

# Towards Effective Diversity, Equity and Inclusion Programs

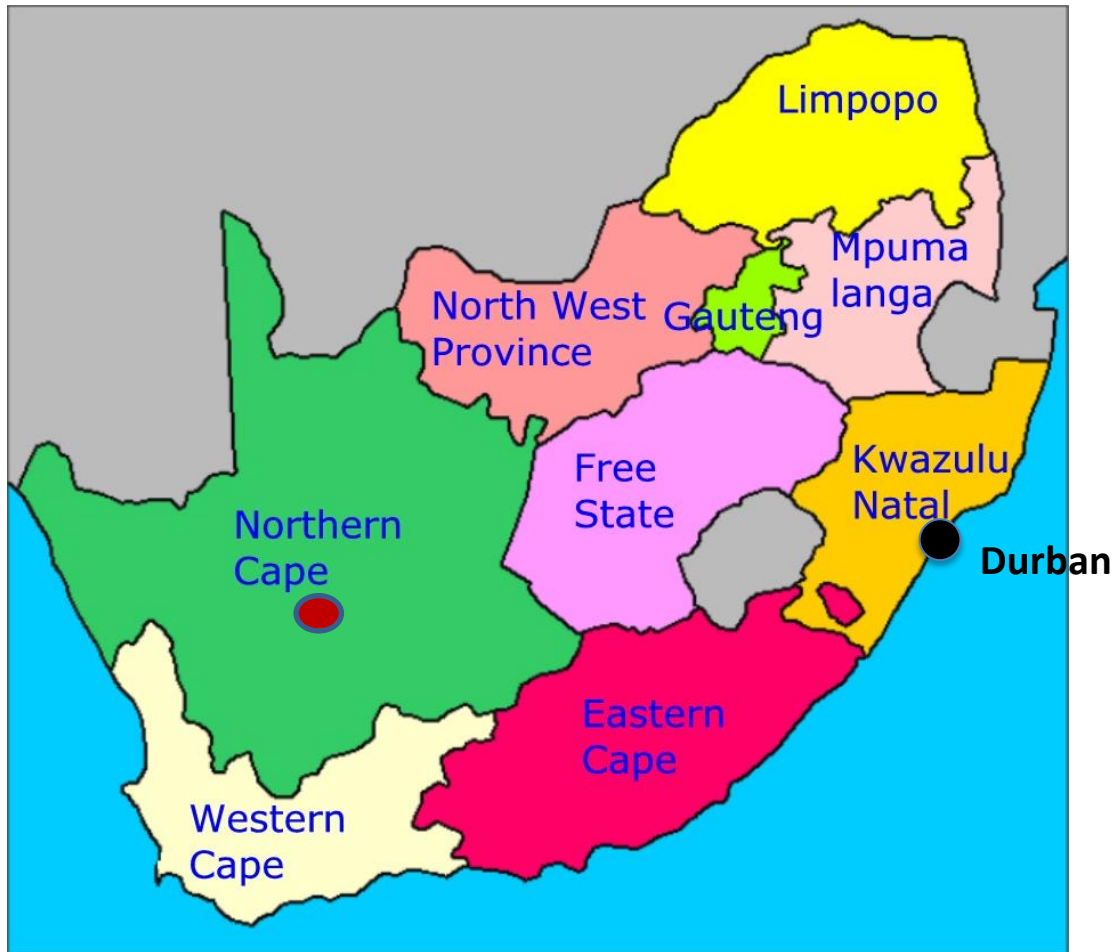
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*Astrophysics Research Centre, UKZN*

# South Africa



# The Alphabet

**DEI: Diversity, Equity and Inclusion (EDI)**

**JEDI: Justice, Equity, Diversity and Inclusion**

**DEIB: Diversity, Equity, Inclusion and Belonging**

**~~Affirmative Action~~**

# Transformation

Redressing the  
imbalances  
caused by  
Apartheid

Decolonisation

Rhodes must  
fall

Fees must fall

# ARC DEI Committee

- Founded in 2019?
- Faculty (internal and external), student, staff representation
- Ambassadors
- Regular meetings (no hierarchy) from 2021
- Code of Conduct
- Workshops/talks/activities

# Workshops/talks/activities

- Tana Joseph: EDI in Astronomy
- Kerry Frizelle: Impact of social norms on everyday practices
- Imposter syndrome
  
- Quiz
- Tell us your side-hustle
- Student+postdoc only events

# DEI Workshop Program

## WELCOME

- (Promotion of awareness and tolerance.)

## PART I

- Discussion on concepts: Justice, Equity, Diversity and Inclusivity (JEDI)

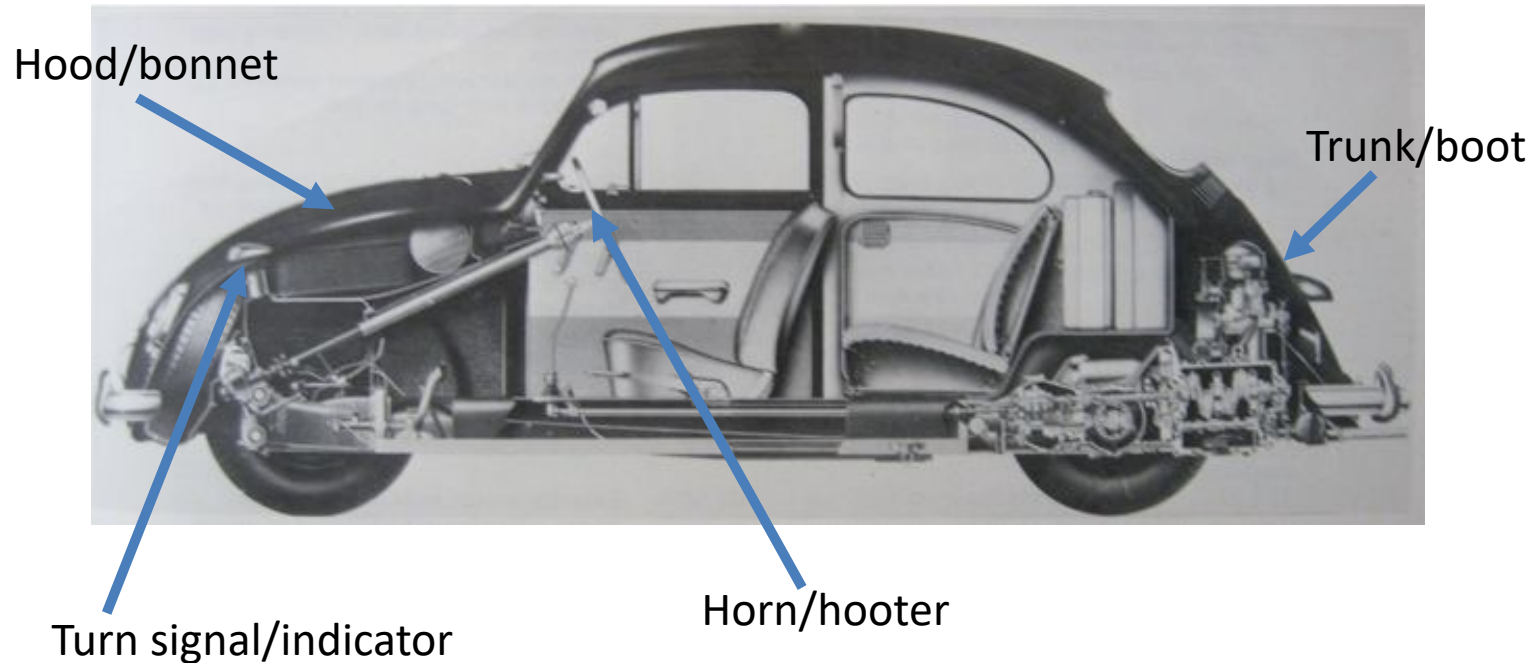
## PART II

- Ask for contribution of terms denoting diversity.
- Split the group into teams and allocate a few of these terms to each group.
  - Ask the group to discuss what diversity, equity and inclusion means for each term.
- Teams report back -- general discussion.

## PART III (Rounding up)

- Language
- Feedback form
- Volunteers or allies of ARC DEI
- Reporting lines w.r.t DEI issues
- Present the ARC Code of Conduct (living document) and link to workshop

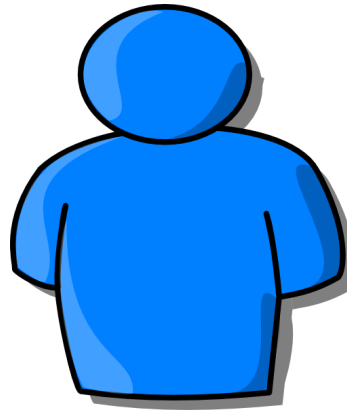
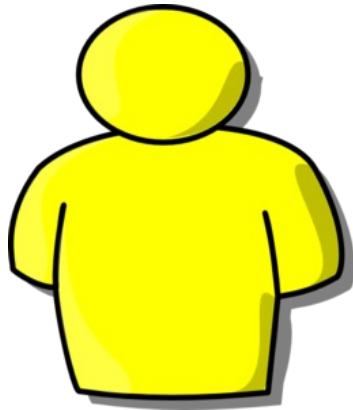
# Language



- White trash
- DEI – transformation
- Black (political) – not “non-white”
- Coloured – “mixed race”
- Progressive – not “liberal”
- 12 official languages – **Sawubona/Sanibonani**

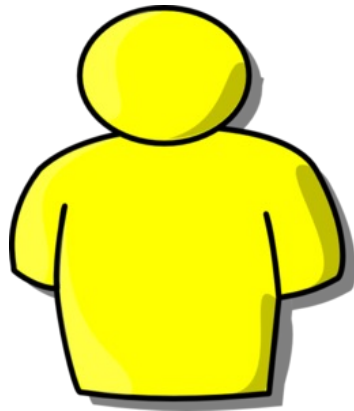


# South African Demographics

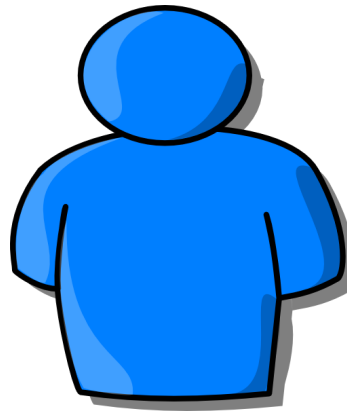


	African	Coloured	Indian	White
Female	40.8%	4.6%	1.2%	4.6%
Male	38.4%	4.3%	1.3%	4.3%

# South African Demographics



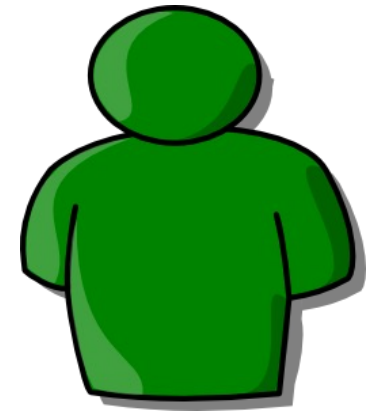
African  
79.2%



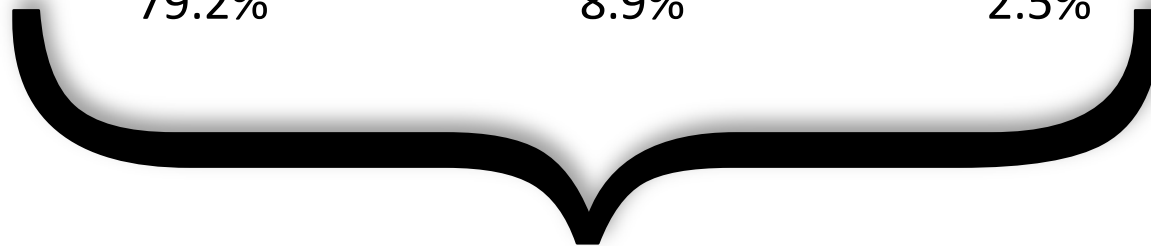
Coloured  
8.9%



Indian  
2.5%

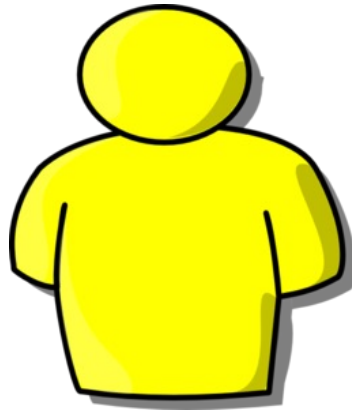


White  
8.9%

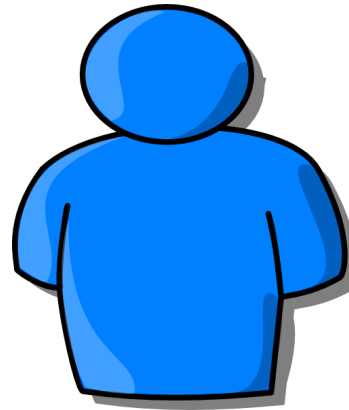


Non-white

# South African Demographics



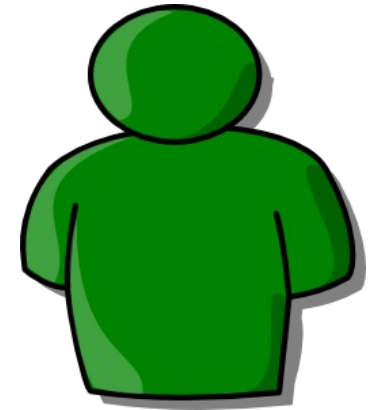
(Black) African  
79.2%/80.9%



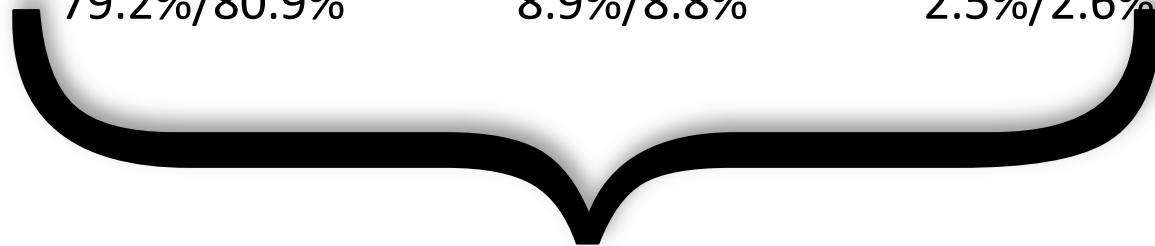
Coloured  
8.9%/8.8%



Indian (Asian)  
2.5%/2.6%



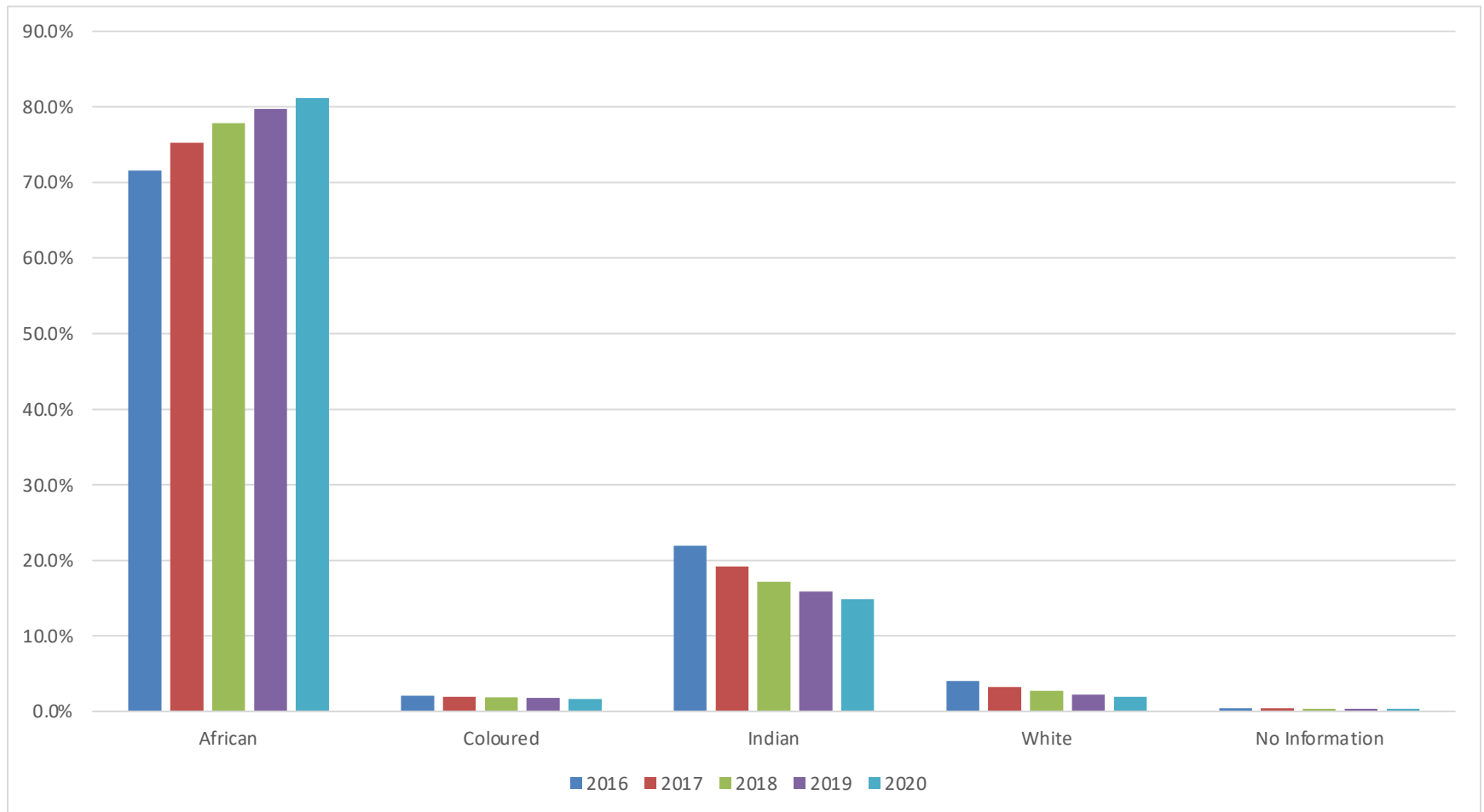
White  
8.9%/7.8%



Black

# UKZN Demographics

## Student enrolments by race



# UKZN Demographics

Instruction/research  
staff by race and gender

Race	Gender	2016	2017	2018	2019	2020
<b>African</b>	Female	15%	15%	16%	16%	18%
	Male	16%	16%	16%	17%	19%
<b>African Total</b>		31%	32%	32%	33%	36%
<b>Coloured</b>	Female	1%	1%	1%	2%	2%
	Male	1%	1%	1%	1%	1%
<b>Coloured Total</b>		3%	2%	3%	3%	3%
<b>Indian</b>	Female	17%	17%	16%	16%	15%
	Male	12%	12%	12%	12%	11%
<b>Indian Total</b>		29%	28%	28%	28%	26%
<b>White</b>	Female	12%	11%	11%	11%	11%
	Male	12%	9%	10%	10%	10%
<b>White Total</b>		23%	21%	21%	21%	20%
<b>No Information</b>	Female	2%	3%	3%	3%	3%
	Male	12%	14%	14%	12%	12%
<b>No Information Total</b>		14%	17%	17%	16%	15%
<b>Grand Total</b>		100%	100%	100%	100%	100%



# comes the latest Flo DEI programs

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NEA Today All News & Articles

NEA NEWS

## Anti-DEI Laws Take Aim at Students of Color and LGBTQ+ Students

State laws against diversity, equity and inclusion (DEI) offices and resources on college campuses are proliferating. But do anti-DEI lawmakers understand what DEI really is?

USA "asleep"

edscap

## Anti-DEI Policy Term Meeting

Barbara Feder Ostrov  
March 08, 2024

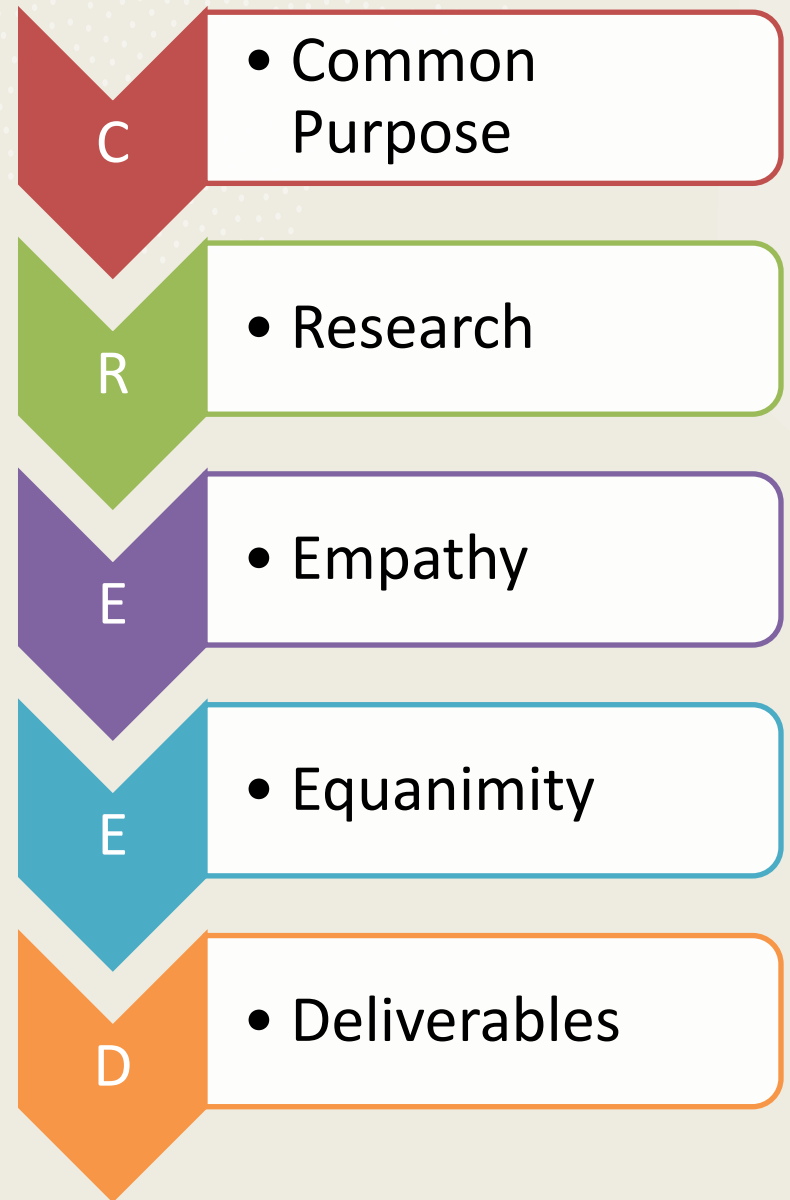
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A resolution to eliminate diversity efforts at the American Academy of Deaf Studies (AAD) has sparked fierce controversy on the eve of the group's annual conference in San Diego.

## NEWS & COMMENTARY

## Anti-DEI Efforts Are the Latest Attack on Racial Equity and Free Speech

# A Mindful Approach





# Evaluation

- Demographic evaluation of transformation?

$x: (70,2,4,24) \rightarrow y: (72,1,2,25)$

- Improvement or not?
- How far are we from our target?

# Distance Formula

Distance between two points

$(x_1, x_2, \dots, x_n)$  and  $(y_1, y_2, \dots, y_n)$  is given by

$$\text{Distance} = \sqrt{\sum_{i=1}^n (x_i - y_i)^2}$$

# Equity Index

Distance between organisational demographics and target demographics

$$EI = \sqrt{\sum_{i=1}^n (org_i - demdat_i)^2}$$

EI is the distance left to travel to arrive at the constitutional imperative of a non-racial, non-sexist and democratic society

# Applications

- EI: Demographics
- Generic use: Any target with multiple numeric dimensions
  - Student Life Index:
    - Residences
    - Cafeterias
    - Sports offerings/facilities
    - Study spaces

# National Student EIs (2011)

Category	Overall
Maximum EI	113.9
5% Tolerance EI/ Quintile 0	2.8
Quintile 1	2.8-22.7
Quintile 2	22.8-45.5
Quintile 3	45.6-68.2
Quintile 4	63.3-91.0
Quintile 5	91.1-113.9

Institution	Enrolment EI	Graduate EI	Difference
Central University of Technology, Free State	7	5.9	1.1
University of Cape Town	44.8	52.3	-7.5
University of KwaZulu-Natal	24	26.9	-2.9
University of Pretoria	32.9	36.3	-3.4
University of Stellenbosch	66	66.1	-0.1
University of Witwatersrand	24.3	29.9	-5.6

# National Employee EIs (2011)

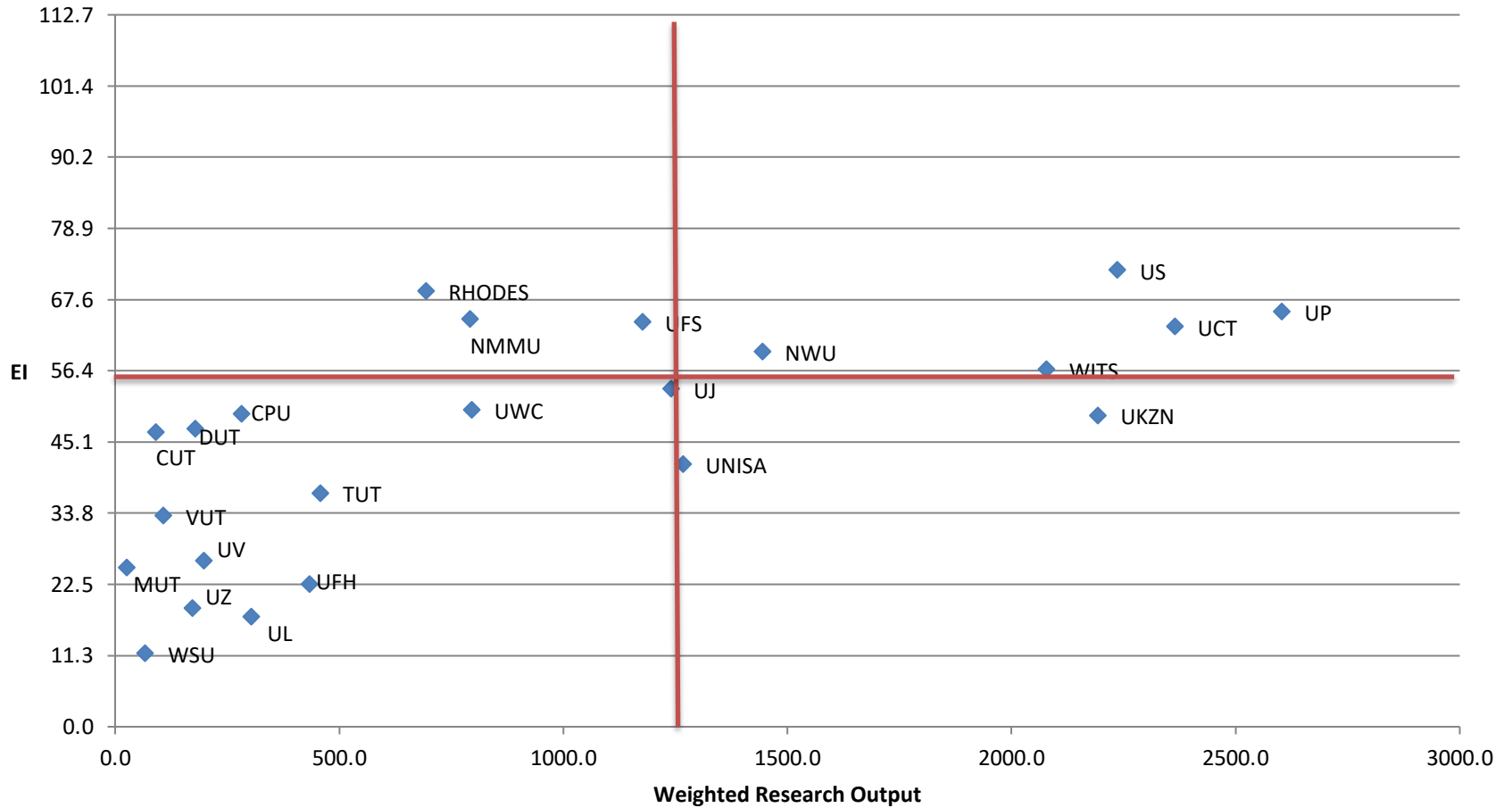
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Quintile 4	63.3-91.0
Quintile 5	91.1-113.9

Institution Name	Overall	Exec	Faculty	NP Admin	Service	Spec	Technical	Crafts
Central University of Technology	31.1	37.6	46.6	43.4	12.3	29	39.2	54.7
University of Cape Town	54.1	62.5	63.4	58.2	54.8	56.9	60.9	87.9
University of KwaZulu-Natal	34.1	38.9	49.3	34.9	34.2	42.4	23.6	88.2
University of Pretoria	49.2	67.6	65.7	49.8	31	45.1	59.3	54
University of Stellenbosch	64.9	67.7	72.3	69.3	73.3	69.6	66.2	80.5
University of Witwatersrand	32.3	42.4	56.6	29.6	35.1	35.8	34.4	32.8

# Equity-weighted Productivity (2011)

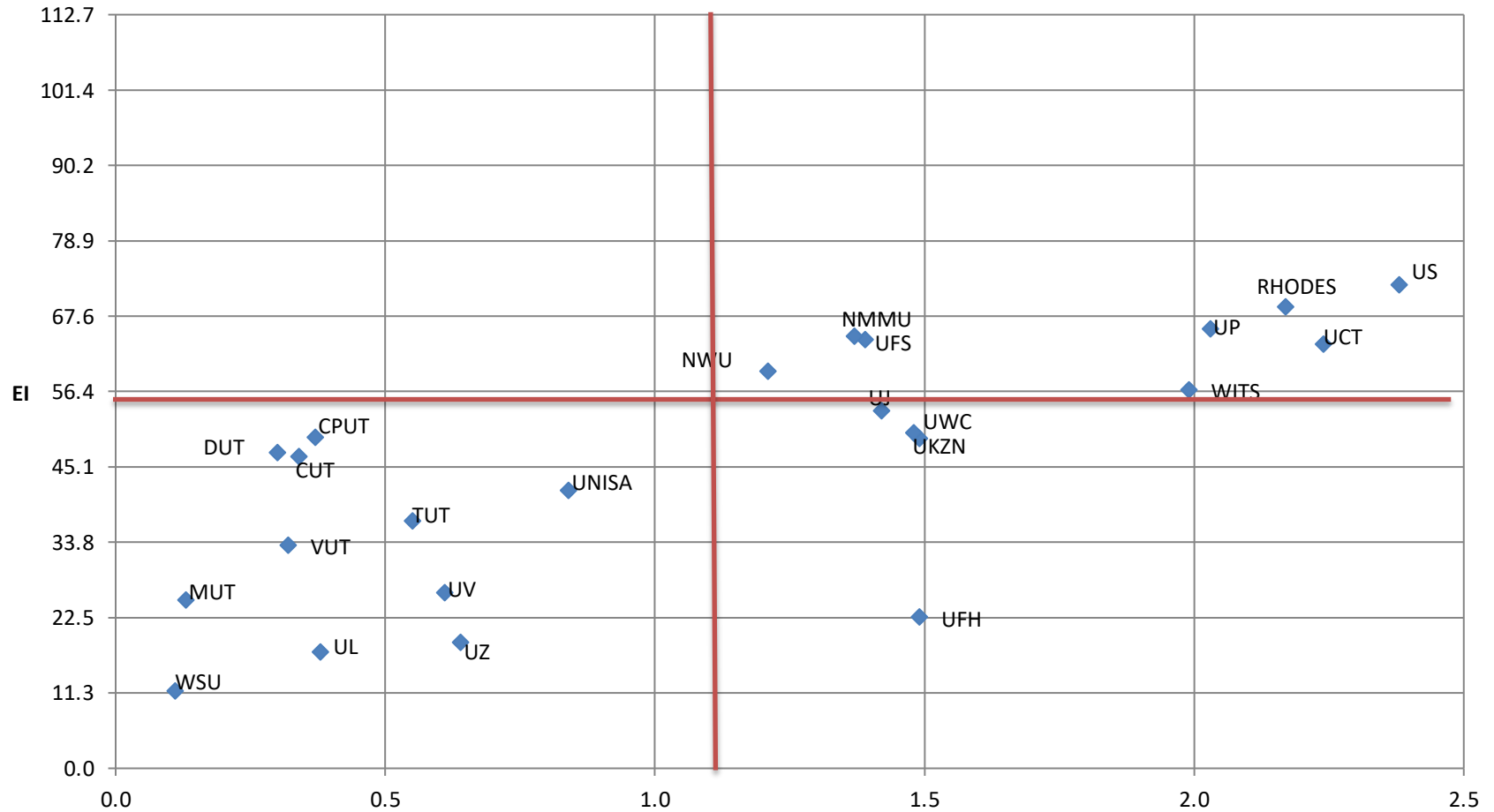
Institution Name	2011 Weighted Research Output	Faculty	Overall
Central University of Technology	90.8	46.6	31.1
University of Cape Town	2364.5	63.4	54.1
University of Johannesburg	1240.4	53.5	34.9
University of KwaZulu-Natal	2192.8	49.3	34.1
University of Pretoria	2603.1	65.7	49.2
University of Stellenbosch	2236.0	72.3	64.9
University of Witwatersrand	2077.9	56.6	32.3

# Equity vs Research Output

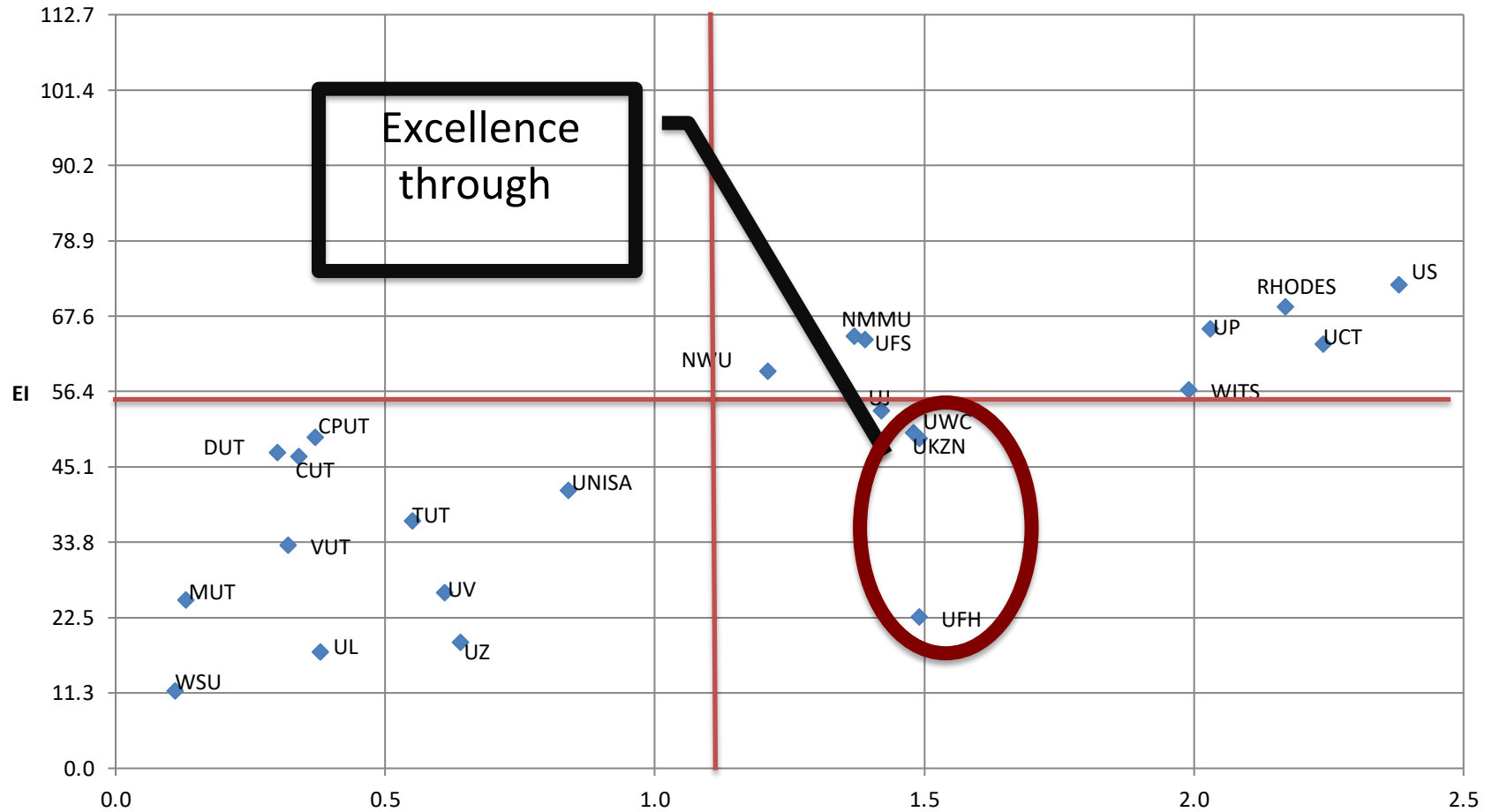




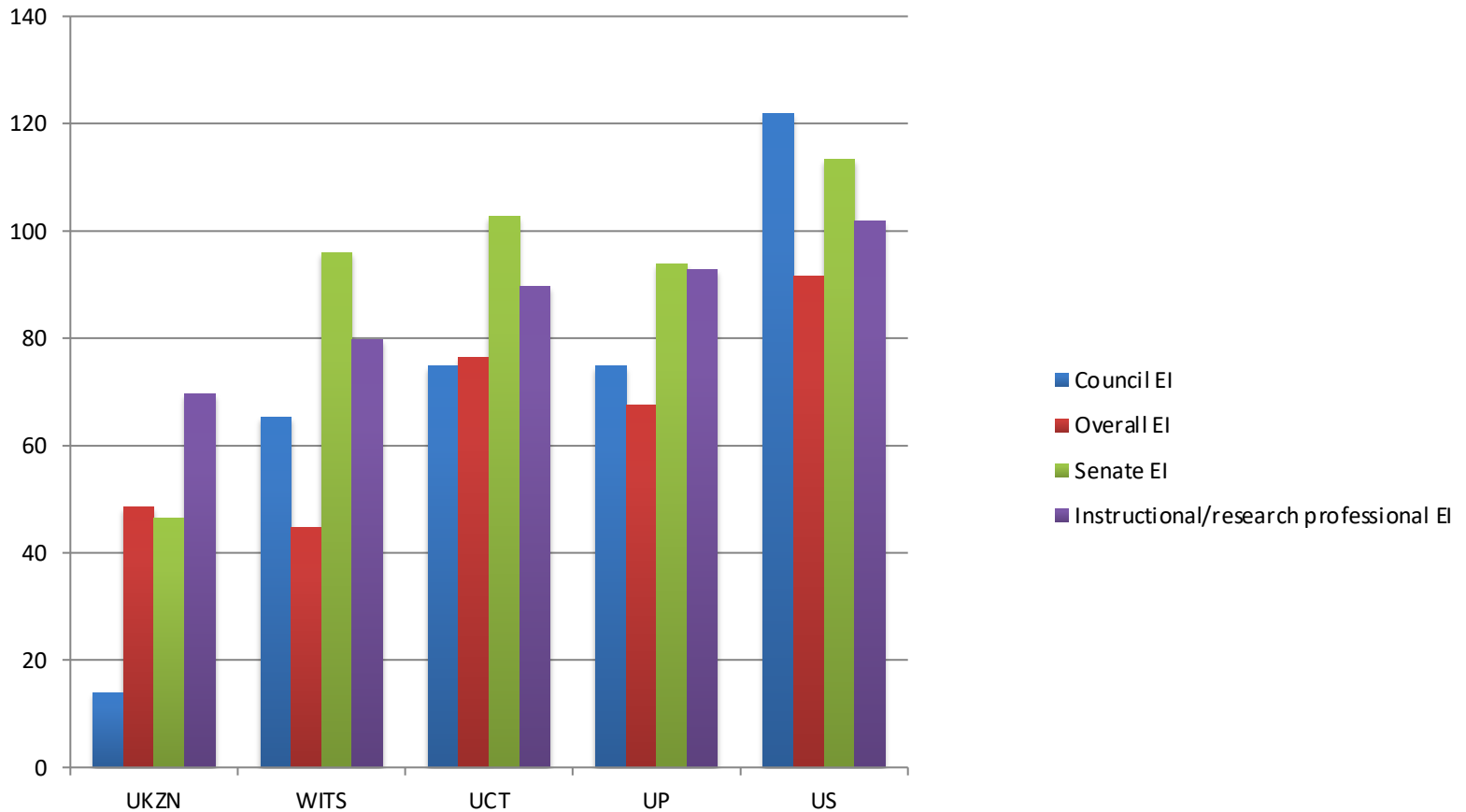
# Equity vs Per Capita Output



# Equity vs Per Capita Output



# Transformation/DEI drivers

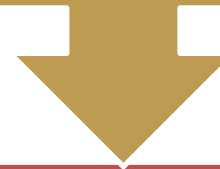


# Concluding remarks

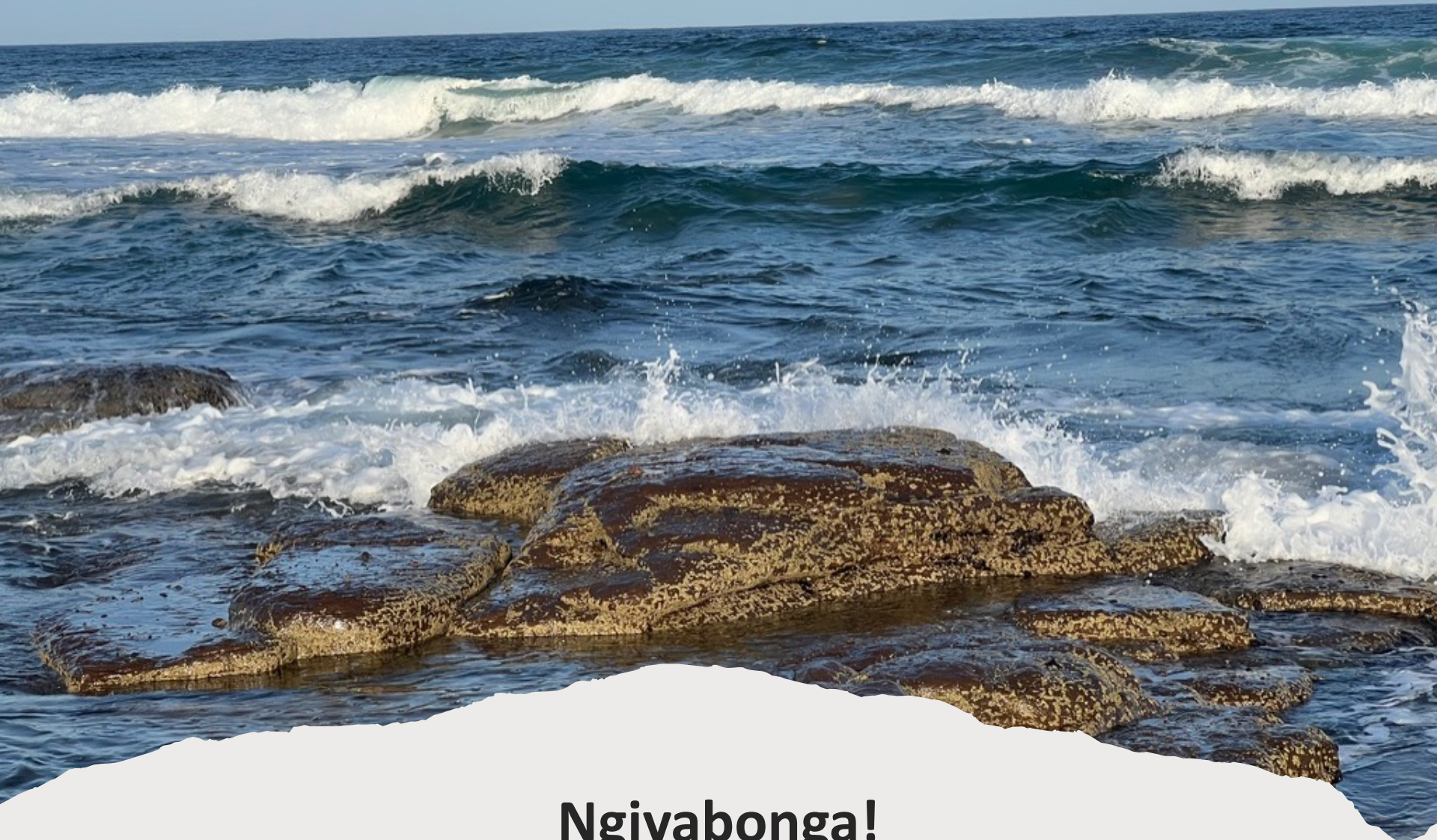
DEI is now more important than ever



To be effective and sustainable, DEI programs need to be crafted carefully



Work needs to be done to develop new metrics to measure the effectiveness of DEI programs



**Ngiyabonga!**