



SOCIAL JUSTICE & TRANSFORMATION UNIT

# SOCIAL JUSTICE AND TRANSFORMATION UNIT



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## STRATEGIC OBJECTIVES:

### VUT STRATEGIC OBJECTIVES

1. Create an enabling environment for effective strategic leadership
2. Build a PQM and institutional curriculum of excellence
3. Enhance financial viability of VUT
4. Improve the corporate image of VUT
5. Improve student access and success
6. Optimise teaching and learning
7. Enhance research output, innovation and commercialisation
8. Ensure effective management of Human Resources
9. Improve institutional effectiveness
10. Effective and efficient institutional transformation

### SJT STRATEGIC OBJECTIVES

1. Establish an enabling culture and environment;
2. Evaluate the state of transformation and social justice in all business unit
3. Build and maintain strong business relationship with key internal and external stakeholders;
4. Safeguard access for success of students
5. Ensure compliance of all institutional policies with legislation on transformation and social justice;
6. Ensure the availability of divisional transformational plans;
7. Ensure the availability of institutional transformation barometer;
8. Oversee transformation in teaching research and community engagement;
9. Provide strategic and operational guidance on transformation and social justice;
10. Enhance the relations between the sites of delivery and the main campus on transformation and social justice issues
11. Develop shared understanding of transformation and social justice through the implementation of a transformation charter;
12. Monitor, evaluate and report on Social Justice and Transformation;

## VISION:

To ensure Transformation at the University and respond to national transformative imperatives, and thereby ensuring an environment which promotes and adheres to the principles of Social Justice.

## MISSION:

To institutionalize social justice and transformation at all levels of the institution

## VALUES:

### VUT VALUES

- Excellence
- Creativity
- Mutual Respect
- Collegiality
- Honesty and Integrity
- Tolerance
- Diversity

### SOCIAL JUSTICE AND TRANSFORMATION VALUES

- Dignity
- Equity
- Equality
- Integrity
- Respect
- Diversity





## SOCIAL JUSTICE AND TRANSFORMATION UNIT OUR SERVICES

As contained in the VUT Integrated Transformation Plan (ITP) and the Transformation Charter, VUT Social Justice and Transformation Unit, we render the following services:

- Facilitation of implementation of VUT's mission, vision and values
- Proffer strategic advice on HE transformation issues
- Execute the university's transformation mandate as per the VUT's strategic direction
- Ensure compliance with HE policy imperatives and related frameworks
- Review and monitor the development and implementation of the ITP
- Ensure provision for equitable social justice and constitutional rights to equality, dignity and human rights
- Attend to complaints on violations of social justice and discrimination

- Ensure a welcoming and affirming organisational culture
- Strategic leadership and coordination of transformation initiatives and processes
- Stakeholder engagement – network and collaborate on issues of social justice and transformation

- Facilitate diversity, social inclusion and cohesion
- Advocacy and awareness
- Conduct research on issues of social justice and transformation
- Ensure effective implementation of employment equity in the workplace
- Develop M&E indicators



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