

Public Interest Law Gathering Young Professionals: 31 August 2016

We, the young black professionals of the public interest law sector, on behalf of all young black professionals in the legal sphere write this letter of demand to draw attention to a number of issue which concern us.

We wish to access decent job opportunities, quality mentoring and grooming, equal work, equal pay, decent wages that consider the realities of black tax. We thus demand urgent emancipation from the repressive structures and attitudes of oppression found in civil society institutions.

The Public Interest Law Gathering (PILG) participants, particularly the management of the organisations organizing PILG, are the recipients of our memo. We choose to hand over this memo to them at PILG because PILG is an annual opportunity to ventilate the issues affecting the sector and is an opportune moment for our demands to be heard and to get firm commitments for the realization of these demands.




It would be remise if we did not take advantage of the space that PILG has provided, to voice out our concerns and demands. At PILG, we have the decision makers in the public interest law sector in one room, these decision makers include directors of orgnisations and donors funding the organisations.



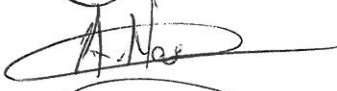

We, the young black professionals in the public interest law sector, demand the following:





1. Transformation plans, including plans in respect of staff support. Such policies should have time frames stipulated;
2. Succession plans, with stipulated timeframes;
3. Transparency in salaries and pay scales;
4. Briefing policies in line with transformation goals; ensuring that amongst other things, black advocates be paid decently;
5. Plans on how (and when) black lawyers will be groomed, mentored and supported to do pupillage;
6. Cultural and gender sensitivity training (including thorough follow up on reported incidents);
7. Direct commitments to recruit persons living with disabilities.
8. Gender empowerment policies with funding and time frames. The sector must develop and retain young black women through training and mentorship.
9. Land reclamation and redistribution, there must be proactive fully funded programs designed to address this.
10. Adopt a hiring practice to accommodate African students who graduate from South African Universities.






These demands are genuine and should be acceded to with immediate effect. We further demand a meeting with all directors to discuss the above demands and a session at PILG 2017 for a review of the implementation of the demands.

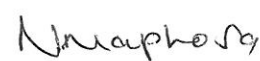





Signed by the Public Interest Law Gathering, Young Professionals:

Princess Kelebagile Magwane 
Palesa Modi 
Lubabalo Mabhenxa 

Nomfundo Ramalekani 
Romco Gumede 
Ayabonga Naise 
Wandisa Phama 

Mulo Mvelase 
Thabang Poo 
Basetsana Koitsige 
Zeenat Jee 

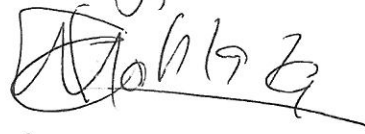
Tiffany Ebrahim 
Ntombizodwa Bheru 
Nomatter Ndebele 
Zamantungwa Khumalo 
Chiscentia Blouws 

Ntombizodwa Maphasa 
Slomo Khumalo 
Shaun Bergover 
Sindiswe Mfeka 
Ofentse Motlasedi 
Chandra Stuurman 

Amanda Ringuest



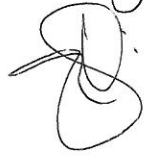
Carol Mohlala



Mbekizeli Benjamin



Ingebo Baleni



Sitomo Khumalo X

Ntombi Maphosa

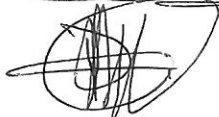
KEVAL HARIE



Ekta Deschand



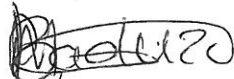
Dennis ilGoveni



Afika Nqeto



Mbali Baduza



Thundeke Chumke



Winona Naidoo



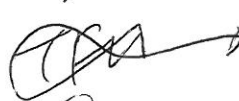
Wayne Ncube



Bonita Meyersfeld



Tim FISH



Muleki Marango



Nikki Stein



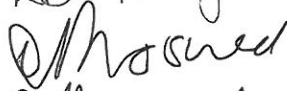
Kate Paterson



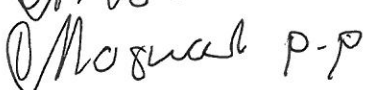
Lebogang Makgwale



Mabin Mosher



Dorantho Pillay



Solminic Joseph Joseph

This is by no means
an exhaustive list of
everyone who is part
of Public Interest
Law Black Young
Professionals.