



# HOWZAT!



The Rotary Club of Newlands  
*The Club that Appeals*

PRESIDENT JENNY IBBOTSON



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*Apologies before 10:00 on a Monday to Heidi Andersson, please.*

## COMMENT: STOP FIXATING on THE WRONG THINGS (Wobblies Ink)

In a previous essay I wrote: "The proliferation of barriers equates to inaccessibility. Inaccessibility equates to exclusion. Barriers, with very few exceptions don't create themselves; they are created by people."

In this essay, I would like to unpack the whole issue of barriers.

One of the most prevailing and pervasive myths about disability is that it is entirely the fault of the impairment that the individual has that prevents people with disabilities from accessing so many facilities, opportunities, amenities or jobs.

Very seldom is it realised, let alone appreciated, that the disability alone is not the cause of the exclusion, but rather the barriers in their galactic proportions and variety are too often the cause of the exclusion.

And as I said above, Barriers don't make themselves, they are invariably created by people, thus they can be termed "attitudinal barriers".

One thing I have learned is that trying to simply explain this concept is unlikely to succeed easily.

So let me tell a story that hopefully will shed some light.

This story goes back about 25 years, but it could be timeless in its relevance today.

There were two large growing service organisations which were quickly to become household names at the time in South Africa. Both were young and growing rapidly. Both established fledgling call-centres, soon to be enormous.

In the one company, the head of the call centre, through a combination of vision, compassion and sheer hard-headedness, chose to employ about a dozen quadriplegics amongst their growing call centre staff compliment.

The other did not.

The first, let's call them company A, as a result, were "forced" to take into account the needs and requirements particularly in terms of access, of their quadriplegic staff.

Company B, on the other hand went about their business.

Amongst the call centre staff was a young man called Enoch. He, like his colleagues, was quadriplegic. Enoch was sharp as a tack and a university graduate. He soon rose up to become principle team leader, much respected and liked by his colleagues and managers.

In time, he grew frustrated at the limited growth opportunity in his immediate environment and, as any ambitious person would, he started casting about to see what opportunities lay without.

Soon, he noticed that Company B, the opposition, were advertising for a call centre manager, one level up from his current position in Company A.

So he applied.

Now let's look at his credentials dispassionately. Did he have experience in the industry; certainly, he had now been at Company A for over 5 years. Did he have leadership experience in this area. We can assume so as he had been a team leader for several years. Was he able to perform the essential job functions of the role? Certainly, otherwise how could he have lasted as long in Company A? In other words, it is safe to say that Enoch was perfectly eligible to apply for the job and have an expectation of an interview at least.

So what do you think happened?

He couldn't even get to the front door, let alone into the call centre suite where he might have worked, had he been successful.

Enoch stayed on with Company A for some time after.

Company B concluded that quadriplegics were clearly not suited for this kind of job.

The point here is that for centuries mankind has viewed disability as the primary problem, and the cause of all persons with disabilities woes.

This unhealthy fixation on the actual disability in all its wondrous permutations has led "us" to totally miss the point that barriers, not disability, do the bulk of the disabling.

To pin this down in more practical terms we need to ask ourselves two questions.

Can you do something practical about a disability, such as un-blinding me for instance?

No of course not.

Second, though, can you do something practical about identifying and removing barriers, be they physical or attitudinal?

Of course we can! So why don't we?

Consider this statement from a previous CEO of Microsoft. Steve Balmer.

“What’s doing the disabling around here anyway? Barriers or Disabilities?”



The above cartoon, for those who might not be able to see it, depicts a man in a wheelchair approaching what appears to be an insurmountable step. Upon this step are two men. One says to the other; “what do you suppose his problem is?” The other replies; “I have no idea, it is not a very big step.” The step is labelled “prevailing attitudes”.

## MINUTES of the PARTNERS MEETING on ZOOM (8<sup>TH</sup> March, 2021; 18h30)

*Scribe: Terry Lancaster*

Sergeant Shân Biesman-Simons opened the meeting which is being held on International Women’s Day and asked President Jenny to welcome the guests.

President Jenny welcomed those present as there were no special guests other than Mike Walwyn who would be our speaker.

Richard Burnett then lit the peace candle which was inside a model lighthouse and read out two peace quotes about lighthouses and peace.

Janey Ball did the Four-Way Test after explaining that the test dates back to the 1930’s before being introduced into Rotary in the 1940’s.

Brian Pickup said Grace and raised a toast to Rotary International and our ladies.

Anthony Galloway then handed over the Just Desserts spoon to Janey Ball as the author of our weekly *Howzat!* newsletter which he felt was a top-class publication of which Newlands Rotary can be proud. It was a highly emotional moment as Casey did not really want to part with the spoon to which he had become attached. The scribe had a lump in his throat and almost stopped taking the minutes.

Heidi Andersson then introduced our speaker, Mike Walwyn, who is well known to all and his subject was the Rotary Peace Centres Fellowships.

The RPCF program has a vision of sustainable peace encompassing a network of peacemakers and community leaders around the globe. Rotary partners with eight leading Universities around the globe who host RP Centres that empower, educate and increase the capacity of peacebuilders. More than 1,400 program alumni are currently working in 115 countries. There are seven RPFC at eight Universities. Five of these offer Masters degrees in disciplines related to peace and development while two offer a professional development certificate in peace and conflict studies on a year-long program.

Each year about 50 fellows are assigned to the master's program for 15 months to 2 two years. 80 fellows are assigned to the certificate program. The master's program is grounded in practical research for graduate students with diverse backgrounds and experience. This fully funded course gives an opportunity to put theory into practice and students present their research at an annual seminar. The students must be proficient in English, demonstrate leadership skills and have at least three years of fulltime experience in peace or development work.

The professional development certificate program is aimed at people already working in a related field. Students must be proficient in English, have a bachelor's degree, cross-cultural understanding, demonstrate leadership skills and be able to explain their plan to promote peace.

The Rotary Peace Fellowship funding is generous and comprehensive. About 93% of the more than 1,400 alumni are in jobs in 115 countries. Applications begin in February and applicants are encouraged to contact and work with a Rotary Club and connect with a Rotary District and get their applications endorsed and submitted by the 15<sup>th</sup> of May. The results are advised in November and the successful candidates for the Master's course then have to apply to the various universities. More information is on [rotarypeacecenters@rotary.org](mailto:rotarypeacecenters@rotary.org).

#### **SPOTS:**

Vanessa Rousseau advised everyone that Rochelle was doing well but at the same time is concerned about her mentee who is studying law and needs help in obtaining funding to continue. Please help. At this time Mr Ian Pursch shocked all present when he admitted that he was unaware that Rochelle had produced young Hudson. (See closing comments for next instalment).

Richard Burnett advised members that Jan Kaars-Sijpesteijn had now been motivated after a meeting at Richard's house and it was hoped that a cause-based club would be formed in Prince Albert in the near future with the help of Newlands Rotary.

#### **PRESIDENT'S SLOT:**

- President Jenny then thanked Glynis for her comment in *Howzat!* before taking Ian Pursch to task for not keeping in touch with the club by reading *Howzat!* and being part of the WhatsApp group.
- International Women's Day is a very special day and needs to be celebrated in honour of our ladies.
- The day at Glencairn was a great day that was enjoyed by all and must happen again soon.

- Janey then showed a short video of the camp at Glencairn that had been taken from a drone.
- Jenny thanked Richard Burnett for his efforts in the lighting of the peace candle in the lighthouse.
- After an attempt at doing a poll about whether to meet face-to-face again, it was decided that Jenny would send out an email to club members for their input.

Sergeant Shân then collected Happy Rands and advised the duties for next week for those who do not read *Howzat!* in time. At this time Wendy turned into a large green Kermit frog.

Graham Lowden then did the wine raffle which was won by Richard Burnett who declined the prize and President Jenny was the lucky recipient.

The happy meeting then terminated as it was fast becoming a circus.

## CORRESPONDENCE

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The following email was received by our Roving Reporter, Vanessa Rousseau:

*Hi Vanessa*

*Thank you for writing up about our get-together at Glencairn yesterday – and making mention of our Bursary student, Brett.*

*However, I just want to point out to you that Brett's surname is Agiotis – and not Aglioti. Although there may be a slight difference in the spelling that you used, folks reading your report may well think that he is connected to the convicted druglord Glenn Agliotti – which he is not!*

*I believe that it is only fair - and important - for a correction to be published in the next edition of Howzat! I trust that you will agree.*

*Regards*

*Lew*

A note was also received by the Ed from Honorary Rotarian, Roy Zazaraj, who, in response to last week's Union of Rotary Bulletins (URB) sectoral bargaining victory wrote:

*All power to the Union of Rotary Bulletins (URB)! A well-won and well-deserved victory.*

*I presume the Western Cape chapter is a sub-URB?*

*Roy*

Roy cleverly noted that the URB could more accurately and topically be known as the BLURB.... the Beneficently Lobbying Union of Rotary Bulletins.

## NEWS from NEWLANDS

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Roving reporter, Vanessa Rousseau, reports that, on Saturday 13<sup>th</sup> March, Newlands Rotarian Lungie Gwaai led a Resilience training workshop for the Langa ECD Forum members, aimed at equipping them with additional skills to help them weather the very difficult times they are facing.

The workshop took place at WPCC and was attended by 23 ECD Principals. President Jenny ran a Tapping session to start the day. (Tapping, also known as Emotional Freedom Technique, is a holistic healing technique aimed at resolving a range of issues, including stress and anxiety.)

The pink t-shirts pictured here (with the slogan: Masks on. Masks up. COVID down.) were funded by Lungi's RCN President's challenge.

HomeChoice made generous donations of a goodie bag for each participant, as well as T-shirts and prizes.

Well done Lungie, you do us proud! As Chris Beech commented: "Your leadership skills are exemplary."



## NEWS from THE ROTARY WORLD

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To better support the growth of global grants, The Rotary Foundation Trustees recently approved policy changes to help balance financial resources with program demands. These changes will take effect 1 July 2021.

The global grants program has been a tremendous success since it launched in 2013-14. That first year, the Foundation awarded 868 global grants worth \$47.3 million. By 2019-20, the number of global grants awarded increased to 1,359, worth \$95.6 million. While global grant funding increased by more than 100%, contributions to the Annual Fund, which is the primary source for global grant funding, did not keep pace. The demand for global grant funding is far greater than what is available.

Moreover, the Foundation responded to the unprecedented challenges brought on by COVID-19 by awarding \$32 million in disaster response grants since March 2020 to projects aimed at fighting the pandemic.

The amount available from the World Fund for global grants each year depends primarily on Annual Fund contributions. Over the last several years, the World Fund, which provides the necessary funding for our highest priority activities, has been depleted before each Rotary year ends, leaving many grant proposals unfunded. This year, the Foundation implemented several cost-saving measures in an effort to increase the funding available for global grants. The Trustees and the RI Board also transferred \$15 million from the Foundation's operating reserves and RI's budget surplus to the World Fund. In total, nearly \$20 million in additional funding is being made available this year. Unfortunately, it's still not enough to meet demand. Trustees expect a financial shortfall this year and in years to come due to the growing success of the global grant program.

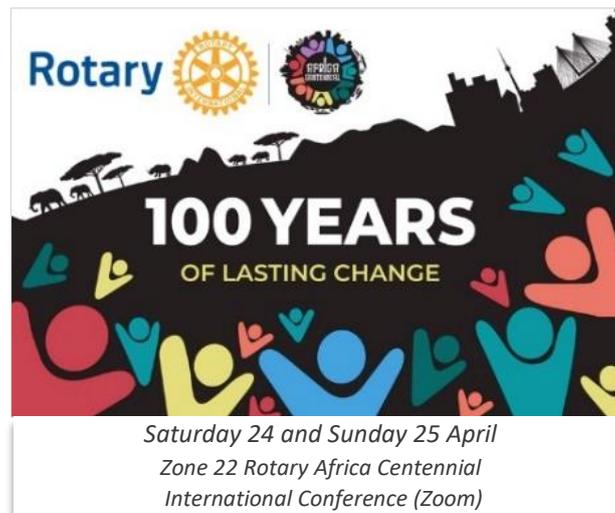
Therefore, in an effort to fund more global grants, these policy changes will take effect 1 July:

- 1 **District Designated Fund (DDF) contributions transferred to PolioPlus will be matched at 50% instead of 100% by the World Fund before being matched by the Bill & Melinda Gates Foundation.** The Gates Foundation will continue matching 2-to-1 every dollar that Rotary commits to polio eradication, up to \$50 million per year.
- 2 **The World Fund match of DDF will be reduced from 100% to 80% when being used for global grants.** For 2020-21, as long as funds remain available, DDF will continue to be matched at 100% as long as applications are submitted by 31 May and approved by 30 June. Applications that are not approved this Rotary year will need to be resubmitted with adjusted financing.
- 3 **Five percent of the current year's Annual Fund-SHARE contributions will be taken equally from the World Fund and DDF to help fund operating expenses.** Currently, a \$100 Annual Fund-SHARE contribution is divided as \$50 for DDF, \$45 for the World Fund, and \$5 for operating expenses. Starting 1 July 2021, a \$100 contribution will be divided \$47.50 to DDF, \$47.50 to the World Fund, and \$5 to operating expenses. As shown by the Foundation's reviews from several independent charity ratings, our stewardship of contributions has made The Rotary Foundation one of the most highly rated and effective non-profits. We received a four-star rating from Charity Navigator for 13 straight years.
- 4 **The ability to roll over unused DDF will be limited to five years.** Districts are encouraged to fully use their DDF to make a positive impact through our programs, but the amount of DDF rollover remains high — on 1 July 2020, \$48.8 million was carried into the current Rotary year. At the end of each Rotary year, starting 1 July 2026, DDF that has been held for more than five years will be applied at the district's discretion to PolioPlus, areas of focus Endowment funds, Rotary Peace Centres, the Endowment Fund, the Disaster Response Fund, or the World Fund.

Questions about these funding model policy changes can be sent to [rotarysupportcenter@rotary.org](mailto:rotarysupportcenter@rotary.org).

## FORTHCOMING EVENTS

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## RCN FUTURE FIXTURES (*Online, for now*)

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### MARCH – WATER and SANITATION

- 15 Ordinary Meeting *Jess Tyrell, [Wild Nights Out](#)*
- 17 Board Meeting
- 22 PUBLIC HOLIDAY  
District PI Workshop (18h00 to 19h00)
- 29 Business Meeting

### APRIL – MATERNAL and CHILD HEALTH

- 5 PUBLIC HOLIDAY
- 10 District 9350 Presidents and Officers Elect Training (POETS)
- 12 Ordinary Meeting *Elash Mistry*
- 17 District 9350 Assembly
- 19 Ordinary Meeting *Quiz: Wendy Goddard*
- 21 Board meeting
- 26 Business Meeting

### MAY – YOUTH

- 1 District 9350 Conference
- 3 Partners' Meeting
- 10 Ordinary Meeting
- 17 Ordinary Meeting
- 19 Board Meeting
- 24 Business Meeting
- 31 Ordinary Meeting




<b>BIRTHDAYS</b>		
<b>ANNIVERSARIES</b>	18 <sup>th</sup> March	Geoff and Liz Sessions
<b>JOINED ROTARY</b>		
<b>JUST DESSERTS SPOON</b>		Janey Ball

## UMPIRES and SCORERS

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	15 March 2021	22 March 2021	29 March 2021
	<i>Ordinary</i>	<i>Public Holiday</i>	<i>Business</i>
Sergeant	Geraldine Nicol		Terry Lancaster
Four-Way Test / Object	Jeannine Ibbotson		John Stephenson
Grace and Loyal Toast	Nora See		Vanessa Rousseau
Peace Candle and Quote	Lew Botha		Shân Biesman-Simons
Minutes	Graham Finlayson		Glynis Menné-Hart
Intro speaker	Jeremy Opperman		
Thank speaker	Jamie Hart		
Comment	Bill Holland		Richard Burnett

- *If you cannot make this duty, please arrange a substitute and let the Sergeant know.*
- *Peace Candle duty includes lighting a candle and providing a quote.*
- *Comment is due on the date above. Publication is the Monday following. Usually. Please submit a text file and, if you have pics, please attach these.*

## CLUB OFFICE BEARERS

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**President**  
Jenny Ibbotson



**Past President**  
Terry Lancaster



**President Elect / ECD**  
Geraldine Nicol



**Secretary**  
Janey Ball



**Treasurer**  
Peter Ennis



**Club Services**  
Heidi Andersson



**Community Services**  
Wybe Meinesz



**CSI**  
Graham Finlayson



**Entrepreneurship**  
John Stephenson



**Environmental Sustainability**  
Tony Davidson



**Foundation**  
Mike Walwyn



**International Service**  
Shân Biesman-Simons



**Membership**  
Jeannine Ibbotson



**Public Image**  
Shelley Finch



**Public Image**  
Vanessa Rousseau



**Vocational Service**  
Jeremy Opperman



**Youth Service**  
Wendy Goddard

## AND the LAST WORD .....

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There's one in every family, right? Dog families, too, as a certain Shibu Inu, named Hinu, has famously shown. She has wrecked the family group shots on more than 30 occasions.

Check out her story, [here](#).

See you on the moro.....

