

TRANSFORMATION UNIT

Annual Report 2022



UNIVERSITY
OF
JOHANNESBURG



The Future
Reimagined



Annual Report 2022

Transformation Unit OVERVIEW

The purpose of the Transformation Unit is to facilitate and coordinate institutional transformation processes and related initiatives that contribute towards creating a unique culture in support of the UJ vision and strategic objectives and enhancing global excellence and stature.

Leadership culture plays a significant role; 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 to support global excellence and stature (GES). During 2022, the Unit continued to promote the transformation agenda by creating awareness and playing an advocacy role. The Transformation Unit implements the strategic directives of the MEC Transformation Committee:

- It leads, coordinates and supports institutional activities that enhance the institutional transformation agenda and build the capacity of line managers to lead change in the institution, manage and promote diversity and achieve optimal cultural integration.
- It designs and manages internal processes, transformational change initiatives, and interventions in the university that will create an institutional culture of diversity, equity, and global excellence and stature in UJ.
- It assumes an advocacy role in respect of the institution's transformational imperatives and monitors compliance with such imperatives.
- It manages specific transformational projects assigned to it by the MEC.
- It promotes the implementation of the gender agenda initiatives, with a special focus on GBV prevention and support for survivors.
- 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 Transformation Unit 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 the Council. The following governance documents are relevant to the Unit:

- Institutional Transformation Plan (ITP)
- MEC: Transformation Committee Charter
- Values Charter
- Annual Employment Equity Plan
- 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

The 2022 risk associated with the Unit was associated with the organisational design, which proposed that the Transformation Unit report to Human Capital Management. Benchmarking with other institutions of higher learning, it is evident that such a domain reports to the Vice-Chancellor due to the nature of its mandate. Therefore, this continues to hinder the Unit from effectively implementing robust transformational imperatives within the institution as expected.

The Unit lost two staff members, one through retirement and the second through resignation, to pursue other endeavours. Although the Unit recruited new personnel, the environment was faced with a shortage of resources, which might have affected the conclusion of some projects scheduled to end in 2022.

1.2 Organisational design – The Transformation Unit is structured as follows:



Dr Mpume Mkhize
Director:
Transformation



Vacant
Specialist:
Diversity & Inclusion



Ashmore Nkuna
Manager:
Diversity & Inclusion



Fhatuwani Ligege
Senior Manager:
Transformation



Penelope Motshwene
Manager:
Gender Equity



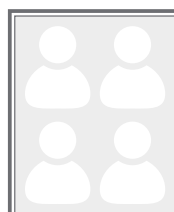
Warren Johannes
Legal Officer



Phindile Mkhwananzi
Temporary
Appointment



Joey Ndlangamandla
Coordinator:
Transformation



4x YES Interns





UJ strives for excellence – pushing boundaries, breaking barriers and surpassing expectations.

In recognition of the value of “Ethical Foundation” incorporated in the Values Charter of the University of Johannesburg, our commitment is to:

- 1 **Promote** the wellbeing and sustainability of the institution and enhance the performance of its employees, students and stakeholders.
- 2 **Encourage** and inspire free, independent and critical thought, aimed at developing a better future.
- 3 **Align** personal interest with the institutional interest of creating and sharing knowledge that will best serve humanity and protect the natural environment.
- 4 **Nurture** an ethos of transparent, accountable, fair and consistent practices in the daily discharge of our employment responsibilities.
- 5 **Engage** in and facilitate open, respectful and meaningful conversations that foster collegiality.
- 6 **Entrench** through our conduct the ethical values that are reflected in UJ’s strategic objectives, values, policies, procedures and codes of conduct.
- 7 **Create,** use, and provide opportunities for personal and institutional growth, innovation and transformation.
- 8 **Nurture** the diversity of cultural expression through mutual interaction, support and empowerment.

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Two new members joined the Transformation Unit, as well as four interns as part of the Youth Employment Programme (YES), contracted for six months.

1.3 Staff Composition

The Unit consisted of five permanent employees in 2022. The incumbents are:

- Director – African female
- Senior Manager – African X (LGBTQI+)
- Manager: Diversity and Inclusion – African female
- Manager: Gender Equity – African female
- Specialist: Diversity and Inclusion – Vacant
- Legal Office: Coloured male
- Coordinator – African female

The Unit had one retirement and one resignation, including two promotions (Senior Manager Transformation, Manager Diversity).

1.4 Transformation Unit Service Performance

1.4.1 Institutional Transformation Plan

The institution is in the process of reviewing its current Institutional Transformation Plan (ITP). The ITP is a critical strategic plan that outlines what the university should do to achieve a transformed environment as an academic community. For an effective plan to be successfully implemented, it was evident that each pillar required a sponsor at a DVC and MEC level. MEC approved the request to have sponsors who are, therefore, responsible for supporting the team in allocating necessary resources to help the institution achieve the proposed mandates. ITP champions will present the final proposed mandates to the MEC TC and sponsors in 2023 for approval. Below is a list of champions and sponsors per the ITP pillars.

Pillars	Champion	Proposed Sponsors (MEC)
1. Institutional culture	Prof Kammila Naidoo	Dr Mpoti Ralephata
2. Employment equity	Ms Tokoza Kwinana	Dr Mpoti Ralephata
3. Talent management and leadership	Prof Randall Karolissen	Dr Mpoti Ralephata
4. Governance and Management	Ms Lee-Anne Govender	Prof Kinta Burger
5. Teaching, learning and knowledge production	Dr Kirti Menon	Prof Letlhokwa Mpedi
6. Relationship with students	Mr Godfrey Helani	Dr Nolitha Vukuza
7. Financial sustainability	Ms Sarah Makinta	Ms Nolwazi Mamorare
8. Gender equity	Prof Shahana Rasool	Dr Nolitha Vukuza
9. Digital transformation	Prof Babu Paul	Prof Saurabh Sinha

1.4.2 UJ Ethics Projects

UJ has identified 'Ethical Foundation' as one of its four values, driven by nurturing and actively promoting an ethos of honesty, transparency, accountability and fairness in the institution. Because of UJ's commitment, the institution is raising its ethics performance to promote further and celebrate an ethical culture. To give effect to this commitment, the ELG approved an Ethics Implementation Strategy at the end of 2019. Since then, the following actions have been completed:

- A set of UJ Ethical Values was approved and communicated on various platforms: <https://www.uj.ac.za/about/transformation-unit/ethics-management/>
- The UJ Council approved the [UJ Ethics Charter](#) on 31 March 2022.

The MEC and ELG members were handed A1 Ethics Charter posters to commit themselves to promote ethical behaviour within their division/faculty and the institution by signing the posters. The university leadership and management are encouraged to place the posters at the entrance of their division/faculty's reception area, where they are visible to staff, students, and visitors. More ethics related projects will be implemented through 2023.

**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**

Living, embracing and promoting the UJ values



The Future
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**We treat everyone
with respect**

Living, embracing and promoting the UJ values



The Future
Reimagined

**We honour our
commitments**

Living, embracing and promoting the UJ values



The Future
Reimagined

**We conduct our
business ethically**

Living, embracing and promoting the UJ values



The Future
Reimagined

**We create
an inclusive
environment**

Living, embracing and promoting the UJ values



The Future
Reimagined

**We respect
every individual**

Living, embracing and promoting the UJ values



The Future
Reimagined

**We are proud of
our UJ facilities**

Living, embracing and promoting the UJ values



The Future
Reimagined

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

Living, embracing and promoting the UJ values



The Future
Reimagined

**We strive to create
a better future**

Living, embracing and promoting the UJ values



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1.4.3 UJ Culture Survey 2021/2022

The UJ Culture Survey ran from November 2021 and officially closed on 28 February 2022. This decision was informed by the low response rate received in December 2021 and January 2022 as staff members were on holiday. The Transformation Unit scheduled feedback sessions with all the key stakeholders in the institution, wherein respective reports were shared with each faculty and division.

The UJ Culture Survey was launched in November 2021 and closed on 28 February 2022 due to the low response rate received in December 2021 and January 2022, as staff members were on holiday. To date, the Transformation Unit has provided feedback to the specific divisions/departments and crafted domain-specific activities in response to the results. The process of sharing the survey results included quantifying the institution's feedback and engaging leadership and staff members on how to create a positive culture free from blaming, bullying and other related limiting themes; to a culture that promotes collegiality and living by the institution's values.

1.4.4 Leadership Programmes

1.4.4.1 UJ Women's Leadership Development Programme (UJWLDP)

The UJ Women's Leadership Development Programme (UJWLDP) is one of the institution's flagship programmes. This is seen through how the programme has benefited diverse delegates from both academic and support domains. Some delegates have since been promoted to senior positions within the university. Below are the participants' demographics.

RACE	AFRICAN	COLOURED	INDIAN	WHITE	ASIAN
ACADEMIC	8 FEBE (3) Education (3) Health Sciences (1) Science (1)	1 Science	4 Education (3) Humanities (1)	1 Humanities	1 Education
SUPPORT	3 ICS (1) Operations (1) HR (1)	0	1 APQPA (1)	1 Pension (CFO Office)	0
TOTAL	11	1	5	2	1

The delegates presented an Action Learning (AL) Project. The AL Project is an integrative business challenge that requires a solution using business research methodology. In making a relevant and informed business decision, participants were required to conduct an environmental scan internally and externally on the business challenge and find a benchmark pertinent to create an ideal state to work towards. They were required to do a SWOT, derive the key issues, and put forward recommendations integrating the experiential learning from the agreed module/content.

All delegates were allocated into four syndicate teams to present their ALP projects, followed by a detailed document to the UJ executive team and project sponsors held on Friday, 4 November 2022. Delegates presented outstanding presentations, which can be recorded as a successful day after months of preparations. A successful graduation ceremony was held at JBS Park 4 November 2022. After hard work and dedication, 18 delegates completed the programme.

1.4.4.2 UJ Young Leaders Development Programme (UJYLDP)

The UJYLDP involves the empowerment and preparation of Young Leaders to be social change agents by developing their understanding of others and self-awareness of their roles and responsibilities as leaders in different contexts. This six-month programme aims to help participants 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, and World. Five competencies of masterful leadership – character, competence, caring, commitment and connected; and five bits of intelligence 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 2022 programme commenced in February, with the first cohort made up of 49 students who hold various student leadership positions within the university. The Transformation Unit presented successful participants with their certificates of completion at a formal award ceremony at the Ubuntu Chambers (Madibeng Building) on APK on 14 October. In summary, 40 participants successfully completed the programme – 15 males and 25 females. Recruitment for the UJYLDP 2023, sixth cohort, will commence in January 2023. The Transformation Unit presents the UJYLDP in partnership with Student Affairs and Industrial Psychology and People Management (IPPM) under the College of Business and Economics.

1.4.4.3 360° Leadership Assessments

The university launched the 360° Leadership Development Assessment for the Executive Leadership Group (SLG) and Senior Leadership Group (SLG). The development programme extracted value from diversity in a complex environment that created leadership competencies that will serve as the foundation for multiple leadership talent-management systems. The leadership was provided with feedback and input on their perceived leadership styles and how they could enhance their leadership. Below are the statistics of responses and reports generated to date.

Ratees invited	228
Nominations not completed	15
Self-ratings completed	185
Self-ratings not completed	43
Surveys completed in total	1 833
Reports generated	165
Feedbacks completed	93

1.4.5 Diversity Culture and Inclusion

1.4.5.1 Case management

Case description	q1	q2	q3	q4
Diversity & Inclusion cases from the student domain	0	2	2	0
Diversity & Inclusion cases from the staff domain	0	0	0	0
Total of cases reported				4

- Four cases were reported to the Transformation Unit.
- All cases were escalated to Student Affairs Division, Student Ethics and Judiciary for processing.

1.4.5.2 First-year student's residence culture integration workshops

The first-year student residence culture integration workshops took place in March 2022. These workshops aimed to help first-year students transition smoothly from high school to university. The workshops also aimed to engage the hearts and minds of first-year students to eradicate **Risky Student Behaviour (RSB)**



and to help students adapt to the University of Johannesburg's culture by equipping them with life skills and tools while ensuring they are fully aligned with the culture of the institution.

Furthermore, students had an opportunity to unpack the potentially limiting behaviour and the "red flags" from the macro-environment – agreeing on new behaviour moving forward. A total of 1 188 students attended the workshops. This was more than the attendance received the previous year for 2021, totalling 779 students.

1.4.5.3 Dialogue with UJ Transformation Committees

The Transformation Unit hosted a dialogue with UJ Transformation Committee members at the School of Hospitality and Tourism (Kerzner Building – Conference Room 1 & 2), Bunting Road Campus, on 4 August. The objective of the dialogue was to tackle and engage in the following matters/areas of concern and interest outlined below:

- Vision for transformation at UJ presented by Dr Mpoti Ralephata.
- Institutional Culture Survey Results presented by Dr Mpume Mkhize.
- Barriers to transformation and driving transformation presented by Nene Molefi.
- Terms of reference presented by Lungile Ngubane.

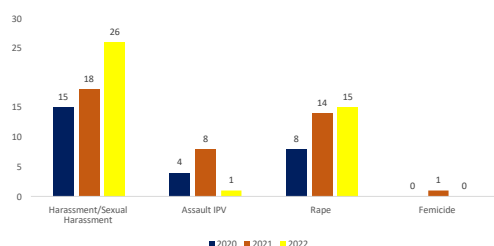
1.4.6 Gender Equity

1.4.6.1 Case Management

UJ Harassment, Sexual Harassment, Rape, Assault – IPV and Femicide per Incident Category

CASE DESCRIPTION	Q 1	Q 2	Q 3	Q 4	TOTAL
Harassment/Sexual Harassment	4	7	13	2	26
ASSAULT – Intimate Partner Violence	0	1	0	0	1
RAPE					
2				2	15
7					
4					
TOTAL OF GBV INCIDENTS REPORTED IN 2022					42

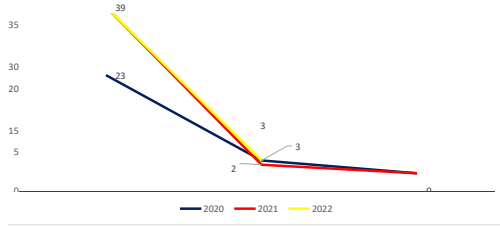
Total Number of Cases 2020 / 2021 / 2022



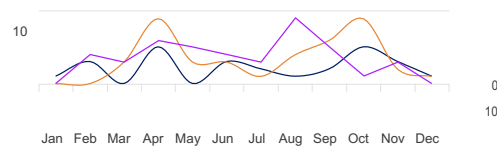
UJ Harassment, Sexual Harassment, Rape, Assault – IPV and Femicide per Incident Category



Gender Background 2020 / 2021 / 2022



UJ Harassment, Sexual Harassment, Rape, Assault – IPV and Femicide per Month (2020 / 2021 / 2022)



1.4.6.2 Data Analysis

- 2022 is seen to have similar cases to 2021, with a difference of 1 case.
- An observed trend 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 2020/2021. The majority of the survivors are African, and female compared to other sub-categories.

The University of Johannesburg GBV trends

- Cases reported by students involving UJ personnel have decreased as compared to 2020/2021.
- Some incidents reported involved alleged perpetrators who were unknown to survivors.
- The university has observed an influx of cases being reported immediately after the students return 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 incidents drastically reduced in 2022 compared to 2020/2021.
- External accommodation is proving to be yet another area where incidents of GBV take 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

- Delayed reporting affects evidence collection (students and staff are encouraged to report incidents as soon as possible).
- Delays in concluding the hearings result in survivors withdrawing cases or losing hope.
- The Transformation Unit has witnessed an increase in students planning or deregistering due to the effect of GBV affecting their academic activities.
- Additionally, once the accused is arrested, the university delays proceeding with the case until 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.

1.4.6.3 Recommendations

- Address the risks identified by initiating various awareness campaigns and addressing structural issues.
- Offer holistic support to survivors to eliminate instances where students deregister from the university.
- Centralise the response to GBV and allocate more resources to capacitate the office to respond efficiently to reported incidents.
- 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 IPV 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.
- Implement campaigns targeted towards the recess period and in preparation for students to return to campus.
- Create a safe environment for staff and students by formally recording all visitors and contract workers.

1.4.7 Gender-Based Violence Projects

1.4.7.1 UJ Harassment, Sexual Harassment and Rape Incident Reporting System

The university launched the gender-based violence (GBV) and discrimination reporting system on 29 March 2022. The reporting system is designed to allow the survivor, victim, and witness to stay anonymous while retaining all key information pertaining to the reported matter. Once the report has been successfully completed, it provides a randomised and unique reference number to enable future follow-ups on progress and allows additional information and attachments to be submitted.

The reporting page facilitates the effective capturing of information while being intuitive to navigate and easy to use. Only relevant questions are prompted to avoid unnecessary delays and frustrations typically associated with reporting processes by using conditional escalation procedures.

Furthermore, the page makes available a range of contact details for the UJ support division/departments and other stakeholders as determined by the client. The reporting system is available on numerous internal UJ online platforms (uLink: <https://ulink.uj.ac.za/Staff>; intranet: <https://ujac.sharepoint.com/SitePages/ProjectHome.aspx>) and has been developed to ensure compatibility with mobile browsers.



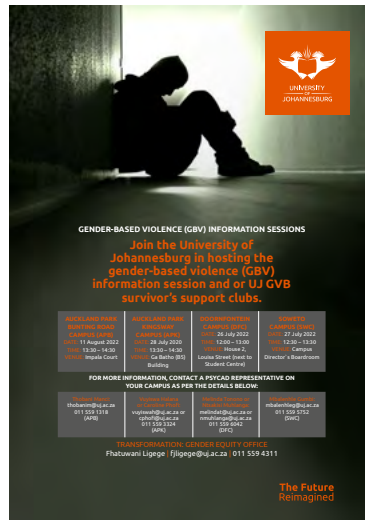
The Transformation Unit conducted numerous activations across the UJ campuses to promote the GBV Reporting Tool to the UJ community.

- UJ Sports GBV Pop-Up Activation Campaign
In collaboration with UJ Sport, the Transformation Unit presented a pop-up activation on 11 August 2022 at a televised soccer match on the Soweto Campus (SWC), which aims to promote the GBV Reporting Tool and raise awareness against GBV.
- Healthy is the New Sexy Campaign
The Transformation Unit collaborated with the Centre for Student Wellness to present and distribute various marketing materials, which were created to promote awareness of the GBV Reporting Tool as part of the Healthy is the New Sexy Campaign.
- Student Welfare Expo
The Transformation Unit joined the Student Welfare Expo, which was coordinated and presented by the UJ Library across the UJ campuses per the dates below. The Expo allowed the Unit to introduce the UJ community to the Transformation Unit and promote the GBV Reporting Tool.

1.4.7.2 UJ GBV Survivors and Healthy Relationship Clubs/Groups

The university launched GBV survivor clubs to help support individuals seeking additional support from their peers who experienced similar incidents. The survivor clubs seek to support and empower individuals to navigate life despite experiencing the ordeal. PsyCaD was responsible for facilitating sessions on all four campuses, with at least ten sessions per cohort. In addition, the university introduced a health relationship support group to help educate and curb intimate partner violence (IPV) among students. Unfortunately, due to a lack of uptake by survivors, the services were suspended until 2023.





1.4.7.3 GBV and Sexual Diversity (LGBTIQ+) E-Learning Module

The university completed the development of the GBV and Sexual Diversity (LGBTIQ+) e-learning module. The module focuses on creating awareness and sensitising the UJ community on issues of GBV and LGBTIQ+. The module is accessible through uLink/Blackboard, making it easy for the community to access as



the university uses Blackboard for teaching and learning. The Centre for Academic Development (CAT) will enrol all UJ staff members on the community module **CM0452 Gender-Based Violence (GBV) and Sexual Diversity (LGBTIQ+)_Transformation Unit**.

The learning outcomes are set as follows:

- Enhance participants' understanding of gender, rights, equality, and gender-based violence issues.
- Differentiate the types of gender-based violence and identify stages of the life cycle.
- Determine the effects of gender-based violence on individuals, communities, and society.
- Determine the importance of seeking or providing care and support to survivors or victims.
- Understand policies and frameworks guiding implementation.
- Understand internal/external reporting and referral procedures.
- Educate the UJ community regarding how to interact with LGBTIQ+ people and elicit relevant information in an effective way that preserves dignity and humanity by:
 - Encourage the use of correct terminology.
 - Create a safe and inclusive environment for all LGBTIQ+ staff and students.
 - Assess the unique challenges and vulnerabilities LGBTIQ+ people face and identify appropriate prevention, mitigation, and response actions.
 - Identify problematic assumptions that may impact the provision of adequate

1.4.7.4 Safety and GBV Awareness Campaign/Campus Activation

The Transformation Unit partnered with Protection Services to participate in a Safety and GBV Awareness Campaign/Campus Activation, which took place at the Student Centre on the APK Campus on 6 May 2022. The awareness campaign/campus activation was themed around GBV. Students were provided with information flyers informing them of the new GBV online reporting tool that has been established to assist with a more efficient way of reporting incidents related to rape, harassment, sexual harassment, and discrimination.



1.4.7.5 Public Lecture with Prof Dalal (GBV)

The Transformation Unit, in partnership with the UJ Library and the Faculty of Humanities at the University of Johannesburg, hosted a public lecture focused on GBV at the APK Library (Nadine Gordimer) on 10 August. Professor Koustuv Dalal presented the public lecture on “The need for multi-disciplinary collaboration for addressing gender-based violence at academic institutions”. Professor Dalal is a well-known academic and leading researcher in health economics and systems, violence and injury prevention and safety promotion. He is the Senior Advisor of the International Safe Community Certifying Centre (formerly WHO CCCSP). He was the Director of the Centre for Injury Prevention and Safety Promotion (CIPSP – a support centre for WHO CCCSP), Örebro University, Sweden. He is currently a Mid Sweden University professor, a distinguished al-Farabi Kazakh National University (QS World rank 162), and an invited/visiting professor of several world-famous universities.

1.4.7.6 16 Days of Activism against Gender-Based Violence

The 16 Days of Activism against Gender-Based Violence is an annual international campaign that runs from 25 November to 10 December 2022. The global theme for this year is “UNITE! Activism to end violence against women and girls”. In addressing GBV (and femicide), the University of Johannesburg (UJ) 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. UJ employees and students were again reminded to use the online reporting tool to report bullying, discrimination, harassment, sexual harassment, and rape.



1.4.8 UJ Gender Equity Framework

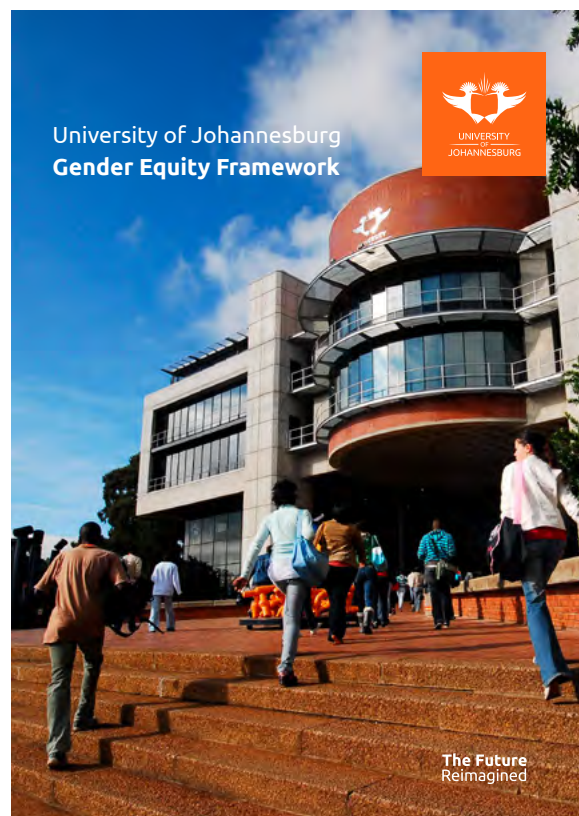
The University Council approved the UJ Gender Equity Framework on 25 November 2021. The framework is currently placed on various University platforms for staff and students to access accordingly. The Transformation Unit presented the framework at the various University executive committees and through faculty roadshows to guide managers on how to outline inputs/activities and set out SMART targets.

1.4.9 UJ Gender Forums



1.4.9.1 UJ Women's Forum

Ms Tumisang Nkosi from the Johannesburg Business School led the first forum meeting for this year via Zoom on 8 March 2022.





Professor Boitumelo Diale, President of Convocation, was invited to share a keynote address in celebration of International Women's Day under the theme 'Gender equality today for a sustainable tomorrow'. The forum meeting was well-received and attended by at least 71 UJ staff members and students. Link: <https://fb.watch/c3SHlQL2I/>

UJ Women's Forum: Intergenerational Leadership Dialogue

The UJ Transformation Unit hosted a UJ Women's Intergenerational Leadership Dialogue presented under the UJ Women's Forum. The dialogue was presented via MS Teams on 31 August in commemoration of Women's Month under the theme, "Generation Equality: Realising Women's Rights for an Equal Future". The purpose of the dialogue was to bridge the intergenerational gap between women in leadership at UJ and to foster collaboration between women in different spheres/levels of leadership at UJ.

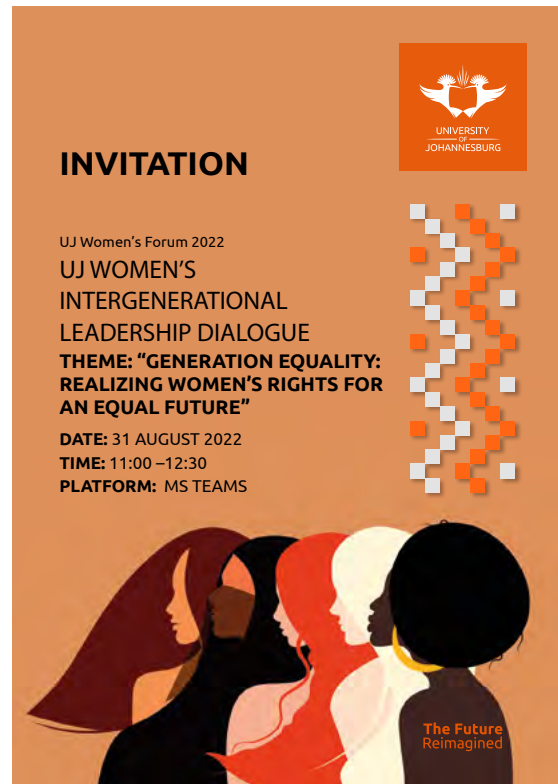
The dialogue was facilitated by Dr Sadi Seyama, a senior lecturer in the Department of Education Leadership and Management at the University of Johannesburg and the Chairperson of the Faculty of Education's Transformation Committee. The following women were invited to engage her in dialogue: Prof Nadene Petersen, Member of the Central Student Representative Council and Black Womxn's Caucus

UJ Women's Forum Mentorship Programme

The University of Johannesburg (UJ) hosted its first Women's Forum on 10 March 2021 to commemorate International Women's Day (IWD) under the theme #CHOOSETOCHALLENGE. As part of the forum, delegates were requested to outline some challenges women face within the institution and possible solutions. Thus, it was noted that most delegates would like to receive some form of mentorship from women on a senior or executive management level.

In response to the proposal, the UJ Women's Forum Mentorship Programme was launched in 2021. The programme seeks to benefit mentees immensely in the following areas: personal and professional development, leadership development, increased job satisfaction, and learning culture, among many other benefits. The 2021/2022 cohort terminated at the end of July 2022.

The Transformation Unit hosted the UJ women's mentorship programme luncheon for the 2021/22 cohort. The luncheon was hosted at JBS Park on 21 October 2022 to celebrate and reflect on the journey of the first cohort of the Mentorship Programme. To date, mentors and mentees have started engaging in the mentorship journey.





Invitation

You are invited to join Mr. Mike Teke, Chairman of Council at the University of Johannesburg, for a conversation under the theme "Men Unboxed". The conversation will deliberate on various challenges that affect men's progress and success.

Date: Wednesday 9 March 2022
Time: 10:00 - 11:00
Location: Please click [here](#) to join via MS Teams

GUEST SPEAKERS:

MBULELO MAYIKANA - Director: Contemporary Conversations
 Contemporary Conversations is a brain child of Mbulelo Mayikana. He is a seasoned business consultant, an author and a life coach.

MR GODFREY HELANI - Senior Director: Student Affairs, UJ

PROF BOITUMELO DIALE - Vice Dean: Teaching and Learning
 Associate Professor & Educational Psychologist
 President of Convocation: UJ
 Visiting Professor: University of Nigeria Nsukka(UNN)

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

UNIVERSITY OF JOHANNESBURG

MENS FORUM

The Future Reimagined

1.4.9.2 UJ Men's Forum

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

The discussions led by Mr Mike Teke, Chairperson of Council at the University of Johannesburg, deliberated on various challenges that affect men's progress and success, thus shining the light on



INVITATION
UJ Queer Forum - "Our Bodies, Our Lives, Our Rights."

The University of Johannesburg invites the UJ Community to 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: Thursday 26 May 2022 | **Time:** 09:00 until 10:30

GUEST SPEAKERS:

 Neville Gabriel Neville is the founding chief executive officer of the Other Foundation, a southern African regional LGBTI community foundation.	 Liberty Mattheys Liberty is the Executive Director of Gender Dynamix, the oldest registered trans-specific human rights organisation in Africa.	 James Oladipo Ola is a qualified clinical social worker with experience in psychotherapy, facilitation, supervision, placements, advocacy, and research.	 Carla Franco Carla is a 25 year old singer/songwriter originally hailing from Bloemfontein, and currently residing in Johannesburg.
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Click [here](#) to join via Microsoft Teams

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mental health, which results in many men taking their lives. The following delegates were invited to be part of the conversation, wherein they shared independent presentations and expert knowledge in relation to the theme.

- Mbulelo Mayikana – Director: Contemporary Conversations, business consultant, author and life coach.
- Godfrey Helani – Senior Director: Student Affairs, University of Johannesburg.
- Prof Boitumelo Diale – Vice-Dean: Teaching and Learning, Associate Professor & Educational Psychologist, President of Convocation (UJ), and visiting Professor: University of Nigeria Nsukka (UNN).

1.4.9.3 UJ Queer Forum

The Transformation Unit hosted a UJ Queer Forum meeting under the theme "Our Bodies, Our Lives, Our Rights". The forum was hosted on 26 May 2022 to commemorate the International Day against Homophobia, Transphobia and Biphobia. The University of Johannesburg joined the rest of the



global community to educate communities about lesbian, gay, bisexual, transgender, intersex, and queer+ (LGBTIQ+), and advocate for sensible policies, service delivery, and support for LGBTIQ+ people.

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 verbal or sexual harassment, rape, intimidation, or exploitation. As a university that cares about its community's safety, well-being, and welfare, staff and students were encouraged to report all forms of GBV and discrimination accordingly.

1.4.10 Transformation Unit Advocacy Work, Initiatives and Projects

1.4.10.1 International Mother Language Day, 21 February 2022



International Mother Language Day (IMLD) is celebrated every year on 21 February to promote linguistic diversity and multilingual education. The UJ theme for 2022 was 'Fostering multilingualism for inclusion in education and society' as communicated by the United Nations. The above artwork was designed in collaboration with the Multilingual Language Services Office to commemorate the significant day. The artwork was converted into a round sticker and shared with the UJ community at the UJ campus entrances. Additionally, the same artwork was placed on the UJ Website, Intranet, Email Banner and Facebook. In addition, the Transformation Unit created a short video clip that commemorated IMLD, which was shared on Facebook. https://fb.watch/c3_JBcgrOL/



1.4.10.2 Human Rights Day, 21 March 2022

Human Rights Day is a national day commemorated annually on 21 March to remind South Africans about the sacrifices that accompanied the struggle for the attainment of democracy in South Africa. The above artwork was designed and shared on social media to remind the UJ community to commemorate the day. https://www.facebook.com/UniversityOfJohannesburgTransformationUnit/?ref=page_internal

1.4.10.3 Understanding Disability

The Disability Council, a UJ student society that advocates for the support and inclusion of students with disabilities at the university, partnered with Student Affairs and the Transformation Unit to host a hybrid webinar on "Understanding Disability". The hybrid webinar took place on 23 May 2022 virtually via Zoom and in person at the Nadine Gordimer Auditorium, Level 5 of the UJ APK Library.

Dr William Rowland, a Council member of the University of Johannesburg, facilitated the hybrid book discussion. The panel was made up of three



other delegates: Rhulani Baloyi, a seasoned journalist who has worked in both radio and television for more than 20 years, as well as Rhulani Khosa and Tiyani Mbendzani, who are UJ students with disabilities that are also executive members of the UJ Disability Council.

1.4.10.4 **Witnessing – From the Rwandan Tragedy to Healing in South Africa** by author Pie-Pacifique Kabalira-Uwase

The Transformation Unit partnered with the UJ Library and the Institute for Pan-African Thought & Conversation to host a hybrid book discussion on the book titled *Witnessing – From the Rwandan tragedy to healing in South Africa* by author Pie-Pacifique Kabalira-Uwase, as part of observing and celebrating Africa Month. The hybrid book discussion was held on 10 May 2022. Some delegates attended virtually via Zoom, and others did so in person by visiting the Nadine Gordimer Auditorium at Level 5 of the UJ APK Library.

Witnessing is a harrowing yet inspiring account of a young Rwandan boy, Pie-Pacifique Kabalira-Uwase, who saw genocide, had to flee his home in search of a better future and went on to become a successful businessman in South Africa. Pie-Pacifique Kabalira-Uwase is the director of PEM Afurika. He survived the Rwandan war and was a refugee car guard in Durban. He enrolled at the University of Natal and was awarded the Mandela Rhodes Scholarship. Besides his business and leadership activities, he is also an international keynote and motivational speaker. He lives in Pretoria.

1.4.10.5 **Disability Awareness/Sensitivity Games/Casual Day Fundraising**

The Transformation Unit, in partnership with Student Affairs and the UJ Disability Council, responded to the call made by the National Council of and for Persons with Disabilities (NCPD) for the nation to celebrate the 28th Casual Day, celebrated annually every first Friday of September. The theme for Casual Day 2022 was #iCelebrateSA!, which called on the nation to start a conversation about everything going right for us and our country.

The Transformation Unit and the internal stakeholders outlined above supported the Casual Day initiative by coordinating sticker sales across the UJ campuses in August before 2 September 2022. Additionally, the Transformation Unit presented various disability sensitivity games to UJ staff and students on the UJ APK Campus (Student Centre), encouraging them to buy stickers to support this fundraising event for Persons with Disabilities (PWD).

1.4.10.6 **Gender, Sexual Identity and Indigenous Languages**

South Africa is made up of a linguistically and culturally diverse society. According to Stats SA's Community Survey of 2018, nationally, just over one quarter (25,3%) of individuals spoke isiZulu at home, while 14,8% of individuals spoke isiXhosa, 9,7% Sesotho, 12,4% Sepedi and 12,2% spoke Afrikaans. It is interesting to note the lack of evolution in indigenous languages to describe sexual and gender identity. The absence

YOU ARE INVITED

Panel Discussion on "Gender, Sexual Identity and Indigenous Languages"

Date: Wednesday 23 February 2022 | **Time:** 09:00– 10:30
Location: <https://zoom.us/j/97354125736> (**Webinar ID:** 973 5412 5736)

The absence of gender and sexual identity terminology and concepts in most South African languages can often exclude individuals within the queer community. Society continues to use derogatory words such as *isitabane* and *sisi-bhuti* to articulate different gender identities and sexual orientations. It seems the lack of evolution on languages spoken by the locals continues to perpetuate exclusion and unfair discrimination.

Speakers:

- Prof Corne' Davis (Facilitator)
- Prof Anthony Brown (Speakers)
- Dr Gcobani Qambela (Speakers)
- Kristen Landsberg (Speakers)

Presented by: Transformation Unit, Human Capital Management | Department of Strategic Communication, Faculty of Humanities | Multilingual Language Services Office, Faculty of Humanities | Department of Anthropology and Development Studies, Faculty of Humanities | Faculty of Education | UJ Library

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of gender and sexual identity terminology and concepts in all South African languages has perpetuated hate and unfair discrimination as the community continues to use derogatory words such as isitabane and sisi-bhuti to articulate different gender orientations.

South Africa is the first in the world to prohibit unfair discrimination on the grounds of sexual orientation. How could this be carried through if there is no evolution on languages spoken by the locals to ensure that there is no exclusion and unfair discrimination?

The Transformation Unit hosted numerous panel discussions to address issues of gender, sexuality and indigenous language terminologies. One of the conversations implemented was titled *Gender, Sexual Identity And Indigenous Languages* via Zoom on Wednesday, 23 February 2022.

The panel discussion was inspired by the absence of gender and sexual identity terminology and concepts in most South African languages, which can often exclude individuals within the queer community. Prof Corné Davis facilitated the panel discussion with the following speakers: Prof Anthony Brown, Dr Gcobani Qambela and Kristen Landsberg. Link: https://fb.watch/c3_TVryS3w/

1.4.10.7 Contemporary UJ Queer Dictionary

The second activation was implemented as part of the launch UJ Queer Dictionary, a sub-section of the UJ Diversity and Inclusivity Dictionary, which was launched at the APK Library (Nadine Gordimer Auditorium) on 16 September 2022. The Queer Dictionary was launched as a panel discussion that focused on the importance of creating new and empowering words, especially in indigenous languages. The panel discussion was presented in partnership with the UJ Library and facilitated by Dr Letitia Smuts, a senior lecturer and HOD (Acting) in the UJ Department of Sociology.

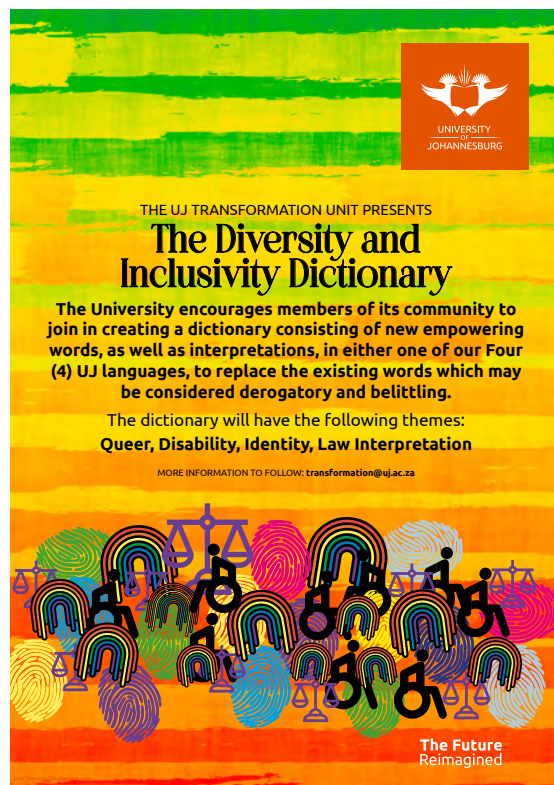
1.4.10.8 Gender Diversity, Inclusion and Belonging Symposium

The Social Work Department at the University of the Free State hosted a Hybrid Gender Diversity, Inclusion and Belonging Symposium in partnership with UJ and partners. Jessica Lynn, a world-renowned transgender advocate, educator, and activist, graced the symposium. *Her experiences as a transgender woman and a parent-led her to dedicate her life to spreading awareness and acceptance for gender non-conforming communities worldwide. Jessica has been recognised as the Global Ambassador of the Kinsey Institute.* Among the speakers were UJ's academics: Professor Anthony Brown and Professor Shahana Rasool.

1.4.10.9 Gender Neutral Bathrooms/Universal Bathrooms

DHET has again funded UJ to implement inclusive bathrooms within the institution. The involved departments (Transformation & Operations Department) had started planning on how the entire project would be implemented to avoid what happened in the previous years when the first gender-neutral bathrooms were introduced. The approved inclusive bathroom signage is outlined below:

The Transformation Unit and Facilities Management Division was tasked with conducting a general audit of the previously reserved facilities, which were isolated as a pilot for the UJ gender-neutral bathrooms project in 2019. When conducting the site visits, the Transformation Unit considered some concerns raised





Gender Diversity, Inclusion and Belonging

Faculty of Humanities
Department of Social work

**In conversation with
Jessica Lynn and partners**

DATE 2 September 2022
TIME 08:30 – 16:00
VENUE Equitas Auditorium

The University of the Free State, Department of Social Work cordially invites you to a hybrid symposium on gender diversity, inclusion and belonging, within the context of social work and schools.



Jessica Lynn is a world-renowned transgender advocate, educator and activist. Her experiences as a transgender woman and a parent, led her to dedicate her life to spreading awareness and acceptance for gender non-conforming communities around the world. Jessica has been recognised as the Global Ambassador of the Kinsey Institute.

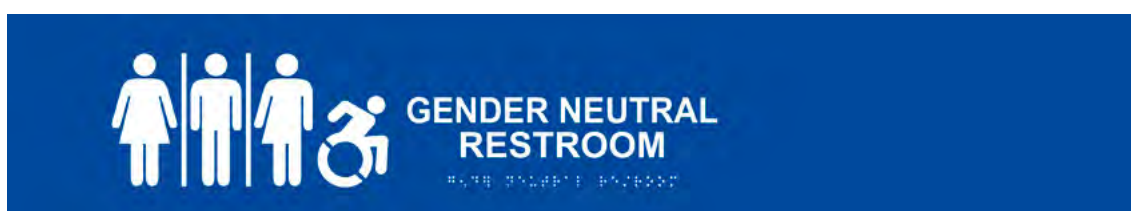
For more information, contact Kubeshni Gounder:
GounderK1@ufs.ac.za
For attendance register [here](#)



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by the UJ community, who highlighted and expressed issues associated with the overall presentation and security at these facilities. The Facilities Management Division is currently drawing various plans and recommendations that can be considered for rectifications for each facility and campus.

Campus	Date	Areas Identified
Auckland Park Bunting Road Campus (APB)	11 July 2022	Library, B Block and J Block
Auckland Park Kingsway Campus (APK)	11 July 2022	Library, A Ring 1 and D Ring 1
Doornfontein Campus (DFC)	18 July 2022	Student Centre, John Orr Building (next to Library), Perskor Building
Soweto Campus (SWC)	25 July 2022	Ukhamba Building, SWC Library and Bram Fischer

1.4.10.10 Titles Project (Pronouns and Prefix Projects)

To create an inclusive environment for all staff and students, the MEC has mandated that the Transformation Unit explore how the institution can implement suitable pronouns (Her, Him, They) and prefixes (Mr, Ms, Mx, Dr, Prof) to suit one's identity. To date, internal stakeholders are exploring how internal systems managed by HCM, ISC and CAA need to change to accommodate new prefixes/titles or altogether remove them in other formal communications. The project will be ongoing until systems have been updated to create a safe environment.

1.4.10.11 UJ Staff Day 2022

The University of Johannesburg celebrated its annual Staff Day on Friday, 30 September 2022, at the UJ West Sports Fields in Westdene. The event is a culture-inspired fun-filled day highlighting UJ's excellent work and study environment. The event's primary aim was to create cultural integration and promote diversity among the constituencies of the UJ community.

With the event, the University (employer) aimed to achieve the following:

- To strengthen the bond between the employer and employees.



- To promote unity and a culture driven by the values of the institution and its diversity.
- To foster collaboration between academic and support units on transformation and diversity initiatives.
- To provide an opportunity for the Vice-Chancellor and Principal to address staff members, sharing the university's achievements and the culture that has come about over the years since the merger.

The theme for the 2022 event was ***Humans Before Boxes***. This theme was in line with the UJ's values of Imagination and Conversation. The vision for the day was for our UJ community to truly connect and spend the day applying the principles of ubuntu.

1.4.11 Training Workshops

1.4.11.1 Capacity Building Workshops with Residence Student Leadership

The Transformation Unit, in partnership with Student Affairs, facilitated Capacity Building Workshops with Residence Student Leadership on each UJ campus with house committees, mentors and residence academic advisors. The workshops were delivered in the format of a dialogue between the students and the facilitators (Transformation Unit personnel), in line with one of the university's values, conversation.

A total of 384 students attended the workshops. However, some of the residents on the various campuses had poor to no representation, resulting in their voices not coming through as desired during the conversations around residence culture, rules and regulations, to mention a few.

1.4.11.2 PsyCaD Psychology Internship Training

The Transformation Unit was invited to execute a training workshop for the 2022 PsyCaD Psychology interns' cohort. The training aimed to expose interns to diversity and inclusion, gender-based violence (GBV) in the context of higher education, and lesbian, gay, bisexual, transgender, intersex, queer (LGBTIQ+) content. Furthermore, the workshop was also used as a tool to help the cohort understand how the Unit operates, including how they can refer clients to the Gender Equity Unit whenever there are cases of GBV. The training was well-received. The programme will continue in 2023.

1.4.11.3 Protection Services GBV Sensitisation Workshop

Protection Services hosted a GBV staff development training workshop in partnership with the Transformation Unit on 22 April 2022. The training targeted the campus managers, shift managers, and security officers. The workshop was aimed at helping the team understand various strategic international, regional, and national policies, codes of good practice concerning GBV, and critical components deemed helpful for multiple employees at the forefront of addressing GBV on campus. Refer to Annexure B.

1.4.11.4 UJ Staff Information Session

The university hosted an online information session for staff on 21 April 2022 under the theme: *Associations between gender-based violence (GBV), Mental Health, and Physical Health: Providing support to survivors within the workplace and understanding the UJ processes and procedures*. The session aimed to provide information concerning GBV and its impact on employees' mental and physical health. Furthermore, the session provided information on how managers can support their subordinates and refer them accordingly. Lastly, information concerning the recently approved UJ Bullying, Harassment, Sexual Harassment and Rape Policy and procedures was shared with the delegates. More information sessions will be hosted in the second semester.

1.4.11.5 Faculty of Health Sciences Training

The Medical Imaging & Radiation Sciences Department invited the Transformation Unit to execute a GBV awareness training session on 17 May 2022. The Transformation Unit talked to students about GBV within higher education and the support structures available to survivors. Furthermore, the Unit provided information concerning the GBV online reporting tool.

1.4.11.6 First-year Residence Sessions

The Transformation Unit executed numerous first-year residence information sessions in April 2022. As part of the session, GBV and consent topics were covered. The Transformation Unit talked to students about GBV within higher





education and the support structures available to survivors. In addition, the Unit provided information concerning the GBV online reporting tool. Furthermore, the Unit outlined content regarding culture and discrimination, further linking it to the residence culture identified as a challenge. Refer to the residence report outlined above.

1.4.11.7 Faculty of Humanities Training

The Social Work and Community Development Department invited the Transformation Unit to execute a Sexual and Diversity (LGBTIQ+) awareness training session on 16 May 2022. The lecture was themed under *Stereotypes, Profiling and Prejudices*, with a specific focus on LGBTIQ+. The training aimed to expose third-year students to diversity, inclusion, and lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ+) content. The module outcomes were as follows:

- a) To explore the basic principles of quality-orientated assessment and intervention phases in the helping process.
- b) To gain an understanding of different approaches to assessment, notably qualitative and quantitative.
- c) To become skilled in using suitable assessment techniques in the process of assessment.
- d) To develop and implement an assessment protocol to obtain optimal client data.
- e) To explain a client's problem by using unified theories.
- f) To understand intervention strategies.
- g) To design and implement an appropriate intervention strategy for individual social problems.
- h) To understand indigenised practices relating to assessment and intervention in the South African context.

2. COMMUNITY SERVICE, STAKEHOLDER ENGAGEMENT AND REPUTATION MANAGEMENT

The UJ Transformation Unit forms part of numerous higher education bodies, such as the GBV Community of Practice and USAf Transformation Committee, with an opportunity to pave how institutions should prioritise related issues at a national level. At an institutional level, the Unit collaborates with various internal stakeholders such as Student Affairs, faculties, the Centre for Student Health and Wellness, UJFM, Human Capital Management, Protection Services and PsyCaD. The Transformation Unit continues to see value in these partnerships and will continue to build on this approach.

3. RESOURCE MANAGEMENT AND SUSTAINABILITY

Transformation Unit Financial Records			
Code	Description	Budget 2022	Actuals YTD 2022
30500	Restricted expenses		
33600-0	Consulting and contract costs	R 3 770 000.00	R 4 087 006.00
31000	Personnel remuneration		
31200-0	Salaries (Cost to company)	R 6 131 224.00	R 5 120 966.00
31300-0	Temporary salaries	R 62 652.00	0
g32000	Operating expenses	R 1 295 050.00	R 1 383 327.00

4. 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 KPAs:

1. KPA Organisational Citizenship: (71) A diverse, transforming, pan-African, caring and values-driven institution.
2. KPA Enabling Leadership: (72) Number of leadership programmes for the development of staff and students.
3. 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 2022, the Division focused its programmes on its strategic objectives, which are:

- **Institutional Transformation Plan (ITP)** – Facilitate the implementation of the ITP that is aligned with 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
- Leadership development
 - Continuation of the identified leadership programmes
- Ethical Culture
 - Continue implementing the Ethics Strategy
 - Promoting the Ethics online training to all staff members
- Development and Review of Policies
 - Development of the anti-discrimination policy
- The Institutional Culture, Diversity, and Inclusion
 - Implemented various projects to promote diversity and inclusion
 - Hosted a successful staff day
- Institutional Culture Survey
 - Rolled out the institutional culture survey
 - Qualitate the results and present the findings to the MEC/ELG and staff members
- Interventions and change management
- Transformation Committees in faculties
 - Focus on students
- Culture sessions with residences
- Address risky student behaviour
- First Year Experience
- Focus on Gender Equity
 - Develop a GBV and LGBTIQ+ e-learning module
 - Promote Gender-based Violence reporting tool
 - Gender-based Violence Training for staff and students
- Advocacy work
 - Dialogue sessions and book launches
 - Commemorating significant days and events
 - Webinars



5. CONCLUSION AND WAY FORWARD

In 2022 the Transformation Unit provided 100% face-face services after the lockdown after working remotely from 2020 – 2021 due to COVID-19. Although the staff members were on campus, the university continued to offer some of the classes online; thus, the Unit continued to host hybrid webinars to reach more members of the UJ community. Another exciting moment was implementing the Staff Day, which brought together staff from various campuses after being apart due to the pandemic.

The Unit experienced one retirement and one resignation, with both staff members contributing to the development and progress of the Unit. As a result, two staff members were promoted, and two members were recruited to join the team. Additional recruitments are expected to take place in 2023. Lastly, the Unit had an opportunity to host four interns who formed part of the Youth Employment Services (YES) programme.

Dr Mpume Mkhize – Director: Transformation



ANNEXURE A

TIME	FORMAL ACTIVITIES	ALL DAY ACTIVITIES
09:00	Official Opening and Welcome Melody	SPORTING ACTIVITIES UJ Healthy Campus: Sporting Activities Soccer/ Netball Indigenous Games (Morabaraba, Diketo, etc.)
09:00	Interactive Drumming Drum Café	
09:30 – 10:00	Musical Performances UJ's Got Talent	
10:00 – 11:30	Country Stage Presentations Faculties and Divisions	
11:45 – 11:55	Musical Performance Mdu Masilela	
12:00	Official Address Prof Tshilidzi Marwala: Vice-Chancellor and Principal	COUNTRY EXHIBITIONS Faculties and Divisions
12:15	Musical Performance Mdu Masilela	CRAFT MARKET Selling of handmade items
12:30	Country Stage Presentations Faculties and Divisions	GENERAL EXHIBITIONS Alumni Office Recycling Project Blood Bank Drive Employee Wellness UJFM ER24 Clinix
13:00	Announcement of winners Country Exhibitions and Stage Presentations	
13:30	Lunch	
	Entertainment	
14:30	Gifting	

The following programme was presented to MEC and approved for the event:

A total of 8 x 65-seater buses were arranged for the event: 2 x buses per UJ campus due to limited parking at the event venue.

This institutional event catered to a crowd size of 3 000 people, who were made up the various institutional structures (including MEC, ELG, Academics, Support and Ground Staff etc.). This year and for the first time since 2017, the event was attended by well over 2 500 employees from the university from the various campuses

A braai has since become the most popular and convenient meal to serve at this event, as it was once again in 2022. There was an abundance of food at the event, even after lunch was served. Some of the remaining food was redistributed to colleagues that wished to have additional food, while some food parcels were offered to Protection Services to distribute to staff members that were in office on the day of the event.

The following UJ-branded items were offered as gifts at the UJ Staff Day event:

- 1 000 x Bucket Hats
- 1 000 x Caps
- 1 000 x Beanies



