



DIVERSITY FRIDAY

Inputs on our Diversity Policies

Diversity is about...

Diversity involves...

This week we wish to remind you again about **diversity** and its importance and impact in these times we live in. Anyone who regularly watches the news will be aware of its relevance. Allow us to quote Heineman, R; Bluhm, W.T; Peterson, S and Kearny, E ('The World of the Policy Analyst: Rationality and Decision-Making', 1990):

"As long as human dignity and meaning exist as important values, social science cannot achieve the rigour of the physical sciences, because it is impossible to separate human beliefs from the context and process of analysis ... Today, many students of policy analysis agree that it is important to consider values in the process of policy analysis."

Our actions, and the decisions we make, are informed by our values, which are shaped by a variety of factors in our lives, including race, education, disability, culture, geography, socio-economic position and gender, among others. In turn, these values that inform who we are - individually, organizationally and as a society - have the potential to impact every stage of the policy development process; from defining the issue to designing and implementing the evaluation.



Take the time to go through our policies and frameworks, and when you do, please put on your 'diversity glasses' ... every input counts!

Diversity = Difference

- Putting individuals at the heart of the organization
- Creating a learning environment that respects, includes and values difference
- Treating people the way they want to be treated
- Nurturing potential
- Increasing, not dumbing down standards
- Recognising that we have prejudices and challenging them before we act
- Taking positive steps to address inequality

- Organizational change
- Sustained and long-term strategic action
- Leaders leading by example
- Everyone - up, down and across the organization
- Integration

As Oom Andries likes to say: **"Diversity is not just about language and political correctness - If we fail to celebrate and use it, it means that we compromise on quality... like the quality of 'Antie Sanna's' traditional 'fat-cakes'."**

It seems to me like Oom Andries is always hungry, and every time I visit him he pulls some strings and 'Antie Sanna' always agrees to treat us with some of her delicious traditional cooking:

Antie Sanna's Vetkoek

Ingredients: 4 cups cake flour, 1 tsp salt, 2 tbsp sugar, 10g packet dry yeast, 1 ½ cups warm water, 3 cups oil.

Method: Sift dry ingredients together and make a well in the centre. Gradually pour water into well, using hands to mix to a smooth dough. Cover and allow to rise for 45 minutes (should double in size). Heat the oil over low heat in a pan. Using tablespoons measure dough into small balls and carefully drop into the oil. Cook until golden brown.



Enjoy your 'fat-cake' this weekend

~EMPLOYMENT EQUITY AND DIVERSITY UNIT~

Tel: 053 838 2464/5 Fax: 086 619 8903 Email: jtwasa@ncpg.gov.za / dhendricks@ncpg.gov.za / lgreyling@ncpg.gov.za