interview with University Rep 20min

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00:00

I need to just ask you a few questions. As part of my topic about addressing gender disparities in the uptake of science related degree programmes. My questions really have to do with things like policies and gender development issues. So, I just wanted to ask because of the first question, like, what do you think are the barriers that are, you know, inhibiting gender inclusion? In the science education? Like is as a whole? What do you think are your What are your thoughts about the barriers that we're facing, in terms of gender inclusion, in the science programmes is that tissue level

00:45

something that is traditionally something that we are born with, is women, that you're supposed to do things which are easy. Even from primary school, we are told science, mathematics, engineering, all those are for men, not for women. So we grew up with that mindset, you know, trying to go for them for the easy, tend to go for easy is subject. Like this my company

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so we grew up with that mindset, we are told from, from ECD, that science is not for, it's not for women, it's for men. Like women, we by nature, we are we are people who are nature, you know, we are, we are nature's by nature, you know what I mean? Yes. You know, we like to do things which we like to take care of people, we like to take care of things around us we take care of children take care of. And also by that token, we then tend to go for, for for jobs, which are in line with that, you know, that mindset, so that's why I'm saying it's something that is that is traditional, something that we are born, born with, you know, it's like when you want to play with cards when you want to batter batter when she gets much karate does. That's, that's that's not that's not for women, it's for men. So, so, you know, so, because of that, we chant things like engineering, Sham, things, like signs and and go for implant doors, you know, in ECD, you find quoting the ECD teachers mindset, you know, is a decrease in in learning centres, you know, if you get into an ACD room, my links in this link, okay? It was set up by assigns Mom, mom home whole same time, engineering centres, things like that. If you go there and observe children, you will find that girls will be encouraged to go and play the home centre, where they will be cooking will be the dream that so but by by encouraging the girl child to do that you are reinforcing that mindset that you are with this is your life. So in other words, this is something that is really put in our mind, mindset. And it's something that is reinforced in children from ECD. And their warm as well. You know, Kumbaya, you don't play with guns, you don't play with cars, you don't play with this, you don't climb trees. So in other words, when you do that, it means you're saying canola now, you can be my engineers, they go up the ladder. They do all sorts of things. If you say to the girl, don't do that. That's for boys, you know. So, you know, women by nature, by the way, we are raised the way we are natured you know to look to them to cheat in a way this is not your job. This is a job for man, you know so so so that's what I think. So you will find Putin when we grow up then as women we we Shambles jobs and we are when we're just not interested. It's like a parent with a powerful creator that badly. No bandwidth. No. We always know that we can read we can. But I think it's something so good. Get this

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thing upon it girl in the phone. There's their their roles which are clearly defined. But these are for me. Those are the ones which actually determine our careers. That's the way I look at it.

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Yes, true. And yes, you can continue. Okay. I wonder to us like So in regards to what do you think? Which barriers do you think apply particularly to the students that you have been seeing? What 10 classes yet we're within the science programmes, and just judging from the numbers that you get are females in this in the social sciences versus the females in the sciences? And then even within the science programmes, judging from the number of males versus females? But do you think which which bears do you think apply uniquely to, to those to the students here?

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It to, you will find that you will put very few yesterday's in the science programmes because they don't take mathematics, a lot of our students, female students don't have math. So that's the major benefit that we have. They don't have MCs, okay, low meds, they may have science, but mathematics, they don't have, you find that even in agriculture. With good lighting, you will find that you have a class of 10 and only to a few, because because of science, a level subjects which are supposed to have, most of them don't get magnetics. So that's the major challenge that you find that a lot are in the social sciences, because they don't like mathematics. Okay.

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And is there like a as a way of incorporating those two who desire to do the sciences but then don't have a mass like a? Like a programme?

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Yeah, we do. Oh, we do have? We do it, we do have solid references.

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We have God's image bridging costs. For those who want to study in science programmes, but don't have mathematics. Those who want to start because it's like being in finance does want to start the ICTs does want to start the agriculture but don't have met, we've got what we call Foundation, with the matrix which they can which they can enrol into and do the foundation mathematics before they enrol into the programme because it is a prerequisite. Okay, so So that's what we are doing at the moment. And do you have tickets for that? Yes, we do. We do have tickets, but not many. Not that we do have tickets. Okay.

08:19

I also wanted to just ask, in terms of which policies do you have that promote? Or that you are currently using to promote the uptake of sciences by females? Do you have any policies as an institution that you're particularly that you particularly carry out to promote females to take up scientists?

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Not at the moment, we don't have.

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And, but what do you think could be done to promote the sciences amongst women?

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That's a difficult one.

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Okay. Oh, well, for at least four more takers. You'd also find that there are some females who might actually have the the sciences or who can pose now that this this bridging gap, this bridging programme, they can actually you know, pursue it so, how what do you think could be done to just encourage females to take those routes that are available for them?

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You have role models, okay. It will be good to have role models to come and talk to students career days. At Mark Evans Makinia doesn't carry a day where they are role models, when they feel child will be told that you can do it, you know, there is the room at the top for you in the science world. You know, if they see role, a lot of role models, you know, that it can be done. I'm sure that's one of the things that

10:02

And in your opinion, or how do you think one would actually benefit from females more females other than taking up? Sciences? So how do you, in your opinion? How do you think who would actually benefit from having more women or females taking up sciences? How do you think the university would benefit from that?

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It means that we will take our place in the scene of visibility in the world of industry will be enhanced. If we may take up scientists, negative report, joining conferences, to go to one o'clock noon, one awards and things like that. It will be it will be good visibility and some women as CEOs of those companies, which have to do with scientific,

11:07

yes, I noticed that you have a gender policy that encourages enrollment for in terms of general enrollment for females and males, which is I'll say it pro females like agenda, affirmative action. But in regards to, let's say, code of conduct for your staff, whether they're academic or mean, do you have a policy that's particularly you know, focuses on gender sensitivity? amongst staff?

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Amongst our staff? You mean, you mean to say, do we take more women or more women or men for that is actually a question for later, but as an in terms of, do we are there programme to gender? sensitise?

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Yes, yes, or, or code of conduct that, you know, staff members that join the university are like, Okay, this is how are we expecting you to induction induction

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programme for people? Yeah, we, we started with at one time, it one state, but it looks like it's not, it's not a scale to a 20 Marshall, or where we should do it, you know, that it should form in, it should be part of the indexing package for our staff, that this is a women's university, they need to be gender responsive, and this is how you how they should do it. In a female responses, men and things like that. I think HR has been tasked to develop something, something along those lines. Okay.

12:57

And in the issue of policies, how do you is there is there a certain way that you ensure that these kind of policies actually become practice? In terms of like, let's say, issues of gender sensitivity or issues of like, at least trying to sensitise people about gender issues? Is there a way that you have those policies like actually monitor monitoring? Yes,

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it's being done. That the honest truth is that no, we don't have anything like that. But that's something that's desirable. Something that we would want our HR to, to do that in the moment. Although, yeah, no, no, I wanted to talk about harassment, sexual harassment, in so on, we do have a policy in that area, sexual harassment policy as we have it. into it should form a telephone. It should be part of the interaction package. Actually, that can be resented by invisibles over time, is as it raises me twice. If you do this, it's harassment in its own

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way, can I access that, that policy and load that document? Is there a way I can

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go back in here, so in ESPs, I'll leave you my email is Yes, I can fall into

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many other policies you think I can also just go through that have to do with you know, this topic about you know, gender awareness, gender sensitivity, and gender issues? That institution has?

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No, between the draft gender policy, oh, very much draft to draft. A long time back. Okay, that was never finalised.

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Oh, is it it Yeah. Okay. All right. Well, if you have if you're willing, you can also send that to me, if you

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have copies of all will be some ways I look for it.

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And that's all right. Okay, so I'm left with just literally, I think. Two more questions. So in terms of that question that's now being you're asking how you recruit stuff? Is it necessarily mindful of okay, we want a certain number of females versus male stuff? Yeah.

15:38

No, it's not like that at all. But people talk about it, that the Vice Chancellor should always be a woman. That is not written anyway. What I know is that the draft gender policy, yes. Has that. Is that statement some way that the Vice Chancellor of the service should always be a woman? A Council chairperson should

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always be a woman. But otherwise, recruitment is? It's it's based on capacity. Yeah, that's that's what I know that people talk about it in interviews that I know, you know, we need to effectively events,

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lives, let's say, a woman I'm fond of in the proposition. But what I know is

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it my sense of simplicity, must go with that in the draft gender policy. That's in the draft agenda policy. And because of change, because of here must always be those are the two costs which I'm 100% sure of. That is Remo draft gender policy, purchasing a peloton project I'm not quitting mustard. So this percentage, female and this percentage, May is members of staff.

17:26

And lastly, do you do gender awareness? Training? Well, I think this actually does touch on what she had talked about. But is there like a gender awareness training that's being done for staff?

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It's something that we would like to would like our HR to do with our HR and our gender studies department

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to do we would love that to be done at the moment. gender awareness

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All right. And are there any steps that also was taken to target marginalised groups? Or the different demographics like young people, people with disabilities in the science disciplines? Or maybe just generally?

18:25

My scholarships? No, they don't. They're generic. They don't really focus on sciences or what thing that which which really tank with the female studies for we used to have a lot but it looks like linear equal true powers will be so much scholarship like we used to have account at one stage powered in targeting the disadvantaged woman, but not specific to two sciences.

19:05

Is there how can I find out which we scholarships that they own or not where can I find that information

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is available? I repo I think what is the moment the moment to name Equinix scholarship that in your local panorama? August, August, you negate okay, but to Cadabra we still have quite a number. We still keeping on track. We used to have some Barbara Women's Resource Centre network. They used to give us scholarships. We used to have African capacity building foundation. They used to give us quite a number of scholarships. Yeah, that's always at the moment. All those are personal equalent but equality actually is coming to an end in August.

19:59

Sorry. Yeah, so man, thank you so much for this. I don't know if you have any other information or anything that you just want me to take note of as I do my research data collection,

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but at the moment, at least we have something else even

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Oh, that'd be great if I can to information. Thank you so much. God, thank you so much. I think I'll just then email you so that you have my email.

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So that I just said to them the essential

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Alright, so I think we've come to the end of our interview, okay.