



TRANSFORMATION POLICY

ISACA[®]

South Africa Chapter

ISACA SOUTH AFRICA CHAPTER TRANSFORMATION POLICY

1. Introduction

This document's content and implementation thereof has been approved by ISACA South Africa's Board of Directors (2018 - 2020). The ISACA South Africa is a non-profit organisation registered as a legal entity under the laws of the Republic of South Africa and within its own local Memorandum of Incorporation and Bylaws.

2. Mandate

ISACA South Africa endorses ethical principles in conducting business and adheres to the principles of the supremacy of the South African Constitution, and the human rights principles contained therein.

The South African Constitution states in its preamble, that South Africans –

- *“Recognise the injustices of our past;*
- *Honour those who suffered for justice and freedom in our land;*
- *Respect those who have worked to build and develop our country; and*
- *Believe that South Africa belongs to all who live in it, united in our diversity.”*

Transformation therefore is the path any organisation takes in order to ensure it is diverse, and respectful towards all, according to the values of substantive equality and human dignity.

ISACA South Africa believes that transformation is a continuous process, which requires frequent introspection and re-alignment.

3. Policy Statements

3.1 In giving effect to ISACA South Africa commitment to transformation, the organisation shall, in relation to its **organisational structure and approach**:

- Strive to ensure that its Board and Board Sub-Committees include individuals of various racial groups and include women as far as is possible, whilst adhering to the processes of election as contained in its Memorandum of Incorporation (MOI);
- Continuously strive to improve demographic representation as it grows and develops as an organisation;
- Be cognisant of the transformation requirements set by our government from time to time;
- Ensure that in all meetings, events, and interactions whether organised by ISACA South Africa or in which ISACA South Africa participates, there is a sensitivity towards the needs and requirements of various groups;
- Through its leadership, show and live the values of transformation in the manner in which it interacts with each other and with outsiders; and
- Through the use of sensitive language and its approach to matters, illustrate its commitment to transformation.

3.2 In relation to its membership -

- Guide its membership in practical issues pertaining to transformation, including legal and policy frameworks, such as Employment Equity, BB BEE, skills development, diversity and human rights;
- Listen to feedback from its membership as to how it can improve its transformational plan of action, and take corrective action where required.

3.3 In relation to the South African public at large -

- Ensure that all persons are treated equally, and are awarded equal protection and entitlements, by ISACA South Africa as an organisation and by its representatives, within the meaning of the South African Constitution;
- Object against instances of unfair discrimination on any grounds listed in the South African Constitution;

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- Act against instances of unfair discrimination or violations of dignity of others, which comes to its attention and which relates to ISACA South Africa's mandate as expressed in its MOI; and
- Encourage steps that will support the transformation of technology, information and cyber security, governance, risk and innovation industries.

4. Implementation

This Policy is adopted by the ISACA South Africa Chapter Board, and each ISACA South Africa chapter office bearer, committee member, member, staff, and volunteer is expected to be guided by this Policy in the contexts outlined.

Committee chairpersons shall ensure that the objectives contained in it, are disseminated and understood by all ISACA South Africa Chapter structures. Committee chairpersons shall provide feedback on the implementation of the Policy at Committee level, and the chairperson of the Board shall be the custodian of the Policy at Board level.

5. Plan of Action

Some initiatives of what will be done during the 2020 - 2022 Board term to ensure transformation is implemented are as follows:

- Implementation of an active, inclusive recruitment strategy of directors and membership who were previously disadvantaged, women and disabled persons;
- Transformation will be taken into account in the appointment of staff;
- Transformation will be taken into account when outsourcing work – event assistance, photography, graphic design, website development and administration, etc.; and
- Transformation will be taken into account in the procurement of goods and services.

6. Review

This Policy shall be reviewed annually.

7. Amendment History

Revision Number	Date	Author Name & Designation	Amendment comment
0.1	11 December 2018	Arlene-Lynn Volmink (President)	Document Created
0.2	11 December 2018	Mahomed Osman (Regional Coordinator)	Updated
0.3	5 May 2019	Esther van der Walt (Finance, Secretarial & Communications Coordinator)	Updated
0.4	17 October 2019	Tania Rhode (Consultant)	Peer Review
0.5	31 October 2019	Board of Directors	Approved

8. Approval

This policy document was approved by the ISACA South Africa Board of Directors on 31 October 2019.