

## REACHt – report by Renee at the March monthly meetings

R in the REACHt represents RESPECT.

### What is Respect?

*noun*

a feeling of deep admiration for someone elicited by their abilities, qualities, or achievements.

"the director had a lot of **respect for** Douglas as an actor"

Similar:

Esteem; regard; high regard; high opinion; Acclaim; admiration; Approbation; approval; appreciation; estimation; favour; popularity; recognition; veneration; awe; reverence; deference; honour; praise; homage. Opposite is contempt: due regard for the feelings, wishes, or rights of others. "young people's lack of **respect for** their parents"

Similar:

due regard; consideration; thoughtfulness; attentiveness; politeness; courtesy; civility; deference;

Opposite: disrespect

### Respect in general

We are born into families. We are taught to respect our parents / guardians/ elders etc. For eg. we honour our grandfather with his wisdom, we praise our talented sporting aunt.

We may go to the Temple, the church and other religious places ...we are taught to respect the elders and leadership of those communities and the customs / behaviours that take place there. We show reverence for a holy area. We cover our heads, we take off our shoes, we are quiet, etc.

We go to school and other educational institutions... we are taught to respect the teachers, educators and staff. We show respect to the principal, we admire the knowledgeable science teacher, we show deference to that strict maths teacher.

We play sport; we join community organisations, etc. We learn to respect those with great skills and abilities. For example, we honour that talented rugby player.

With the 21 March being Human Rights Day, the month of March is also seen as Human rights month. Given that we are celebrating 30 years of constitution democracy, it is important that we reflect on this and consider how we treat other beings. It is important that we respect the rights of others, your family, your colleagues, your staff, etc.

## Respect in the workplace

### Respect at UKZN

2015 UKZNdabaonline – Electronic Newsletter: REACH is a campaign geared to inspire UKZN staff to practice the five core principles of Respect, Excellence, Accountability, Client-orientation and Honesty.

The previous Vice-Chancellor and Principal, Dr Albert van Jaarsveld, said staff should strive to live the REACH values. 'We want to build a community of people, working together.' 2015 UKZNdabaonline – Electronic Newsletter.

Previous Executive Director of Human Resources, Ms Avril Williamson, said the University's most important asset was its people. 'While the University is striving to become the Premier University of African Scholarship, we cannot do this without each other.' 2015 UKZNdabaonline – Electronic Newsletter. Williamson said, an environment where everyone felt included, respected, empowered, while being developed and inspired was the end-goal. 'Such an environment is created by the way we behave towards each other,' she said.' 2015 UKZNdabaonline – Electronic Newsletter.

<https://ndabaonline.ukzn.ac.za/UkzndabaStory/Vol3-Issue48/REACH%20Believe%20As%20One%20Move%20As%20One/>

### UKZN webpage – About UKZN (2024) VISION & MISSION GOALS & CORE VALUES

<https://ww3.ukzn.ac.za/vision-mission-goals-core-values/>

#### VALUES STATEMENT

UKZN is at work to establish a value-driven organisational culture that empowers the institution and its people to achieve institutional goals. The guiding values are respect, excellence, accountability, client orientation, honesty and trust - represented as **R.E.A.C.H.T** The gist of these values is that the behaviour and actions of everyone at UKZN will demonstrate:

- **Respect:** UKZN undertakes to promote mutual respect, courtesy, and inclusiveness.
- **Excellence:** UKZN undertakes to display quality, leadership and energy in all that it does.
- **Accountability:** UKZN promises to be responsible and accountable in the behaviour displayed towards all its stakeholders.
- **Client Orientation:** UKZN undertakes to satisfy the needs of all its clients, stakeholders and partners, on a consistent basis.
- **Honesty:** UKZN promises to deliver with integrity steadfastly and with adherence to good governance.
- **Trust:** underpins all the other institutional values. The implicit trust enjoyed by every member of UKZN and their well-defined actions that embrace the **R.E.A.C.H.T** values are the important ingredients of the moral fibre of the institution.

<https://ww3.ukzn.ac.za/vision-mission-goals-core-values/>

Division of Human Resources

## UKZN Values

The University aspires to be a positively transformed institution based on a clear understanding of its goals for broad and comprehensive change underpinned by shared values. These values serve as a framework for all its endeavours.

Our behaviours and actions will demonstrate the following:

- **Respect:** we undertake to promote mutual respect, courtesy and inclusion of each other as equal.
  1. we value and listen to each person's view
  2. we accept each other's cultural differences
  3. we are courteous in our dealings and interactions
  4. we include others and invite them to participate in issue of interest to all

<https://hr.ukzn.ac.za/hrpeoplestrategy/ukzn-values/>

UKZN STRATEGIC PLAN: 2023-2032

MESSAGE FROM THE VICECHANCELLOR AND PRINCIPAL Professor Nana Poku Vice-Chancellor and Principal

The University will strive to establish key high-impact interdisciplinary research institutes and promote institutional collaboration with industry and all stakeholders in order to provide a strong foundation that ensures relevant programmes are continually offered. To further facilitate the respective delivery of the Strategic Plan, UKZN will continually strive to grow a deep service culture across the institution, delivering excellence within an enabling environment, and providing world-class infrastructure to support a vibrant knowledge community. At the heart of the service culture is our value system – the REAChT principles that all at the University will aspire to live by daily. These principled values point to a future where we will expand our world-leading research to address the most challenging global questions and exploit our capability for interdisciplinary research; transform the way our students learn to make them the most employable graduates and truly global citizens who continually take advantage of new and emerging technologies to meet the needs of the 4th Industrial Revolution. In all we do, we must ensure that all our activities make a positive difference to society.

<https://ww1.ukzn.ac.za/wp-content/uploads/2023/03/UKZN-Strat-Plan-spreads.pdf>

And so, to sum up. Respect is a value that we should all follow – in the way we treat others, in the way we talk to others, in the way we write emails, the way we treat each other in meetings, etc. No matter how rich or poor, no matter what the other person's status, no matter what leadership level, RESPECT should be our guiding principle. Respect is the value that can lead to a harmonious society. At the Finance Dept, PMB, in their garden, there is a

painted plant plaque / sign...REACHt. It is a reminder that as we nurture a garden, so too should we nurture the REACHt principles and RESPECT in particular.

Renee Damonse

PMB campus

March 2024