CSVR

Centre for the Study of Violence and Reconciliation

Working towards peaceful, equal and violence-free societies since 1989

35 YEAR REVIEW | 2024

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Contents

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CSVR anniversary logo 2
CSVR footprint 3
Acronyms 4

Introduction 6
Chair's foreword 8
Who are we? What do we do? And why? 12

Chapter 1
Learning to fly: The origins of CSVR 18
Case study: Shaping the TRC and the birth of Khulumani 24

Chapter 2
Taking flight: Growth and consolidation 30
Case study: Learning the language of peace 32
Testing our leaders 36
Consolidation and redirection 38

Chapter 3
Spreading our wings: Emerging as a transitional justice pioneer 42
Focus on intervention: The smoke called – and we came 44
Case study: Bringing hope to Africa's refugees 48
Focus on intervention: Healing the wounds of Marikana 52
Case study: Making strides across the continent 54
Focus on advocacy: Developing the African Union Transitional Justice Policy 58
Case study: A brief history of writing wrongs 62
Spotlight on our grassroots impact 64
Grassroots focus: Ekangala 66
Grassroots focus: Marikana 68
Grassroots focus: Inner-city Joburg 70
Our global mindset: Because human rights are universal 72
Doing the right thing: The role of governance in sustaining CSVR 74

Chapter 4
Mapping a new course: An ambitious vision for the future 80
Coming full circle in our fight against gender injustice 82

Chapter 5
Our people 88
Timeline and milestones 94

CSVR

Centre for the Study of Violence and Reconciliation

The Centre for the Study of Violence and Reconciliation (CSVR) is an independent non-governmental organisation established in South Africa in 1989.

CSVR is a multidisciplinary institute that seeks to understand and prevent violence, heal its effects and build sustainable peace at the community, national, regional, continental and global levels.

Through our research, advocacy and psychosocial support work, and in collaboration with communities affected by violence, we seek to enhance state accountability, promote gender equality and advance social cohesion, integration and active citizenship.

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CSVR anniversary logo

Our logo is symbolic of an *umqomboti* pot, a traditional African pot used in many African cultures.

The *umqomboti* pot is communal. It is passed around so that everyone can drink from it. Once a person has taken a sip from the communal pot, she must offer it to someone else in a courteous manner. This pot of traditional brew is always present at important ceremonies. It is also present during negotiations, and for solidifying agreements between neighbouring communities or groupings.

This communal sharing, combined with the pot's relevance to community (Ubuntu), respect and compromise, are the reasons it has been chosen to symbolise CSVR, for these are all the qualities needed to address conflict and heal wounds of the past. Symbolically, the logo can be seen as a circle that is almost fully formed. Through building peace and reconciliation, CSVR aims to complete this circle and create the peace and unity reflected in the symbolism of a circle.

In 2024, CSVR turned 35 years. The coral and jade designs on our logo represent this milestone. Jade represents harmony, balance and prosperity, reflecting our vision of a world where reconciliation flourishes and peace thrives. Coral symbolises longevity and success, embodying our resilience in the long-standing fight against violence in all its forms.

This commemorative emblem signifies our unwavering commitment to fostering peaceful, equal and violence-free societies.

Footprint

Countries that have received ad hoc or once-off interventions on thematic areas of work

Algeria
Botswana
Cape Verde
Czech Republic
Ghana
Indonesia
Ireland
Kenya
Libya
Mauritius
Mexico
Senegal
Sierra Leone
Tanzania
Turkey
Uganda
Zambia

Countries that have received in-depth, multi-year and multi-stakeholder interventions

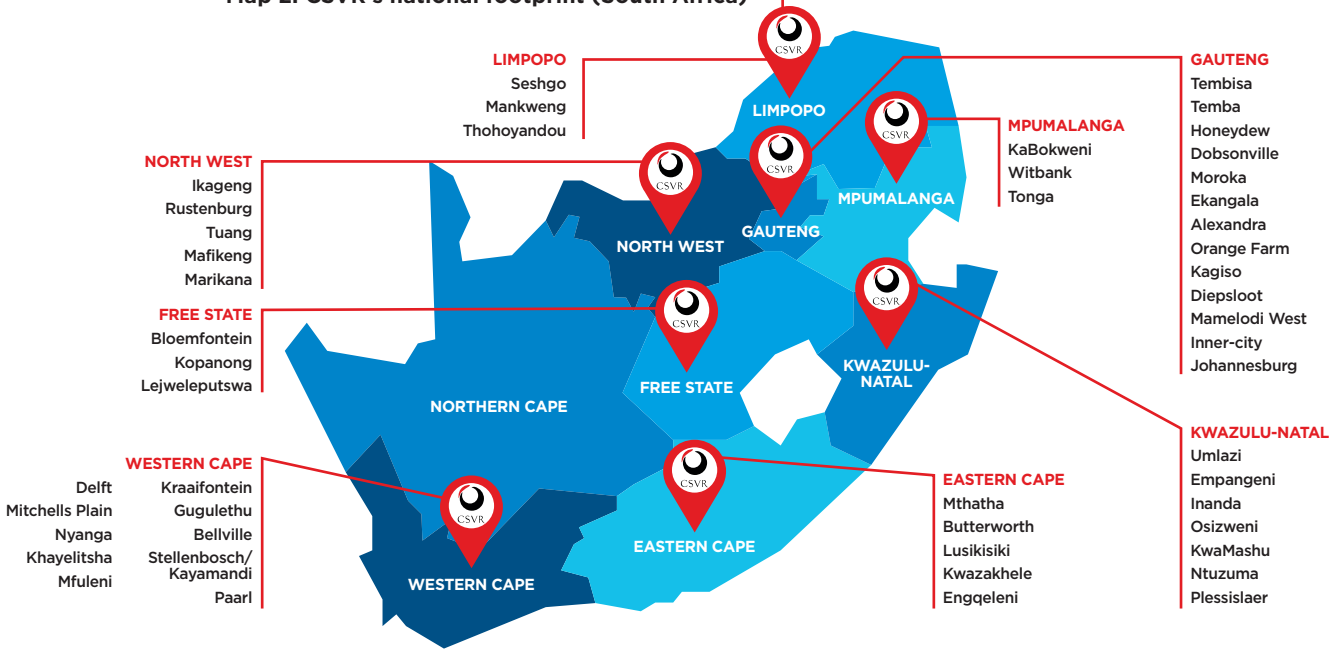
Angola
Bangladesh (with the Rohingya refugees)
Burundi
Central African Republic
DRC
Ethiopia
Guinea
Lesotho
Liberia
Mali
Mozambique
Somalia
South Africa
South Sudan
Sudan
Syria
Ukraine
Zimbabwe

Countries whose participants have received training through thematic academies

Afghanistan
Brazil
Burkina Faso
Egypt
Eswatini
India
Iraq
Ivory Coast
Lebanon
Morocco
Nepal
Tunisia
Yemen

Map 1: CSVR's global and continental footprint

Map 2: CSVR's national footprint (South Africa)



LIMPOPO
Seshgo
Mankweng
Thohoyandou

MPUMALANGA
KaBokweni
Witbank
Tonga

GAUTENG
Tembisa
Temba
Honeydew
Dobsonville
Moroka
Ekangala
Alexandra
Orange Farm
Kagiso
Diepsloot
Mamelodi West
Inner-city
Johannesburg

NORTH WEST
Ikageng
Rustenburg
Tuang
Mafikeng
Marikana

FREE STATE
Bloemfontein
Kopanong
Lejweleputswa

KWAZULU-NATAL
Umlazi
Empangeni
Inanda
Osizweni
KwaMashu
Ntuzuma
Plessislaer

EASTERN CAPE
Mthatha
Butterworth
Lusikisiki
Kwazakhele
Engqeleni

WESTERN CAPE
Delft
Mitchells Plain
Nyanga
Khayelitsha
Mfuleni
Kraaifontein
Gugulethu
Bellville
Stellenbosch/ Kayamandi
Paarl

Acronyms

ACHPR	African Commission of Human and Peoples' Rights
ACCS	Alexandra Community Crime Survey
ACP	Alliance for Crime Prevention
ADR	Alternative dispute resolution
ANC	African National Congress
ATJRN	African Transitional Justice Research Network
AU	African Union
AUC	African Union Commission
AUC-DPA	African Union Commission Department of Political Affairs
AUTJP	African Union Transitional Justice Policy
CALS	Centre for Applied Legal Studies
CAO	Compliance Advisor Ombudsman
CoRMSA	Consortium for Refugees and Migrants in South Africa
COVID-19	Coronavirus disease of 2019
CJPU	Criminal Justice Policy Unit
CPS	Community Psychosocial Supporters
CPTA	Committee for the Prevention of Torture in Africa
CSO	Civil society organisation
CWP	Community Work Programme
DDR	Disarmament, Demobilisation and Reintegration Programme
DPAPS	Department of Political Affairs, Peace and Security
FISA	Fiduciary Institute of South Africa
GBV	Gender-based violence
GIJTR	Global Initiative for Justice, Truth and Reconciliation
HRDP	Human Rights Documentation Project
ICD	Independent Complaints Directorate
IDAF	International Defence and Aid Fund
IDASA	Institute for Democracy in South Africa
IPI	International Peace Institute
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual
MENA TJA	Middle East and North Africa Transitional Justice Academy
MHPSS	Mental health and psychosocial support
MOU	Memorandum of understanding
NSP-GBVF	National Strategic Plan on GBV and Femicide
NGO	Non-governmental organisation

NUM	National Union of Mineworkers
NCRA	National Consortium on Refugee Affairs
PAC	Pan Africanist Congress
PARI	Pan-African Reparations Initiative
PRC	Permanent Representative Committee
PSV	Project for the Study of Violence
PTAAP	Peace Through Accountability in Africa Project
RECs	Regional Economic Communities
SACTJ	South African Coalition for Transitional Justice
SADC	Southern African Development Community
SAWID	South African Women in Dialogue
SGBV	Sexual and gender-based violence
STC	Specialised Technical Committee
SWOP	Society, Work and Politics Institute, Wits University
T&RU	Transition & Reconciliation Unit
TJ	Transitional justice
TTP	Trauma and Transition Programme
TRC	Truth and Reconciliation Commission
TRRC	Truth, Reconciliation and Reparations Commission
VAW	Violence Against Women
VEP	Victim Empowerment Programme
WPS	Women, Peace and Security

Introduction

We are proud to present this report on the impact of CSVR's work over the last 35 years (1989–2024).

The report provides an overview of what CSVR has accomplished since we officially opened our doors in 1989. Over the last three and a half decades, the scope of our work and our geographical footprint have expanded significantly. At the same time, we have always remained true to our founding vision, mission and core values.

When CSVR founder Lloyd Vogelman wrote the proposal outlining the creation of the Project for the Study of Violence (PSV) in 1987, he had no idea – and certainly no far-reaching vision – that we would be writing about it 35 years later. Back then, Lloyd's only mission, in his words, was to "look after the broken".

One of the most striking aspects of our history is the sheer volume of work that we have done across our three principal focus areas: advocacy, research and intervention. This report is our way of acknowledging what we have achieved on behalf of those we serve while reflecting on how our unique approach has made these achievements possible. It provides an opportunity to explore our diverse activities and how we can make, and have made, a difference as a community, national, regional, continental and global actor. The report highlights the shared themes and objectives that bind our organisation together. It also seeks to consolidate the foundations and sources of inspiration upon which we will build the next chapter of our history.

The past and the present meet the future: Lloyd Vogelman (middle, back), CSVR's founder and former Executive Director, is pictured with Dominique Dix-Peek, former Knowledge, Learning, Monitoring and Evaluation Manager; Annah Moyo-Kupeta, our Executive Director, Nomfundo Mogapi, Annah's predecessor; Tsholofelo Nakedi, Community Advocacy Specialist and Simbarashe Takundwa, former Finance Department Manager

So, why now?

Over the past three and a half decades, we have become recognised as one of the most long-established and reputable civil society organisations (CSO) working on human rights and peacebuilding in Africa.

With resilience, adaptability and good corporate governance, we have survived and adapted to the dramatic changes our sector has experienced through the years. We have learned important lessons that can only bolster other organisations and individuals working in this area.

As we prepare to take our work to the next level, we also need to claim our identity and explain the historical trajectory that gives us the credibility to play such a critical role.

Meanwhile, we remain focused on pursuing our founding mission: to promote sustainable peace at community, national, regional, continental and global level by understanding, preventing and addressing the effects of inequality and violence. The ultimate prize: a peaceful, equal and violence-free world for all.

The ultimate prize: a peaceful, equal and violence-free world for all.

Chair's foreword

On behalf of the CSVR Board and staff, it is my utmost pleasure to present this 35-year impact report. It is a fitting tribute to the organisations and individuals behind CSVR's quest thus far for a peaceful, equal and violence-free society. I am delighted to table this account of CSVR's evolution, weaving together the three strands of our work – advocacy, research, intervention. This narrative traces where we came from, our current position and our future trajectory. Our story is underpinned by the principle-driven purpose that has sustained our progress over the 35-year period.

This review tracks the ups and downs we have encountered along our tumultuous journey. This journey has been marked by, inter alia, South Africa's democratic transition of the early 1990s, the upsurge in rampant xenophobia since 2008 and the 2012 Marikana massacre. We also shine a spotlight on the internal dynamics that have shaped our organisation and its culture. CSVR's story is simultaneously interwoven with the tale of post-apartheid South Africa and post-independence Africa. I personally witnessed South Africa's 1990s transition from autocracy to democracy from close range.

The most compelling pieces of this story, therefore, are the personal accounts of the individuals whose passion has been instrumental in transforming CSVR from an activist collective in the late 1980s into a reputable CSO focusing on human rights and peacebuilding in Africa. Equally compelling are the case studies spotlighting CSVR employees and community members on the frontline of our community-based interventions across South Africa and the African continent. Their testimonies of how our work is helping to transform the lives of ordinary African citizens are inspiring.

Let me sum up our journey in three ways. First, the sheer breadth and depth of our advocacy, research and interventions remain our foundation stone. Second, the endurance of the Khulumani Support Group, the independent non-governmental organisation (NGO) we helped to establish in 1995 for Truth and Reconciliation Commission (TRC) victims, remains a model to emulate across the African continent and worldwide. Third, we expanded CSVR's footprint by galvanising African civil society and

"For in telling our own story, we are also telling the story of post-apartheid South Africa specifically and post-independence Africa generally. Our very evolution, on one the hand, and that of post-independence Africa and post- apartheid South Africa, on the other, are flip-sides of the same coin."

Tefo Raditapole, Chair, CSVR Board of Directors

Tefo Raditapole, Chairperson of the Board of Directors

diplomatically nudging member states of the African Union (AU) to formally adopt the AU Transitional Justice Policy (AUTJP) in 2019 after a decade of painstaking groundwork.

I encourage readers who share my non-negotiable belief that robust governance is fundamental to advancing the global peacebuilding agenda to pay close attention to the notable chapter on governance. It is in this area that I declare unapologetically that we are counted among the trailblazers in good corporate and ethical governance within the civil society world in Africa and globally.

Our unashamedly pan-Africanist and optimistic perspectives portray our strengths and resilience since 1989.

There is a Sesotho saying that "Nete ke tutulu", literally translated as "truth is a mountain". No matter how hard you may try, you cannot hide a mountain such as Kilimanjaro in Arusha, Tanzania. One of the most important truths to emerge from our story is that CSVR has a uniquely robust capacity to adapt in response to emerging challenges and changing realities. This defining strength has never been more important than it is today. The fact is that we are celebrating our 35th anniversary at a uniquely uncertain time in world affairs.

Our pride in the achievements showcased in this publication is tempered by the shock of armed conflicts in Ukraine (Europe), Palestine (the Middle East), Myanmar (Asia) and Sudan (Africa). These raging wars reinforce a growing consensus that the present-day multipolar world has entered an era of unprecedented instability at whose apex rests the Cold War-type tension between the USA and China. Indeed, these are bittersweet and soul-searching times for all of us.

On the one hand, from an optimistic perspective, the gathering chaos tells us that our work has never been more important and that it is likely to remain cherished forever. On the other hand, a devil's advocate might suggest, rather sarcastically, that these developments have the net effect of pouring cold water on our efforts over the last three and a half decades, thereby bringing them to naught. From where I stand, I am persuaded by the optimistic view rather than the pessimistic predisposition of the doomsayers.

Our unashamedly pan-Africanist and optimistic perspectives portray our strengths and resilience since 1989. This resilience draws even more deeply on our guiding sense of purpose and founding principles. In practice, this means we know our sense of purpose and destiny and that our global, continental, regional, national and community stakeholders and partners have trust in the added value we bring to an integrated, peaceful and prosperous Africa driven by its own citizens and playing its rightful role in the international arena. We will continue to forge resilient alliances with partners who share our belief that there is a better way. We will never stop speaking out on behalf of the voiceless and silent majority of African citizens.

Finally, the lessons we have learnt since the late 1980s now equip us to make an even more effective response to longstanding issues such as gender-based violence (GBV) and the impact of emerging threats such as the climate crisis on striving for a violence-free society. Wherever our work may take us, we will never lose sight of the people who matter most to us: the communities that are exposed to violence and oppression on a daily basis, particularly women, the youth, children and people with disabilities, among others. As we mark 35 years of dealing with the causes and consequences of conflict, it is clear that our journey has only just begun.

Tefo Raditapole

Chair, CSVR Board of Directors

Participants at the 6th Edition of the African Transitional Justice Forum in Lome, Togo, in September 2022

Acknowledgements and thanks

I extend my heartfelt appreciation to all the individuals and teams for their unstinting dedication and hard work over the years. I extend my gratitude to our funding partners for their unwavering support.

Who are we? What do we do? And why?

Our vision

Peaceful, equal and violence-free societies.

Our mission

To promote sustainable peace at community, national, regional, continental and global levels by understanding, preventing and addressing the effects of violence and inequality.

Our values

Our values are used to guide all decision-making processes – who we work with, where we work, how we do our work. These shared values provide a common frame of reference, create a foundation for our staff, partners and stakeholders, and encourage social cohesion.

Our five core values are:

- Equity and equality
- Good governance and accountability
- Recognition of diverse lived experiences of communities
- Knowledge and learning
- Respect for human rights and dignity

Our Programmes

Research

Our research programme generates knowledge on causes, manifestations, consequences, and impacts of violence and conflict. It builds the capacity of our partners in addressing issues of violence and reconciliation. We collaborate with and learn from the lived and diverse experiences of communities

Our values are used to guide all decision-making processes – who we work with, where we work, how we do our work.

affected by violence and conflict at individual, community, national, regional, continental and global levels, with a particular focus on South Africa, Southern Africa and Africa.

Advocacy

Our advocacy programme leads the dissemination and sharing of findings and lessons learnt from our research and targeted interventions. It is aimed at influencing and/or informing the development, adoption, ratification and implementation of policies and legal instruments; improving practice and interventions; and shaping public discourse. Our advocacy work focuses on four key thematic areas: transitional justice and peacebuilding; gender and women, peace and security; human rights (including victims' redress and justice); and urban violence prevention.

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A GBV community dialogue

Mental health and psychosocial services

Mental health and psychosocial support (MHPSS) services address the consequences of violence and conflict. We offer direct and indirect services to affected individuals, families and communities to promote their mental health and psychosocial wellbeing. Our MHPSS interventions are informed by research and analysis, reflecting the lived experiences of victims, their contextual realities and rehabilitation needs.

Our approach

CSVR was created more than three and a half decades ago, against the backdrop of South Africa's transition which was solidified by the first democratic elections of 27 April 1994. Thirty years later, we now understand better: (a) what the causes and manifestations of violence are; (b) what the consequences of violence are; and (c) how best to prevent, manage and transform violence into sustainable peace. The violence experienced in South Africa during the apartheid era persists, albeit in relatively reduced and mutated forms. It has assumed a different form and substance. Although political violence marks some provinces (e.g. KwaZulu-Natal), xenophobia/Afrophobia is on the upsurge. Domestic violence and violence against women and children has escalated. Structural/institutional violence remains embedded and is anchored on socio-economic disparities, which are the relic of apartheid. Our work is rooted in our appreciation of the shifting forms of conflict and violence within societies, as we strive to facilitate a transition from war to peace and/or from autocracy to democracy at community, national, regional, continental and global levels.

Through an interdisciplinary approach, we have engaged in research and analysis, targeted community interventions, lobbying and advocacy, policy influence, service delivery, dialogue, education and training. We offer MHPSS to address trauma and other psycho-emotional effects of violence and human rights violations. The goal is to prevent violence, heal its effects, reconcile communities and build sustainable peace. We undertake targeted research and advocacy in partnership with civil society and affected communities, to hold local, national, regional, continental and global institutions accountable. Using our multifaceted expertise and skillset, we offer an integrated service to provide demand-driven and supply-driven technical support to policy makers, institutions, individuals and communities. These are focused on the wide range and forms of violence and conflict, including collective and interpersonal, inter-communal, political, criminal, state and social violence.

Training workshop in Marikana

A multi-stakeholder community workshop

We have engaged in research, community interventions, policy influence, service delivery, dialogue, education and training, all with a goal to understand violence, heal its effects, reconcile communities and build sustainable peace at community, national, regional, continental and global levels.

A community dialogue between community members and the police


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APARTHEID
EXECUTIONS
THE
SHARPEVILL

CHAPTER 1

Learning to fly
The origins of CSVR

In the beginning

If you're looking for the time and place where the seeds of the idea for CSVR germinated, then head back just over 35 years to Prolecon, a gritty semi-industrial suburb just south of the M2 in Johannesburg, South Africa. Here, on the night of 28 April 1987, 18 members of the South African Railways and Harbours Workers' Union (SARHWU) fatally stabbed, stoned, mutilated and burnt four so-called scabs who had continued to work through their union's dispute with the South African Transport Services (SATS).

These events unfolded during a time when the country was enduring an epidemic of apartheid-induced violence nationwide. The trial that followed the Prolecon murders, *State v. Sibisi*, was just one entry on a long list of trials ranging from the Germiston Massacre to the Sharpeville Six, the Upington 14 and numerous others, many of them involving defendants accused of necklacing strike-breakers.

While it bore similarities to other trials, *State v. Sibisi* was also significantly different. It was among the first apartheid-era trials to hear evidence that used sociological and social psychological tools to tell the perpetrators' side of the story. Specifically, during the extenuation proceedings, two social psychologists, a social anthropologist and a clinical psychologist by the name of Lloyd Vogelman provided psychological testimonies for the defence. Thanks to the strength of the extenuation trial that Lloyd and his teammates built on this case, the 18 defendants were ultimately spared the death penalty. The role of psychology in legal proceedings as well as the psychology of violence – particularly mob violence – was highlighted as the court accepted social psychological phenomena such as conformity, obedience to authority, group polarisation, deindividuation, frustration-aggression, relative deprivation and bystander apathy as extenuating circumstances that could lead to convicted murderers escaping the death penalty.

A longstanding anti-apartheid activist, Vogelman was involved in numerous trials of political activists into the 1990s. His dedication to supporting their cause, treating victims of torture and exposing the conditions of political detainees and inmates on death row won international recognition. Looking back on the significance of the *State v. Sibisi* case, Vogelman proclaims: "The trial galvanised my determination to establish a centre that would explain the civil war that was burning across South Africa. To find out what compelled God-fearing, peace-loving men and women to engage in grotesque acts of violence in their communities and workplaces."

With this vision in mind, Vogelman, the founding CSVR Executive Director, began a project with seed funding from the Geneva-based global non-governmental organisation, the Interchurch Organisation for Development Cooperation (ICCO). The funding covered the cost of two staff members – himself and one other. He recruited Graeme Simpson, a researcher and historian who eventually succeeded Vogelman as CSVR's Executive Director in 1995.

Protestors to the political trials and executions during apartheid in South Africa

IMAGE SOURCE: SATIS, PATRICK NOONAN

The early years focused on research into different forms of violence, industrial conflict, violence against women and the arms industry. The Project for the Study of Violence (PSV) also supported African National Congress (ANC) cadres, political activists and striking miners who had been charged with murder.

From their roles as student activists, Vogelman and Simpson understood that violence was engrained in the racist apartheid system. They also appreciated the reality that violence was one of many strategies for liberation, including armed struggle, sanctions, international solidarity and mass mobilisation. It was therefore embedded in the country's social fabric. "Our orientation was grounded in activism and a clear political tradition. We were looking for psychological and political explanations of violence," says Simpson.

The PSV was located in an office at the Witwatersrand (Wits) University, with a mandate to counteract the government's propaganda on the civil violence and resistance happening at the time. It was meant to provide psychosocial services for the victims of apartheid repression. Its focus was on understanding the link between violence and the manifestations of that violence within the broader society – domestic, criminal, political, economic, gender-based and social violence. Instructively, these forms of violence still mark South African society to this day. The early years of PSV focused on research into different forms of violence, industrial conflict, violence against women (VAW) and the arms industry. PSV also supported ANC cadres, political activists and striking miners who had been charged with murder.

In 1989, Vogelman wrote an article titled "The Living Dead: Living on Death Row", which was published in the *South African Journal of Human Rights*. The article included a harrowing account of the case of Evelina De Bruin, the only woman on death row who was convicted in the trial of the Upington 14, a group of protestors arrested for killing a police officer in 1985. The article catapulted the PSV team onto the global stage for its exposure of the realities facing black prisoners in South Africa. Another significant piece of work involved helping to expose the government death squads that the apartheid regime had unleashed against the liberation movement nationwide. Between 1989 and 1990, the PSV's work expanded to include studies into hostel violence, police death squads and the discourse around the form of the country's post-apartheid police force. Soon, a particular focus on youth began to emerge, coupled with education as a strategy to broaden the PSV's area of influence. Another strand of the PSV work was around trauma and the psychosocial effects of violence on victims and survivors. These intertwined themes forged the multidisciplinary nature of the PSV's work from the outset and still characterise CSVR's work today.

Tectonic shifts

In 1990, not long after the PSV was established, the tectonic plates in South Africa shifted irreversibly. President FW de Klerk unbanned the ANC and the Pan Africanist Congress (PAC), and announced the release of Nelson Mandela and other political prisoners. The move paved the way for formal negotiations through two phases of the Convention for a Democratic South Africa (CODESA) of the late 1980s that culminated in South Africa's transition in 1994 from a racist and repressive autocracy to a constitutional democracy predicated on the rule of law, justice and respect for human rights.

These developments were a catalyst for the transformation of PSV from an activist project to a fully fledged NGO with a public profile and a growing influence on the discourse of violence in the country. Consequently, the PSV changed its name to the Centre for the Study of Violence and Reconciliation (CSVR) in 1989. By 1992, CSVR already had a staff complement of around 35 and 60 volunteers operating from our own premises in Braamfontein. "The growth was exponential," says Vogelman.

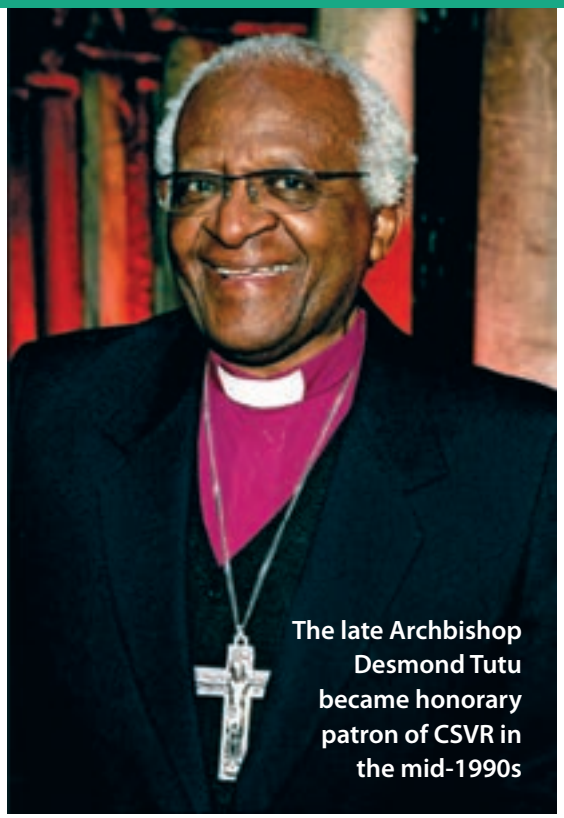
"There was no one at CSVR in the 1990s who didn't firmly believe in the South African transition, and who wasn't committed to making that transition work. We believed we had a historical opportunity to do something for the country," says Brandon Hamber, who came on board in 1994 as a Research Assistant. "The country's transition was about trying to find ways to live together. The emphasis then was on transformation – on fixing institutions and making them work for the future."

"There was no one at CSVR in the 1990s who didn't firmly believe in the South African transition, and who wasn't committed to making that transition work. We believed we had a historical opportunity to do something for the country."

Brandon Hamber, CSVR Research Assistant from 1994

The unbanning of the ANC, Former President Frederik W de Klerk and former President Nelson Mandela during South Africa's transition

IMAGE SOURCE: NEWS24, WIKIPEDIA



The late Archbishop Desmond Tutu became honorary patron of CSVR in the mid-1990s

A historical opportunity

The period 1994–1998 was perhaps catalytic in CSVR's phenomenal growth. In 1994, we became actively involved in the design of the TRC, using our research to influence the form and substance of the TRC model that South Africa adopted. We went on to provide inputs into the overall TRC legislation and reparations. We helped to draft the national safety and security policy, drawing heavily on our research in this area.

Beyond the borders of South Africa, we increasingly recognised the commonalities with other countries undergoing similar transitions. The innovations and setbacks along this journey in South Africa offered lessons for other countries. The TRC and related transitional justice processes in South Africa therefore provided the spark for this regional, continental and global exchange facilitated, in the main, by CSVR.

Our work at the time included the creation of a database of human rights abuses and a victim support network. We also played an important role in fostering an enabling environment that gave victims and survivors of violence a voice. For example, we facilitated a number of groups that pioneered the victims/survivors network centre known as the Khulumani Support Group. This victims/survivors platform still operates to this day.

The impact of our work at community and national levels in South Africa soon propelled CSVR onto the regional, continental and global stage in the fields of human rights, justice, peace and reconciliation. Making sense of violence, and how a nation deals with its effects as part of its transition to peace and democracy, became our niche. Our Trauma Clinic began to grow and establish links with clinics in other countries. Our remit involved treating victims of detention, torture and sexual violence, and supporting families who had lost children and partners to murder and death squads. Youth work became an increasingly strong focus area, as did gender violence, social justice, hostel and rural violence. Soon, responding to demand, we grew our volunteer programme that incorporated between 30 and 40 counsellors and subsequently began an internship programme targeting young professionals.

We also began to focus on innovative advocacy and policy work. Led by Janine Rauch and Graeme Simpson, working with Fholisani Sydney Mufamadi, the then Minister of Safety and Security (1994–1999), and Azhar Cachalia, a former judge of the Supreme Court of Appeal, this work focused on the future of policing in South Africa. It also entailed providing technical assistance towards drawing up the Policing Act for South Africa's first democratically elected government. Meanwhile, we were also instrumental in shaping the debate about what the TRC should look like. At this point, money was flowing from

international partners and our staff were inundated with requests for interviews. With our global reputation and expansive expertise in trauma, transition and conflict, we were invited to share our work in countries such as the Czech Republic, Ireland, Ivory Coast and Russia.

By 1995, we had diversified into robust programmes in schools while our Trauma Clinic had been helping victims of crime. Through the Khulumani Support Group, we continued to offer psychosocial support services to victims/survivors giving testimonies to the TRC. The dedicated CSVR team worked hard, sharing its intensive experience and even a kind of collective trauma from listening to testimonies of victims/survivors in what Hamber calls "an avalanche of suffering." This would begin to take its toll, and we began to experience an internal transition of our own.

Stewardship and succession

We were changing. Thanks to astute collective management, the substance of the organisation began to coalesce. "When CSVR was created, it was very much an activist organisation. But as it developed, it started to form a professional structure," explains Hamber.

As founder, Vogelman was focused on CSVR's transformation, reflecting our strong culture of feedback and transparency in self-criticism. Stewardship and succession planning became critical. Vogelman stepped down in 1995 and Simpson took over as Executive Director, a post he held until 2005.

On 27 April 1994, South Africa held its first democratic election in which people of all races were able to cast their votes. The day was the culmination of a negotiated settlement mainly between the apartheid government and liberation movements. Although the transitional election formally marked the legal shift to peace and democratic rule, in reality the country's real transition was only just starting.

The elections took place in an uncertain climate of fear and hostility. By the early 1990s, political violence resulted in 250 people being killed every month. According to the South African Institute of Race Relations, 14 807 people were killed at the height of the negotiations, between February 1990 and April 1994. At the time, the new Department of Justice was discussing the possibility of creating a TRC. Peace was needed. Change was needed. The country needed to find a way to release the grip of structural/institutional, socio-cultural, politico-economic, psychological and physical violence. What's more, it needed to find a path to reconciliation. That path could only be travelled if the country's whole truth was laid bare. South Africa needed to transition to a different order.

Seen in this context, the idea of a TRC held a kernel of potential. What followed for the CSVR team was a ride through a nation's psyche, from the depths of very human revelation into the chaotic and destructive truth of apartheid.

Peace was needed. Change was needed. The country needed to find a way to release the grip of structural, cultural and physical violence. What's more, it needed to find a path to reconciliation; and that path could only be travelled if the country's whole truth was laid bare. South Africa needed to transition to a different order.

A view of Johannesburg; the undeveloped area behind the city is Prolecon

Case study
Shaping the TRC and the birth of Khulumani

Giving victims a voice

We joined a network of human rights organisations and NGOs lobbying to shape the process of the TRC. Our strength drew from our research and advocacy work as well as community intervention involving victims/survivors of violence. The first consideration was the shape of the TRC and how that would have mental health implications for everyone involved, from the commissioners and victims to relatives of the victims who died in mysterious, unresolved or violent circumstances.

We were later drawn into the Human Rights Documentation Project (HRDP), joining other NGOs in documenting human rights abuses. This resulted in a database of names and basic case details of over 4 180 victims, more than 1 170 perpetrators and over 3 150 events. The list was handed over to the TRC in 1996. We also successfully accessed the International Defence and Aid Fund (IDAF) records and brought them back to South Africa, to support the claims made by the victims/survivors and to inform the TRC's archival research.

Another CSVR innovation was the establishment of the Khulumani Support Group, as highlighted earlier. Through Khulumani, with our support, the victims successfully lobbied parliament to have the TRC amnesty hearings heard in public, giving a forum for their stories – and perpetrators' confessions – to be heard.

Like many new ideas, the shape of Khulumani changed as the needs of the victims crystallised. Between June 1995 and June 1998, CSVR ran over 200 workshops across the country, educating victims in the tools available to help process the traumatic impact of the violence they experienced, and about the workings of the TRC. Attendance at the workshops grew rapidly. Survivors used them as a platform to talk

Through Khulumani, with our support, the victims successfully lobbied parliament to have the TRC amnesty hearings heard in public, giving a forum for their stories – and perpetrators' confessions – to be heard.

A hearing session during the TRC

IMAGE SOURCE: GROUNDUP | KIMBERLY MUTANDIRO

KHULUMANI
Support Group

The Khulumani Support Group

Our involvement in establishing Khulumani gave us a formula which has been honed and refined over the years, but the next phase of our existence required a mindset of adaptability and resilience.

about what they had seen and experienced. They also used the workshops to discuss how the TRC could improve their social conditions, deliver justice or provide practical support to alleviate their poverty.

Khulumani was beginning to self-form into a group of victims determined to make their own voices heard. The focus was on victim-centred advocacy, lobbying, speaking out and influencing the TRC process. This organised structure began to attract the attention of the media, which amplified the stories.

If there is one indicator of CSVR's impact from the earliest days of our operations, it is the continued existence of Khulumani nearly 30 years later. From those early beginnings in 1995, when only a handful of interested individuals came together, Khulumani now has a registered database of over 100 000 members and active groups across the country. It continues to advocate for victims of apartheid-era violence, including pushing government to deliver on the TRC's recommendations for rehabilitation, reconciliation and community reparations. Khulumani also supports victims of ordinary crime, social crimes linked to xenophobia, and against structural poverty imposed by the legacy of apartheid.

Efforts to amplify victims/survivors' voices and create peacebuilding and psychosocial support processes needed extensive coordination. With many NGOs working towards this goal, we facilitated the creation of a broad network of organisations to lobby and coordinate these efforts in the run-up to the TRC. After the TRC closed, the state failed to provide reparations and accountability. In response, we were instrumental in establishing the South African Coalition for Transitional Justice (SACTJ) in 2008. One of its notable successes was the Constitutional Court challenge to the Special Dispensation on Political Pardons, which sought to pardon more than a hundred perpetrators of politically motivated offences. The court ruled that the process could not proceed without the participation of victims/survivors. Members of the SACTJ, including CSVR and Khulumani, among others, ensured that the voices of the victims were and continue to be heard.

Indeed, the act of giving victims/survivors of violence a voice is a key theme for our work. The research we do helps us to understand the causes and consequences of violence; our advocacy programme lobbies for systemic change to address and reduce violence and its effects; and our MHPSS supports victims/survivors in redressing the effects of violence-induced trauma. The legacy of our work with the TRC is still our guiding force, and the learnings from that period supported our work as we moved into the next chapters of our story.

Our involvement in establishing Khulumani gave us a formula which has been honed and refined over the years, but the next phase of our existence required a mindset of adaptability and resilience.

A community engagement dialogue




CHAPTER 2

Taking flight
Growth and consolidation

The changing character of violence

Between the late 1990s and the early 2000s, South Africa presented a rather romanticised case study of a model transition worthy of replication. One of the manifestations of that transition was the nature of violence in the country. We saw a shift from political violence towards social crime. Simpson aptly described our work then: "Peacebuilding, reconciliation and dealing with violence is about navigating the spaces in between and the relational connection within those spaces." As the country was changing so was CSVR. We needed to find the spaces in between, to consolidate our role in rebuilding and transforming South African society.

We began to adjust and transform our programmes accordingly. Between 1997 and 1998, we started to expand our Criminal Justice Policy Unit, to reshape the relationship between the police and community. We focused on building trust-based relationships in policing. In 1998 we drafted the White Paper for the Department of Safety and Security, which would shape future South African policing policy. This work positioned CSVR as one of the most important actors in transforming policing in South Africa. It also enabled us to find new ways to connect our work in transitional justice with criminal justice.

We positioned ourselves strategically in policy debates about dealing with the past on the one hand, and framing transformative policies for a new society and state on the other. It was very clear that these two processes were inextricably intertwined. South Africa was not going to be able to easily shed itself of its violent past. Its past legacies of apartheid continued to live in the scarred hearts and bruised bodies of its citizens and distorted institutions. The struggle for justice and healing from past violence was becoming deeply enmeshed in the new challenges facing the young democracy. The continuities of violence and impunity defied any neat differentiation between pre- and post-transition binaries. The violence of the past seemed to persist in the present, posing a constant threat for the future. We sought to reframe our work in a way that reflected such legacies and continuities.

Through the Violence in Transition Project, launched in 1999, we began to position CSVR at the centre of work to understand continuity and change, specifically around the mutating nature of violence. This repositioning compelled us to increasingly focus on the twin strands of the macro-political causes and the more personal psychosocial effects of crime. It was an organic pivot led by the need to hear voices of crime victims. Three key themes emerged that would reshape CSVR programming since then to date,

"We always had a sense of piloting projects that could be replicated and expanded. We were testing ideas and using lessons to shape policy, to contribute to something bigger."

Hugo van der Merwe, Senior Researcher in 1997

Community training workshop facilitator

namely: xenophobia, GBV and transitional justice. We began prioritising issues around inequality, access to basic state services, and community engagement and empowerment strategies, while deepening our psychosocial support services.

Expansion and repositioning

We also began to expand our focus and reputation as a research, advocacy and intervention NGO. With representation at conferences and events reflecting on the TRC, our profile also expanded nationally, regionally, continentally and globally. This extended reach consolidated into a broader organisational strategy leading to the creation of the Southern African Reconciliation Project in 2000. Through this project, and others, we began to develop strategic partnerships to take our influence and learnings further afield.

During this period, we also assessed our internal professionalism, implementing systems and policies while also prioritising innovation and creativity in our approach to our work. This led to the creation of an organisational model of developing ideas and incubating projects to ensure we could stay at the forefront of our sector.

At the same time, we were also successfully touching multiple points in South African society through our work, which was underpinned by a strong focus on the victims of violence. Some key projects that took flight focused on working with ex-combatants, engaging with amnesty applicants, evaluating TRC outcomes, working in schools, engaging on GBV, building capacity for victim empowerment programmes, and further entrenching our Trauma Clinic as a service to the community.

"We always had a sense of piloting projects that could be replicated and expanded," says Hugo van der Merwe, who joined as a Senior Researcher in 1997. "We were testing ideas and using lessons to shape policy, to contribute to something bigger", he added.

However, the stark reality is simsply that in one sense, our work is never completed. It is always work in progress. Until society-wide systemic challenges are resolved, conflict that gives rise to violence will continue. Violence is an ever-changing force with deep roots in multiple structural, political and socio-economic drivers and proximate causes. We saw this play out in our work with ex-combatants, who found themselves adrift after the dawn of democracy, with no discernible place in a new world that was reluctant, or did not understand how to bring these individuals back into mainstream society. That said, we saw that change is possible – with the right strategy, tools and support.

Case study
Learning the language of peace

When apartheid was dismantled, the government created the Disarmament, Demobilisation and Reintegration (DDR) Programme to support former combatants. However, the programme was underfunded and under-resourced, fragmented and without clear coordination. At the same time, ex-combatant communities were not well organised, which made government interactions difficult, increased the risk of financial and social marginalisation, and reduced access to rights and justice.

In her 2002 report titled "Wishing Us Away: Challenges Facing Ex-Combatants in the 'New' South Africa", Sasha Gear writes: "Demobilised ex-combatants…are conventionally considered a vulnerable population. This is because the termination of their combatant activities requires them to find alternative methods of income generation and support – a demand for which they are often ill-equipped. Furthermore, they find themselves in a hostile environment characterised by high levels of unemployment. This vulnerability combined with their former combatant status has led to characterisations of this population as a security threat."

This was the context for the creation of our Ex-Combatants Policy Dialogue Project, hosted under the Transitional Justice Programme. The project comprised a series of individual interviews and focus group workshops with ex-combatants, who also received a handbook detailing available support services. The outcome was a series of seven policy reports and recommendations, presented at meetings with government officials. The workshops focused on skills development and job creation, involvement in crime and crime prevention, memorialisation, psychosocial interventions, exhumations and reburials, and restorative justice and prosecutions.

CSVR considered the psycho-emotional wellness of the ex-combatants crucial to their self-sustenance. As a result, the intervention programme included weekly psychotherapy sessions, where the combatants had a safe mental space to process feelings of detachment from families and communities resulting from their absence, and emotional fragility that emanated from post-traumatic stress disorder (PTSD) and the feelings of perceived rejection by the new democratic regime. The role played by CSVR therapists as the bridge for reformulating attachments is captured in a journal article by one of the members of the CSVR Board, Simangele Mayisela, titled "The Mother of a Child Holds the Dagger on the Sharper Edge: A Description of a Therapeutic Intervention with De-Mobilised MK Ex-Combatants'".

The article explores this relationship, the development of trust in the therapeutic process, and the resulting birth of a new attachment to families and the community. During the 12-month therapeutic process with the ex-combatants, the therapists were continuously tested as objects of trust. Once that

"In South Africa, violence is a legacy of our past and it is in our DNA. If we don't intervene, we are too late already. In a small way, my work in the communities has contributed towards helping individuals unlearn violence and to learn a new language of peacebuilding and reconciliation."

Modiegi Merafe, Senior Community Practitioner

Modiegi Merafe in a community dialogue with the Voice of the Voiceless – Community Psychosocial Supporters from inner-city Johannesburg

trust was established, attachment was facilitated and a new social identity could be formed, which allowed the ex-combatants to be reintegrated into society.

A post-project evaluation report reflected that the project offered ex-combatants an insight into how combat experiences had affected their lives and created a unified sense of self among participants. The workshops also acknowledged and validated their contribution to South Africa's liberation.

Modiegi Merafe is one of the ex-combatants whose life was changed by our work in this area. Modiegi was a former combatant with the Azanian People's Liberation Army (APLA), the military wing of the Pan Africanist Congress (PAC). He was involved with the Military Veterans Association in 2006 when CSVR called for fieldworkers to contribute to a feasibility study into a memorialisation project for freedom fighters from the East and West Rands.

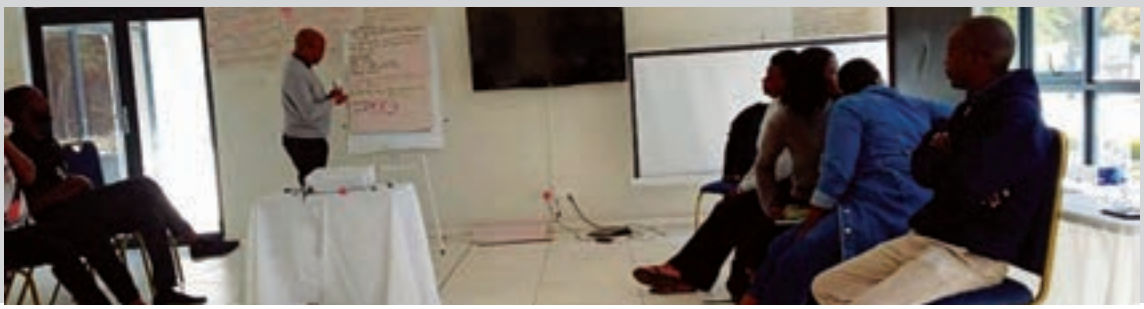
The call for support was a catalyst in Modiegi's life. In his words: "In South Africa, violence is a legacy of our past and it is in our DNA. Now it is for me to try and reassess what I have done. The greatest impact is on the language I used to know so well. A language of violence instead of constructive engagements."

With a background in community development, Modiegi is currently a Senior Community Practitioner at CSVR. He has worked mainly with South African ex-combatants, victims of violence and youth at risk. He has collaborated with communities on violence prevention and addressing its consequences, focusing on GBV, state-sponsored violence, youth violence, collective violence and peacebuilding.

"In a small way, my work in the communities has contributed towards helping individuals unlearn violence and to learn a new language of peacebuilding and reconciliation," says Modiegi. The project demonstrated the importance of seeking new perspectives as a tool to shift realities. Modiegi's experience and the outcome of the workshops reinforced our belief that understanding the root causes of a problem is the best way to resolving it. During the next phase, we were faced with some tough realities of our own.

"In South Africa, violence is a legacy of our past and it is in our DNA. Now it is for me to try and reassess what I have done. The greatest impact is on the language I used to know so well. A language of violence instead of constructive engagements."

Modiegi Merafe, ex-combatant



"In a small way, my work in the communities has contributed towards helping individuals unlearn violence and to learn a new language of peacebuilding and reconciliation."

Modiegi Merafe

Modiegi presenting at a CSVR-hosted event

Testing our leaders

Graeme Simpson left CSVR in 2005, with a strong sense that the organisation needed to make another change. Until this point, our directors had been white men, and there was an urgent need to change that to reflect our growing continental influence. "We were an African organisation. We needed black leaders, especially black women, to lead," says Simpson. But the transition was not easy. It was a time of internal battles and external turbulence that, ironically, catapulted us into the next league of leaders in the transitional justice field.

Ahmed Motala was appointed Executive Director after Simpson's departure. He was replaced two years later by Adèle Kirsten, a white woman with strong struggle credentials. Kirsten had worked at CSVR in 1994. She left and returned in 2008 when she was appointed Executive Director.

In May that year, the powder keg of xenophobia and Afrophobia exploded in cities across South Africa, affecting thousands of non-South Africans from other African countries, including some of our own staff members. Building on our previous research into this issue, we quickly mobilised resources, sourcing relief supplies, arranging evacuations and releasing project funding to support counselling for victims.

In 2009, the country experienced a renewed surge in community violence, fuelled once again by xenophobia/Afrophobia, and by protests against poor service delivery, corruption and inadequate government consultation with communities. CSVR researcher Malose Langa identified that xenophobia was the red thread running through each violent incident. Our response to these conditions had a dual effect, says Kirsten: "The speed with which we acted returned us to our original activist mindset while also working to influence public policy. We were connecting theory with grassroots activation."

But it was also a test of leadership. Our actions during this period sparked internal debates about CSVR's organisational responsibilities towards local communities. Our staff questioned the dissonance between the work of mobilising support for non-South Africans from other African countries while not responding in the same way to support South Africans in our communities.

In response, we launched a project in conjunction with the Society, Work and Politics (SWOP) Institute at Wits University, to try to understand collective violence and its underlying dynamics. The project's main output was *The Smoke that Calls*, a seminal publication released in 2011. (See page 34 for a detailed case

It was a time of internal battles and external turbulence that, ironically, catapulted us into the next league of leaders in the transitional justice field.

study on the report and its impact.) This report reinforced our reputation. It earned us widespread recognition in South Africa and beyond. It boosted our profile as a source of credible research, analysis and knowledge as well as a voice with gravitas on transitional justice. Our work in Marikana in 2012, which we discuss later in this publication, created new pathways to make a real impact on the ground in communities affected by violence.

While the internal tensions continued, we focused on maximising efficiency and productivity, enhancing performance, and strengthening financial management as well as corporate governance. We were experiencing a transition of our own. The internal climate was fraught with the effects of change. There was a need to shift from white leadership to a more diverse and representative executive and the 2007/08 global financial crisis affected philanthropic giving. For many NGOs, funding was scarce. In a kind of long dark night of the soul, the period between 2008 and 2011 was a time of change and uncertainty for us. However, the internal soul-searching led to a period of consolidation and redirection in which we committed to our own transformation and began to expand our reach, with enormous potential for long-term change on the continent.

Internal soul-searching led to a period of consolidation and redirection in which we committed to our own transformation and began to expand our reach in a way that carried the potential to bring about long-term change on the continent.

A protest against xenophobic violence

Consolidation and redirection

Delphine Serumaga was appointed Executive Director at the end of 2011. While aware of the internal turbulence, Serumaga was focused on taking us to the next level. She began to focus on the need to raise the visibility of our work, with a particular emphasis on our research capability and attracting funders once again. Another goal was to position the organisation as a knowledge hub on issues of transitional justice on the African continent, working in close partnership with the African Union (AU).

In 2013, we signed a memorandum of understanding (MOU) with the AU to develop a transitional justice policy and complete the organisation's transitional justice framework. This milestone positioned us as a convenor within the continental transitional justice arena, capable of bringing together CSOs working across the continent. This was a notable achievement, given the multiplicity of entities working in the field.

CSVR's MOU with the AU to develop a transitional justice policy positioned us as a convenor within the continental transitional justice arena, capable of bringing together civil society organisations working across the continent. This was a notable achievement, given the multiplicity of entities working in the field.

Awareness-raising events hosted by CSVR and partners

CSVR staff members at the 7th African Transitional Justice Forum in Rabat, Morocco

Working with grassroots communities was another focus. This work enabled us to grow and branch out into actively working on the ground. This created a dual layer of influence: at a high-level strategic point with governments and AU institutions like the African Commission on Human and Peoples' Rights (ACHPR); and within communities on the ground, where we were addressing significant issues such as marriage rights, working with Muslim women in Bo-Kaap, Cape Town.

By the time Serumaga left in 2015, we had navigated our internal turbulence, consolidated our work and redirected our strategy. However, we still needed to change certain fundamental operational aspects.

At the time, much of our work was donor-driven, with funders dictating our strategy. Recognising the potential for obstruction and hindering delivery, the Board adopted a philosophy to select projects driven by our vision, mission and values rather than being led by the diverse agendas of funders. This is discussed more in the the governance section of Chapter 3 (page 76).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CHAPTER 3

Spreading our wings
Emerging as a transitional justice pioneer

Over the next few years, we continued to focus on our internal structures to ensure we remained relevant, innovative and aligned to our core mandate, purpose and value proposition. We deepened our national presence in South Africa. We intensified our regional, continental and global expansion strategy. In 2014, we joined other international partners to form the Global Initiative for Justice, Truth and Reconciliation (GIJTR) consortium. The GIJTR was initiated and convened by the International Coalition of Sites of Conscience (ICSC), a network of over 300 sites, museums and memory initiatives in 65 countries globally. Becoming a member of GIJTR was an important milestone for us and we are the only Africa-based CSO in the consortium.

Each of the organisations in the coalition had different processes, methodologies, intentions and agendas. Our focus was on the broader transitional justice work that we had been doing on the continent. Within the consortium, we were the only organisation offering psychosocial support services and building that capacity from the ground up.

The GIJTR's membership championed CSVR's work in South Sudan and Syria – two countries where we had never worked before – as our inaugural projects in the consortium.

In 2016, our GIJTR projects expanded to include the Middle East and North Africa Transitional Justice Academy (MENATJA). Since then, our involvement under the GIJTR consortium has expanded to include work in Bangladesh (with a focus on the Rohingya refugees), Burkina Faso, Ethiopia, The Gambia, Guinea, Mali, Niger, Sri Lanka, Sudan and Ukraine. Our work also includes thematic projects and academies aimed at capacity building and developing transitional justice and peacebuilding tools, guidelines and resources for victims, practitioners and policy makers. These learnings will help to implement transitional justice programmes across Africa. A notable impact of our involvement was GIJTR's introduction of MHPSS work into transitional justice processes. We have since refined and integrated MHPSS as an approach.

This work propelled us into the international transitional justice arena as a key actor.

Replication and contextualisation

In 2015, Nomfundo Mogapi, who had joined the organisation as an intern in 2000, was appointed Executive Director. That year, we celebrated our 25th anniversary. Our four-year strategic review, titled *CSVR Four-Year Review: Reflecting on 2012–2016. Looking Forward to 2017–2019*, acknowledged the different contextual challenges that arise as a result of oppression and mass violence, and recognised the importance of finding innovative ways to address those complexities aligned with the unique demands of the societies where they are present. These solutions need to link global analysis and interventions to the understanding and capacities offered at a local level. We drew on this mindset to focus on specific

pillars: promoting transitional justice, understanding collective violence, peacebuilding, sexual and GBV, psychosocial interventions and reparations, and redress for victims of human rights violations.

Perhaps the best example of this long-term mindset is the adoption of the AUTJP that came to fruition a decade afterwards. In February 2019, after years of pan-African collaboration and consultation with multiple state and non-state stakeholders, the AU Assembly of Heads of State and Government adopted the AUTJP. This milestone represents our niche, and our commitment to bringing about change in the long term. This development highlights the pivotal role CSVR has played in bringing transitional justice to the African continent.

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The GIJTR's membership championed CSVR's work in South Sudan and Syria – two countries where we had never worked before – as our inaugural projects in the consortium.

CSVR in Mali, implementing one of the GIJTR projects

GIJTR's 10-year impact report cover

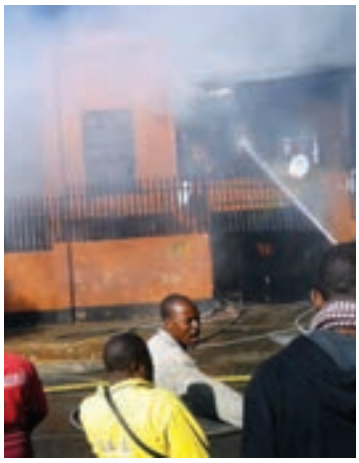
Focus on intervention
The smoke called – and we came

Adèle Kirsten recalls the build-up to the events of 12 May 2008 as vividly as if they happened yesterday. "I was in my study overlooking a park in Yeoville, Johannesburg, an area with a diverse and long-established population of non-South Africans from other African countries. It was a Sunday, a day when different groups traditionally gathered in numbers, creating an almost festive atmosphere in the park. But towards the middle of the afternoon, a silence suddenly descended on the crowds. Next thing, I saw people running for the gates."

Apparently moved by some deeply embedded survival instinct, it seemed the crowds knew that after decades of suppressed resentment and dispersed attacks against foreigners, a more concentrated variant of xenophobia was about to descend on South Africa's social, political and economic landscape.

Of course, xenophobia was certainly not new to the country. Xenophobia is universally defined as the intense or irrational dislike, fear or hatred of people from other countries or cultures. Significantly, however, the South African variant of xenophobia tends to be specifically targeted towards foreign Africans, turning it into a form of Afrophobia. As far back as 2000, we had flagged the threat in studies such as Bronwyn Harris's *A Foreign Experience: Violence, Crime and Xenophobia During South Africa's Transition*. Significantly, this report also recommended specific areas of intervention. In 2007, we launched a research project focusing on the impact of xenophobia on migrant women.

This time, however, it felt like something had changed. Over the next fortnight, concentrated xenophobic violence against non-South Africans spread across the country. Non-South Africans from other African countries were attacked in at least 135 locations nationwide, at least 61 people were killed, including 21 South Africans, and over 100 000 people were displaced.



Xenophobic violence and its consequent destruction of property in inner-city Johannesburg

The smoke that calls report cover

2008 was a watershed year as we became a first responder to the new wave of xenophobic violence in South Africa. This crisis shifted our emphasis to community dialogue alongside a renewed commitment to more effective cross-disciplinary integration and interplay between research, advocacy and intervention.

Our immediate response to events on the ground was both decisive and profound as we led the coordination of relief work carried out by NGOs across Gauteng. We were able to activate our networks quickly. Our first priority was to protect our own colleagues. Gaudence Uwizeye, a CSVR Community Practitioner from Rwanda, was living in an area close to the epicentre of the gathering storm. Once we knew our team was safe, our Trauma and Transition Programme (TTP) team, headed by Nomfundo Mogapi, set about mobilising the international donor community to activate funds and resources needed to support displaced victims of the unfolding violence. It was an intense time, as we tried to find

Community residents watch as buildings burn during the xenophobic attacks in inner-city Johannesburg

quick solutions to house thousands of displaced people in the depths of a bitterly cold winter. While our work understanding community violence and xenophobia is often very theoretical, this was very real.

As well as delivering physical support and counselling services, we also played an instrumental role in guiding the government's response to the crisis. This involved acting as an authoritative voice in the complex conversations between key politicians, the NGO community and external donors, including various United Nations agencies. Our work attracted extensive media attention, which we used to educate audiences about the origins of xenophobia and introduce people to what it means to be an activist dedicated to preventing social injustice. The experience raised important questions internally about our response. Why should we devote so much energy and resources to supporting foreign victims of violence when South Africans were suffering too? While the debates were intense, the argument rotated around a simple question: if we don't step in to support the victims of xenophobia, who will?

Long term, this question helped to shape our pioneering efforts to find sustainable solutions to community violence and xenophobic atrocities beyond 2008. This work, rooted in the strategic principles of closer engagement and more fruitful collaboration, eventually produced *The Smoke that Calls: Insurgent Citizenship, Collective Violence and the Struggle for a Place in the New South Africa*. This pioneering work is a collection of eight deeply researched case studies into collective violence, covering community protests, xenophobic violence and vigilante justice. The title, *The Smoke that Calls*, encapsulates a key problem. It references a comment made by a research respondent, who said, "We feel that violence is the only language that this government understands. They will only come when they see the smoke."

But the 142-page report also credits the role of ANC branches, Community Police Forums (CPFs) and ordinary citizens in leading collective resistance to xenophobic violence in their communities. It identifies their combined efforts as a precious social resource in the fight against xenophobia and reminds the reader of the positive impact of projects like the highly successful Community Works Programme (CWP) in Bokfontein, which researchers describe as "a place of hope, with its combination of visionary and practical agency." *The Smoke that Calls* also points out that, in the long term, structural transformation of

The burning buildings in inner-city Johannesburg

CSVR's team at an international event

Xenophobia is universally defined as the intense or irrational dislike, fear or hatred of people from other countries or cultures. Significantly, however, the South African variant of xenophobia tends to be specifically targeted towards foreign Africans, turning it into a form of Afrophobia.

citizenship to progressively reduce poverty, inequality and marginalisation is needed to reduce violence, especially violence against foreigners. This requires large-scale expansion of community-based public employment programmes, and large-scale programmes to address collective trauma in South Africa. Until those conditions are in place, the scourge of xenophobia will continue to fester beneath the surface, periodically erupting into view through grassroots movements such as Operation Dudula or injudicious statements from politicians resorting to the populist playbook, especially around elections.

The report framed an understanding of the causes and dynamics of protest, informed by detailed case studies and animated by the voices of local community members. It reoriented scholarly and public debates on violence and policy priorities for the state. And it once again elevated our reputation as a bridge between community experiences and state policy. It has since become a reference point for policing and policymaking and reinforced our reputation as a credible, influential voice in the conversations about violence.

Ultimately, the events of May 2008, and the seminal publication that emerged from that period, set us on a new course, which we pursue to this day – specifically when it comes to community violence. We shifted our emphasis towards more intensive community engagement combined with a renewed commitment to effective cross-disciplinary integration and interplay between research, advocacy and intervention – the three pillars that shape CSVR's mandate.

Case study
Bringing hope to Africa's refugees

For more than two decades, we have invested significant human and financial resources into providing MHPSS support to refugees and asylum seekers. The majority have fled to South Africa from countries such as Burundi, Ethiopia, Rwanda, Somalia and more recently Zimbabwe.

We are a founding member of the National Consortium on Refugee Affairs (NCRA), which was established in 1998. The mandate of the NCRA was to promote the fundamental rights of asylum seekers and refugees in South Africa through a network of committed organisations working directly with refugees. In 2001, the NCRA was registered as the Consortium for Refugees and Migrants in South Africa (CoRMSA). Comprising a national network of 26 member organisations including CSVR, CoRMSA's overall aim is to protect and promote asylum seekers', refugees' and migrants' rights in South Africa.

Alongside our involvement in CoRMSA, our own refugee programmes continue to provide services including counselling, therapy and support groups. They are designed to support vulnerable individuals and communities damaged by mental health challenges arising from violence, persecution, displacement and resettlement. We take a holistic and culturally sensitive approach that acknowledges the unique traumas that compel people to flee their own countries in the first place.

We also support local service providers and community organisations in building capacity to provide MHPSS to refugees and asylum seekers. This involves training and supporting mental health professionals, social workers and other professionals. The support also includes community outreach and education initiatives designed to raise awareness of the realities confronting displaced individuals, families and communities.

Our clients in this area are employees from a wide range of government departments staffed by South Africans whose daily work in prisons, hospitals, Home Affairs and other departments brings them into direct contact with some of the most vulnerable communities in Africa.

As with our intervention during the 2008 xenophobic attacks, our support to refugees and asylum-seekers has faced a backlash. Our decision has been challenged by the view that we should first focus on addressing the very real challenges faced by disadvantaged South Africans. But we know that both groups often face very similar problems, and this has often helped us to amplify our calls for change and action.

For example, we have always played a particularly important role in raising awareness and understanding of issues associated with torture – a human rights abuse that continues to impact heavily on refugees across our continent. In 2008, we were among the founding members of the South African No Torture

African refugees

IMAGE SOURCE: UNITED NATIONS MISSION IN SOUTH SUDAN

Our work in South Sudan is a notable example of how we apply expertise first developed at home to benefit displaced and traumatised people beyond our borders. Our work in that country started at a time when it had just one psychologist to provide psychosocial services to thousands of people who had suffered human rights abuses.

Consortium (SANToC). From 2012 to 2016 and beyond, our Clinical Intervention Programme did significant work in the areas of torture and trauma inside and outside South Africa. In addition to finalising its African Torture Rehabilitation Model, the programme also worked closely with internal and external partners, notably Dignity in Denmark, on prioritising family and couple counselling in supporting torture victims.

Our work in South Sudan is a notable example of how we apply expertise first developed at home to benefit displaced and traumatised people beyond our borders. Our case study on page 59 details our work in that country, which started at a time when it had just one psychologist to provide psychosocial services to thousands of people who had suffered human rights abuses.


We are All

Focus on intervention
Healing the wounds of Marikana

While mine workers and unions fight for better pay and better living conditions, mining shareholders stand firm in their demands for lower wages to support greater profits. These tensions are a stark illustration of the continuity between colonial and apartheid policies in the mining sector and the exploitative practices still in place today.

Wage negotiations between unions and mine owners can be flashpoints for protest and unrest, with devastating consequences, as the events of 2012 showed. On 10 August, rock drill operators at Lonmin's Marikana mine in South Africa's North West province initiated an unprotected strike for higher wages, fuelled by rivalry between two unions representing the workers. Over several days, tensions escalated among strikers, non-striking workers and mine security. On 12 August, protesters armed themselves, attacked a satellite police station and killed two Lonmin security officers. Police reinforcements were deployed to the mine the next day, and on 16 August, police initiated a tactical operation, encircling the protesters. In the ensuing chaos, police launched teargas and rubber bullets before inflicting fatal force. The massacre resulted in the death of 34 protesters and over 70 injured.

The day was a turning point in South African history, and the darkest day for the communities whose men did not come home that day. How does any community recover from that kind of trauma?

We had this key question in our minds when we devised our community-based trauma interventions, working directly with the community in Marikana. Within a week of the massacre, our psychosocial team visited the area to forge relationships with community members. With no other NGOs working on the ground at the time, and without existing connections of our own with the community, we were starting from a low base. We needed to find a different approach to win the trust of the community, and we found that within the leaders of the churches in the area. These tentative steps started a project that continued for ten years, providing support focusing on collective violence, sexual and gender-based violence (SGBV), urban violence, youth violence, xenophobic violence and torture in Marikana.

Workshop notes during a community dialogue in Marikana

Marikana community engagement

"My life has changed since I joined the group. I am actively involved in raising awareness about the [Marikana] massacre. The trauma of the massacre lives in me but I use these memories to help others. [The] massacre has created so much pain but through this pain we are learning with the support of CSVR. I have attended so many workshops. Before the massacre, I was sitting and doing nothing, but now I am active. I work for the well-being of the people of Marikana. Our purpose is to change the lives of the people of Marikana."

Community Support Officer, Marikana Action Group member

Our work there has been fully multidisciplinary and has involved supporting people in understanding and addressing the consequences of violence; training community change agents to implement victim support processes; launching awareness and networking campaigns; and seeking advocacy opportunities to engage with government and service providers. Other tools included community theatre, sports activities, campaigns and dialogues, educational material and free trauma counselling.

The Marikana project is one of several community-based projects we have implemented to understand and address the consequences of violence, and to upskill and capacitate community members. While our interventions at Marikana provided processes that could underpin all communities, we recognise that context is everything. This is what makes it crucial to not only deliver our own research, advocacy and intervention projects. It is also vital to upskill communities to support themselves, drawing on what works in other communities and introducing tried and tested processes to build trauma recovery and reconciliation capacity into each community's unique context.

On page 66, we explore our community engagement work more closely through interviews with members of the communities with whom we have long-standing relationships on the ground, including Marikana.

Case study
Making strides across the continent

After working behind the scenes for a number of years, the consolidation of our presence in Africa started with a MOU between CSVR and the AU Commission, signed as far back as 2013. Our entry point was the recommendations of a Panel of the Wise report, also published in 2013, titled *Peace, Justice, and Reconciliation in Africa: Opportunities and Challenges in the Fight Against Impunity*. Published by the International Peace Institute (IPI), the report highlighted the need for the AU to take the lead in developing a continent-wide policy framework on transitional justice. Over the next ten years, we provided technical support to the AU in developing the African Union Transitional Justice Policy (AUTJP). The process encompassed an extensive programme of ideation, conceptualisation, meetings, drafting, validation and refinement of the draft policy. On 11 February 2019, the African Union Summit of Heads of State and Government adopted the AUTJP.

The success of this programme can be attributed to three elements:

1 We were able to fundraise successfully for work that we knew would take years to complete. We engaged with funders who trusted us to implement best practice in transitional justice processes. We engaged cutting-edge experts to undertake background research on transitional justice in Africa. We convened multiple stakeholder fora to develop concepts and draft policies. Funders had the confidence that our well-researched recommendations responded to the lived realities and experiences of the most vulnerable and affected communities.

2 We could network with the right organisations. We convened focus groups and meetings with multiple parties that each had specific focus areas such as youth, women in Africa and think tanks. Our convening power was a clear advantage in those circumstances. Along the way, we worked on projects integrated into our broader research programme, and others which were offshoots of the policy development work. One of these was a study on transitional justice and human and peoples' rights in Africa, undertaken through a partnership between CSVR and the African Commission on Human and Peoples' Rights (ACHPR). Upon completion, this study was adopted by the ACHPR during its 24th Extraordinary Session on 4 August 2018.

Between 2013 and 2017, we worked together with partners to influence the direction of redress for victims of torture in Africa. In this, we took our cue from the publication and adoption of the United Nations Committee Against Torture's General Comment No. 3 on the Implementation of Article 14 of the Convention against Torture, which focuses on reparations for victims. Our recommendation was that the Committee for the Prevention of Torture in Africa (CPTA) develops a similar pan-African General Comment to address the experiences of torture victims in Africa. The Pan-African Reparations Initiative (PARI) is a loose network of civil society actors providing legal and rehabilitation services to victims of torture in Africa.

The African Union Building in Addis Ababa, Ethiopia

We were able to leverage our research, advocacy and intervention work to open doors and create networks with policy makers at a continental level. By locating our continental processes into our broader research strategies, we were able to break down silos and apply what we had learned to the relevant contexts where we were working.

In our role as co-secretariat, we provided direct support to the CPTA in developing the General Comment, providing content expertise, drafting sections of the General Comment and co-funding the expert roundtables, writing retreats and other convenings for the process.

3 A third factor in our success was our ability to leverage our research and advocacy work to open doors and create networks with policy makers at a continental level. By locating our continental processes into our broader research strategies, we could break down silos and apply our learnings to the relevant contexts where we were working.

With these examples of our core offerings on the continent, our reputation and networks expanded. We exposed existing gaps within the frameworks and instruments of law and their implementation that could be plugged for the benefit of victims. We also made additional recommendations to continental policy makers, taking advantage of our previous advocacy track record.

Two case studies effectively demonstrate how these three advantages helped to advance our continental progress in conflict-ridden societies – our work in The Gambia and in South Sudan. The respective governments in those countries recognised the value of implementing psychosocial and victim support programmes as tools for nation building and reconciliation. It is noteworthy, however, to see how ground-up impetus, as in South Sudan, and top-down approaches, as in The Gambia, both share the same potential outcome for transitional justice.

The Gambia

In 2016, a delegation from The Gambia visited South Africa on a study tour. The delegation sought to learn lessons of experience from the South African TRC process. We participated in the tour, offering high-level expertise. We shared learnings and lessons from the TRC process. We homed in on the importance of offering psychosocial support to victims of violence and torture.

At the time, we were working on the final drafts of the AUTJP. With the financial backing of an external funder, in 2017 we used drafts of that document to guide our approach to the Gambian Ministry of Justice. We provided technical support in identifying gaps in the country's efforts towards nation building and establishing transitional justice processes. The services included psychosocial support and victim support expertise, and a programme to document gross human rights violations. The MOU with the Gambian government was modelled on the AU MOU and informed the country's community-based transitional justice processes through its own version of the TRC, the Truth, Reconciliation and Reparations Commission (TRRC).

Our direct approach to the Gambian government stands in contrast with the process of introducing transitional justice processes to South Sudan, where a more ground-up approach was used to influence government policies.

A body mapping workshop in The Gambia

South Sudanese training workshop participants with MHPSS Programme Manager, Gugu Shabalala

South Sudan

In 2015, under Shuvai Nyoni, CSVR's Advocacy Manager, we were involved in a commission of inquiry into political violence in South Sudan instituted by the AU and led by the former president of Nigeria, Olusegun Obasanjo. We were part of a global consortium of organisations that were able to raise funding for a project to document human rights abuses in the country and to provide services to community-based organisations on the ground in South Sudan. A large proportion of the South Sudanese population had fled as refugees to Uganda and Kenya. At the time, we were advised there was only one psychologist working in the whole country. Part of our methodology was to bridge that gap, devising strategies on how to provide psychosocial services.

We started work in 2017, drawing heavily on our experiences gained during 2015. We worked hard to create a network, leveraging our reputation and our previous advocacy work to build and consolidate relationships there. We started working in Juba, the capital, providing training workshops teaching basic counselling services to laypeople like faith-based leaders, civil society workers and others. There is a great need for these services as violence continues in communities throughout the country. By 2017, we had trained around 48 people, with about 22 based in Juba, five in Nairobi and the rest located in refugee camps in Uganda.

Among those, ten were being trained as trainers themselves to be able to offer psychosocial services in their own communities.

The case studies of our work in The Gambia and South Sudan are testament to our agility as an organisation – and our single-minded focus. Ultimately, our goal remains the same: to build local capacity for civil society to implement transitional justice methodologies, whether we are working from the ground up with local communities or at the highest levels of government.

Focus on advocacy
Developing the African Union Transitional Justice Policy

Our collaboration with the AU started in 2011, when we initiated a relationship with the organisation to seek entry points to influence continental policymaking to augment and consolidate transitional justice practice in Africa. Through the leadership of Carnita Ernest and George Mukundi Wachira, engagement with the AU intensified, leading to the signing of a MOU with the African Union Commission (AUC).

Our work with the AU was initially influenced by two seminal publications: the *Report of the African Union High-Level Panel on Darfur*, led by the former president of South Africa, Thabo Mbeki, published in 2009; and the AU's Panel of the Wise 2013 report titled *Peace, Justice and Reconciliation in Africa*. Transitional justice was not new to the continent. South Africa and Rwanda each implemented transitional justice processes via the TRC and the National Unity and Reconciliation Commission, respectively. However, member states were reserved about adopting the processes in their national contexts. The prevailing perception was that such processes could be abused for political gain.

The need, then, was to gradually lobby and advocate towards the adoption of transitional justice on the continent. We started consulting with specialists in various fields such as women's rights, gender, youth development and others. These consultations began to influence a framework that could shape a transitional justice policy.

The pathway towards a policy is a long one that combines a technical process with stakeholder consultations. Starting out as a proposal, multiple iterations were developed in consultation with all 55 member states of the AU, as proposals evolved into a policy. Time was needed to agree on technical partnerships, secure endorsements for the process, allocate resources and agree on the process for adoption. Navigating AU decision-making processes is equally multilayered.

The various iterations were presented to the Permanent Representative Committee (PRC), comprising ambassadors from member states, and or the Specialised Technical Committee (STC) on Justice and Legal Affairs, which is the key body for refining and adopting AU legal texts and human rights-related policy frameworks. The STC then presented drafts to the Executive Council, comprising Ministers of Foreign Affairs from member states. Upon endorsement of the policy by the Executive Council, it is then presented to the Assembly of Heads of State and Government for final adoption.

Our pivotal role in this process enabled us to share our vision with potential funders. We provided technical support, raised funding and convened multi-stakeholder fora. However, securing and retaining support from funders proved challenging. Funders are traditionally reluctant to support processes without a finite timeline. Given the extent and complexity of the process, we had to shift our reporting methodologies to document milestones and positive developments in the process, beyond the focus of standard reporting at the end of the project. This enabled our funders to see the ongoing value of the

Launch of the ACHPR Study on Transitional Justice and Human and People's Rights in Africa in Sharm-el Sheik, Egypt, in 2019

South Africa and Rwanda each implemented transitional justice processes via the TRC and the National Unity and Reconciliation Commission, respectively. However, member states were reserved about adopting the processes in their national contexts. The prevailing perception was that such processes could be abused for political gain. The need, then, was to gradually lobby and advocate towards the adoption of transitional justice on the continent.

work. This also led to commitments from a group of various funders, who wanted to see the processes succeed, to support the process through the years. This was bolstered by the voices of influential African practitioners who lobbied for funding within their organisations abroad.

In November 2015, the AU STC on Justice and Legal Affairs reviewed but rejected the policy framework on the basis that member states considered the document to read more like a concept note rather than a policy. Member states also lamented the fact that while the policy was meant to be their document, they were excluded from its development process. While this was not an outright rejection of the policy framework at the time, it required additional layers to the development and validation processes before the policy could be brought back to the STC. In response, and as guidance by the STC towards finalising the policy, a 17-member task force was created to represent AU member states' involvement and accompaniment to the development and finalisation of the policy.

Two CSVR Board members were instrumental in driving the finalisation and ultimately the adoption of policy. Dr Solomon Ayele Dersso, Commissioner at the African Commission on Human and Peoples' Rights, drafted the final draft of the AUTJP and presented it to the 17-member state task force for validation in March 2018; and Prof. Khabele Matlosa, then Director, AUC Department of Political Affairs, Addis Ababa, Ethiopia, presented the final draft of the policy to the STC in November 2018. In this meeting, the policy was unanimously adopted by the STC and it was ready for its final step – its adoption by AU Heads of State and Government.

Key moments throughout the process helped to accelerate the policy development. The first was the creation of the annual Transitional Justice Forum to institutionalise transitional justice continentally. Co-hosted by CSVR and the AUC, the inaugural first edition of the forum was hosted from 17–19 October 2017 in Johannesburg, South Africa. The seventh edition of the forum was held from 12–14 September 2023, in Rabat, the Kingdom of Morocco.

The second key moment was the decision by the African Commission on Human and Peoples' Rights to undertake a study into how to apply a transitional justice lens in the protection of people's rights. This was an important offshoot of all efforts to entrench transitional justice across the continent. It reinforced the pace of the policy development. The study was adopted in August 2018, and in the end catalysed the final adoption of the AUTJP. The study is comprehensive and, in some respects, has a wider remit than the policy itself, although the two complement each other quite neatly.

On 11 February 2019, the AU formally adopted the policy on transitional justice. Its adoption was a rallying point: member states began to use it to inform their own national transitional justice processes and policies. It was also a significant lever for us in terms of the weight our work carried in the field. The policy's adoption reinforced not only our process and approach but also our role as a global player in the field, entrenching our profile as an African organisation with South African roots.

In May 2020, the AU adopted the Roadmap for the Implementation of the Transitional Justice Policy and it is this roadmap that informs the technical support of the AUC to member states embarking on development of their national transitional justice policies.

CSVR's publications

Copies of the African Union Transitional Justice Policy in different African languages

Panel discussion during the 7th Edition of the African Transitional Justice Forum in Rabat, Morocco, in 2023

The 3rd Edition of the African Transitional Justice Forum in Addis Ababa, Ethiopia, in 2019

Banner of the 2nd Edition of the African Transitional Justice Forum in Khartoum, Sudan, in 2018

Case study
A brief history of writing wrongs

Around 2005, we recognised the need for an academic journal that brought together the expertise of scholars, practitioners and networks in the field of transitional justice. Graeme Simpson and Nahla Valji developed the idea for the *International Journal of Transitional Justice* and submitted a funding proposal to Oxford University Press (OUP). They approached Harvey Weinstein, a professor at Berkeley University's Centre for Human Rights, to become the journal's founding co-editor, and recruited some of the most respected people in the field to serve on its Board. While the Board's composition has shifted over the years, it remains representative of the journal's geographic and disciplinary diversity.

Irish Aid was an existing funder at the time, and agreed to fund the initial development and launch while OUP took responsibility for producing, distributing and marketing. The *International Journal of Transitional Justice* was launched in 2007, with Harvey Weinstein and Hugo van der Merwe acting as co-Editors-in-Chief and Nahla Valji as Managing Editor.

Since then, the journal has published many of the most influential thinkers in the field. Among others, they include Pablo de Greiff, Martha Minow, Diane F. Orentlicher, Ruti Teitel and José Zalaquett. It has also recruited prominent international scholars and practitioners as guest editors. Two examples are Juan Mendez and Navi Pillay.

Every year, the journal publishes a special issue covering areas such as development, gender, arts and youth. These have acted as key benchmarks for transitional justice's expansion into new areas of work while framing critical debates around the challenges facing the discipline. The journal is accessible to millions of researchers worldwide through various university consortiums and many of its articles are downloaded over a thousand times every year, with over 4 000 subscribers downloading the most popular articles.

When it comes to impact, the journal has been ranked in the top third of all rated law journals and in the top half of all political science journals. In addition, the journal's articles are very commonly cited in key policy documents produced by UN offices and in donor strategy documents. It also serves as a key source for almost every new transitional justice book or international journal article.

The *International Journal of Transitional Justice* is a jewel in our history. It brings together some of the ground-breaking thinking and research on transitional justice. It is used by researchers and practitioners to make a significant impact on the ground. Over and above that, the key contribution of the journal is the creation of solid links between theory and action in the transitional justice field. The case studies featured throughout this report show how we have done this in the communities where we work.

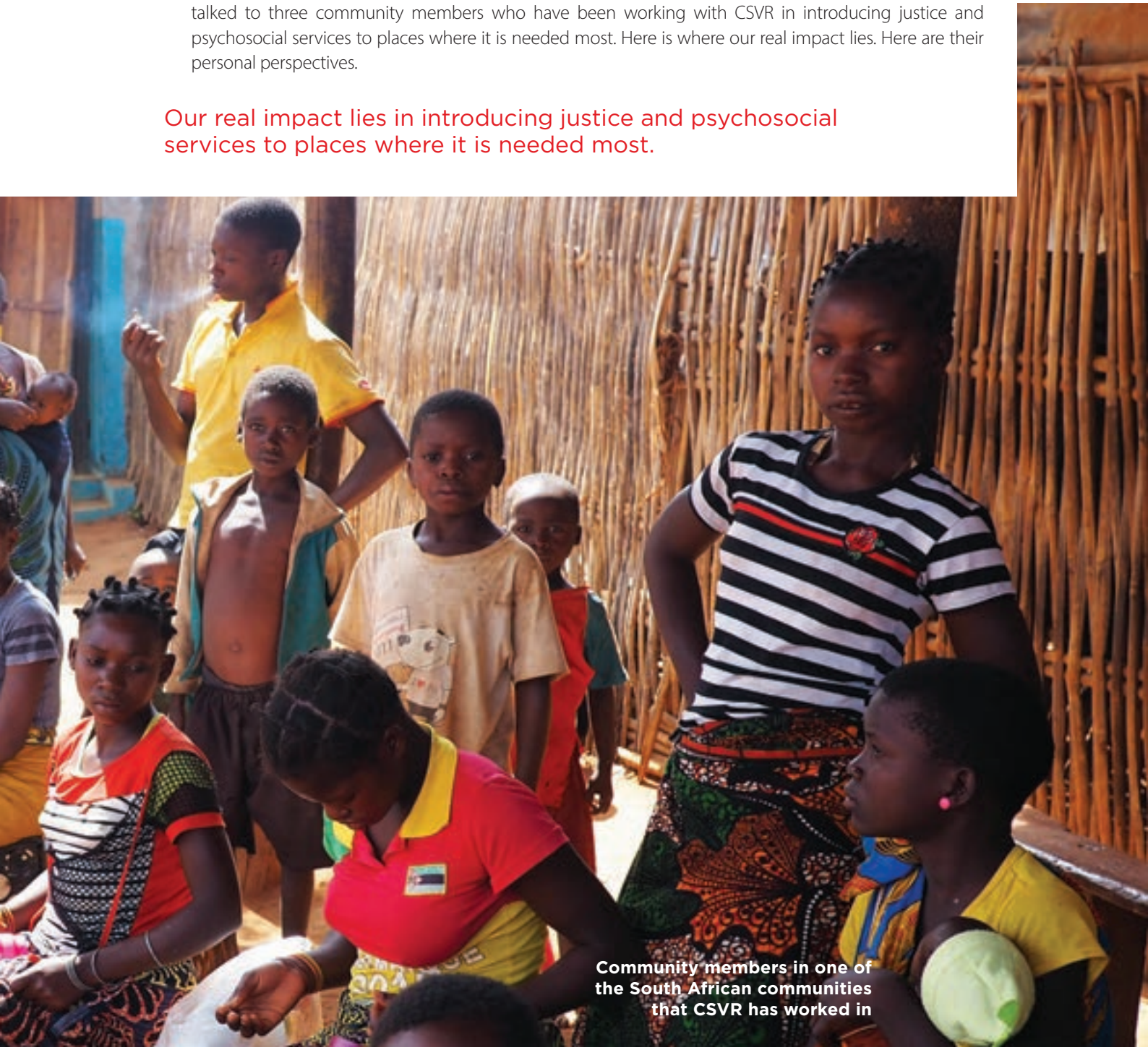
Copies of the *International Journal of Transitional Justice*

Since 2007, the journal has published many of the most influential thinkers in the field. Among others, they include Pablo de Greiff, Martha Minow, Diane F. Orentlicher, Ruti Teitel and José Zalaquett.

Spotlight
on our grassroots impact

While theory supports the thinking behind our work and policy determines a pathway to implementation, it is practical application that has enormous potential to make a significant difference in communities. We talked to three community members who have been working with CSVR in introducing justice and psychosocial services to places where it is needed most. Here is where our real impact lies. Here are their personal perspectives.

Our real impact lies in introducing justice and psychosocial services to places where it is needed most.



Community members in one of the South African communities that CSVR has worked in

Grassroots focus: Ekangala

"CSVR has brought light and hope to our lives"

Ekangala is an Nguni word meaning an isolated place, a community with little or no development. And that is exactly what the Gauteng township of Ekangala was before we intervened there in 2011. A place infested by violence against women and children. A hotspot of factional fights, gang violence and all the other social ills that afflict South Africa's most deprived areas. We spoke to one influential resident about how we have helped their community to overcome the numerous challenges it faces.

In conversation with Pennylover Chivure, who has worked with CSVR since 2011

What was life like before CSVR came to Ekangala?

Before CSVR intervened, the most serious challenges facing Ekangala were factional fights. Thousands of people had died in battles between villages, village sub-sections and cultural groups. Children couldn't attend schools outside their villages. As one young man told us, it was also tough to have a social life. "Our elders fed us hatred. We were not allowed to make friends with people outside our section," he said. "This had a negative impact on our social skills and humanity." Another said: "Before CSVR's intervention, Ekangala was divided into East and West sections. People from the West could not even buy basic things from the other side of the community and vice versa."

What are the best things about being part of CSVR's work?

Our work has made it easy for ordinary people to know about their human rights. We educate individuals on what they should do when their rights are violated. CSVR is always ready to teach people about other issues impacting our community. It has never made empty promises. It fulfils its commitments.

What positive changes has your community experienced after CSVR's intervention?

CSVR has played an essential role in addressing GBV and helping its victims. We have helped so many people in abusive relationships and toxic marriages. Although the rate of GBV has decreased in our community, it has not completely ended. But there is a greater awareness of it, and we are mobilising the community. Thanks to our work, many people have found the courage to leave their unhealthy relationships and reach out for help. CVSR managed to bring peace and stability to the community, helping to end factional fighting through school and community dialogues, and working with law enforcement. As one community member told us: "CSVR ilethe ukhanyo nethemba ezimpilweni zethu,"

Ekangala Community Psychosocial Supporters group

meaning CSVR brought light and hope to our lives. This remains one of CSVR's most significant milestones in Ekangala. Another milestone involved tackling the extreme levels of torture in the area. According to one community member, people were tortured to death without repercussions or convictions. Through CSVR's work and its consistent engagement with the community, torture, general violence, GBV and youth violence decreased considerably.

How could Ekangala's relationship with CSVR be improved?

The community has built a solid relationship with CSVR. However, like all relationships, we need to nurture and maintain it in order to enhance its robustness. We also need CSVR to be consistently available and visible in the community. People want to see CSVR more involved on the ground rather than leaving its Community Psychosocial Supporters (CPS) to run the show. I also think CSVR needs to initiate some programmes on LGBTQIA+. There are cases of homophobia in the community. The cases are not severe, but I don't believe we need to wait until we have a crisis. We need more dialogue on sexual orientation and education on queerness.

What channels do you use to communicate effectively?

We use various communications channels including stakeholder meetings that are open to community members, WhatsApp groups to report GBV incidents and other forms of violence in the community, and local and community radio stations.

What problems does the community still face?

Persisting problems that we still face are many and varied. The first is GBV. Secondly, we do not have sports facilities for children and youth. Finally, the third relates to alcohol and drug abuse. Alcohol is easily accessible including to children as young as 11 years. Crystal meth is one of our biggest problems, and we hope that CSVR and other NGOs can work together to raise awareness about the danger of substance abuse.

Will CSVR be part of finding solutions to these challenges?

CSVR can be part of finding solutions. But it cannot do that alone. The government should lead in finding solutions. CSVR can support where necessary.

Grassroots focus: Marikana

"CSVR gave us hope when we were hopeless"

In conversation with Thumeka Magwangqana, a CPS with CSVR since 2012

How was life in Marikana before CSVR?

We faced GBV, poor living conditions and alcohol abuse. The cases of GBV increased after the massacre. That is when men became more violent. Their behaviour changed drastically after the massacre.

What are best things about being part of CSVR's work?

The fact that the organisation provides us with training and equips us with knowledge. CSVR also provides us with writing and public-speaking training. This makes our CPS roles much easier and less draining emotionally. The lessons we have learned from CSVR have kept us going amid confusion and frustration. Working with them has been excellent.

What positive changes has your community experienced after CSVR's intervention?

CSVR helped a lot of people with counselling, particularly women and children. Many women lost their husbands, who were their families' sole breadwinners. After the massacre, many children drowned in depression. But CSVR also intervened with free counselling for children and community members who were not coping. CSVR gave us hope when we were hopeless. The psychosocial support we received from them helped many people in our community. If it were not for CSVR's help, many of us would have died due to depression and psychological pressure.

What other programmes would you like CSVR to introduce to the community?

We have a problem with ethnic violence in the community. Maybe, CSVR can run programmes and dialogues that will address this issue. Specifically, there is language and cultural intolerance between the Nguni and Tswana/Sotho people in the community. This issue of ethnic prejudice needs to be addressed before it gets out of hand. I hope CSVR will have enough funding to run such programmes. Overall, we do not want to see blood on the streets of Marikana again; we want peace and ubuntu. Our community has buried many young black men already. We do not want to see another massacre.

The Marikana community

Marikana women who received support from CSVR

What channels do you use to communicate effectively?

We use various communication channels. We hold regular check-in meetings. We use WhatsApp and Facebook groups, where people share their stories of trauma and update us if someone is being abused. We have also built strong relationships with other community NGOs that also fight against violence.

What are the challenges facing the community?

We face many social problems. We lack safe housing for victims of GBV and other types of violence. Living conditions are bad. Children share shacks with their parents, and they experience all sorts of things that are not good at their age. Due to a lack of housing, parents end up having sex in front of their kids, and children practise these unlawful acts against other school children. There are cases where primary school children are caught practising sexual acts on each other on school premises. There are lots of assassinations happening in the area. People get killed daily. We have no idea what might cause these assassinations. But they all started after the massacre. In fact, many of our problems started escalating after the massacre. As the rate of GBV and assassinations rose, so did depression levels. As one community member suffering from trauma and depression said: "Mental health facilities are not available in most black communities, which need CSVR's services. We are grateful for its services to Marikana."

Will CSVR be part of finding solutions to these challenges?

Yes, I think so. CSVR can work with the government in bringing all the change we need in the community. But as an organisation, CSVR cannot bring the change alone. The state and other entities need to join in finding practical solutions. CSVR and other NGOs should work together to hold the state accountable. CSVR can be the central organisation fighting for accountability and justice for the people of Marikana.

Grassroots focus: Inner-city Joburg

"I do not know where I would be without CSVR's help"

In conversation with Rehema Mutete, a CPS with CSVR since 2010

What are the best things about being part of CSVR's work?

Within CSVR, I found a safe space to be vulnerable. I joined CSVR in 2000 having arrived in South Africa in 1999 after leaving my home country, Rwanda, because of political instability. I came with my husband and three children. We didn't know anyone in the city. We were stranded and stressed. I met a woman from Rwanda who introduced me to CSVR. CSVR welcomed me with open hearts. CSVR assisted my family with safe shelter in town. It provided us with free psychological counselling. The best thing about working for CSVR is that it provides knowledge about our rights. It's a safe space for women, children and victims of GBV. I have used the knowledge I gained from CSVR to empower other women who found themselves in similar situations to mine. I passed the knowledge I got from CSVR to other communities and organisations.

What positive changes has your community experienced after CSVR's intervention?

CSVR helped many women who were victims of GBV. It also assisted many refugees with shelter and psychosocial support. CSVR's work in refugee centres will never be forgotten. I remember in 2008, during the xenophobic attacks. CSVR was one of the organisations that provided shelter and mental support to the victims of the violence. If it wasn't for the help of CSVR, I do not know where I would be today.

What channels do you use to communicate effectively?

I meet with all CSVR's CPSs every other week. We discuss, strategise and plan our work. We agree on how we will deal with challenges within our community. Over the past few months, CSVR has given us phones and tablets for effective communication and reporting. These devices have benefited us and made communication easy.

Community Psychosocial Supporters from inner-city Johannesburg

"The crucial role that CSVR played in bringing peace and stability to Joburg's inner city can never be erased by anyone. Indeed, history has no blank pages. Even people who returned to their home countries will remember how CSVR helped them during a crisis. Its work will stay in the hearts of many inner-city residents."

What problems does the community still face?

Inner-city Johannesburg is a complex and often dangerous environment that presents us with a lot of challenges. Despite CSVR's intervention, we still face GBV. Murder cases are rising. Alongside the visible problems of inequality, social violence and poorly governed infrastructure lie more intangible threats.

Will CSVR be part of finding solutions to your challenges?

Over the years, CSVR has provided practical solutions for hundreds of people in the inner city. It can achieve more great things if the government can give it more funding to run its projects.

Our global mindset
Because human rights are universal

CSVR was set up in South Africa as a research-focused project. Today we combine research with advocacy and intervention. This is a unique offering that has global reach.

However, there is still work to do.

We want to deepen our footprint into the five regions of the African Union (Central, Eastern, Northern, Southern and Western Africa). We have identified key Regional Economic Communities (RECs), such as the Southern African Development Community (SADC) and the Economic Community of West African States (ECOWAS), to further entrench transitional justice and drive its effective implementation. We have a vision to become a reservoir of technical expertise in peacebuilding and justice. We will continue to be leading producers of knowledge on transitional justice interventions. We have an opportunity to take advantage of the work we have done over the past 35 years. We will bring this knowledge to bear on global efforts aimed at shaping and driving transitional justice policy through thinking, analysis and innovative application.

We have an opportunity to take advantage of the work we have done, to bring it into the world, shaping and driving transitional justice policy through thinking, analysis and application.

CSVR and AU team on mission to Central African Republic


CSVR team with other delegates at the Commission for the Status of Women in New York

CSVR team during the Global Learning Hub strategic meeting in Bosnia-Herzegovina

Image showing continental and global conflicts necessitating transitional justice processes

Doing the right thing
The role of governance in sustaining CSVR

Good governance underpins the continued sustainability of our organisation. From our inception in the late into the 1980s and 1990s, we acknowledged the need for effective systems and processes as key components of our ability to deliver. However, the real catalyst for instituting effective governance came in 2008 when many NGOs felt the full brunt of the global economic crisis.

At the time, the Institute for Democracy in South Africa (IDASA) had been instrumental in providing financial support and grants for NGOs across the country. As the flow of global philanthropic funding began to dry up, so too did the available funds to support IDASA and its work. In 2013, IDASA closed its doors. This triggered a domino effect that led to other NGOs that relied on IDASA support subsequently closing down too.

While we had the means to stay afloat, we still felt the repercussions. Staff were retrenched. This exacerbated a painful internal climate of turbulence and conflict. IDASA's collapse compelled us to introspect. We acknowledged the need to develop a coherent governance strategy. As an organisation reliant on donor funding, the episode was a rude awakening on how external stimuli could be such a serious threat to our continued existence. It gave the Board pause for thought in terms of how to stay relevant while also protecting the organisation from similar shocks in the future.

An extensive business continuity process audit revealed fragmentation throughout the organisation. This led to substantial efforts to streamline and improve policies, procedures and processes as well as manage risks. The Board began to solidify the systems that determined how decisions are made. We ensured that we grounded those decisions in a well-defined organisational strategy. The objective of this process was to embed a culture of ethical conduct and to sustain a practice of transparency, accountability and responsibility. These individual elements converge in the operational pillars of human resources, project management, financial prudence, operations and management systems. Crucially, the culture of good corporate governance entrenches a sense of confidence within the minds of funders. It is a process of guiding how resources are spent and how we articulate our work to our stakeholders. In one example of this confidence, a major funder reported that "CSVR is a model we want to work with".

The objective of the organisational strategy was to embed a culture of ethical conduct and to sustain a practice of transparency, accountability and responsibility. These individual elements converge in the operational pillars of human resources, projects, operations and management systems.

The CSVR Board (left to right): Malefu Tsotetsi, Prof. Khabele Matlosa, Nokukhanya Ntuli, Tefo Raditapole, Nontsikelelo Sisulu, Dr Solomon Dersso, Annah Moyo-Kupeta, Dr Simangele Mayisela

A committed Board

The system of good and ethical governance enables the organisation to move forward with a single unified vision, and the Board is at the centre of this. "The Board is the constant within the structure. It holds the institutional memory, the historical background, shapes the strategy and supports the operations of the organisation," says Board Chair, Tefo Raditapole.

Until 2019, the Board was a voluntary body, with Board members acting on an unpaid basis. Passion and commitment to upholding human rights remains the common thread between all Board members.

While they come from different backgrounds and have different life experiences, they all share the same values. In this regard, "fit" is an important part of the Board's chemistry, says Raditapole: "Fit and synergy are crucial to avoiding factionalism, and to enabling different personalities to work together. Humility and a willingness to learn from each other are in the Board's DNA. This emerges in our meetings and in our working methodology."

Organisational development as a concrete output

With our origins in South Africa, we now work across Africa and in countries beyond the continent such as Bangladesh, Syria, Burma and Ukraine, among others. At the heart of our ability to deliver projects across territories is the Board's ethos of operationalising our strategy, which is developed to span five years and driven by a baseline of simple, accessible yet robust targets. This offers a frame within which the operational teams can work. The strategy has built-in flexibility to adapt to events foreseen and unforeseen. This structure enables teams to work outside the scope if strategically necessary but always within sight of the baseline targets.

In the past, projects were adopted at the behest of funders to suit their aims. As a result, projects were not compatible with our core mandate and strategic objectives. The Board streamlined this approach, imposing a more strategic intent behind project delivery. "We always consider whether a project is linked to our strategic objectives," says Raditapole. "It's crucial to stay focused on what you want to achieve, rather than expanding or undertaking projects for the sake of meeting a funder's agenda. We debate and question all growth, interrogating decisions to ensure everything we do has a purpose that moves us towards our ultimate goal of instituting transitional justice mechanisms and sharing our expertise in that field wherever we work."

Doing otherwise increases the risk of expansion for the sake of it and concurrent contraction when projects are completed or, in the worst case, derailed by external forces.

Organisational development is costed into project budgets as a project outcome, which offers assurance for us and our funders that we are properly resourced to deliver. This is a unique approach that has required lobbying and advocacy: funders are typically reluctant to fund organisational line items. However, for us this approach makes organisational development a concrete deliverable. It foregrounds performance underpinned by adequate and reliable resourcing. With organisational development at its core, project funders are assured of quality and a sustainable outcome.

Upskilling local teams

Our governance model draws on the Board's multidisciplinary expertise. The systems in place enable project teams to work seamlessly across territories. A project manager seconded to projects in countries across the region can quickly establish well-honed processes that enable them to focus on knowledge transfer and delivery. With these processes in place, local teams are equipped to continue long after the project manager has left the region/country. We are able to achieve this because we use tried and tested systems and processes to deliver impactful and sustainable results. That said, our approach is to listen

CSVR with Guinean CSO members with their certificates after a training workshop in Conakry, Guinea

Kagiso community soccer team created with support from CSVR, preparing for a community match

With well-honed processes in place, local teams are equipped to continue long after the project manager has left the region, using tried and tested systems and processes to deliver results quickly and continuously, and to scale up to maximise impact.

first and to act later. We bring our expertise to bear and apply it to the unique conditions of the region/country in question. This requires taking the time to understand the local context. It requires establishing a solid foundation for projects that respond directly to the normative, cultural, governance and legal realities of each region/country. In this respect, the COVID-19 pandemic was a game-changer for CSVR. Working remotely enabled the organisation to streamline processes. It assisted us to speed up delivery and upskill local teams more effectively. We managed to cut the costs and complexities of running satellite offices in multiple regions/countries.

Governance in the future

"There is always room for improvement," says Raditapole. "Our project list is growing on a sustainable trajectory. We are expanding our footprint through invitations to pitch and an expanding track record of leadership in the field of transitional justice. Donors have recognised our value in the field, which places us in a privileged position. We are determined to recalibrate as an organisation with regional and ultimately global reach. To achieve this we need to make decisions about alignment. We assess whether our values are in sync and whether there is synergy in our internal team. We are very clear about what we bring to the transitional justice table. We are the custodians of quality in this arena, and we will guard that role with obsessive intent."





EXIT

CHAPTER 4

Mapping a new course
An ambitious vision for the future

Annah Moyo-Kupeta stepped into the Executive Director role when Nomfundo Mogapi left in 2021. As we look towards the next decade and beyond, Moyo-Kupeta reflects on what the next chapter could reveal.

We have reached a point in our journey that requires the same determined and visionary thinking that started our story 35 years ago.

The vision for the organisation is an ambitious one, encapsulating the "teach a person to fish" mindset. We have achieved a lot as an organisation over the past three and half decades. Our footprint across themes, types of violence, focus areas, projects, regions, countries and communities, and stakeholders has been vast and diverse. From here, we want to consolidate the work we have done to date and upscale by building upon our previous work and its impact. We will also use the lessons learnt from our reflective learning spaces to respond to what is emerging, the contextual realities and experiences of the most affected.

We always aim to remain responsive, resonant and relevant as an organisation. This compels us to align our interventions with emerging issues and the contextual realities of our beneficiaries and those affected by violence. We do this on the basis of cutting-edge and innovative research, advocacy and community interventions.

In South Africa, we have expanded our community work to 48 communities across eight provinces: Gauteng, North West, Mpumalanga, Western Cape, KwaZulu-Natal, Limpopo, Eastern Cape and Free State.

The communities we work with have been capacitated to respond to emerging issues. Our interventions entail advocacy, basic counselling services and community-based research. These interventions are catalytic in terms of influencing policy and high-level decision-making processes. However, many of these communities do not yet have their own institutional capacity and the requisite clout to access funding and resources for programmes. This is a gap that we have started to bridge. Through partnerships and support from funders, we provide organisational development support and small project grants. This modest institutional support and project implementation work enhances local capacities. It assists in building the sustainability of community-based projects.

It has always been our vision to remain responsive, resonant and relevant. This calls for us to be responsive to emerging issues and contextual realities in ways that resonate with the lived experiences of our beneficiaries.

We are a bridge connecting affected communities and mainstream funders. This is how we upscale our impact. We replicate our services and approaches at community, national, regional,continental and global levels. It is a form of "industrialising" our work, being able to extend our reach into as many corners of society as possible.

At the same time, we need to be mindful of the gaps that exist. We need to be unafraid of presenting new ideas to help fill those gaps. We cannot be the only ones championing a violence-free society. We cannot *not* upskill our communities. And nor can we do it alone if we are to have a large-scale impact. We need to replicate what works in many parts of our society. And to achieve this, we need to be focused on the immense potential for progressing towards as peaceful and violence-free a society as possible in our lifetimes.

CSVR intern drawing a river of life during a staff retreat

Community Advocacy Specialist Tsholofelo Nakedi presenting at a GBV workshop

Research Programme Manager Nomancotsho Pakade presenting at a workshop

CSVR staff at a staff retreat

Coming full circle
in our fight against gender injustice

As part of our efforts to consolidate and upscale the work of CSVR, in September 2023, we launched our new Gender Programme, coming full circle in our gender programming work. CSVR has had a Gender Unit since 1998. It was later transformed into a stand-alone programme in 2001. Between 2012 and 2022 our strategic thrust focused on gender mainstreaming within our programmes and projects.

Despite this strategic shift, we continued to advance gender justice. We persisted in our fight against gender inequality. We undertook pivotal research that set the tone for concerted multi-stakeholder efforts to fight against GBV.

In 2017, in partnership with Oxfam, CSVR published a research report titled *Violence Against Women in South Africa: A Country in Crisis*, authored by Nonhlanhla Sibanda-Moyo, Eleanor Khonje and Maame Kyerewaa Brobbey. This evidence-based study had an immediate and high-profile impact on public conversations about gender issues. It compelled political leaders to acknowledge that violence against women (VAW) had become a full-blown national emergency. The report further called for a multifaceted approach as well as a coordinated approach to address this scourge across various sectors.

The report set off a chain of advocacy and gender activism. This activism saw women march in 2018 to hand over a petition to the president of South Africa at the Union Buildings, amid high levels of SGBV and femicide. This led to the convening of the Presidential Summit in November 2018. Subsequently, in 2020, the South African government adopted the National Strategic Plan on GBV and Femicide (NSP-GBVF).

We cannot duck our responsibility for calling out senior political leaders who choose to downplay the causes and consequences of SGBV. Similarly, we cannot avoid tough conversations when responding to deeply embedded cultural prejudices – and even attacks – against members of LGBTQI+ communities inside and outside South Africa.

Undoubtedly, this report played a catalytic role in focusing attention and changing attitudes towards such a grave national crisis. Today, gender justice still remains front and centre of CSVR's strategic thinking. Indeed, our 2020–24 strategy reiterates our position that gender equality and equity is a non-negotiable aspect of our programming. Our Gender Policy unequivocally states that "all programmes and departments must demonstrate gender responsiveness".

Between 2021 and 2024, CSVR's gender work expanded exponentially. This prompted the organisation to provide a structure to support, foreground and accommodate this expansion. In recognition of this development, the Board resolved that our stand-alone Gender Programme would be established in 2023. The launch of the Gender Programme came with much fanfare of programming and activities. CSVR actively addressed SGBV in 48 communities across eight provinces in South Africa. During COVID-19 and its immediate aftermath, we popularised the idea, together with UN-WOMEN, that SGBV was a

shadow pandemic. CSVR began convening the annual Southern African Gender-Based Violence Prevention Symposium, which was held in Pretoria, South Africa, on 29 and 30 August 2023.

After a gap of ten years, our Gender Programme signalled CSVR's return full-circle to the frontline of the struggle against SGBV. This is a clear testimony that gender equality and equity have played a critical role in CSVR's work throughout our 35-year existence.

We have established a proven track record on gender issues through a diverse mix of initiatives across multiple areas. Gender issues are mainstreamed in all our transitional justice, torture and rehabilitation work. We prioritise gender equality and equity in all the continental policies and soft law instruments that we have championed. These include the AUTJP, the ACHPR Study on Transitional Justice and Human and Peoples' Rights in Africa as well as General Comment No. 4 on the Right to Redress for Victims of Torture in Africa.

We have undertaken extensive research and advocacy work on various forms of VAW, including domestic violence, sexual violence and femicide. Other studies have focused on topics such as gender norms and gender equality in different contexts. Our aim has always been to shed light on the prevalence, root causes and consequences of VAW. We have lobbied and advocated for stronger legal and policy frameworks to protect women's rights. At grassroots level, we have actively engaged with communities to promote awareness, dialogue and community-led initiatives. These are aimed at challenging GBV and negative gender norms. Crucially, we have always emphasised the importance of engaging men and boys as part of our efforts to address SGBV and promote positive attitudes towards gender equality and equity.

Our other work in the gender sphere has involved building partnerships and collaborations at local, national and international levels to share best practices and reinforce the collective response to gender issues. We have also run training and capacity-building programmes for various stakeholders including government officials, CSOs and community leaders.

A march against GBV and femicide

CSVR team at Solidarity for African Women's Rights conference

A GBV community dialogue

"We are not suggesting that we change people's cultures. But we are saying we must change harmful cultures – and that takes time and sensitivity."

Liezelle Kumalo, CSVR Gender Programme Manager

Gender Programme Manager, Liezelle Kumalo, presenting at the inaugural GBV Prevention Symposium in 2019 in Pretoria, South Africa

Finally, we provide support to the survivors of SGBV, including counselling and psychosocial guidance.

Looking ahead, our Gender Programme will apply a sharp focus to areas such as the United Nations-led Women, Peace and Security (WPS) agenda, human trafficking, conflict-related sexual violence as well as emerging issues such as climate change and the fourth industrial revolution.

We will continue to apply a gender lens to the core issues that we have been addressing since the 1990s. As we look to expand the programme across South Africa and beyond, we are careful to keep in mind some of the tougher lessons we have learnt after dealing with gender issues for so long.

For instance, as an organisation dedicated to studying violence and reconciliation, we cannot duck our responsibility for calling out senior political leaders who choose to downplay the causes and consequences of SGBV. Similarly, we cannot avoid tough conversations when responding to deeply embedded cultural prejudices – and even attacks – against members of LGBTQI+ communities inside and outside South Africa.

As Liezelle Kumalo, CSVR Gender Programme Manager, emphasises: "We are not suggesting that we change people's cultures. But we are saying we must change harmful cultures – and that takes time and sensitivity." Another lesson that our experience in this field has taught us is that sourcing sustainable financial resources is just as important as attracting and keeping the right human resources. Under Liezelle's leadership, our gender team is now on its way to reinforcing our leadership position on the frontline of the fight against gender inequality.




CHAPTER 5

Our people
Board of Directors

Tefo Raditapole, Chair

Tefo Raditapole holds an LLB and is a practising lawyer. A Director of Cheadle Thompson & Haysom, he sits on the Board of the Ombudsman for Banking Services. He is also Chairperson of the Board of the Credit Ombudsman and Commissioner for the 1st Commission of Employment Equity. In the past he has acted on behalf of the ANC and COSATU.

Simangele Mayisela

Simangele Mayisela is a Deputy Head of Department in the Department of Psychology at the University of the Witwatersrand (Wits) and a registered educational psychologist (in practice). For three consecutive years (2014–2016), she was a Next Generation Social Sciences in Africa Fellow and NRF-Innovation grant holder for her doctoral studies, which she obtained from the University of Cape Town.

Among the various research awards she has received is the Female Academic Leaders Fellow (FALF), at Wits University (2021–2022). She is the founding member of CHAT-Africa, first established at the University of Cape Town in 2013. She currently leads the Wits-South African Council of Educators (SACE) Research Collaboration as her interest in contributing towards the prevention of violence against children and ensuring children's physical and psychological safety in schools.

Nontsikelelo Sisulu

Nontsikelelo Sisulu is a clinical psychologist and researcher, currently overseeing the development of the strategic approach and alignment of government programmes for gender equity. She consults on issues pertaining to women's empowerment, raising awareness on the plight of women, particularly the elderly, as well as poverty eradication and improving economic development towards the economic emancipation of women.

She has facilitated a number of interactions with the South African Women in Dialogue (SAWID) and has worked extensively in South Africa and the United States.

Nokukhanya Ntuli

Nokukhanya (Nox) Ntuli is a lawyer, mediator process facilitator and the current head of the Dispute Resolution team at the Compliance Advisor Ombudsman (CAO) – part of the World Bank Group, Washington DC, USA. Before joining the CAO, she worked as a Constitutionalism and Rule of Law Expert in the Department of Political Affairs at the African Union Commission in Addis Ababa. She also worked with the Ugandan Judiciary (2009–2011), to set up court-annexed mediation in the Commercial Court. Nokukhanya has extensive legal experience in corporate, intellectual property, labour and public policy law. She also has over 17 years of mediation experience and has mediated commercial, employment, land, community, small claims and electoral disputes.

She has lived and worked in the United States, United Kingdom, Zambia, Uganda, Kenya, Liberia, Ethiopia and South Africa, where she is from. She has worked in the private, public and non-profit sectors, and multinational and multilateral organisations, practising law and mediation. She has also conducted short-term projects in Malawi, Botswana, Rwanda and Sierra Leone.

She holds a Post-Graduate Fellowship on Peace and Security from Kings College London and the African Leadership Center, an LLM in Corporate Law from Nottingham Trent University, an LLB Honours from the University of Wolverhampton, and a Certificate in Transitional Justice and Peacebuilding from the United Nations Institute for Training and Research. She is an ADR Group (UK) Accredited Mediator, and has served on the boards of several NGOs. She also volunteers as a mediator for the District Court of Maryland Alternative Dispute Resolution Office.

Prudence Malefu Tsotetsi

Prudence Malefu Tsotetsi is the Founder and Director of Mwanga Fiduciary Services (Pty) Ltd. Malefu has over 15 years of experience in financial services, specialising in fiduciary services and employee benefits. She has in-depth knowledge in estate planning, specialising in trusts. She started off as a Trust Accountant at PriceWaterhouseCoopers Inc. and moved to Alexander Forbes as a Trust Consultant. She then moved to Standard Trust, specialising in trust management with a R1.4 billion asset portfolio.

Her involvement with the industry follows years of study, earning various qualifications and corporate experience. She is a Certified Financial Planner with the Financial Planning Institute (FPI) and a member of the Fiduciary Institute of South Africa (FISA). She started her own business with the intention to change how settlement trusts are managed and used for the rehabilitation of beneficiaries. Her passion is sharing her expertise of estate planning with people from all walks of life, especially the importance of having a will.

Dr Solomon Ayele Dersso

Dr Solomon Ayele Dersso is a Commissioner of the African Commission on Human and Peoples' Rights, the AU's premier human rights body, and Chair of the Working Group on Extractive Industries in Africa. Dr Dersso is an editorial board member for the *International Journal of Transitional Justice*.

He serves as focal point of the African Commission on Transitional Justice and Human Rights in Africa and led the final draft of the AUTJP. He is a non-faculty Assistant Professor of Human Rights at the School of Law and Governance Studies, Addis Ababa University.

Dr Dersso heads Amani Africa Media and Research Services, a policy research and consulting think tank in Addis Ababa. He received an LLB from the School of Law, Addis Ababa University; an LLM from the Centre for Human Rights, University of Pretoria; and a PhD from the School of Law, University of Witwatersrand.

Dr Khabele Matlosa

Dr Khabele Matlosa is the author of the African Charter on Democracy, Elections and Governance, which was adopted by the AU on 30 January 2007 and came into force in 2012 following its ratification by 15 member states of the AU. Working with two other African experts, he researched and co-authored the AU Panel of the Wise report on Election-Related Disputes and Political Violence: Strengthening the Role of the African Union in Preventing, Managing and Resolving Conflict.

This report was adopted by the Assembly of the Heads of State and Government of the AU in Kampala, Uganda, in 2009.

He is the former Director at the Department of Political Affairs, African Union Commission, Addis Ababa, Ethiopia. Between 2013 and 2019, as the AU Director for Political Affairs, he provided technical leadership and guidance during the development of the AUTJP, which was ultimately adopted by the AU Assembly of Heads of State and Government in 2019. He holds a PhD in political economy from the University of the Western Cape, South Africa, and a post-graduate diploma in conflict resolution from the University of Uppsala, Sweden.

He is the former Governance Advisor at the United Nations Development Programme, Regional Service Centre for Africa, Addis Ababa, and a former Director, Department of Political Affairs, AU Commission, Addis Ababa. He is the Visiting Professor at the Centre for African Diplomacy and Leadership, University of Johannesburg. He has researched and written extensively on various social science issues including democracy, governance, conflict, peace and security, and development, with a focus on Africa.

Annah Moyo-Kupeta, Executive Director

Annah Moyo-Kupeta is the Executive Director at the Centre for the Study of Violence and Reconciliation. She is also a human rights lawyer with extensive experience working in the legal, transitional justice, human rights, peace and security, gender, social justice and violence prevention fields. She obtained her LLB and LLM with Specialisation in Human Rights and Constitutional Practice at the University of Pretoria. Ms Moyo-Kupeta has worked with AU institutions, supporting the development of soft law instruments, in various capacities and is an expert trainer at national, regional and continental levels on human rights, transitional justice, peacebuilding and gender thematic areas.

Management team

Annah Moyo-Kupeta
Executive Director

Gugu Shabalala
MHPSS Programme Manager

Karen Pillay
Business Continuity Manager

Liezelle Kumalo
Gender Programme Manager

Nomancotsho Pakade
Research Manager

Gerard Adema
Operations Manager

Hazel Tau
Finance Manager

Mary Izobo
Advocacy Programme Manager

CSVR staff

Aaron Thokwane
Admin Intern

Amina Mwaikambo
Senior Psychosocial Professional

Aneesa Hassen
Administrative Officer

Anivuyina Bebeza
Pyschosocial Professional

Athini Magodla
Gender Fellow

Carol Seatlanyane
Communications Intern

Cathy-Ann Potgieter
Legal Officer

Charlotte Marima
Senior Psychosocial Professional

Elizabeth Zondo
Pyschosocial Professional

Elliottah Matshela
Pyschosocial Professional

Gaudence Uwizeye
Community Practitioner

Gugu Nonjinge
Advocacy Specialist

Gugulethu Resha
Researcher

Jasmina Brankovic
Senior Research Specialist

Koketso Aphane
Finance Officer

Lesego Sekhu
Research Assistant

Lethabo Motloung
Executive Desk Fellow

Lindokuhle Malambe
Gender Assistant

Malose Langa
Research Specialist

Mamello Mpiti
Psychological Professional

Mandisa Tindleni
Office Assistant

Mmabatho Konopi
Senior Finance Officer

Modiegi Merafe
Senior Community Practitioner

Mpfareleni Mabidi
Community Practitioner

Naledi Joyi
Gender Officer

Nandipha Mabindisa
Executive Desk Fellow

Nokwanda Shazi
Admin Assistant

Noluthando Zungu
Finance Intern

Nonsikelelo Ncube Senior
Advocacy Officer

Nyaradzo Pariola
Advocacy Specialist

Oben Bobuin
Advocacy Specialist

Palesa Makoli
HR Intern

Patience Mazwi
Senior HR Officer

Percy Maimela
Senior LME officer

Sally Manamela
Administrative Officer

Senzekile Radebe
Administrative Officer

Sesethu Monani
Finance Administrator

Sinqobile Makhathini
Research Assistant

Siphilele Poswa
Executive Assistant

Stacy Norman Hector
Senior LME Officer

Sumaiya Mohamed
MHPSS Specialist

Tsamme Mfundisi
Community Advocacy Officer

Tsatsawani Mkhombo
Senior Researcher (MHPSS)

Tsholofelo Nakedi Community
Advocacy Specialist

Venny Dlamini
Advocacy Intern

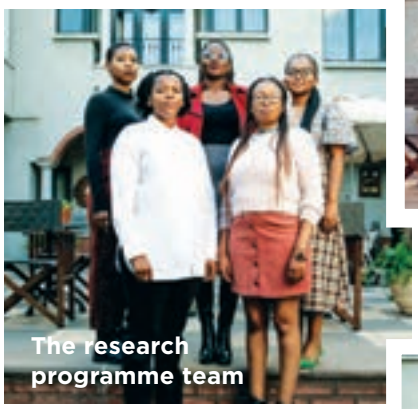
Wendy Deerlin
Finance Administrator

The Executive Desk team

The Finance Department team

The Operations Department team

The Gender Programme team



The research programme team

The Business Continuity Department team

The Advocacy Programme team

Timeline and milestones
1987–1922

- Lloyd Vogelman conceives PSV
- *State v. Sibisi* trial
- Numerous other legal trials

- PSV launches
- Graeme Simpson joins Lloyd Vogelman
- Legal trials continue

- PSV becomes CSVR
- Braamfontein office opens
- Trauma Clinic opens
- Focus on police death squads, VAW, hostel violence, industrial conflict, youth
- Institutional transformation
- More legal trials
- *"The Living Dead: Living on Death Row"* article
- Unbanning of ANC and the Pan-African Congress

- Violent crime explodes
- Open Day on Violence
- Alexandra Community Crime Survey (ACCS)

- Formal teaching and student assistance
- Leadership and Tolerance workshop
- Open Day on Violence
- School-Based Education workshops

COLOUR CODE
Institutional milestone
Research
Advocacy
Intervention
International
Key publications, media coverage
Historical event

1993–1997

1993

- Political violence intensifies
- Hostel violence spreads
- Goldstone Commission of Enquiry into Violence and Intimidation
- Violence in Industry Project

1994

- TRC planning commences
- Human Rights Abuse Database Project
- South Africa's first democratic elections
- Interim Constitution of the Republic of South Africa adopted

1995

- Graeme Simpson replaces Lloyd Vogelman as Executive Director
- 20+ international donors
- 60+ Trauma Clinic staff/volunteers
- Transforming policing
- Khulumani Project
- Trauma counselling (detention, torture, sexual violence, death squads)
- Youth work
- Work in Czech Republic, Ireland, Ivory Coast, Russia
- *Khulumani: Speak Out* (documentary)
- Promotion of National Unity and Reconciliation Act
- TRC established

1996

- Litigation for women-only hearings with CALS
- Human Rights Abuses Database Project completed
- 40 Schools Project
- *Remembering and Forgetting* (documentary)

1997

- Archbishop Desmond Tutu appointed
- Transition and Reconciliation Unit
- Police and correctional services reform
- Criminal Investigation and Prosecution Study
- Safety and Security White Paper
- Community Policing Forum workshops
- CSVR-Khulumani training
- Human rights in prison training
- Sport Against Crime
- TRC education workshop
- Lesotho (CJPU)
- Alexandra Dialogues
- csvr.org.za launches
- Masimanyane Award
- *SisaKhuluma: We Are Still Speaking* (documentary)
- South African Constitution adopted into law

1998–2002

1998

- Trauma Clinic's first research psychologist joins
- Post-TRC process evaluation
- TRC report published
- Refugees Act
- Alexandra Reconciliation/Conflict Management Project
- Anti-crime drama workshops
- Community and Institutional Reconciliation Programme
- From Truth to Transformation conference (TRC)
- ICD training workshops
- Safe Schools Project
- Teacher/community educator training
- Six-part TV series on human rights in schools
- Crime awareness media campaign
- Research published online
- TRC final report published

1999

- CSVR's 10th anniversary
- Trauma Clinic expands focus to refugees
- Magistrates Research Project
- Violence and Transition Project
- Post-TRC reparations work
- Commissioning the Past conference
- Disappearances Project
- Khulumani Support Group Projects
- Prosecutions and Investigations Project
- *Take 5*

2000

- Management team restructured
- Programmes reshaped
- Gender Unit launches stand-alone programme
- T&RU adopts pan-continental focus
- Trauma Unit expands as Victim Empowerment Programme
- Post-TRC analysis
- TRC Transcript Analysis Study
- Constitution Hill Project
- Department of Education Supports Safe Schools Project
- Work with ex-combatants
- *Women and War* (documentary)
- Southern Africa Reconciliation Project

2001

- Cape Town office opens

2002

- Post-TRC, T&RU consolidate work into six areas
- Victim and community responses to the TRC
- Youth Programme focuses on violence prevention

COLOUR CODE
Institutional milestone
Research
Advocacy
Intervention
International
Key publications, media coverage
Historical event

2003–2007

2003

- T&RU looks beyond TRC
- Department of Health's sexual assault guidelines
- Victim empowerment training for Department of Social Development
- Alliance for Crime Prevention (ACP)
- Angola, Mozambique, Zimbabwe peacebuilding
- Ghana's National Reconciliation Commission support

2004

- African Transitional Justice Research Network (ATJRN) established

2005

- Ahmed Motala replaces Graeme Simpson as Executive Director
- HIV/AIDS and Policing Project

2006

- Tracking Justice Programme
- Struggle victims' memorialisation feasibility study
- One In Nine campaign
- War Veterans Project
- Youth Violence Programme escalates
- Zimbabwe Solidarity Forum

2007

- Xenophobia and migrant women studies
- The role of childhood trauma and adversity in youth offending
- Choice of Termination of Pregnancy Amendment Act
- CoRMSA co-founded
- Sexual Violence and Coercion in Correctional Centres Project
- *International Journal of Transitional Justice* launched

2008–2012

2008

- Adèle Kirsten replaces Ahmed Motala as Executive Director
- Nationwide xenophobic violence
- Government response to xenophobia
- SACTJ established
- Co-ordinating post-violence relief work
- Encouraging post-violence dialogue
- Xenophobia and migrant women workshops
- SA Domestic Violence Act conference
- Empowering ex-combatants
- Preventing and Combating Torture in South Africa

2009

- Violence in schools report
- *Subliminal Terror? Human Rights Violations and Torture in Zimbabwe during 2008*

2010

- Constitutional Court overturns presidential TRC pardons
- "Why South Africa is so violent and what we should be doing about it" statement

2011

- *The Smoke that Calls* published
- MA class on Post-Conflict Justice in Africa (2011–15)
- Delphine Serumaga appointed Executive Director
- Peace Through Accountability in Africa Project (PTAAP) in Kenya, Uganda, Zimbabwe

2012

- Marikana massacre kills 34 miners on a single day. Ten others were killed in the days preceding the tragedy
- Focus on psychosocial healing
- Farlam Commission of Enquiry appointed
- Eight long-term community interventions (Gauteng, North West provinces)
- Community intervention model
- Strategic partnerships with CPTA, AUC, ACHPR other AU organs

COLOUR CODE
Institutional milestone
Research
Advocacy
Intervention
International
Key publications, media coverage
Historical event

2013–2017

- Evaluation of the CWP's impact on urban violence
- Torture Act (No. 13 of 2013)
- MOU with AUC signed
- PARI launches
- African torture and rehabilitation model
- Prevention and Combating of Torture of Persons (Act 13 of 2013)

- Development of General Comment No. 4 on Right to Redress for Victims of Torture in Africa approved by ACHPR
- Reference Group (CSVR, REDRESS and KHRC) to lead development of General Comment No. 4 constituted by ACHPR

- Dedicated gender specialist recruited
- Farlam report published
- Rising profile across Africa
- Nomfundo Mogapi succeeds Delphine Serumaga as Executive Director
- CSVR becomes only African member of the GIJTR consortium
- First GIJTR projects (South Sudan, Syria)

- Gender justice now key priority
- Phase two of CWP Study
- Three research reports on SGBV and traditional culture and religion
- Twelve-country study into TJ processes across Africa
- GIJTR's CSVR projects expand to include MENA TJA and other projects

- Four strategic priorities: TJ, GBV, collective violence, state violence
- VAW officially recognised as national crisis
- MOU with The Gambia signed
- The Gambia project begins
- Inaugural African Transitional Justice Forum convened

2018–2022

- Satellite office opens in Marikana
- Secondments to AU, ACHPR
- ACHPR TJ study adopted by the ACHPR

- Five-year strategy set out
- Secondments to AU, ACHPR, The Gambia
- AUTJP adopted

- Shift to MHPSS interventions

- Annah Moyo-Kupeta succeeds Nomfundo Mogapi as Executive Director
- Archbishop Desmond Tutu dies
- Marikana redress webinar
- Blended Voice symposium
- African Transitional Justice Hub launches

- Integrating forced migration and transitional justice panel
- COVID-19: The Intimacies of Pandemics workshop
- *The Marikana Massacre: Repair and Corporate Accountability 10 Years On*

COLOUR CODE
Institutional milestone
Research
Advocacy
Intervention
International
Key publications, media coverage
Historical event

2023–2024

2023

- Inaugural Southern Africa GBV Symposium convened
- Professor Colleen Murphy becomes Co-Editor in Chief of the IJTJ, replacing Hugo van der Merwe
- Piloted teaching TJ in Africa to LLM/Mphil students at University of Pretoria
- Initiative for Transitional Justice in Africa launched with ICTJ and ATJLF

2024

- CSVR celebrates 35 years
- MOU with Centre for Human Rights, University of Pretoria signed
- MOU with COMESA signed
- MOU with WANEP signed

The ultimate prize:
a peaceful, equal and violence-free world for all.