

AFRIKAANS | ISIXHOSA

CIRCoRe update: New leadership structure and projects

Dear colleagues and students

As we reach the halfway mark for the term of the Committee for the Institutional Response to the [Khampepe] Commission's Recommendations (CIRCoRe), I write to update you on the committee's ongoing work and its revised leadership structure.

Joint Leadership Structure

The resignation of Prof Aslam Fataar as head of CIRCoRe prompted a reorganisation of the leadership structure. Our intention is to build with appreciation upon the solid foundations that Prof Fataar has laid. With CIRCoRe's foundations in place, and its workstreams already pushing ahead at full steam, the focus was on enabling continuity as we approach the remaining twelve months of CIRCoRe's mandated period. As such, we opted for an amended structure to guide the scope of CIRCoRe activities going forward:

- Project owner: Prof Wim de Villiers, Rector
- Project leader: Prof Nico Koopman, Deputy Vice-Chancellor for Social Impact, Transformation and Personnel
- Project co-ordinator: Mr Mohamed Shaikh, Executive Manager: Rectorate.

A **CIRCoRe Steering Committee** comprising the heads of CIRCoRe's five workstreams - Prof Kopano Ratele, Prof Ronelle Carolissen, Dr Leslie van Rooi, Dr Sharman Wickham and Mr Phila Msimang - as well as Prof Nico Koopman and Mr Mohamed Shaikh will serve as CIRCoRe's engine and rudder. The Steering Committee will meet with high frequency.

Prof André Keet, Deputy Vice-Chancellor for Engagement and Transformation at Nelson Mandela University, is serving as expert external adviser to CIRCoRe.

The **CIRCoRe Advisory Committee** remains in place and will appropriately guide and inform CIRCoRe activities.

We opted for a joint leadership structure, in order to ensure that there is optimal

continuity, and to avoid a situation where a new leader still has to be oriented, especially since only twelve months are left for CIRCoRe to fulfil its task. Moreover, the joint approach will ensure high levels of coordination, alignment and optimisation of CIRCoRe activities.

We also confirm that the approach of CIRCoRe is to develop research- and data-informed recommendations that will be considered by the Rectorate and other decision-making structures of the University. These recommendations will ensure that appropriate short, medium and long-term responses and interventions in relation to the Khampepe Report are in place. Progress with the work of CIRCoRe will be regularly reported.

Some key upcoming CIRCoRe activities

A range of key CIRCoRe workstream initiatives are underway. These include:

- The workstream that focuses on **institutional culture** is organising a public engagement forum, kickstarted by a dynamic multidisciplinary arts performance called *Elephants in the Room*, which takes place under the auspices of the Krotoa is Present Project and against the backdrop of Human Rights Month. The forum aims to explore the roles and responsibilities of both the University and its broader community, within the context of changing the institutional culture. *Elephants in the Room* is scheduled for April 2024 at the Stellenbosch University Museum. Details will be shared in due course.

The workstream is also working on a recommendation that a research project on institutional racism, institutional culture and institutional change be established by the University. This broad-ranging research project will serve to provide a comprehensive understanding of these phenomena for SU students and staff. Multiple research projects using different methodologies may be agreed upon as the most suitable way forward. The workstream is also preparing recommendations on a structure that might be established and that will advance the transformation of institutional culture in dedicated fashion.

- The workstream that focuses on **race, human categorisation and science** is hosting a conference with the theme *Controversies in the Use of Race and Other Human Categorisations in the South African Higher Education Sector*. This conference will be hosted at STIAS from 12 to 13 June 2024. The conference aims to interrogate the case for the use of human group descriptors in the sciences with a focus on the use of race and its attendant problems. The questionable use of race in various disciplinary settings in the social and natural sciences from anthropology to forensics will be discussed. The conference also aims to explore the role of antiquated views about human beings and their groupings in the perpetuation of scientific racism in South Africa. A call for abstracts will be sent in due course. This conference will be complementary to the conference on race in November this year, which will be organised by the workstream for institutional culture, and which will discuss race from the

perspective of institutional culture.

- **Curriculum offering:** The workstream that focuses on the strengthening of the transformation competencies of students and staff are considering a number of options in respect of curriculum offerings that espouse an ethos of intercultural competence and social justice. Exciting aspects are under consideration, amongst others the compulsory nature of these offerings, whether they should be credit-bearing, whether they should be standalone offerings or offerings integrated into other modules or both, and whether they should be offered online or in-person or hybrid. Concrete recommendations are being developed and will be submitted for consideration.
- **Alignment of transformation structures and policies:** The workstream that focuses on alignment is finalising its recommendations for aligning SU's transformation-related infrastructure (offices and structures) as to enhance an enabling environment to further enact embedded transformation. The Equality Unit is also to better position itself to strengthen case-management. Work is also underway to align and refine key transformation-related policies at the University. Recommendations with regard to the alignment of transformation-related policies, plans and procedures are being developed.
- The **student lives/communities workstream** commissioned a literature review on university student experiences of race. This will be completed by the end of April. Once the findings are reviewed, it will be used to engage students in (creative) workshops to generate participatory recommendations for “doing and thinking about race differently” at the University. This research will co-inform the recommendations that the workstream will formulate with regard to the challenges and concerns about student residences. The imminent report of the commission that investigates the Wilgenhof matter, will co-inform this work.

The above provides a glimpse of CIRCoRe's ongoing work to develop insights and interventions that will enable the University to appropriately address the recommendations of the Khampepe Report. In honouring the insights and recommendations of the Khampepe Report, and the subsequent interventions proposed by CIRCoRe, comprehensive and deep transformation at the University will be significantly advanced.

My sincere thanks and appreciation to all the members of the Workstreams and the broader university community for the constructive engagements, at times tough and emotional, that are edging our institution in the direction of the University that we want.

Sincerely,

Prof Wim de Villiers
Rector and Vice-Chancellor

Jongste CIRCoRe-nuus: Nuwe leierskapstruktuur en projekte

Beste kollegas en studente

Ons is halfpad deur die termyn van die Komitee vir die Institusionele Reaksie op die [Khampepe-]Kommissie se Aanbevelings (CIRCoRe), en ek bring julle graag op hoogte van die komitee se voortgesette werk en gewysigde leierskapstruktuur.

Gesamentlike leierskapstruktuur

Die bedanking van prof Aslam Fataar as CIRCoRe-hoof het 'n herrangskikking van die leierskapstruktuur vereis. Die plan is om met waardering voort te bou op die stewige grondslag wat prof Fataar gelê het. CIRCoRe is goed gevestig en die werkstrome is volstroom aan die gang, so die doel met die nuwe leierskapstruktuur was om kontinuïteit te verseker vir die oorblywende twaalf maande van CIRCoRe se termyn. Daarom het ons op die volgende gewysigde struktuur besluit om CIRCoRe se werksaamhede voortaan oorhoofs te bestuur:

- Projekeienaar: Prof Wim de Villiers, Rektor en Visekanselier
- Projekleier: Prof Nico Koopman, Viserektor: Sosiale Impak, Transformasie en Personeel
- Projekkoördineerder: Mnr Mohamed Shaikh, uitvoerende bestuurder van die Rektoraat

'n **CIRCoRe-beheerkomitee** wat bestaan uit die hoofde van die vyf CIRCoRe-werkstrome - prof Kopano Ratele, prof Ronelle Carolissen, dr Leslie van Rooi, dr Sharman Wickham en mnr Phila Msimang - sowel as prof Koopman en mnr Shaikh sal CIRCoRe op koers hou. Die beheerkomitee sal gereeld vergader.

Prof André Keet, Viserektor: Skakeling en Transformasie by Nelson Mandela Universiteit, dien as eksterne deskundige raadgewer.

Die **CIRCoRe-advieskomitee** bly onveranderd en sal CIRCoRe se werksaamhede op gepaste wyse rig en lei.

Ons het doelbewus hierdie gesamentlike leierskapstruktuur gekies om optimale kontinuïteit te verseker, en te verhoed dat 'n nuwe leier nog georiënteer moet word, veral aangesien daar nog net twaalf maande oorbly vir CIRCoRe om sy werk af te handel. Boonop sal die gesamentlike benadering sorg dat CIRCoRe-werksaamhede so goed moontlik gekoördineer, belyn en geoptimaliseer word.

Ons bevestig ook CIRCoRe se benadering, naamlik om navorsings- en datagegronde aanbevelings te doen wat die Rektoraat en ander besluitnemingstrukture van die Universiteit Stellenbosch (US) dan sal oorweeg. Hierdie aanbevelings sal sorg dat ons instelling op kort, medium- en lang termyn gepas op die Khampepe-verslag reageer. Ons sal gereeld verslag doen oor vordering met CIRCoRe se werk.

Belangrike CIRCoRe-aktiwiteite onderweg

'n Aantal belangrike CIRCoRe-werkstroomprojekte is aan die gang. Dít sluit die volgende in:

- Die werkstroom oor **institusionele kultuur** reël 'n openbare gespreksforum wat sal afskop met 'n dinamiese multidissiplinêre kunsuitvoering getiteld *Elephants in the Room*. Die uitvoering word onder die vaandel van die projek Krotoa is Hier ("Krotoa is Present") en teen die agtergrond van Menseregtemaand aangebied. Die doel van die forum is om te bepaal watter rolle en verantwoordelikhede die Universiteit sowel as die algemene US-gemeenskap het om die institusionele kultuur te verander. *Elephants in the Room* vind in April 2024 by die US Museum plaas. Verdere besonderhede sal binnekort bekend gemaak word.

Daarbenewens ontwikkel die werkstroom 'n aanbeveling vir die instelling van 'n navorsingsprojek oor institusionele rassisme, institusionele kultuur en institusionele verandering om US-studente en -personeel 'n omvattende begrip van dié verskynsels te bied. Die uitgebreide inisiatief kan uiteindelik uit verskeie navorsingstudies bestaan wat verskillende metodologieë volg. Aanbevelings vir die oprigting van 'n struktuur om die transformasie van die US se institusionele kultuur op 'n toegewyde manier te bevorder, is ook aan die kom.

- Die werkstroom oor **ras, menskategorisasie en die wetenskap** sal van 12 tot 13 Junie 2024 'n konferensie oor die omstredenheid van die gebruik van ras en ander menskategorisasies in die Suid-Afrikaanse hoërondwyssektor aanbied. Die geleentheid, wat by STIAS sal plaasvind, sal die gebruik van menslike groepbeskrywings in die wetenskappe ondersoek, met 'n bepaalde klem op die gebruik van ras en die probleme wat daarmee gepaardgaan. Die twyfelagtige gebruik van ras in verskeie dissiplinêre omgewings in die sosiale en natuurwetenskappe, van antropologie tot forensiese wetenskap, sal bespreek word. Boonop sal deelnemers beraadslaag oor hoe verouderde sienings oor mense en hulle groeperinge wetenskaplike rassisme in Suid-Afrika laat voortduur. 'n Versoek vir konferensievoorleggings sal te geleener tyd uitgereik word. Hierdie byeenkoms sal die konferensie oor ras in November vanjaar aanvul. By daardie geleentheid - 'n inisiatief van die werkstroom oor institusionele kultuur - sal deelnemers ras uit die oogpunt van institusionele kultuur bespreek.
- **Kurrikulumaanbod:** Die werkstroom vir die versterking van studente en personeel se transformasiebevoegdheidsbestudeer tans 'n aantal moontlike kurrikulumaanbiedings wat 'n etos van interkulturele bevoegdheid en sosiale geregtigheid sal bevorder. Oorwegings sluit in of die aanbiedings verpligtend moet wees, of dit kredietdraend moet wees, of dit losstaande moet wees of by ander modules geïntegreer moet word (of albei), en of dit aanlyn, in kontakvorm of hibridies aangebied moet word. Konkrete aanbevelings word opgestel en sal vir oorweging ingedien word.

- **Belyning van transformasiestrukture en -beleide:** Die werkstroom oor belyning is besig met afrondingswerk aan aanbevelings om die US se transformasieverwante infrastruktuur (kantore en strukture) te belyn en sodoende 'n meer instaatstellende omgewing vir die vaslegging van transformasie by die Universiteit te skep. Daarbenewens word die Eenheid vir Gelykwaardigheid herposisioneer om beter toegerus te wees vir gevallebestuur. Die werkstroom belyn en verbeter ook die vernaamste transformasieverwante beleide van die Universiteit en ontwikkel aanbevelings oor die belyning van transformasieplanne en -prosedures.
- Die werkstroom oor die studentelewe en -gemeenskappe het 'n literatuurstudie oor studente se ervarings van ras aangevra, wat teen die einde van April sal klaar wees. Sodra die bevindinge bestudeer is, sal dit gebruik word om studente by (kreatiewe) werksessies te betrek om gesamentlik aanbevelings te doen oor hoe die US ras anders kan benader en bedink. Hierdie navorsing, nes die verslag van die kommissie van ondersoek oor die Wilgenhof-aangeleentheid, wat eersdaags verwag word, sal onder andere ook in ag geneem word in die werkstroom se aanbevelings ten opsigte van die uitdagings en kwessies in studentekoshuise.

Die oorsig hier bo bied 'n vinnige kykie na CIRCoRe se voortgesette werk om insigte en intervensies te ontwikkel sodat die Universiteit die aanbevelings in die Khampepe-verslag op gepaste wyse kan hanteer. Ter uitvoering van die aanbevelings in die verslag én van die intervensies wat CIRCoRe na aanleiding daarvan voorstel, sal omvattende en diepgaande transformasie by die Universiteit aansienlik bevorder word.

My opregte dank en waardering aan alle lede van die werkstrome en die algemene US-gemeenskap vir die konstruktiewe gesprekke wat, hoewel dit by tye moeilik en emosioneel is, ons instelling stadig maar seker help ontwikkel tot die Universiteit wat ons graag wil wees.

Vriendelike groete

Prof Wim de Villiers
Rektor en Visekanselier

Uhlaziyo lweCIRCoRe: Ubume obutsha bobunkokeli kunye neprojekthi

Mawethu athandekayo kunye nabafundi

Njengoko sifikelela kwisiqingatha sexesha leKomiti yokuPhunyezwa kweeNgcebiso zeKomishoni [kaKhampepe] (CIRCoRe), ndinibhalela ukuze ndinazise ngomsebenzi oqhubekayo wekomiti kunye nobume bayo bobunkokeli obuhlaziyiweyo.

Ulwakhiwo lobuNkokheli ngokuBambisana

Ukubeka phantsi kukaNjingalwazi uAslam Fataar njengentloko yeCIRCoRe kubangele uhlehlengiso kubume bobunkokeli. Injongo yethu kukwakha phezu kweziseko eziluhlalima athe wazondlala uProf Fataar. Ngeziseko zeCIRCoRe esele zikho, kunye nemithombo yayo yokusebenza esele iqhubela phambili ngokuzelelo, ugqxininiso ibikukuvumela ukuqhubeka njengoko sisondelela kwiinyanga ezilishumi elinesibini eziseleyo zexesha eligunyazisiweyo leCIRCoRe. Ngaloo ndlela, sikhethe ulwakhiwo olulungisiweyo ukukhokela umda wemisebenzi yeCIRCoRe ukuya phambili:

- Umnini weProjekthi: UProf Wim de Villiers, iNgqonyela
- Inkokeli yeProjekthi: UProf Nico Koopman, iSekela Ngqonyela kwiFuthe leNtlalo, iNguqu kunye naBasebenzi
- Umququzeleli weProjekthi: UMnu Mohamed Shaikh, uMphathi oLawulayo: kwiCandelo leNqununu.

IKomiti eLawulayo yeCIRCoRe iquka iintloko zamacandelo amahlanu eCIRCoRe - uNjing Kopano Ratele, uNjing Ronelle Carolissen, uGqr Leslie Van Rooi, uGqr Sharman Wickham noMnu Phila Msimang - kwakunye noNjing Nico Koopman noMnu Mohamed Shaikh baza kusebenza njengenjini kunye nesixhobo sokulawula iCIRCoRe. IKomiti eLawulayo iya kuhlalanga rhoqo.

UNjingalwazi uAndré Keet, uSekela-Sekela weNgqonyela woThethathethwano kunye neNguqu kwiYunivesithi yaseNelson Mandela Metropolitan, usebenza njengomcebisi wangaphandle oyingcali kwiCIRCoRe.

IKomiti yeeNgcebiso yeCIRCoRe isahleli kwaye iya kukhokela ngokufanelekileyo kwaye yazise ngemisebenzi yeCIRCoRe.

Siye sakhetha ulwakhiwo olubambiseneyo lobunkokeli, ukuze siqinisekise ukuba kukho ukuqhubeka okugqwesileyo, kunye nokuphepha imeko apho inkokeli entsha kusafuneka iqhelaniswe, ngakumbi kuba ziinyanga ezilishumi elinesibini kuphela ezishiyekileyo ukuze iCIRCoRe ifezekise umsebenzi wayo. Ngaphezu koko, indlela yobambiswano iya kuqinisekisa amanqanaba aphezulu oququzelelo, ulungelelwaniso kunye nokwandisa imisebenzi yeCIRCoRe.

Sikwaqinisekisa ukuba indlela yeCIRCoRe kukuphuhlisa uphando - kunye nezindululo zolwazi eziya kuqwalaselwa sisiGqeba soLawulo kunye namanye amaqumrhu athatha izigqibo kwiYunivesithi. Ezi ngcebiso ziya kuqinisekisa ukuba iimpemulo ezifanelekileyo zexesha elifutshane, eliphakathi nelide kunye nongenelelo ngokunxulumene neNgxelo kaKhampepe zikhona. Inkqubela phambili yomsebenzi weCIRCoRe iya kuxelwa rhoqo.

Eminye imisebenzi engundoqo ezayo yeCIRCoRe

Uluhlu lwamanyathelo aphambili okusebenza eCIRCoRe asendleleni. Aquka la:

- Umsebenzi ogxile **kwinkcubeko yeziko** uququzelela iqonga lothethathethwano noluntu, elaqalwa yinkqubo yobugcisa equka iinkalo

ezahlukeneyo ebizwa ngokuba yi *Elephants in the Room*, eyenzeka phantsi koncedo lwe *Krotoa is Present Project* kunye nomxholo weNyanga yamaLungelo oLuntu. Eli qonga lijolise ekuphononogeni iindima noxanduva lweYunivesithi kunye noluntu lwayo ngokubanzi, kwimeko yokutshintsha inkcubeko yeziko. I *Elephants in the Room* icwangciselwe uTshaziimpuzi wama2024 kwiZiko loLondolozo lweMbali leYunivesithi yaseStellenbosch. Iinkcukacha kuza kwabelwana ngazo ekuhambeni kwexesha. Indlela yokusebenza ikwasebenza kwisindululo sokuba iprojekthi yophando malunga nobuhlanga beziko, inkcubeko yeziko kunye notshintsho lweziko lumiselwe yiYunivesithi. Le projekthi yophando ibanzi iya kusebenza ekunikeni ukuqonda ngokubanzi ezi ziganeko kubafundi nabasebenzi beSU. Iiprojekthi ezininzi zophando zisebenzisa iimethodoloji ezahlukeneyo zokuza kufuneka kuvunyelwene ngeyona ndlela ifanelekileyo yokuya phambili. Indlela yokusebenza ikwalungiselela izindululo kwiziseko ezinokuthi zisekwe nneziya kuqhubela phambili inguqu yenkcubeko yeziko ngendlela ebonakalisa ukuzinikela.

- **Indlela yokusebenza egxile kubuhlanga, ukuhlelwa kwabantu kunye nenzululwazi** iza kusingatha inkomfa enomxholo othi *Controversies in the Use of Race and Other Human Categorisations in the South African Higher Education Sector (Iimpikiswano ekuSetyenzisweni koBuhlanga nezinye izintlu zoLuntu kwiCandelo lezeMfundo ePhakamileyo eMzantsi Afrika)*. Le nkomfa iya kusingathwa eSTIAS ukususela ngomhla we12 ukuya kowe13 weyeSilimela 2024. Injongo yale nkomfa kukuphanda ityala lokusetyenziswa kweenkcazo zamaqela oluntu kwiinzululwazi kugxininiswa ekusetyenzisweni kobuhlanga neengxaki zabo. Ukusetyenziswa okukrokrisayo kobuhlanga kwiindawo ezahlukeneyo zoluleko kwinzululwazi yezentlalo nendalo ukusuka kwianthropology (izifundo eziyongene nemvelaphi yabantu) ukuya kwiforensics kuya kuxoxwa. Le nkomfa ikwajolise ekuphononogeni indima yeembono zakudala malunga nabantu kunye namaqela abo ekuqhubeleni phambili ubuhlanga bezenzululwazi eMzantsi Afrika. Kuza kuthunyelwa ikhwelo lezishwankathelo maphepha ethubeni. Le nkomfa iza kuhambelana nenkomfa yogqatso kweyeNkanga kulo nyaka, eza kuququzelelwa ngumbutho womsebenzi wenkcubeko yeziko, neza kuxoxa ngobuhlanga ngokwembono yenkcubeko yeziko.
- **Ukufundiswa kweKharityhulamu:** Indlela yokusebenza ejolise ekomelezeni izakhono zenguqu zabafundi nabasebenzi bathathela ingqalelo inani lezinto abangazikhetha ngokubhekiselele kwikharityhulam efundiswayo ekhuthaza isimilo sobuchule benkcubeko kunye nobulungisa kwezentlalo. Imiba enika umdla iphantsi koqwalaselo, phakathi kwezinye izinto ezisisinyanzelo kwizifundo, nokuba ifanele ukuthathwa njengalayo iyimodyuli egcweleleyo, ingaba imele ibe sisifundo esizimeleyo okanye isifundo esidityaniswe kwezinye iimodyuli okanye zombini, nokuba kufuneka inikezelwe kusetyenziswa i-intanethi okanye umntu ekhona okanye ibe ngumxube. Iingcebiso ezibambekayo zisaphuhliswa, kwaye ziya kungeniswa ukuze ziqwalaselwe.
- **Ulungelelwaniso lweziseko zenguqu kunye nemigaqonkqubo:** Umsebenzi ojolise kulungelelwaniso ugqibezela izindululo zawo zokulungelelanisa iziseko ezingundoqo ezinxulumene nenguqu kwiYunivesithi

yaseStellenbosch (iiofisi kunye nozakhiwo) ukuze kuphuculwe imeko ekwaziyo ukumisela ngakumbi inguqu edibeneyo. Okwesibini kukubeka ngokutsha iYunithi yoLingano ukuze ibe kwinqanaba elingcono ukomeleza ulawulo lwamatyala. Umsebenzi ukwaqhuba ngokulungelelanisa kunye nokucokisa imigaqonkqubo engundoqo enxulumene nenguqu kwiYunivesithi. Iingcebiso malunga nokulungelelaniswa kwemigaqonkqubo enxulumene nenguqu, izicwangciso kunye nemigaqo zisaphuhliswa.

- **Ubomi bomfundi/uluntu nendlela yokusebenza** zigunyazise uphononongo loncwadi ngamava ohlanga lwabafundi baseyunivesithi. Oku kuya kugqitywa ekupheleni kukaTshaziimpuzi. Nje ukuba iziphumo zijongiwe, ziya kusetyenziselwa ukubandakanya abafundi kwiindibano zocweyo (zobuchule) ukuvelisa izindululo zothathonxaxheba “lokwenza nokucinga ngobuhlanga ngokwahlukileyo” kwiYunivesithi yaseStellenbosch. Olu phando luya kwazisa ngeengcebiso ukuba indlela yokusebenza iza kuqulunqa imingeni kunye neenkxalabo malunga neendawo zokuhlala zabafundi. Iingxelo esele ikufutshane yekomishoni ephanda umba waseWilgenhof, iza kusebenzisana nalo msebenzi.

Oku kungasentla kusikrobisa nje kumsebenzi oqhubekayo weCIRCoRe wokuphuhlisa ukuqonda kunye nongenelelo oluya kwenza ukuba iYunivesithi ijongane ngokufanelekileyo nezindululo zeNgxelo kaKhampepe. Ekunikeni imbeko kwiimbono kunye nezindululo zeNgxelo kaKhampepe, kunye nongenelelo olulandelayo olucetywayo yiCIRCoRe, inguqu ebanzi nenzulu kwiYunivesithi iya kuhambela phambili kakhulu.

Ndibulela ngokungazenzisiyo kuwo onke aMalungu eeNdlela zoKusebenza nakuluntu lweyunivesithi ngokubanzi ngothethathethwano olwakhayo, ngamaxesha anzima nachukumisa umxhelo, aqhubela iziko lethu leYunivesithi kwicala esilifunayo.

Ozithobileyo,

Njing Wim de Villiers
INqununu nekwayiNgqonyela