



## NWU Transformation Charter

<b>Reference number</b>	2Pr_2.7
<b>Accountable executive manager</b>	Executive Director: Student Life
<b>Document owner</b>	Executive Director: Student Life
<b>Responsible division</b>	NWU Student Life
<b>Status</b>	Approved
<b>Approved by</b>	Council
<b>Date of approval</b>	18 November 2021
<b>Date of amendments</b>	-
<b>Review date</b>	2024

## **NWU TRANSFORMATION CHARTER**

*(Approved by Council on the 18.11.2021)*

### **OUR DREAM**

The North-West University (NWU) as a unitary institution is committed to the principles of social justice. As an institution of higher education, we have a dream of becoming an internationally recognised university in Africa distinguished for engaged scholarship, academic excellence, social responsiveness and an ethic of care.

The NWU also subscribes to a broad interpretation of transformation which is not limited to conventional categories of race and gender, but seeks to advance the creation and celebration of a truly diverse and culturally rich community. This, we acknowledge, requires far reaching change pertaining to institutional behaviours, culture, identity and values.

As part of this process towards achieving this dream, we the council, management, staff and students of NWU hereby commit to this transformation charter.

### **OUR CURRENT CONTEXT**

- 1 We hereby AFFIRM;
  - 1.1 the need to remain conscious of the historical context of our institution and that of South Africa;
  - 1.2 that within the context of a democratic South Africa, the NWU is confronted with unique challenges requiring robust engagement and discourse;
  - 1.3 the need for good governance and effective and efficient management and administration of the NWU;
  - 1.4 our commitment to social justice; and
  - 1.5 that notable progress has been made thus far, but acknowledge that much still needs to be achieved.
- 2 We hereby RECOGNISE the;
  - 2.1 inequalities relating to the socio-economic backgrounds of our students and staff;
  - 2.2 challenges related to educating socially responsible graduates, conscious of their role in contributing to the national development effort and social transformation;
  - 2.3 need to develop a vibrant teaching and learning environment that integrates the research and innovation capacity of higher education curriculums relevant with the needs of industry and of social reconstruction;
  - 2.4 importance of increasing access to, retention of, and articulation within post-school education and training;
  - 2.5 importance of developing the university's identified language mediums within the various university domains in an additively multilingual approach;
  - 2.6 necessity of developing a multimodal teaching and learning environment, which remains accessible;
  - 2.7 importance of providing academic and co-curricular support which ensures holistic student development and success; and
  - 2.8 importance of developing an organisational culture which celebrates the diversity of its staff and students, and stimulates a conducive academic and co-curricular environment.

## OUR ASPIRATIONS

- 3 We ENVISAGE a transforming and diversifying university that:
- 3.1 benefits from and respects the abilities of individuals who form part of the NWU community;
  - 3.2 grows and develops as it is confronted with challenges;
  - 3.3 celebrates its achievements;
  - 3.4 acknowledges and encourages all known transformative efforts;
  - 3.5 empowers and enables its individuals; and
  - 3.6 actively nurtures practices, behaviours and attitudes that are inclusive.

## OUR COMMITMENT

- 4 We COMMIT to:
- 4.1 the values underpinning the Constitution of the Republic of South Africa, and those of the Statute of the North-West University (2017).
  - 4.2 fulfilling the obligations of the Constitution, through adherence to the Higher Education Act (Act 101 of 1997, as amended), driven by a set of constitutionally based values in performing the core business of the NWU;
  - 4.3 recognising our position in Africa as an African institution of higher learning;
  - 4.4 achieving greater social cohesion, increased inclusivity and diversity amongst staff and students;
  - 4.5 harnessing the capacities, skills and abilities of NWU staff, students and institutional capital to establish excellence in transformation as integral part to its core business.
  - 4.6 providing engaged scholarship, innovative teaching-learning, pioneering research and innovation and implementation of expertise aimed at benefiting society; and
  - 4.7 the development of identified languages as teaching-learning, research, co-curricular and administrative languages.

## OUR PLEDGE

We HOLD THAT:

Definitions of transformation often vary and are contextually influenced. Within the context of the NWU transformation is inextricably connected to issues of social justice, cultural diversity, identity, communal well-being, and a unitary institution. It is imperative that we as an institution are responsive to environmental and social changes, thereby remaining relevant to the needs of the communities we serve.

Continuous engagement, and collegiality are imperative if the NWU values are to shape the institutional culture and identity in a meaningful and sustainable manner. Therefore, the ongoing management and monitoring of transformation in line with the University's Code of Ethics must take place in a constructive and consultative manner.

We have identified the following transformation goals, which we judge as the most relevant to pursue, monitor and achieve namely;

- equity and redress
- alignment
- diversity in all aspects
- sustainable increase in access to, and allocation of, resources
- unity and social cohesion
- success and quality
- transformational leadership
- comparable student experience

Progress in achieving the aforementioned is dependent upon the existence of clear, measurable and well-communicated strategies, plans and projects, through a collective and dedicated effort by the entire NWU community.

The NWU and its members are custodians of *inter alia* South African public funds for the education, training and shaping of those individuals who study and work at the NWU. As such we have to remain accountable, transparent and inclusive in all endeavours. This requires transformational leadership whereby we have the courage to act in the best interest of attaining NWU's transformation goals.

We as the NWU believe that our institutional policies, processes and procedures must benefit and support the NWU's transformation goals as part of its core business underpinned by its values. This, we believe, necessitates the continued integration of transformation into the performance agreements of all institutional managers, leaders and student leaders within the institution.

WE PLEDGE to ensure the continuous management and function of the North-West University in the manner consistent with this charter, remaining self- reflexive to ensure commitment to our promises of transformation.

---

Original details: (24162264) C:\Users\24162264\Documents\NWU Policies, Rules, Constitutions, Strategies\Transformation Charter\2021\Approved\2022.02.23\_NWU Transformation Charter\_approved.docm  
23 February 2022

File reference: 2Pr\_2.7