

In light of the recent protests on campus from Thursday 15 September, and after various consultations between workers and students, we have resolved the following list of demands: In light of the recent protests on campus from Thursday 15 September, and after various consultations between workers and students, we have resolved the following list of demands:

### **The Workers Demand:**

- Protection against victimisation for participating in protests; and they must not be subject to any disciplinary action for partaking in the protest.
- They furthermore demand to be paid in full for the day, whether they partook in the protest or not.
- Insourcing across the board of all workers who participate in the daily running of the university; including, but not limited to cafeteria workers, maintenance, bookstore, and the document centre.
- A transparent and consistent insourcing process that includes students as active participants in the process.
- A minimum wage of R12 500 regardless of whether workers are insourced or not, plus bonus worth R12 500 per annum.
- A comprehensive medical cover, provided at the cost of UCT and/or vendor employers without deducting from the employee's wages.
- A Payout of the providence funds accumulated during the period of service as outsourced employees. UCT has no right to absorb this money.
- A reinstatement of all workers who were fired during the insourcing process, and must enjoy the same benefits as those recently insourced with the relevant backpay.
- A clear job description for all workers to prevent exploitation.
- Metro workers who work less than eight hours are to be paid overtime if they go to replace other workers at other workstations.
- A code of conduct for managers and owners that sets terms of labour justice and minimum wage for vendors prior to them getting contracts with UCT.
- A code of conduct for managers and owners with regards to racism and exploitation of workers.
- A minimum wage of R5 500 for all workers on small contracts, and a subsidy of R7 500 from UCT.
- Racist managers should be fired and should be included in the code of conduct and contract with UCT.
- The right to refuse to do work that may cause a danger to their health or lives.

### **Student Demands:**

Foremost

#ShackvilleTRC, the suspensions expulsion and interdict must be lifted and the TRC must commence immediately

Residences

- Engage us on a contingency plan for those students who will find themselves with acceptance letters into UCT but not into the residence system.
- Look into a class discrimination policy, in conjunction with the students, so as to ensure that only those who do not have the financial status to be in private accommodation are accommodated in the residence system.

Residence culture

- In addressing rape culture, patriarchy, homophobia within the residence system, the University must present comprehensive sensitization workshops for both all new UCT community members from student, academics and workers.
- Degendering of ALL residences.
- UCT should provide free sanitary towels, i.e., pads and tampons (which are at all times readily available) in all residences and strategic points across the University.
- An urgent review of the current residence culture that perpetuates and reinforces all forms of social and financial exclusion.

#### Academia

- No Financial Exclusion of any student at the Institution - Free quality, decolonial education.
- A comprehensive and consultative review of academic support programmes, including, but not limited to EDU departments across faculties.
- Degrees which are withheld by the University due to fees outstanding must be released.
- Lecture recordings across the board must compulsory.
- Lecture material should be accommodative of people with disabilities.
- DP must waived for this semester and engagement on the very concept of DP must ensue.
- The removal the NBT as a requirement for admission because it systematically disadvantages all students except those who attend Model C schools and private schools.
- A meaningful interrogation into why black students are most often at the brunt of academic exclusion and establish a process of investigating the extenuating circumstances that lead to exclusion.
- Implement a curriculum which critically centres Africa and the subaltern. By this we mean treating African discourses as the point of departure through addressing not only content, but languages and methodologies of education and learning and only examining western traditions in so far as they are relevant to our own experience.
- Provide financial and research support to black academics and staff.
- Radically change the representation of black academics across faculties and at key decision-making bodies, including, but not limited to council, senate and the deanery.
- Reevaluate the standards by which research areas are decided from areas that are lucrative and centre whiteness, to areas that are relevant to the lives of black people locally and on the continent.
- Introduce a curriculum and research scholarship linked to social justice and the experiences of black people.
- Adopt an admissions policy that explicitly uses race as a proxy for disadvantage, prioritising black applicants.
- The removal of violent policies and processes that require students to perform their poverty and/or illness in order to receive concessions.

#### Mental health, Wellness and Disability

- *Student Wellness Service needs to be better capacitated. Particularly with black psychologists and an ease of acquisition of documentation to be submitted.*
- Disability office to move from Level 4 to an accessible area which is larger.
- Disability service to be staffed with the necessary accommodation staff for people with disabilities, e.g., interpreters, in and out of the classroom
- Mental health to be recognised as a disability by Disability Services and provide for appropriate accommodation, in terms of social and learning experiences
- Improve facilities which deal with sexual assault, as well as facilities which help black students deal with the psychological trauma as a result.

### Signs and Symbols on Campus

- Remove all statues and plaques on campus celebrating white supremacists.
- Rename buildings and roads from names commemorating only white people, to names of either black historical figures, or to names that contribute to this university taking seriously its African positionality.