



ASISA Academy Newsflash – August 2020

On 9 August 1956, some 20 000 women marched on the Union Buildings in Pretoria to protest against the Apartheid government's proposed amendments to the Urban Areas Act of 1950. The proposed amendments were to tighten the laws around the movement of Black people in urban areas. Led by brave women like Lillian Ngoyi, Helen Joseph, Rahima Moosa, Sophia Williams and Frances Baard, they left 14 000 petitions at the door of Prime Minister J.G. Strijdom.

Since then, we have progressed in some ways by recognising gender equality and ensuring that women have a greater representation in management roles. Yet, while women hold almost 50% of the seats in our Parliament, we continue to see so many women facing unbelievable oppression and violence in their own homes and communities. Clearly, we still have a long way to go.

I am therefore encouraged by my experiences as a member of the ASISA Academy team since 2013. The demography of the Academy team has been drastically transformed in that we now have an equal number of male and female programme champions, with four of our five female programme champions being Black women. Overall, the women on our team now outnumber the men and we are actively working on inviting more Black industry experts to present on our courses. At the ASISA Academy we recognize and value the benefit we derive from our diversity.

Since we commemorate both Women's Day and Women's Month in August, I would like to dedicate this edition of the ASISA Academy Newsflash to the women on our team. I would also like to thank the male members of the ASISA Academy team who respect us as equal partners in this learning environment.

In order to honour the women on the ASISA Academy team, I asked each of them to share with us some inspirational insights on the following four questions:

1. What inspires you daily to do what you do as part of the ASISA Academy team?
2. In light of the prevalence of gender-based violence (GBV) today, in what ways can both men and women work towards ridding our society of GBV?
3. How do you empower yourself as a woman in your career and in your daily life?
4. Please share one life lesson to encourage other women.



Glynnis Jeffries - I'M Work Ready programme champion

1. Making a positive difference in the lives of others using my unique set of skills and abilities.
2. Encouraging both men and women to call out and speak up against GBV, and helping communities identify how their actions and beliefs may actually perpetuate GBV and to find ways to address and change these.
3. By standing up for myself and not expecting anyone else to do so for me.
4. Learn to be comfortable with putting boundaries in place to give yourself space to think things through. This will enable you to say 'yes' to things that are linked to your purpose and role and 'no' to things that are not.



Phumla Motsa - UCT Life Insurance Claims Assessors' Short Course programme champion & IFA mentor

1. My mom was a lecturer and I saw how she inspired her students. Her legacy is what inspired me to be part of a team that encourages, coaches, reskills and prepares delegates for a bright future.
2. I think men should honour women and equally women should honour good men. Since "evil thrives when good men do nothing", the good men in our society should speak up. We need to hear their voices and their voices need to be louder than the others.
3. Empowering other women makes me feel empowered too. I recently hired a 24-year-old married graduate. Just after I offered her a position, she told me that she never thought that she would be able to work and look after her daughter at the same time. To her this was a dream come true and this filled me with such joy!
4. It is ok to feel tired. It is ok to do nothing sometimes. And it is ok to empty a full bottle of bubble bath in one evening.



Sumayya Lambey - IFA Internship programme champion & mentor

1. Education is the catalyst for transformation. For us to prosper as a nation we must transform the landscape by changing the face of it.
2. As a parent of sons, I teach them to respect everyone and to treat others the way they would like to be treated.
3. I empower myself through reading. Also, as a self-confessed people pleaser I have realised that saying 'no' is sometimes more important than saying 'yes'.
4. Take the leap of faith. My one regret is not taking up clerkship at the Supreme Court of Appeal because I was in the midst of my LLM which was paid for by a scholarship. I knew that if I did take it up, I would have to still complete articles to be admitted as an Attorney two years later. Now I look back and think that two years is not a long time.



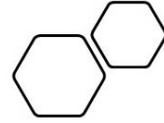
Jolly Mkorosi - CFE Practitioner programme champion & RFTE presenter

1. The fact that the work I do makes a difference in the lives and financial outcomes of other people.
2. Men and women should openly voice their disapproval of GBV and support victims in a non-judgmental way.
3. I empower myself by consuming content that helps me build a better version of me, from reading the Bible and other books and watching YouTube videos.
4. Say 'yes' more and show up.



Zubeida Ebrahim - Course Coordinator for internships and RFTE

1. I'm totally inspired by knowing that the role I play in my team makes an impact in the lives of so many in this industry and in the lives of the young individuals I get to meet and work with.
2. I believe awareness starts at home. We need to raise our kids to understand the importance of fundamental values toward a society that's intolerant of GBV.
3. By embracing and accepting myself and not comparing, by taking responsibility for self-development, by understanding my strengths and weaknesses, and by taking advantage of opportunities presented to me.
4. Having gone through a divorce after being married for 15 years, the biggest lesson I've learnt is forgiveness. Forgiving frees you from so many things and you can move forward and look at the world through different eyes.



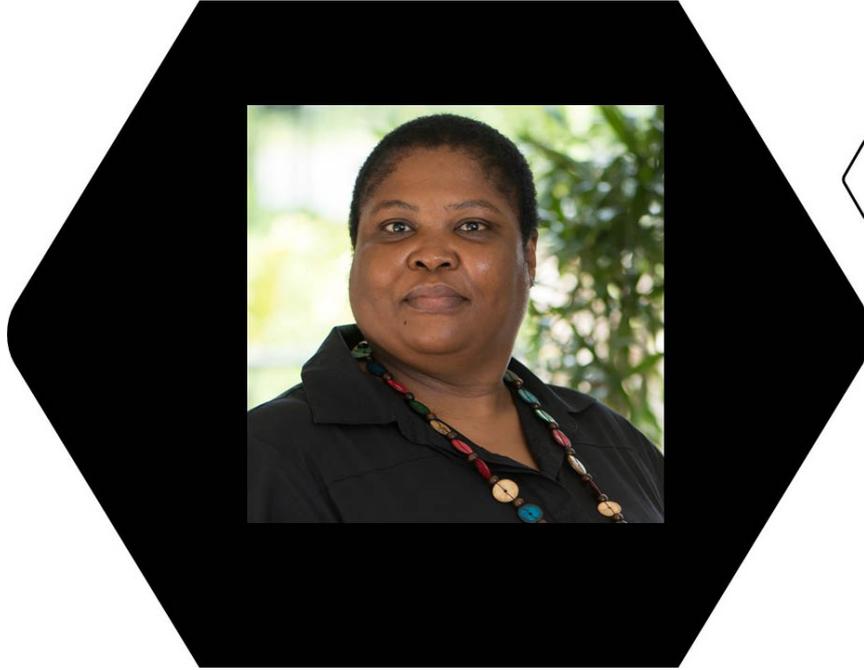
Mazana Mngonyana - Course Coordinator for Short Courses, Sprints & Blitzcamps

1. Seeing everyone in my team working together towards the same goal and finding solutions together.
2. Educating ourselves and our co-workers about what causes GBV and how to prevent it are the first steps to ending GBV.
3. Education, education, education. Education is a basic right for everyone. As a young woman, education has improved my skills, self-confidence and how I see life in general.
4. One life lesson that my mother taught me from a very young age was to never compare my situation and journey to that of others. There simply is no comparison. You have no idea what their journey is all about.



Nqabisa Mbana - Business Development Coordinator

1. Knowing that I am part of an amazing organization that is assisting young people to achieve their dreams inspires me.
2. We need to speak up and state that "Enough is Enough". Let us break the silence.
3. I am building a better relationship with God and I am continuing to learn about the financial services industry as I am still new to this industry.
4. Never underestimate yourself in any opportunity you have been given. Take pride and run with it.



Eva Kekana – ASISA Academy Board member

1. Knowing that the Academy is providing learning opportunities to those who might otherwise not be able to attain them is inspirational. The Academy is assisting the financial sector to not only transform but is literally ensuring that the sector is slowly building professionals who are fit for purpose.
2. Adults teach by example. We therefore need to address and openly talk about GBV.
3. I empower myself through continuous learning, always seeking to be the best that I can be. Making mistakes is part of learning.
4. The world owes me nothing. In fact, I owe it to the world to make a positive impact. As the Chinese proverb states: "Do for Self".



Marian Griffin Klot - IFA Internship mentor

1. I benefited from mentors during my early working years. By being a mentor to young people starting out in their careers, I feel as if I'm giving back, and making a difference. That inspires me.
2. Those of us who are mothers can raise our boys (and influence the men in our sphere) to respect women. We need to challenge every sexist and degrading meme and uninformed comment as unacceptable.
3. Continual studying and reading to stay on top of trends and evolve the way I can serve my clients.
4. Women can be very competitive with each other. Rather, collaborate. Collaboration is key.



Alison Sedgwick - IFA Internship mentor

1. The fact that I am in a position where I can make a difference in the lives of the young, talented people I mentor inspires me.
2. As a woman, have the courage to always speak your truth and never be a silent witness to any form of discrimination or subjugation.
3. Courage, independence, hard work and surrounding myself with smart, positive people who challenge me. This is not an easy road as a woman.
4. Have the courage to believe in yourself and your intuition.



Noxhanti Mshumpela - IFA Internship mentor

1. What inspires me is that by sharing my knowledge I am helping someone plan their future.
2. We need to speak out against GBV and not be ashamed. We all play a role and need to understand each other so help can be provided to those who need it most.
3. I empower myself by surrounding myself with strong women who are grounded in faith. We have different strengths and can learn so much from one another.
4. Be a teachable spirit as some lessons come from opportunities presented to you. Never pass up an opportunity to learn more about your career no matter how trivial it may seem.



Lucienne Fild – Financial Journalists & Communications programme champion & ASISA Communications Consultant

1. I am inspired by how the ASISA Academy team relentlessly finds ways of creating job opportunities for young graduates through teaching and mentoring and encouraging companies to fund internships. No hurdle is ever too big for this team and no challenge insurmountable.
2. How do we stop gender-based violence if we tolerate disrespectful jokes and comments about women? If we don't have the courage to speak up when someone tells a sexist joke, how are we going to have the courage to stop a crime?
3. I empower myself by believing in myself.
4. Get rid of your ego, surround yourself with strong mentors and be a willing student.

We hope you have been inspired by these words of wisdom.

Here's what the Academy delivered during the month of August.

IMACS@TSiBA Internship

We reached a special milestone on Friday, 7 August 2020, when the 10th group of students from TSiBA, a Cape Town-based not-for-profit higher education institution, embarked on our 2020/2021 [IMACS@TSiBA](#) programme.

Designed by our industry and delivered by expert practitioners, the programme creates a pipeline of work ready graduates who have a practical understanding of the investment administration environment and its systems.

Over the past nine years 105 black students have completed the programme. Around 75% of the graduates have been permanently employed by ASISA member companies following their internships.

UCT Short Courses

Our popular [UCT Collective Investment Schemes \(CIS\)](#) Short Course was presented over nine mornings from 11 to 27 August, together with the [UCT Investment Management Administration & Client Servicing \(IMACS\)](#) Short Course.

The next UCT CIS Short Course will take place in October this year. The course is already almost fully subscribed.

Retirement Fund Trustee Education (RFTE)

In August we delivered [RFTE workshops](#) to the following pension funds:

- Cape Municipal Pension Fund: Responsible Investing Part 2
- National Bargaining Council for the Electrical Industry Pension Fund: Trustee Governance & Ethics Part 2
- MTN Retirement Fund: Default Regulations; Fund rules with Trustee Governance & Ethics
- Independent Schools Association of Southern Africa (ISASA) Pension Fund: Death Benefits

Investment Sprints

The [Investment Sprints](#) series repackages the content of our Financial Services Overview Blitzcamps into an offering of 15 engaging 2-hour online workshops. In August we presented an inhouse Derivatives Sprint to the team at Boutique Collective Investments (BCI).

In closing

We invite you to contact us to discuss how we can support your learning requirements. As always, we also welcome suggestions and proposals.

Please visit our new [website](#) for more information and like our [Facebook page](#) for regular updates. You are also welcome to interact with us on [LinkedIn](#).

Best wishes
Alicia Davids
ASISA Academy CEO