ANNUAL REPORT 2021/2022

REPORT TABLED AT THE CHELSA ANNUAL GENERAL MEETING

27 MAY 2022

PROTEA HOTEL, JOHANNESBURG

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For more information visit: https://chelsa.ac.za/

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1. ABOUT CHELSA

AIM:

CHELSA aims to improve library and information services for public higher education and research in South Africa through adopting the following vision and mission:

VISION:

To transform existing library practices in Higher Education to respond to existing and new realities and to lay the foundation for the development of a learning society.
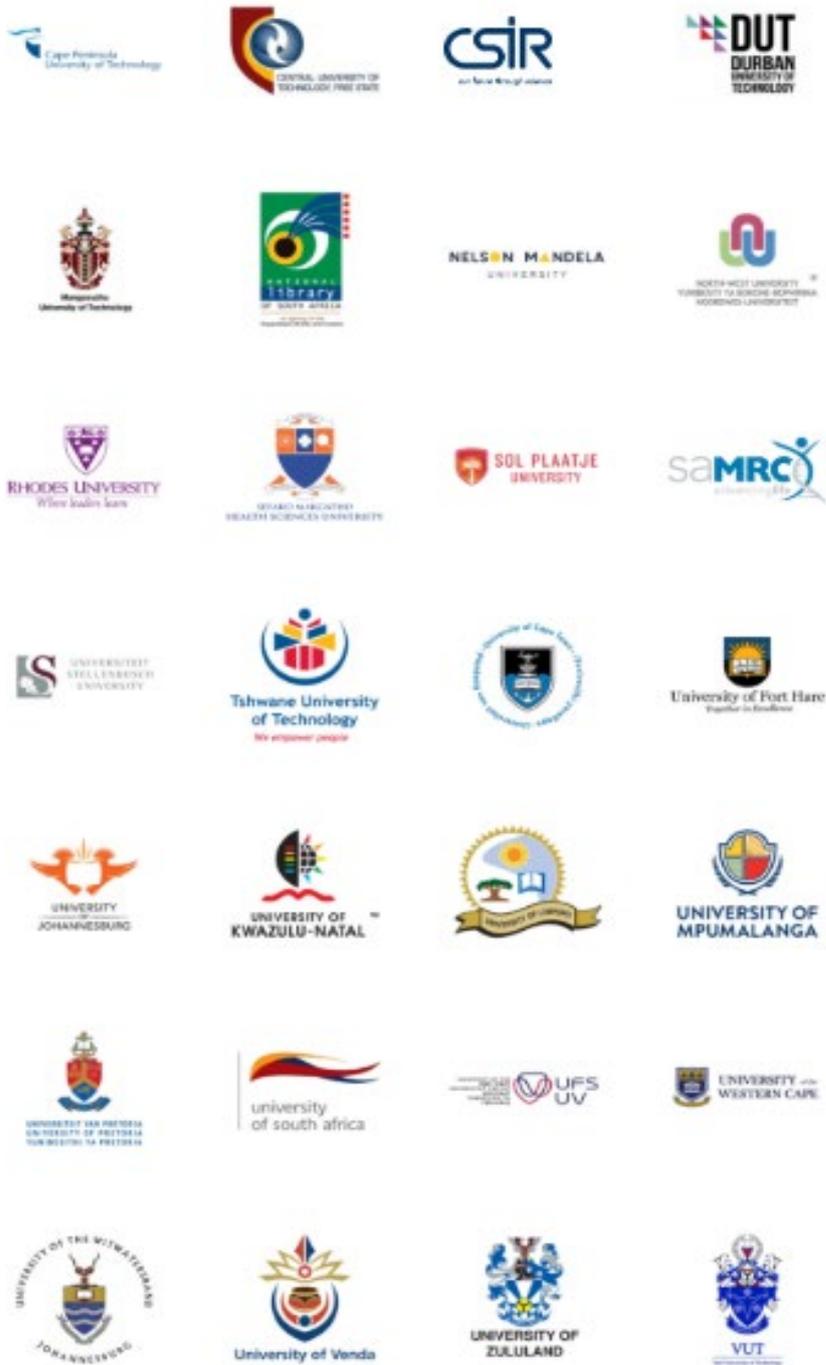
MISSION:

- CHELSA strives through visionary and visible transformational leadership to ensure that the Higher Education sector is provided with optimal access to information for the purpose of learning, teaching, research and community development.
- CHELSA will support knowledge management practices in academic and research libraries.

OBJECTIVES:

CHELSA is a non-profit organization established for the following public benefit objectives:

- To promote the role of libraries in Higher Education
- To foster academic and research librarianship through partnership
- To develop information access policies for Higher Education libraries
- To enhance the use of technology within the Higher Education library environment
- To develop an active quality assistance programme for Higher Education libraries
- To establish human resources development programmes
- To transform the Higher Education Library and Information Services in terms of their fitness for purpose in a new era
- To ensure that all Higher Education libraries participate and contribute to community-based services.

2. MEMBERSHIP

3. MOVEMENTS, RESIGNATIONS AND RETIREMENTS

New Appointments

The following new appointments were made in 2021/2022:

- Mr Lindsay Reid: Director: Library and Information Services, Nelson Mandela University, from 1 July 2021.
- Dr Malefetjane Benny Phaladi: Director Library Services, Durban University of Technology, from 1 September 2021.
- Dr Nonhlanhla Ngcobo: Director of Library Services, University of KwaZulu-Natal, from 1 January 2022.
- Ms Nobubele Tandwa, Division Manager: Knowledge and Information Management Services, South African Medical Research Council, from 1 January 2022.
- Dr Daisy Selematsela, University Librarian, University of the Witwatersrand, from 1 March 2022.

Retirements

- Ms Lucille Webster: Director: Library and Information Services, Durban University of Technology from 31 July 2021.
- Mr Paiki Muswazi: University Librarian: University of the Witwatersrand, from 31 December 2021.

End of Fixed Contact

- Dr Pateka Ntshuntshe-Matshaya, Director: Library and Information Services, Walter Sisulu University, from 30 September 2021.

We Remember

CHELSA expressed messages of condolences for the passing of Prof. Rocky Ralebipi-Simela on 16 January 2022. CHELSA paid tribute to one of Africa's most internationally celebrated female librarians. Her wisdom, warmth, enthusiasm, experience, passion and vision are a great loss to the entire LIS community. With a weighty biography and lengthy list of achievements spanning Prof Ralebipi-Simela's life and career in her support of gender issues in the library profession.

Prof Rocky Ralebipi-Simela will be sorely missed yet fondly remembered by family, friends, loved ones, colleagues, students, mentees alike.

4. PROFESSIONAL INVOLVEMENT

Dr Daisy Selematsela was re-elected to the CODATA Executive Committee for South Africa for the period 2021-2023. This role provides opportunities to contribute expertise and insight to the international data community, to the CODATA strategy and activities; and brings the responsibility of representing the national and domain community with CODATA and of advancing the CODATA mission and strategy.

Mr Lazarus Gallant Matizirofa, Deputy Director at the Department of Library Services, University of Pretoria, was appointed as a Board Member of the Networked Digital Library of Theses and Dissertations (NDLTD), an international organisation that supports open access publishing and preservation of electronic theses and dissertations.

5. GOVERNANCE

The CHELSA Executive Committee is guided by the CHELSA Constitution and subscribes to the characteristics of good governance, namely, participatory leadership, consensus oriented, accountability, transparent, responsive, effective and efficient, equitable and inclusive.

CHELSA Executive Committee for the term 2020 – 2022:

- Dr Shirlene Neerputh, Chair
- Dr Daisy Selematsela, Chair-Elect
- Ms Zanele Mathe, Secretary
- Ms Mushoni Mulaudzi, Treasurer
- Dr Connie Bitso, Marketing
- Ms Ujala Satgoor, Additional Member

Executive Committee Meetings:

CHELSA Executive Committee Meetings in order to ensure the continued operations of CHELSA and realisation of priorities took place on the following dates:

- 3 June 2021 via Zoom – National ETD Repository Task Team Meeting
- 15 October 2021 via Zoom
- 24 November 2021 via Zoom – Meeting with USAf
- 3 December 2021 via Zoom – Meeting with LIASA
- 7 February 2022 via Zoom
- 14 March 2022 via Zoom
- 1 April 2022 via Zoom – Meeting with USAf
- 12 May 2022 via Zoom

- 23 May 2022 – Meeting with ETD Repository Task Team via Zoom
- 24 May 2022 via Zoom – meeting with CHE

The minutes of the Executive Committee Meetings are available on the members section of the CHELSA website.

CHELSA Finances:

The Executive Committee carefully considered the Budget for 2022 and the financial constraints of the sector and again recommended a zero percent increase on membership fees for 2022.

CHELSA Domicilium:

CHELSA continues to make use of the CHELSA Office at the NLSA campus, although with the relocation of the CHELSA Project Manager from Johannesburg to Cape Town in October 2021, the CHELSA Office keys have been handed for safekeeping and access to the LIASA Manager.

CHELSA Membership:

No new members were admitted in 2021 to 2022.

The CHELSA Executive Committee has identified Strategic Partnerships and new members as one of its action plans for the period 2021 to 2024.

Appointment of the CHELSA Project Manager:

Ms Anke McCallum's contract was renewed for the period 01 June 2021 to 31 May 2022.

CHELSA AGM and OGM:

The 2021 AGM and OGM are scheduled to take place as a hybrid meeting on 27 May 2022, at the Protea Hotel, O.R. Tambo International Airport and via Zoom. Meeting documentation was prepared and circulated timeously.

Department of Social Development Compliance:

The Department of Social Development requires that all non-profit organisations upload narrative report of all activities annually. Upon making enquiries regarding the creation of an online profile for the uploading of the narrative reports, it was established that there was some confusion regarding issuing of the NPO Certificate for CHELSA.

No progress was made with this in 2021 due to the COVID-19 pandemic and the national lockdown and restrictions. The CHELSA Executive Committee has requested the

assistance of NK Accounting Services to assist with the process of obtaining the NPO Certificate from the Department Offices in Johannesburg.

Central Supplier Database:

The updating of CHELSA's details on National Treasury's Central Supplier database, is pending, as the new NPO Certificate is required for the details to be changed.

No progress was made with this due to the COVID-19 pandemic and the national lockdown and restrictions on physical meetings. The CHELSA Executive Committee has requested the assistance of NK Accounting Services to assist with the process of updating the vendor profile on the database.

SARS Tax Compliance

The CHELSA income tax return for the year ended 31 December 2020 resulted in an assessment showing NIL payable to SARS. The CHELSA address details with SARS have been updated, but the Treasurer details will be populated upon the appointment of a new Treasurer for the 2022 to 2024 Term.

6. STRATEGIC PLANNING

Members of the CHELSA Executive Committee participated in a Strategic Planning Session at the City Lodge, OR Tambo International Airport on 17 March 2021. The session was attended by Dr Shirlene Neerputh, Dr Daisy Selematsela, Ms Mushoni Mulaudzi, Ms Zanele Mathe, Ms Ujala Satgoor and Ms Anke McCallum.

CHELSA recognised the following perspective:

- Shrinking institutional budgets and increasing costs,
- Changing student needs/demands,
- Institutional business continuity (disruptions/risk analysis),
- Health & Safety (facilities/spaces, COVID response),
- The changing roles of libraries and librarianship,
- Open Science, eLearning and the support of teaching and learning,
- Equitable Access (eResources, eBooks, eTools),
- Digital and scholarly literacies,
- Resource sharing/collaboration.

Pathways for driving CHELSA's purpose: *to lead the South African Academic Library Sector*, the strategic goals for the period 2021 to 2024 were identified as:

- Strategic Re-Positioning for increased visibility
- Deeper Collaboration and Partnerships
- Strong Governance and Finance
- Standards for Practice
- Resilience and Meaningful dialogue for continued relevance

Arising from the above Goals, broad-based action plans were drawn up.

7. OVERVIEW OF THE YEAR: CORPORATE PROJECTS

7.1 Academic Library Standards Framework (Convenor: Ujala Satgoor)

The Framework, in its current form had been presented to SABS in 2020 – 2021 with the aim of having it considered as a national standard. However, after discussions with SABS, there were concerns regarding the ownership of the framework and the ongoing role of CHELSA once it was drafted as a SABS Standard. Full ownership would have resided with the SABS with no acknowledgement/ reference made to the intellectual input of CHELSA.

CHELSA's intention in drafting the Framework, was primarily for the national benefit of publicly funded higher education institutions, and the SABS route would have meant that access to the Standard would have been limited and it would have been situated behind a paywall. CHELSA had therefore resolved not to undertake the SANS route.

The Standard was widely shared with senior Executives at member institutions, as well as with USAf.

The Executive Committee is currently engaging with the Council on Higher Education, following its recent call for nominations for Communities of Practice for the development of the HEP Standards, with a meeting scheduled to take place on 24 May 2022.

7.2 The State of Academic Libraries in South Africa Report (Convenor: Dr Shirlene Neerputh)

The State of South African Academic Libraries Report with the theme "Embracing new frontiers" which had been compiled in 2020 to 2021 and consists of a broad overview of academic libraries within the context of a changing SA Higher Education landscape, amidst the global pandemic was finalised for publishing in September 2021.

The report is available on the CHELSA website here https://online.fliphtml5.com/mhsnf/kzhq/#p=1, and was also distributed to senior Executives at member institutions as well as to other national stakeholders in late 2021. The Report was presented to USAf for endorsement in December 2021.

The Final Grant Report on the project was also submitted to the SALI Trust in September 2021 in terms of the Research and Development Grant received from the Trust for the compilation of this report.

7.3 Leadership Development Programme (Convenor: Ms Zanele Mathe)

The purpose of the envisaged leadership development programme had unfortunately been placed on hold in 2020 due to the COVID-19 pandemic.

This project had been presented to USAf and further collaboration with the HELM project would be explored in 2022-2024.

7.4 Marketing Team (Convenor: Dr Connie Bitso)

Dr Connie Bitso continued to lead the Marketing portfolio. Members of the Team are:

- Dr Connie Bitso (Chairperson) – University of Fort Hare
- Mr Errol Solomon – University of the Western Cape
- Ms Natalia Molebatsi - UNISA
- Ms Janine Dunlop – University of Cape Town
- Mr Romeo Matumba – Durban University of Technology
- Ms Shela Bopape - University of Mpumalanga
- Ms Anke McCallum – CHELSA

A database of marketing contacts at member institutions was compiled as well as Terms of Reference for the above Team. A Guidelines for Gifts was also drafted. A CHELSA YouTube channel was set up and a new newsletter template designed for consideration for the future.

7.5 National ETD Repository Project (Convenor: Dr Reggie Raju)

The Sabinet Proposal to USAf for funding for a National Repository in 2020, had been withdrawn at the request of CHELSA. Member institutions had indicated their unhappiness with the proposal to USAf, as it was felt that there was capacity within CHELSA to undertake the project. CHELSA set up an inclusive Task Team and formal meetings are underway to look at pathways forward for good practices and a sustainable ETD repository for SA, that promotes Africa's Research nationally and internationally.

A letter was addressed to the NRF to request the retrieval and transfer of the NETD archives and all related documentation such as MOUs and NETD Data housed on the NRF server for CHELSA's ownership. No MOUs could be traced nor forthcoming from NRF, despite the call from CHELSA.

Further to discussions held with Sabinet in 2020 regarding the development of a National Repository, and CHELSA's decision to proceed with the project internally, a Task Team, led by the Chair and Dr Reggie Raju was established late 2020.

The initial phase of the project is a project of the 26 public universities at this stage, as it is not the mandate of the other three CHELSA members to produce theses and dissertations.

A hybrid model was proposed in which the national repository would receive attention separately and the migration of institutions would take place over a period of time.

It was proposed that those institutions that do not have repositories work directly on the national repository, and that institutions that do not have well-functioning repositories could also choose to work directly on the platform. Those institutions that had well-functioning repositories would deposit their metadata on the national repository and, over a period of time, would mirror their content on the national repository. These institutions would decide in due course to continue with their institutional repository or work directly on the national repository. For reasons of disaster recovery, the latter institutions would be encouraged to have their content replicated on the national repository.

The National Repository Core Working group is currently comprised of representatives from UCT, UWC and DUT. Four working groups were established at a meeting held on 3 June 2021.

The core group have developed draft TORs for the various working groups which will be discussed on 23 May 2022 with all members. The individual working groups are then expected to finalise the TORs before starting work in their respective focus areas. The following working groups have been established:

1. Infrastructure Task Team - will provide technical advice and guidance in the development of an infrastructure for the hosting of a national repository.
2. Metadata Task Team - will work on metadata standards for the repository.
3. Skills Development Task Team - will bridge the skills divide and ensure that new skills are identified, and interventions are develop to fulfil the need.
4. Survey Task Team - will develop suitable mechanisms to understand the current state of repository infrastructure and software, standards and expertise levels of staff. This will provide valuable input in the work of the other task teams.

8. NATIONAL AND INTERNATIONAL ENGAGEMENTS

8.1 Universities South Africa (USAf)

Memorandum of Understanding between CHELSA and USAf

The Memorandum of Understanding between CHELSA and USAf was approved by CHELSA members in early 2021 and signed off with USAf in June 2021.

The Memorandum confirms a cooperative and collaborative framework through which CHELSA and USAf manage their working relationship, in order to establish future cooperative agreements and to provide a framework for collaboration in selected areas of research, development, administrative initiatives, sharing of facilities and other resources.

Areas of collaboration covered by the MoU include seminars and conferences, education & training initiatives, advocacy, research and development, fundraising, the National Electronic Thesis and Dissertations Repository, and adoption and implementation of the Academic Library Standards Framework.

The following areas were identified for further discussion and engagement with USAf in in late 2021:

CHELSA Academic Library Standards Framework

The historical disparities of the South African higher education sector are mirrored in the state of academic libraries attached to these higher education institutions. The CHELSA Academic Library Standards Framework was conceptualized and drafted with the aim of redress for equitable access, services and experience; advance the role of academic libraries as partners to teaching, learning and research; and serve as a guide for best practices and benchmarking for continuous improvement within the South African academic libraries sector.

The purpose of the *CHELSA Academic Library Standards Framework* is to:

- Provide an evaluation mechanism and benchmarking tool for South African academic libraries
- Assist in planning, design and development of library services
- Assist in determining whether resources are sufficient
- Serve as a tool to identify strengths and select areas for strategic and operational improvement

CHELSA was seeking the endorsement of the Framework from the CHE, DHET and USAf. This endorsement will enable the application of these Standards across all South African academic libraries at public and private higher education institutions, and TVET Colleges. Furthermore, CHELSA was aiming to develop a Quality Framework for Peer Review that would complement the Standards Framework.

CHELSA Leadership Development

CHELSA had identified Leadership Development for newly appointed library directors and the second tier of library leadership as a priority project for building/strengthening the academic LIS sector in South Africa, and was wanting to engage with the HELM Director, Dr Oliver Seale, in order to present and discuss CHELSA's vision and requirements for Leadership Development opportunities in collaboration with USAf.

Funding Models for Libraries

Academic libraries are perceived and experienced as expensive assets of universities. In many cases, the library information resources budget is the first to be compromised in the face of austerity measures, which results in compromising the teaching, learning and research imperatives of a university. In order to address issues of equitable access and experience for users across institutions, and sustainability in the face of increasing costs for providing quality resources and core & new services such as Research Data Management, etc., there is an urgent need to revisit the current funding models for libraries within institutions. CHELSA was therefore seeking to engage USAf on these matters.

CHELSA State of South African Libraries Report

This first publication by CHELSA themed "*Embracing new frontiers*" contextualises the various perspectives and the experiences of academic libraries agility in response to new modes of teaching, learning research and innovation within the South African Higher Education ecosystem, and its response to the global COVID-19 pandemic.

The report provides a synopsis on the major areas that enables optimal functioning and alignment to institutional goals and mandates of South African universities.

CHELSA envisages the report to:

- provide a snapshot of the investment made by the 26 public Higher Education Institutions in their library facilities, resources and services
- demonstrate to parent institutions the reality of libraries at the heart of the university and showcase its value to the teaching, learning and research endeavors within universities

- articulate the evolution, responsiveness and adaptability to technologies and 4IR trends impacting academic library practices
- serve as a benchmarking resource for advancing academic library services and professional development
- examine emergent trends in South African Academic libraries
- contribute to the body of academic library and information services (LIS) developments in South Africa, thereby contributing to the national and international scholarship on LIS
- create a shared resource on the State of Academic Libraries in South Africa.

Certificate of Endorsement

CHELSA is also in the process of following up with USAf, through its Marketing Department on the logistics to obtain a Certificate of Endorsement as a certified CoP of USAf, as well as the necessary corporate branding etc., to be incorporated on all CHELSA marketing platforms and media.

USAf Research and Innovation Strategy Group

USAf also confirmed that CHELSA would be invited to join USAf's Research and Innovation Strategy Group (RISG). Progress with this is receiving attention.

Open Science Policy

The draft Open Science Policy was distributed to members in April 2022 on behalf of USAf.

The Open Science policy sets out guiding principles, objectives, and policy linkages concerning:

- the policy and regulatory environment
- Open Access to the scientific literature
- access to valuable Open Data
- the required supporting education and skills
- the potential incentives
- the required Infrastructure
- the relationship to Citizen Science

Open practices result in a transformation in the way in which science is done. An Open Science Observatory is proposed, which will continuously monitor the efficiency and relevance of the system and will provide feedback on implementation. Through the adoption of an Open Science Policy, South Africa will facilitate equality of opportunity

within the National System of Innovation, as well as benefiting from a global and African trend.

8.2 USAF NSLOAP Task Team

The Chairperson was invited on the discussions with USAf on the National Site Licensing Open Access Project on 22 July 2021 and 28 March 2022. CHELSA's presence on this task team is based on the recognition that OA at many universities is driven and/or championed by the academic library. The implementation of OA policies is realised by the various initiatives undertaken by the academic library. This has implications in terms of financial and human resourcing for new roles, infrastructure and staff development aside from the annual costs for access to subscription-based information and knowledge resources.

To this effect, CHELSA works together with SANLiC on engagements for transformative deals for SA higher Education. SANLiC Board Members (Library Directors) are represented on this forum. A committee was to be established by Prof Bawa comprising of DVC's and Library Directors to drive the National OA agenda for consideration at the USAf Board. No fruition on this was forthcoming to date.

8.3 Department of Science and Technology

CHELSA submitted a motivation letter for the hosting of the 2025 International Data Week by the Department of Science and Technology, with the aim of being an active partner, actively involved in Africa's dialogue and discourse; as well as to bolster research and data management systems to strengthen and champion change for Open Science and Data.

8.4 South African Open Science Cloud (SAOSC)

SAOSC is envisaged as the local counterpart of EOSC, a legal entity established in 2020 to advance Open Science in Europe and the SAOSC initiative is jointly funded by the EU Commission and the DSI. (https://eosc.eu/).

The three-year ilifu RDM project, which includes a successful collaborative RDM project that facilitated the establishment of data repositories across 19 universities and the joint capacity building of library staff in the Western Cape partner institutions. Subsequently the ilifu project has been extended for one year, renewable for a further two years on demonstrable indication of the completion of the SAOSC framework model, and the development of a similar framework for the national expansion of the ilifu Tier 2 Regional Data Node.

The extended ilifu RDM project, now linked to SAOSC, will be led once again by Dr Elisha Chiware of CPUT, who has developed a deep understanding of the data stewardship

challenges faced by research libraries. A stakeholder workshop was scheduled for 12 April, with the initiative to be concluded by August 2022, for subsequent approval of the framework proposal by the DSI. The ilifu context of collaborative RDM engagement for the extension of a national model, is a strategic moment for libraries that presents itself in SAOSC.

CHELSA has requested that the Chairperson and Dr Chiware be represented on SAOSC. Members will continue to be informed of developments of the SAOSC.

8.5   Research Data Management Regional Collaboration: ilifu Project Webinar

CHELSA hosted a RDM Regional Collaboration: ilifu Project Webinar on 22 April 2022.

The exciting Webinar was attended to full capacity, with 100 participants attending from a number of institutions nationally. Dr Elisha Chiware from CPUT presented an *Overview of ilifu Tier 2 Data Intensive Project & the Research Data Management and Open Science Project*. Mr Niklas Zimmer from UCT presented on *Data governance and infrastructure services*, Mr Alfred Nqotole from UWC presented on *Embedding the Library in the Institutional Research Ecosystem,* and Mr Wouter Klapwijk presented on *Standards, interoperability, certification, data archiving, backup and loss.* The webinar was wrapped up with a session on *Consultations with the researcher community: Conclusion of the Project & Future activities* and a question and answers session.

Research Data Management Regional Collaboration: ilifu Project
CHELSA Webinar 22 April 2022 10:00am via Zoom
Programme

Item	Speaker
Welcome and introductions	Dr Shirlene Neerputh CHELSA Chairperson
Overview of ilifu Tier 2 Data Intensive Project & the Research Data Management and Open Science Project	Dr Elisha Chiware Project Lead: ilifu RDM
Data governance and infrastructure services	Mr Niklas Zimmer University of Cape Town Libraries
Ethical and legal aspects: open science, open access and authorisation for reuse	Mr Alfred Nqotole University of the Western Cape Library
Standards, interoperability, certification, data archiving, backup and loss	Mr Wouter Klapwijk Stellenbosch University Library
Consultations with the researcher community: Conclusion of the Project & Future activities (Q&A)	Dr Elisha Chiware Project Lead: ilifu RDM
Vote of Thanks	Dr Shirlene Neerputh CHELSA Chairperson

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8.6 Library and Information Association of South Africa (LIASA)

A Memorandum of Understanding between CHELSA and LIASA was drafted and has been approved and signed by both parties.

The Memorandum confirms a cooperative and collaborative framework through which CHELSA and LIASA will manage their working relationship, in order to establish future cooperative agreements and to provide a framework for collaboration in selected areas of: LIS professionalisation and research development, information sharing pertinent to the library and information sector.

Areas of collaboration covered by the MoU include Activities identified for implementation include Increased Institutional and Individual Membership of LIASA, capacity building and skills development for the entire LIS sector with a focus on the LIASA Academy, conference and webinar/workshop partnerships for the SA LIS sector. In this regard at least one combined CHELSA/LIASA national /international webinar is to be hosted annually.

8.7 Copyright

The Executive Committee continued to engage with Ms Denise Nicholson on the amendments to the SA Copyright Bill, in the form of a submission to the Portfolio Committee on Trade and Industry, in support of relevant sections in the 2017 Bill, with a request that the Bill be referred back to the President as a matter of urgency. This was followed again in January 2022 by a joint LIASA/CHELSA submission regarding ongoing delays with the Bill.

8.8 CHELSA Statistics Database

A Memorandum of Understanding on Sharing a Statistics Database between CPUT and CHELSA had been signed by both parties in 2015.

The Chairperson had requested for a review of the CHELSA Database with alignment to inter-operable library systems and practices of digital workflows at the Cape Consortia Meetings.

A proposal is presented by the CPUT Libraries for a collaborative project to be implemented across al CHELSA institutions, with the consideration of two of more Task Teams to focus on selected areas.

In addition, *The Measures for Quality in SA HEI libraries* document which underpins this project, is to be updated and aligned to the CHELSA Academic Library Standards Framework.

At this stage, four focus areas have been tentatively identified:

1. Technological Infrastructure Task Team

2. Data Analytics Task Team

3. Marketing and Training Task Team/s (Phase 2).

The anticipated outcomes are:

- an expanded set of services and functionality related to library analytics that will better serve members' needs
- increased capacity to deliver insights from data collected
- improved user experience for users
- improved quality of analytics leading to more useful reports and management information.

The costing model to confirmed and a revised *Memorandum of Understanding* to be drafted between members.

9. CONCLUSION

Academic Libraries have certainly leapt to re-purpose, re-position and respond, during an extremely daunting time of the COVID-19 pandemic, student unrest and flood ravaged terrains in SA.

Changed modalities in teaching, learning and research endeavours have recreated the digital library of the 21st century, with heightened awareness for health, safety and risk compliance.

CHELSA members and staff teams have shown noteworthy resilience and agility, for quality and service excellence. South Africa compares equally well with Library counterparts internationally. The partnerships fostered with LIASA and USAf offer beacons of hope for CHELSA's resilience towards engendering a professional, inclusive, goal focused LIS future.

Sincere appreciation for the CHELSA Executive and Team members, as well as CHELSA Administrator Ms Anke McCallum for the support during my term of office 2020-2022.

SHIRLENE NEERPUTH

CHAIR (2020 -2022)