



SAMRC STATEMENT

DIVERSITY, INCLUSION & TRANSFORMATION ARE CRITICAL PATHWAYS TO ENSURING INSTITUTIONAL EQUITY AND EXCELLENCE

The South African Medical Research Council (SAMRC) has the noble and ambitious mission of advancing the nation's health and quality of life, and addressing inequity, by conducting and funding relevant and responsive health research, capacity development, innovation and research translation.

At the SAMRC we are committed to our moral obligation to remedy the skewed distribution in job opportunities and resources that were widely entrenched in organisations during the apartheid era. In this regard, our organisation has made significant strides in promoting fairness and diversity, including in the awarding of scholarships, research grants and extra-mural research units. In our intramural research programmes, we have made noteworthy progress in ensuring that recruitment processes address inequities, and we are actively engaging with challenges as they emerge.

Fundamental to achieving our mission of advancing health and quality of life in South Africa, is a flourishing organisation, and an organisational culture that welcomes and promotes a diversity of ideas, experiences and perspectives. Thus we strive toward a culture that nurtures open-mindedness, compassion and inclusiveness; where we may all freely express who we are, and share our opinions and perspectives, while feeling safe from unfair criticism, bullying, harassment or abuse. We believe that when people feel included and respected, it increases their, and our organisation's prospects for creativity, innovation and success. In this light we see discrimination of any kind as detrimental to our mission and our strategic goals, including on the basis of race*, age, sex, sexual orientation, pregnancy status, gender identity and expression, culture, religion, national origin, ancestry, disability, and/or class. These views are in direct alignment with our organisational values of **excellence, pioneering, partnering, integrity, respect and citizenship**, which are critical to our mission to contribute toward health and equity in South Africa.

Alongside a range of interventions to advance Transformation at the SAMRC, we collect and analyse essential demographic information (including on race, sex and diversity in ability) to ensure that we sustain our diversity, inclusion and equity achievements, are able to respond to statutory and regulatory requirements, and for the purpose of accountability. In collecting such data, we strive to use questions and terms that evolve with cultural norms and are not offensive or unnecessarily intrusive. Any additional personal information we may collect, such as preferential gender identification, will be solely for the purpose of appropriate address and/or accommodation.

Professor Ntobeko Ntusi, President and Chief Executive Officer
South African Medical Research Council

SELECTED ACHIEVEMENTS THUS FAR

- A Transformation Office has been established at the SAMRC.
- A widely representative Transformation Forum is in place.
- We are creating opportunities for listening and consultation with our employees on Transformation matters across the organisation. The views and proposals expressed during these engagements directly inform our Transformation Plan and actions.
- Transformation is a standing item on the agendas of all SAMRC Executive Management Committee and Board meetings, which helps to ensure progress and accountability.
- Women and Black people respectively comprise 50% and 88% of our Executive Management Committee.
- The proportion of Black African recipients of SAMRC capacity development research grants has changed from 20% to 65% between 2014 and 2025.
- The proportion of Black African recipients of SAMRC research capacity development scholarships has increased from 39% to 63% between 2014 and 2025.
- Our campuses are being assessed to improve accessibility and inclusion.



transformation
WORKING TOGETHER FOR EXCELLENCE



*The use of terms like "race" and "ethnicity" is not intended to reify sociocultural or biological constructs. Instead, these terms are used to be consistent with the language in official government policies that address enduring inequalities among historically marginalized population groups.

At the South African Medical Research Council we hold a broad and progressive view of Transformation - in addition to the priority concerns of diversity, inclusion and equity, we recognize that in order to promote flourishing in our people and organisation, we need to take account of South Africa's prevailing challenges, including elevated levels of violence, poverty and prejudice, and recognize the powerful role that personal histories play in shaping our destinies.