

Ethekwini Municipality Diversity Programme Report 1

Submitted at the 2nd Project Management Committee (PMC) Meeting dated 26 July 2004

Project Management Committee

MI was officially informed on 21/7/2004 that the PMC will comprise Mandla Mthethwa (MM) and Raymond Zungu (RZ) who will work closely with MI in terms of decisions to be made. A further internal committee with representation by councillor, unions, Gugu Mji and Nerusha Naidoo will be set up and which will be advised by MM and RZ on quarterly developments.

This meeting is the first meeting of the full and official PMC.

2 months have passed since the contract was signed (28/5/2004). The project is now almost two months behind schedule. (Based on the roll-out of training and the availability of potential facilitators.)

A lot of work has been carried out during this period and our invoice includes the minimum monthly administration fee. This report gives an overview of the work completed.

Venues

Arthie Moore (AM) has worked with Xoliswa Ngejane and various people from Parks, Recreation, Cemeteries and Culture (Parks) and Metro Police to find suitable venues.

- Lahee Park will be a very suitable venue when completed. At the time of venue assessments (June 2004) AM was informed that it was not ready.
- Paradise Valley- this venue is perfect in terms of size however there is an agreement with nearby residents to limit noise levels. This would restrict participation levels and this makes the venue unsuitable.
- Pinetown Hall has very suitable venues, however regular availability is a challenge.
- The Glenashley venue is small but can be used for groups of up to 20. Thereafter a larger venue would be required. Councillor groups of 33 are too large for this venue.
- The greatest benefit of this venue is the availability and it can be used for all of the assessment processes as well as for training the smaller groups.
- 99 Umgeni Road, is large enough for the Councillor groups.

Potential Facilitators.

The lack of potential facilitators remains a huge challenge to the programme and has caused a long delay in rolling out the pilot and facilitator assessment and training programmes.

This area of the programme is critical to the success of the rollout of the diversity programme to the rest of the council.

We have had a brief discussion with Inspector Cedric Chetty of Metro Police, who has attended a Celebrating Humanity programme in the past, with members of his training team. He has indicated that his trainers will be available to facilitate the programme.

Inspector Chetty's contact details are 083461 5075 and 031 300 3399.

A group of 100 available potential facilitators, selected and assessed and short-listed by EM according

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to the Diversity Trainers Profile, must be in place by 31/8/2004.

Artwork and Graphics

The team of Thoba Bhengu and Leon Govender (From the Centre of Fine Arts and Design) have almost completed the first series of cartoons and drawings for the training materials and manuals.

Thoba Bhengu is currently studying cartooning at Artworks under the tutelage of syndicated cartoonist Themba Siwela creator of the Mamba series of cartoons, and Andy Mason - a director of Artworks. This programme is being funded by MI.

His work, along with the other students, will be published in a book next year.

Leon is an accomplished artist and completed the above programme last year.

Both young artists are informally learning business skills, ethics and communications skills with Brian Moore (BM) of MI. BM is an accredited Business Skills for SA facilitator.

The artists have thus far been paid R 3840 each from a budget of R 5000 each. A total of R 7680. Their work has taken them approximately 10 working days.

Other Service Providers.

Meetings have been held with the other service providers Asizwane (AS) - Jeff Thomas (JT) and PKH Tourism - Phinda Khumalo (PK). Discussions have been held around their roles in the programme and their programmes.

JT is a social anthropologist and is responsible for developing the specific diversity aspects of the programme - for managers and facilitators. PK is responsible for the immersion programmes with the managers and facilitators and the poster campaign.

Both have been asked to develop a profile of their programmes and contracting issues are ongoing. (This has been placed on hold due to the delays in formation of the PMC).

Meals for delegates.

It has been noted that a lack of food and refreshment for delegates will challenge the effectiveness of this programme. MI has decided to provide, at its own cost, limited and culturally-aligned refreshments and meals at all of the official's training sessions which it facilitates.

This excludes the Councillors on training who are catered for by Council.

Schools Diversity training programme

MI has decided to supply the necessary competition materials for a schools diversity programme - to be run through Metro Beat and Metro Yethu, and other media. This matter has been raised with the Ombudsperson who will arrange a meeting with the Minister of Education. MI has had preliminary discussions with FNB and Waltons Stationers re: sponsorship of prizes for the schools and the programme.

This outreach programme will be a positive outcome of the EM Diversity Programme.

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Primer pre- processes and Manuals

The primer pre-processes have been completed and are delivered today with this report. These must be delivered by Tuesday 27/7/2004 to the various managers and councillors who will be attending the various programmes. (All 50 managers and 200 councillors.) The cost of 250 Primers are included in our invoice.

A further 50 Primers await the selection of the facilitator group. These will be invoiced upon delivery

Resource manuals have been prepared and are ready for the first sessions. (Manuals will be varied and adapted as we receive feedback from the groups.)

Pilot programmes.

The following dates have been set for training:

Managers - Group 1 - 2/3 August 2004 - Glenashley (99 Umgeni Road is a better venue)

Managers - Group 2 - 19/20 August 2004 - Glenashley (99 Umgeni Road is a better venue)

Councillors - Group 1 - 5/6 August 2004 - 99 Umgeni Road/ or another suitable venue.

Further dates have been supplied to the Councillor's secretary and RZ.

The PMC must facilitate the booking of the venues.

To book 99 Umgeni Road contact Nthuthuko on 031 3112410

It is important to note that pilot programmes are intended to be effective for delegates, whilst creating a pool of feedback which will allow adjustments to be made for the final programme.

Survey

The tender document requires a survey to be completed. In order to do so the PMC will need to identify the outcomes required. As this is a training programme the survey is limited to the delegates who attend the various facets of the training. As per the contract a maximum of 300 people from the Manager/ Councillor/ facilitator groups will be surveyed.

The tender requirement is: - "To identify organisationally entrenched practices that might be perceived to support negative practice and behaviours."

In order for the survey to be properly completed within budget and time constraints it will need to be brief and focussed.

A provisional survey form is attached