

# SU'S RESPONSE TO THE KHAMPEPE REPORT: Framing comments

- The Rector and Rectorate own and lead the Khampepe Response process
- The Report's analysis, findings and recommendations about racism on campus and its links with other markers of exclusion such as class, gender, and sexual orientation, are at the centre of the Response
- The Response's emphasis is on attaining a Constitutional rights and values dispensation and establishing a human rights oriented campus
- The Response is based on inviting inclusive dialogue and participation that emphasise co-ownership
- Develops proposals for implementation to establish the university as a home for all students and staff
- Unlock the university's societal public/common good role with respect to SU's Vision 2040's future-focused, Africa-centred identity.
- Knowledge, Science and Learning is at heart of the Response

# Terms of reference for a 2-year process to develop and implement SU's response to the Khampepe Report

- Based on processing the Khampepe Report's Analysis, Findings, Recommendations
- The structure of the Implementation Response process:
  - Led by Rector and Vice-Rector-SITP (secundus)
  - Coordinating Office
  - Five workstreams
  - Organic and co-ownership dialogue and participation across campus feeding into workstream implementation development processes
  - 2 year process based on a short, medium and long-term implementation approach
  - Reporting frequently to the Rectorate, Senate, Council, IF, ITC, Faculties, Student Structures and other relevant structures

# Strategic transformational approach

- Horizontal Participation via site-based dialogue, issue-based dialogue, academic dialogue on specific themes that feed into workstream processes
- Based on an on going concerted leadership thrust to advance Transformation
- CIRCoRe processes feed implementation recommendations directly to Rectorate who will operationalise them via matrix operational simplification, alignment and implementation
- Phased organisational transformational approach: immediate, short-term, medium and long term
- Dialogue with local community, stakeholders, partners, higher education community to garner buy-in
- Monitoring and evaluation
- Communications and messaging key

# Committee for the Institutional Response to the Commission's Recommendations (CIRCoRe)

- Joined-up, streamlined and phased implementation approach,
- Draw on the immediacy and effectiveness of the University's Covid response via the Institutional Committee for Business Continuity (ICBC)
- Based on transformational organisational change: aligning micro, meso and macro structures and processes,
- knowledge - informed transformation

# Khampepe Report's recommendations processed by workstreams that will make proposals for implementation

## Khampepe Report Recommendations

- Structural improvement to various units of the University, including the Equality Unit and the Transformation Office
- Educational and Training interventions for students and staff
- The development and adoption of a Transformation Charter
- Structural improvements to the functioning of the Transformation operations/units
- The introduction of a compulsory, core curriculum offering for all students
- Improving collaboration between key university players and bodies
- Clarifying student disciplinary procedures
- Addressing the student experience
- Improving the welcoming experience for students and staff
- Improving the University's implementation of its multilingual language policy
- Streamlining operational/matrix functioning of the institution
- Setting up workstreams in response to specific recommendations

# CIRCoRe Structure

## CIRCoRe

- Led by Rector and Rectorate
- 15 person committee, plus chairs of the workstreams
- Lead, Coordinate, Monitor, Implement
- Report - back to Council, Senate, IF, etc

FIVE WORKSTREAMS - produce proposals for implementation

- 1) Student Life/Communities
- 2) Compulsory core curriculum offering embedded in processes of Curriculum, Teaching and Learning Renewal
- 3) Institutional Culture
- 4) Race, Human Categorisation, and Science
- 5) Simplifying and Aligning University Structures, Policies and Regulations with Transformation

Rectorate Committee  
Process



