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Unit for Institutional Change and Social Justice

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*Inspiring excellence, transforming lives
through quality, impact, and care.*

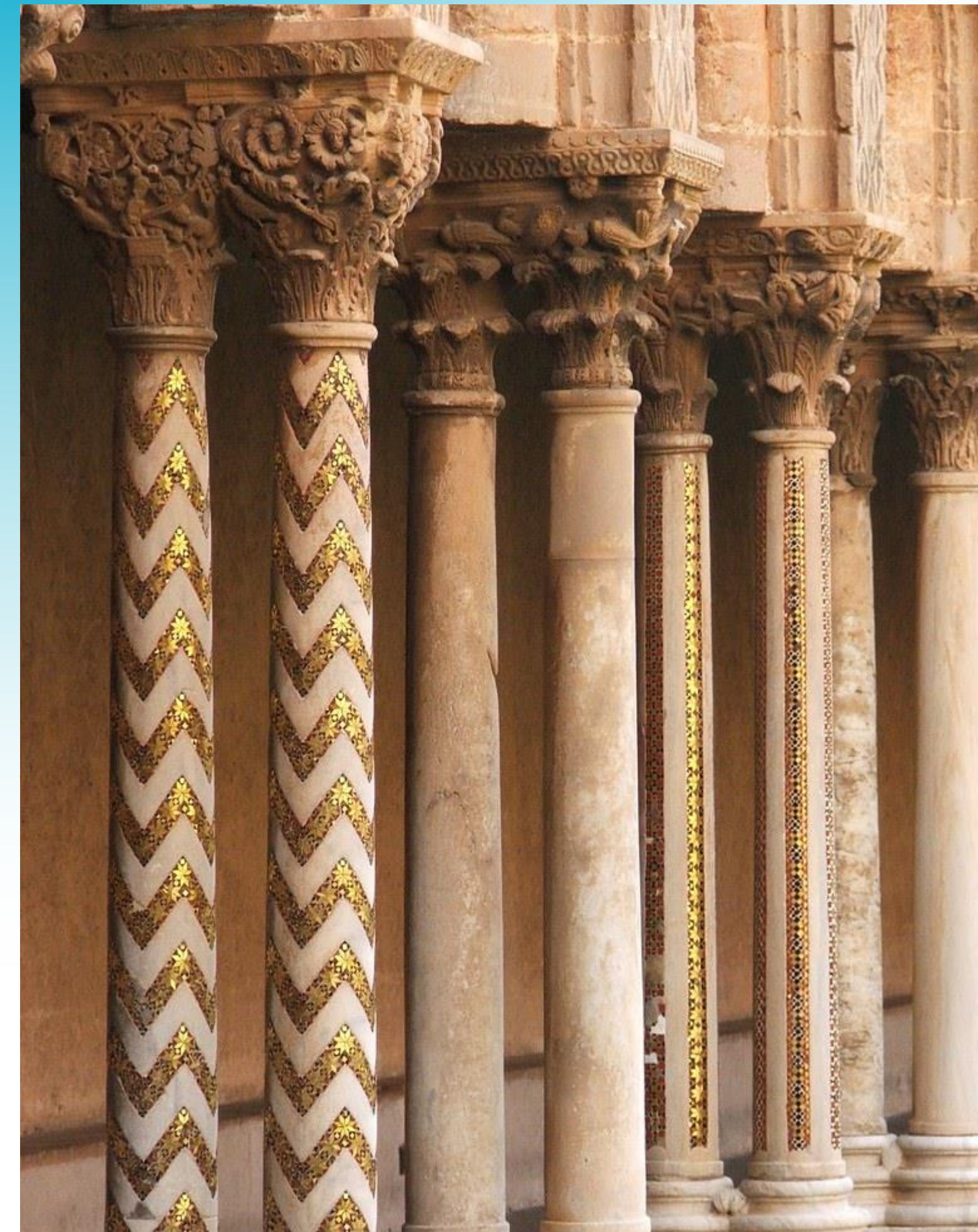


- Reports to the DVC: Institutional Change, Strategic Partnerships, and Societal Impact
- Located on all three campuses
- Service to students and staff
- Prior to 2025: two divisions: Institutional Change and Gender Equality and Anti-Discrimination offices (review)
- 2025: Unit for Institutional Change and Social Justice



What guides our work?

- Vision 130;
- Legislation (Constitution Act/ HE Act/ PEPUDA/ EEA/ SOMRA/ e.t.c ;
- 17 SD Goals;
- Higher Health Protocols;
- Approach: Intersectional
- **Mandate**
- [Thematic Areas that support the mandate Gender Agenda Leadership](#)
- [Socially Just, Equitable, Diverse, and Inclusion Thematic Area \(SoJEDI Thematic Area\)](#)



Gender Agenda Leadership(The GAL Thematic Area)

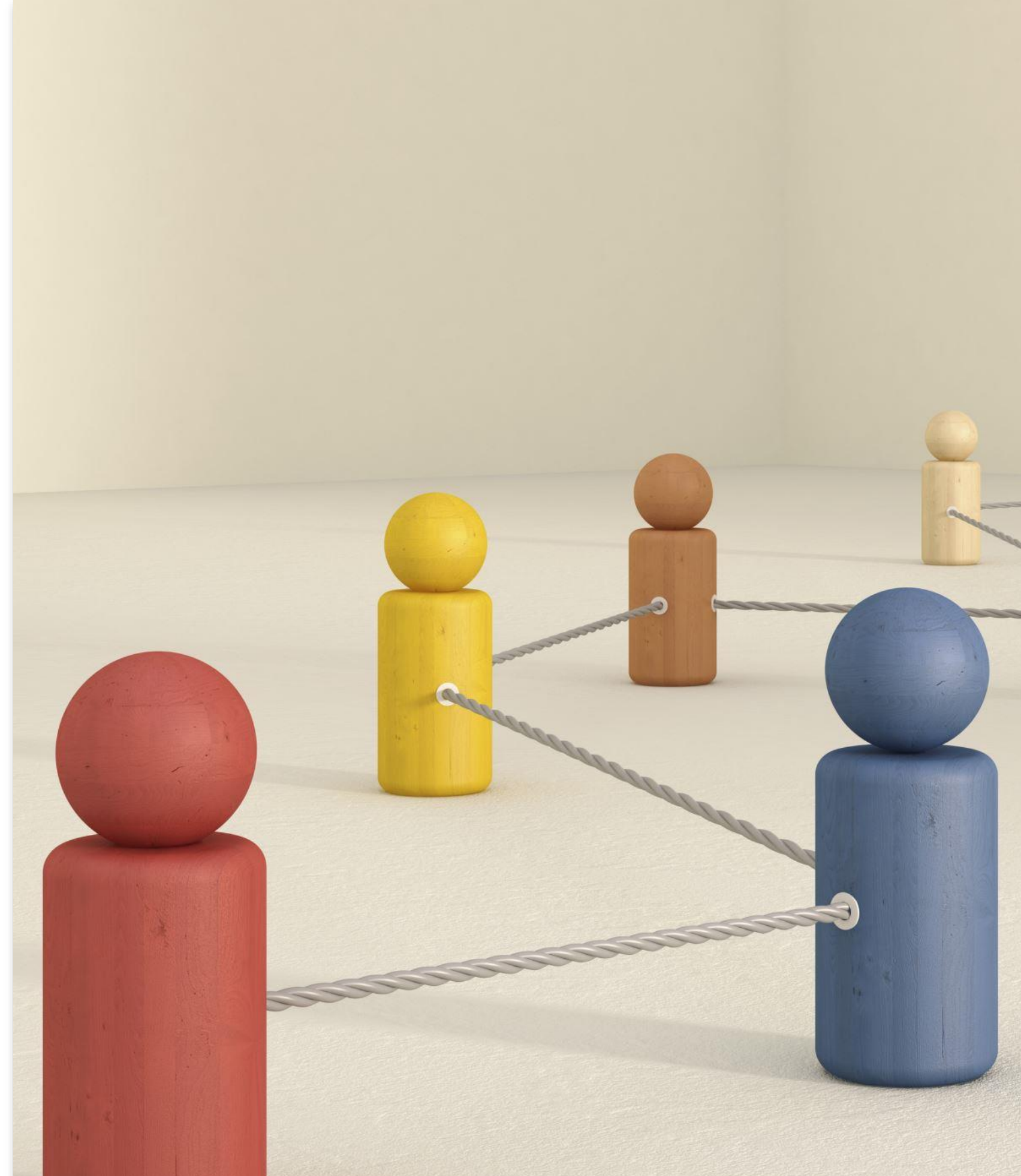
- Coordinates and advocates for strategic interventions(including those aimed at practices, cultures, systems, and structures)
- Supporting and conducting institutional research to advance the UFS's gender Agenda

Social Just, Equitable, Diverse, and Inclusive Futures Thematic Area(SoJEDI Thematic Area)

- Advisory roles in a wide spectrum of institutional academic and non-academic committees,
- Facilitating open discussions and other engagements that highlight and mainstream futures-thinking concerns that align with the vision and mission of the University.

Mandate

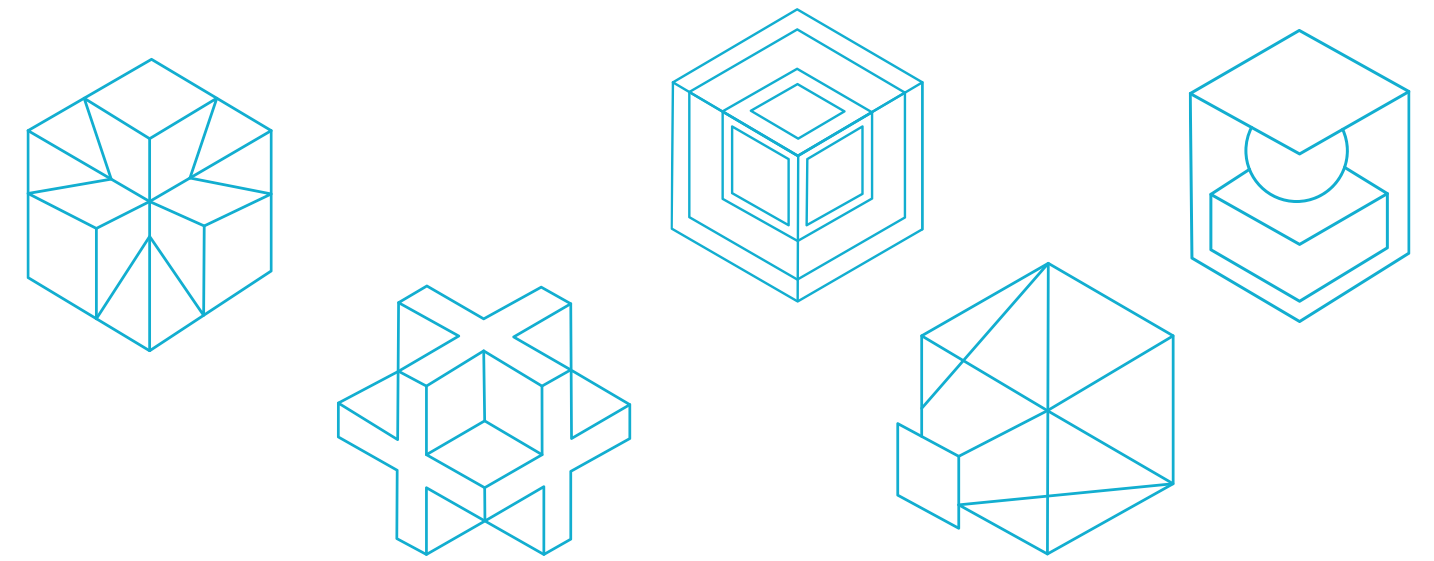
- To support the achievement of a transformational institutional culture that demonstrates UFS values (excellence, quality, care and impact)
- To support the creation of vibrant space for, and acceptance of, constructive and critical engagement.
- To initiate, enable, facilitate, and deliberate the promotion of social justice with relevant stakeholders and role players.



Student engagement and Wellbeing

- **UFS Sexual Harassment, Sexual Misconduct and Sexual Violence Policy 2018;**
- **Anti-Discrimination, Promotion of Equality, and Social Justice Policy and Procedures 2018-**
 - Student safety and well-being (SORT)CPS/ SCD/ SDMU/ HR/ UNIT)
 - HRA & SSO (diversity/ inclusivity/positive masculinities/ gender inclusive housing/ consent/ values programme/ Qwijo/
 - SGO (SRC: Ethical leadership and GBV)
 - SCD (mental wellness and GBV/ spiritual discrimination (prayer rooms)/
 - CPS (Bloemfontein Campus Student Safety and Security Collaboration Forum/
 - Academic departments
 - Regional and Provincial: Victim Empowerment Programme/ CGE/ GBV Task Team/
 - National (COP SGBV/ TMF)
 - Research: Center for Global Change: Qwaqwa: Sex for Marks/ Restorative Justice/
 - COLLABORATION: Change is everyone's business.

Concluding Remarks



The vision of the Unit is to create a socially just and inclusive university through institutional change that involves high impact practices and innovative research and advocacy



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