

Resolutions adopted at Equal Education's 3rd National Congress

The following Resolutions were adopted at Equal Education's 3rd National Congress in July 2018 and subsequent provincial reconvenings in September and October 2018.

Building the Movement

Prioritising rural provinces

1. Equal Education must prioritise and continue to build the movement in rural provinces, creating campaigns in each province, growing membership and establishing functional and properly resourced offices.
2. The National Council should ensure that members in different schools in rural provinces are able to meet together regularly.
3. Equal Education should consider organising parents in rural provinces.
4. Equal Education must be responsive to the different conditions provinces organise in.
5. Equal Education must consider hosting key movement events in KwaZulu-Natal, Limpopo, and Eastern Cape; this includes National Camp and National Congress.
6. Equal Education must prioritise expanding its organising and campaign work in its rural provinces.
7. Equal Education must integrate all provinces into the movement equally and must prevent problematic power dynamics in and across structures, discussing this together as a movement if necessary.
8. Equal Education must end Factionalism! All provinces must show solidarity with other provinces' campaigns. Where possible, opportunities must be created for members across provinces to interact regularly.
9. The movement should have community meetings in all provinces that it is organised in

Building the parent branch

Equal Education must recognise and value parents and their contributions to the movement. Parents members must be provided with sufficient resources to do their work and to recruit members across the community, must be supported in their structures and must be supported by other movement members in their campaigns and new campaigns for equal and quality education led by parents where possible. NC must take an active role in advancing this.

1. Equal Education should attempt to get SGB members to become EE parent members.
Through all of this we will be able to attract more parent members and build our movement.
2. The National Council should consider parents' branches facilitating in primary schools where learners are too young to join as full members to ensure that issues affecting the primary schools are engaged with by the movement. The NC must recognise the work of the parents'

branch by reporting on their work regularly, and allocate resources to ensure that their work and campaigns can develop and grow.

Building a teachers' branch

Equal Education must work with teachers and bring them into the movement. The movement must explain our campaigns to teachers and get their support.

1. The movement must show solidarity with teacher unions, where possible. The movement must also build relationships with principals, school management teams, school governing bodies, and department officials. We must explain our campaigns and communicate with them effectively and we must express appreciation when they give us support. This will help EE win its campaigns.
2. The National Council should consider encouraging members to help each other to mobilise teachers and explain EE and the importance of joining the movement.

Political education

Equal Education must ensure that its educational content must be simple, accessible and understandable to all members. Content should be written in our home languages where possible.

1. The National Council should encourage a culture of reading among its members, especially facilitators, equalisers and parents.
2. The NC must consider ensuring that youth groups in all provinces discuss and debate the constitution each year. The NC must report back to members each year on how many youth groups discussed and debated the constitution.
3. Equal Education should continue to educate its membership base around the movements it identifies as struggles to show solidarity with.

Building the movement in primary schools

3. Equal Education should consider organising Grade 7 primary school learners; primary school learners also learn in very difficult conditions. EE members should visit primary schools and present our work to learners; this is an investment in our movement's future. Their struggle is our struggle.

Our Politics

Political ideology

1. The movement must adopt a Socialist ideology
2. The movement must form alliances with those who share our vision and principles
3. The movement must be guided by an intersectional politics
4. The movement must share all information to members on EE's political alliances and stances in a way that is accessible to all members

Political Alignment and Engagement

1. The movement must engage with political parties only on issues that affect education and youth issues; the movement shall not take donations or be involved in their politics.
2. Equal education members should be free to join and participate in political party activities of their choice. The Secretariat should however refrain from party political activity and publicly campaigning for a specific political party.
3. The National Council will explore the possibility of being part of building a broad intersectional and leftist coalition, to influence politics in this country.
4. Equal education must support political calls for land expropriation without compensation.

Charter for an Equal Education

1. The movement should revise, complete and adopt EE's Education Charter at the 3rd National Congress for it to be an active policy document (to be used as youth group material, gain signatories and distribute to members to build their knowledge on political ideas and stances supported by EE)

Intersectionality

The National Council must ensure members are educated and can engage on issues such race, patriarchy, gender, sexual orientation both within the movement and in society generally. This must form a core part of the political agenda and political education of Equal Education. The NC must report on whether all provinces have engaged on this each year.

1. The movement must increase its activism and support of wider access to feminine hygiene products in South African schools
2. The movement must make efforts to ensure that there is no discrimination within the organisation, particularly on sexuality and gender.

3. The movement must create a safe space and support for LGBTQIA+ people.
4. The movement must show solidarity with movements fighting against Women and Child Abuse and must show solidarity with organisations working to end Gender-based Violence in South Africa
5. The movement must show solidarity with movements promoting and in support of LGBTQIA+ rights.
6. The movement must show solidarity for the fight against discrimination against and abuse of people living with albinism

Equal Education and the Vote

2019 Elections

1. The National Council must lead a democratic process to produce a document (similar to a political manifesto) ahead of the 2019 elections. This document should state EE's position on key policy and ideological issues and be made publicly available before voting. This document must not just be used for the 2019 elections, but be used as a mobilisation tool for the movement.
2. During the 2019 elections, the National Council should explicitly not align Equal Education to any political party, but rather develop a set of political ideologies that the movement stands for. These ideologies should be based on leftist, intersectional principles which consider both race, class and gender politics.
3. In the 2019 elections, the National Council should encourage members who are going to be of voting age, to vote and to take ideologically leftist, intersectional and principled positions, not party-political positions.
4. The NC should endeavour to ensure that EE members and other high school learners who will be of voting will be informed by running workshops/youth groups with members and other learners to prepare them to vote in the upcoming election (These workshops should include and facilitate discussions that are centred on the history of voting, education on election manifestos and the political system in South Africa).
5. Equal education should be present at community meetings and other public platforms to inform people that while South African youth exercise their rights to vote, their government does not provide the services it is meant to.
6. The National Council should encourage a review of the current electoral system; on the most appropriate voting age should be and evaluate the degree to which our electoral system encourage accountability.

Solidarity

Local solidarity

In addition to Equal Education's 2015 resolution on solidarity with students at South African institutions of higher learning and the workers of Marikana and the families of those who were killed and injured, we resolve that the movement must:

- a) Show solidarity with the land struggles in South Africa by supporting land occupations and standing in solidarity with movements such as Reclaim the City (RTC), Abahlali Basemjondolo and the Social Justice Coalition (SJC)
- b) Show solidarity with the struggles for spatial justice and the type of redress it aims to achieve
- c) Show solidarity with the struggles for a living wage

International solidarity

In addition to Equal Education's 2015 resolutions on solidarity with international struggles, we resolve that the movement must:

- a) Show solidarity of modern day slavery in Libya
- b) Show solidarity with the Palestinian struggle for self-determination
- c) Show solidarity with the school shootings in the United States of America
- d) Support other African countries and their struggles, including showing solidarity with education activists in Zimbabwe through our social media platforms
- e) Continue to identify other movements and struggles, aligned with Equal Education's mission, vision and constitutional values to support and show solidarity with over the next three year period and in line with our budget allocations.

Equal Education's Organising Model

Training and support

1. The movement's tertiary branches may assist matriculants and other Equalisers with extra lessons, with the support of the NC and the movement at large.
2. The National Council must explore providing Equaliser members who are in need of academic support with supplementary tutoring opportunities to ensure that their academic performance is not sacrificed due to their involvement in the movement.
3. The National Council must consider identifying organisations able to offer support in each province that they are organised in. The NC must report back to members on this within 1 year.

Membership identification

The movement must emphasise the importance of Equal Education's branding, and provide the Parent Branch with T-shirts or jackets for their campaigns. The NC should ensure that when branded clothing is distributed to members, it is first distributed to ordinary members before staff or National Council.

1. The Movement must ensure that members carry their membership card at every Equal Education event.
2. The Movement must give members their membership cards within a specified period of time.
3. The NC must distribute the constitution and this National Congress' resolutions to all members and to all new members when they receive their membership card.

Organising in Tertiary Institutions

The National Council must organise in tertiary institutions in all provinces EE is organised in.

Youth Organising

The Movement's Youth Group must allocate accommodative time that allows Equalisers and Facilitators to attend Youth Group meetings because their parents have raised concerns about arriving home late.

1. The National Council must review Equal Education's organising model, and consider the feasibility of increasing the budget for Youth Group and other organising spaces.

2. The Youth Department and Heads of Provinces must be present and assist with mobilisation in schools, as they are heard easier than Equalisers.

Strategy and Tactics

Occupations and Radical Campaigning

1. The movement must consider school occupations and use it effectively in EE's context.
2. The movement must be radical but peaceful and non-violent.

Organising in Former Model C Schools

The movement must consider strategically organising in former model C schools.

EE and the Media

1. The movement must use accessible media such as community based print media, radio and voice recordings in different languages
2. Those who have access should prioritise usage on Twitter, Instagram, Facebook and Whatsapp to increase visibility and promote interaction with the public.
3. Equal Education must reintroduce the monthly equaliser newsletter drive in different languages in order to build communication amongst members.

Governance and Internal Democracy

Responsibilities of National Council

1. The Constitution allows the National Council to amend the Constitution in, in limited circumstances, between Congresses. Without consultation this might result in an abuse of power. In the spirit of participatory democracy National Council must develop a process to ensure that members are consulted before such amendments are passed. This process must be given a specified time frame.
2. Equal Education must produce a document that clarifies responsibilities and develop clear mandates for the National Council members. The movement must discuss before exploring the idea of a succession plan, taking into consideration that though it might have worked for political parties it might not for the movement.

Governing Campaigns and Policies

1. The NC should not be allowed to assign campaigns to provinces.
2. The movement must provide a proper briefing to members before mass action and small actions.
3. Members should also be put up to speed with campaigns so that they know what to and not to say especially to the media.
4. The movement should strengthen localised campaigns that are run alongside provincial and National Campaigns
5. Equal Education should create policies for all sectors
6. The movement must distribute the EE constitution bi-annually (twice a year) to all current and new EE members. The NC must, within the first 6 months in office, look into the feasibility of translating the constitution into all official languages of South Africa.

Transparency and accountability

1. The National Council must consider reporting to all members on news, campaign progress and any other relevant information once per school term to ensure the work of the movement around the country is understood by all members in different provinces. This could either be through a revival of The Equaliser magazine or another relevant physical communication, to account for members who do not have access to internet.
2. The National Council must endeavour to ensure all communications, resolutions, and content released must be phrased in simple English.

3. There should be a budget allocation for National Council members to travel to provinces to make sure that NC is visible and accountable.
4. The responsibilities of various structures in the movement must be clearly communicated to members so that it is clear who should be held accountable for which actions. In consultation with members, NC should develop clear mandates for each NC member. This should include processes for reporting back to constituencies and measures members can use to hold representatives and the NC as a whole to account. Mass meetings and youth groups should be considered as a forum through which report backs can take place and grievances can be raised, and specific provincial contexts must be taken into account. This process should be finalised within the first year of the newly elected NC's term and captured in a written document.
5. The DC committee of NC must consider how best to create structures and clarify existing process through which complaints can be reported by members against members of youth organising structures, including Leadership Committee members, Community Leaders, facilitators, organisers and heads of provinces. This process should respect the interest of complainants and be protected against undue influence.
6. The National Council must consider whether it is possible to have provincial representation on the DC.
7. The National Council must ensure that the Treasurer uses an independent auditor for all annual financial reviews
8. The National Council members must be accountable and transparent! NC members must communicate properly with members; this includes meeting with members consistently across the country. Communicating properly includes updating members on organising, campaigns and any changes, along with movement financial updates; provinces must provide these platforms.
9. The National Council must develop a clear 3-year plan to implement National Congress resolutions, within 6 months. The National Council must report consistently to members on their progress in achieving the 3-year plan.
10. The National Council must also develop a working document on their obligations and workshop this with members to understand members' expectations; this will help members hold NC to account. Training must be provided to NC members to help them meet their obligations. NC members who don't meet their obligations should be removed from their position.
11. The movement must advertise vacancies internally prior to opening it to the general public

12. The National Council must visit all provinces within their term, with special attention being given to rural provinces, so that all members know them and understand their duties.
13. *Equal Education's Senior Management Team should* increase their interactions with all branches in provinces outside of the Western Cape.
14. The National Council should review membership numbers on an on-going basis and share those numbers with the all branches.

EE's Facilitator Branch

Facilitator compensation

1. The National Council must review and reconsider Facilitator bonuses. This review must consider provincial differences, safety concerns and the full costing of meals, communications and transport. This review must be finalised, presented to the Facilitator branch and implemented after a month of the first of the first convening of the incoming National Council.
2. The National Council must review Facilitator bonuses at the beginning of every year, considering inflation.

Facilitator training and support

Equal Education must ensure that provincial teams are adequately capacitated to ensure that the Facilitator body in each province is properly supported, trained and equipped, particularly in rural provinces.

1. Equal Education must provide certificates for Facilitators at the completion of the year. The certificate should outline the skills Facilitators have acquired, as a reference for future job applications.
2. The National Council must review the existing Facilitator Volunteer policy and include a comprehensive section on study assistance to Facilitators.
3. The National Council must review the existing policy for study assistance for facilitators which considers individual cases and ensures that all Facilitators are aware of the application processes.
4. Equal Education must develop a programme that provides regular support to Facilitators to apply to tertiary institutions and apply for bursaries, scholarships and student loans.
5. Equal Education must develop a programme that provides regular support for Facilitators to access jobs, including assistance with applying for jobs and providing skills on CV writing, computer training, writing, formal communication and interview skills, particularly in rural provinces.
6. The National Council must develop a programme and budget to provide facilitators with the skills needed in facilitation and organising.

Role of the Facilitator Branch

1. The movement must make an effort to ensure that Facilitators can be recognised by school staff and community members through providing Facilitators with Equal Education regalia and branded clothing items.
2. The National Council ensure that the Facilitator Policy must be aligned with the resolutions of the National Congress and must annually review the policy in consultation with the Facilitator branch. The first review should be finalised within one months of the first convening of the incoming National Council.
3. The National Council must ensure that the Facilitator branch is recognised as a political structure and can run campaigns that address the challenges that affect post-school youth in South Africa, such as the struggle for free decolonised education. There must be a budget allocated for this.
4. The Movement must focus on opportunities to access higher education for its post-school youth members, and support for academic excellence must be provided and monitored by the Movement.
5. The National Council should consider equipping outgoing Equalisers who wish to join as Facilitators with training programmes which can provide them with the skills to do the work. The National Council will not consider the application of any potential facilitator who has dropped out of secondary school for the purpose of becoming a facilitator, but the NC must properly investigate this and have good reason for concluding that the facilitator dropped out for that reason.
6. The National Council must review Facilitator's working arrangements
7. Equal Education should increase the number of days Facilitators can come to the office since our work is too much on the ground (the activities that Facilitators do must be scattered according to the days of the week to create a smooth working environment.)

Funding at Equal Education

Funding in EE

1. The National Council must educate all new members on how EE is funded, how to fundraise, as well as how to protect our resources.
2. The National Council must encourage provinces to develop provincial fundraising ideas and hold at least 1 event per year and report on them at national congress.
3. The National Council must share and facilitate discussion of signed-audited financial reports with all members on an annual basis.
4. Equal Education must develop a programme to involve members support Face-to-Face Fundraising teams when those teams are visiting their province.
5. The National Council must explore ways to share power when it comes to financial management. Financial power cannot just sit with the Treasure and Chief Financial Officer alone.
6. The National Council must create a space for Members to meet with funders.