

# #EachForEqual

## INVITATION

"I stand for simple justice, equal opportunity and human rights.  
The indispensable elements in a democratic society,  
and well worth fighting for."

Helen Suzman

South African Freedom Fighter who rallied against gender inequality



International Women's Day, celebrated on 8 March annually, is a global day celebrating the social, economic, cultural and political achievements of women. The theme for the 2020 event focused on a call to action the acceleration of women's Equality.

In South Africa, women are celebrated annually on 9 August, commemorating the 1956 march of women to the Pretoria Union Buildings to fight for freedom.

The Institute for Coastal and Marine Research (CMR) &  
the Department for Research Support and Management  
Invite you to attend an online event in  
Celebration of Women's Month

21 August 2020 ♀ 09:00-12:00 ♀ Zoom

Register with [Liza.Rishworth@mandela.ac.za](mailto:Liza.Rishworth@mandela.ac.za) by 13:30 on 20 August  
to receive the link to attend this event.

NELSON MANDELA  
UNIVERSITY

CMR  
Coastal and Marine Research

# Event Booklet

*#EachForEqual*

## Celebrating Women's Month

*"Equality for women is progress for all"*

Dr Phumzile Mlambo-Ngcuka  
South African Deputy President (2005-2008) &  
Under-Secretary General and Executive Director for UN Women



Institute for Coastal and Marine Research (CMR)  
Department for Research Support and Management

21 August 2020 ♀ 09:00-12:00 ♀ Zoom

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*CMR*  
Coastal and Marine Research

# Introduction

The **Institute for Coastal and Marine Research (CMR)** is a research entity of the Nelson Mandela University, based at the Ocean Sciences Campus. The CMR aims to be a **leading ocean and coastal sciences institute**. The Institute spans across all seven Nelson Mandela University Faculties, and it includes members from external research entities (both nationally and internationally). The CMR conducts cutting-edge research, builds capacity, and advances our understanding of the coastal and marine environment to serve the needs of South Africa, the African continent and beyond, in a sustainable manner. The CMR strives for **excellence in transdisciplinary research and training** related to the coastal and marine environments. This advances scientific knowledge, provides a basis for management strategies that optimise the maintenance of biodiversity and sustainable use of our resources, and contributes to the education of the community at large in all matters pertaining to the ocean and coast. **Dr Berny Snow** is the Director of the CMR.

The **Department for Research Support and Management** supports and facilitates **all aspects of research**. This includes but is not limited to: compiling and developing institutional research reports; administrating publication submissions and outputs; assisting with researcher ratings; developing and signing off on project proposals and research contracts; developing research entities, Research Chairs and Institutional research themes; and acknowledging research excellence through awards. **Dr Kwezi Mzilikazi** is the Director for Research Support and Management.

We are delighted to host you for an online event  
in celebration of **Women's Month!** We hope you enjoy this morning with us!

International Women's Day is celebrated on 8 March annually. This global day celebrates the **social, economic, cultural and political achievements of women**. The 2020 theme focused on a call to action the acceleration of women's equality. In South Africa, women are celebrated annually on 9 August, commemorating the 1956 march of women to the Pretoria Union Buildings to **fight for freedom**. August is marked as **Women's Month**, and we look forward to building on the **#EachForEqual** theme with our Nelson Mandela University researchers, leaders and collaborators, as we enable women's importance as individuals and as a collective.

Colours for this occasion were chosen for their specific meanings and symbolism:

- ♀ Purple represents Femininity ♀
- ♀ Yellow symbolises Optimism ♀
- ♀ Grey stands for Dignity ♀
- ♀ White expresses Wisdom ♀



# Programme

Time	Item
09:00-09:05	<b>Welcoming Address</b> Dr Berny Snow Director: Institute for Coastal and Marine Research (CMR)
09:05-09:20	<b>Equal opportunities for African women in research</b> Dr Thandi Mgwebi DVC: Research, Innovation and Internationalisation
09:20-09:35	<b>Research is gender neutral</b> Dr Jessica Fraser Business School
09:35-09:50	<b>Equality in Education</b> Ms Danai Tembo Faculty of Business and Economic Sciences
09:50-10:05	<b>Leading with Heart</b> Dr Kaluke Mawila Principal: George Campus
10:05-10:30	<b>Explanation of Game &amp; Comfort Break</b>
10:30-10:35	<b>Return &amp; Results of Game</b>
10:35-10:50	<b>Leadership by women in science in a changing society - transcending circumstance and expectations to lead effectively</b> Dr Denise Schael Interim Director: Office of Research Development
10:50-11:05	<b>Gender Matters</b> Professor Pumla Gqola Centre for Women and Gender Studies
11:05-11:20	<b>Ecological grief and the burdens placed on women in science</b> Dr Lorien Pichegru Institute for Coastal and Marine Research (CMR)
11:20-11:35	<b>The challenges of combining motherhood and research during the Coronavirus pandemic, and the resultant spillover on gender equality</b> Dr NIKKI James SAIAB
11:35-11:50	<b>Discussion</b>
11:50-12:00	<b>Closing Address</b> Dr Kwezi Mzilikazi Director: Department for Research Support and Management

# Introducing our Speakers

We thank these women for sharing their stories with us:



Dr Thandi Mgwebi is the new DVC: Research, Innovation and Internationalisation with the Nelson Mandela University. She has a medical background, but she's steered her career into the direction of research leadership. She's led many multi-cultural teams and is passionate about growing South Africa's research ability. She wishes to elevate the University's profile, ensuring excellence and a greater societal impact. We look forward to her strong leadership!



Dr Jessica Fraser is a Senior Lecturer in Strategic Operations and Lean Enterprise Management. Unlike some "business-fixated big bad bosses", she believes in encouraging everyone to discover their own potential, release their inherent value as people, and be brave enough to venture outside their comfort zone. This motivates her to set the example by navigating through different industries!



Ms Danai Tembo is a lecturer in the Department of Development Studies. She is studying towards her doctoral degree in marine governance. Her research is motivated by a love of the oceans and a desire to protect them. Her attitude towards teaching and quality education tailored to the individual, make her a fantastic mentor and someone to look up to. Her kind-hearted and gentle nature bring a sense of calm.



Dr Kaluke Mawila is the new Principal for the George Campus. She has extensive experience in the higher education sector, worked in the Presidency, and has held many strategic leadership positions. Her work has earned her many prestigious awards. She has an empathetic nature, and personal advancement and development is important to her. She is a positive person who fully commits herself to her tasks, always challenging herself to excel.



Dr Denise Schael is the Interim Director of the Office of Research Development. Although new in the research management space, she is passionate about creating an enabling environment for young researchers to develop and mature into the next generation of academics. As an aquatic ecologist, she managed many research projects on South Africa's wetland ecosystems before entering the research management sphere.



Dr Pumla Gqola is a graduate of the Universities of Cape Town, Warwick (UK) and Munich (Germany), and is currently a Research Professor with the Centre for Women and Gender Studies. She is an award-winning literary voice in our country, having authored five books to date. She identifies as a feminist, and focuses her research and publications on women's rights and activism. Her interests lie in literature, culture, identities and freedom.



Dr Lorien Pichegru is a seabird scientist with a passion for marine conservation. She has witnessed the ecosystem and species that she studies, going through a likely irreversible shift. This moved her to dedicate her life to conservation. She wishes to inspire others to take action towards whatever they deem a priority. Despite often feeling powerless, she realises that one person can make a difference - it takes one candle to light many!



Dr Nikki James is a Senior Scientist at the South African Institute for Aquatic Biodiversity (SAIAB). She is passionate about the coastal environment, and all things fishy! She aims to be a role model for her female students by showing them that they can be both good mothers and good scientists. As a successful scientist and mother to two beautiful daughters, she aims to lead by example. She cherishes spending quality time with her family.



# Meet the Hosts

This event is brought to you by the following women:



Dr Berny Snow is the Director for the CMR. She is a social and natural scientist with a passion for developing and supporting her transdisciplinary ocean and coastal sciences team. She takes special interest in social-ecological systems, and inspires others to undertake socially-just research. Tea fuels her to perform under pressure. She holds her family close to her heart, and has a huge amount of love for her pets too: cats, dogs, and rabbits!



Dr Kwezi Mzilikazi is the Director of Research Support and Management. She is a Zoologist, and a mother of five (yes!), ranging from 4 - 26 years old. She is passionate about providing an enabling environment for research and researchers to thrive at the University. She would wish to inspire others to follow their paths that are well aligned with their skills, interests, personalities and values. She is a true role model for any aspiring research managers.



Liza Rishworth is the CMR's Research Assistant. Her slight OCD tendencies and perfectionist nature are what drive her to give the CMR her best in all her tasks, and she hopes to inspire others to do the same in their lives. She is particularly proud of her Cornish heritage, loves being a ballerina, and enjoys getting lost in a good novel. Above all, she values her family the most - including her Gimli and Ra (Great Dane and parrot). Oh, and she loves flowers!



Hannah Truter is the Project Data and Stakeholder Coordinator for the CMR, focusing on providing research assistance to the Algoa Bay Project. She is an aspiring marine biologist who is passionate about ocean conservation and stakeholder engagement. She loves being outdoors, running with her two dogs, and playing in the ocean (of course!). She wants to inspire others to protect our oceans and make sure that its use is inclusive to all.



# Thank You!

## Contact Details

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