

DIVERSITY & TRANSFORMATION

STRUCTURES

COMMITTEES & ROLES AND RESPONSIBILITIES

Written by Noma Shange

26 June 2020



ST SWITHIANS
COLLEGE

CAMPUS DIVERSITY & TRANSFORMATION COMMITTEE

1. Noma Shange	Campus Director
2. Noluthando Nkuna	JP Director
3. Bethuel Galane	BP Director
4. Leluma Posholi	Acting GP Director
5. Khatlhi Mopeli	Finance Dept
6. Matthew Ross	BC Director
7. Motsamai Nonyane	GC Director
8. Thando Bili	Deputy Head: Operations Dept
9. Lukhanyiso Msutu	Deputy Head: HR
10. Manzini Hlatshwayo	Deputy Head: Thandulwazi



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ROLES & RESPONSIBILITIES OF CAMPUS COMMITTEE

1. Plan the termly and yearly events.	9. Develop & structure timeframes
2. Strategize on ways that work effectively.	10. Measure the impact
3. Effectively drive programs.	11. Support each school in their initiatives
4. Collaborate between staff committees.	12. Share resources
5. Synergize within all schools.	13. Establish capacity
6. Drive awareness campaigns.	14. Network with other schools
7. Reflect on systems	15. Develop a more African inclusive curriculum
8. Create surveys and climate change	16. Advance leadership & critical conversations



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GIRLS COLLEGE D&T COMMITTEE

1. Motsamai Nonyane	Educator/Maths & Director D&T
2. Leanne Horwitz	Educator History
3. Liza Rakobila	Administrator/Receptionist/Scholarship Co-ord.
4. Peta Hanly	Educator/Drama & Synergy
5. Bern Bango	Educator/French
6. Paballo Mofokeng	Educator/Sotho
7. Bronwyn Myles	
8. Zimbili Langa	Educator/ isiZulu/Boarding Head
9. Rev. Jen Samdaan	Spirituality/Methodist



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GIRLS COLLEGE – WORK DONE

Work done by the Staff Committee.

- The staff diversity committee has been working more as an advisory body to the greater staff body.
- We provide guidance, mainly informally, on issues such as gender, cultural and religious equality.
- The committee also partakes in interviews of potential staff members and student leaders in an oversight capacity.
- We are also represented in the awards committee
- Five members of the committee sit on the SMT, wearing multiple hats in addition to that of advancing the Transformation agenda.
- Recommends resources for personal and professional development on diversity and transformation issues. Podcasts, seminars, workshops and books for example



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GC – D&T PARENT SUPPORT GROUP

- The list of our Parent Support Group Members and the work they have done within our school.
 - Mr Quentin Leech
 - Mrs Tsholofelo Mokele
 - Mrs Nonhlanhla Magagula
 - Dr Jenny Coetzee
 - Charity Thokoane
 - Karabo Phokoje
 - Megan Rogers
 - Jacqui Jooste
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- The Parents support group is newly formed, and they are yet to start working. We will be having our second meeting soon to discuss the way forward.

GC STUDENT D&T COMMITTEE – GRADE 12

Amber Beresford – GSA head

- Nicole Brink
- Chimunda Chiyedza
- Kiera Gouws
- Bontle Kgogo – Deputy Head of Transformation
- Moshoeu Khwinana
- Caitlin Macfarlane
- Vuyolwethu Mashinini
- Janet Mothibi – Head of Transformation
- Khanyisa Ntozini
- Tyla Orsmond
- Mia Rogers
- Kathrine Thompson
- Tiffany Uys
- Phuti Hanyane
- Rutendo Kawalenga

GC DIVERSITY & TRANSFORMATION

- The student committee:
- Plans the annual Celebrating Womxn event, a showcase of artistic talent where students celebrate themselves and achievements of other womxn. The event has a community engagement side as the tickets to watch the event are bought with sanitary pads that are then donated to various beneficiary schools and organisations.
- Creates awareness around issues of patriarchy, gender, race, class, and gender-based violence.
- Plans commemorations of major holidays, such as Heritage Day, Human Rights Day, Youth Day, and Women's day.



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GC WORK PLAN & STRATEGY 2020

- Social justice and citizenship education: students and staff
- Codes and guideline review (SRC), last review in 2017
 - Dress and Hair
- Parental awareness and education
- Safe places to report incidents
- Unpacking and understanding our institutional culture: which aspects perpetuate 'whiteness', which elements need to change and how?



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GIRLS' COLLEGE

GC GOALS & SHORT PLAN

Communication and community connection

Weekly newsletter transformation update - Fridays: progress, readings and links

GC T&D termly publication – with input from parents/staff and students

Transformation: topic on the weekly staff meeting agenda



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GC – SHORT PLANS

Policies and guidelines review and student input: - to GC SRC Dress and hair Social Media Code of Conduct	End of June
GC T&D Strategy session – facilitated by an alum if possible? All stakeholders represented: Students Parents Staff Alumnae	Sat 11 July - TBC
GC Online Social Justice Conference Staff and students, possibly parents <ul style="list-style-type: none">• Group discussions• Webinars	3 and 4 August - TBC
GC Staff Racism EQ workshop	31 Aug and 1 Sept



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GC LONG TERM PLANS

GC Term 3 PD groups – core focus on racism and whiteness: focus around “Me and White supremacy workbook”	31 Aug onwards
Social Justice Curriculum team Write a social justice curriculum for Grade 8 and 9 students for launch in Jan 2021 – a lesson/week With input from Alumnae	Ready for Jan 2021
Weekly whole school transformation assembly slot This period could be used for whole school presentations, guest speakers and or smaller Grade group barazas. The focus and intention of the session is around matters linked to transformation Staff and student teams to design the termly programme	Jan 2021



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GC OTHER PLANS

- Other aspects to consider which may emerge going forward:
 - *TRC process for staff/students who may be offenders – how do we best support this process in the spirit of reconciliation and restoration?*
 - *Student and staff facilitation workshops (for fostering conversations and offering support and containment)*
 - *Establishment of support groups: ‘safe spaces’*
 - *Senior student representation: Disciplinaries/PTA/Council/SMT?*
 - *Possible restructuring of the Staff and Student committees.*



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GP TEACHER COMMITTEE

- The list of the Members of GP Staff Diversity and Transformation Committee
- Kitule Brigette, Ms
- Mangolo Lucia, Ms
- Modipane Matshepo, Ms
- Naidoo Premila, Mrs
- Nakooda Zahraa, Mrs
- Padayachee Mayure, Ms
- Pechey Julia, Ms
- Posholi Leluma, Mr
- Veldman Samuel, Mr
- Zondo Cebolakhe, Ms



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GIRLS PREPARATORY SCHOOL – ACTIVITIES

Organise and conduct Barazas for students. The Baraza takes two hours and all teachers are involved in facilitating the conversations. Topics covered are mainly based on the main historic months.

- Term 1 Human Rights Day
 - This year’s planned topic was “ Taking Steps toward understanding human rights”
 - A series of activities: Activity 1 Proudly South African: Our flag; our people; our country –
 - striding toward understanding human rights
 - Activity 2: How did Human Rights Day come about and why do we celebrate this day?
 - Activity 3: The Constitution Hill
 - Activity 4: The Bill of Rights
 - Activity 5: Poem – If this life is all we have (Dennis Brutus)

GP – TEACHER D&T PLAN

- Teacher Workshop – “ Knowing me, knowing you” Telling our stories toward understanding each other. This workshop did not take place due to Covid-19
- Term 2
- Assembly on Africa Day 25 May
- Assembly on Youth Month 08 June
- Published a letter to parents on GP stance on anti-racism [10 June]
- A newsletter insert of the Youth Day Assembly with a link to the video is published [12 June]
- Teacher Workshop – Stigmatization [14 JulyTerm 3]
- Heritage Month – Topics still to be decided

GP PARENT SUPPORT GROUP INCL. DIRECTOR/ACTING HEAD

Name	Portfolio
Kwele Lindiwe	Chairperson
Calvert Jodi	
Kidson Graham	
Rogers Pareen	
Moodley Sharmala	
van Tonder Nolene	Deputy Chairperson
Mekwa Odirile	
Mkhari Ipeleng	
Armstrong Aine	
Khanye Malereko	
Mmato Mabel	
Mokgata Tebogo	
Jimmerson Lyse	

BC STAFF DIVERSITY & TRANSFORMATION

- Staff DTC:
 - *Matthew Ross - chair*
 - *MJ Shika - admin*
 - *Ugen Sunder - interns*
 - *Rachael Makatile - culture*
 - *Luke Pearson - leadership*
 - *Gladys Ayaya - community engagement*
 - *Sean Tunmer - psychologist*
 - *Megan Maruggi - sport*
 - *Yaldren Vickery - sport*
 - *Wendy Armstrong - houses*
 - *Rev Nkomo - chaplain*
 - *David du Toit - head of school*

BC STAFF DTC WORK DONE

- The staff DTC began the year with an entirely new formation of staff,
- Comprising representatives from each department of the school: Sport, admin, HODs, HDs, Chaplain, school psychologist, culture, community engagement, interns, leadership and head of school.
- This is chaired by the Director of Diversity and Transformation.
- The committee began the year gathering information and statistics regarding their own departments which might reveal areas needing the focus or intervention of the DTC.
- This was of course interrupted by the immediacy of the lockdown but is resurrecting itself ferociously in light of the current social media happenings.
- Much like the student DTC, the staff DTC is meeting to develop tangibles in terms of setting goals regarding making our institution a more inclusive, diverse space insofar as its daily practices are concerned, with the aim of improving the lived experience of every staff member and student on campus.

BC PARENT SUPPORT GROUP

- Parent Support Group:
 - *Nomvula Marawa*
 - *Quentin Leech*
 - *Anne Wilson*
 - *Melissa Elion van Vuren*
 - *Carla de Vasconcelos*
 - *Alistair Calver*
 - *Bha Tlakula*
 - *Keneiloe Selamolela*
 - *Tanya Lue*
 - *Thabang Oliphant*
 - *Antoinette du Randt*

BC PARENT SUPPORT GROUP WORK

- The parent DTC has been diligent in the preparation of its founding documents,
- Comprising terms of reference,
- Mandates, and rules of engagement.
- The group has made use of its own expertise to draft meaningful policies for self-governance.
- Members of the parent group have been instrumental in guiding us through the COVID-19 pandemic and our compliance with regulations.
- In addition, they have begun talks on the priority that is mental and physical health and the new discriminatory possibilities that may emerge from after the lockdown.

BC STUDENT DTC – 2020

- *Andile Tshabalala - Head*
- *Jordan Tshibumbu - Deputy head*
- *Wanagwa Nyasulu*
- *Devon Casey*
- *Lesego Sithole*
- *Thabo Monyeki*
- *Sa'ad Patel*
- *Adrian Leech*
- *Sihle Dlamini*
- *Njabulo Dlamini*
- *Mihir Haripersad*
- *Leroy Mlambo*
- *Nthato Matseke*
- *Ben Linde*
- *Luke Reilly*
- *Devon Brooks*
- *Dylan Boucher*
- *Motse Selamolela*
- *Lwandile Gumede*
- *Wayne Ndlovu*
- *Adrian Nherera*
- *Michael Kirk*

BC STUDENT PARTICIPATION

- The student DTC has had a successful first term with its launch of many initiatives and projects. The committee started the year with an engaging orientation activity with the new grade 8s which allowed the DTC to gain an understanding as to where diversity and transformation exists in the minds of the College's new cohort of students.
- This was followed by the Celebrating Women event, hosted by the Girls' College, and the Soap Box event, hosted by the Boys' College. In addition, the DTC is working on an initiative to support our ground staff, ensuring their working conditions are like all other staff on campus.
- Another initiative is the #boysforaction campaign in collaboration with other boys' schools which addresses matters specifically related to gender-based violence.
- There has also been the launch of the GSA (Gender and Sexuality Alliance) and the My People of Colour movement which aims to provide meaningful mentorship to students of colour. The DTC rounded off their first term with a meaningful and inspiring chapel presentation which was well received by the Boys' College staff and students.
- The second term has seen the DTC launch the *1000 Girls* initiative in collaboration with #boysforaction.
- Subsequently, many meetings have taken place and will continue to take place to create tangibles around how we as St Stithians College understand racism and how we shift our possible systemic/institutional biases and exclusionary practices.

BP STAFF D&T COMMITTEE

- Team
- Mr B Galane: Director of Transformation and Administration
- Mr L Lalla: Deputy Headmaster
- Mr ME Tlhabanyane: Assistant Director of Sport
- Mrs S Stockigt: Head of Academics Support
- Mrs P Bragge: Head of Dramatic Arts
- Mr G Ephraim: Grade Seven Class Teacher
- Mr A Van Wyk: Grade Six Class Teacher
- Mrs M Mankge: Teacher Intern

BOYS PREPARATORY – STAFF WORK

- DTSSG (Diversity & transformation Staff Support Group)
- Below are members of the St Stithians Boys' Preparatory Staff Transformation Support Group.
- The purpose of the team will be to assist in driving the transformation statement of the College within the Boys' Prep community.
- To promote, achieve, advance, sustain, the commitment to diversity, inclusion and transformation within the Boys' Prep.
- To support professional development for staff in driving the transformation agenda.

D&T PARENT SUPPORT GROUP

- DTPSG (Diversity & Transformation Parent Support Group)

Team

- Chairperson: Mr Vikesh Ramtahar
- Deputy Chairperson: Mrs Godelieve Schuurmans
- Marketing: Mrs Debbie Hutchings,
Mrs Rebecca Humphry &
Mrs Yumna Peer
- Secretary: Mrs Jacqueline Wood

BP PARENT SUPPORT GROUP

1. What is our role as parents in our support to Saints? Guidelines doc to be workshopped.
2. How do we work together with diversity and complexity issues? Creating trust & accountability.
3. Moving the dial on the transformation gap-meter.
4. Areas of impact and improvement for example Sports, Curriculum, Culture etc.
5. Empowerment of learners inside and outside the classroom i.e. positive behavior and living the Saints Values.
6. We want to proactively support our school in promoting a culture of inclusivity by ensuring equal opportunities for all.

BP PASTORAL CARE – SEL CLASSROOM

- The Boys' Prep Pastoral Care department aims to introduce and promote the Social and Emotional Learning (SEL) in the classroom. This will form part of our existing values lessons conducted by Mr G Olivier, our second Deputy Headmaster. The five-core social and emotional skills of a SEL programme include:
 - *Self-awareness (EQ, self-confidence, acknowledging and understanding emotions)*
 - *Self-management (character strength, resilience)*
 - *Social Awareness (how to react and deal with own feelings, empathy, compassion, kindness)*
 - *Social skills (mutual respect, cooperation, dealing with peer pressure, conflict negotiation, courage and tenacity to be honest)*
 - *Responsible decision making (making good decisions, and being accountable, goal setting, optimistic thinking)*
- I believe that the above themes will form the basis for a formalised “Transformation Awareness” curriculum for our students. Mr Olivier and I will construct a suitable curriculum for our senior students to promote awareness and healthy discussions around transformation.

BP: ON-GOING WORK

- ONLINE COURSE (How to speak to kids about Race and Racism)
- All BP staff had the opportunity to do an online course on "How to speak to Kids about Race and Racism" in term one.
- "The Skin I am In"
- This is a workshop we planned for 6 April 2020. It has, unfortunately not happened due to the lockdown. I was aimed at our Grade Sevens, to have a morning of discussion about race, right and prejudices. The core message is:

JP – STAFF DIVERSITY & TRANSFORMATION

- JP Staff T&D:
- Noluthando Nkuna (Director of D&T)
- Isla Walter
- Gayle Harris
- Christine de La Harpe
- Joy Nkwala
- Thandi Mbokazi
- Rev Thandeka Dintle
- Paul Cupido
- Sandile Bosman

JP STAFF – WORK DONE

- As the committee we have presented two staff workshops; Gender and Culture.
- We have visited various schools such as St Benedicts and St John's for symposiums for further insights, training and workshops. Promoting collaboration.
- We have committee meetings to discuss the needs of the JP and encourage transformation discussions and awareness within the grades.
- Prior to the Covid pandemic we were trying to acquire the Kopanya Institute services.
- To start the lessons on Race & Racism.
- "We have visited a number of schools such as St John's and St Benedicts for Transformation Workshops.
- We've been to the Armenian Genocide building, Hilbrow Tour.
- Raising Boys and Girls conference which was hosted by the College with great guest speakers on Diversity & Transformation.
- We've also had Mrs Noma Shange, Mr Jakes Fredericks and Mr Matthews Ross engage us in Diversity & Transformation discussion.

JP – D&T PARENT SUPPORT GROUP

- The JP Parent Support Group has engaged with the staff diversity committee and initiated some projects that they could collaborate.
- Parents equipping the school library with books which address race and diversity at an age appropriate level. This way we can read and be proactive in addressing issues.
- JP - has a box where we change the topic or big question at the front. Teachers can write or type up queries or concerns and we attempt to answer them.
- The answers are given when staff are together, so all can benefit from the question and response. Perhaps going forward we could introduce it to Grade 2s. They are old enough to confidently articulate their thoughts and feelings. One of our display areas can show rotating info about our country or African continent.
- JP recognize that we only have a few days on the calendar to showcase e.g. Africa Day, Heritage Day etc. By doing this we can further the agenda of African pedagogy.

CAMPUS DEPARTMENTS – OPERATIONS

■ OPERATIONS DEPARTMENT

- The Operations department is represented by Mr Thando Bili (Deputy Head of Operations).
- The Voices of Operations staff are heard through a Safe Platform that allows everyone to share confidentially for amicable solutions.
- A more formalized structure is being designed, to allow all staff in operations to feel the sense of belonging.
- The following departments exist within Operations: Audio Visual Team/Events & Planning & Structure – in support of School Productions & Furniture.
- There are Supervisors within each division and staff are welcome to raise any issues either through the supervisor or the Deputy Head especially if there are issues of discrimination, prejudice and or racism.
- Monthly reports will be drawn from each department.

CAMPUS DEPARTMENT – HR

- The HR Department have a representative in the Campus Committee: Mr Lukhanyiso Msutu [Deputy Head of HR] responsible for Employment Equity and other roles.
- Lukhanyiso work in collaboration with the Transformation Office as there is intersectionality in the work that is being done.
- Raising awareness projects are part of the planning within HR in support of the Transformation Office.
- Identification of Barriers that hinder progress that is in line with the College's Employment Equity Targets.
- Follow up on issues raised from the HR office from D&T to Talent & Management.
- The contributions of members of the different schools and campus units assists HR in their strategies.

CAMPUS DEPARTMENT – FINANCE

- The Finance Department is represented by: Deputy Head: Ms Khatlhi Mopeli and currently has an Acting Member Ms Les Jacobs.
- The Finance department has diverse staff members ranging from Junior to Senior Staff members.
- Their role is to support the school and make sure compliance issues are followed as well.
- The Finance department is making progress in ensuring that all suppliers used by the College are BEE compliant.
- The Finance department have been on a journey to restructure the communication process especially in social issues.
- A process of creating a platform for Finance staff to share their experiences & voice their concerns for them to create a conducive environment without victimization.