SOUTH AFRICAN CHAPTER OF
International Association of Women Judges
advancing human rights and equal justice for all

SAC-IAWJ MENTORSHIP PROGRAMME

(GAUTENG REGION)

2019 REPORT

Compiled by: Member Ruby Matthys

Provincial Co-ordinators:
Judge Nomsa Khumalo
Regional Magistrate Dario Dosio

A. INTRODUCTION

1. The Gauteng Region is proud to have conducted its Second Annual Mentorship Graduation on the 30th of November 2019.The mentorship programme for final year law students was launched in March 2018 and in 2019 Gauteng extended its programme to a post graduate level for candidate legal practioners.

2. Gauteng partners with four universities UJ, Unisa, UP and Wits from where students are recruited as mentees. The mentor component comprises of esteemed Judges, Magistrates, Advocates, Attorneys and Prosecutors. During 2019 the programme comprised of 283 (including mentors and mentees) participants of which 185 mentorship partnerships were matched.

B. PROGRAMME FACILITATION/ACTIVITIES

Administration and Co-ordination

3. In 2019 the Gauteng region was fortunate to have had an Administrative Co-ordinator (Ms Robin Van Wyk) for the programme. The funded appointment of Ms Robin Van Wyk was made possible through DGRU (UCT), which appointment contributed notably to the effective running of the administration of the programme.

4. Participation and interest in the programme is high in the region. Therefore we commend the excellent contribution made in the smooth running of the programme administration by Ms Robin Van Wyk, whose term of office has ended in November 2019. Despite the mammoth task to run a programme of such magnitude without a dedicated administrator, Gauteng members have resolved to continue to offer the mentorship programme in 2020.

5. The extended segment (CLP mentorship) of the programme was initiated by Judge Nomsa Khumalo and administered by Ms Boitumelo January (clerk to Judge Khumalo).The entire mentorship project is advocated for in the region by our PC's (Judge Nomsa Khumalo and Regional Magistrate Dario Dosio) together with Mentorship Champions (Regional Magistrate Ruby Matthys, Judge Elmarie Van der Schyff, Magistrate Lincoln Matjele and Regional Magistrate Mosidi Moleleki). Motivational thoughts were shared with participants in the programme, through our Mentorship Newsletter, compiled by the Mentorship Champions. It is believed that the mentorship project holds huge potential and Gauteng members are all aflame for the future conduct thereof.

Core outcomes

6. During March to November 2019 mentors and mentees followed their unique schedules in compliance with the policy and guidelines of the programme. Mentees *inter alia* shadowed their respective mentors to the courts and in their offices, were exposed to practical legal writing; research and discussion on legal ethics. Most mentees completed the required 40 hours contact sessions with a mentor by November. Evaluations were done to assess successful participation of the mentees and to compile best practices for the future running of the programme.

Excursions and presentations

7. In July and September respectively, three educational excursions were arranged for all participating mentees and mentors to the Krugersdorp and Kgosi Mampuru Correctional Centres. On Saturday 31 August the Family Advocate's Office Pretoria, presented an information session for interested mentees.

8. The latter mentioned event was hosted at the High Court in Pretoria, during which occasion our mentees were privileged to be taken on a guided tour of the Palace of Justice by Judges Colleen Collis and Elmarie Van der Schyff.

Social Responsibility

9. In terms of the mentorship policy and guidelines it is a core outcome in accordance with the objective of SAC-IAWJ for mentees to engage in at least 2h00 of community outreach work, which shall have a positive impact on the broader South African society. Mentorship Champion Magistrate Lincoln Matjele visited the Moletsane High School in Soweto, where he and his two mentees motivated the learners to excel in their studies and handed over school uniforms on behalf of the school Alumni to needy learners.

10. During the July High Court recess mentees assisted mentor Judge Margaret Victor at the Gauteng Local Division, Johannesburg with the Draft Order Project. In October 2019 Mentorship Champion Ruby Matthys and her mentees hosted an anti-drug and crime awareness day at the Roodepoort Court for learners of the Midrand Christ Church Preparatory School & College. Learners were addressed by Ms Vanessa Goosen a motivational speaker whose life story is written in the book titled Drug Muled sixteen years in a Thai prison.

C. Graduation

11. The Gauteng regions second mentorship graduation ceremony was held at the "A les' venue, courtesy of the University of Johannesburg, Faculty of Law. Refreshments were provided for by the Association and catered for by Debru Caterers. Selected SAC-IAWJ members (Judges Colleen Collis, Nomsa Khumalo; Elmarie Van der Schyff and Regional Magistrates Dario Dosio, Ruby Matthys, Melissa Jordaan and Magistrate Lincoln Matjele) generously donated, together

with Juta, Lexis Nexis and the Department of Justice and Constitutional Development, towards gifts for our mentees, mentors and guests speakers. The event was well attended by about 160 participants.

12. A featured written message of encouragement to the region and our mentees from the President of the Association (Justice Maya) was conveyed. The contents of the program for the graduation are reported to have been stimulating due to the opportunity for an exchange of ideas.

13. We were graced by the participation in our programme by esteemed speakers amongst which Constitutional Court Justice Zukisa Tshiqi, Judge President Dunstan Mlambo and Prof Letlhokwa Mpedi the Dean of the University of Johannesburg Faculty of Law.

14. Two of our mentors Adv Liezl Haupt SC and Adv Laureen Abrahams, shared their unique findings as mentors to students in our program and also shared valuable ethical guidance with mentees. A special word of thanks and a token of appreciation were presented to each of our mentors, whom despite their demanding schedules all pledged their continuous future support for the program. We believe that all our mentors live up to the philosophy espoused by *Epictetus* stating that 'We ***all carry the seed of greatness within us, but we all need an image as a point of focus in order to sprout'.***

15. During a question and answer session our mentees were afforded the opportunity to ask career questions to any mentor or guest in attendance. By the mature nature of the questions, it was pleasing to notice that our students have gained insight into the functioning of the profession generally. During the refreshments served, students had the extraordinary opportunity to engage in informal conversation with our dignitaries and mentors present.

16. The second SAC-IAWJ (Gauteng Region) Mentorship Graduation took the notion of mentoring to a forward-thinking level and was truly a celebration of all participants shared passion and commitment to contribute positively to the advancement of young lawyers entering the profession. The membership of SAC-IAWJ (Gauteng Region) extends its sincere gratitude to all sponsors and contributors to the success of the annual programme activities and the graduation. May our mentorship endeavours go from strength to strength!

    Photo Album below.

#PURPOSE # PASSION # PRESTIGE

2019 GRADUATION PHOTO ALBUM



Above: All in attendance







Above : Judge Nomsa Khumalo , Regional Magistrate Dario Dosio , Adv Liezel Haupt SC, Adv Laureen Abrahams
Below: Keynote speakers Judge President Dunstan Mlambo and Constitutional Court Justice Zukisa Tshiqi





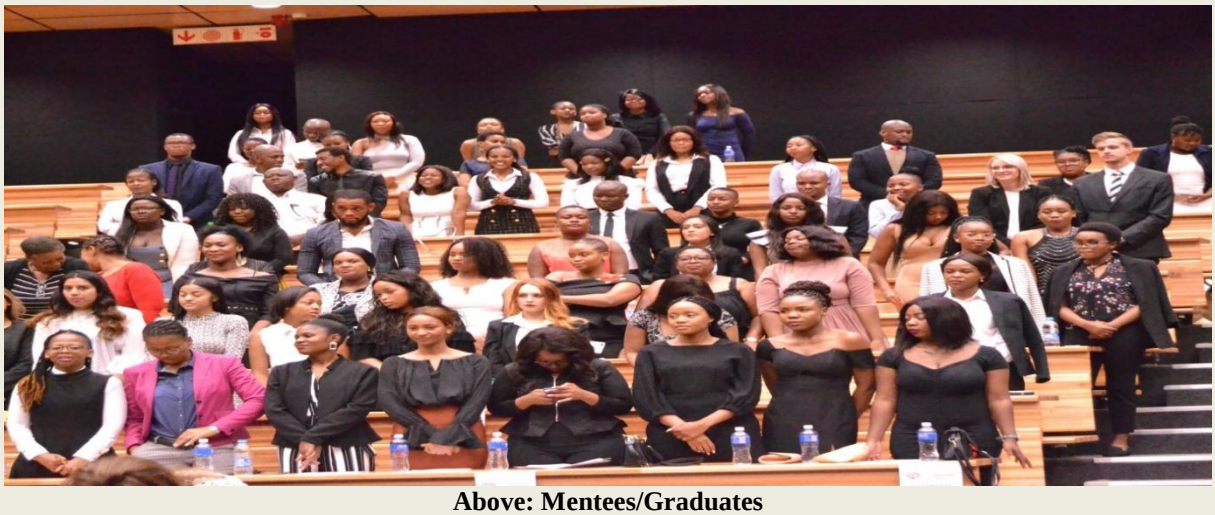




Above: Regional Magistrate Ruby Matthys and Prof Letlhokwa Mpedi Dean of the University of Johannesburg Faculty of Law.



Above: Prof Mpedi and Dr Elmarie Fourie with UJ staff and Programme Co-ordinators



Above: Mentees/Graduates

2019 GRADUATION PHOTO ALBUM





Above: PC Judge Nomsa Khumalo ,Ms Robin Van Wyk programme Administrator & Ruby Matthys Convener



Above: Mentors Magistrates Denise Persence , Lalitha Chetty, Judge Elmarie Van der Schyff & Adv L Haupt



Above : Regional Magistrate R Matthys; Magistrate M. Moodley;Justice Z Tshiqi, Judge N Khumalo & Regional Magistrate D Dosio

2019 GRADUATION PHOTO ALBUM



Below: Judge President Mlambo, Magistrate L Chetty with Programme Co-ordinators









Above : Regional Magistrate R Matthys with Attorney Shaida Mahomed -Law Clinic College of Law Unisa, UJ staff with mentors

2019 GRADUATION PHOTO ALBUM

Below: Mentors with Mentorship Champion Magistrate Lincoln Matjele





















2019 GRADUATION PHOTO ALBUM

Below: Mentees receiving certificates










#PURPOSE # PASSION # PRESTIGE

2019 GRADUATION PHOTO ALBUM

Below: Mentees receiving certificates



















#PURPOSE # PASSION # PRESTIGE

2019 GRADUATION PHOTO ALBUM

Below: A Splendid Celebration















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