



ST JOHN'S COLLEGE

INDEPENDENT REPRESENTATIVE INTERIM COMMITTEE (IRIC) COMMUNIQUÉ

1. PURPOSE

The purpose of this communiqué is to update the SJC community on the conclusion of the IRIC process and next steps.

2. IRIC PROCESS

The IRIC terms of reference consisted of:

- Development of an anti-racism policy;
- Assessing and reviewing all governance structures;
- Assessing and reviewing all policies; and
- Reviewing the results of an independent survey.

At its inaugural meeting on Saturday 7 October 2017 under the chairmanship of Mr Lavery Modise; it was agreed that IRIC would divide itself into two work streams, namely the Governance and the Policy and Procedures work streams to deal with its mandate. Members of IRIC each selected a work stream. Since then IRIC has held regular meetings every Tuesday evening from 17:30 to 19:30. Some 16 meetings of IRIC were held.

In addition to the work streams, plenary sessions were held to:

- Understand lessons learned from the incident which gave rise to the formation of IRIC;
- Understand the SJC strategy; and
- Develop a common vision for SJC going forward (that session was facilitated by Mr Charles Nupen).

3. IRIC SUBMISSION

At its last session on 27 March 2018, IRIC finalised its submission to Council which comprises a 41-page document containing the following key sections:

- Origin and history of IRIC (this section sketches the context of IRIC, the incident and lessons learned from it, the SJC strategy and shared vision for the future)
- Anti-Racism Policy (this section proposes a policy which builds on previous iterations developed within the SJC community)
- Governance (this section proposes certain principles and makes recommendations regarding Council and other aspects of governance)
- Policies (in this section some 48 policy documents are reviewed and recommendations made)

- Survey (this section references the IQAA survey results which were incorporated into the work of IRIC).

All IRIC members were invited to attend the Council meeting held on 3 April 2018. This meeting was also attended by the Bishop and the chairman of IRIC. The IRIC submission was presented to Council by Mrs Pulane Kingston and Mr Thabiso Buku on behalf of IRIC members. Questions for clarification with regard to the submission were asked and answered at this session.

4. NEXT STEPS

Council will now hold four special meetings over the next four Monday evenings (from 9 April 2018) to deliberate on the IRIC submission with a view to finalising and implementing from the beginning of the second term of 2018. It is Council's intention to ensure that a thorough change and communication process is adopted as part of this implementation to ensure that all members of the SJC community are informed of the outcomes of the IRIC process.