

## What outcomes do we want from this Gender Imbizo?

To address gender issues within the university holistically and seriously, we need to take up a critical, broad cultural and social change perspective that involves the entire University system, its history and its future. This means we need to consider gender issues from a range of different viewpoints and perspectives to **‘uncover’ and ‘deconstruct’** the issues, and to understand them more carefully, BUT we also need positive tools to help us **re-imagine** how things can be different in future, and what we can all do to bring about the changes that we want (i.e. we need to understand our own agency and how to take it up).

To do this, we will need to consider gender issues **historically** (how did we get to where we are today). We also need to consider gender issues **critically** (i.e. what structural factors are keeping particular gender relations ‘in place’, what power-knowledge relationships exist, and how can these be uncovered and changed); and we need to consider gender issues **culturally** (i.e. what is the *cultural habitus* of the university when it comes to gender relations, and how can this be changed), and **socially** (i.e. what are the relations that exist and why). And finally, we need to think about these gender issues in these ways **institutionally** i.e. where they occur across the entire institution.

**Our objective is to work towards establishing a university culture and context in which we can recognise, experience and participate in an environment that respects diversity and practices equal dignity.**

In working on this gender *imbizo*, can draw on these opening thoughts to critically consider gender relations in a broad university context that involves:

- teaching and learning
- research
- students
- staffing
- management
- community engagement
- internationalisation, and
- a range of other relations and functions that are *‘less categorised’* but none the less present

to a) deconstruct the present, and b) re-imagine a different future. Most importantly, can we map out how to best mobilise our **collective agency to bring about meaningful change?**

We see this gender imbizo as a ‘starting point’ of a longer term social and institutional change process around these issues, and at the end of the *imbizo*, we would like to have mapped out some concrete starting points for this important future’s agenda.

In working on this gender *imbizo*, and the future of differently constituted gender relations in the university, we emphasise and recognise think that the gender *imbizo* work is but a small step in a larger project of **a larger equity project for the university.**