



EMS Transformation Charter

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The Faculty of Economic and Management Sciences, a strategic educational component within Stellenbosch University, is unequivocally committed to **redressing the injustices** of the past.

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This charter is grounded in the tenets of the Constitution of the Republic of South Africa and supports SU's **transformation goals** as articulated in SU Vision 2040.

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We individually and collectively pledge to **eliminate systemic and individual discrimination** on the basis of race, sex, gender identity, age, disability, religion, language, culture, socio-economic status or hierarchy.

Compassion: recognition of and care for, the wellbeing of all our students and staff (SU Transformation Plan)

Accountability: accepting the highest level of responsibility for our actions (SU Transformation Plan)

Equity: restitution in response to our past legacy, and fairness in our aspirations (SU Transformation Plan)



Equality: "the full and equal enjoyment of rights and freedoms as contemplated in the Constitution" (Promotion of Equality and Prevention of Unfair Discrimination Act), which in an unequal society, can only be achieved through equity

Redress: to set things right (to remedy), to make up for something (to compensate) (SU Visual Redress Policy)

Social justice: the equal enjoyment of all rights and freedoms regardless of human diversity reflected in the fair and just distribution of all opportunities, benefits, privileges and burdens in a society or group (Centre for Social Justice, SU)



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We strive to nurture and **support a transformation ethos** that embraces and celebrates our diversity and which embraces our values in and through our service, management, teaching, learning, research and social impact activities.

We continue to utilise our available resources and leverage additional support and finances to make all our **environments inclusive and welcoming**.

We understand this to be how we set **new African and global standards of excellence**.

Our vision, mission and goals are translated into action through the growth, development and wellbeing of the faculty community and external stakeholders. We commit to an inclusive, collaborative and collegial working environment where enduring relationships can and will be nurtured, nourished and supported.

We understand that this is how we create the most enabling environment for everyone to do their most excellent work. We understand that **inclusion is not assimilation**.



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The faculty supports a vibrant intellectual environment, as well as robust community engagement which attracts and **connects people across the globe**. We strive to promote **research, knowledge creation, teaching, curriculum development and academic scholarship** of purpose and relevance to Africa.



02

We undertake to promote **equity in our staff and student recruitment to nurture future leaders**.

We commit to **accountability and transparency** in recruitment and promotion.



03

We commit our leadership, management, administration and educators to invest in the **mentorship, training and development** of women, disabled individuals, administrative staff, emerging researchers and academicians **to advance redress, equity and equality**.



04

To ensure **successful integration** of this charter into faculty practice, **environments will plan and report on transformation-related activities** which will be monitored and evaluated by the dean, faculty leadership, transformation committee, and student representatives on a continuous basis.



05

The Faculty of Economic and Management Sciences will continually strive to advance an inclusive and equal society in a dedicated, considered and resourced manner so that all at SU can proudly say: **"This is my home. I belong here!"**