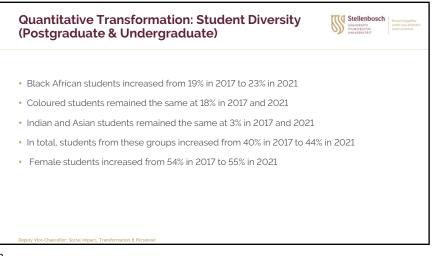


Quantitative Transformation: Staff Diversity 2017–2021	Stellenbosch UNIVERSITY UNIVERSITER UNIVERSITER
Limitation of categorisation (binary with regard to gender; statutory expectations)	
Academic Staff:	
BCIA increased from 20% in 2017 to 25% in 2021	
Female academic staff increased from 50% in 2017 to 51% in 2021	
On senior levels the diversity with regard to colour and gender is lower	
Professional Academic Support Staff (PASS):	
BCIA staff increased from 59% in 2017 to 60% in 2021	
Female PASS staff increased from 63% in 2017 to 64% in 2021	
- On senior levels (1 – 6) the diversity with regard to colour and gender is lower, but increasing (Co Gender 35% – 40%)	olour: 15% to 19%;
Last 6 appointments in rectorate since 2016: 1 White male; I Coloured male; 2 White females; 1 female	Indian male; 1 Black
Deputy Vice-Chancellor: Social Impact, Transformation & Personnel	



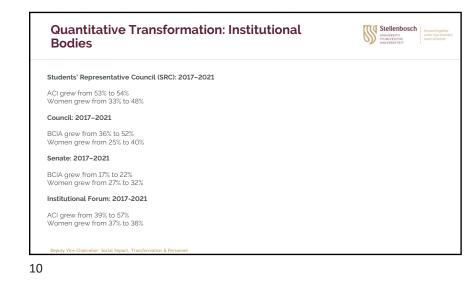


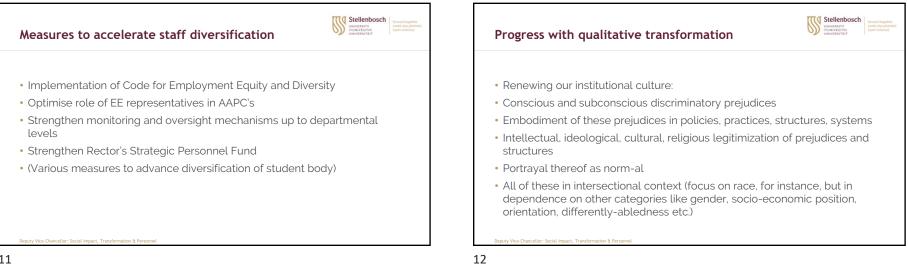


36 staff members who declared disability (differently-abledness)

From 356 students with declared disabilities in 2017 to 607 in 2021

9









14

Stellenbosch **Transformation and People Health & Wellbeing Transforming Human Resources** Staff Survey Performance Advancement Institutional Committee for Staff Health • Flexible working arrangements and Wellbeing Career Progression of PASS • Care during pandemic time International recruitment Regulation for Senior PASS Appointments Human Resources Committee of Council Prof Nico Koopman and Dr Pierre Viviers during a visit to the vaccinate site on 11 August 2021. Remuneration Committee of Council 16







