

2007 Gender Imbizo: Outcomes and Progress to Date (October 2012)

Outcome	Progress to date	Timeframe
<ul style="list-style-type: none"> Re-visiting the vision and mission; 	<p>It is being looked at in various fora, and critiqued. The Draft Institutional Development Plan should settle this.</p>	Ongoing
<ul style="list-style-type: none"> The question of whether gender should form a core course or be integrated into all courses; 	<p>T&L committee.</p>	Ongoing
<ul style="list-style-type: none"> The issue of a specialised unit tasked with overseeing gender issues both in the academic sphere and in the running/culture etc. of the university; 	<p>Director of Equity and Institutional Culture since May 2011 / GENACT.</p>	Ongoing
<ul style="list-style-type: none"> Mechanisms by which a critical consciousness regarding gender issues (in relation to race and class) is engendered across all sectors of the university; 	<p>T&L committee discussions on common course. Common course proposal to Faculty Boards not supported. No implementation.</p>	Ongoing
<ul style="list-style-type: none"> Mechanisms to ensure that women are promoted and appointed to senior positions (one example would be an oversight committee that oversees selections). 	<p>Policy and Procedures for Personal Promotion of Academic staff. Recruitment & Selection Policy. HR to report on revised policy.</p>	<p>Review 2016 Currently being reviewed</p>

<ul style="list-style-type: none"> Ensuring the there are visible actions around gender issues; 	<ol style="list-style-type: none"> DoS OTHER? Gender Imbizo items: <ol style="list-style-type: none"> Visible actions around gender: <ul style="list-style-type: none"> HERS SA programme: at least 2 attendees per year, usually one academic and one support staff; Women's representative on the JRC - is that happening? <p>“The Joint Research Committee composition</p> <p>In a meeting with the Deputy Vice-Chancellor: Research and Development and representatives of GENACT in April 2010, it was proposed that the JRC expand its membership to include someone who could present women's interests and represent women researchers. While this would not be a GENACT representative, GENACT in consultation with other women's groups would be asked to make a recommendation of who this individual may be. For 2010 this is Dr D Seddon of the Department of English.</p> <p>Note: of the 22 members of the JRC for 2010 (including ex-officio members), 9 were women.</p> <p><i>(CK to Investigate)</i></p> <ol style="list-style-type: none"> Funds to release women from teaching responsibilities (additional academic leave) <p>Funds raised from the Mellon Foundation (for the Humanities) and Claude Leon Foundation (for the Sciences) exist to support staff with preference given to women and Black staff. These funds help to finance relief teaching assistance which in turn allows the staff member to access additional academic leave. These funds are typically used to assist the academic in completing a PhD, finishing the write-up of papers etc.</p> <ol style="list-style-type: none"> Support for women to work at home <p>There are instances where the Research office has purchased a laptop for women needing to work at home because of young children.</p> <ol style="list-style-type: none"> Day Care centre and child care support for University after hours events <p>The University made a contribution to the running of the Day Care</p> 	<p>Ongoing</p>
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	<p>Centre which the DVC indicated appeared to be fairly unique compared other HE institutions. In most other HE environments where a Day care centre is available, this has to be a self-sufficient cost centre. The DVC also indicated that child care support for the University's after hours events also appeared to be fairly unique in the HE sector. (HR has been asked to provide stats on usage).</p> <p>vi. Attention to diversity in University committees e.g. selection committees, personal promotion committee. VC been given discretion to include more members to committee where there is a need to increase diversity. This still escapes attention and some committees are still not diverse. HoDs, Deans, HR and VC should intervene.</p>	
<ul style="list-style-type: none"> Having senior 'activist' women who are visible and audible within the university; 	<p>Individual – COMMENTS? There are some visible and audible women – danger of these voices being marginalised.</p>	

<ul style="list-style-type: none"> The development of pro-active policies concerning issues such as parental leave, promotion, job sharing and part-time work; 	Parental Leave and Benefits (HR) job sharing and part-time work – questions for HR	Review 2014
<ul style="list-style-type: none"> Ongoing support for women to obtain PhDs and conduct research – this should be mainstreamed and should not be WASA’s job. 	Mellon programme; WASSARP Stats on number of individuals supported through these initiatives as well as retention after support.	Ongoing
<ul style="list-style-type: none"> Ongoing support for child care through the Rhodes day care centre but also via other mechanisms such as extended hours care. 	Protocol for the provision of child care support for university events (HR) 7.30 am open - 17.10 close	Ongoing
<ul style="list-style-type: none"> Visible follow up on transgressions in terms any gender related issues (harassment, hate speech, abuse etc.) 	Policy on Eradicating Unfair Discrimination and Harassment. Report on 1 st year of operation of the policy requested from DoS and HR.	Review 2014
<ul style="list-style-type: none"> The creation of enabling environments through networks, mentorship, and other support mechanisms; 	<ul style="list-style-type: none"> Faculty Equity strategies? Dir E&IC?- Faculty Transformation Plans are under discussion. Point (a) iii, iv and v above apply Stats, tracking required. Accelerated development programmes, which include women, provide mentors. 	Current and Ongoing
<ul style="list-style-type: none"> Ensuring that decision-making mechanisms are transparent and gender friendly; 	<ol style="list-style-type: none"> HR policies guide decision making and provide frameworks for fair, transparent decisions, e.g. Recruitment and selection policies Committees make recommendations and/or decisions and this would be the domain of the Registrar; the Committee try to Ensure gender friendly 	Ongoing

	<p>appointments.</p> <p>3. Dynamics of participation – silencing of voices, power dynamics.</p>	
<ul style="list-style-type: none"> An acknowledgement that many women have interrupted careers and/or research time in order to give birth and do early child care. Mechanisms to accommodate this (e.g. obtaining funding for families to accompany staff member to conferences; a differential age limit for men and women for the various research awards); 	<p>WASA funding – RO reluctant to make this policy; Differential age: GENACT to consider VC research age. “Age related to VC’s research awards:</p> <ul style="list-style-type: none"> Emerging researcher award: for 40 years and younger Distinguished researcher award: for 40 years and older <p>DVC indicated that the issue of linking these awards to age was being re-looked at e.g. that possibly time after achievement of PhD could be used as a cut-off e.g. emerging research would be someone who has completed PhD in last 5 years. It was agreed that GENACT could make a submission in this regard. (This was at a meeting in April 2010. I am not aware if this was ever done) – age criteria remained in place. Note: The Research Office identifies worthy candidates for the award and asks HODs or Deans to approach these candidates. Candidates can be nominated or they may apply. <i>(CK to follow up)</i></p>	CK to follow up
<ul style="list-style-type: none"> Leadership programmes for women and assisting women with career management; 	<p>HERS SA – two women from Rhodes per year. Any other institution based initiatives?</p>	Ongoing
<ul style="list-style-type: none"> Keeping track of the promotion, development and representation of women at various levels in the university; 	<p>Promotion: keeping track of promotion, development and representation</p> <ul style="list-style-type: none"> HR keeps promotion stats, see attached; Development: this is contained in the University’s SETA report, see: http://www.ru.ac.za/humanresources/policiesandinfo/reports/ Representation: HR for selection committees etc (as discussed above) but otherwise Registrar’s Division 	Ongoing
<ul style="list-style-type: none"> Ensuring fair promotion procedures and guidelines are constructed. 	<p>Policy and Procedures for Personal Promotion of Academic staff Support Staff Initiatives?</p>	Review 2016

<ul style="list-style-type: none"> Understanding the extent of sexual harassment, termination of pregnancy, assault and etc. 	<p>DoS reports to GENACT; Dir E&IC? GENACT on Disciplinary committee?</p> <p>1. Extent of sexual harassment, termination of pregnancy assault:</p> <ul style="list-style-type: none"> HR: pending is sexual assault protocol for staff Otherwise, Policy for Eradication of Unfair Discrimination and Harassment covers sexual harassment issues. Since this has only just been implemented, no data exists. Student abuse / harassment report is given to GENACT twice a year 	
<ul style="list-style-type: none"> Creation of a policy on hate speech and homophobia; 	Policy on Eradicating Unfair Discrimination and Harassment	Review 2014
<ul style="list-style-type: none"> Following up on gendered language within the university, especially in official documents and communication; 	GENACT/GAP	Ongoing
<ul style="list-style-type: none"> Gendered issues in the media and posters put up on campus; 	GENACT/GAP	Ongoing
<ul style="list-style-type: none"> The access of women from DET schools and in the ESP programme to Rhodes. 	ES/CHERTL	Ongoing
<ul style="list-style-type: none"> The role, function and chairing of GenAct. 		
<ul style="list-style-type: none"> The connection of gender issues with heteronormativity in general and in residences. 		
<ul style="list-style-type: none"> Implementation of various policies that do have a gender aspect. 		

<ul style="list-style-type: none"> • Women's collective bargaining issues as part of bargaining with management. • 		
<ul style="list-style-type: none"> • Ensuring an environment free of violence • against women. 		