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MAGAZINE



Advancing Diversity and Inclusion in South Africa's Corporate Sector

THE SAWEI PERSPECTIVE

Leading Strategic Thinking on Gender Mainstreaming:
Business Engage

DEIB

The Driving Factor in the Current ESG Framework

Pride At Work

with Proctor & Gamble's Gable Network.

Inclusion in the Workplace:
Best Practices

Professor

Bonang Mohale

A change agent, defender of democracy and a social justice activist

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ZIMKITHA GOVA
FOUNDER & PUBLISHER



KERUSHA PILLAY
EDITOR IN CHIEF



THOBEKA LUSHABA
ASSOCIATE EDITOR



ZIYANDA YONO
WRITER & PHOTOGRAPHER



SANELE SIMMONS II
WRITER



SINOVUYO JACK
WRITER



GEORGE MOATSHE
COVER PAGE LAYOUT DESIGN



BONGANI SHONGWE
MAGAZINE LAYOUT SUPERVISOR

TEAM

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GENERAL QUERIES

INFO@AFFINITIMAGAZINE.COM

ADVERTISING/MARKETING

SALES@AFFINITIMAGAZINE.COM

FEEDBACK/CONTRIBUTION

EDITOR@AFFINITIMAGAZINE.COM

PARTNERSHIPS/COLLABORATIONS

BUSINESS@AFFINITIMAGAZINE.COM

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 **PRIDE**

EDITION

Editor's Note

Heteronormativity is a social construct, predicated on the assumption there are only two distinct and opposite genders, that heterosexuality is normal, and that sexual and marital relations are most fitting between people that are of the opposite sex to one another. It creates and perpetuates a social hierarchy based on sexual orientation, which excludes and unfairly discriminates against those who identify as lesbian, gay, bisexual, transgender, queer and intersex ("LTGBTI+"). In addition to infringing the fundamental human rights of equality and dignity by impeding people from living authentically, its effect extends to the contexts of marriages, adoption and employment.

South Africa is the only country in Africa, where same sex marriages are legal since the promulgation of the Civil Union Act of 2006, and, where any form of discrimination against the LGBTQI+ community is constitutionally forbidden. In this edition of Affiniti, we honour International Pride Month, which runs from 1 -30 June 2023. This year's theme "Peace, Love Revolution" celebrates the LGBTQI+ community and the fight for equal rights. International Pride Month commemorates the Stonewall Uprising after the police raid of the Stonewall Inn, a gay club in New York, on 28 June 1969, which sparked widespread riots demanding equal rights and served as a catalyst for the gay rights movement across the world.

In honouring Pride Month, we feature an article on the South African Workplace Equality Index ("SAWEI"), the only corporate LGBTQI+ inclusion benchmark on the African continent, which measures LGBTQI+ inclusion in the corporate sector. We also feature an article on Proctor and Gamble's LGBTQI+ network.

During his tenure as the Chairman of Shell Oil Products Africa, Professor Bonang Francis Mohale, our cover – star, was part of the launch of Shell's LGBTQI+ NETWORK, which won the 2019 Feather Award for the best corporate LGBTQI+ initiative. Professor Mohale, a staunch advocate

for equality and a bold ally of the LGBTQI+ community, opines that: **"being gay is not a sin, but hate is"**.

Before we judge the choices of others, let us remember that we are all human beings, entitled to the rights of equality and dignity enshrined in the Universal Declaration of Human Rights.

Affiniti stands in solidarity with the LTGBTQI+ community, united in our humanity. In the wake of Uganda's Anti-Homosexuality Act, recently passed by lawmakers, we urge our African counterparts to enact laws that progressively realise the rights of the LGBTQI+ community, similar to those enjoyed in South Africa. We also urge businesses to continue to create more inclusive workplaces, where all employees feel a sense of belonging.

Kerusha Pillay
Editor in Chief



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THE
SOUTH AFRICAN
WORKPLACE EQUALITY INDEX

A ROADMAP FOR SOUTH AFRICA'S CORPORATE SECTOR TO PROMOTE
DIVERSITY AND INCLUSION IN THE WORKPLACE

WRITTEN BY: ZIYANDA YONO





SAWEI is currently in its third term since founded in 2018, the South African Workplace Equality Index (SAWEI) is a project of the LGBT Forum, a South African management forum working with businesses and organisations in ensuring diversified and inclusive workspaces are created for LGBTQIA+ professionals. For people who are leaders in workplace diversity, SAWEI has offered a perspective on making a positive difference. Additionally, the forum creates resource materials through the index that give businesses a roadmap containing knowledge and insight that will aid in the creation of more inclusive workplaces.

Although South Africa's progressive constitution and status as the first African nation to recognize LGBTQIA+ rights and legalize same-sex unions have won praise from around the world, discrimination, homophobia, and marginalization are still pressing problems. The LGBTQIA+ population is increasingly marginalized and excluded from participating in mainstream economic activities, including job prospects in some cases.

The index measures equity, inclusion, and diversity among organizations throughout Africa and the Middle East in addition to organizations operating in South Africa. According to the forum, it is essential that all employees in any organization be treated equally and have access to the same opportunities as their peers, regardless of their sexual orientation or gender identity. The index goes on to say that comparable benchmarks or indices already exist in other nations and have played a significant role in motivating inclusive, strong transformation within enterprises across the world. The United States, Hong Kong, Australia, and Canada are other nations with comparable indices

According to the SAWEI 2021 report, the index's purpose in South Africa is to give a localized framework for corporate organizations to benchmark their transformation and inclusion goals. This is accomplished by establishing goals that businesses can use to assess their own performance. Additionally, by recognizing and

The Lesbian, Gay, Bisexual, Queer, Transgender, Intersex, and Asexual (LGBTQIA+) employees, managers, and executives of South African-based corporations are measured by the SAWEI, or South African Workplace Equality Index, which tracks diversity and inclusion levels in the workplace. It also aids businesses in enhancing their ability to evaluate workplace practices objectively and influence legislative changes. With the intention of praising and honoring those businesses that are diversity and inclusion leaders, the index also compares firms' improved policy frameworks to those of their competitors.



celebrating inclusive workplace champions through the index companies, other businesses may be persuaded to emulate them. According to SAWEI, this will encourage an environment of healthy competition and commitment among employees, which will in turn directly drive advancement and expansion.

Although South Africa has one of the most progressive constitutions, some civil society organizations, such as the LGBT Forum, have discovered that a range of societal attitudes, exclusion, and discrimination still exist; as a result, its practical implementation can sometimes have little or no impact to create an environment that encourages LGBTQIA+ employees, in particular, to bring their authentic selves to work.

“No one may unfairly discriminate, directly or indirectly, against any employee in any employment policy or practice on one or more grounds, including race, gender, sex, pregnancy, marital status, parental responsibilities, ethnic or social origin, color, sexual orientation, age, disability, or religion,” according to Section 6 of the Employment Equity Act Act55 of 1998.

According to Horwitz et al. (2005), the EE policy and practice issue, is particularly relevant in South Africa given the need to address historical and ongoing unfair discrimination. They make the point that the difficulty for organizations is to develop work environments where employees enjoy job satisfaction through ethical hiring procedures while simultaneously effectively attaining business goals.

Thus, SAWEI was established in 2018 in order to facilitate, celebrate and encourage inclusive and diverse work environments in South African corporate organizations. Prior to establishment of the index, no benchmark existed for companies to measure their inclusivity or framework to serve as a guideline or roadmap to help review policy and processes within companies.

The framework's approach to equality and inclusion is based on six pillars that are arranged in threes, between behaviour and organizational structure. On the basis of behaviour, the index measures how inclusive an organization is, including its awareness, sensitivity and visibility of LGBTQIA+ professionals among its co-workers and employers. In respect of organizational structures, policies, processes and support mechanisms play a vital role in how a corporate is measured by the index.



The index also offers guidelines on how organizations can integrate inclusive policies, procedures, and support mechanisms to create a climate where all workers can strive to be their best without worrying about being discriminated against or excluded because of their gender identity or sexual orientation.

The Employment Equity Act also includes a provision for "reasonable accommodations," which are defined as: ***"any alterations to a position or the workplace that permits a member of a designated group to join, participate in, or advance in the workforce of a designated employer. On the other hand, the framework contends that among the defined groups, there little or is no accommodation for LGBTQIA+ personnel."***

SAWEI highlights the value of duality through structure and behaviour through the framework. As stated, it mutually reinforces clearly defined anti-discriminatory principles and establishes the limits of appropriate behaviour, which helps a company's policies and procedures have a consistent ethos.

When the index was first introduced in 2018, a total of 17 businesses from 6 sectors—representing 63% of those who expressed interest—participated. The bulk of these businesses were in the professional services sector, where they employed more than 30 000 individuals from various backgrounds. Six of the companies got silver tier status, while four of these companies received bronze because only two of the companies met the 80% criterion. In the 2019 index, there were 27 companies participating from a wide range of industries, creating 144 000 new jobs in South Africa. Seven of these companies (Ernst & Young, Microsoft, Proctor & Gamble, Accenture, Bain & Company, Shell, and PWC) were awarded gold tier status for having the most inclusive and diverse work environments.

The 2021 SAWEI Results Final Report reveals that 23 participants completed submissions in full across six sectors, with 7 of these companies competing for the first time. Five companies received gold tier status, including Ernst & Young, Vodacom, McKinsey & Company, Proctor & Gamble, Unilever South Africa, and Vodacom South Africa, which are considered to be major corporate employers. There are 161 155 individuals employed by all of these businesses.

The SAWEI project has been led and supported by the LGBT Forum's Steering Committee, and it is overseen and reviewed by a separate advisory council made up of people with skills in business, academia, and social justice. The panel effectively and carefully moderates the language, scoring, and weighing of the questions that are posed.

In order to receive a thorough report detailing their score on the SAWEI, it is crucial for organizations to complete their applications in full when participating. These corporations can also evaluate their progress toward LGBTQIA+ inclusion and equality using the grading system. Through encouraging diversity at all levels of the organization, it also assists them in identifying areas that need development in order to create an inclusive employment equity plan. Additionally, this will make it easier for firms to compare their success to that of their competitors in a more private setting.



Pride *At Work*



Creating an inclusive and fun working environment through Proctor and Gamble's Gable network





Pride *At Work*



Creating an inclusive and fun working environment through Proctor and Gamble's Gable network

Written by: Ziyanda Yono

The advancement of these support networks influenced by P&G's progressive policy reviews and dedication has further led to the establishment of the Gay Ally Bisexual Lesbian & Transgender Employees (GABLE) network, an affinity group which celebrates and embraces the authenticity of its employees in their professional and personal life. The network creates an atmosphere where the employees, brands, partners and communities strive and are comfortable in being themselves at work and in the business environment.

GABLE is amongst the top three globally recognized affinity support groups which helps employees by creating conducive environments through influencing P&G's ongoing policy development and implementation. GABLE's strong influence also ensures no employee is discriminated against based on their gender identity or sexual orientation.

Established in 1996 with a vision and commitment to offering support to its LGBTQIA+ workforce, the GABLE network ensures that the voices of P&G's employees, customers and partners are effectively represented and that their rights are protected both internally and externally.

Procter & Gamble ("P&G") is an American consumer goods company specializing in a range of both personal care and hygiene products. As a company with branches across the globe, it prides itself on its purpose and value-driven strategies pertaining to diversity and inclusion for its employees and customers.

The company's commitment to Diversity, Inclusion and Equity is reflected in its positive impact campaigns where the value and voice of every employee is recognized through its employee support networks. Such networks are part of the company's strategic objectives in creating an inclusive work environment, which enables LGBTQIA+ employees to feel recognized and accepted.



According to Anele Nzimande, P&G's Corporate and Brand Communications Manager in Sub-Saharan Africa, the company values difference and it firmly believes it is the fuel that makes the organization because people learn from each other. ***"We have created affinity groups such as GABLE for LGBTQI individuals to feel seen and valued when they are at work. We want them to know that they have a home here at P&G. This is part of our efforts to recognize and celebrate difference within our organization. We also prioritize respect for the individual because this enables people to achieve high expectations, standards and challenging goals which leads to mutual success for both the Company and the individual"***, said Nzimande.



WE ARE UNIQUE AND WE ARE UNITED

In managing diverse customers' expectations with different personal hygiene needs and desires, equality and inclusion have been at the forefront in driving P&G's business growth. The company firmly believes that an inclusive workplace establishes a sense of belonging among employees. The company has realized that when employees feel more connected at work, they tend to work harder and smarter, producing better quality work.

"At P&G, we fully embrace the notion of bringing 100% of who you are, both professionally and personally, to work every day. We know that when our colleagues feel comfortable in their environment, their ideas can make a lasting impact on each other, on our customers, and on our family of brands".

added Nzimande

As more and more corporates and companies are discovering the importance of Diversity and Inclusion in their businesses as an important component in creating embracing workspaces, P&G is amongst the top tier companies in South Africa at the forefront in influencing inclusive work policies amongst its employees and across its management and executive structures. Through Diversity and Inclusion the company is able to exceed its business objectives.

The company also acknowledges that inclusion and diversity are works in progress and require a robust approach from within the organization and from external partnerships. As part of the continued policy reviews to integrate inclusive approaches to work environment dynamics, P&G has adopted a zero tolerance to discrimination, as entrenched in its Non-Discrimination policy in the workplace.

In 2021, P&G was awarded a gold tier status for its inclusive and actionable policies by the South African Workplace Index (SAWEI), a corporate LGBTQIA+ inclusion benchmark that supports and inspires companies with LGBTQIA+ workforce for best practices. The index also honors and celebrates companies who are Diversity and Inclusion champions in South Africa. It enables companies to analyze and gauge the robustness and areas of improvement within a given framework through research-based data and insights. Other companies that were awarded gold tier status for their progressive and non-discriminatory policies include Ernst & Young, McKinsey & Company, Unilever South Africa and Vodacom South Africa.

According to P&G's GABLE Leader, Tumelo Masihleho, the company values inclusion where each employee feels valued and included in order to encourage best work performance.

"Participating in SAWEI was a necessary step to benchmark our efforts and ensure that we continuously cultivate a workplace environment"

that allows our employees to bring their full selves to work. It was easy to complete and P&G derived great value from the participation”, said Masihleho.

In addition to this, the Index and its framework are regarded as a distinct technique that facilitates and encourages a more diverse work environment to create healthy, happy and dedicated employees.

Through the support of its GABLE network and performance review from SAWEI, the company's allies and employees, P&G takes a stand for equality and inclusive strategic administrative approaches in creating a welcoming and conducive working environment. This can be witnessed in the company's diversified customer base and product offerings.

Nzimande said, *“Our staff complement is represented across gender, LBTQI+ individuals, persons with disabilities and across race and ethnicity .We follow all related laws and in our employment decisions (such as recruiting, hiring, training, salary and promotion) we do not discriminate against individuals based on race, colour, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status, citizenship, disability, veteran status, HIV/AIDS status, or any other legally protected factor.”*

She further explained, *“We are proud to offer inclusive company benefits that help to support our staff through different life journeys. Our “Share the Care” policy offers fathers paternal leave to ensure that the joy of childrearing is shared equally by both mother and father. We also offer to leave to individuals who are transitioning, and help them to share their story with our organisation to drive education internally.”*

P&G is amongst the few companies that have implemented policies such as the “Share the Care” policy which helps LGBTQIA+ employees who are going through surrogacy, same sex couples parental leave and the transitioning process of transgender employees. This further provides the individuals enough time for hospitalization, surgery and recovery including shared parenting for same sex couples with up to 8 weeks of paid leave.

EMPATHY EXPLORED
A discussion on what it means to challenge our biases & connect with others meaningfully

Patet Amparo
Senior Director, Human & Behavioural Sciences & AMA Insights.

Ava Sithole
Senior Manager, Analytics & Insights, GABLE Lead Team.

Date: 20 April 2023
Time: 11:00 RSA Time
Venue: 15 Alice Lane, 10th floor #LOVEWINS!
Food will be provided!

P&G GABLE
A Spectrum of Gender, Age, Race, Religion, Transgender, Queer & Atypical Employees

Through the company's social footprint, its brands have remained trusted by millions of homes across the globe through an evolving and inclusive marketing campaign.

“We have worked with male influencers on our hair care, skincare and baby care brands to break the bias that these categories serve only women”, said Nzimande.

P&G continues to challenge and revise its strategies to create inclusive marketing that will challenge gender norms by creating convenience in products and making people's lives easier.





“Representation matters. It is important for us that our consumers can see themselves in the marketing that we create. By doing this, we can drive our business while managing to tell authentic stories which resonate with our consumers”, noted Nzimande.

The company also notes that there is still much work to be done to create a diverse work environment for its workforce, to which it alluded to the gap in education and sensitization within corporate.

“It is important for leaders within our organizations to undergo unconscious bias training. This type of training helps them become aware of unconscious bias and emphasizes the importance of being inclusive”, remarked Nzimande.

As much as P&G recognizes it still has a long way to go with regards to inclusion and diversity, it is aware the process of learning starts from within the organization and is expanded to external partnerships.



GABLE

A Spectrum of Lesbian, Gay, Bisexual,
Transgender, Queer & Ally Employees





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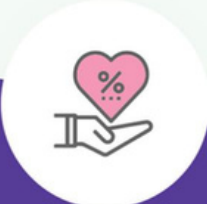
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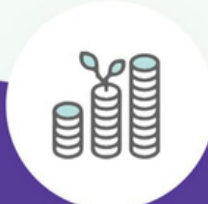
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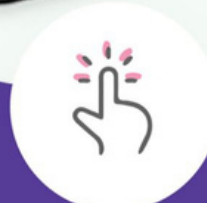
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In Conversation with

Professor

BONANG MOHALE

(interview)

A *Change* Agent,
Social Justice *Activist*,
& *Defender* of Democracy

BONANG MOHALE

(Interview)

Written by:
Kerusha Pillay

Two significant events shaped Professor Bonang Francis Mohale. The first was being forced to learn Afrikaans at school. The second was being indiscriminately selected as one of 11 African students that were granted special permission by the Minister of Interior Affairs to study at a whites-only university, despite some of the unsuccessful applicants having better matric results. "That gave me the second taste of the rawness and injustice of apartheid", said Professor Mohale.

Professor Mohale and his fellow black students were precluded from living at the residences on the Wits Campus and "spent two hours every day being bussed to and from the Glyn Thomas Residence at Baragwanath Hospital in Soweto, because the university would not break the Group Areas Act," he recounted. His experience at Wits inculcated a sense of responsibility in him to advocate for social justice in all of his endeavors.

PROMOTING INCLUSION AT INSTITUTIONS OF HIGHER LEARNING TO BREAK THE POVERTY CYCLE

Today, it is momentous that amongst his many accolades and achievements, he is now a University Chancellor. Perhaps even more significant is that he is the Chancellor of the University of the Free State(UFS), the former Boer Republic, which until 2003 had Afrikaans as its primary language of instruction. When the Constitutional Court dismissed the challenge by Afriforum and Solidarity against the University's decision to change its language policy from a

dual medium of instruction to only English, the Court found that: "the right to learn in a language of one's choice should not be protected at the expense of perpetuating racial supremacy at universities".

As the Chancellor of the UFS he notes that: "The UFS is well in its advanced stage of transforming itself to ensure that beyond *merely changing the gender and racial character of the institution, it is confronting the challenges of South Africa's stubbornly high unemployment. Unemployment in turn leads to increasing inequality and grinding poverty facing our country. We have taken action to ensure that no student is left behind, to prevent drop-out rates, to increase financial, digital and technology access, and to ensure the safety, health and well-being of our students*".

He draws a linkage between historical debt and financial exclusion at institutions of higher learning, a phenomenon that should be



understood in the context of many students from low socio-economic backgrounds having entire families that are financially dependent on their success. ***“In 2015 the Fees Must Fall movement started, and every year since then our students go on strike because of financial exclusion, not their abilities and capabilities but because they owe something. When we talk about historical debt, we talk about R 10 million, in a country that every year collects R 2 trillion. This is unacceptable”***, said Professor Mohale.

In his book, Behold the Turtle, Professor Mohale emphasises the seminal role that education plays in breaking the poverty cycle in Africa: ***“Education is the foundation, the cornerstone, the bedrock of civilisation, especially in Africa, where it is a daily struggle to get out of poverty. In fact, in Africa, education is the difference between life or death. Poor parents give rise to poor children. The only way to break that cycle is through education”***. It is informed by his philosophy that: ***“no child should be deprived of tertiary education because their parents are poor”***, a philosophy that he promotes unapologetically and justifiably so.

LAUNCHING THE LGBTQI+ NETWORK AT SHELL

During his time as the Group CEO at Shell Oil Products Africa and later its Chairman, he describes himself as blessed to have been a part of launching the LGBTQI+ initiative in 2015 ***“albeit a small part”***. The network, which won the Feather Award for the best LGBTQI+ initiative in the private sector in 2019, is a volunteer organisation that takes a proactive approach to create awareness and provides support to employees and associates that are part of the LGBTQI+ community. It champions an inclusive work environment where members of the LGBTQI+ community are celebrated, embraced, included and, most importantly are afforded equal opportunities so that they can flourish and achieve their goals.

He is an ally of the LGBTQI+ community and readily supported the launch of the initiative for various reasons. ***“Firstly, stigma is the biggest challenge in all contexts. We have to work to sensitize others so that people see we are also human, just like we did during the struggle. A lot of people thought that if you are black, you are sub-human and you are not as intelligent. When we went to school with them at Wits, they saw we***



are the same, we want the same things for our children, a roof over our heads, good education and when they are ill, to get them access to good education,” said Professor Mohale.

He added: *“Secondly, the way I think about it being gay is not a sin, but hate is. If we could get that message across, it would make sense. Of course, our religion doesn’t help. We are taught that God created male and female period, but it doesn’t tell us about the in between. There are more people in between than on the two extremes. Part of that education needs to be done with absolute sensitivity, with kindness, with an idea of sharing rather than of bragging about who you are or shaming others. Remember, just because I am right, doesn’t make you wrong. If you adopt that attitude, we can get much further. When we were young, the world was black and white but when you get to 18, you realise there are many shades of grey in between.”*

Professor Mohale explains the third reason as follows: *“Thirdly, my experience at Wits put us bang in the middle of racism. Therefore, I internalized three things that have now found their way into the preamble of our constitution.. I have always looked at myself as a change agent, as a social justice activist, and a defender of democracy. The preamble of our Constitution starts with “We the people,” not the politicians, then it mentions that South Africa belongs to all who live in it, and it takes that expression from the Freedom Charter in Kliptown. Then, it implores you and I to rectify these past injustices. The whole Constitution, according to the preamble is premised on three pillars; the first is this notion of a constitutional democracy, the second is social justice and the third is fundamental human rights, and there are 10 of them. I looked at this and said it explains my earlier activism because there was a heightened sense of social justice because we were always on the receiving end of injustice. That’s what makes it easy for me to always choose the side of the underdog, the downtrodden and the outcast. Its’ just so natural for me.”*

THE ROLE OF CORPORATE SOUTH AFRICA IN ACHIEVING GENDER JUSTICE

Statistics South Africa reported that in 2022, South Africa had a population of 60.6 million people. Despite this, PriceWaterhouseCoopers Executive Directors: Practices and Trends Report, reveals that at 2022 only 8 of the 100 JSE listed companies in South Africa are led by female CEO’s. There is only a 3% increase from the previous year while female Chief Financial Officers have increased from 17% to 19%. According to Professor Mohale, women deserve genuine mentorship, sponsorship and coaching to progress.

He highlighted that women-led companies have more inclusive work environments which results in employees performing better and in turn directly increases the profits of these companies. He is the Chairperson of the Bidvest Group of Companies and proudly pointed out that the Group recorded its highest profit ever, at the helm of a female Group CEO, Nompumelelo Madisa.

In addressing the gender pay gap, Professor Mohale is adamant that business has a significant role to play. As the current President of Business Unity South Africa and during his tenure as the CEO of Business Leadership South Africa and the President of the Black Management Forum, he previously and regularly continues to urge companies to take the lead in achieving pay parity and to bear in mind that they do not require permission from government or anyone else to start immediately. He also urges companies to include more women-owned and women-led companies into their supply chain pipeline. He identifies the additional benefit of having more women in positions of power as creating happier and more peaceful communities.

EQUALITY CAN BE ACHIEVED BY EMBRACING DIVERSITY, EQUITY AND INCLUSION

Professor Mohale describes the concepts of diversity, inclusion and belonging very simply: ***“Diversity is being invited to a party, inclusion is being asked to dance and belonging is bringing your own music and being allowed to play it.”*** He is emphatic that: ***“diversity and inclusion must be a planned and positive process and strategy aimed at transforming socio-economic environments that have excluded individuals from disadvantaged groups.”*** In addition, he describes it as a moral obligation on the part of beneficiaries of patriarchy and privilege to actively strive to achieve social justice and change.

In parting, he implores all leaders to reimagine an equal society and to work collectively to achieve it by confronting difficult issues and taking cogent, genuine steps to bring about change. ***“Equality is something that affects everyone and has the potential to benefit everyone. We all lose out if we dismiss it as simply a women or black people issue. Much more is needed to achieve equality that mere compliance with the law,”*** said Professor Mohale.





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We should view the world of change and change management in the context of frameworks. The best of us in corporate spaces are adding and subtracting frameworks to change work and the subsequent productivity that it yields. Environment, Social, and Governance (“ESG”) is a broad framework that is implemented to compel change towards a more sustainable world, region, or organization.



Diversity, Equity, Inclusion and Belonging

The Driving Factor in the Current ESG Framework

Written by: James Felton Keith

Currently, there is no standard ESG framework and it is useful to trace its development over the past few decades to understand how it has evolved. The ESG framework dates as far back as the 1950s, depending on when you would like to start counting corporate social responsibility (“CSR”) methods at multinational companies.

In the 1970s, the worldwide abhorrence of the apartheid regime in South Africa led to one of the most renowned examples of selective disinvestment along ethical lines. As a response to a growing call for sanctions against the regime, the Reverend Leon Sullivan, a board member of General Motors in the United States, drew up a Code of Conduct in 1977 for business trading with South Africa. What became known as the Sullivan Principles (Sullivan Code) attracted a great deal of attention and several reports were commissioned by the US government to examine how various US companies that were investing in South African companies were contravening the Sullivan Code.

In the 2010s, ESG was a pervasive set of framework attempts across every large company in any well-developed economy, especially those that work inside of a democratic political system. Previously measured as CSR, the ‘E’ for environment and ‘S’ for social, are a series of fledgling best practices that are still being worked out in both the court of public opinion and in actual litigation.

ESG

**STANDARDIZE &
WORKFLOW YOUR
ORGANIZATIONS
DIVERSITY &
INCLUSION**



INCLUSION SCORE INCORPORATED

However, the 'G' for governance has become a rigid series of auditing methods. In 2013 the International Organization for Standardization ("ISO"), which published more than a decade of work on the ISO-27001 standard, started managing information security ("IS"), or what we now call cyber security. This global consensus spawned many local frameworks. ISO standards tend to be the starting point for local operators to ascertain what they can and cannot implement. Cyber security is synonymous with governance because all organizational operations that leak sensitive measurable information in the 2020s are connected to how we incentivize people to interact with the many technologies that they engage with daily. Cyber itself is not about technology but business processes and refers to the things that connect us to cyber space. Those technologies come in three (3) forms: (i) methodologies – the processes we design; (ii) hardware – the things we can touch and (iii) software – the things we can't touch.

Outside of the political rhetoric about 'what' ESG is, a manager responsible for implementing ESG has to ask a different question that instead starts with the word 'how'. The wise practitioner would suggest that we start with what we agree on, or what we know. We agree on the ISO standards, because of the consensus that was deployed to develop them. An ESG audit includes an audit of:

•Environmental Sustainability Standard [external / internal]

- o **1996:** ISO-14001 is an internationally agreed standard that sets out the requirements for an environmental management system
- o **2018:** ISO-45001 is an international standard for health and safety at work developed by national and international standards committees independent of government.

•Cyber Security Standard

- o **2005:** ISO-27001 is a collection of standards designed to provide guidance to organizations looking to implement strong cybersecurity.

•Diversity & Inclusion Standard

- o **2021:** ISO-30415 is a guideline, which helps to develop an inclusive workplace requiring an ongoing commitment to diversity and inclusion (D&I), addressing inequalities in organizational systems, policies, processes and practices.

After consulting with and monitoring the corporate ethnography of more than 500 organizations globally, it is evident that the new ISO-30415 standard on diversity and inclusion is the missing link to produce the necessary people management that incentivizes both good governance and environmental stewardship. Diversity, equity, inclusion, belonging, accessibility and justice are plainly D&I, as ISO has identified them. The D&I standard helps us with ESG, as it provides a framework for the makeup of an organization and its people, to measure the environmental and governance principles. The easiest risk identified is that disgruntled employees who do not feel a sense of belonging by the D&I measure, are those who will leave an organization vulnerable to a cyber-attack (ISO-27001) or who will disregard health and safety priorities (ISO-45001). As D&I goes, so goes the world.



A LACK-OF-INCLUSION IS QUANTIFIABLE RISK... MANAGE IT!

If we asked 10 professionals what Diversity Equity Inclusion & Belonging (D&I) means, they'd give 10 different answers. Set yourself apart by earning a Certification based on the ISO-30415 Standard for D&I from Inclusion Corporation. Make D&I about more than an uncomfortable conversation and create the business processes that contextualize the conversations we need to have.

With \$600B in corporate turn-over and \$10B in annual D&I lawsuits the risk management industry must incentivize more inclusivity across all industries.

Learn how to use the D&I Service Management (DISM) Lifecycle from the school that invented the original Employment Law text book.

34 Risk Domains
Week 1

Maturity Models
Week 2

27 Diversity Types
Week 3

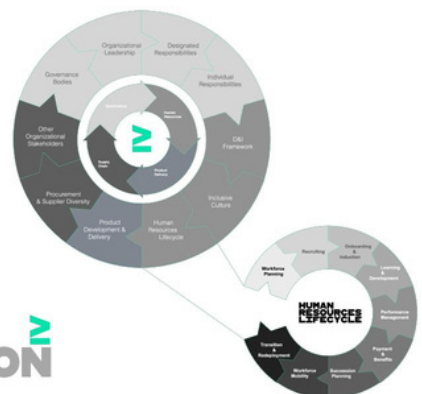
Exam
Week 4

WHO WILL BENEFIT

D&I Consultants
Accountants
Auditors

Brokers
H.R. Pros
Procurement Pros

Product Managers
Executives
Attorneys





STRUCTURE & TAKE AWAYS

This asynchronous online course introduces the ISO-30415 standard via the D&I Service Management (DISM) Lifecycle framework. This course hosts weekly live Q&A sessions with Lecturers to demonstrate the Inclusion Maturity Model Integration (IMMI) and use-cases across organizational Governance, Product Delivery, Human Resources, and Supply-Chain management.

FACULTY



James Felton Keith
CEO, Inclusion Corporation
Author, Inclusionism



Zimkhitha Gova
First Certified ISO-30415
Pro in S. Africa.



Effenus Henderson
Convener, ISO-30415
Dir, Inst for Sustainable D&I



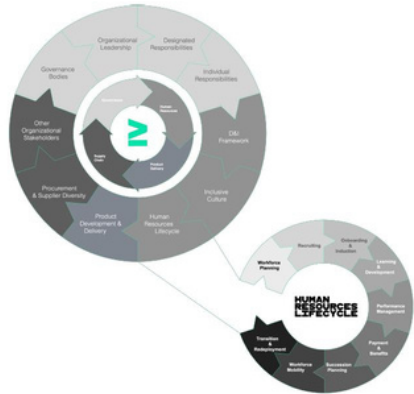
Dr. Dawn Bennett-Alexander
Author, World's First
Employment Law Book



REGISTRATION

Register today and we will reserve a place in the next cohort of your choice. For more information contact Zimkhitha Gova Principal Diversity & Inclusion Pro DEI&B (Pty) LTD
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AT THE FOREFRONT OF STRATEGIC THINKING ON

GENDER

MAINSTREAMING

IN THE PRIVATE SECTOR



**Business
Engage**

AT THE FOREFRONT OF STRATEGIC THINKING ON

GENDER

MAINSTREAMING

IN THE PRIVATE SECTOR

WRITTEN BY

KERUSHA PILLAY

The latest Executive Directors: Practices and Remuneration Trends Report, published by PricewaterhouseCooper in 2022, records that only 7 of the top 100 JSE listed companies are led by female CEO's, while only 19% have appointed female CFO's. The PwC Report also records that over the entire executive population of the JSE, only 15% is female. While it is necessary to measure the statistics, it is even more important to offer a tangible solution that contributes to sustainably improving the gender demographics in JSE Listed Companies.

ESTABLISHING BUSINESS ENGAGE

The unique solution is offered by Business Engage, an organisation founded in 2005 by Colleen Larsen, a businesswoman with two decades of experience in the financial services industry. As the name suggests, its first pillar is to engage with businesses in the private sector. The ambit of its focus extends to the second pillar of building a talent pipeline of capable people who are well-equipped to occupy a board position when a vacancy arises. The third pillar is to connect candidates with the relevant businesses to occupy their seat at the table.

THE BOARD MASTERCLASS SERIES

Business Engage's flagship programme for developing senior leadership and board talent is the virtual Board Masterclass Series, an intense programme consisting of 30 Master Classes during which business leaders and board members share practical insights on how to confidently navigate important conversations to prepare participants for leadership roles and for positions on boards.

We are not competing with other institutions offering technical training in corporate governance and leadership. We have identified a gap. Women are well educated in corporate governance and have the technical ability, however Boards are looking for broader experience. Women occupying senior leadership positions do not always know how senior leadership translates to board appointments because they do not know the conversations that take place at board level. We approached some of the top corporates and asked them to identify the top 30 conversations currently taking place at board level. Some of them agreed to participate in the Master Class series where they share practical insights on how to navigate these conversations

SAID LARSEN

COLLABORATION IS KEY

The ethos of Business Engage is to collaborate with other organisations offering corporate governance training and to complement the in-house leadership training already offered by most corporates by adding its unique element of sharing practical insights. Some of its member companies include PwC, Aspen Pharmacare, BMW, Cummins Africa Middle East, RCL Foods, Accenture, Life Healthcare, Imperial, EOH, DBSA, Kearney and Nedbank.

CORPORATE GENDER INTELLIGENCE

While aiming to increase the participation of women on South African Boards to reach the 30% aspiration, it simultaneously acknowledges the next generation of male leadership by opening its programmes to all so that no one is excluded. The result will be companies that are diverse in their composition, where everyone works in tandem to operate a successful and sustainable business.

Companies acknowledge the blended synergistic solution that is achieved through an appreciative balance of masculine and feminine perspectives in doing business and the ability to apply this. It's really about getting men and women to work together to have impact, it cannot just be men or women SAID LARSEN

GENDER MAINSTREAMING

01. The 30% Club is an international campaign of Chairmen and CEOs who are committed to increasing the level of board members of predominantly large and listed companies because it makes business sense. Business Engage is the custodian of the 30% Club Southern and East Africa.

02.

The 30% Club of Southern Africa defines the concept of gender mainstreaming as “the process of identifying gender gaps and making women’s, men’s, girls’ and boys’ concerns and experiences integral to the design, implementation, monitoring and evaluation of policies, legislation and programmes in all sectors of life to ensure that they benefit equally”. There is a strong business case for companies to incorporate gender mainstreaming into their organisations. With the goal of accelerating gender parity and the creation of inclusive businesses, Business Engage developed the Accenture Gender Mainstreaming Awards in association with the 30% Club of Southern Africa.



COLLEEN LARSEN

In October this year, the 11th Accenture Gender Mainstreaming Awards will be held in Southern, East and West Africa. The Awards include categories for companies and individuals such as the Women Empowerment in the Workplace, the Empowerment of Women in the Community Award, the Gender Reporting by JSE Listed Companies Award, RMB Africa's Fearless Thinker Award and the Inclusive Leader Award. Previous winners include Barloworld Limited, Pfizer South Africa, AECI Limited, Tiger Brands Limited, EY, Webber Wentzel Attorneys and Adcock Ingram Holdings Limited. We wish this year's nominees every success and commend them for their efforts in advancing gender mainstreaming in their respective industries.

A GENDER EQUAL FUTURE

Business Engage firmly believes in the need for deliberate and consistent efforts to create a gender-mainstreamed private sector and has a proactive, well-rounded strategy to achieve this goal. While there is considerable work that remains to be done, it is certainly a step in the right direction.

If we want change, we need to speak about what we want changed and what the journey is to get there otherwise we will be sitting 100 years from now asking the same question

SAID LARSEN

COLLEEN LARSEN

GENDER MATTERS

*A Practical Response to
the Slippery Ladder*

"We believe that the best way to **influence change** is to **strengthen and grow the current conversation**, then couple that with **deliberate actions**."

With 14 insightful chapters, "Gender Matters" empowers women to make informed decisions, take decisive actions, challenge the status quo, and embark on a transformative journey to achieve their professional goals.



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accenture

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11th Gender
Mainstreaming Awards**

An initiative of



We're celebrating businesses and individuals committed to taking meaningful steps towards equality.

We invite companies and individuals from across Africa to enter.



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#GenderAwards2023

Creating **inclusive**

Workplaces:
Best Practices



Creating inclusive Workplaces: Best Practices

Written by:
Sanele Simmons II



A diverse and inclusive workplace is one that makes everyone, regardless of who they are or what they do for the business, feel equally involved and supported in all areas of the workplace. Having an inclusive workplace culture will not only help you attract a diverse set of talent but will also help you retain the diverse talent you hired in the first place.

Understanding the difference between diversity and inclusion is crucial. Diversity is a term that refers to the variety of representations of different people in an organisation, including race, gender, nationality, age, religion, economic and educational standing. An inclusive workplace is one that makes everyone, regardless of who they are or what they do for the business, feel equally involved, valued, and supported in all areas of the workplace.

Inclusion in the workplace is one of the most important keys to retention. Employees who don't feel that their organisation truly values or takes their ideas, presence, or contributions seriously will eventually leave. Also, when employees trust that they and their colleagues will be treated fairly, regardless of race, gender, age, or sexual orientation they are more likely to look forward to going to work, more likely to have pride in their work, and will want to stay for a long time at their company.

“For all”, is a workplace culture that has evolved beyond diversity and inclusion. It creates a consistently high-trust workplace experience for everyone, no matter who they are or what they do for the organisation. Accumulation of day-to-day experiences that help people feel they belong, that their unique talents matter, and that their individual needs are cared for by their colleagues and leaders, is key. This is critical to the overall success of any business. Organisations that remain “for some” workplaces will risk losing money, earning less, and falling behind their competitors in this disruptive environment.

However, the companies that succeed in implementing diversity and inclusion will cultivate tremendous value from their people's differences and will thrive. In 2022, the International Labour Organisation (ILO) released a report titled “Transforming enterprises through diversity and inclusion”. In the report, the ILO explores the complexity of equality, diversity, and inclusion by tapping into the experience of staff, managers, and senior executives worldwide.



The report was prepared during the COVID-19 pandemic, which exposed and exacerbated existing inequalities in our economies and societies. It presents the findings from one of the most comprehensive studies on equality, diversity and inclusion conducted by the ILO during a period of immense disruption as the impact of the pandemic was felt worldwide. It contributed new understanding and insights to better support enterprises in creating powerful and comprehensive change in eliminating all forms of discrimination within the workplace and promoting equality, diversity, and inclusion.

The report presented a picture of D&I in enterprises through the eyes of the workforce, including the perspectives of staff, managers, and senior executives across groups with diverse personal characteristics, including age, disability, ethnicity, race, religion, gender, sexual orientation, gender identity, and people living with HIV, with a focus on enterprises within lower-middle-income and upper-middle-income economies.

Many enterprises lack diversity across the organisational hierarchy. Measuring inclusion is key to progress on D&I but only a third of enterprises currently do this. While an enterprise may be successful in attracting and recruiting a diverse mix of employees, inclusion is a critical element that influences equality.

Only a quarter of respondents reported a critical mass of women (40–60%) in top management positions and a third of respondents reported that there is zero representation of people with disabilities at senior levels. Only 12% of respondents reported that people from minority ethnic/racial/religious backgrounds hold about a third of top management positions where they work. A third of respondents work in enterprises with no D&I policy in place.

Multiple studies have shown high levels of both diversity and inclusion within enterprises are associated with increased innovation, productivity, and performance. Being able to measure inclusion is therefore key in helping enterprises identify the actions they can take to further improve and reap the benefits of D&I. Yet only a third of survey respondents said that progress on D&I is measured where they work and used to identify future priorities and actions.

The report identified four principles that help to achieve transformational change on D&I globally across all workforce groups and levels.

First, when respondents reported that D&I is a priority and part of the strategy and culture where they work, embedded in values and behaviours as well as policies and processes, respondents globally were 21% more likely to agree that they are encouraged and supported to advance their career, and they were 15% more likely to speak up about new or better ways of doing things.

Second, when there is representation of minority groups in top management, this has a positive impact on inclusion across all employee groups and an even greater impact among respondents who are from the same minority group that is well represented in top management.

For example, when women are represented in critical mass in at least 40% of top management positions, women across all levels are 9% more likely to feel included, 10% more likely to feel encouraged and supported to advance their career, and 12% more likely to report high levels of well-being at work.

Third, when senior leaders and all managers and staff are held accountable as role models for D&I in their everyday actions and behaviours and work together to co-create the approach to D&I, survey respondents were 11% more likely to report feeling committed to their company and to experience high levels of collaboration with colleagues.

Lastly, higher levels of inclusion and the benefits of inclusion for employees and their employers are only fully realised when actions are applied across the employee life cycle from recruitment through development and retention. D&I must be targeted at creating both a strong sense of belonging and enabling everyone to be themselves at work with their individual needs seen, understood, cared about and, met wherever possible.

Only half of respondents said that D&I actions are sufficiently resourced and clearly identifiable in the strategy and culture where they work.





More action is needed to generate greater awareness of the four principles linked with creating transformational change on D&I within enterprises, the potential benefits of D&I to employers, workers and societies in which enterprises are operating. Therefore, more encouragement is needed to enable a broader mix of enterprises to apply the principles of transformational change on D&I widely.

Overcoming inclusion as a privilege of seniority is key to fully realizing the business benefits it offers. With new perspectives comes the opportunity for reflection, learning, and forging a new path. In contrast to some existing research, the study showed that an employee's level in the enterprise hierarchy is a bigger differentiating factor on the experience of inclusion at work than an employee's background or personal characteristics. Full inclusion and the business benefits of inclusion, including increased productivity, commitment, innovation, and well-being are predominately being realised for employees at the most senior levels.



Enterprises will benefit from additional information, tools, and resources to measure D&I. Despite the complexities of measuring inclusion, the study showed that it can be done. By doing so, enterprises will be able to identify the level of inclusion they have achieved, factors that promote inclusion, gaps, and actions needed to achieve inclusion across the workforce as a whole and for diverse groups.

There is an important role for enterprises, representative business organisations, and labour market institutions to act and stimulate progress towards a transformational approach to D&I. As awareness of inequalities was heightened during the pandemic and beyond, and likely to be reinforced by the consequences of climate change and political and economic uncertainty, there is a growing need for enterprises to define and be increasingly aware about their values on D&I, and how this aligns with the values of their workforce.



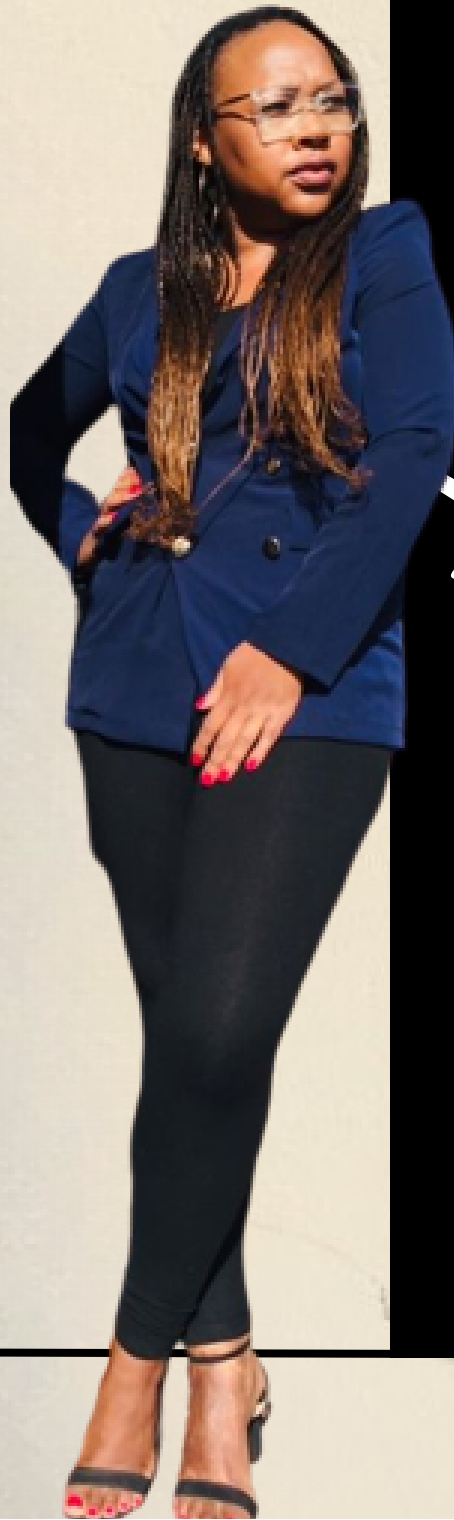
Expert's Corner

Sanele spoke with two industry experts to find out what they are doing differently in their organisations and possibly get a few ideas of what can be implemented to ensure no organisation is left behind.

Thulani Mbana

CEO of Real Spaces
Experiential Marketing,
and Founder of
FindFashionAfrica

Thulani Mbana - is the CEO of Real Spaces Experiential Marketing, and Founder of FindFashionAfrica - a fashion business development agency. She's also a certified Life and Workplace Coach and Destiny Mentor; a Wellness/ Life/ Style Coach, and an ordained and anointed Fivefold Minister whospecializes in Inner Healing and Deliverance. She considers herself a creative intellect with more than 15 years in entrepreneurship and small business development, marketing, PR, fashion retail buying, academia, and consumer insights. She has had the privilege of being recently selected to represent South Africa as a female entrepreneur and Woman Owned Business (WOB), for the United Nations/ World Trade Organisation's joint ITC She Trades Global Dubai Programme in 2021. Subsequently, upon completion, she was then selected for the She Trades Accelerator Program and then founded Fashion Business Support Organisation (BSO) - FINDFASHIONAFRICA -. The program is for WOB and BSOs in the Apparel, Non-Apparel, and Home Décor sector, to prepare and showcase at Dubai EXPO2020, and international trade. Thulani is also a qualified International Marketing and PR specialist, a trend-spotter and analyst, an avid fashion writer, publicist, and trained fashion buyer under The Foschini Group (TFG), and an entrepreneur.



Thulani Mbana



Thulani Mbana

Thulani Mbana

Why are diversity and inclusion in the workplace important?

I am an advocate for inclusivity in all spheres of life, and I believe that if you want to build a powerful team or company culture where everyone feels SEEN and HEARD, and where you want people to show up as their truest and best selves, then you must ensure that your organization prioritizes diversity and inclusion. Not only that, but people in general also tend to serve the person who makes them feel like they matter more than those who treat them like just another number, and if the workplace is both diverse and inclusive, then you are creating an environment that is conducive to a serving more than taking. I also believe it's about your employees' wellbeing more than anything else. It's not about reaching quotas or even tolerance but appreciating what every single person brings to the workplace. That way as a company you have different views and ideas that can cater to different problems or clients.

Do you have diversity in your recruiting in each of your departments, and in your leadership?

Yes, definitely. We are very intentional about our hiring practises, even go as far as including those practices in how we select our board members and clients. We ensure that we are balanced and inclusive in our recruiting practices and processes.

It is said, "Diverse organizations are inherently happier, more productive, and more competitive in their industries." What do you think is the reason behind this statement?

Because people feel seen and understood for who they really are, and not selected for quota. Moreover, sometimes - whether we like it or not - people are happier and more open and comfortable when surrounded by people who are similar to them, be it race or background, yet at the same time the differences inspire new ways of thinking, which promotes open-mindedness, creativity and healthy competition in the workplace. It also helps them to be better and more adapting and accepting members of society, and therefore building more diverse nations.

What initiatives has your company implemented during the past five years to create a more inclusive workplace environment?

We have created formalized structures to ensure that women are included in decision-making and leadership positions. We have also attended sustainability-focused training sessions where gender equality is a priority, especially in line with UN SDG 5 which focuses on gender equality.

What are the benefits that your company derived from these initiatives that were implemented?

We have seen women becoming more willing to partake in decisions, and taking up roles that they otherwise would not have taken before. These women have been extremely instrumental in coming up with ideas that have helped shape some of the decisions and initiatives that we would not have been able to come up with before. We have also partnered with other organizations that prioritize women's empowerment and have seen an increase in better economic empowerment for these women, which has impacted communities too.

How do you ensure that your employees are aware of the company's diversity and inclusion efforts, and how do you reflect that in their day-to-day experience in the workplace?

We communicate this in our internal and external communication platforms. We are very intentional about this as we want our employees, partners, and clients, both existing and potential, to know how important this is to us, and therefore influencing them too.

Can you share plans that your company has for future DE&I initiatives to create a more inclusive environment?

We have designed employee and member training programmes with the help of the United Nations and World Trade Organization joint agency - ITC - in designing an internal structure that is both diversity and inclusivity driven, now and for the long term. As stated before, we have partnered with various international organizations to make sure that our company is in line with global sustainability best practices.

Thank You!

Thulani Mbana

Angela Qithi

A Europe, Middle East, and Africa (EMEA) Leader at a Fortune 500 Technology and Cloud company.

Angela Qithi is a Europe, Middle East, and Africa (EMEA) Leader at a Fortune 500 Technology and Cloud company. Angela has over 15 years of experience managing Human Resources, Talent Management, Employer Branding and Diversity, Equity & Inclusion teams in alignment to organisational strategies. She was awarded the best overall achiever for her Master of Commerce: Human Resources and Labour Relations qualification by the South Africa Board of People Practices at the University of Pretoria. Angela is also qualified in Commercial Business Management, and she has successfully in her career established and led new functions, business branches and affinity groups locally and globally. Her professional experience and qualifications have moulded her to be the bridge between business and people strategies whilst leveraging technology.

Her overall life purpose is to take Black girls to school all over the world. This was inspired by her being a recipient of many bursaries and scholarships growing up. Angela aims to pay that forward by partnering with corporates as part of their sustainability goals. Personally, Angela loves life. She is a natural networker, socialist and collaborator which makes her able to engage at all business levels, across different countries and diverse industries.



Angela Qithi



Angela Qithi

Angela Qithi

Why are diversity and inclusion in the workplace important?

Most businesses make their money by either providing services or goods to other businesses or customers. The end users are diverse therefore to ensure that the goods and/or services are attractive to a wide range of users for maximum profits; they ought to be provided or made by diverse people. For businesses to have a sustainable competitive advantage, they need inputs from different people.

One of my favourite D&I quotes is by Verna Myers, "Diversity is being invited to the party; inclusion is being asked to dance". I resonate with the quote because as someone that enjoys a good party, I only dance when I feel comfortable and that I can express my true self – even though my dancing talents are questionable. In the workplace, the freedom to be innovative and creative is enabled by a culture where employees feel considered. Employees give their best to the benefit of organisational goals and maximum profits when they are comfortable to perform. Prioritising inclusion and an equitable culture creates a comfortable environment. Diversity and inclusion are important for business sustainability.

Do you have diversity in your recruiting in each of your departments, and in your leadership?

Yes, diversity must be part of the blueprint of any organisation. At my current organisation, we certainly have different people in all areas; everyone is different. Further, we heavily consider diversity when considering the employee lifecycle stages from the attraction stages all the way to exit. We rely on equitable programs to ensure that we have diversity at the core of our organisation.

It is said, "Diverse organizations are inherently happier, more productive, and more competitive in their industries." What do you think is the reason behind this statement?

There has been much research and evidence providing datapoints that support the statement. Qualitatively, people are at their best when they are comfortable. I would not link diversity to happiness, productivity, and competitiveness without touching on inclusion. An inclusive organisational culture ensures that employees can perform to their best ability and feel safe that they can try new things without fear – this drives innovation. As a result, this makes inclusive businesses have a competitive advantage. Employees that feel considered and included are most likely to enjoy their work and be more productive.

What initiatives has your company implemented during the past five years to create a more inclusive workplace environment?

I have only been at my current organisation for a year, and I am responsible for starting a new function. Hiring me to do the role was a great initiative and investment towards being more inclusive in the region. Also, what is evident is the drive for more employee engagement initiatives such as virtual summits and cascading Employee Resource Groups into Europe, Middle East, and Africa.

What are the benefits that your company derived from these initiatives that were implemented?

Employee engagement drives performance resulting in competitiveness. The reduction of say-do gaps on and offline enhance brands through employee advocacy. The prioritisation of Employee Resource Groups results in employee retention. Psychological contracts with employees is enhanced leading to a workforce that is motivated to do well as it is felt by employees that the organisation is serious about D&I.

How do you ensure that your employees are aware of the company's diversity and inclusion efforts, and how do you reflect that in their day-to-day experience in the workplace?

In a multinational company it is difficult to reach every employee the same way and same time. Therefore, a self-serviceway of work becomes important to prioritise alongside diversified ways of communication such as emails, direct message tools and/or virtual townhalls. This allows for employees to have the flexibility to access materials when they can or need to.

Can you share plans that your company has for future DE&I initiatives to create a more inclusive environment?

To continue using data to plan and make decisions on how to be more inclusive.

Thank You!

Angela Qithi

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24 JUNE | 09AM - 3h30PM



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While there has been a great deal of change in employment policies and rules in the work place, to accommodate the employee there are factors that affect employees that are seldomly recognised or dealt with in the correct manner. We all wish to be employed in a place that recognises us not as only as employees but values us as human beings working for the greater whole of the establishment. When our human selves feel less than healthy, this effort to be our best at work is also compromised. For physical health, we may receive a day or more to establish our health either through a health worker or by taking a few days off. For physical disabilities there are policies that allow some sort of comfort and empathise with the employee to perform their duties without being judged or persecuted. What happens when the problem in our health is more than physical? What happens when our mental health has been affected and the our tasks, assignments and presentations are affected as a result? Who do we approach? Our direct manager, the HR office, or do we keep it a secret and handle it in private? An employee's right to equality, dignity, and fair labour practice is protected in the Constitution. What's more, the Employment Equity Act (EEA) protects employees from unfair discrimination based on illness or disability, and the Labour Relations Act (LRA) prohibits employers from dismissing employees because they are disabled or ill.

For more information on this act, visit the South African Depression and Anxiety Group "SADAG" website on www.sadag.org.

When our health starts to affect the quality of our psychological health, are there steps to take to make sure you can keep your job? Is there protocol to follow to make sure your employment is not negatively affected while you take time to heal or is there procedure to follow that allows the establishment to continue in a healthy way while supporting you to do the same? According to the World Health Organization it is the employees right to sick leave and seeking professional help for any illness, including mental health illnesses.

"The professional health worker need not disclose the mental health illness on their notes and can simply state "Health condition". The employee can then file this signed note at work under their annual sick leave for whatever time period stated by the health care professional." —SADAG.

The truth is: More than 70% people in the work place experience mental health problems at least once in their working career. Whether from the death of a family member, the ending of a relationship or because of a life-changing experience. More than 60% of people at the work place experience even more serious mental health problems that they may have to live with and control for the rest of their lives. These include cases of severe depression, Bipolar, Schizophrenia, PTSD and many more. As these conditions become even more prevalent, not because there are more patients today, but because people are more willing to be diagnosed and tested, whether patients enter the job space already diagnosed or diagnosed after employment, it is important to know where to turn to as an employee in the work space.

The government offers a few options and there are also a few private options one can use to make sure that they are tested, diagnosed and treated without losing their current position.

Tips on how to report mental health issues at work.

- 1 Seek a healthcare professional's opinion. It is wise to be as informed as you possibly can about your symptoms and feelings during a time of uncertainty about your mental health. Speaking to a psychologist, psychiatrist or a certified counselor can be the best way to achieve this.
- 2 File for sick leave if time off work has been advised. Every employee is entitled to sick leave as stipulated by the Labour Laws of South Africa. Filing for sick leave with a note from a healthcare professional can allow you the time to focus on your health and seek further help.
- 3 Educate yourself about your condition and about ways that can help you cope at work in the future. There are mental health focused companies that offer classes and programs you can join for educational purposes and support. One such place is available in ParkTown Johannesburg, Alberton Gauteng, Petermaritzburg KZN, Umhlanga KZN and Cape Town. **"Akeso is a psychiatric rehabilitation hospital for acute mental illness and substance abuse."** —<https://www.thepsychologycouch.com/health-and-safety>
- 4 The best thing to do to obliterate the stigma behind mental illness is by talking about it. People everywhere need to experience things in order to get rid of the fear behind them. They need to know more and learn. Talking to your peers about your condition may be a good way to open up the conversation about mental health in the workplace. Positive feedback can alter the ethos at work and maybe even change a few things for the better.

**WRITTEN BY:
SINOVUYO JACK**




MENTAL HEALTH

IN THE
WORKPLACE



WOMAN OWNED COMPANIES BLAZING A TRAIL IN THE MINING INDUSTRY

Written By: Sewela Makgolane



Women in Mining Business South Africa ("Wimbiz") is a non-profit organisation, with a member base comprising of female owned businesses offering their services to the mining industry. As is it is with any organisation, members are the backbone of our organisation. We're proud to have members who are making their mark in the industry.

TSOGOMATH (PTY) LTD

A company offering mining services inclusive of: the creation of excellent performing crews; the creation of best practice workplaces; underground skills refinement; contract mining; construction and haulage maintenance; secondary support – drilling and installation; equipping and ledging; strategic planning via consulting services; and transport and logistics services.

The unique services provided by Tsogomath embrace new mining technologies and enhance Woman In Mining Practical Support Initiatives. its core objective is to promote inclusivity by practically teaching and transferring experience, skills, and knowledge to the crews

underground through administering best practice concepts and inventing back to basic stratagems which will achieve a safe mining environment. The company was founded in 2019 by Miss Refilwe Mamogale, with the vision of bringing sustainable and innovative solutions to the mining industry . She has 15 years of practical underground mining experience and holds a B-tech in Mining Engineering and a Mine Overseer Certificate of Competency. One of her most notable achievements during her career is that she elevated and developed more than 15 woman into being miners, shift supervisors and team leaders. A TRUE WOMAN IN MINING!

NIARA ENVIRONMENTAL CONSULTANTS (PTY) LTD

A 100% black female owned company focusing on environmental management services, integrated water resources management, biophysical studies as well as social issues and processes.

Niara's key management personnel have accumulated vast experience in environmental management, integrated water resources management, mine closure and rehabilitation, and related fields. Niara assists its clients and communities they operate within to recognise that a healthy natural resource base is essential for economic self-sufficiency and that it provides opportunities for future livelihood options. Integral to this approach, is the need to educate clients about the impact of their activities on their environment.

Niara's managing director, Vumile Ribeiro, has 16 years of professional and international experience working for multi-disciplinary advisory firms and environmental consultancies. She is adept in environmental assessment and management primarily in the minerals resources and energy sector, with regional exposure spanning across South Africa, Mozambique, DRC, Sierra Leone and Liberia. She has extensive experience in compiling environmental impact assessments and water use licence applications for mining, electricity supply, generation, transmission and distribution, road infrastructure, as well as water management projects.



OUTSKIRTS MINING

Outskirts is a level 1 BBBEE 100% black-owned and managed specialized mining services provider with a prioritized focus on Africa. It offers services in the mining industry: business plan support; feasibility studies including deposit and economic feasibility studies, exploration, planning, implementation and project maintenance; investment decisions support; procurement and supply chain strategic advisory services; risk management advisory services; project management advisory services; technical training, business coaching and SMME junior support services.

The company comprises of specialist teams, focusing on a specific combination of commodity, and style of mineralization and mining methods. Due to its specialist and niche approach, Outskirts can deliver high-quality projects within set parameters and time frames, at a competitive cost.

The Outskirts team has a combined experience of over five decades in the African and Middle East mining sectors. The team's knowledge of mining methods and settings, as well as the unique constraints and opportunities available, is extensive. This in-depth understanding of markets and industry throughout these regions enables Outskirts to deliver effective and niche mining services to the sector.



SIDMAY CONSULTING

An innovative, technology driven and location intelligence solution provider. SidMay Consulting delivers solutions to the mining industry, property development industry and the public sector.

Their solutions are inclusive of:

- Field service management Tools
- Custom-made field Applications
- Drone-Captured Image processing
- Survey Plans, Maps and Sketches
- Real-time interactive Dashboards
- Business Intelligence Reports for
- Spatial Data

At the heart of their operations, is the processing of field data powered by Geographic Information Systems (GIS) to deliver desired solutions to their clients.

Founded by Sharon Lindsey, a Sustainability Professional, Impact Entrepreneur and Philanthropist with over 20 years experience in the fields of Mining and Construction. She is an associate in South Africa on behalf of Embellie Advisory which is an ESG advisory institution based in Qatar with an extensive global digital footprint and professional-expertise in ESG advisory.



For more information on these companies, please email WiMBIZ on admin@wimbiz.org.za



WiMBIZ MEMBERSHIP

WiMBIZ's membership base comprises of 300+ plus companies, inclusive of contract mining, drill and blast, engineering, environmental and varied professional services. Our offering for members is rooted in inclusivity in funding and procurement opportunities for women owned businesses, supported by ongoing interaction through quarterly events and networking sessions.

To find out how you can become a WiMBIZ member, visit our website www.wimbiz.org.za



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