

# UCT SUBMISSION TO THE GENDER COMMISSION

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Presented by the Vice-Chancellor of the  
University of Cape Town

Dr Max Price

# Context

- The Vice-Chancellor attended the Gender Commission on 30 November 2016 to present information submitted in May 2016 that related to UCT's institutional responses to gender equity, sexual harassment and institutional culture.
- The Gender Commission often calls higher education institutions to present information in relation to gender equity and sexual harassment. This provides opportunities for the commission to help identify gaps in institutional responses and/or provides guidance to institutions about best practice.

# Presentation format

- In this presentation, UCT's responses, challenges and areas for improvement are outlined.
  - In the first section, information on UCT Employment Equity (EE), accountability and implementation processes is provided.
  - In the second section, the gender and disability disaggregated data is provided for academic and PASS staff.
  - This is followed by information on UCT's progress in achieving gender transformation through academic development programmes.
  - In the third section, the gender and disability disaggregated data is provided for students at UCT.
  - Specific detail is provided on the services, the gender and the number of differently abled students at UCT.
  - Gender and nationality of students in residences is provided.
  - Information on gender representation in 2014–2016 for the SRC is documented.
  - Institutional responses to gender-based violence is detailed.
  - Specific information on the Sexual Harassment Policy is provided.
  - Lastly, the presentation considers the gaps in UCT's responses to sexual violence and gender-based violence.

# EMPLOYMENT EQUITY

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Accountability and Implementation

## Implementing and overseeing gender transformation at UCT

- The Deputy Vice-Chancellor for Transformation and Student Affairs is responsible for implementing and overseeing gender transformation at UCT.
- Gender transformation forms part of the broader Employment Equity goals of the DVC for Transformation and Student Affairs.
- Similar Key Performance Areas (KPA) are rolled down to deans and executive directors.
- Overseeing the implementation of Employment Equity is the responsibility of the University Transformation Advisory Committee (UTAC) and the transformation committee in each unit.
- The transformation committees review the annual reports and participate in setting targets for the department or faculty. They bring to the attention of UTAC all the challenges facing Employment Equity in their departments or faculties, which contributes towards the institutional oversight of gender transformation.

- Employment Equity Processes: Conducted by the Transformation Services Office
  - Training includes education on the Employment Equity Act, and case scenarios.
- Trade unions are represented on UTAC and the Institutional Forum and participate through UTAC by raising Employment Equity (EE) issues, reviewing the EE plan and the EE reports, and shaping the EE training of EE representatives.
- Mentoring of junior EE representatives occurs by pairing senior EE representatives with junior reps, who shadow and observe the selection and recruitment processes.

## Recruitment policies specifically target women for recruitment to senior positions

- Our recruitment policies target Employment Equity in general, of which women are one of the designated groups.
- For example, each selection committee must decide whether to use the targeted Employment Equity statement or not. The statement is as follows:

***“UCT is committed to the pursuit of excellence, diversity and redress in achieving its equity targets. For this post we seek particularly to attract [target group].”***

- Employment Equity plans also emphasise the appointment of women into senior leadership positions.
- Out of the 28 positions currently available in the Senior Leadership Group (SLG) at UCT, 17 positions (61%) are held by women.

## Mechanisms to track the movement of women to senior management or top management positions

### Employment Equity Goals

- Each faculty and department has a transformation committee.
- 5-year targeted plan which emphasises the appointment of the designated group (women, disability, race)

### Research Project

- Dedicated analysis of 15 years of data to identify trends in academic promotions

### Accountability

- The University Transformation Advisory Committee (UTAC) receives regular reports from transformation committees and their Employment Equity plans.

## **Provision of childcare facilities and/or flexi-time of working from home to balance women's family responsibilities with work**

- The Educare Centre provides pre-primary education for the children of UCT staff and students.
- The centre is open from 07:30 to 17:30 throughout the year except for two to three weeks over December and January.
- Approximately R1.5 million of the Educare fees are subsidised by UCT.

# Evidence of Employment Equity and gender-related policies

**Recruitment and selection policies for academic staff and professional, administrative support and service (PASS) staff**

**Disciplinary and Grievance Procedure**

**Training and Development Policy**

**Policy pertaining to Employee Wellness**

**HIV/AIDS Policy**

**Sexual Harassment Policy**

**Sexual Offences Policy**

**Remuneration Policy**

**Academic Promotions Policy**

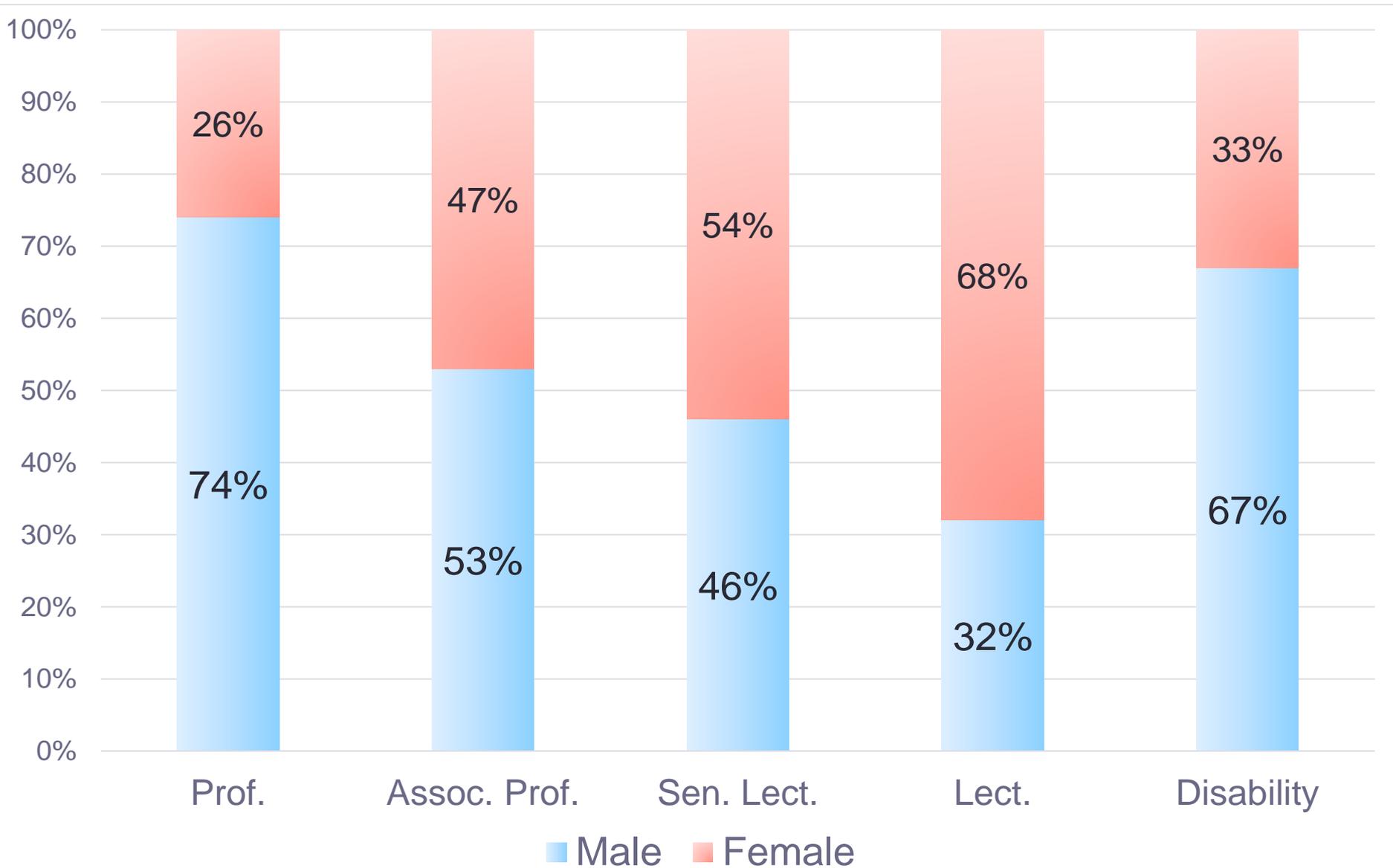
**Whistle-Blower Policy**

# GENDER AND DISABILITY DISAGGREGATED DATA

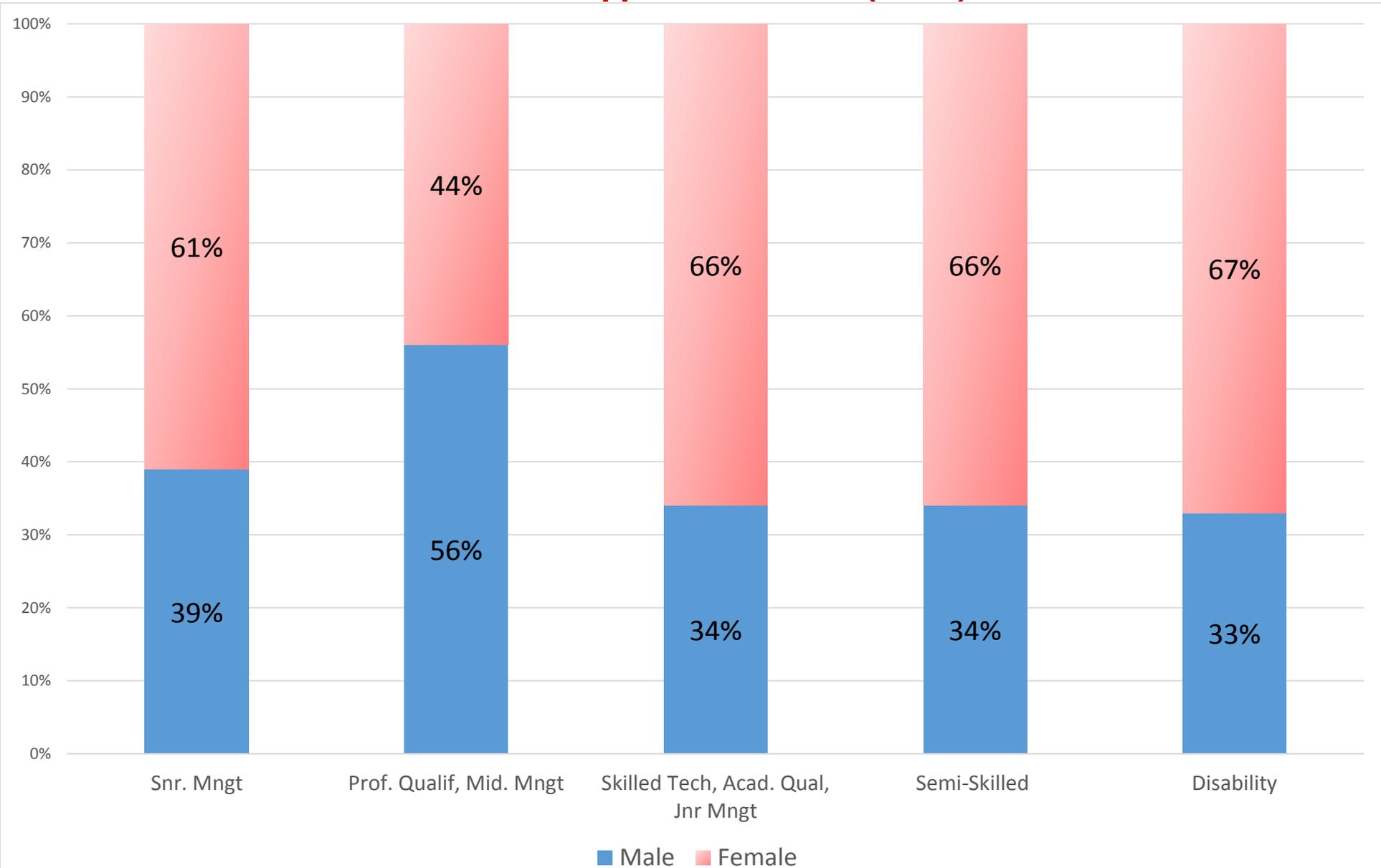
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Academic and PASS staff

## Gender and disability disaggregated data for South African academic staff



# Gender and disability disaggregated data for South African professional, administrative support and service (PASS) staff



## Measures that have been put in place to promote gender transformation and to increase (and accelerate) women's representation in academic, top- and senior-management positions at UCT

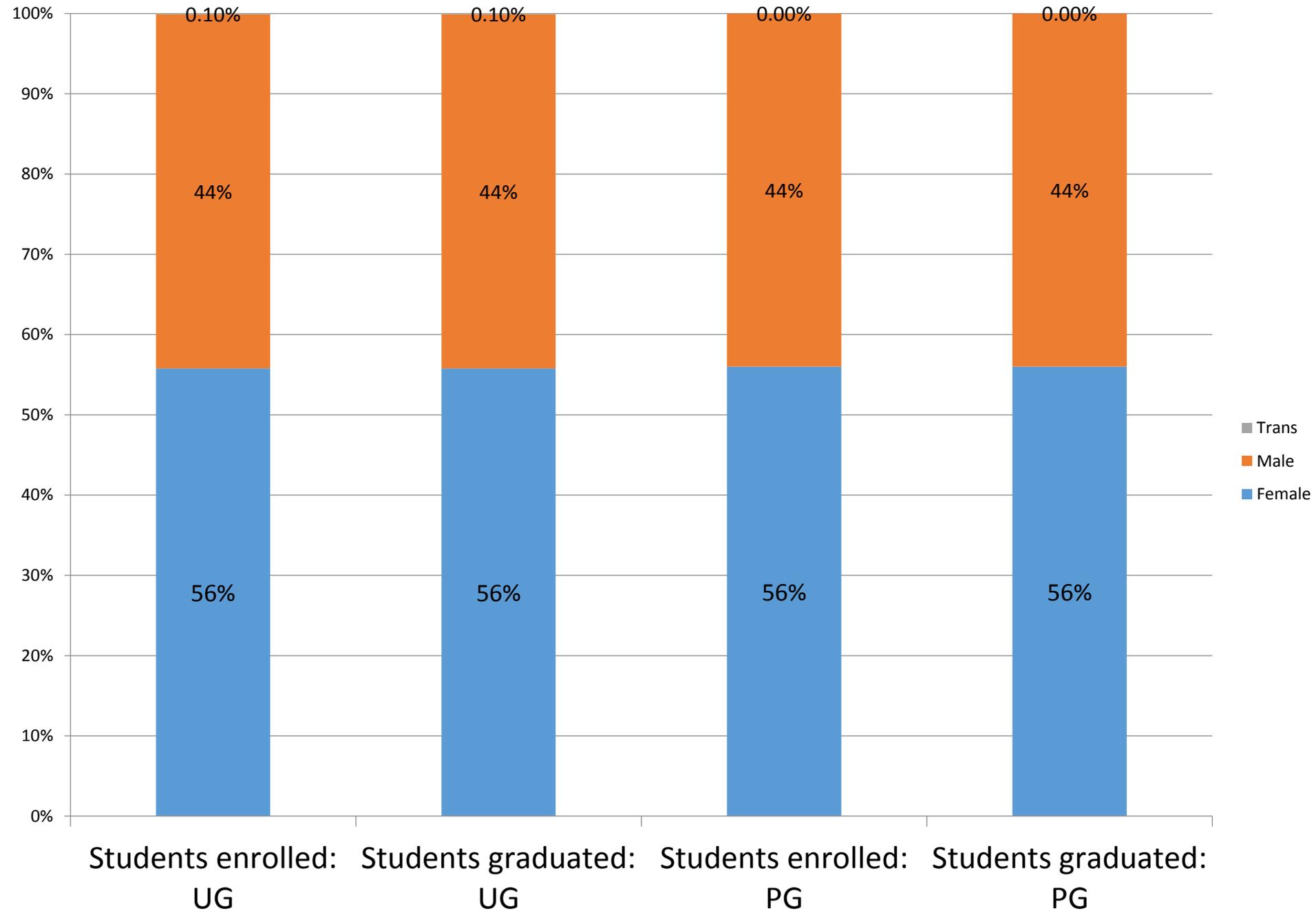
- For academic positions at UCT, three programmes provide support for the development of female academics.
- **New Generation of Academics Programme (nGAP):** UCT was awarded five posts for 2016. Three of these went to women.
- **Next Generation Professoriate (NGP):** The programme currently has 36 members – 19 are female; 17 are male.
- **Emerging Researcher Programme (ERP):** There are currently 320 (55.7%) females enrolled in the programme.
- **Coaching and mentoring** is provided to all senior management. This development process includes a 360-degree leadership assessment process that identifies development needs. Self-leadership workshops are provided for senior management. In addition, all leaders are trained to lead with a mentoring mindset.

- There is no difference between male and female retention rates.
- UCT's female staff retention rate was 72% over the period 2014–May 2016 (ie we've retained this number of staff over the two and a half years).
- UCT's male staff retention rate was 73% over the period 2014–May 2016.

# GENDER AND DISABILITY DISAGGREGATED STUDENT DATA

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# Gender disaggregated data of students that enrolled and graduated (2015)



## Faculty of Engineering and the Built Environment

- UCT WomEng is an innovative organisation which aims to inspire and attract young female students into Engineering and the Built Environment.
- The new Dean of Engineering and the Built Environment is female.

## Faculty of Commerce

- Open Day Lectures are hosted by women.
- A large contingent of Commerce Students' Council ambassadors are women.
- The first female professor in information systems was appointed.

## Faculty of Law

- The faculty has more females (61%) than males (39%).

## Faculty of Humanities

- In Humanities, there are approximately 70% females employed in the faculty. However, in one historically male-dominated stream – namely music technology – the information session and introductory courses are taught by a female music laboratory officer.

# DIFFERENTLY ABLED STUDENTS

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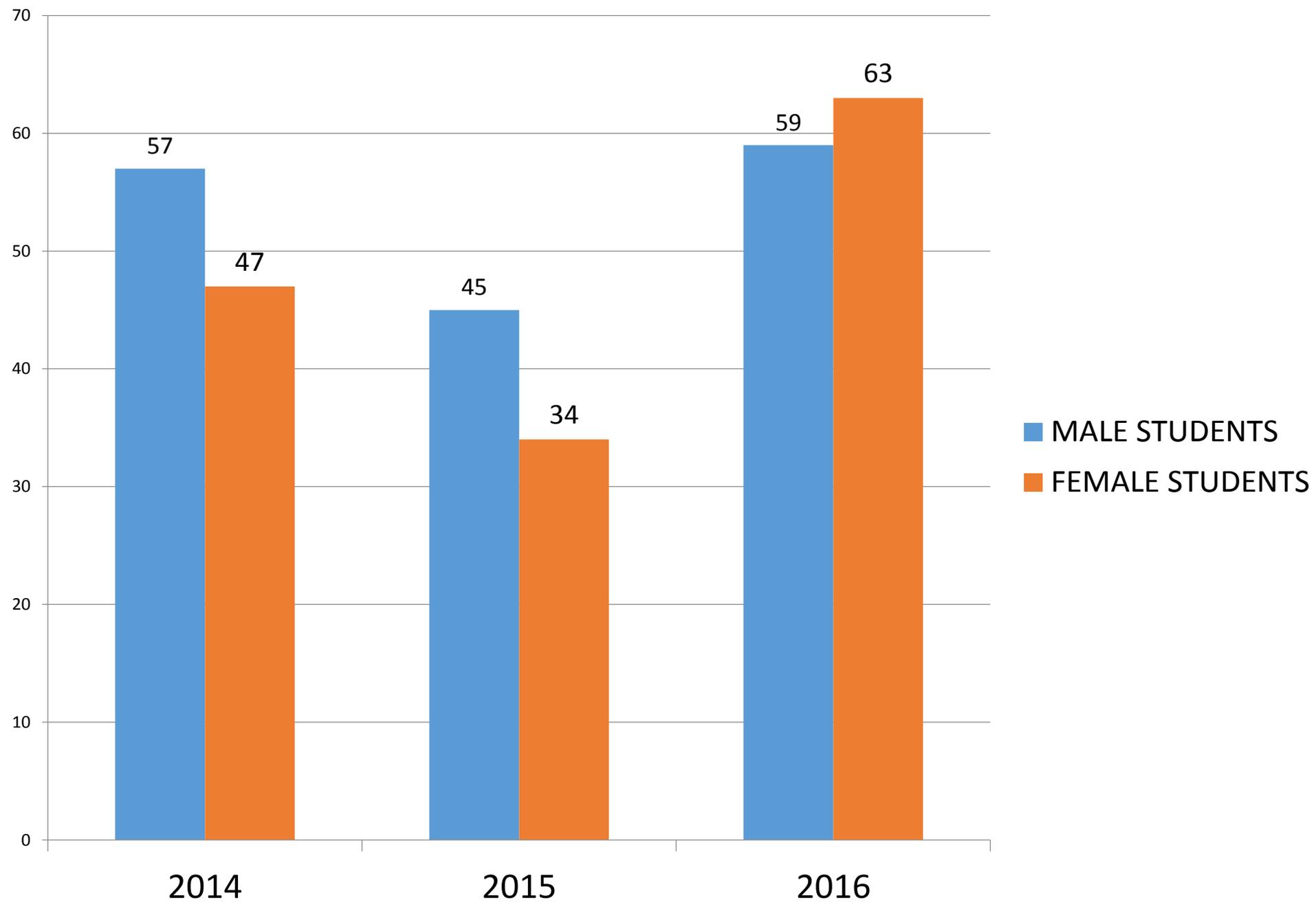
Gender and number of enrolled students

## University building access for persons with disabilities

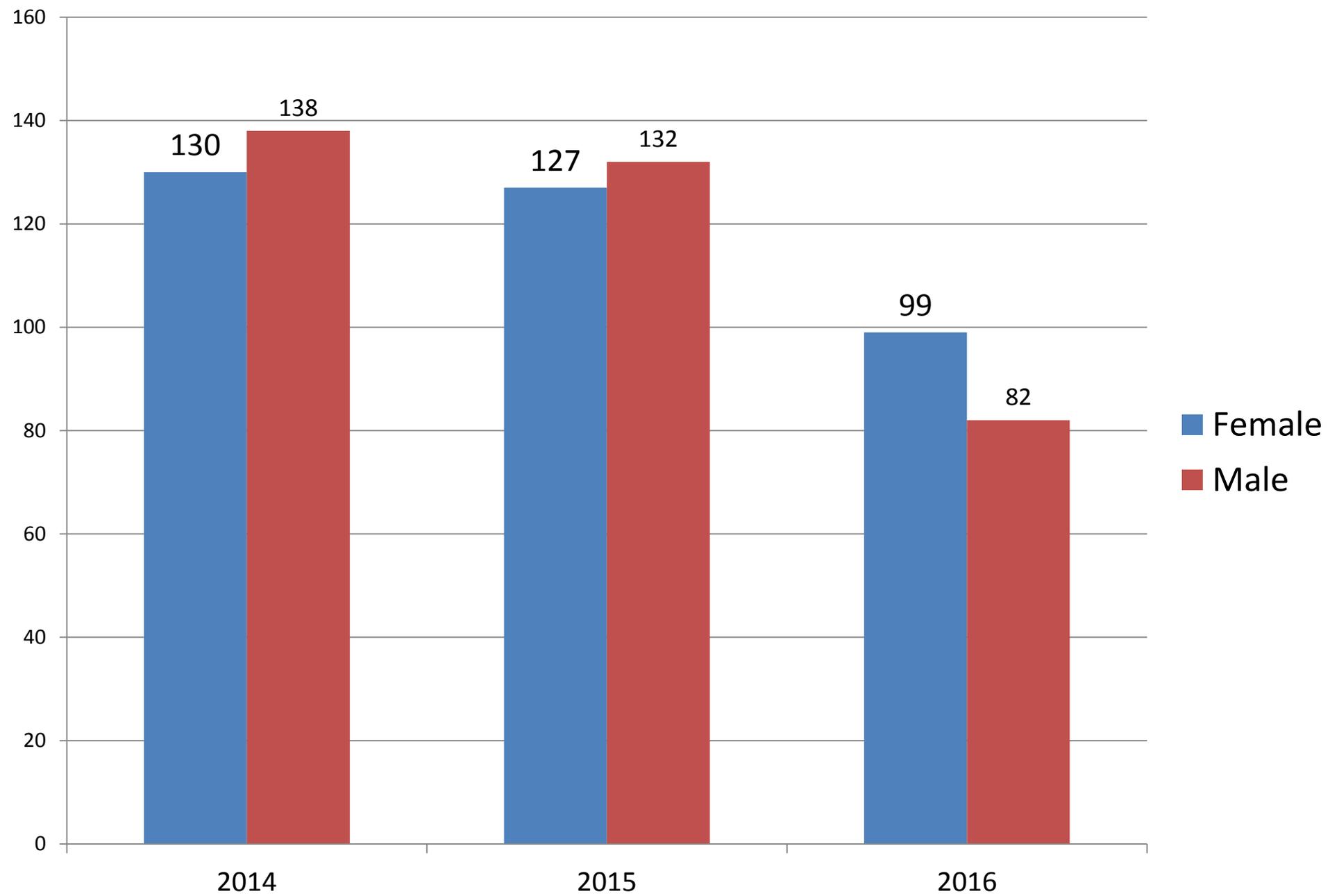
- UCT has more than 100 buildings, which are used for various purposes, including administrative buildings, student residences, academic buildings, research facilities and much more.
- Most of these buildings are accessible to wheelchairs, though possibly not all rooms in all buildings are accessible.
- The university has a strict policy that all new buildings must conform to the South African National Building Regulations (Section S), which deals with matters of universal access, and work is ongoing to render older buildings more accessible.

- As yet, no deaf student has been excluded from any of the subjects they have applied to study.
- Lecturers are sensitised to the needs of deaf and other disabled students in their classes.
- UCT has provided sign language interpreters to deaf students since 2012.

# Students with physical disabilities enrolled at UCT for the period 2014 to June 2016



Students with psychological or mental disabilities enrolled at UCT  
for the period 2014 to June 2016



# STUDENTS IN RESIDENCE

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Gender and Nationality

## Residence occupancy by nationality and gender

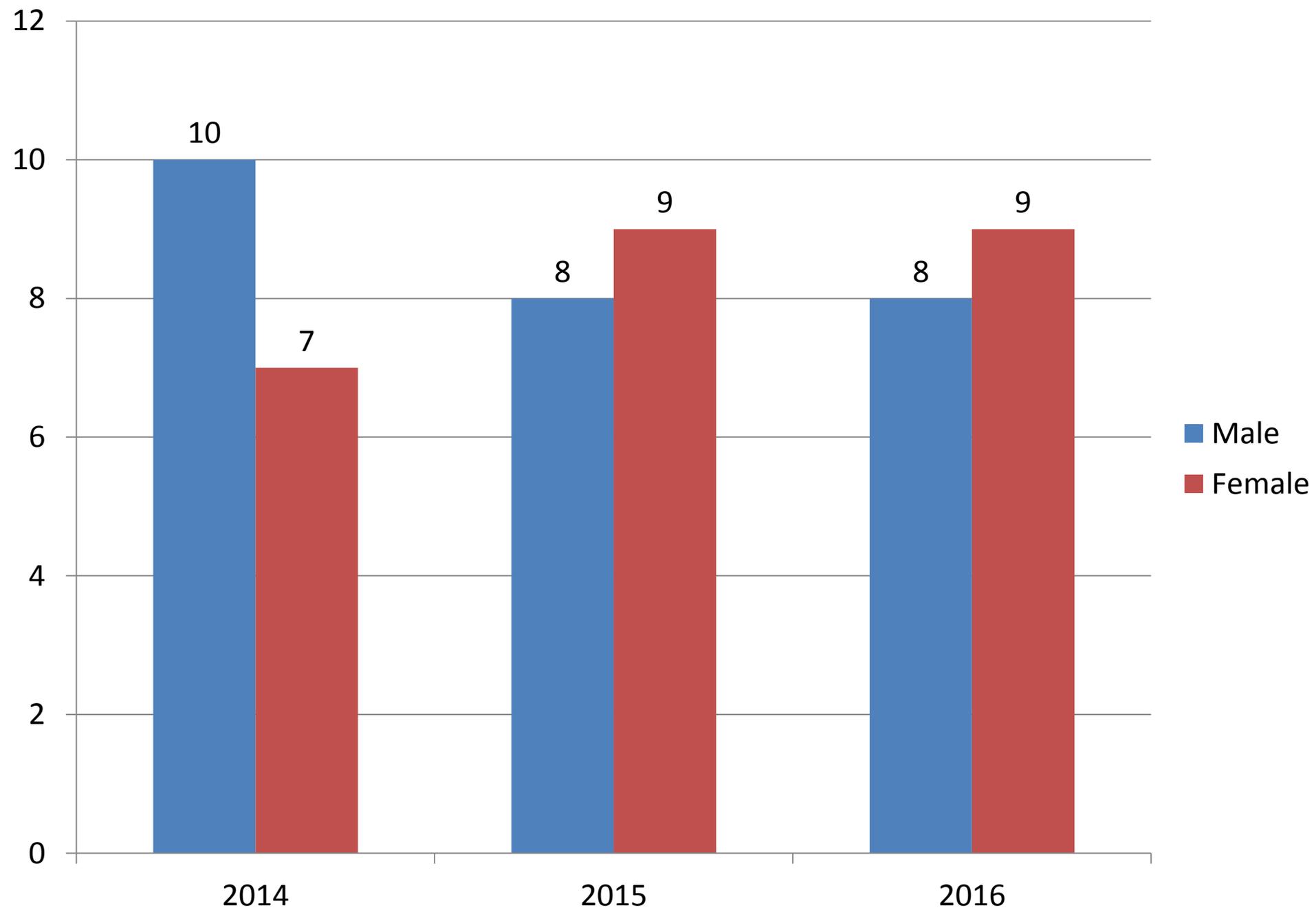
	International		South African		Total	% of Total
	SADC	Outside SADC	SA Citizen	Permanent Resident		
<b>Male</b>	303	143	2535	59	3040	46%
<b>Female</b>	320	150	3085	83	3638	54%
<b>Undeclared</b>	0	0	1	0	1	0%
<b>Trans</b>	0	0	1	0	1	0%
<b>Total:</b>	<b>623</b>	<b>293</b>	<b>5622</b>	<b>142</b>	<b>6680</b>	<b>100%</b>
<b>% of Total:</b>	<b>9%</b>	<b>4%</b>	<b>84%</b>	<b>2%</b>	<b>100%</b>	

# STUDENT REPRESENTATIVE COUNCIL

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Gender Representivity

# Gender composition of the SRC for the years 2014 to date



## Student programmes offered by the SRC to strengthen women in leadership positions

- Female representivity in SRC leadership has been equal to, if not more than, male representivity.
- There are interventions as and when issues arise, eg the sensitisation workshops that the SRC planned to have in the residences.
- Many campaigns by student formations or societies, such as Rainbow UCT, #PatriarchyMustFall, Trans Collective, sexually diverse and gender diverse students contribute to raising awareness about pertinent issues affecting students at UCT.

# INSTITUTIONAL RESPONSES

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Gaps, Challenges, Progress

# Resources allocated towards supporting gender transformation at UCT

This slide details the units and their internal and external funds that are dedicated towards gender transformation

## HIV/AIDS Inclusivity & Change Unit (HAICU)

- Internal budget:  
**R3 020 165**
- External grants:  
**R2 610 000**

## Discrimination and Sexual Harassment Office (DISCHO)

- Internal budget:  
**R3 020 165**

## Emerging Researchers Programme (ERP)

- DHET (2016–2017)  
**R4 031 000**

## Next Generation Academic Programme (nGAP)

- DHET has contributed a total of **R2 174 879** per lecturer over six years (x34=R77m).
- UCT will contribute about R25m.

## Resources allocated towards supporting gender transformation at UCT

This slide details the activities of the units that are dedicated towards gender transformation

### HAICU

- Curriculum review and sensitisation
- Peer education workshops
- Institutional workshops and awareness
- Campaigns, seminars and dialogues
- Evidence based research and programming

### DISCHO

- Sexual harassment and sexual offences case management
- Student support officers and advisors for survivors and complainants
- Training of line managers about the Sexual Harassment Policy and the Sexual Offences Policy

### ERP

- Research and capacitation programme for emerging academics
- A specific focus on gender and race

### nGAP

- Research and capacitation for academics

### Sexual Assault Response Team (SART)

- Reporting and case management
- 24-hour helpline
- Multidisciplinary team to support students and staff
- Survivors are part of the SART team to help inform the programmatic responses.
- Follow-up occurs with the survivors by counsellors and this is reported to SART.

- The Discrimination and Harassment Office (DISCHO) is the implementing body for awareness about sexual harassment and gender discrimination.
- Presentations with managers throughout the university are held each year to inform them about the Sexual Harassment Policy.
- Student information sessions are held annually.

# Awareness of gender equality and discrimination

## Number of workshops conducted by HAICU Peer Educators in the residences and on UCT campus

Year	Inclusivity Orientation Week workshops	GBV & bystander models	Stigma	LGBTQIA+ sensitisation	Total	Estimated # of students reached
2011	50	12	7	–	69	4 461
2012	62	10	11	–	83	4 214
2013	51	10	11	–	72	4 266
2014	53	7	–	11	71	4 274
2015	57	12	–	8	77	4 332
2016	55	12	–	9	76	4 338
<b>Total</b>	<b>328</b>	<b>63</b>	<b>29</b>	<b>28</b>	<b>448</b>	<b>25 885</b>

## Awareness of intersectional oppressions

- HAICU works with students and peer educators to shape workshop content and where possible co-facilitate workshops in residences.
- HAICU educates students about the intersectional oppressions which may exacerbate attitudes to HIV, homophobia, stigma, patriarchy and gender-based violence.
- HAICU works with students to empower them as bystanders who can safely intervene in instances of imminent violence.
- The student movements were a key role player in reforming the institutional culture on campus.
- In 2014 UCT also hosted a national conference for all South African universities. This conference focused on higher education institutional programmes for sexually diverse students.

- The HIV/AIDS Inclusivity & Change Unit (HAICU) has held a number of inclusivity workshops with some faculty staff to ensure that their course content and pedagogy is inclusive (eg: not asserting a dominant hegemonic norm).
- In 2016, 48 course convenors received this workshop/training

# SEXUAL HARASSMENT

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Procedures available at UCT

- **UCT's Sexual Offences Policy**

- This policy is based on South African law (Sexual Offences and Related Matters Act 32 of 2007). Regardless of where the incident takes place, student survivors and staff survivors are supported by UCT under this policy.

- **Rape Crisis**

- This service works with the Sexual Assault Response Team to enhance specialist support and counselling services.

- **The South African Depression and Anxiety Group**

- This group is contracted by UCT to provide 24-hour telephonic counselling (free call) services to UCT students.

- **DISCHO student support officers (SSOs)**

- SSOs are trained to support survivors through the process of informal and formal procedures at UCT. The SSOs share information on the policy and legal recourse available to survivors.
- This includes post-exposure prophylaxis, transport to hospital/police, counselling and advice on courses of action (formal and informal procedure).

## UCT's Sexual Harassment Policy

- UCT's Sexual Harassment Policy contains salient features such as the employer's obligation to consult and eliminate sexual harassment, advising complainants on the available options, how to deal with complaints, the choice between the formal and informal procedure, and imposing discretionary powers to proceed with formal disciplinary action.
- UCT's Sexual Harassment Policy is compliant with the Labour Relations Act, the Code of Good Conduct on Handling Sexual Harassment Cases, the Employment Equity Act, the Protected Disclosures Act, the Compensation for Occupational Injuries and Diseases Act, and the International Labour Organisation.

## **The efficacy of the Sexual Harassment Policy (Responses apply to sexual assault and rape)**

- The DISCHO review was initiated at UCT following criticism received from rape survivors and complainants about the institution's response to sexual harassment and assault.
- The DISCHO review identified that 71% of survivors surveyed were satisfied with the assistance received (response rate not high).
- Post-exposure prophylaxis is available to students.
- Counselling and support is available 24 hours to students.
- Student accompaniment to hospital and police stations following rape and sexual assault is provided for by UCT/DISCHO.

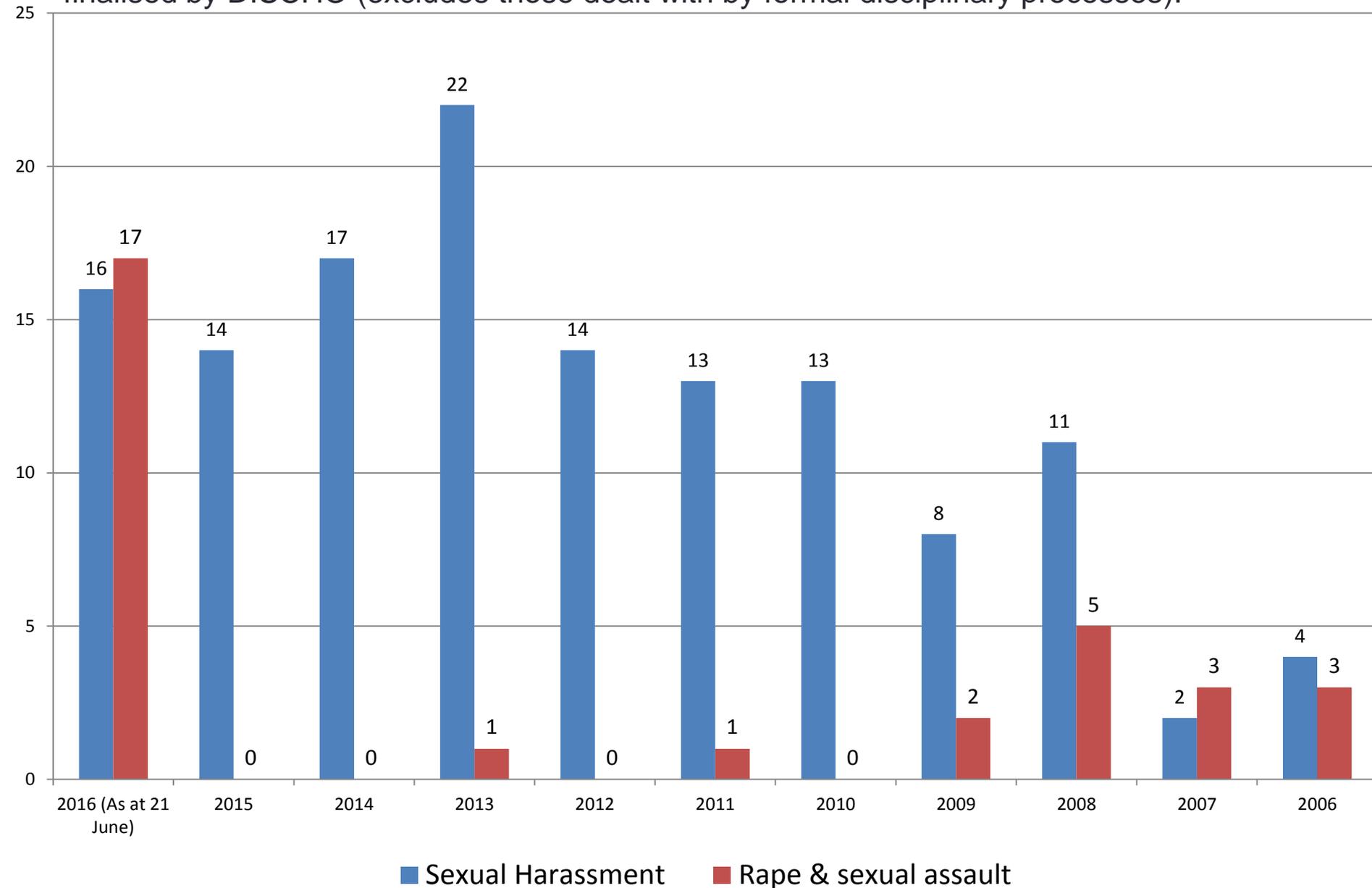
## **The efficacy of the Sexual Harassment Policy (Responses apply to sexual assault and rape)**

- Specific issues were raised in the DISCHO review.
  - Some students felt pressured to use informal/alternative measures (such as mediation) for cases of sexual harassment.
  - Current systems for separating perpetrators and survivors are debatable (noting that no-contact orders, moving perpetrators to another residence and temporary suspensions are remedies that are currently being used).



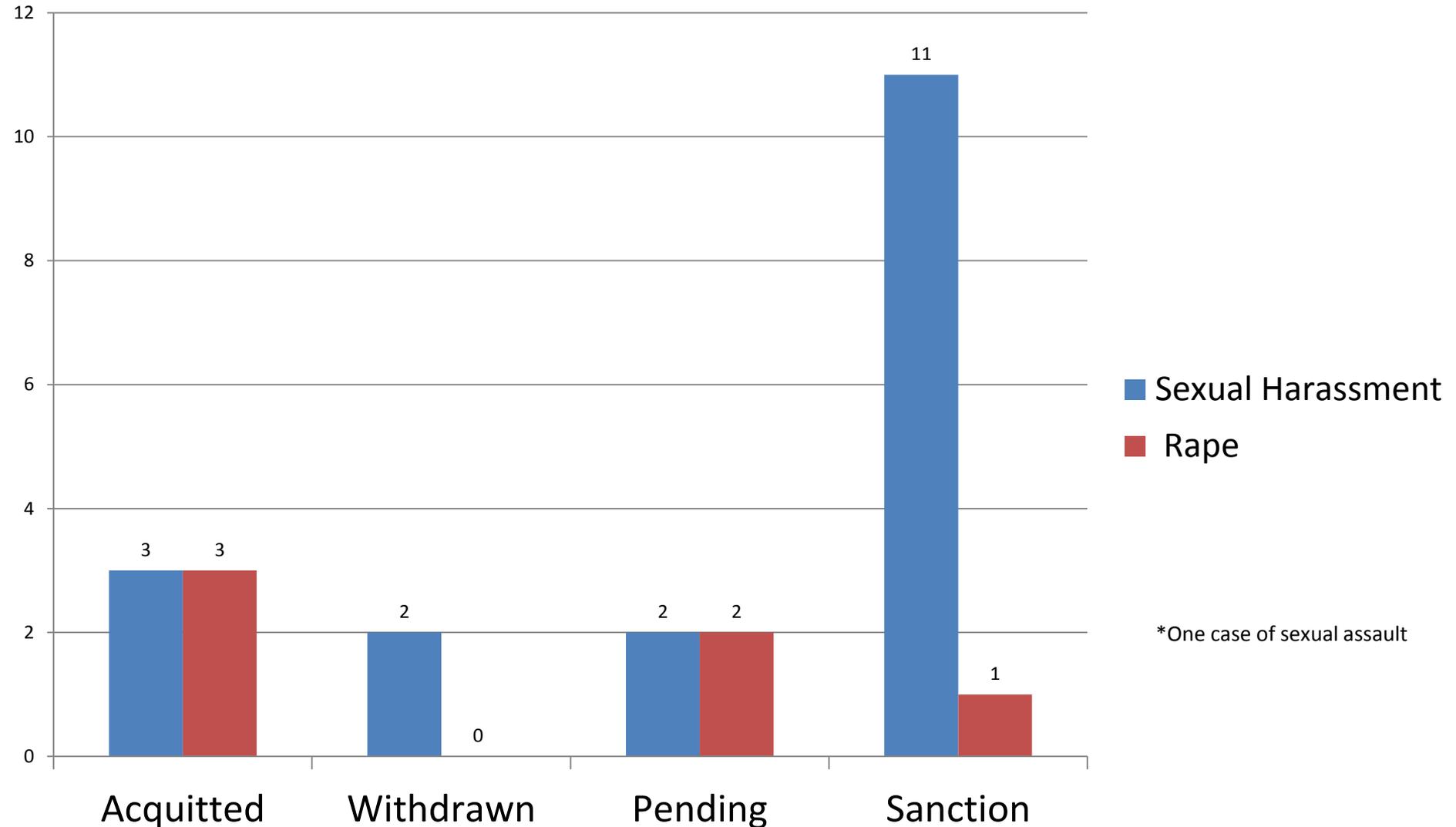
## How many cases of sexual harassment were reported, investigated and finalised during the period 2006 to 2016?

Over the period from 2006 to June 2016, 109 sexual harassment cases were reported and finalised by DISCHO (excludes those dealt with by formal disciplinary processes).



# Successful prosecutions and sanctions managed by the UCT Disciplinary Tribunal

Over the period from 2006 to June 2016, 25 sexual harassment cases were referred to the UCT Disciplinary Tribunal.



- For the 11 sanctions, one of these remedies were applied:
  - Expulsion
  - Twelve-month rustication suspended on condition that the perpetrator completes 80 hours of community service by 30 November and is not again convicted of a similar offence. In addition, the student was barred from entering a UCT female residence for the remainder of registered studies at UCT.
  - Six-month rustication on condition that the no-contact order is not breached, 30 hours of community service and cannot again be convicted of similar offence
  - No-contact order for six months
  - Suspended expulsion, provided that the student carries out 65 hours of community service to be completed on or before 31 March 2016 and provided that the student does not commit any further offence during the remainder of the student's studies at UCT
  - Fine of R750 imposed and a written apology
  - Suspension order dismissed by the Disciplinary Tribunal

## **The Sexual Assault Response Team**

- The Sexual Assault Response Team (SART) was formed to review case management and reporting systems.
- A separate review of all rape cases in the past five years that were considered by the Disciplinary Tribunal was conducted to check for consistency in sentencing.
- SART has trained Campus Protection Services officers to provide relevant support as first responders to survivors.
- UCT has begun publicising data on sexual assault and rape on campus.
- The Disciplinary Tribunal personnel were considered to lack specialist training to manage cases of sexual violence and/or gender-based violence (SVGBV).
- It was found that there were backlogs in processing cases of SVGBV.
- Going forward, it was decided that SVGBV cases will leapfrog other disputes to avoid delays.

# CHALLENGES

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Gaps and Progress

## Successes and challenges experienced generally at UCT with regard to gender transformation

- Some recent considerations at UCT include reframing our data systems to allow for more gender variants in identity (such as trans\* students).
- UCT is also currently considering the way in which residences are asserting a binary and would like to ensure that most, if not all, gender variants are suitably housed according to their identity and not based on their physiological sex. This requires careful consideration as UCT balances religious and cultural customs of other students with the right to freedom of expression and self-determination.
- Furthermore, UCT is considering the range of honorific titles that are used within an academic institution and considering alternatives that do not assert hegemonic norms.

## Successes and challenges experienced at UCT with regard to gender transformation

- Institutional culture, as in most of society, remains patriarchal, which does affect women. This is a matter that we are conscious of and are working on.
- A call for gender-neutral bathrooms is being responded to and we are looking at more bathrooms in terms of the Maintenance and Construction budget in future.

# Challenges with Sexual Violence

- UCT is an open campus with multiple points of entry.
- Some students also live in private accommodation off campus, which may provide less security.
  - UCT has limited capacity to secure all points of entry.
  - This year three cases of rape occurred on Table Mountain (also one non-student rape). The serial rapist was ultimately sentenced to nine life terms.
  - There are safety walking routes (called Blue Routes) between upper campus and residences.
  - CCTV cameras are in use.
  - Students can call Campus Protection Services (CPS) for chaperoning late at night, but there is generally a slow response and there are inadequate numbers of CPS staff.
- Most reported rapes are between known individuals – in 2016, out of six rapes on campus, three occurred in the survivor's residence room. One occurred in the alleged perpetrator's room.
- In many cases alcohol was present.
- Survivors report to different people (eg wardens, heads of departments, ombud, ER24, HAICU, DISCHO, CPS) with inconsistent responses.
- It is not uncommon for survivors (of harassment and assault) not to name perpetrators (especially if perpetrators are staff members) or not to report at all for fear of being victimised.

## Challenges in patriarchal culture in student communities

- Culture in male residences (songs, rituals, social media humiliation; male residences have pubs, whereas female residences do not)
- Patriarchal attitudes to girlfriends (eg that they should do boyfriends' laundry or cook for them)
- Expectations/Assumptions underlying date rape and consent

## Support required from the Gender Commission

- Currently, the national database for Higher Education and Training as well as the Department of Labour statistics require information from UCT that is based on the binary gender system.
- As our institutional culture shifts towards more inclusive practice it is difficult for UCT to confine our students to a masculine, feminine or third gender expression. Assistance would be appreciated in working with the national departments to change their data categories to become more representative of gender.
- It would be appreciated if the Gender Commission could share concrete best practices in South Africa.
- We are aware of the Ministerial Commission for Sexual Violence and Gender Based Violence, where UCT is part of the Technical Task Team for Policy and Strategic Programmes. We hope to improve processes by working with partners across the sector.