Transformation: Cultural sensitivity with specific reference to race and language

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 Race relations is a <u>double-edged sword</u> and racial prejudices always has two sides to it.

 Due to time constraints this presentation will focus on the challenges and the perceptions facing the legacy of those privileged by Apartheid.

"Back to Basics"



- Everyone is influenced by the cultural (or "non-cultural") environment they live in.
- Most people are very defensive of their accepted cultural heritage.
- The concept of cultural heritage is ever changing in line with a changing world.
- In South Africa, unfortunately cultural heritage cannot be separated from language and race.

South African Reality on Cultural heritage



- Cultural heritage has been used as a platform to promote superiority.
 - Initial "European" missionaries
 Considering the indigenous "black" inhabitants as being heathen savages.
 - British colonialists

Considering the Dutch- Afrikaans Boers as uncouth and uneducated.

Nationalists

Considering themselves (White superiority) superior over other races/cultures during the implementation of Apartheid.

South African Reality on Cultural heritage

• This concept of superiority has <u>left scars</u> on the receivers(of this inflicted superiority) for many years to come.







 One race, legalised by the predominately Afrikaans National Party Government, was elevated to legally superior to others.

 This superiority was promoted and implemented at <u>all levels</u>.

 Not only legal Apartheid but all an indoctrinated Apartheid into the very lives of both white and non-whites.





 Legal & Formal Apartheid was stopped in 1994.

- All of us, however must still be sensitive to some practices and perceptions from the previous dispensation.
- A vulnerability promoting a lack of sensitivity, is aggravated by the deterioration of civil services and infrastructure.



Effect on the Past "Superior" People

 Farm murders, BEE policy, quota system etc. further aggravates these perceptions.

 Resulting in the neutralisation of this indoctrinated Apartheid to be delayed by many years.

Effect on the Past "Inferior" People



 Deeply personal, emotional and physical scars.

 Extreme sensitivity to any forms of returning to/reminder of, the inferior status.

 General distrust of the motives of the "past superior".

Effect on the Past "Inferior" People



 Aggravated in the "new" South Africa because of disillusionment felt due to slow or even stagnant upliftment.

 This leading to even more distrust of the "past superior", who have partially maintained a privileged lifestyle.



Sensitive areas

 "Past inferiors" will not generally see slow progress to upliftment as a consequence of their own compatriots incompetence and corruption.

 Many are politically indoctrinated to put the blame on the "past superior" for hindering the pace of upliftment in turn increasing mistrust.



Sensitive areas

 "Privileged" position of Afrikaans during the CODESA negotiations now becoming an issue of contention.

 Many South Africans making little or no personal effort to get to know other cultures or the language of their compatriots.

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Sensitive areas

 Rise of African Nationalism and restoration of traditional ownership which can result in the perception of reverse discrimination.



Self-derived concepts

 All said to now is fundamentally an issue of RACE and RACE RELATIONS.

 Much progress has been made but racism or perceived racism is still present in all cultures.



Self-derived concepts

- Afrikaans is unfortunately the target of the rising aspirations the majority of the persons who still see Afrikaans as the language of the "oppressor".
- The "liberators" are still perceived as heroes, irrespective of the present actions of their leaders, because they initiated an end to Apartheid.

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 Accept that they are not the rulers anymore but have now to subject themselves to legal and constitutional leadership.

 Part of the Constitution is to "correct the injustices of the past", accept this and get your mindset around this; whether you agree or not.





- Make a concerted effort to understand the deep rooted feelings (yours & theirs) of many of the up-and-coming generation.
- Do not use or permit the use of derogatory language, jokes, stories, commentary of any person or group (not even, in the sake of humour).





 Be careful of generalisations e.g. if a few thugs kill a farmer don't generalise by blaming a entire race or culture.

 Must learn to keep your own perceptions to yourself – remain neutral and fair to all in your professional and personal life while you are an educational leader.





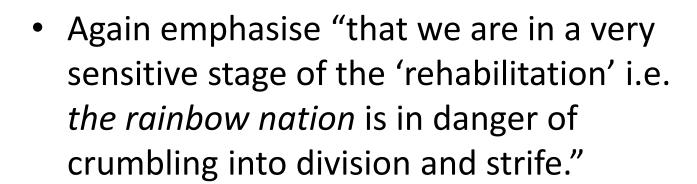
- Be careful of anything that could be perceived as forced segregation on racial or cultural lines – even if it appears to be in "educational interests".
- 2 white or 2 boys of colour fight no issue. If a white and boy of colour fight its perceived as racism. Very unfair but true to perceptions? So manage carefully and plan accordingly.



Select advise to "past superiors"

 Careful of body language. All people are much more sensitive to the body language of different cultures or race than their own.





 Educational leaders will have to get us through this period. Political leaders will only continue to use Apartheid and its legacy as a scapegoat to gain voters.



CONCLUDING REMARKS

- Educational leaders of all races and cultures will have to develop sensitivity to all and be much more informed of the present political environment.
- Have a well thought out contingency plan in place to handle the perceptions, undertakings and comebacks of incidents.
- Always turn it around to MANAGE the picture.



FINALLY

 KNOW & UNDERSTAND - <u>everyone</u> in your school community or future school community.

GOOD LUCK & GOD BLESS



THANK YOU DANKIE