CSI MAGAZINE | MAY - JUNE EDITION 2022

# MATTER™



## TREVOR NOAH

CHAIR OF THE TREVOR NOAH FOUNDATION

CHANGE

TAKES  TIME

INSPIRED CONTINENT



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# Editor's Letter

## Hi there

I am incredibly lucky to be doing the things that I do with the team that I have. I am especially privileged to help guide and direct some of the content we put together as a team for our growing CSI industry.

I was standing in my kitchen when the inspiration hit me to look at partnering with the Trevor Noah Foundation – and what has since happened has been nothing short of encouraging. The Trevor Noah team, through Shalane Yuen, the Hawaiian native who runs the Trevor Noah Foundation, is truly exceptional to work with.

**Two days after Shalane had confirmed that Trevor will indeed be on the front cover, Trevor was hosting the White House Correspondents' Dinner. No pressure!!!**

There is a saying: 'If you want to see the success of a business, let it run without its owner, and if it stands, you have a great leader at the helm.' I have learnt that their approach to social development is methodical and put together with meticulous reason. Trevor and his foundation have been kind enough to be the main feature of this issue, leading and driving the education agenda.

Through this issue, I can honestly say that South Africa is hard at work. From New York to Limpopo, we are all giving it our best shot to deliver impact that transforms lives, ensuring that our work drives sustainable change.

I am a direct product of a successful NGO story myself. My grandmother founded an NGO which remains a force in the rural community where I grew up (Kabokweni, Mpumalanga). In my younger days, I was forced to make tea for the many visitors that frequented my grandmother's house, only to learn that these were the mothers, fathers and families that constantly needed help from the NGO my grandmother had founded. Amongst other things, it helped family members who had learnt that their mom, daughter, son or husband had just been diagnosed with HIV/Aids.

Fast-forward 20 years. Today I get to see first-hand the amazing work that CSI South Africa is doing. It is truly remarkable how much is being invested in social development through the various programmes dotted across our country, and how hard CSI South Africa and corporates, in particular, are working to reduce the debilitating lines of poverty, inequality, youth unemployment and overall unemployment in our country.

As you will see on page 26, Vodacom has not only invested over R20 million to address the youth unemployment pandemic, but is also actively providing access to youth through their Vodacom Youth Academy – for the sole purpose of equipping unemployed youth from disadvantaged backgrounds with critical ICT skills.

As you navigate through these pages, on page 28 you will learn about Investec's Promaths programme, which my friend and colleague has been championing for years, and how that blueprint is now being replicated in provinces across South Africa.

When I was in high school, I majored in the creative arts before going on to study interior design and architecture. In interior design we were often taught – and I am sure you would know this – the Sullivan phrase, 'Form follows function'.

That means the purpose of the building should be the starting point of the design. In CSI, we are often doing things where form is at war with function. When we are faced with events – natural disasters, the looting of KZN, Covid-19 – which do not allow us to have a clear form-follows-function concept, we end up with a form-versus-function model instead.



On page 46, read how Standard Bank's three-pillar CSI strategy addresses both socio-economic challenges and disaster relief at one time, in response to the KZN floods. Their approach could be the starting point for CSI South Africa, helping it to find its true north, and showing how form can follow function in an effective, workable model.

Putting together this issue has been a blessing, involving lots of discussions, meetings, even disagreements and fights; you name it and throw it in there. In the end, however, these things happen because we are passionate.

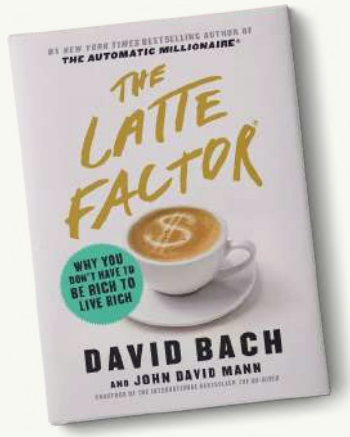
I am therefore hugely grateful to our team, which has allowed me the space to lead this amazing undertaking. We are indeed doing great work! I would like to close by mentioning my team one by one. To Ms Jane Mqamelo, thank you; to Liezl Russell, thank you; to Dylan, thank you; to Brenda van der Zee, thank you; to Morné Joubert, thank you; to Ms Mia, thank you.



Simphiwe Mtetwa,
Chief Editor, CSRNEWS

# CHIEF EDITOR'S BOOK REVIEW






# The Latte Factor

In this compelling, heart-warming parable, Bach and his bestselling co-author John David Mann (The Go-Giver) tell the story of Zoey, a twenty-something woman living and working in New York City. Like many young professionals, Zoey is struggling to make ends meet under a growing burden of credit card and student loan debt, working crazy hours at her dream job but still not earning enough to provide a comfortable financial cushion. At her boss's suggestion, she makes friends with Henry, the elderly barista at her favourite Brooklyn coffee shop.

The Latte Factor demystifies the secrets to achieving financial freedom, inspiring you to realise that it's never too late to reach for your dreams. By following the simple, proven path that Henry shows Zoey, anyone can make small changes today that will have big impact for a lifetime.

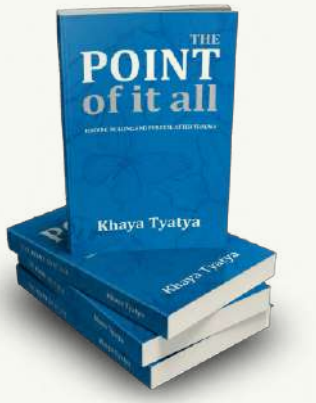
# The Point of it All

In January 2019, Khaya was on the brink of a mental breakdown. The repossession of the family car by the bank, a near-death experience of his wife at the hands of hospital staff and an ensuing marathon battle with a medical aid scheme and a bank left him physically and mentally fatigued.

As he was starting to recover from this, tragedy hit his family once again in mid-2019 with another two more hospitalisations of his wife within a very short space of time. This time her condition was worse and Khaya was facing the prospect of raising their three-year-old son alone.

His wife miraculously, recovered but the pain and grief suffered over 12 months left him struggling to understand the point of it all.

This is a story of survival, a search for closure, and starting a journey of healing and purpose by the grace of God.



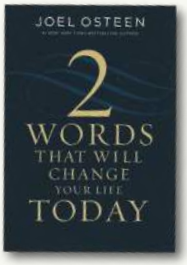




# I Know This to Be True

I Know This to Be True – Nelson Mandela: Guiding Principles by Sello Hatang and Head of Leadership and Knowledge Development, Verne Harris, explores the lessons that Mandela's incomparable leadership offers.

This book launched with eight small books founded on original and authorised interviews with Albie Sachs, Bryan Stevenson, Gloria Steinem, Greta Thunberg, Jacinda Ardern, Ruth Bader Ginsburg, Stephen Curry and Waleed Aly. Each individual is asked fundamental questions about their values, daily disciplines and thoughts on the world.




# 2 Words that Will Change your Life Today

In his bestselling book The Power of I Am, Joel Osteen taught that whatever follows the words 'I am' will always come looking for you. Now, with this compact digest edition, perfect for on-the-go reading or as a gift, Joel emphasises that if you stop criticising yourself, you can instead discover your inner strengths, natural talents, and unique abilities and live the life of joy and power God intended for you. Rise to a new level and invite God's goodness by focusing on I AM!



# We Were Created For Freedom

## Celebrating a life of service, commitment, humility and joy

by Jane Mqamelo

The second-century saint, St Irenaeus of Lyons, said, 'The glory of God is man fully alive.' Occasionally, we meet people who seem to exemplify this statement – people whose lives are so packed with meaning, struggle, love and joy that we recognise something of God in them – a source of renewal that never runs dry. Archbishop Desmond Tutu could be weary, weeping and broken at times, but he was never less than fully alive.

As a man deeply committed to the church and to the practical outworking of his faith in every sphere of life – not just the personal – he was inevitably politically engaged, yet never an acolyte. Some would say he played the prophet's role – 'speaking truth to power' – no matter who occupied the seat of power.

**In 2004, he foresaw the dangers of an ever-widening wealth gap in South Africa, criticising the ruling party for allowing a handful to become super wealthy while the majority remained in poverty.**

He was also critical of the government's spending on armaments, its appeasing of Robert Mugabe and the fact that Nguni speakers dominated senior positions. He was never a fan of Thabo Mbeki, whose government, he said, demanded 'sycophantic, obsequious conformity' among its members.

The great sadness is that we do not have more voices like his in South Africa today – leaders deeply rooted in their spirituality; radiating integrity, humour and humility; yet fearless, independent, willing to swim against the current in the service of truth.

Desmond Tutu was at the centre of decades of anti-apartheid activism, running afoul of many of his own congregation in 1986 when he called for sanctions against South Africa at a time when it was a criminal offense to do so. Three years later, he was a fortifying presence at protests against the last all-white election, when police broke up the gathering, whipping and beating even bystanders, including foreign tourists. People streamed into St George's cathedral – long a rallying point of the anti-apartheid movement – and Tutu was called to come to their aid. His moral leadership was clear when he spoke first to the police, urging them to back down, and then turned to the frightened protesters, saying,

**'Say to yourselves, in your heart, God loves me, God loves me... God created me for freedom... My freedom is inalienable.'**

His words injected courage into a frightened mob, and continued to be a source of consolation, strength and renewal to South African society for years after apartheid finally fell.

Today, Archbishop Desmond Tutu's name lives on in the Desmond Tutu Health Foundation associated with



the University of Cape Town, which focuses on HIV research, prevention and treatment in communities in and around Cape Town. The Foundation sees HIV as a human rights issue, pointing out that while the number of AIDS-related deaths has dropped considerably from 2002 to 2020 – from 30.6% of those infected to less than 15% – long-term health prognoses for these conditions.

**South Africa still has 7.6 million people living with HIV, a number that continues to rise every year.**

The epidemic is by no means under control in our country, despite huge gains made in getting infected people onto ARVs.

Apart from its outreach work in hospitals and communities, the Foundation operates five mobile clinics, known as the Tutu Tester, the Tutu Teen Truck and the Tutu Kwik-Test trailers. Together, staff in these vehicles offer HIV, TB and STD (sexually transmitted disease) testing, counselling and medication; seeking to normalise health screening, whether it be for HIV, TB or STDs. It is early detection that makes all the difference in the

Words cannot adequately capture a man whose life spanned 90 years and who grew from being a humble high school teacher to the highest position in the Anglican Church.

**Tutu had the unique ability to identify with the oppressed while tempering the natural human tendency to act without restraint, to be led by emotions and to seek revenge.**

In every gathering, he was the voice of moderation and non-violence, always preaching forgiveness in the midst of suffering, along with the God-given dignity of every person.

**Memorable sayings**

1. 'There is something in us that refuses to be regarded as less than human. We are created for freedom.'
2. 'If you are neutral in situations of injustice, you have chosen the side of the oppressor.'
3. 'Don't raise your voice, improve your argument.'
4. 'There comes a point where we need to stop just pulling people out of the river. We need to go upstream and find out why they're falling in.'
5. 'Differences are not intended to separate, or to alienate. We are different precisely in order to realise our need of one another.'
6. 'When the missionaries came to Africa they had the Bible and we had the land. They said, "Let us pray." We closed our eyes. When we opened them we had the Bible and they had the land.'
7. 'We are made for goodness. We are made for love. We are made for friendliness. We are made for togetherness. We are made for all of the beautiful things that you and I know. We are made to tell the world that there are no outsiders. All are welcome: black, white, red, yellow, rich, poor, educated, not educated, male, female, gay, straight, all, all, all. We all belong to this family, this human family, God's family.'

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# TREVOR Noah Foundation

Photograph by Viacom Media Company

# INSIDE THE VISION

A foundation built on a winning formula

## ‘I always knew I wanted to help – but I did not know how – and there is something paralysing about not knowing...’ – Trevor Noah

by Simphiwe Mtetwa

Establishing a Foundation in South Africa is no easy feat. When South Africa’s most popular comedian, Trevor Noah, founded the Trevor Noah Foundation (TNF) in 2018, he was clear on the vision. A world where education enables youth to dream, see and build the impossible.

Although, he did consider what niche he would carve for himself in the philanthropic landscape, in the country of his birth, facing many challenges. He knew he wanted to positively impact education, which is the TNF’s sole focus.

Trevor knew he had to establish an experienced, passionate and committed team. Leading that team as the Executive Director is Shalane Yuen, a Hawaiian native with a background in Economics and Sociology, a Master’s degree in Non-profit Management, and extensive non-profit and public sector experience, having worked in Rwanda, Namibia, Thailand and New York. Leading up to her appointment to TNF, Shalane was a strategic consultant on entrepreneurship and cross-sector partnerships in South Africa. She speaks articulately on how the TNF was established.

**‘Trevor knew he wanted to give to the country of his birth and was determined to do it right. For him, education is key.’**

He acknowledges that an excellent education – and a strong mother – helped get him to where he is today. He attended Maryvale College, a private primary and secondary school in Gauteng. Trevor is passionate about all children having access to quality education.

‘Once we knew education would be our focus, we still had to figure out a lot – what aspect of education, where, how and with whom?’

In early 2017, the team embarked on a major research mission, uncovering a sea of data on education-related challenges and potential opportunities for the TNF. The research findings reaffirmed Trevor’s commitment to education. Primary and secondary






Photograph by Viacom Media Company

# ‘Education is more than academics. It’s about creating inspiring learning environments and cultivating a sense of community.’

school education would be the focus. To achieve equitable education, the TNF decided to focus on schools in marginalised communities.

The TNF was formally launched in April 2018 in Johannesburg. The launch was attended by Sello Hatang, the Chief Executive of the Nelson Mandela Foundation, renowned anchor Derek Watts, Brad Smith, President of Microsoft and many more.

As a pilot initiative, the Khulani Schools Programme partnered with one school: New Nation, a public school catering for children with special education needs. New Nation had been maintaining high academic marks for several years. Building on the zeal of its principal and teachers, the TNF offered intensive psychosocial support, digital skills development and career guidance to learners in Grades 9 to 12 to ensure that no one was left behind in the transition from school to further education.

**‘We have found that to make a real impact, you have to offer more than academic support.’**

‘We find, for example, that many children have really challenging circumstances at home, with no one to talk to. Kids have to figure out huge emotional issues on their own – too much for a young person. It’s here that our in-depth research really paid off.’ In addition to psychologists, the TNF worked with social workers to unpack some of the family and documentation issues affecting children’s lives.

‘We learned that lack of documentation is a critical countrywide challenge and a systemic barrier to accessing education. Using the data and outcomes from the pilot, in 2020, the TNF partnered with three other non-fee-paying schools in Gauteng. The schools located in Ivory Park, Eldorado Park, and Braamfischerville, were hand-picked because of their dedication to excellence. As a learning organisation, the TNF focuses on adressing potential pitfalls when scaling.

‘Key to our approach is that we lead with ACCCT, or accountability, communication, consistency, commitment, and transparency. That’s the code of conduct we model within the organisation that we similarly encourage our schools to model within their environments.

**‘A primary lesson we learned was achieving a balanced partnership with a school. It is critical to clearly outline expectations and include Principals in every aspect of intervention to ensure our interventions are sustained.**

# We are building a culture of accountability, communication, consistency, commitment and transparency

Through clear, mutually understood, and agreed-upon plans, we are closer to realising a joint vision for the school.'

'Lastly, we're not there to take authority away from school leaders. We provide support with the clear intention to empower. That's why we work with Principals and school management teams who demonstrate a can-do attitude and strive for strong educational outcomes. We simply amplify what leaders are already able to offer.'

The TNF further empowers educators through the Education Changemakers (ECM) initiative hosted in partnership with the Young African Leaders Initiative (YALI). Through YALI, 50 young leaders representing 13 Sub-Saharan African (SSA) countries engaged in various aspects of education at the 2020 launch.

The ECM comprises four weeks of intensive training for young leaders, followed by pitching of ideas for improving educational outcomes in schools and communities across SSA. Experts appraise the ideas, and the top 10 receive modest grants and business development coaching to support implementation. Testimonials from the alumni speak to the initiative's positive impact on their careers.

**'As a long-time activist, the Education Changemakers Programme made me realise that I can be an entrepreneur too,' says alum Kabelo Mahlobogwane and founder of the Marking App. 'While fighting for justice, one can also bring about much-needed solutions.'**

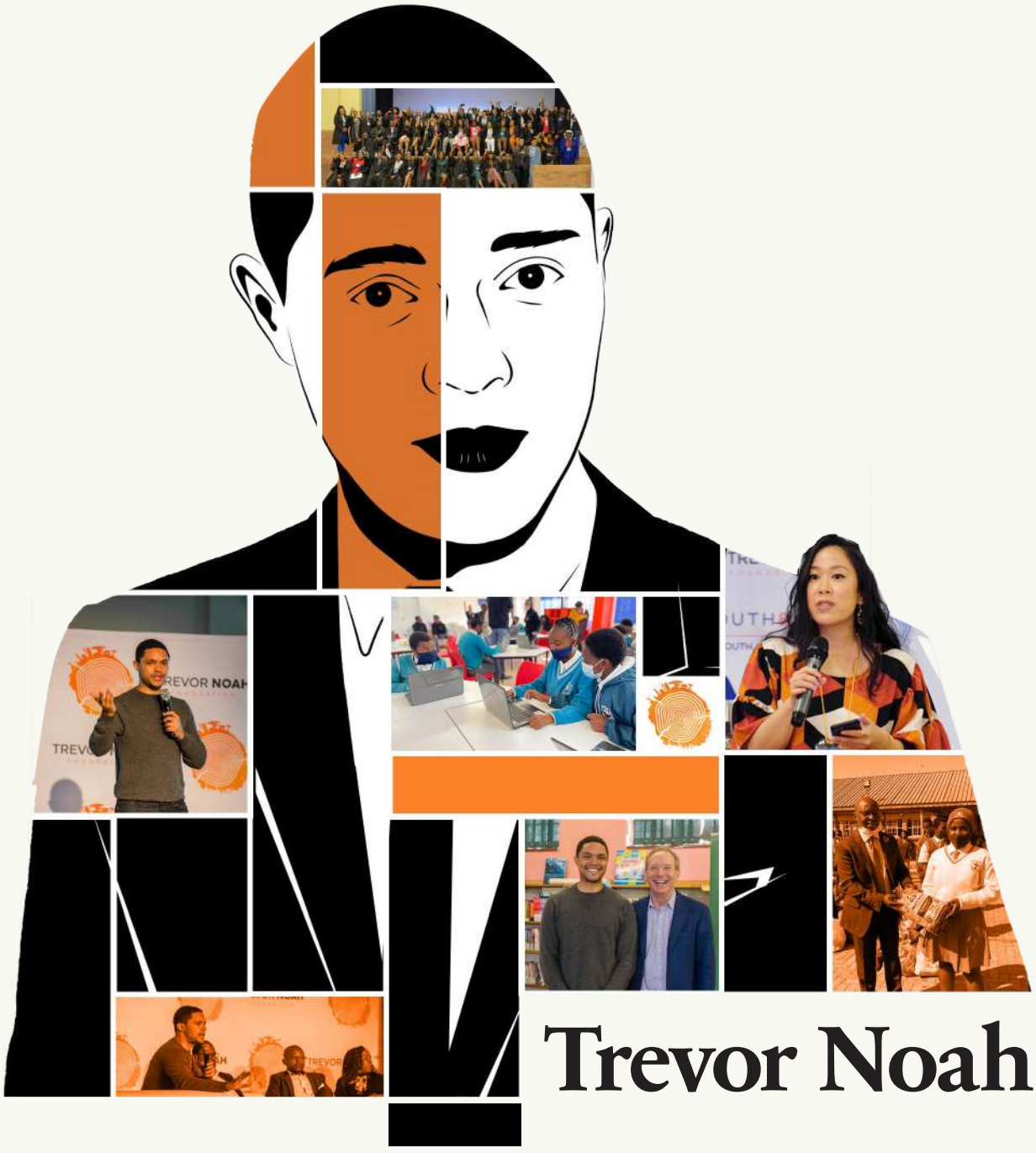
At the Trevor Noah Foundation we are imbued with our founder's youthful energy and spirit. One solution we are particularly proud of is how we collaborate with young people to address challenges at schools in their communities.

'We want people to think about what needs to be done and find ways to do it. Our work in solving some of the infrastructural problems in schools has given rise to the Faranani Infrastructure Project in partnership with YouthBuild South Africa. We trained 100 youth in construction skills, which include from fixing roofs to plumbing, electrical work, painting, etc. Some of these youth are ex-pupils of the schools we are involved in. They're learning to solve problems.'

In each school they work with, the TNF now either partners with Faranani trainees or trains residents in simple skills that will provide short-term employment. At the end of the full Faranani programme, graduates receive a toolkit and certificates accredited by the Construction Education and Training Authority (CETA).

'Kids of today are being told to be the leaders of tomorrow, but they're not given the tools,' says Trevor on his website. The TNF demonstrates that it is possible to make a sustained difference with energy and enthusiasm, commitment, baseline research and the right team.

# Welcome to the Vision



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## INSURE

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# Enabling Our Youth Through Education

by Antonia Oakes

Old Mutual Insure believes strongly in cultivating and nurturing the skills inherent in South Africa's youth to foster innovation and entrepreneurship, and reduce the rate of youth unemployment in our country. Old Mutual Insure is deeply invested in education and its power to enable positive futures.

## Empowering Girls Programme

Our Empowering Girls Programme launched on 17 February 2022, is an exciting initiative that offers 20 Grade 11 girl learners appropriate opportunities to support their professional and personal advancement through relevant life skills, ICT literacy, mentorship and job shadowing programmes.

The multi-year programme aims to identify and guide talented girls from underprivileged areas to be the future face of the insurance industry by immersion in the non-life insurance industry and exposure to various careers. We have partnered with Tranquil and Tenacious Minds, Afrika Tikkun and Ikusasa Technology Solutions to deliver this programme. Together with us, these organisations are committed to ensuring that the learners who participate in the programme will be enriched with the skills, knowledge, and opportunities at completion of their high school.

## Demystyfing Mathematics

In Demystifying Mathematics, we partnered with the South African Mathematics Foundation (SAMF) in its 'My Maths Buddy' initiative, which focuses on improving the Maths results in our schools. This is the first step in affording high school leavers access to greater post-school opportunities which will, in the long run, contribute to the upliftment of our economy.

This project works with both teachers and learners, and we started 2022 by delivering three Learner Workshops and an Effective Maths Teaching Seminar to Vulanindlela Secondary School in Orange Farm for nine Maths teachers and 134 Grade 9 learners. Included in the sponsorship were copies of the *My Maths Buddy* dictionary for the learners who were taught how to use it, and what to do when they did not understand a concept. Learners were excited to learn that Maths can be a fun and easy subject.

The teachers received Teacher Kits at their seminar which contained the My Maths Buddy dictionary, a teacher's manual on handling Maths language, a workbook and various other resources for excellence in Maths education. These kits, together with the learning methodology given at the seminar, will assist them with teaching Maths effectively.

A good understanding of Maths is the key for learners to access opportunities for bursaries, scholarships and learnerships in a wider range of careers. Our country needs more skilled doctors, teachers, engineers, scientists and entrepreneurs, and all these professions require a firm Maths foundation.

As we continue our partnership with SAMF on this project into other schools, we look forward to seeing the impact of



our efforts in the school results, the lives of the learners and the economy in the long run.

## Combating period poverty for a better education for the girl child

Our partnership with Wildhearts Foundation Africa in 2020 launched the Peloya Mosadi Project ('The life of a woman'); one of the first factories in Africa to produce high-quality, reusable sanitary pads to cater especially to schoolgoing girls in under-resourced communities. This initiative aims to keep our South African girls in school and create employment in the province of Mpumalanga.

In South Africa, girl learners in under-resourced areas often face difficulties in accessing hygiene products during their monthly menstrual cycle.

This often results in them missing school and falling behind in their education. Research conducted by the United Nations (UN) confirms that one in 10 girls in Africa miss school during menstruation, which is an appalling reality. The lack of access to sanitary pads has adverse effects on school attendance, increases dropout rates, and has ripple effects on the economic development of communities and the country.

The partnership between Old Mutual Insure and Wildhearts Foundation Africa will drive socio-economic development and growth, because reusable sanitary products will be distributed in disadvantaged, lower-income and rural communities across South Africa. This will encourage consistent class attendance by girls during their menstrual cycle, and create sustainable employment for the women employed to manufacture the products.

## Mobile desks for schools in under-resourced areas

In response to the problem of the millions of children without desks in South Africa, Old Mutual Insure donated 400 portable desks (MiDesk) to schools in the North West and Eastern Cape that had been identified by the Nelson Mandela Children's Fund. The MiDesk is a proudly South African innovation that converts from a revolutionary wheelie schoolbag into a desk and chair with a solar light and charge portal. The MiDesk is suitable for both home and school use, addressing directly and indirectly six of the 17 UN Sustainable Development Goals (SDGs).

The wide-eyed wonder of all the children who watched as the MiDesk was demonstrated at each school was heartening and the solar-powered lamp was a definite hit! It was encouraging to see the immediate impact on the children who started using the MiDesk in their classrooms as soon as they received them.

The late Archbishop Desmond Tutu is quoted as saying: 'Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world.'

As Old Mutual Insure, we feel passionately about uplifting socio-economic conditions in South Africa, so that the communities where our staff and customers work really feel a difference to their everyday lives. The aim of our Responsible Business strategy is to deliver cutting-edge corporate social investments that contribute to inclusive, transformative, impactful and sustainable socio-economic development in communities where we operate. We do this through



**Antonia Oakes,**
Head of Customer Experience
and Responsible Business

a deliberately inclusive approach and by promoting social legitimacy and shared value.

A wide range of communities have benefited from millions that we have invested through our initiatives, from restocking township spaza shops in KwaZulu-Natal affected by the looting in July 2021, to delivering food parcels and blankets to people in need in the Western Cape and Gauteng, as well as enabling farmers in the Free State to fight wildfires using specialised fire blowers.

We partnered with Reach for a Dream for a Dream Room to be built for children at Lambano Sanctuary in Edenvale, Gauteng. This will be a safe, uplifting and inspiring space, promoting healing for children facing life-threatening illnesses.

A particular focal area for us is youth and education – one of our main goals is to equip our children with skills critical to achieving sustainable development and economic growth in South Africa.

Not having access to adequate facilities, like desks, chairs and lighting, strongly impacts on a learner's ability to focus, maintain discipline and be successful in their studies. It has also been linked to a higher rate of absenteeism, which is why we remain committed to projects that will enable learners to achieve their full potential.

In addition, Old Mutual Insure wants to assist schools that don't have access to water by digging boreholes. Water is essential in schools, both in terms of hygiene and for the sustainability of school gardens that serve many pupils and their families. It is also a scarce resource in provinces that have suffered from debilitating drought in the last few years.

All these efforts are part of our strategy to partner with various organisations to create shared value and amplify our efforts to ensure that we have a meaningful impact on the future of our nation through the work we are doing in our schools.

As former president Nelson Mandela said: 'Education is the most powerful tool you can use to change the world.' ©

# Finding Solutions To The Challenges Faced By South Africa's Youth

vodacom

by Takalani Netshitenzhe

Africa has the youngest population in the world with around 70% of the people living in sub-Saharan Africa being under the age of 30. For the continent, this reality holds amazing potential because young people bring fresh perspectives and new ways of thinking to the table; they are typically eager to learn; they are keen to gain valuable experience and they are open to gathering the skills they need to improve their lives and the lives of those around them.

However, this growth can only be realised if future generations are empowered and assisted to realise their true potential.

Every year, Youth Month presents us with an opportunity to reflect on the incredible progress our country has made, while also acknowledging that there is still so much work to be done to ensure that we create a generation that is ready to take South Africa to new levels of economic growth.

## Unemployment: A challenge for today's youth

While the South African government has institutionalised youth development as a precondition for societal advancement, our young people face innumerable challenges, unemployment being one of the greatest of these. South Africa's national unemployment rate was 35.3% in the fourth quarter of 2021, according to Stats SA's latest employment data. This is the highest it has been in recent times. But a closer look at the numbers reveals that youth (aged 15 to 24 years) unemployment is almost double this, standing at 66.5%. Forging an alliance among businesses, educators, governments and society is key to fighting high unemployment among the youth and building the skills needed to fill entry-level jobs in fast-growing sectors, like tech.

## Impact of education on youth employability

Education remains key to these young people's prospects and is recognised as a key tool in human capital development. The more educated people are, the more likely their chances for employment and jobs with good working conditions. The transformative and disruptive potential of digital technologies is clear and must be utilised to take advantage of opportunities while mitigating the challenges.

## Enabling a digital future for future generations

Many of South Africa's young people face challenges connecting to our digital world. This demands that government and the private sector work together to improve access and play an active role in youth skills development. Partnerships like these aim to bridge the skills gap and provide learning and training opportunities to prepare young South Africans for the job market; enabling them to thrive and succeed in their dream careers. They also address worrying national skills shortages. When one considers that businesses of all sizes and across all industries are struggling to fill various digital



**Takalani Netshitenzhe,**
Director External Affairs

technology roles – roles that are critical for future growth – developing ICT skills among our young people makes good business sense.

As South Africa's leading digital telco, we believe it is our job to develop initiatives that leverage our reach and our technology stack to prepare our youth for the future. We are now actively working to do so through various youth development and training programmes. In April last year, Vodacom witnessed the results of our efforts when 146 youth, including 89 women, graduated with certified ICT certificates from our Youth Academy programme.

These graduates spent 12 demanding months training through the Vodacom Youth Academy, the sole purpose of which is to equip unemployed youth from disadvantaged backgrounds with critical ICT skills. The programme runs in partnership with various players within the ICT space and aims to develop ICT skills among young people who would not have the opportunity to acquire these skills. Giving youth a fighting chance to secure a better life for themselves in this tough economy, we are not only training young people to take up ICT-related professions, but also empowering them with the skills they need to start their own businesses and employ others. Given this broad impact, Vodacom has committed to training over 3 200 young people through the Youth Academy by 2025.

Similarly, Vodacom has invested well over R20 million in the Youth Development Programme which offers a one-year internship to young people who want to learn digital skills that will improve their future employment opportunities. We also continue to offer bursaries for some of the country's top matriculants in the Science, Technology, Engineering and Mathematics (STEM) fields. This initiative has benefited 2 332 students, and our role extends beyond funding.

We acknowledge the value of giving our time to young people to help them learn the ropes once they enter the world of work. Our Youth Council initiative provides young Vodacom employees with the chance to job shadow Vodacom Group Exco members, including the CEO, so that they are exposed to the realities of business and can witness decision-making at the highest levels of the organisation.

Former president Nelson Mandela once said that young people are our greatest treasure because our future belongs to the youth. Therefore, if we want to create a thriving and prosperous society, we need to start with creating an environment that teaches, supports and equips our youth to contribute to the world; empowering them to make the most of the possibilities that lie ahead. ©

# ProMaths:
# A call for the expansion of an adaptive, longstanding and impactful model

Investec

by Setlogane Manchidi

Investec has always valued education and wanted to make a difference where it was needed most: to improve maths and science results of learners in matric. From as far back as 2005, Investec in partnership with Kutlwanong Centre for maths, science and technology started working on the Promaths programme based in Soweto with a view of building a model that can be replicated for the benefit of as many learners as possible across the country. Promaths is in essence extra maths and science lessons, offered over weekends and school holidays.

The drive to develop the Promaths intervention and model was inspired by a number of key observations at the time. Amongst them, lack of adequately qualified maths and science teachers; overcrowding in many public schools and learners not always supported with the necessary learning material, for example textbooks, study guides, and calculators. Furthermore, not enough contact time was necessarily spent on these gateway subjects. As a consequence of these challenges, many schools were unable to complete the syllabus by the end of the year, which meant that learners were falling behind, and by the time they reached Grades 10 to 12, they had a significant maths and science education deficit.

The above observations and associated challenges informed the building of the Promaths model. Therefore, as part of this model, classes were made smaller; every single learner was provided with study material; and contact time spent on these subjects increased over weekends and school holidays. In addition, incentives for learners who do well were introduced. For example, learners who did well were taken out for dinner or a ride on the Gautrain.

In addition, annual awards where learners who performed well would receive prizes like laptops were incorporated into the model. These incentives inspired every learner in the programme to do their best and perform well, to a point where the programme's results over time reflected a positive response to these incentives. Following four years of piloting and refining the model, Promaths performed so well in 2008 that both Investec and Kutlwanong as partners agreed that it was time to explore possible replication and expansion of this initiative. It was at this point that Investec added seven more Promaths sites across the country with one of them being a public private partnership between Investec and the Department of Education in the Free State.

Promaths continued to deliver amazing results year after year and accepting that the maths and science education challenge was not for a single corporate such as Investec to address alone and sticking to the original intention and vision other corporates and entities where invited to establish more Promaths sites. The positive response to a call for collaboration received from other entities to date has affirmed that indeed, together more can be achieved.

In 2017, the Promaths Bursary Fund was launched. This fund is available to learners who went through the Promaths programme and then choose to study any field that has maths as a



**Setlogane Manchidi,**
Head of CSI

prerequisite. The Promaths Bursary Fund, supported by different entities and individuals, awarded 74 full cost university bursaries for the 2021 academic year to deserving students pursuing studies in fields such as medicine, accounting, engineering and actuarial sciences.

Much earlier on, with the realisation that tertiary education and associated life was not always the easiest for many previously disadvantaged learners such as Promaths beneficiaries, the Promaths Alumni chapters were launched. These chapters were established at various universities as a source of academic encouragement and moral support. In a sense it's a home away from home.

Run by former Promaths beneficiaries, these chapters are responsible for orientating newcomers, offering support, including tutorial support, and to make sure that members are successful and have all that they need to complete their studies successfully.

What started at a Soweto based school as a pilot with 100 learners in 2005, soon grew into something bigger and more impactful. Today eight Investec funded Promaths centres matriculate on average 1200 learners per year, but from that number contributes 5% of the national distinctions in maths and science respectively.

For the 2021 academic year, matric learners from Investec Promaths funded centres produced 346 distinctions in maths, 355 in science and an average mark of 72% for both maths and science respectively. True to the adaptive nature of this model, during Covid-19 Promaths online was launched to enable teaching a leaning to take place remotely and today Promaths offers a hybrid model which is a combination of face-to-face in person and virtual lessons to make accessibility easier.

This initiative has received awards in recognition of its impact over the years. Furthermore, two independent reviews one by Trialogue and another by Carnelley Rangecroft Consultancy have both attested to the model's impact over time.

On the back of this success, Investec has for the 2022 academic year added two more Promaths sites, one in Limpopo and another in the Eastern Cape, taking the number of Investec funded beneficiaries per annum to 5000. Promaths can make a big and impactful difference in more learners' lives, more companies and other entities need to join hands in taking this model to more townships and villages across the country.

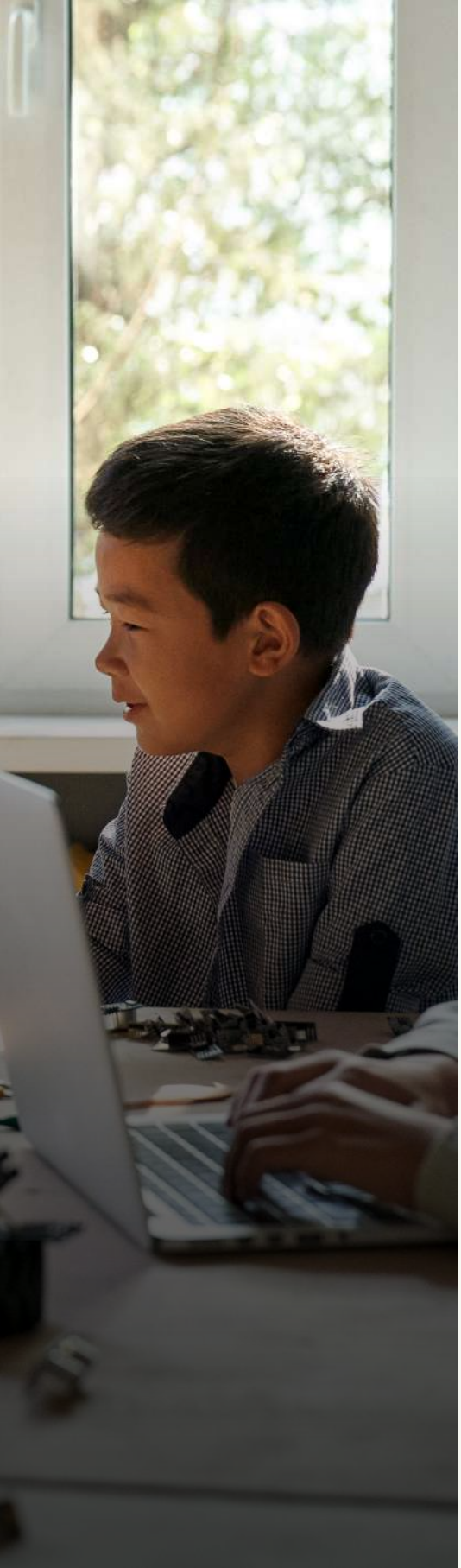
There is room for public and private partnerships help expand both the reach for this 17-year-old model for the benefit of our learners, economy and society broadly.

For exploratory Promaths expansion conversations, an email can be sent to Setlogane Manchidi, the head of Corporate Social Investment (CSI) at Investec on setlogane.manchidi@investec.co.za ©



# Unschooling

## TO DO OR NOT TO DO...



# ‘Reading, writing and Maths skills are acquired as children are confronted with the need for them to further their interests and goals.’

by Brenda van der Zee

Richard Branson: ‘I was seen as the dumbest person at school…’ His is undoubtedly one of the most inspiring stories. Branson left school at the age of 15, having struggled with dyslexia, but went on from there to become one of the richest men in the world by harnessing his passions. One can be educated outside of a formal school system.

Unschooling’s foundation is based on the same principle. Passion.

**Unschooling is an offshoot from home schooling and falls under the philosophy of self-directed learning.**

It differs from home schooling in that children do not follow a specific curriculum or structure, thereby opening their scope of pursuing their passions and interests. This approach can be facilitated by self-directed learning centres or by parents who provide an array of resources in an environment that nurtures their curiosity-fuelled interests. If anything, the world of education is widened and not narrowed.

Interest-directed education is underpinned by the view that children learn naturally and that factors such as school pressures or only learning for the purpose of passing tests, erode their natural desire and interest to learn, explore and discover.

**Einstein attributed his success not to the fact that he was gifted, but that he was passionately curious.**

Every child has this gift, the insatiable desire to vigorously uncover the mysteries of the world around them, which is resounded by their enthusiastic and perpetual ‘whys’.

Reading, writing and Maths skills are acquired as children are confronted with the need for them to further their interests and goals. They are fully invested in their own education. It is important to emphasise that students play the main role as part of this self-determination process. As the



initiative is designed to cater to many learners and 'unschoolers' are not being consumed by a school schedule and set expectations, they are able to focus their energy and resources to maximise their unique potential.

It is common for high-school-aged 'unschoolers' to pursue internships or apprenticeships in line with their passions, like Henry Ford. The skills they hone whilst exploring their purpose are valuable to the job market and their experience gives them a head start in life to step into the kind of career they envisage. Taking on large-scale projects also paves the way for entrepreneurial opportunities to materialise.

**Access to university is also available to 'unschoolers', if it is necessary for them to achieve their career aspirations.**

In countries where 'unschooling' is legal, universities are flexible with regard to entry requirements and may accept applications via motivational letters or portfolios and interviews.

In South Africa, the main stepping stone would be to complete a Matric equivalent course. Being highly motivated, 'unschoolers' have proven to be successful in this.

When scanning the internet for what future jobs would look like, they seem to be as foreign as the concept of 'unschooling', or even schooling for that matter.

One encounters jobs ranging from 3-D print chefs (requiring culinary skills combined with engineering and software development skills) to garbage designers (who use material sciences and industrial design to upcycle waste); from commercial space pilots to drone managers and concomitant air traffic controllers; and many more.

It becomes clear that we cannot look at schooling in the way that we used to.

**Ernst & Young, followed by PwC, has set a trend in its recruitment policy to include both candidates with and without degrees, taking a more inclusive view (2015).**

This view was aptly expressed by Google's former SVP of People Operations, Laszlo Block, who stated that: 'When you look at people who don't go to school and make their way in the world, those are exceptional human beings. And we should do everything we can to find those people.' This enhances the diversity and inclusion (D&I) as well as employment equity (EE) policies of companies.

It is liberating to know that children are not restricted to following the conventional route to find their way in life.

With so many dropping out of school, there might be hope for a different way. Whilst this approach might not be a trend or an option for every family, its principles of interest-directed education and self-determination are worth exploring.



# We are products of Unschooling

# Young People Leading Immersive Technology In Africa

by Harald Fleischmann

The Quarterly Labour Force Survey from Stats SA recorded with concern that South Africa faces a youth unemployment crises. At the beginning of 2022, youth unemployment for the ages 15 to 24 were recorded at 64% and 42% for those aged 25 to 35 years.

**While black women are still recorded as being the most marginalised in the economy, the young, black entrepreneurs at Quilder non-profit company are part of reshaping digital innovation in Africa. Women are at the forefront of leading change at the Quilder Innovation Hub.**

Abigail Kanyane is a qualified electrician and content developer at Quilder Non-profit Company. 'They use their skills as qualified artisans in the built and construction environments, and combine this with their self-taught skills in digital technologies such as 3-D modelling, animation, storyboarding, live streaming and many others. The result is online education products that keep learners immersed and focused on their course material.'

The Quilder Innovation Hub has a creative funding model of generating income through the artisan work of electricians, plumbers, tilers and more, at different construction sites with the help of Quilder NPC. They also learn business skills in the process and work with partners in the digital education and higher learning innovation areas.

In this way, the young people at Quilder NPC improve their technical skills by doing actual work on construction sites, while learning at the same time, in the process of making their educational products.

Quilder NPC has successfully partnered with leading immersive learning creator, Fosh Learning, for the development of learning products for the Department of Higher Education. The young people of Quilder NPC are also working with the Institute of Plumbing South Africa (IOPSA) in its Women in Plumbing programme.

**Quilder NPC was recently awarded funding by the Energy and Water Sector Education Training Authority (EWSETA) that allows Quilder NPC to show other young people how they can generate an income and run a business successfully.**

'Our partners are, of course, very instrumental to our success,' says Abigail. 'Miss Lungile Tshabalala at the EWSETA is a great inspiration to us because she is a role model who has



**Harald Fleischmann,**
Managing Director

shown support and interest in young women artisans. Her encouragement drives us, and we want her to be proud of us.

'We are also especially thankful for the help of Fosh Learning. With the help of Fosh Learning, we were able to access digital equipment and software, and have access to Wi-Fi. This, in turn, meant that we could teach ourselves new skills and develop our learning products.

'We were also able to learn from the network of companies and clients that work with Fosh Learning and those include the Department of Higher Education and Training, industry associations such as IOPSA, several large building materials companies and many smaller contractor companies in the construction industry. Most importantly, they have been able to work with internationally based companies in Namibia, Germany and Myanmar.'

The youth unemployment crises of South Africa remain a key concern in Africa, but the work of Quilder NPC is a positive reminder that young people can do so much for themselves, with the support of corporates and government.



INTRODUCING
# THE FUTURE OF MEDICINE

# IBM's Watson, The Medical Doctor Of The Future

by Morné Joubert

Some of the biggest changes in society are those that come upon us surreptitiously. Climate change is one of them; artificial intelligence (AI) is another. Long seen as the stuff of sci-fi movies such as Her (wherein a man falls in love with his sensitive, playful virtual assistant, Samantha), robots (a form of AI) are already performing many of the tasks we take for granted. It's not humans who decide if you're eligible for a bank loan – it's AI.

AI also writes a lot of the content you may be reading online, decides which adverts pop up on your social media, answers your written queries on company websites and, cheekily, runs little tests to ascertain whether or not we're human ('How many tractors do you see? Five? OK, you're human.')

The term 'artificial intelligence' was coined during the mid-20th century by John McCarthy, a computer scientist, but the earliest work in this field was done by a logician and computer pioneer from Britain, Alan Turning. In 1935, he envisioned a computing machine with unlimited memory, and in 1950s foresaw a machine that could learn from experience and adapt its own instructions. AI is therefore not a new trend in the computing world.

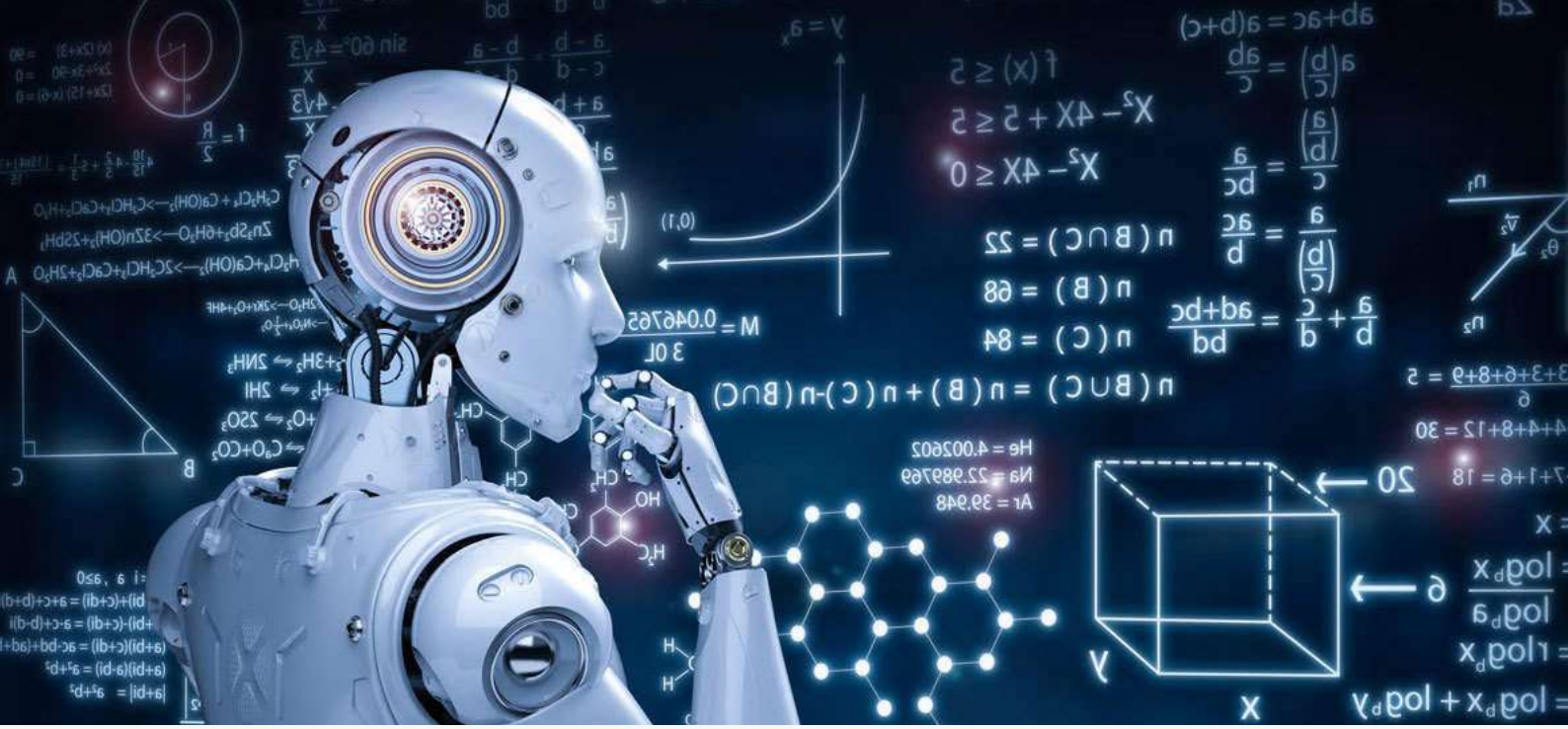
IBM® became known internationally as a computer company after the release of its personal computer (IBM 5150) in 1981. The company has since diversified into many different fields of technology, especially with their Watson project. IBM® Watson focuses on AI to create systems to help organisations, governments and commercial entities to simplify and streamline their own procedures and systems.

**IBM® Watson Health® specialises in two fields – life science and health. Producing new medicine for the market is expensive and can cost between USD1 billion and USD2 billion per product.**

Hindrances during clinical trials, data issues and protocol restrictions can easily derail these clinical projects. IBM wants to assist this sector to develop, produce and provide new medicine at a faster rate and in a more cost-effective way.

**Some AI programmes have the capacity to engage in expert tasks including medical diagnoses, voice recognition and more. Some advanced information processing software aspires to create smart systems, such as specialised medical diagnoses and commercially desirable stock trading strategies.**

The purpose of these developments by IBM® Watson Health® is to help the helpers who provide healthcare and health services to their clients; in other words, you and me.



Imagine some of the possibilities of these new developments. You could be sitting on your couch while watching a movie on Netflix and use something similar to a blood pressure-measuring instrument to gather your vital statistics.

Combine this with a finger-prick device, similar to a glucometer used by diabetics, to draw a drop of blood from your finger which you put on a special stick, which communicates with your computer network; within minutes your blood sample is analysed and a few minutes later you receive a full medical diagnosis. If a virus (such as a flu virus) is detected in your system, the information can be sent to your doctor who prescribes the medication you need immediately.

The prescription is then sent to a pharmacy which delivers the meds to your door – all from the comfort of your own home. No humans involved, other than you and, at this stage, your doctor who can be anywhere in the world.

Imagine how helpful such a system could be for the elderly whose movements are often restricted. Older people often sell their cars when they lose the ability to safely navigate through traffic or because their reflexes aren't as sharp as they used to be.

A medical diagnosis can be made from their home or retirement home with the assistance of an in-house nurse. No more need to make arrangements with family members to take them to a doctor's appointment. One wonders, of course, about the long term-effects of all this sidestepping of human involvement.

Limitations do apply. Doctors have financial obligations, whether it be paying rent for their offices, buying or upgrading medical equipment or their staff payroll.

**There is a fear that clinicians, medical workers and other professionals might become redundant because of constantly improving AI systems.**

The reality is that we, as human beings, are social beings; we need to talk and interact with others. Furthermore, when it comes to our medical matters, they're not so straightforward; there are many medical things we simply prefer to talk through with a knowledgeable human.

The question remains: Can new approaches and AI technology improve patient care, or not? The ideal will always be to provide the right care at the right time for patients who are in need of medical assistance – and maybe, just maybe, IBM® Watson Health® is on the right track to realise this dream.


THE FUTURE
OF CSI IS HERE
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CSRNEWSSA

# Investing In A Hybrid Working Model

by Morné Joubert

Hybrid working models feature in almost every segment of modern economies. These models are developed to suit specific needs in different industries, be it agriculture, manufacturing or mining. More recently, they were successfully introduced to individuals and enabled masses of workers to work from remote settings during the COVID-19 pandemic.

**The changes in traditional working environments steered management teams into uncharted waters, for the pandemic had a severe impact on the working community and many workers lost their jobs as businesses fell into bankruptcy.**

A sense of normality entered the economic environment when the intensity of the pandemic died down, resulting in new challenges for office workers who had to return to their old working spaces. Hybrid working is attractive to employees because it allows for more autonomy and flexibility, but employers, on the other hand, often find it difficult to manage a remote or hybrid team. Changes in work environments, business structures and day-to-day management require the correct investment in companies to ensure flexible working environments.

These investments go beyond mere cash injections, because they involve investment in employees, the heartbeat of a business. The changing environment offers the ideal opportunity to roll out surveys and to provide feedback to the personnel. The information gained from the surveys will enable employers to have a better understanding of how personnel imagine the structuring of their working lives in the future. It will influence management's decisions regarding resources, facilities and services offered to employees.

Investment in communication within the company is another primary focus, because weak communication systems can negatively influence trust between departments or different employment levels. New ideas can be employed in communication which surpasses the regular, impersonal email, such as using video clips in emails or using Whatsapp messages for exchanging information.

Building trust and developing teamwork will have long-term benefits for the organisation.

**Change lends itself to shaping company culture and a higher degree of cooperation is assured in companies where trust is the foundation of relations amongst individuals, between levels of hierarchy and within teams.**

Leadership can invest in the circle of trust by putting trust in employees upfront, for this will invite a response of trust and understanding from workers.



Individuals who are used to hybrid working and who prefer to work remotely might be unwilling to waste time commuting to an office that has none of the luxuries they have available at home. For office space to remain competitive, it has to be able to lure personnel into the comforts of an exceptional environment. Spending time at the office must become an experience which offers a 'buzz' that personnel will not find in a remote setting.

Companies are investing in spaces of high quality including the location, the interiors and even the sustainability credentials of a building. Larger companies will have to look at developing hi-tech offices that will allow easy access to online meetings and presentations. This will require rooms or meeting locales where switching to different video screens, online platforms and hybrid meetings can take place seamlessly.

Apple recently experienced unexpected resistance when trying to force personnel to return to the office for at least three days a week and some employees even ended their careers at the IT giant, due to the fact that Apple is known for making it easy to work remotely. That is, unless you work for Apple.

Investing in a hybrid working model is becoming more attractive by the day; it is clearly the future of our working environments. If no one else realises this, one can be assured that the management of Apple is very aware of this shift in traditional working spaces. ©


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The GivenGroup has
helped our family
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partner@thegivengroup.org



# Entrepreneurship For A Greener Economy

by Liezl Russell

Rest Kanju is the co-founder, Executive Director and Head of Operations at Indalo Inclusive South Africa, a local not-for-profit company that inspires entrepreneurs, especially youth and women, to address 'green' and social challenges.

Kanju is from Acornhoek in Mpumalanga and already showed an interest in green solutions from a young age when he established several eco clubs in his town.

In 2017, with the financial support of the government of Flanders, he established Indalo Inclusive through a mandate from partners such as United Nations Environment Programme (UNEP), United Nations Development Programme and the Department of Forestry, Fisheries and the Environment (DFFE) to serve as the hosting partner of the global SEED programme. This partnership initiative advocates for sustainable development and an inclusive green economy globally.

The government of Flanders continues to fund one of Indalo's flagship programmes aimed at 'reaping the potential of entrepreneurship for a climate-smart, inclusive green economy in South Africa' (ECSIGE). The programme seeks to support entrepreneurs with innovations that help communities become more resilient to the effects of climate change.

**South Africa's commitment to transitioning to a greener economy is evident, but we still have many issues to address regarding policy coherence, poor implementation capacity, planning and the funding of green innovations.**

Addressing inequality, poverty and unemployment, and increasing investments, green job opportunities and competitiveness of green industry are critical. This requires a paradigm shift in the economy towards cleaner industries and sectors.

Indalo Inclusive's vision is to strengthen and encourage a green and socially inclusive economy through market-driven approaches. The way to achieve this is through capacity building of and promotion of ecological and inclusive entrepreneurship in different sectors and in rural and township areas.

Indalo Inclusive believes that by providing a platform for young business people to solve such challenges, South Africa will build a robust cohort of entrepreneurial innovations that will help the country transition to a low-carbon and greener economy.

Nedbank has recognised the potential of young entrepreneurs to do this and is an anchor partner and funder of Indalo Inclusive. Both parties work together to identify businesses with potential in these areas and support them.

At Indalo Inclusive, our aim is to scale the green and inclusive businesses that are successful through partnerships with advanced established models. This ensures a greater exposure of greener innovations to underdeveloped and less privileged communities, technology transfer as well as achieving greater impact through leaner business model implementation.

However, the country still has a long way to go in investing in greener and inclusive entrepreneurial innovations. The corporate sector can play a critical



**Rest Kanju,**
Executive Director

role in helping the country move in the right direction, including contributing to the government's efforts in dealing with poverty, inequality and unemployment.

In this regard, corporate South Africa needs to pay more attention to opportunities and initiatives that confront the challenges of climate change. The recent floods in KwaZulu-Natal indicate that climate change will eventually have catastrophic consequences for everyone, and people in rural areas are especially vulnerable.

Apart from a need for funding of green and inclusive innovations, there is also a lack of skills – specifically technical skills – that are linked to new technologies and infrastructure in the green sector. Universities and other training facilities can make a difference in this regard, but programmes (and career opportunities) are as yet limited.

So far, Indalo Inclusive has trained more than 250 entrepreneurs who are mostly based in rural and township economies. Apart from its anchor programmes ECSIGE (Flanders supported) and SIAGIA (Nedbank supported), Indalo Inclusive runs several programmes including the South African Youth Climate Innovation Awards (supported by the British High Commission in Pretoria), the Indalopreneur Food Waste and Loss Enterprise Support (UNDP supported), and a grant programme that supports business ideas in these areas, as well as the South African Women Entrepreneurs Climate Change Awards (in partnership with the Climate Innovation Centre, UNEP and Gender CC), the Just Transition Enterprise Support Programme (funded by the EU and implanted with technical support by the GIZ), and Investor Readiness of social and green enterprises in partnership with the Industrial Development Corporation.

This display of collaborative approaches increases the possibility of making our country greener, and many of the solutions to environmental and social challenges lie in entrepreneurship. ©

# The KZN Floods – A Watershed Opportunity For Green SA

by Brenda van der Zee

Whether climate change is the reason for the KwaZulu-Natal floods or not, these calamities appear to be on the rise. They are becoming more frequent and more severe; more lives are being lost, livelihoods disrupted and economies damaged.

Over the last century, South Africa recorded 100 natural disasters with 2 200 deaths and a R68 billion economic loss. Over 20 million people were affected. Most communities never recovered. Now, in April 2022 alone, the KwaZulu-Natal floods caused the loss of more than 450 lives (20% of century total) and an estimated economic cost of more than R32 billion (47% of century total) – and the Council for Scientific and Industrial Research (CSIR) states that more floods can be expected.

Globally, the increase in natural disasters, including floods, droughts, fires and more is causing a major thematic shift in the political arena with green economy-focused parties winning the votes.

'Green parties increased their vote share in 13 European countries at the most recent national elections. In six of those countries, green parties have a share of power in coalition governments.' – BBC News, October 2021.

Recently, Australia voted in a new ruling party shifting to a green economy. Voters are expressing their loss of confidence in the sluggish approach to climate adaptation by dominating mainstream parties (Slate.com, July 2020).

South Africa, with its own dynamics, participated at a global level in shaping climate change-related policies and frameworks (Durban Platform for Enhanced Action, UN, December 2011). This network offers access to disaster management support and funding, aiming to decrease inequalities in South Africa (Gini index). With government allocations of an estimated R1.25 billion versus a R32 billion economic loss in KwaZulu-Natal in April 2022, the gap shows that climate adaptation has become critical. The challenge of human dignity is even more acerbated by disasters like the KZN floods, and the regret rate increases with every natural calamity.

Rural-urban areas are most vulnerable to natural disasters because of the concentration and activities of these societies. Congestion and limited escape routes, dense infrastructures and misalignment with 'town' planning, flood maps and engineering regulations add to the vulnerability (PRB 2011). The redesign of the flow of cities and decentralisation of economies to rural-urban and remote areas are critical to rethinking climate resilience.

Making rural-urban areas largely self-sufficient, through climate-smart infrastructures with their own clean energy generation, can propel smart communities to become climate resilient whilst creating jobs and transitioning to green economy skills.



With a downpour of freshwater in a water-scarce country, South Africa should be stockpiling this scarce commodity of life. Rerouting the flow of fluvial and pluvial floods to reservoirs, dams and home-based aquifers, including to other provinces where Day Zero is near, can increase water access to communities. In addition, the flow can generate power, furthering just energy transition and human dignity through climate adaptation.

In Europe, most roads have water and rain level-monitoring systems, combined with the use of self-draining smart materials that are further linked to smart technologies to keep traffic and people informed about risk areas. Ski resorts have snowfall and early avalanche warning systems. Therefore, it is possible for South Africa to utilise smart technologies and smart materials to monitor and manage ground saturation, rainfall levels and landslide risks.

Linking this into a smart-app early warning system (EWS) to notify people of the danger zones, evacuation procedures and escape routes empowers people to take preventative action, like the EskomSePush app.

An EWS smart app should include communication, coordination and cooperation structures to mobilise the diversity of organisations, humanitarian aid, emergency services and other to mitigate the potential loss in human dignity, lives and livelihoods.

A watertight interactive communication platform, taking into consideration the 11 official languages, can eliminate delays whilst promoting cohesion.

South Africa, with its 30% unemployment rate, can increase its climate adaptation capacity by establishing a disaster resilience reservist development programme. This has the potential to build climate resilience skills and expertise that we can export worldwide. DG ECHO highlighted the humanitarian shortcomings such as lack of food, clean water, hygiene packs, education and healthcare in the rural-urban communities. These reservists could address these reported shortcomings.

Post-disaster rebuilds are potentially impossible to recover from. These costs are exponentially more than proactive investments in the implementation of climate adaptation and resilience.

This might be a watershed opportunity that can change the course of our inequality, disparity and D&I. All the required climate-adaptive abilities exist for South Africa to tap into and leapfrog into a climate-resilient green economy. ©

# Standard Bank's Three-Pillar CSI Strategy Addresses Both Socio-Economic Challenges And Disaster Relief

Standard Bank

by Pearl Phoolo

Standard Bank has defined three pillars for its CSI strategy – strategic partnerships in education, employee engagement and disaster relief. This approach enables it to address both the ever-present socio-economic challenges in South Africa and the disaster relief that is periodically required.

Like many other corporates, Standard Bank is passionate about education. Securing a better future for all South Africans should be a top priority for every organisation that wishes to have a successful future. Businesses can only thrive if our economy is thriving, which requires a strong workforce and lower unemployment rates. To achieve this, we need to start with the fundamentals – high-quality early education that will lower school dropout rates and guarantee a higher number of Matric graduates.

Our approach to supporting early childhood development and foundation-phase learning is through multi-year strategic partnerships with community organisations. We support programmes that aim to strengthen the capacity of teachers and caregivers. As a contributing partner, Standard Bank works with leading organisations to develop and implement future skills curricula for ECD and foundation phase. Our goal is to envision a future workforce and focus on the skills they might need, and the programmes we support share this vision.

**Future skills, together with the current curriculum, are taught from a young age to ensure a resilient generation that is prepared and able to thrive in a world that keeps digitally advancing.**

Our programmes support children from the age of four years to Grade 3, the age group in which there is a high number of school dropouts. These programmes are specifically designed to help children succeed and thrive in their early school years and prevent them from falling behind during this time – the main reason why young children end up leaving school. Our partners are also dedicated to training and upskilling primary caregivers.

These projects are run in partnership with NGOs or academic institutions, and are typically implemented over three to five years. We also provide support to a limited number of programmes designed to improve access to tertiary-level education.

The second pillar of Standard Bank's CSI strategy is employee engagement. We encourage our employees to contribute to charities through monetary donations, but we also want them to make a meaningful impact within their communities.

We created the ForGood volunteering platform to encourage employees to become actively involved in community projects and select causes that are close to their hearts which they can support in various ways.



**Pearl Phoolo**,
CSI Manager

Another initiative is Rand-for-Rand, which means Standard Bank matches every rand that an employee donates to an organisation on the ForGood platform.

Lastly, the third pillar of Standard Bank's CSI strategy addresses humanitarian and disaster support. Standard Bank has responded to various crises, including the COVID-19 pandemic, the KwaZulu-Natal unrest and the Cape Town fires.

As soon as vaccines were being dispatched in our country, we partnered with the Dis-Chem Foundation to establish 32 vaccination sites across the country. The funding enabled medical personnel to be hired and for appropriate furniture, fittings, technological infrastructure, medical equipment, personal protective equipment and other consumables to be purchased. We also donated to the Pink Drive Foundation for mobile medical teams, employing previously unemployed nurses and drivers, and reaching over 37 000 people.

Food relief is another way in which Standard Bank supports communities. We support the OneFarm Share, a digital platform that multiplies food donations and streamlines procurement directly from farmers to registered charity organisations. Through this initiative we have supported 273 emerging farmer and 1 577 charities, and we have sponsored more than one million meals.

In total, we have spent R75,9 million in South Africa on initiatives to promote access to COVID-19 vaccinations, and to provide food relief and humanitarian support to individuals and communities affected by social unrest and natural disasters.

Making a difference is at the heart of our business and, together with our partners and clients, we believe a better South Africa for all is achievable. ©

# Responding In COVID-19: Sun International's Donation Programme

by Heidi Edson

The tourist industry was severely affected during Covid-19. Just before lockdowns we had committed funds to our group project, Adopt-a-School, and it was heartbreaking to inform our beneficiaries, 18 schools at the time, that we had to temporarily suspend some elements of the programme until Sun International was able to operate again.

However, we were able to make a difference in our surrounding communities through donations. One of the biggest needs during the pandemic was ensuring enough food and necessities to vulnerable communities who were unable to support themselves.

One way we could make a difference was by donating perishables and non-perishables that were in our kitchen and warehouses. We donated these essentials including food and bed linen to especially vulnerable children and the elderly. It was also a good way to ensure that these items didn't go to waste when our hotels and casinos were closed.

From our Sun City unit in the North-West province, we donated goods to the value of R45 000 to nine charities in the area. Meropa Polokwane donated goods to the value of R12 000, while our Carnival City unit donated to the value of R20 000. This included for example juices, meat, cheese, yoghurt, and other essentials. We continued to donate goods throughout the pandemic from March 2020 to July 2021 and in total we have donated R230 000 worth of perishable food.

This is something that we want to continue to do in future: supporting communities in times of crises. Recently we supported the KZN flood victims. Our entire national office worked together to rally to transport perishables and non-perishables and linen from our warehouses and kitchens to the areas in need.

Another way to support and relief hunger during lockdowns was by opening our kitchens to start soup kitchens. Our chefs were unable to work during this time, so they started cooking soup for local communities. We were also able to continue with some of our Adopt-A-School projects. This project partners with schools on several levels: Firstly, we sponsor extra Maths and Science classes. We also upgrade Consumer Studies classrooms, and in some cases other facilities that need upgrading. We also focus on health and safety, and the environment at our schools.

During lockdowns we developed a digital learning platform with the Department of Basic Education. During our impact assessment on the two year progress of the programme, we could see the impact in the pass rates. Our matriculants went from 68% to an 87 % pass rate in 2020, and learners in Grade 11 from 56% to 77%.

During the last two years we have managed to revamp 15 Consumer Studies classrooms in various schools. This included providing stoves, microwaves, fridges, stainless steel worktops, and taps. The Adopt-A-School project helps schools in



**Heidi Edson,**
Sun International Group socio economic development specialist

maintaining their infrastructure and we upgrade dilapidated ablutions at schools near the Wild Coast Casino and we revamped sport fields, like netball court most recently.

We also have a day in the Life of a Chefs initiative where we allow learners to spend some time with our chefs in the kitchen to experience what it is like to be a chef. Of course, we would also like to offer these learners, who are interested in the hospitality industry, employment eventually.

With things back to normal, we are now also able to offer bursaries to top performing students who want to further their studies.

The most important factor in a CSI strategy is the ability to adapt. Although our response during Covid-19 was somewhat reactive, we were able to immediately support our communities through donations. Sometimes making the most of what you can offer, even though it's not cash, is the best way to respond to a crisis. ©

# Art At The Heart Of South Art Centre

by Liezl Russell

Hau Yee Ling is an artist from Hong Kong who moved to South Africa in 1986. A few years later, she opened South Art Centre in the south of Johannesburg.

Hau Yee, who comes from an artistic family, was always drawing and painting as a young girl. She decided to build her career as an artist and established the centre. She also had a few other galleries at different locations. These all became platforms for local artists to promote their work.

'My brother Ken Fan is a very good artist as well, and we used to do art exhibitions together with other artists at our galleries. Art is not just a way to express yourself,' says Hau Yee. 'It helps me to learn, interact with and understand other cultures and religions. Art is a universal language that connects people and communicates ideas, emotions or messages that can inspire or touch people from different backgrounds. It is something that can bring people together or even change people's views and the way they see the world and each other.'

Although the centre's main purpose was initially to exhibit art, it soon grew into an establishment that offers far more.

'Not only do we sell paintings and art supplies, we also do professional framing and we offer art, pottery and sculpture classes for both adults and children, as we work to give artists a platform to explore their journey. My business is all about creating beautiful spaces, which is why we also sell ornaments and mirrors.'

Hau Yee became interested in framing when she was looking at ways to give her artwork a perfect finish.

'The right frame can enhance a picture and make it something truly beautiful. Framing is a skill that I have developed over the years, and I pride myself on helping our customers make the best of their paintings or pictures by choosing the perfect frame. South Art Centre has launched their new website, which showcases paintings, prints, framing and other art products so that people from all over will be able to view these.

'Our website offers a means to buy professional works of art from local artists. Customers should also be on the lookout for specials on frames. We want to be known as a reliable supplier of high-quality art. For more information, please visit our website: www.southartcentre.com. You can also find us on Facebook and Instagram @southartcentre.'




South Art Centre
Gallery
ART
20 Years
Birthday
Celebration
BIG SALE ON:
*Paintings
*Frames
*Ornate Mirrors
*Framed Mirrors
*Picture Frami
& Much Mo











# Adapting Agile Inside A Changing CSI Landscape

by Nicole Solomon

The COVID-19 pandemic – and other, recent crises – have left a trail of casualties all across South Africa, from impoverished communities to the national economy. At the same time, in terms of CSI, it stimulated a faster response to crisis events and greater involvement of people in general. The challenge now is to ensure that companies' CSI strategies become even more agile and responsive to critical needs.

'South Africa needs such CSI strategies to adapt to our country's changing socio-economic landscape. In the last two years, South Africa, together with the rest of the world, experienced unprecedented challenges. It started with the COVID-19 pandemic; then there were the looting, fires and, most recently, the floods in KwaZulu-Natal. These challenges, in addition to an already unequal society, have led to permanent changes in how companies are viewing their CSI strategies', says Nicole Solomon, Group CSR Manager at AECI.

The days of organisations merely donating to charities or charitable causes are long gone, and have been for some time. Most organisations have become much more strategic and their CSI funding and initiatives reflect this. Forming strategic partnerships, measuring the impact of investments and aligning with national development goals are at the core of most CSI strategies.

This is certainly a more effective way of ensuring that CSI goals are met. Nonetheless, strategies must also remain flexible to align with the changing socio-economic landscape.

**Our country is now the most unequal society in the world, with alarming unemployment rates compounded by extreme poverty levels. This requires a shift in focus, given that the people's basic needs such as food, water and shelter are now compromised.**

Before COVID-19, most companies' CSI strategies were 'set in stone' to a lesser or greater extent and deviation from determined CSI focus areas were few and far between. As a consequence, there was little room for sudden and unexpected change. If a new cause or crisis arose, CSI practitioners had to work through a significant amount of red tape before responding. This hindered progress and delayed response times.

The COVID-19 pandemic has, to a large degree, changed the way the private sector reacts to crises. In response to the pandemic, organisations had to abandon their 'rigid' strategies and make adjustment to suit a new and fast-changing landscape, which meant that new goals had to be set very quickly. Funding earmarked for other causes was redirected to COVID-19 emergency response measures. Despite the red tape, the private sector responded with urgency to those who were most impacted in areas hosting our operations.

These initiatives included the distribution of sanitisers, PPE and vaccination fridges to under-resourced schools and hospitals, and food parcels to address pressing food security needs. When looting in Gauteng and KwaZulu-Natal resulted from social unrest in July 2021, we stepped in to help rescue some badly affected small businesses, to restore jobs and create



**Nicole Solomon,**
Group CSI Manager

further employment. It was a steep learning curve which, in many ways, is transforming the private sector.

'Companies are reconsidering the role that CSI plays in their businesses as their recognition grows of the need to integrate CSI initiatives with every aspect of their activities.'

Social responsibility is at the forefront of the current ESG compliance requirements and focus of the corporate sector, and the need to be more responsible around doing business environmentally and socially.

For example, the COVID-19 pandemic didn't only affect the weak and the vulnerable members of our society; it also crippled businesses and affected people from privileged backgrounds. CSI departments, in many cases, spearheaded crisis management strategies and helped their companies as well as communities respond to and manage the crisis. COVID-19 was an equaliser in many ways – many people who were able to take care of themselves before the pandemic suddenly had to depend on others. The need was huge, but resources were relatively limited in the context of the scale of the crisis.

Looking at South Africa's significant socio-economic needs, it is not only government and the private sector who need to take action. Every individual also has the power to make a difference. This was again highlighted by the recent crises. In the words of former US president Theodore Roosevelt, 'Do what you can, with what you have, where you are.'

As South Africans experienced crisis after crisis, it was often ordinary citizens who 'showed up' and made a difference. For example, during the unrest of July 2021, South Africans spontaneously came together to clean up the streets and businesses that had been damaged. In many cases, these efforts were not CSI initiatives, but the actions of ordinary citizens wanting to make a positive contribution.

Making a difference in our country is, in fact, the responsibility of everyone. In this context, employee volunteerism has been highlighted and prioritised by organisations, and AECI is no exception. We encourage our employees to donate to the causes we support, including food security in vulnerable communities and education. AECI is at the forefront of developing and seeking innovative solutions that support sustainable development, especially in the areas of mining, and water and food security.

We care about the communities in which we operate and most of our CSI funding supports these communities. In addition, our employees are encouraged to make a difference in the areas where they live and work.

I believe that CSI in South Africa is on the right track, it is our Ubuntu principles that make us the resilient nation that we are and enables us to thrive amidst adversity. However, the work is never done and the need in is increasing. We must ensure that CSI strategies are agile and adaptable and that we embrace solutions that can effect real impactful and sustainable change and ensure that we are ready to face any new crisis that may arise. Restoring the economic dignity of the most vulnerable should be a priority to rebuild society. ©

# A BC




## ‘Inside The Coffee Business That Champions The Origin Of African Coffee.’

# OLD

## Revolution In A Cup

by Simphiwe Mtetwa

When it comes to coffee shops, I am no stranger. I am such a lover of the beverage and the vibe, that I was a habitué of those cosy little office spaces long before working from shops became a thing. So when I noticed a new one – new to me, that is; turns out it's been around for 12 years – I had to dive straight in.

Motherland coffee welcomes the wanderer off the street into its warm and inviting wood, brick and slate interior, accented with vibrant plants and artwork. Really, why do we love coffee shops? It's the atmosphere as much as the coffee and food; that low thrum of creative energy that flows cross the space, infusing all with a sense of possibility. Here, one has the feeling, the creative minds of the city gather, some in little knots of conversation and others musing silently at a laptop. All giving and receiving from the décor, the mood and the food.

At least, that's how it felt to me the day I settled down, laptop and cell phone surgically attached to the hip, as always.

After I'd gotten a little work done and was luxuriating with my satisfying, expertly prepared cappuccino, I asked the company about a possible interview. A few days later, I got chatting with Seb Schneider, co-founder of Motherland Coffee together with his sister and brother-in-law. They founded the company 12 years ago as a family business, and today have 15 branches in Johannesburg and Cape Town.

The website mirrors Seb's passion for his company, reiterating the bold statement that coffee originated in Africa (along with mankind, it seems). Hence the name – Motherland. A little research backs this up – coffee was first grown in the ancient coffee forests of Ethiopia where, legend has it, a goat herder discovered the flavour of the tantalising berries when boiled in water. Another first for Africa!

Today, while most coffee is grown in Brazil, Ethiopia is among the top five exporters and nine other African countries cultivate coffee. Motherland Coffee is a champion of African coffee and buys all its beans from Rwandan growers, adhering to the principles of fair trade. As part of a previous Motherland campaign, they allowed customers to send their tips to the farmer, in addition to the barista.

I love to see home-grown South African companies doing well. Every one of them means jobs for South Africans and our fellow Africans – and I am not one to quibble about which it is. If you




do the work with passion and energy, generosity and professionalism, you get the job and keep it; that's just how it is or should be, at least.

**Motherland prides itself on its business model, which nurtures all of its staff, putting its baristas through an intensive period of training in its own informal barista academy.**

Coffee shops really have become like food – they're an essential and everyday part of life for many of us. During the last months of the pandemic, when lockdowns had been lifted, they really came into their own as people stayed away from offices yet needed to get out of their flats and houses to be with live, human bodies.

Like all good coffee shops, Motherland Coffee serves a good sandwich at a reasonable price, with a cappuccino at a competitive rate – considering the ambience and conviviality one imbibes with the coffee.

Being the person I am, I asked Seb about what they are doing to uplift communities, or if this was just built into their business structure. It seems that the training of baristas is their essential contribution, along with their insistence that all coffee they buy is sustainably and fairly sourced. Training, along with employment and fair trading, is no small contribution to make.

Coffee shops are a growing segment, and I don't think the market is saturated yet. The US mega chain, Starbucks, plans on opening another 30 stores in South Africa by the end of 2022. I'm all for people expanding (companies, mind you, not so much people) – growth is what we all aim for – but I'm also for supporting local. Why not take the trouble to discover more about the absolute gem – Motherland Coffee.

When it comes to working environments, coffee shops are the new garages – they're the birth place of today's great businesses. If you're tired of the drab walls of the office and your own flat, get out into a Motherland coffee shop near you or, if none exist yet, a coffee shop where the coffee's hot, the food's wholesome, and great business ideas are born!

You won't believe how much I got done in two hours at Motherland.


THE MOTHER CUPPA
M
I'M MADE FROM PLANTS, NOT PLASTIC

# Green Education Sprouts Eco Tenacity

by Brenda van der Zee

Our entanglement with past structures will not fix the challenges of the future. With the world in a state of flux, we need a rapid evolution of mindsets and action. This cannot happen quickly enough. A new breed of thinkers and doers is needed. 'Education is the most powerful weapon which you can use to change the world,' as Nelson Mandela said.

**It is crucial for education to be re-engineered to ensure sustainability for humanity and its only home. A new development in education, the Green School movement, was launched in Bali in 2008.**

The movement's thinking aligns with the UN SDGs and has resulted in four innovative schools across the globe, with one in South Africa. In these schools, pioneering educators aim to address the desperate need to change our current ecophobia to ecophilia – a state of closeness and positive coexistence between human beings and nature. They also aim to enhance critical thinking skills to solve real-world problems. Instead of sporadically entertaining the topic of sustainability, these schools fully incorporate environmental awareness and sustainability into the curriculum and lives of the learners.

Campus buildings are constructed using materials sourced locally. Surrounding grounds are designed to embrace nature. The learners look after vegetable gardens and fruit orchards, thereby participating in producing their own food. Green and renewable energy principles are practised. Green School South Africa contributes energy to the grid and water to the environment, creating a model of sustainability that learners experience first-hand, stimulating critical thinking about the world around them. The result is that eco-friendly values are nurtured and grown – an unceasing Earth Day.

An interdisciplinary approach towards solving real-world problems grows the tenacity in learners to collaboratively address challenges by applying their knowledge and by leaning on one another's strengths and interests. From time to time, universities and businesses collaborate with learners to help devise solutions to real-world challenges.

This is experiential learning, the kind Elon Musk made use of when developing the world's first reusable rockets. Musk was prepared for failure and made several colossal mistakes before he and his team finally launched and landed a rocket that could be guided back to earth without burning up in the atmosphere, as NASA rockets had done. His eventual success reignited the mindset of 'possibility thinking'. In an innovation-driven society, there are no set answers and only through actual trial and error can new solutions to an ever-changing world be created.

In Bali, students became aware of overused cooking oil being dumped in their local environment. Understanding that the consumption of overused cooking oil is also a health risk to people, the high school students initiated a project to address this issue. They collaborated with various organisations such as a local biodiesel plant (Lengis Hijau), Bio Bus (a clean energy company) and the Hong Kong Polytechnic University.






This resulted in overused cooking oil being repurposed for biofuel, the reduction of carbon emissions, the set-up of a transport business and the creation of a student-coded app to manage their business. Besides producing and selling bio-soap derived from the by-product, glycerine, they exchanged the soap for used cooking oil with the locals, seeding a micro-circular economy.

Sharing the fruit of exploration and discovery with the local and global community establishes socio-emotional connections between the students and others. In line with this benefit, Green School South Africa has conducted extensive research into zero waste systems and shared its efforts and learnings with the local community.

Over and above educating others, Green School South Africa collects waste from surrounding businesses, in particular restaurants, to make recycling of certain waste products viable. It also supports surrounding schools in overcoming various eco-challenges in and around waste management.

The World Economic Forum (WEF) brought out a report in January 2020 titled The Schools of the Future: Defining New Models of Education for the Fourth Industrial Revolution. In this, it was reported that Green School Bali students had worked with the University of Cologne in Germany to build a solar and hydropower system, asking Sunseap in Singapore to further assist with their objective of moving off the grid. Between 2017 and 2018, they implemented seven new renewable energy systems, reducing their environmental footprint by 40%.

Green School is not alone. The Rainforest Alliance, together with Project Learning Tree, has created various nature-based curriculums for schools. Also, the UN Environment Programme (UNEP) has worked with Ted-Ed to create the Earth School. These are all green shoots extending towards educational shifts that embrace the challenges humanity, earth and climate are experiencing.

The new skills and mindset, fostering reconciliation between humans and nature, will empower this generation with tenacity to act and find solutions without fear. Nature-based education can create small-scale circular economies to regenerate and repair our socio-economic environment in an impactful manner. To change the future, we need to nurture a new class of change-makers.

Green School South Africa is situated just outside Paarl in the Western Cape and runs open days from time to time.

# FUNDERS ROUND WEBINARS

LEARN MORE ABOUT SOUTH AFRICA'S CSI FUNDERS. WHO THEY FUND, WHAT THEY FUND, WHEN THEY FUND, HOW THEY FUND AND WHY THEY FUND.

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# NGO Truck Drivers The Overlooked COVID-19 Frontline Workers

by Jane Mqamelo

'People say, "God bless you" when we leave.'

NGO truck drivers have been our unsung heroes during lockdowns, riots and floods. We spoke to two intrepid drivers to find out what it means to bring essential supplies to people cut off from the world for one reason or another.



James Zondo (36) and Fanie Shabangu (30) both work for Imbumba Foundation, an NGO dedicated to helping the girl child through mentorship, the manufacture and distribution of sanitary pads, various ad-hoc events and the annual Trek4Mandela Mount Kilimanjaro expedition.

James and Fanie are two of four drivers employed by the foundation, and spend their days criss-crossing the country, delivering sanitary pads to schools. In the last two years, South African families have been hard hit by one crisis after another, pushing many over the edge into the kind of poverty where food relief becomes essential. Both young men were thrown into almost non-stop deliveries during COVID-19 lockdowns, the looting of July 2021 (which put many out of work) and the recent floods in KZN.

We asked James to describe the typical load he drives during times of crisis.

**'I drive an eight-ton truck with between 300 and 500 food parcels on it. Food parcels contain maize meal, rice, sugar, salt, oil, tea, soup and tins of mixed veg, fish and beans. We go everywhere: Gqeberha, Cape Town, all over KwaZulu-Natal, Mpumalanga… every province, in fact.'**

James recalls a memorable day near Ladysmith in KZN.

'It had been raining heavily the night before, and we were about 10 minutes from our destination. We got stuck in mud. It was a steep slope, a very narrow road, and nothing would budge the truck. The more I revved, the more we sank into the mud. The truck was blocking the road, so no-one could pass. People got out of their cars to give us ideas on what to do. They tried pushing while I revved, and just got covered in mud. Eventually, by piling up rocks behind the wheels, we were able to move, but it was hours of work. Eish! But we got there.'

What he loves most about his job is the opportunity to help people.

**'When we arrive in a village, you find a crowd of people waiting for you,' says James.**





'They are so excited. The chief usually prepares a list of about 150 families who will be receiving the parcels, but often people tell their friends and the crowd when we get there is enormous.

'They cheer when we come. But then some are disappointed because they can't get. Usually the chief takes them aside and explains that the parcels are for those who are on the list, and then takes their names for the next drop-off.'

Fanie grew up in a rural area and always wanted to travel. Now, he says, after five years with Imbumba, there is not one town in South Africa he has not seen. He has learnt so much.

'My world was small before – since working for Imbumba, I have realised that the world is big! I love meeting new people, speaking to them, learning about their lives. This has become possible through this job.'

Fanie agrees that the best part of their jobs is helping people. He quotes Maya Angelou: 'People will forget what you said, they will forget what you did, but they will never forget how you made them feel.'

That deep sense that their work matters gives these two guys a positive attitude that we don't always see in people confined to an office.

James concludes: 'What I love is that people say "God bless you" when we leave. You can see they really mean it. This encourages me, makes me want to get up in the morning. I love my job. For me, I don't bother about things like overtime, because everything I do, it's to help people.' ©



W O R K  F R O M  H O M E





# OFFICE IDEAS

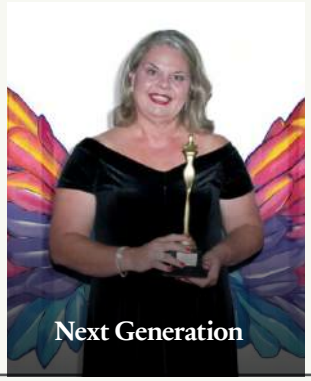




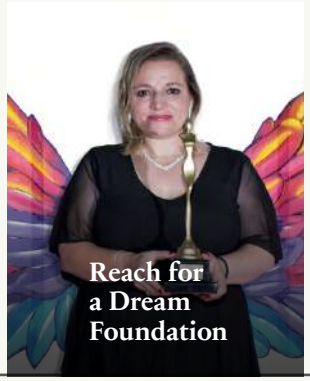

# The Inaugural South African CSI Legacy Awards

# Winners of the South African CSI Legacy Awards 2021/22


Play Africa


Next Generation


Coca Cola Beverages South Africa


Reach for a Dream Foundation


Editor's Award Sister Portia Baloyi

The Inaugural South African CSI Legacy Awards event, held on 26 February 2022, was more than just exceptional – it was an industry star-studded celebration.

On this unforgettable evening, a large number of key players in the field filled the venue, including CSI Managers from the Road Accident Fund, Old Mutual and Investec, as well as some African partners – Mukuru CSI Managers including international donors and funders such as the International Federation of the Red Cross – Heads of the National Lotteries Commission and the CEO of Eskom Foundation.

When we tried to calculate the CSI funds represented in the room, it came to around ZAR5 billion or USD333 million. The crème de la crème of CSI South Africa were present, decked out in their finery to celebrate, learn from and honour each other. It was a sight to remember.

With the theme being 'A reflection of history', the production of the event was certainly at Oscars level, with precision timing and, when time ran over, the producers seamlessly introduced other activities. It truly was a memorable experience, not least because it transported all the guests to the year 2052.

The evening offered plenty of exciting entertainment and powerful networking opportunities, and even the perfect climate. Though the focus was on the awards, the CSI South Africa community in all its finery was a spectacular sight – one that will remain in the annals of history as a night to remember. With a live band playing impeccable tunes, the crowd mingling with decorum and the cocktails flowing at just the right pace, there was everything to feel good about.

Mostly, of course, the winners of the night – Coca Cola Beverages South Africa for Best Corporate; Reach for a Dream Foundation for Best NGO, Play Africa for Best Rising NGO and Reana Rossouw for Best Social Entrepreneur.

The evening could never have come together without the support and partners of the event. The organisers thank the Road Accident Fund as well as Old Mutual Insure for having the foresight to partner with this amazing South African event.

Visit www.csrnews.africa to view when the 2023 application process opens.



## Julia Sotirianakos

## Best NGO



reach for a dream

Reach for a Dream has been making dreams come true for children fighting life-threatening illnesses in South Africa for 33 years. This usually means giving children physical experiences, such as spending time amongst wildlife or visiting a dream destination.

COVID-19, of course, changed everything, and physical experiences became an impossibility. Reach for a Dream won the category of Best NGO for its innovative use of technology to provide virtual reality (VR) experiences for children in hospitals.

Using headsets, the children are able to escape to a world where there is no pain, no needles and no treatment, where they swim with dolphins, walk through enchanted forests and engage in many other exciting virtual experiences.

Reach for a Dream has built Dream Rooms in several hospitals, with many more in the pipeline. Through VR, hospitalised children develop a positive and hopeful outlook, which helps them fight their illness. Nurses find that they cope with their pain far better when using VR as a distraction, and parents can see their children laughing again after extended periods of pain and suffering.

With the lifting of COVID-19 restrictions, the fulfilling of dreams in person has returned, but the VR experiences in hospitals are here to stay. We congratulate Reach for a Dream for its truly meaningful application of VR, enabling brave children to experience joy and wonder in the midst of the struggles they face.



## Nozicelo Ngcobo

## Best Corporate



Coca-Cola Beverages Africa

Coca-Cola already stands as a giant among funders, funding a number of programmes across the country, including its Schools Recycling Programme and Bizniz in a Box, a widely acclaimed entrepreneurial support programme. However, it won the category of Best Corporate for Coke Ville, a comprehensive off-grid, solar-powered groundwater harvesting and treatment project that addresses the increasing water insecurity faced by communities across South Africa.

Demand for water in South Africa is set to increase by 30% in the next 28 years. Since the programme's inception in 2020, Coke has built nine community-based water projects in Limpopo, KwaZulu-Natal and the Eastern Cape, providing over 100 million litres to over 15 000 households. In addition, over 500 water wheelers have been distributed to the elderly, child-headed families and persons living with disability.

We congratulate Coke for addressing a long-term issue that affects millions of people, and for making this essential commodity easily accessible to communities that are too often forgotten.



## Reana Rossouw

## Best Social Entrepreneur



NEXT GENERATION
expertise · impact · return

Next Generation won the category of Best Social Entrepreneur for its innovative design of an impact assessment tool known as the Investment Impact Index. One of the greatest challenges facing funders and NGOs has always been the problem of how to measure impact.

Next Generation's Investment Impact Index is a technology platform that measures the impact and return on investment of strategies, programmes and interventions. The platform digitises impact data, presenting it in visual format as an impact report.

The Index is a breakthrough for corporates and NGOs in Africa. For the first time, investors are able to consider the effectiveness, efficiency, sustainability and feasibility of every intervention. In addition, the Index integrates stakeholder and beneficiary experiences, so that each party is able to view the impact of the intervention on all other parties.

The Index provides a way for social enterprises to prove the value of their work and the credibility and accountability of their programmes to donors.

The Index was developed over 10 years and has been tested by over 1 000 programmes across the continent. Use of the Index has been found to lead to an increase in funding, transparency and credibility, and has allowed more money to be directed to high-impact and high-return-on-investment programmes and organisations.

We congratulate Next Generation on this innovative tool which has the potential to greatly elevate the quality of development work in Africa.



## Futhi Mbongwe

## Best Rising NGO



PLAY AFRICA

Play Africa has been empowering Africa's children with 21st-century skills through interactive, science-based museums in public spaces since 2016. So far they have built ten pioneering exhibits and 36 replicable installations in low-resourced settings across Africa.

Play Africa won the category of Best Rising NGO for its innovative contribution to science education. Its installations catalyse learning in ways that delight and thrill, getting children and adults excited about Science, Technology, Engineering and Maths.

The 'I am a Scientist' installation gives children live Q&As with local scientists in seven local languages; the 'Dinosaur Dig' focuses on palaeontology – the study of fossils, including dinosaurs; and the 'Designing with Children' is a free toolkit teaching children the principles of design thinking.

We congratulate Play Africa for its world-class approach to the learning of science outside of the classroom. The installations bring families together over science, they demonstrate a deep understanding of how learning really occurs and, best of all, they can be scaled up and replicated across the continent.

# WE CARE



**The RAF celebrates and embraces the legacy of giving back as the caring arm of government!**

Share in our vision of everyday zero fatalities on our roads! **#AlwaysRemember** to be safe on our roads, it's the right thing to do and your way of giving back to society. At the Road Accident Fund, we care about all road users – we urge everyone to be vigilant and considerate, and to make the right decisions to ensure that everyone is safe on our roads.

RAF is a public organisation dedicated to helping people and families impacted by road crashes.

Road Accident Fund

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