



Almost all departments and faculties reported tracking their staff demographic profile and many engaged with staff on diversity. Some of these engagements on diversity were related to providing psychosocial support to staff in response to the stress and trauma of the COVID-19 period. While many tracked their staff profile, there were still barriers in some departments and faculties in terms of transforming their staff profile.



Few departments and faculties orientate new staff members to UCT's commitment to transformation. This challenge is also related to the shift to remote work; engaging with and welcoming new colleagues became more of a challenge. In addition, many faculties and departments use institutional pipelines; only a few have internal mechanisms for supporting the progress of black, women and disabled staff members.

UCT'S STAFF DEMOGRAPHIC PROFILE

