South Africa. Recently, he was announced as the winner of the Titanium Young Achievers Award at the 2018 Board of Healthcare Funders (BHF) Conference. The awards are aimed at recognising and acknowledging excellence in the public and private healthcare sectors in southern Africa.

Date: Friday 05 June 2020
Time: 12h00 until 12h30
Join Zoom Meeting
<https://us02web.zoom.us/j/6532378640?pwd=cGQ0amY1MWSU5WNSZkdjY3Q0Q0Y0>
Meeting ID: 653 237 8640
Password: 937683

Invitation to an online conversation with the **UJ Transformation Division**

Join **Phatuwani Ligege** as he leads a conversation with **Prof. Shashana Rasool** and **Advocate Bernadine Bachar** on **Gender-Based Violence during Lockdown**

Date: Friday 24 April 2020 | **Time:** 11h00 until 11h30
Location/ Facebook Link: UJ Transformation Unit
Host: Phatuwani Ligege, Manager, Gender Equity – Transformation Division, University of Johannesburg

GUEST SPEAKERS:

Prof. Shashana Rasool
Prof. Rasool works for the Department of Social Work at the University of Johannesburg. As a Rhodes Scholar, she obtained her D Phil in Social Work and Social Policy from the University of Oxford, UK. Prof. Rasool is the Vice-President for the Association for Schools of Social Work in Africa (ASSSWA) and the Africa representative on International Association of Schools of Social Work (IASWW). Her research interests lie within the field of gender, gender-based violence and transformation.

Advocate Bernadine Bachar
Advocate Bernadine Bachar is the Director of the Saartjie Baartman Centre for Women and Children and Chairperson of the Western Cape Women's Shelter Movement.

The Transformation Division invites you to join **Lungile Ngubane** as she leads a Facebook discussion in celebration of **Youth Day (June 16)**, with **Thembi Nyandeni**, **Comfort Matoti** and **Ruth Madlazi**. **Conscious reflections from the Youth of 1976 and the Youth of 2020**





Thembi Nyandeni is a veteran actress who is well-known to South African audiences plays Mkhayeli Zungu on Isibaya. The award-winning actress has bagged the SAFTA (South African Film and Television Award) Golden Koin for best actress in a TV Soap for her role on Isibaya and has also won a Royalty Soapie Award for the same role.

Comfort Matoti is the Secretary of the UJ APK Interim SRC 2020. Political Commissar of Youth Communist League, UJ APK. He is the Co-Founder and Group CEO of Makhosi Makhosi Media Key Holdings. He has served as the Chairperson of the United Nations Association of South Africa - UJ (2019). Served as the Deputy Chairperson of Black Management Forum UJ and Amnesty International UJ. Driven by the passion for student leadership, he was the Chairperson of the Hill Junction (UJ Properties) for the 2019 academic year.

Ruth Zanele Madlazi is a Bachelor of Education final year student at UJ APK. Both is the former President of the UJ Debating Union for the term 2018/19, alumni of the UJ Young Leaders Development Programme and currently a contestant at One Day Leader Season 8.

Date: Friday 12 June 2020
Time: 12:00 until 13:00
Location: Facebook

KNOW THE SIGNS & HELP AVAILABLE!

END THE SILENCE

A GBV Online Discussion proudly brought to you by UJ IOHA & Transformation Division

19 JUNE 2020
14H00 PM
2000

#TAKEPRIDEANDBEYOU
#PRIDEMONTH

The University of Johannesburg (UJ) invites you to join **Professor Anthony Brown** as he leads an online discussion with **Dr Dulcy Rakumakoe**, **Deon Temoso Magabane** and **Ditshego Ditshego** on Empowerment through experiences **#MYCOMINGOUTSTORY**






Prof Anthony Brown: Facilitator

Dr Dulcy Rakumakoe: Founder and Executive Director of Queerwell

Deon Temoso Magabane: (UJ alumni and LGBTIQ+ activist)

Ditshego Ditshego: Thami Dish Foundation

Date: 24 June 2020 | **Time:** 12:00 - 13:00
Location: Facebook live

Invitation

Join the University of Johannesburg (Transformation Division and IOHA) online conversation as we address empowerment through experiences: LGBTIQ+ online dating platforms and gender-based violence (GBV).

Date: 30 June 2020
Time: 14:00 – 15:00
Platform: Facebook live

Facilitators: Professor Anthony Brown and Aphiwe Somabhele
Speakers: Phatuwani Ligege (UJ), Kavel Harie (GALA), Adivhah Maruli (UJ)



As we conclude Pride Month, join UJ in remembering the lives of all queer individuals whom we have lost due to gender-based violence (GBV), HIV/AIDS related illnesses, COVID-19 and other natural causes. They will remain forever in our hearts, today and always.

WE BROADCAST INZARS



SAVE THE DATE
01-31 AUGUST 2020

Celebrating WOMEN'S MONTH

GENERATION EQUALITY: REALISING WOMEN'S RIGHTS FOR AN EQUAL FUTURE

Join the University of Johannesburg in celebrating women's month and be part of exciting women empowerment webinars hosted throughout August:

- Opportunities for women in Africa: Looking beyond COVID-19
- Addressing gender-based violence (GBV) and Femicide
- Master-class: Women accessing economic and political platforms
- Master-class: Women accessing STEAM and academic platforms
- UJ forums – feminism and 'womanism': Gender privilege and power (GBV)
- Book discussions on women empowerment
- 2020 UJ Women's Leadership Development Programme Launch and more

(#IAMAWOMXN)

The Future Reimagined



Celebrating WOMEN'S MONTH (#IAMAWOMXN)

The University of Johannesburg invites you to an empowering online discussion under the theme:

Opportunities for women in Africa: looking beyond COVID-19

Date: 06 August 2020
Platform: Zoom-<https://zoom.us/j/94114904049>
Time: 12:00

Stakeholders: Transformation Division | UJ Library | Faculty of Education | Faculty of Humanities | Faculty of Law | College of Business and Economics | Media Change SA

 Professor Shabana Basool What are the big wins for addressing gender inequality?	 Dr. Danya Dlamini Protection and support for young women.	Date: 06 August 2020 Platform: Zoom- https://zoom.us/j/94114904049 Time: 12:00	
 Thelma Maseko The world of work for women in the 21st century.	 Professor Ruthemahle Dlamini "The Spotify, the Netflix and the Amazon" - navigating the battle of motherhood and career.	 Dr. Reuben Bhebe Women tapping into the spaces of ICT and tech.	 Rebekah Mawema How can workplaces be better placed to support women and promote women empowerment?
 Stakeholder Name How does the future look like for a female young leader?	 Amanda Faith Maseko Women changing the narrative within the film and television industry.	 Dr. Loretta Mawema Women's Health: Access to health.	The Future Reimagined

Invitation: Book Discussion

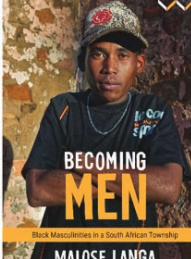
The Transformation Division in partnership with Wits University Press (WUP) invites you to a Facebook Book Discussion led by Professor Nadine Petersen.

Becoming Men: Black Masculinities in a South African Township

Author: Professor Malose Langa is Senior Lecturer and Associate Professor of Psychology in the Department of Psychology, School of Human and Community Development at the University of Johannesburg, Johannesburg. He is a prolific author in gender studies, specializing in psychological work based on his LGBTQ studies.

Facilitator: Prof. Ruthemahle Dlamini, currently holds the position as the Head of Department of Educational Psychology in the Faculty of Education at the University of Johannesburg. She is the President of Convocation at the University of Johannesburg and also chairs the Faculty of Education Transformation Committee. Prof. Dlamini plays an advisory role in the university transformation unit, particularly, the UJ's role in Empowered Educational Psychology with the UJ's Faculty of Education of South Africa and holds a private practice in Soweto.

DATE: Friday 17 July 2020
TIME: 12pm and 1pm
LOCATION: Facebook



Invitation

Womanism and Feminism: Gender, Privilege and Power.

STAKEHOLDERS: UJ Transformation Division | UJ Library | UJ Postgraduate School | Faculty of Engineering and the Built Environment | Faculty of Education | Faculty of Humanities | Faculty of Law | Commission for Gender Equality (CGE)

Date: Wednesday 26 August 2020 | **Time:** 12:00 until 13:30
Join Zoom Meeting: <https://zoom.us/j/95646717505>

FACILITATOR: Professor Shabana Basool, Department of Social Work, University of Johannesburg.

IN CONVERSATION WITH: Professor Nadine Petersen, Vice Dean: Teaching and Learning, Faculty of Education, University of Johannesburg.

Sivelle Ngobho, Gender and Sustainable Development Practitioner, Commission for Gender Equality (CGE).

Handi Mawema, Independent Consultant and Activist (Social Justice, Sexuality, Gender, Human Rights, Sexual and Reproductive Health & Rights and Facilitation).




INVITATION

BOOK LAUNCH

The UJ Transformation Division and the Library invite you to a conversation with best-selling author Jackie Phamotse, on her latest book:

BARE III: EGO

Exposing the art of the secret society that breeds in South Africa

DATE: 17 August 2020
TIME: 15:00

Please click on <https://zoom.us/j/93947443460> to join.



Award-Winning, Best-Selling Author

All boys aren't blue

In a series of personal essays, comedian, journalist and LGBTQ+ activist George M. Johnson explores his childhood, adolescence, and adult years in New Jersey and Virginia, from the memories of getting his first crush and his journey of self-discovery to his first sexual experience, the challenges of coming out, the joys of being a queer man, and the joys of being a queer man.

By George M. Johnson

Celebrating Diversity

QUEER LITERACY WEEK

#PROMOTEQUEERCONTENT

Access more content via <https://www.uj.ac.za/library> or <https://uj.overdrive.com/>

UJ Transformation Division in partnership with the UJ Library






STOP!

GBV IS ALSO A PANDEMIC – TURNING POLICIES INTO ACTION

Join the Transformation Division on a webinar that seeks to deliberate on the policy frameworks (National Strategies, Plans on Gender-Based Violence and Female Sexuality, Policy Framework) to address Gender-Based Violence in the Post-School (Training and System) and highlight the importance of implementation.

DAT: Tuesday 24 November 2020

TIME 1400 – 1530

**OPENING AND WELCOME: Professor Andrea Swart,
Chief Operating Officer, Professor Shikha Raoel.**

FACILITATOR: Professor Shikha Raoel

Department of Social Work, University of Johannesburg.



**Professor
Andrea Swart**



**Professor
Shikha Raoel**

IN CONVERSATION WITH:



**Abovante
Jeanne Ndlovu**
Director General of the
Department of Women,
Youth and Gender
Development



**Dr. Professor
Ramokete Mofokeng**
Deputy Minister of
Health



Phetolethu Tlale
Executive Director
Gender Justice
Unit, University of
Johannesburg



Dr. Nqiso Nkomo
Special Lecturer and Head
Department of Gender
Studies
Department of
Education
University of
Johannesburg



Dr. Nqiso Nkomo
Special Lecturer and Head
Department of Gender
Studies
Department of
Education
University of
Johannesburg

TO JOIN VIA ZOOM CLICK HERE:

1-800-999-9933 (L.L. Phyllis of Law) (Faculty of Education Higher School)
Department of Women, Youth and Gender Development

**The Future
Reimagined**

UJ TRANSFORMATION DIVISION 2 SUMMER 2020 EDITION

Pioneering Centre to advance the study of Race, Gender and Class



The establishment of the Centre for the Study of Race, Gender and Class is one of the most exciting developments in South Africa's academic landscape and exemplifies the University of Johannesburg's (UJ) aim of elevating Pan-African critical and intellectual inquiry.

Speaking ahead of the Centre's virtual launch, Professor Kammilla Naidoo, the Executive Dean of the Faculty of Humanities (UJ) pointed out that since the advent of democracy in South Africa, discussions around race, gender and class have taken place in many spheres of society. "However, race and ethnic discriminations, gender oppressive practices and class inequalities persist despite decades of multi-culturalism and efforts to celebrate and institutionalise diversity and human rights. Through this Centre, we aim to present a distinctive intellectual space for vibrant debate and

THE TRANSFORMER

RCI Kammila

LIVING THE UJ VALUES

VISION	An international University of choice, anchored in Africa, dynamically shaping the future.
MISSION	Inspiring its community to transform and serve humanity through innovation and the collaborative pursuit of knowledge.
LIVING/EMBRACING AND PROMOTING THE VALUES THROUGH:	
Imagination	<p>We encourage and inspire free, independent and critical thought aimed at developing a better future for UJ and society by:</p> <ul style="list-style-type: none"> • Shaping the future by encouraging an imagination-driven vision of the future; • Developing a cosmopolitan identity and a culture that embrace diversity; • Exhibiting ambition and drive; • Creating an environment conducive to free, independent and critical thought that inspires 'bright ideas' for the enhancement of our academic and community uplifting endeavours.
Conversation	<p>Through facilitating open, respectful and meaningful dialogue, we encourage an inclusive environment that embraces diversity by:</p> <ul style="list-style-type: none"> • Leading consultatively and constructively and making wise decisions collectively; • Learning together from and through our diversity; • Providing platforms and opportunities for meaningful engagement with one another and our stakeholders through mutual respect and listening; • Creating an inclusive environment and nurturing the diversity of cultural expression through processes of mutual interaction, support and empowerment.
Regeneration	<p>We are dynamic, progressive, responsive and innovative in our endeavour to provide access to global academic excellence and to promote the common good in a sustainable way by:</p> <ul style="list-style-type: none"> • Developing sustainably through creative contribution and renewal; • Making positive change through innovating for the common good; • Taking advantage of opportunities; • Providing access to students to excellent educational opportunities across a wide range of fields and disciplines and at various levels; • Constantly working to enhance the quality of our programmes and services; • Providing a rich extra-curricular environment for students; • Pushing boundaries, overcoming barriers with courage and surpassing expectations.
Ethical Foundation	<p>We nurture and actively promote an ethos of honesty, transparency, accountability and fairness in all our endeavours by:</p> <ul style="list-style-type: none"> • Treasuring academic freedom; • Seeking balance in the pursuit of knowledge; • Earning trust through credible and principled conduct; • Acting responsibly by being fair, consistent and transparent; • Participating in and developing the community; • Being truthful and trustworthy at all times; • Conducting our business ethically, in good faith and to the best of our ability; • Honouring our commitments; • Honouring information that is private and confidential; • Client Advocacy – we serve our clients with distinction.

ETHICS

On 30 November 2020, the Ethics Institute scheduled a video shoot with the Vice-Chancellor for inclusion in the training videos that will be made available to all UJ staff and students in 2021. The following questions were covered:

Make the right choice and report...



The Future Reimagined

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Poor service • Intimidation • Blackmail • Unethical behaviour



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Deloitte.

What is the importance of ethics for the tertiary institutions in general?

What is the importance of ethics for UJ?

How does the University's ethics relate to the institutional values?

Why is ethics training important for all employees and student groups?

The videos will be available on the intranet and Student Portal. Targeted training will also take place during 2021. Completing the training video will also become compulsory for all new staff members.

UNIVERSITY OF JOHANNESBURG

MANAGEMENT EXECUTIVE COMMITTEE

STATEMENT OF ETHICAL INTENT



As the Executive Leadership Team of the University of Johannesburg we are committed to the highest ethical standards in our quest to transform people's lives through our teaching, learning and knowledge production and community engagement. We further recognise that we have a responsibility to the community and our country to provide education that is relevant, and that contributes to civil society through empowering our graduates to serve and develop our society to meet the challenges of the 21st Century. We empower our students to be global citizens, ethical leaders and builders of a better world.

Our Ethical Values are reflected in the UJ Strategic Objectives, Values Charter, policies, procedures and codes of conduct and we are committed to living these values:

HONESTY: We will conduct our business with integrity by being trustworthy, loyal, fair, and sincere.

TRANSPARENCY: We will be transparent in all our actions by being upfront and visible about the actions we take that are consistent with our values.

ACCOUNTABILITY: We will be accountable as individuals and collectively as the leadership of the University of Johannesburg for our ethical conduct through compliance with the University policies, rules, regulations and related legislation.

FAIRNESS: We will conduct our business in a manner that is morally right, honourable, and equitable.

Prof T Marwala
Vice-Chancellor and Principal

Prof A Parekh
Deputy Vice-Chancellor: Academic

Prof S Sinha
Deputy Vice-Chancellor:
Research & Internationalisation

Prof K Burger
Registrar

Prof A Swart
Chief Operating Officer

Ms N Mamorare
Chief Financial Officer

Prof P O'Brien
General Counsel

Dr N Vukuza
Senior Executive Director:
Office of the Vice-Chancellor



**The Future
Reimagined**



WE TREAT EVERYONE WITH RESPECT

WE NURTURE AND ACTIVELY PROMOTE AN ETHOS OF HONESTY, TRANSPARENCY, ACCOUNTABILITY AND FAIRNESS IN ALL OUR ENDEAVOURS.

As a collective, we make a difference

Honesty

WE WILL CONDUCT OUR BUSINESS WITH INTEGRITY BY BEING TRUSTWORTHY, LOYAL, FAIR AND SINCERE

Accountability

WE WILL BE ACCOUNTABLE AS INDIVIDUALS AND COLLECTIVELY AS THE LEADERSHIP OF THE UNIVERSITY OF JOHANNESBURG FOR OUR ETHICAL CONDUCT THROUGH COMPLIANCE WITH THE UNIVERSITY POLICIES, RULES, REGULATIONS AND RELATED LEGISLATION.

ETHICAL FOUNDATION

WE SHARE A VISION AND AN IDENTITY THAT EMBRACE DIVERSITY

WE STRIVE TO CREATE A BETTER FUTURE

WE HONOUR OUR COMMITMENTS

WE DO NOT JUDGE PEOPLE ON RACE, GENDER, SEXUALITY, CREED, OR ANY OTHER PREJUDICE

We are passionate about learning

WE TAKE RESPONSIBILITY FOR KEEPING OUR CAMPUSES CLEAN

Transparency

WE WILL BE TRANSPARENT IN ALL OUR ACTIONS BY BEING UPFRONT AND VISIBLE ABOUT THE ACTIONS WE TAKE THAT ARE CONSISTENT WITH OUR VALUES.

WE CONDUCT OUR BUSINESS ETHICALLY

WE ARE PROUD OF OUR UJ FACILITIES

We build an environment that facilitates open, respectful and meaningful dialogue

WE VALUE THE SAFETY OF OUR STUDENTS AND STAFF

Fairness

WE WILL CONDUCT OUR BUSINESS IN A MANNER THAT IS MORALLY RIGHT, HONOURABLE, AND EQUITABLE

WE ENGAGE AND INSPIRE OTHERS THROUGH WHAT WE DO

WE WORK HARD TO CREATE A BETTER FUTURE FOR ALL



The Future Reimagined

GENDER INITIATIVES 2020

ONLINE CAMPAIGNS

Amidst the Covid-19 pandemic, the University migrated all programmes to virtual spaces as the country was under strict lockdown. Thus, several online campaigns were initiated throughout the year with the aim to create awareness concerning numerous issues that were observed during the lockdown and in response to gender-based violence (GBV). The different campaigns were implemented on various virtual spaces, such as the UJ webpage, intranet and social media pages. The descriptions and campaigns implemented are as follows:



UJ 365 Days of Activism against GBV Campaign

The Transformation Division has initiated a "UJ 365 Days of Activism against GBV Campaign". The campaign seeks to create awareness regarding harassment, sexual assault. It will also provide more information on where the UJ community can report cases of rape, harassment and sexual harassment. The project reminds individuals that social spaces should not be used as an excuse to violate the next person. For example, going on a date, sharing the restrooms, lines of reporting and other spaces. This particular campaign is targeted at both students and staff members of the University. In space of the corona virus outbreak, the campaign will be rolled out on social media.



Report harassment, sexual harassment and rape

As we move to the next lockdown level, more activities will take place, for example, returning to work, the opening of schools and other public entities. Let us be reminded that, our social engagements and contact should not be used as an invitation to harass or sexually assault any person. Although we continue to work remotely as the Transformation Division: Gender Equity Unit, our services can be accessed via our email gender@uj.ac.za



#IAMHEREFORYOU campaign

Victims and survivors of gender-based violence (GBV) are often reluctant to report incidents of harassment, sexual harassment, rape and other forms of violations. Such unwillingness is usually perpetuated by the fear of being judged, being accused of lying, and experiencing secondary victimisation from people, we trust and ought to help us. Therefore, it is important that we create a safe, non-judgmental and caring environment for all victims and survivors of GBV. Take a pledge and a stand against gender-based violence.

Cyberbullying and harassment

As the University navigates the shift from contact, face-to-face teaching and learning to online delivery of the academic programme, as a response to the COVID-19 national lockdown, the University is acutely aware of the dynamics that come with the migration. The shift towards online platforms can often create an opportunity for individuals to make themselves guilty of online misconduct in various forms. Be reminded that online interactions are not an excuse to bully, harass, sexually harass and/or intimidate your contemporaries.

LGBTQI+, Womxn and Men's matter

A controversial lives' matter campaign that was borrowed from the black lives matter and adopted to respond to GBV issues linked to gender and sexuality.

Stop rape culture

Rape culture is pervasive and embedded in the way we think, speak, and interact in the world. While the contexts may differ, rape culture is always rooted in patriarchal beliefs, power, and control. Rape culture is the social environment that allows sexual violence to be normalised and justified, perpetuated by the persistent gender inequalities and attitudes about gender and sexuality. (UN Women)

A call to end gender-based violence (GBV) and Femicide

It is often human nature that we believe and assume that someone else has to take the responsibility to bring about positive change. What we often forget is that change begins with 'me' as an individual. Therefore, it is critical that individuals take a stand against and act to end gender-based violence (GBV) and femicide, "starting with the man in the mirror", like the famous song by Michael Jackson.

Surviving harassment, sexual harassment and rape

Victims and survivors of gender-based violence (GBV) are often reluctant to report incidents of rape, harassment, sexual harassment, and other forms of violations. Such unwillingness is usually perpetuated by the fear of being judged, being accused of lying, experiencing secondary victimisation from people we trust and ought to help. Apart from being reluctant to seek support, most individuals are not well informed in terms of what to do or how to respond



once a GBV incident has occurred. It is therefore critical that various structures/organs provide comprehensive support, including availing educational information pertaining to how one can deal with a GBV incident.

Queer Literacy Week - 21 September 2020

Various content from authors, activists and academics who contribute positively to queer literature (e.g. Siya Khumalo, Landa Mabenge, Prof Brown, Anele Siswana), will be shared on social media platforms during Queer Literacy Week/ Pride Month. Below are some of the many posters that will be scheduled for posting on Facebook.



Women's month initiatives

As part of celebrating women's month, the University featured women from the Executive Leadership Group (ELG) on the various social media pages with inspirational messages to inspire women within and beyond the University community. In addition, the UJ social media platforms featured international and national human rights activist, influential within their various spaces. Apart for featuring such inspirational quotations, various GBV social media posters were shared throughout the month of August.



#ITISNOTOK campaign

Gender-based violence and femicide (GBVF) is something that every single citizen in our country should feel fired up about. If you are passionately motivated and always wanted to do something, but didn't know how or what, now is the time to act. The time has come to take a stand; to do something meaningful and life changing during Women's month. GBV, in particular violence against women, has spiralled during COVID19, yet we just all seem to take it in our stride and continue with our own lives regardless. This is where we have the choice as a citizen of South Africa to make a difference. In support of the #ITISNOTOK a GBV campaign, the University of Johannesburg has in solidarity endorsed the movement as we rally together in ending all forms of violence within our society. Different GBV marketing materials were posted on social media and sent directly through the student's emails.



UJ BULLYING HARASSMENT, SEXUAL HARASSMENT AND RAPE POLICY AND FRAMEWORKS

During 2017/18, various stakeholders within the University of Johannesburg (UJ) met on a regular basis to discuss gender related initiatives. Numerous workshops were conducted at the end of 2017 and a recommendation was made to the MEC for the establishment of the Gender Equity Unit that would be responsible for managing all issues related to 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. Furthermore, the University was requested to consolidate the UJ Harassment Policy into a single policy that is applicable to both staff and students, as two separate policies existed.

A draft UJ Bullying Harassment, Sexual Harassment and Rape Policy document has been compiled. The proposed document is a consolidation of the staff harassment policy and the current Policy on Prevention and Management of Student Sexual Harassment and Rape. To date, the UJ Harassment, Sexual Harassment and Rape Policy document has served in various communities thus far. The policy served at the MEC Transformation Committee and will further serve at the Institutional Forum (IF) and other relevant committees thereof. In addition, the University will adopt the Policy Framework to address Gender-based Violence in the Post-School Education and Training System as an approved guiding tool to respond and implement GBV programmes within the institution. The Transformation Division will continue to develop the proposed gender equity framework, addressing gender equality and LGBTIQ+ pillars.

REPORTING STRUCTURE

Sexual gender-based violence and femicide (SGBV&F) remain a global challenge, needing urgent attention from all over the world by various stakeholders working in collaboration to eradicate violence, specifically targeted towards women, children and people with a diverse sexual orientation. This is perpetuated by the inequality and discrimination that women of all ages experience throughout their life (UN Women, 2019). SGBV&F not only violates human rights, but also hampers productivity, reduces human capital and undermines economic growth in societies where it is prevalent. Furthermore, SGBV&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 SGBV&F, taking into account the alarming statistics presented daily in various spaces.

Thus said, 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. All reported incidents will be dealt with in accordance with the UJ policies and procedures.

To report any GBV related incident, contact the Transformation Division: Gender Equity Unit at fjligege@uj.ac.za or gender@uj.ac.za (Fhatuwani Ligege) or the Employee Relations Office at pearlra@uj.ac.za (Pearl Ramafola)/ramodidik@uj.ac.za (Ramodidi Kgaole).

Kindly see additional information below:

- Cases of harassment, sexual harassment and rape can be reported at any Protection Services Office located on any campus. The case will be forwarded to the relevant unit.
- All harassment, sexual harassment and rape cases should be referred to Fhatuwani Ligege (fjligege@uj.ac.za) or (gender@uj.ac.za).
- If the case is between two or more students, the case should be referred to Fhatuwani Ligege (fjligege@uj.ac.za) or (gender@uj.ac.za).
- If the case involves both student and staff, the case should be referred to Fhatuwani Ligege (fjligege@uj.ac.za) and Pearl Ramafola (pearlra@uj.ac.za)/Ramodidi Kgaole (ramodidik@uj.ac.za).
- If the case is between two or more staff members, the case should be referred to Pearl Ramafola (pearlra@uj.ac.za)/Ramodidi Kgaole (ramodidik@uj.ac.za).
- All cases reported to faculties/departments/divisions should be referred to the relevant units accordingly.
- Once the case has been referred to the Gender Equity Unit/ER, the practitioner will contact the complainant to provide support and initiate preliminary investigations thereafter.

A Quick Reference Guide to Identities and Biases Terminology

IDENTITIES: An individual's identity is determined by many aspects, such as personal characteristics, mindset, values, behaviour, skills, attitude and other characteristics that make us unique and different from other individuals. Every identity is unique.

IDENTITIES

- 1 Asexual**
A person who is sexually not attracted to others or does not have a sexual orientation.
- 2 Allyship**
A practice of unlearning and re-evaluating beliefs and actions, in which a person seeks to build relationships based on trust, consistency, and accountability with marginalised groups.
- 3 Bisexual**
A sexual orientation that is attracted to both men and women.
- 4 Cisgender**
A person whose gender identity matches the sex that they were assigned at birth.
- 5 Disability**
A condition that may restrict a person's mental, sensory, or mobility functions to undertake or perform a task in the same way as a person who does not have a disability.
- 6 Colonisation**
Colonisation is the act of setting up a colony over territories beyond its borders or settling among and establishing political control over the indigenous people of an area.
- 7 Coloniality**
Coloniality refers to long standing patterns of power, practices and legacies of European colonialism in social orders and forms of knowledge, advanced in postcolonial studies.
- 8 Decolonisation**
The call for the decolonisation of educational institutions in South Africa emanates from the persistent marginalisation, devaluation, silencing and alienation of local and indigenous knowledges and practices; the continued privileging of Eurocentric knowledge, worldviews, cultures and ways of being that render the experience of the academy as disempowering for the majority of the community it is intended to serve. UJ Charter on Decolonisation)
- 9 Ethnicity**
A social group that has a common national or cultural tradition.
- 10 Feminism**
The feminism movement's aim was to ensure equality of sexes in all spheres – legally, socially, and economically – ending sexism, sexist exploitation and oppression through a system of patriarchy.
- 11 Gender**
Gender is the range of characteristics pertaining to, and differentiating between, masculinity and femininity.
- 12 Gender identity**
Gender identity is a personal sense of one's own gender.
- 13 Heterosexual**
People who are sexually attracted to people of the opposite sex.
- 14 Homosexual**
A person who is emotionally, romantically, and/or sexually attracted to a person of the same sex.
- 15 Intersex**
A general term used for several variations in sex characteristics a person is born with, including reproductive organs, sexual anatomy or chromosomes that are not considered "standard" for either male or female.
- 16 LGBTQIA**
An acronym used for those who identify as lesbian, gay, bisexual, transgender, queer, intersex and asexual.
- 17 Micro aggression**
Micro aggression is a term used for unconscious commonplace daily verbal, behavioural, or environmental indignities, which often unintentionally disempower someone based on a marginalised group.
- 18 Multiracial**
A term used for people that relates to two or more races; a person whose biological parents are of two or more different race groups.
- 19 Queer**
Queer is an umbrella term for sexual and gender minorities who are not heterosexual or cisgender.
- 20 Race**
Race refers to a grouping of human populations or groups based on shared physical or social qualities and genetic ancestry.
- 21 Religion**
A system of beliefs, usually spiritual in nature, and often in terms of a formal, organised denomination.
- 22 Sex**
Sex is separate from gender; this term refers to the two main clusters of biological, chromosomal, anatomical features associated with maleness and femaleness into which humans and most other living things are divided, based on their reproductive functions.
- 23 Sexual harassment**
(1) Sexual harassment is unwanted conduct of a sexual nature. The unwanted nature of sexual harassment distinguishes it from behaviour that is welcome and mutual. (2) Sexual attention becomes sexual harassment if: (a) The behaviour is persisted in, although a single incident of harassment can constitute sexual harassment; and/or (b) The recipient has made it clear that the behaviour is considered offensive; and/or (c) The perpetrator should have known that the behaviour is regarded as unacceptable (SA Labour Guide).
- 24 Sexual orientation**
Refers to the sexual, emotional and physical attraction towards genders (same, opposite or other) that a person has.

IDENTITIES

25 Transgender

Mostly used as an umbrella term that refers to a person whose sense of personal identity and gender does not correspond with their assigned gender at birth or the binary gender system.

26 Transsexual

This refers to a person who experiences a gender identity that is inconsistent with the sex they were born as and the sex they actually identify with. In many cases, medical assistance (including hormone replacement therapy) is considered.

27 Victim blaming

Victim blaming is a degrading act where the victim of a crime or accident is held entirely or partially responsible for the crime/wrongful act committed against them

BIASES: Bias occurs when a person or group is prejudiced against, especially in a way considered to be unfair.

1 Ableism

Ableism is the discrimination or prejudiced thoughts and actions based on differences in physical, mental and/or emotional ability against people who have disabilities, usually by able-bodied/minded persons.

based on the group, class, or category to which the person is perceived to belong.

10 Islamophobia

Islamophobia is the fear or hatred of Muslims, Islam and related symbols.

manifests itself politically, religiously, socially, economically, politically and culturally, etc.

18 Stereotype

Stereotype refers to the overgeneralised/oversimplified belief about members of certain groups based on their identities, real or perceived. They are typically negative, generalised and based on little information.

6 Hate crime

Hate crime legislation often defines a hate crime as involving violence that is motivated by prejudice on the basis of the actual or perceived race, colour, national origin, ethnicity, religion, gender, disability or sexual orientation of any person.

11 Othering

Othering is the process whereby one makes a distinction based on group identities, including but not limited to, religion, sex, race, ethnicity, socio-economic status (class), disability, sexual orientation, and skin tone. While not entirely universal, the core mechanisms that engender marginality are largely similar across contexts. Individuals or groups are then classified as "not one of us".

14 Prejudice

Prejudice is a preconceived judgment about a person or group of people, usually indicating negative bias.

2 Anti-semitism

Antisemitism is the fear, hostility, prejudice, discrimination or hatred of Jews, Judaism and related symbols.

15 Racism

Racism is the prejudiced thoughts, discrimination or antagonism directed towards someone based on difference in race/ethnicity believing that their own race is superior.

19 White privilege

White privilege (or white-skinned privilege) refers to the inherent advantages or unearned privileges white people experience (often unconsciously), because of their race in a society that is characterised by racial inequality and injustice.

3 Biphobia

Biphobia is the dislike, fear, hatred or prejudice of persons perceived to be bisexual.

7 Hetero-sexism

Heterosexism is the bias and discrimination in favour of opposite-sex sexuality and relationships, thus demeaning other sexual orientations.

12 Oppression

Oppression refers to a system of power and privilege in society where one person or group benefits at the expense of another; oppression is the use of power and the effects of domination deny people their human rights.

16 Sexism

Sexism is the prejudiced thoughts, stereotyping and discrimination based on difference in sex/gender, typically against women, usually by men against women.

20 Xenophobia

Xenophobia is the fear, distrust or hatred of that which is perceived to be foreign (foreigners) or strange.

4 Classism

Classism is the prejudiced thoughts and discrimination against people belonging to a particular social class, such as their socio-economic status, income, etc., usually by upper classes against lower classes.

8 Homophobia

Homophobia is the negative attitudes, feelings, fear and/or hatred of homosexuality or people who are identified as being lesbian, gay, bisexual or transgender.

13 Patriarchy

Patriarchy is a social system in which men have all or most of the power, importance and authority in a society or group. Patriarchy

5 Discrimination

Discrimination is a conscious or unconscious prejudice, discrimination and treatment of a person

9 Implicit bias

Implicit bias refers to the attitudes or stereotypes that unconsciously affect our understanding, actions, and decisions.

17 Silencing

Silencing is a conscious or unconscious process by which opposite voices are caused to become silent by prohibiting or preventing them from speaking.

BIASES

COVID-19 and the Workplace

10 Workplace Lessons Learned from COVID-19

COVID-19 has changed everything about the workplace. Here's how businesses can plan for the future with information they learn from this crisis.



<https://www.zenefits.com/workest/10-workplace-lessons-learned-from-covid-19/>

Lessons every organization learned in 2020

Here are five lessons that the Covid-19 pandemic taught us and how every organization can use them to ultimately prevail and reach new heights.

1. Crises Happen

Let's face it: Nobody is immune. It's inevitable. You can either plan in advance or be knocked for a loop and surprised. Virtually every organization on the planet was impacted in some fashion by Covid-19. Companies that had crisis or continuity plans in place have weathered this storm more effectively and with less stress than those that were caught off guard. As the saying goes, plan for the worst and hope for the best. It's good advice because it works. Companies that anticipated disaster before one occurred got back to business much more quickly using creative thinking and flexibility.

2. Culture Matters

Organizations with strong workplace cultures held steady. They were able to trust their employees to adapt and work remotely, productively and independently. But this type of workplace culture doesn't come for free. It takes time to build but is certainly worth the effort.

3. Communication Is Everything

How companies have communicated with key audiences during this unusual time of quarantine have determined whether they rose to meet the challenge or crumbled.

Smart organizations have been overcommunicating with customers, employees, suppliers and strategic partners.

4. Cash Is King

There is a reason that having at least six months of cash reserves is something that business gurus preach. Maintaining enough resources to fully fund operations during times of major disruption made the difference between companies that couldn't survive and others that have managed to thrive.

5. Innovate Or Die

Business owners and entrepreneurs who have remained viable pivoted quickly and reinvented themselves fast. It wasn't an option for some companies — such as travel and tourism — when their entire industries crumbled or ground to a halt. The ability to quickly adapt is what has kept some small businesses afloat versus the estimated 25% or more that remain shuttered. From doctors moving to telemedicine to restaurants erecting outdoor spaces and focusing on delivery and curbside take-out, the changes have been extensive.

But in a time of uncertainty, applying these five lessons is sure to help organizations of every size find their way.

<https://www.forbes.com/sites/theyec/2020/11/13/five-lessons-every-organization-learned-in-2020/?sh=18287c856262>

Humanity in the age of Covid-19 Pandemic

Coronavirus pandemic has turned the world upside down. It is causing widespread concern, fear and has had a deep impact on the way we perceive our world -in short it has trapped every spectrum of our lives. But history as documented or experienced tells us that ,crisis situation like this brings out the best and the worst in people .This article emphasis on different facets of humanity in these times of hardships and what should be the vision after conquering it.

Humanity in the gloom of corona

The virus has brought our lives to standstill. Empty roads, masked civilians ,sanitizers have become part of our lives .Time may be smiling to itself ,everything is uncertain, nothing can be planned – our lives is just revolving around the question of survival. All these happenings are a mirror to homosapiens. There is need to examine ourselves and ask where we were moving. All the day just busy in our works,giving too less emphasis on our personal relationships - the foremost reason of increase in cases of domestic violence amidst lockdown, dividing the society on the basis of cultural hierarchies, political ideologies, economic immunities, considering ourselves as the master of universe and treating nature as our private property, all this has filled our world with hatred, lies, isolation, crime and greed. In this wake of capitalism and consumerism humankind, compassion has lost its place somewhere. This virus has made us realize that petty divides doesn't matter at all. The choices which we will make in these times will not only contribute to our economy and political system but also to the state of humanity.

Scenario of humanity and the way ahead

These days has not only appreciated the need of progress in science and technology but there is also a need of progress in humankind and we have to accept that the law of nature is paramount. The public perception towards police personnel and doctors has improved drastically, they are working tirelessly just to save our world despite knowing the consequences. Some Ngos and organizations are trying their best to feed stray animals, helping economically downtrodden people in maintaining their livelihood. We should be grateful to the every individual who is working in these tough times be it a vegetable vendor or a ration shopkeeper or the medical staff members, they are providing services so that we can stay safe. But when we look at the flip side it shakes the abstraction of humanity, compassion and fraternity. Some people are not getting themselves treated so that they can spread the disease among the doctors whereas some staffers are taking the advantage of the scenario, molesting women patients and in this wake of "cool capitalism" the situation of migrant labourers are getting worse day by day which clearly displays the economic divide in our country ,the instances of xenophobia, racism,

discrimination, communal hatred has seen an escalation. Are all these, the signs of a mature society what kind of socialization is this? As it is said that hate the evil not the evil doer and to get rid of these evils there is a need to comprehend society from different lenses and then reaching out to the mutual solutions.

With the flashes of hope, positivity and with the efforts of our covid-19 warriors one day we will definitely conquer covid-19but post Covid -19 we need to assure that this world is of human beings, fractions should have no place in this world ,humanity must spread to every country, every city, every street. The infrastructure, strong economy, systematic political system cannot give safety and justice to all. Everything has a reason attached to it, may be it's a nature attempt to create harmony and balance in this world. Now post Covid -19, it will all depend on our rational thinking, understanding, the way we transform and interact with the world. To annihilate our inner viruses is the prerequisite for a better world there must be a belief that one day our hands will get locked, hearts will be united and before believing on anything we must restore our full faith on humanity. Thus, humans can be locked down but humanity can never ever be.

<https://moderndiplomacy.eu/2020/05/19/humanity-in-the-age-of-covid-19-pandemic/>

