

Photos from #WomenofSU public awareness campaign mentioned later in presentation. © Stellenbosch University

**UNIVERSITEIT
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STELLENBOSCH
UNIVERSITY**

Presentation to Commission for Gender Equality
Johannesburg, 1 November 2017

1. INTRODUCTION
Prof Wim de Villiers
Rector and Vice-Chancellor

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OUTLINE OF PRESENTATION

- 1. Introduction**
Prof Wim de Villiers, Rector and Vice-Chancellor
- 2. Transformation**
Prof Nico Koopman, Vice-Rector: Social Impact, Transformation & Personnel
- 3. Staff profile**
Mr Victor Mothobi, Chief Director (Designate): Human Resources
- 4. Measures to promote staff transformation**
Mr Sello Molapo, Manager: Employment Equity & Promotion of Diversity
- 5. Student profile**
Dr Ronel Retief, Registrar
- 6. Promoting gender equality in the student experience**
Dr Birgit Schreiber, Senior Director: Student Affairs
- 7. Disability**
Dr Birgit Schreiber, Senior Director: Student Affairs
- 8. Awareness campaigns**
Dr Phumzile Mmope, Senior Director: Corporate Communication
- 9. Conclusion**
Prof Wim de Villiers

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GENDER CHALLENGES **IN EDUCATION (1)**

- Worldwide, two thirds of the 800 million people who are illiterate are women
- Less than 40% of countries provide girls with the same access to education as boys
- A major stumbling block for girls' and women's education is violence – in the home, at school and elsewhere in society
- Gender imbalance is a pervasive culture into which education is embedded

(Jaume, Jasmine. 2011. "International Women's Day: How far has Women's Access to Education Come?" i-studentadvisor)

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GENDER CHALLENGES **IN EDUCATION (2)**

- Still far less women than men pursue further studies in such fields as engineering and technology
- Fewer women leaders at scientific and other institutions than men
- Under-representation of women in research and development, whether in the public or private sectors, or in academia

(Extracts from speech delivered by Under-Secretary-General and UN Women Executive Director Michelle Bachelet during International Women's Day Celebration in Monrovia, Liberia on 8 March 2011)

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GENDER CHALLENGES **IN THE WORKPLACE**

- Women are disproportionately represented at the lower end of the world economy
- Many women worldwide do not receive regular salaries or pay for the work they do
- Overrepresentation of women in careers with low pay, poor working conditions, a lack of work security and little or no benefits
- Many women are still paid less for the same work as men


(Extracts from speech delivered by Under-Secretary-General and UN Women Executive Director Michelle Bachelet during International Women's Day Celebration in Monrovia, Liberia on 8 March 2011)

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GENDER CHALLENGES **IN HEALTH CARE**

- Most people infected with HIV are women
- 76% of women worldwide will be exposed to attempted physical or sexual violence during their lifetime
- The rate of maternal deaths worldwide has declined with less than 2% since 1990
- Poor access to family planning services

(Melnick, M. 2011. "UN Update: Barriers to Women's Access to Justice and Health Care Persist". *Time Healthland*, 6 July)



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STELLENBOSCH UNIVERSITY **FAST FACTS**

1/26 public universities in South Africa


5 **CAMPUSES**
Stellenbosch, Tygerberg, Bellville Park, Saldanha, Worcester

10 **FACULTIES OFFERING CERTIFICATES, DIPLOMAS AND DEGREE PROGRAMMES**


AgriSciences
Arts and Social Sciences
Economic and Management Sciences
Education
Engineering
Law
Medicine and Health Sciences
Military Science
Science
Theology

VISION 

Stellenbosch University is **inclusive, innovative and future-focused**, a place of discovery and excellence where staff and students are thought leaders in advancing knowledge **in service of all stakeholders.**

STRATEGIC PRIORITIES 

1. Broadening access
2. Momentum of excellence
3. Social impact
4. Internationalisation
5. Systemic transformation
6. Systemic sustainability
7. Campus renewal Project (including addressing access)



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STELLENBOSCH UNIVERSITY **LEARNING AND TEACHING**

3 219 **STAFF MEMBERS**

- **56% women**
- **1 030** ACADEMIC staff
- **2 189** professional, administrative and support service (PASS) staff

(October 2017 figures)

31 639 **STUDENTS**

- **54% women**
- One third postgraduate
- More than 4 000 international students from more than 100 countries


(June 2017 figures)

8 348 **QUALIFICATIONS AWARDED**

- 4 031 undergraduate degrees, diplomas and certificates
- 2 571 honours degrees, postgraduate diplomas and certificates
- 1 468 master's degrees
- 278 doctoral degrees

(2016 academic year)


86% **STUDENT SUCCESS RATE** (2016)





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STELLENBOSCH UNIVERSITY **RESEARCH AND INNOVATION**


- Recognised internationally as an academic institution of excellence.
- Highest weighted research output per full-time academic staff member of all SA universities
- Second-highest number of scientists who have been rated by the National Research Foundation

 **7** Centres of Excellence

 **41** Research Chairs

 **246** Bilateral partner institutions on six continents


 **350** Collaborative projects in Africa

RANKINGS 

42 position on Times Higher Education BRICS ranking (out of 300 universities)

361 position on QS World University Rankings (out of 959 Universities)

351-400 position on Times Higher Education World University Rankings (out of 981 Universities)



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ROLE OF HIGHER EDUCATION **MAKING A DIFFERENCE**


"The Caring University" – Joan Tronto

"On the most general level, we suggest that caring be viewed as [an ... activity] that includes everything that we do to maintain, continue, and repair our 'world' so that we can live in it as well as possible. That world includes our bodies, our selves, and our environment, all of which we seek to interweave in a complex, life-sustaining web."

(Fisher, B and JC Tronto. 1990. "Toward a Feminist Theory of Caring" in E Abel and M Nelson, eds., *Circles of Care*, Albany: SUNY Press: 36-54; p. 40)

STELLENBOSCH UNIVERSITY VALUES

1. Leadership in service of others
2. Shared accountability
3. Empathy
4. Innovation
5. Excellence



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STELLENBOSCH UNIVERSITY **MAKING A DIFFERENCE**

Faculty of Arts and Social Sciences

- Research Chair for Historical Trauma and Transformation at SU since Feb 2016, occupied by **Prof Pumla Gobodo-Madikizela**
- Three research streams:
 - Historical trauma and transgenerational transfer
 - Empathy and its relevance for transformation
 - Violence and its impact on gender relations



Prof Pumla Gobodo-Madikizela.
© Stellenbosch University



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STELLENBOSCH UNIVERSITY **MAKING A DIFFERENCE**

Faculty of Medicine and Health Sciences

- The waiting time for breast cancer surgery at Tygerberg Hospital is being reduced thanks to the efforts of Dr Ina Conradie, a specialist consultant in SU's Division of Surgery, and her colleagues.
- Done in cooperation with Project Flamingo, an NGO that facilitates catch-up surgeries over weekends to ensure that breast cancer patients do not have to wait three months or more for potentially life saving operations.




Dr Ina Conradie, second from left, and colleagues. Photo: www.sun.ac.za

STELLENBOSCH UNIVERSITY **MAKING A DIFFERENCE**

Faculty of Theology

- Gender Unit established in 2016, headed by **Prof Juliana Claassens** (pictured right)
- Aimed at cultivating an ethos that affirms the dignity of all people and resists all forms of discrimination
- Interdisciplinary research on an intersectional understanding of gender
- Bringing together students and scholars – locally, nationally and internationally – to think differently about gender



© Stellenbosch University

STELLENBOSCH UNIVERSITY **MAKING A DIFFERENCE**

Women in Maties Sport


- All 33 Maties Sport codes make provision for women, including football and rugby
- Recreational sport: 40% women
- Competitive sport: 38% women

Top performers

- Samantha Pretorius (athletics)
- Justine Palframan (athletics)
- Emma Chelius (swimming)
- Stephanie Brandt (netball)

Coaching

- Maties Netball coach Zanele Mdodana has captained the SA U/20 and senior Protea teams



Frankie du Toit, SA U/23 cross-country champion. © Stellenbosch University



S **2. TRANSFORMATION**
 Prof Nico Koopman
 Vice-Rector: Social Impact, Transformation & Personnel

Stock photo. © Stellenbosch University

TRANSFORMATION **OVERVIEW**

Systemic transformation

- Transformation of and by SU
- Quantitative
- Qualitative
 - Institutional culture; intersectionality; gender equality and justice; decolonisation)

Top-level institutional priority

- Vice-Rector
- Senior Director

Transformation Office

- Budget, staffing, infrastructure, institutional buy-in

Institutional Transformation Committee

- Represent, guide, direct, monitor, assess, intervene

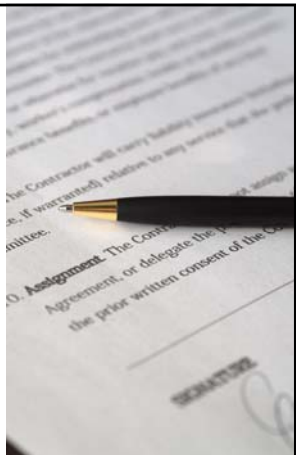

Transformation Plan

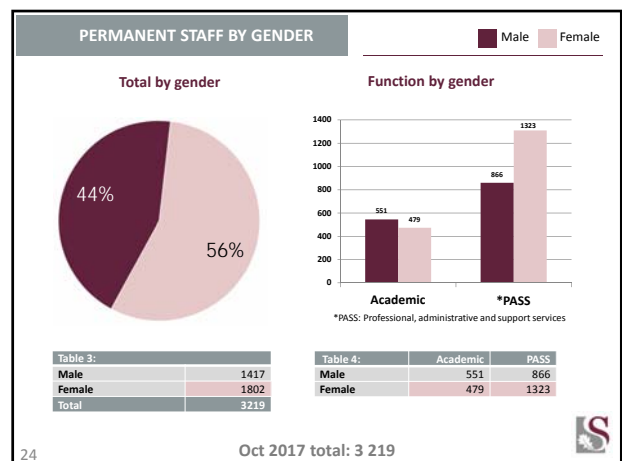
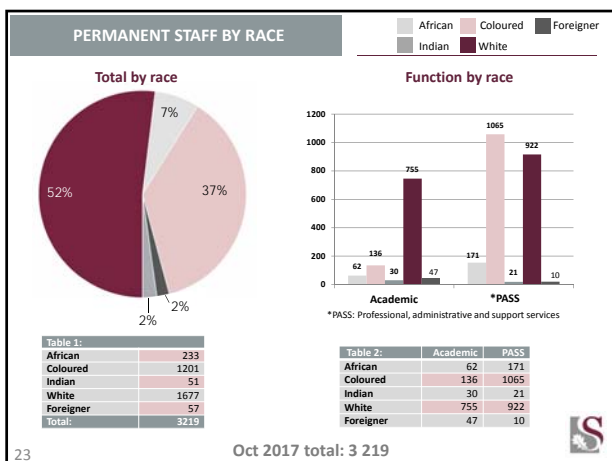
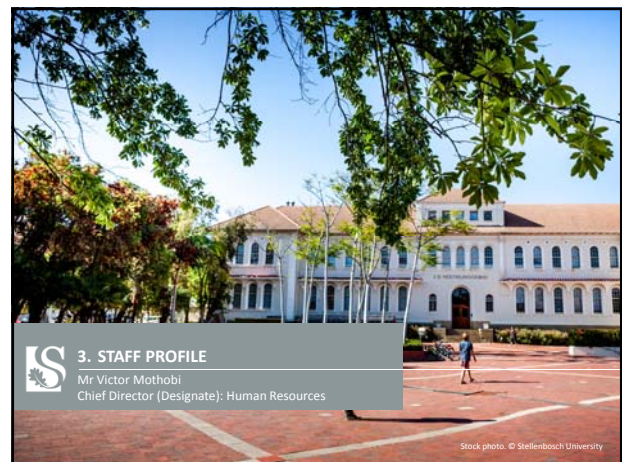
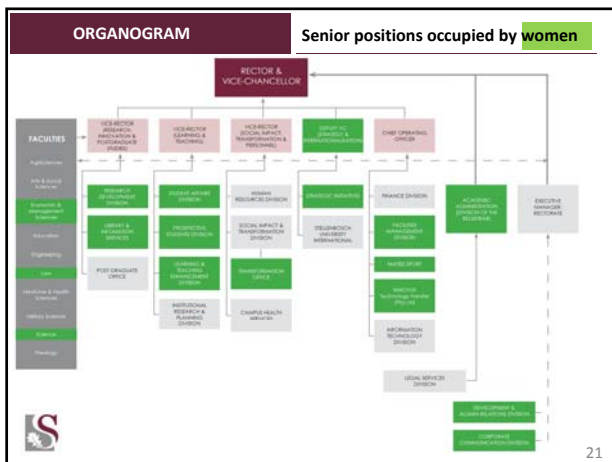
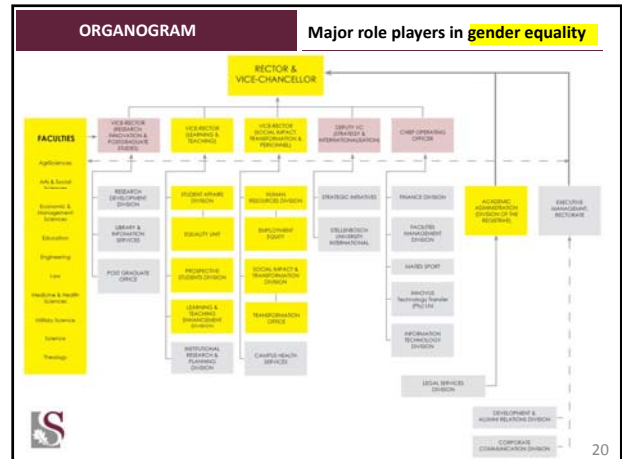
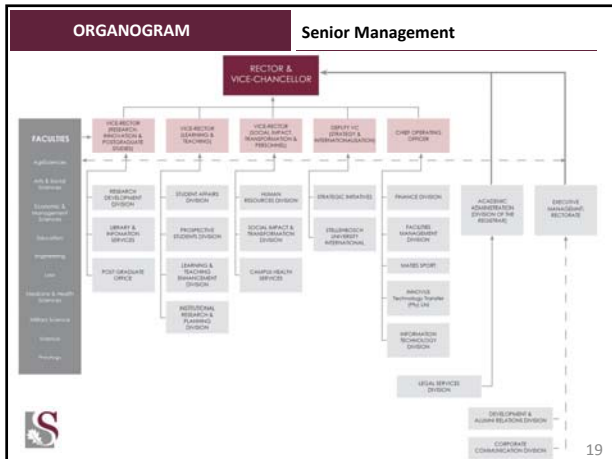
- Adopted by Senate in March 2017
- Reflects resolutions of 2015 National Transformation Summit

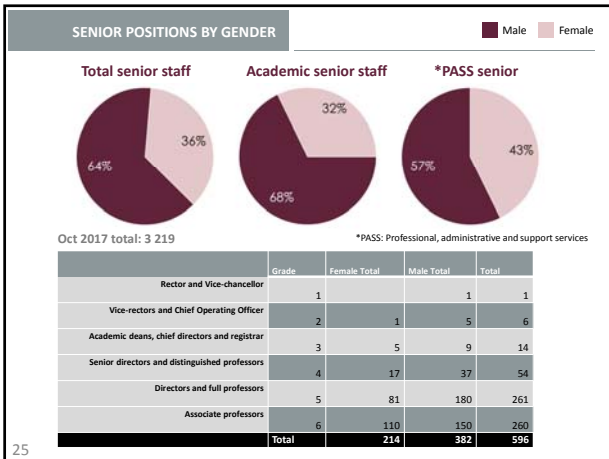


KEY POLICIES AND PROCEDURES

- Transformation Plan
- Code for Management Practices
- Staff Grievance Procedure
- Human Resources Strategic Plan
- Employment Equity Policy & Plan
- Staff Climate and Culture Survey
- Policy on Remuneration and Performance Management
- Policy on Unfair Discrimination and Harassment
 - Emergency Reporting Protocol
 - Serious Incident Form
- Student Disciplinary Code
 - Complaint Procedure
- Policy re. Students with Disabilities
- HIV/Aids Policy






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EMPLOYMENT EQUITY POLICY

“The objective is to **promote equal opportunity and fair treatment** regarding employment by **eliminating unfair discrimination** and implementing **affirmative action** measures to redress the disadvantages in employment experienced by designated groups with a view to ensure that they are equitably represented at all occupational levels in the workforce. The policy also focuses on **utilising and managing diversity.**”



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STAFF DIVERSIFICATION

EMPLOYMENT EQUITY TARGETS:

- 53% African, coloured and Indian staff by 2020 (currently 47%)
- 60% women by 2020 (currently 57%) [Department of Labour recommended that SU revisit targets across occupational levels]

CONTEXT:

- Competition with corporate sector and other HEIs for limited pool of academics and other staff from designated groups

MEASURES:

- Institutional Employment Equity (EE) Plan
- Faculty EE Plans
- EE Committee
- Appointment panels
- Mentorship, coaching and capacity building





Photo © Stellenbosch University



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EQUITABLE REMUNERATION

- Council requested that HR should determine whether female and male employees at SU are treated in an equitable manner
- Task Team on the Career Advancement of Women found a limited number of instances where women received lower remuneration on the same job level
- Last remaining instances of inequality in the remuneration of men and women on comparable levels eliminated June 2016


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nGAP @ SU

- New Generation of Academics Programme (nGAP) is one of five programmes of the Staffing South Africa's Universities Framework
- Approved by the Minister of Higher Education and Training in Jan 2015
- Aimed at “recruitment of highly capable scholars as new academics, against carefully designed and balanced equity considerations and in light of the disciplinary areas of greatest need”

Appointments/promotions at SU, Jun 2015 – Aug 2017

	Male	Female	Total
Phase 1 (2015)	3	2	5
Phase 2 (2016)	3	1	4
Phase 3 (2017)	1	2	3
Total	7	5	12



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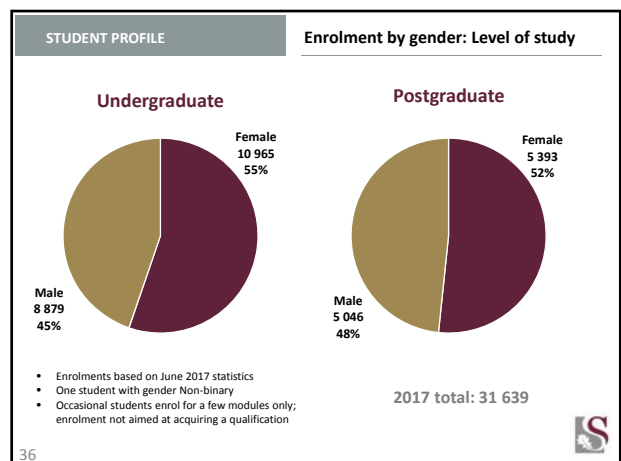
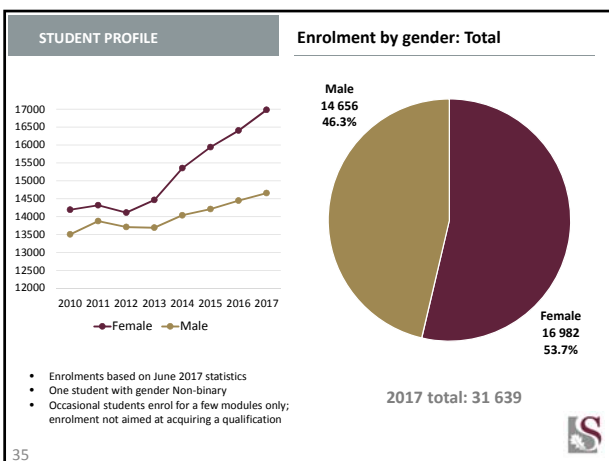
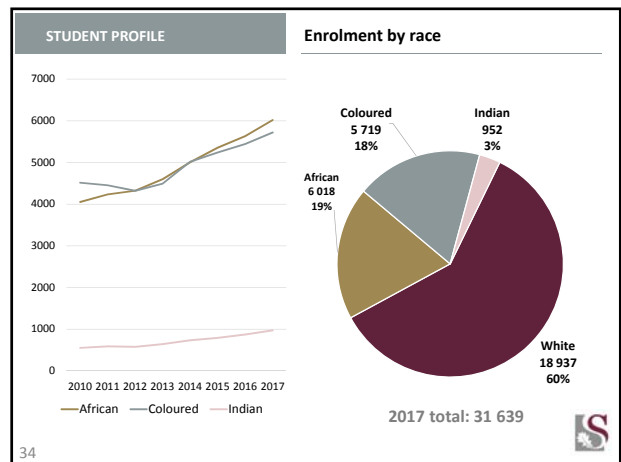
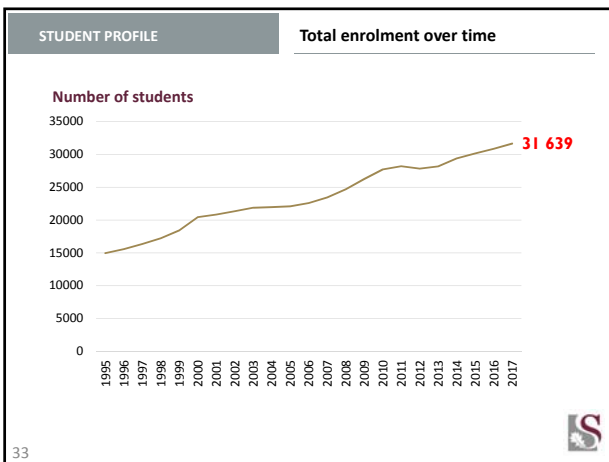
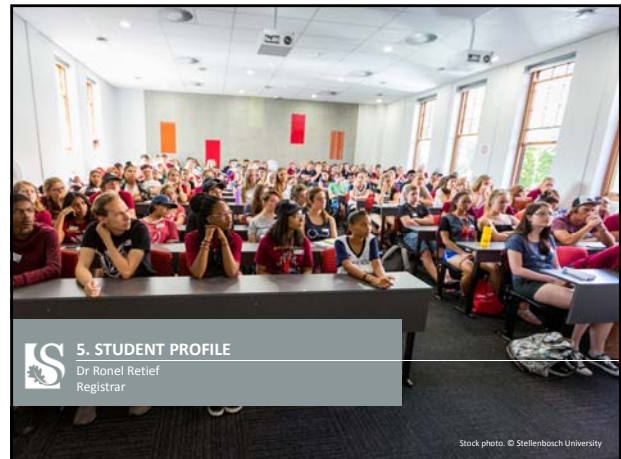
RECTOR'S STRATEGIC PERSONNEL FUND

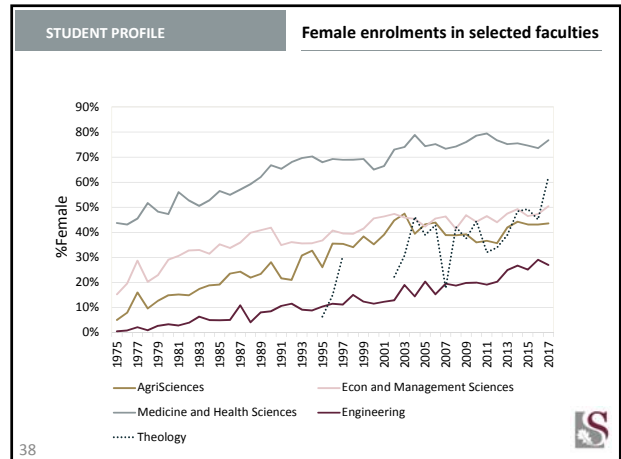
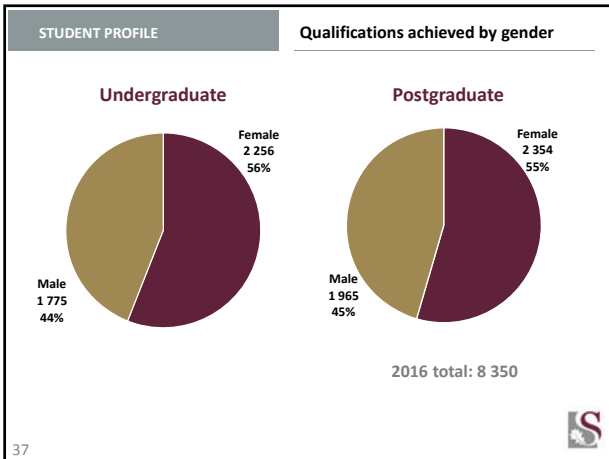
- Objective:
 - Accelerated diversification of staff corps
 - Career advancement of African, coloured and Indian (ACI) staff
- Amount allocated: R68,6 million

Appointments/promotions, Jan 2016 – Oct 2017

	Male	Female	Total
Academic	19	9	28
PASS	1	5	6
Total	20	14	34

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WOMEN IN ENGINEERING

- Since 2003, SU's Faculty of Engineering has presented a Women in Engineering programme
- Information on study and career options in engineering to female learners who perform well in mathematics and physical sciences
- Aimed at busting the myth that engineering is only for males

STELLENBOSCH UNIVERSITY

Empowering women

Dr Bongwe Tyhala

Photo: ANNEKE MULLER, Stellenbosch University

Dr Pumza Ghu

6. PROMOTING GENDER EQUALITY IN THE STUDENT EXPERIENCE

Dr Brigit Schreiber
Senior Director: Student Affairs

Stock photo. © Stellenbosch University

EQUALITY UNIT

- Promotes collective action towards social justice and discourse regarding social asymmetries at SU.
- Coordinates, educates and raises awareness around sexualities, gender, HIV/Aids and anti-discrimination.
- Training of student leaders (positional/formal & non-positional)
- Training material to address:
 - Awareness
 - Competencies
 - By-stander effect
- Support of advocacy groups (student societies, organisations, individuals, initiatives, programmes)

Stock photo. © Stellenbosch University

GENDER SENSITIVE SUBJECT MATTER

Programme renewal


- Systemic programme renewal a key priority of the Vice-Rector: Learning & Teaching
- Holistic project that includes gender

Transformation Plan

- Advances curriculum transformation in various categories, including gender

Decolonisation

- Curriculum Decolonisation Task Team formed in 2016
- Currently considering various frameworks that inform colonisation, including gender



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REPORTING

unfair@sun.ac.za

- Email address for any student or staff member to report harassment, sexual violence or gender inequality
- A panel of advisors advise and monitor that claims are resolved
 - Through mediation; or
 - Through disciplinary action for student and/or staff

Callisto reporting software for SU

- "Tech to combat sexual assault"
- Tool for online reporting of sexual violence in a way that promotes reporting, makes reporting safe and enables the institution to take action
- Also enables the institution to track offenders



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GENDER VIOLENCE

Sexual Harassment (Equality Unit figures, 2016/7)

- 7 'official' complaints
 - 4 panels convened
 - 3 warnings issued
- 14 'unofficial' complaints
 - Line function alerted without disclosing identity

Sexual Assault/Rape (Campus Security figures, 2016)

- 4 cases reported to Campus Security
 - 3 arrests made by SAPS
 - Disciplinary steps against 2 male students



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CAMPUS SECURITY


- In-house security team supported by contracted professionals providing 24/7/365 security service based on risk assessments
- Technologically advanced operations centre and technology network
- Informed, active and vigilant campus community
- Strategic partnerships with SAPS, Municipal Law Enforcement, Public Prosecutor and community crime prevention forums



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#EndRapeCulture

- Task Team created in 2016 to examine rape culture
- Report makes the following recommendations
 1. Institutional Monitoring Committee
 2. Training of all management (including Rectorate), academics and other staff
 3. Training of all students
 4. Support of gender equality advocacy groups and individuals
- Full-time post established to monitor and implement task team recommendations



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OTHER MEASURES

Sectoral role

- Helping to shape policy and strategy framework for addressing gender-based violence

Mx (honorific titles)

- All students and staff have the opportunity to choose gender-neutral titles
- Aim: to minimise gender based biases
- Gender binaries are avoided and the gender spectrum is affirmed




Transgender and gender diversity

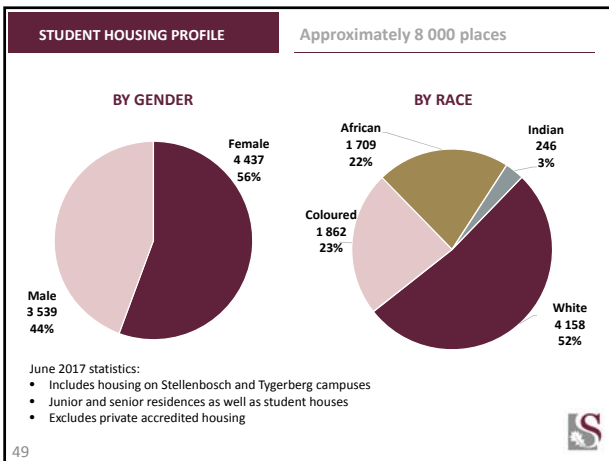
- Transgender support group for those who choose not to declare gender in terms of binaries
- Also support to those who are transitioning

Gender-neutral bathrooms

All new bathrooms at SU will enable a gender neutral use, which secures privacy and safety for all users.



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STUDENTS' REPRESENTATIVE COUNCIL (SRC)

Gender breakdown:

- 2015/16: 11 women, 12 men
- 2016/17: 11 women, 11 men
- 2017/18: 5 women, 9 men (elected members only; ex officio members still being appointed)

Programmes to strengthen women in leadership positions:

- SRC Women Empowerment Portfolio has had a strong impact on women leadership
- SRC supported by Student Affairs
- Centre for Student Leadership and Structures established in 2016 in order to strengthen student leadership, including women and non-positional leaders



Ms Nomzamo Ntombela,
SRC Chair 2016/17

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7. DISABILITY

Dr Birgit Schreiber
Senior Director: Student Affairs

Bongani Mapumulo, Chairperson: Di-Maties student society. Photo from #InolimiSU public awareness campaign. © Stellenbosch University

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DISABILITY

Student support

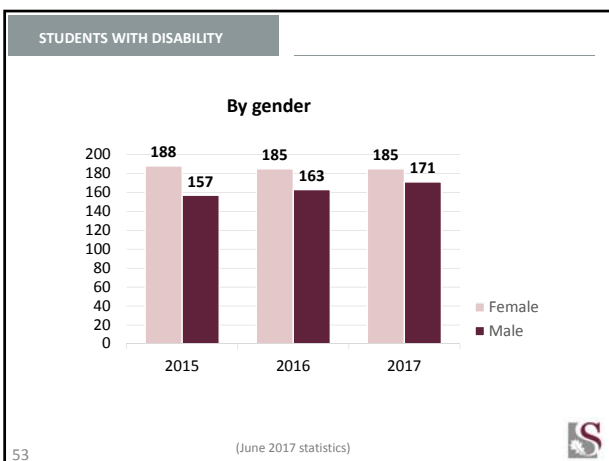
"I am not broken but merely a little different"
Celebrating 10 years of helping to level the playing field for our students with disabilities



Disability Unit
10-Year Anniversary

Centre for Student Counselling and Development
Student Affairs
Stellenbosch University

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ACCESSIBILITY

Not all buildings accessible, but ...

- When old buildings are renovated, addressing disability criteria factored in
- All new facilities built to address disability access
- New Disability Access Policy in process of finalisation

Deaf or hearing impaired students can study any course:

- 10 buildings with induction loop systems
- Note taking is arranged
- Two South African Sign Language (SASL) interpreters appointed



Stock photo. © Stellenbosch University

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MATIES PARASPORT

- Hailed "South Africa's most successful disabled sports club" after its members won 11 of the country's 17 medals at the 2016 Rio Paralympics
- At the 2017 World Para Athletics Championships in London, Maties Parasport members won 12 of Team SA's 15 medals

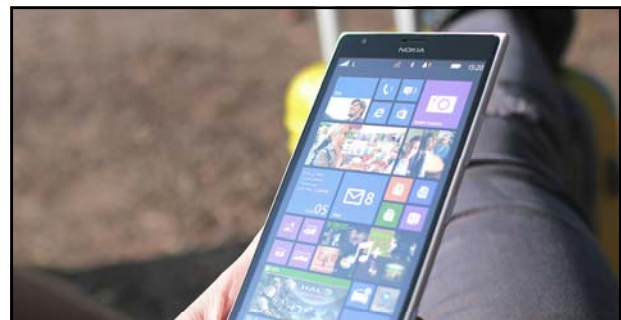
Women in Maties Parasport:

- Zanele Situ – bronze medal at World Para Athletics Championships
- Ilse Hayes (alumna) – two silver medals at World Para Athletics Championships
- Alani Ferreira – four gold medals at SA National Swimming Champs, selected to represent SA at World Para Swimming Championships in Mexico in November

Anruné Liebenberg won two silver medals at the 2017 World Para Athletics Championships in London



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7. AWARENESS CAMPAIGNS
Dr Phumzile Mmope
Senior Director: Corporate Communication

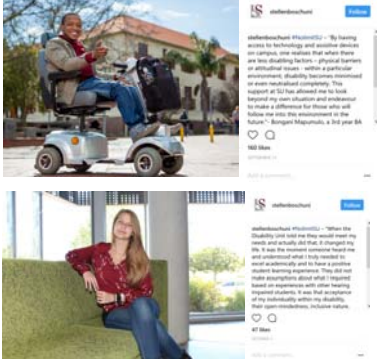
#NolimitSU campaign

Using social media to create awareness

No. of people reached:
– 74 622 on Facebook
– 1 759 on Instagram

Comments:
"Thumbs up to SU and the assistance they give to disabled students."
"I'm humbled and inspired."

Screenshots from Stellenbosch University's #NolimitSU public awareness campaign



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#WomenofSU campaign



Creating awareness during Women's Month
Showcasing a range of women at SU as role models
Using social media

No. of people reached:
o Facebook: 273 867
o Twitter: 127 577
o Instagram: 40198
o LinkedIn: 590 755

Screenshots from Stellenbosch University's #WomenofSU public awareness campaign

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9. CONCLUSION
Prof Wim de Villiers
Rector and Vice-Chancellor

WHERE TO NEXT?

- "Empowering Women, Empowering Humanity" (UN slogan for International Women's Day 2015)
- "With its emphasis on empowered women, the slogan indirectly asks us what kind of society we would like to build. It strongly suggests that if women were to be empowered, society as a whole would benefit in numerous ways" (Prof Louise du Toit, Chair of the Department of Philosophy at SU)

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CONCLUSION

- SU marking its Centenary in 2018
- Committed to transformation, including gender justice and employment equity
- Incomplete but resolute journey of transformation
- Walking the path with our stakeholders

