



**Email: [director@hers-sa.org.za](mailto:director@hers-sa.org.za)**

Dr Sabie Surtee completed her Bachelor of Arts, and Honours degrees in applied psychology and industrial sociology at the University of the Witwatersrand in Johannesburg. She received her Masters' degree in sociology at the University of Toronto, Canada. She graduated with a doctorate in Sociology from Wits University in 1998 where she became the first Black student to be awarded a PhD degree in the sociology department at Witwatersrand University.

She has gained extensive knowledge on South African labour legislation and its implementation through her employment at the Department of Labour from 1999-2003. She worked in the Research, Policy and Planning Unit at the Department of Labour's national office in Pretoria, and then went on to serve as the regional manager of the largest Labour centre in the Western Cape.

Sabie was appointed as the Employment Equity (EE) Manager at the University of Cape Town in 2003. In this position she was responsible for building the capacity of line managers and transformation committees in the implementation of employment equity initiatives. Her responsibilities also included formulating policy and providing the University's management with information and change management processes to facilitate the effective implementation of employment equity at UCT. She was also assigned the role of project manager for all donor funded EE programmes at UCT which were to the value of over R23million.

Sabie graduated with a Certificate in Coaching from the Centre for Coaching at the Graduate School of Business at the University of Cape Town during 2008.

Sabie left UCT as a permanent member of staff in April 2009, to use pursue her passion to conduct social science and organisational forms of research and to offer coaching services and consultancy advice in the areas of employment equity and diversity in organisations. As the lead researcher of a team, during 2009 she conducted EE research in the Western Cape for Business Unity SA (BUSAS), where the EE practices of 13 organisations based in the Western Cape were reviewed and evaluated to identify barriers to EE that are being encountered by these businesses. She also served as an EE consultant at UCT, for the Health Sciences faculty, the Commerce faculty, the Department of Student Affairs and the HR Department. Her other clients include non-profit organisations such as Communicare.

Since April 2010, Sabie has served as the Director of HERS-SA. She attended a HERS Summer Institute in Denver during July 2011 both as a benchmarking exercise and to strengthen relations between the two Chapters.