
2024 Progress Report on Equity, Redress and Representivity

1. The Mountain Club of South Africa and all its Sections strive toward making mountaineering and mountain use for recreational purposes more diverse and removing whatever obstacles we can that are preventing people from accessing mountains.
2. Our Development Vision: A South Africa where everyone has access to responsible mountaineering Club.
3. Our Mission: To be the home of all mountaineers in South Africa.
4. Our representivity goals and priorities:
 - 4.1. advance our strategy for the MCSA to achieve multicultural diversity with some urgency;
 - 4.2. learn from other organisations that have successfully diversified;
 - 4.3. set guidelines and provide support for Sections to develop their representivity and diversity as well as their empowerment programmes;
 - 4.4. create a wider body of mountain users which can act as a platform for discussion and influence in matters affecting mountain protection, conservation and responsible usage.
 - 4.5. ensure inclusive access to safe and responsible mountaineering under the banner.
5. Without limiting its general nature, the goals and priorities (Objects) shall be to, *inter alia*:
 - 5.1. organise and facilitate mountaineering;
 - 5.2. procure and protect real rights in and access to mountains and mountain areas;
 - 5.3. initiate and support actions towards protecting the natural beauty and wilderness character of mountains and to promote their effective conservation management;

- 5.4. promote the safety and training of mountaineers;
- 5.5. provide search and rescue resources;
- 5.6. promote the study of mountains and their environments, the preservation of historical and archaeological sites thereon and the dissemination of information on mountains and mountaineering.

6. **Progress**

- 6.1. The MCSA has re-energized its efforts to transform and diversify its membership, highlighting the obligations imposed by our Objectives, Mission and Strategic Plan in this regard, on our 15 regional Sections.
- 6.2. The Club is committed to addressing representivity and the development of a diversified and representative mountaineering community. We believe that the protection, conservation and responsible use of South Africa's mountains depend on having a wide and representative body of members and allied stakeholders.
- 6.3. We strive to ensure that everyone has access to responsible mountaineering and that our activities are widely accessible to the general public.
- 6.4. The Club continues interactions with several organisations and bodies, such as SanParks, Cape Nature, the Scouts, and other mountain and hiking clubs and organisations whose members are under-represented, particularly in the last year, initiatives which consist of black women.
- 6.5. Great strides have been made in ensuring access to mountains and equipment, as well as outreach, training and development for the beneficiaries of the MCSA programme.
- 6.6. Most MCSA Sections now have an active community development programme run 100% by volunteers and have created a community of mountain users who take part in Club activities and are supported by the Club to pursue their mountaineering endeavours. Our programmes are far-reaching, and our beneficiaries represent a wide spectrum of ages and backgrounds. Some of our former beneficiaries have now become some of our most active volunteers and some have made a career of mountain tourism and management.
- 6.7. Reliable funding has boosted our activities, increased the number of beneficiaries we can reach, and widened the range and depth of activities we can provide. All activities are fully supported administratively by the national and Sections governing committees and we get full access to all MCSA-owned properties, or properties administered by the MCSA through access agreements and facilities for our activities.

7. Representation, equity, redress, development and outreach objectives

7.1. In respect of redress, representivity, development and outreach we highlight the following:

7.1.1. Development and representivity plan: The MCSA National Committee, all sub-committees and portfolio holders are entirely voluntary. As such progress is dependent on time and resource availability of our volunteers – none of whom can dedicate full-time attention to the MCSA. Significant progress has been made in this regard and sub-committees have diversified over the years.

7.1.2. While our development and representivity plans need ratification from the National Committee of the MCSA, and then for these ratified plans to be extended and executed by the National Sub-committee on development and outreach we offer these overarching themes to the development plan:

7.1.2.1. Prepare a comprehensive and inclusive approach to redress, representivity, community outreach and development, which is adopted by the National Committee of the MCSA and by definition by all Sections of the MCSA. The plan will:

7.1.2.1.1. Reiterate that the MCSA does not discriminate against prospective members on the basis race, gender, culture;

7.1.2.1.2. Detail the issues, perceptions and social conditions that prevent previously disadvantaged people from joining the MCSA;

7.1.2.1.3. Develop a plan to specifically address these issues perceptions;

7.1.2.1.4. Extend invitations to mountaineers and clubs of all races and backgrounds to either join the MCSA, or to ally themselves with the MCSA (and vice versa) in the sharing of access, meets, and where possible, resources;

7.1.2.1.5. Drive development and community outreach activities in all Sections of the

MCSA;

7.1.2.1.6. Set specific annual targets in respect of the above to drive progress;

7.1.2.1.7. Create a body of influence in matters pertaining to mountain areas and uses;

7.1.2.1.8. A Code of Conduct, aligned with international standards, was created for mountain users. The MCSA and the UIAA subscribe to the “Kathmandu Declaration on Mountain Activities” and the “Tyrol Declaration on Best Practice in Mountain Sports.”

7.2. The MCSA is not a body with a shareholding, neither do we operate on significantly more than membership fees as income, therefore we do not see equity in sense of “shareholding” as being material to MCSA objectives in the medium term.

8. Background

8.1. The Mountain Club of South Africa (MCSA) was founded in 1891 in Cape Town and is now comprised of 15 geographical Sections across Southern Africa. It is the only mountain Club in Africa that is affiliated to the world mountaineering body, the *Union Internationale des Associations d’Alpinisme* – the International Union of Alpine Associations (UIAA).

8.2. The MCSA’s goal is to promote the sustainable use of the mountain resources that belong to all of us, and to facilitate access to our shared natural heritage in a friendly and supportive manner, through: Sharing expertise, and learning; Partnering with key stakeholders; Connecting mountain lovers to similar-minded people and to the mountains they love. To promote this vision beyond its traditionally predominately white membership base the MCSA has embarked on a process of reflection:

8.3. The National Committee of the Mountain Club of South Africa established a sub-committee in 2018 to examine how the Club could better pursue its community outreach and development work. It was felt that the MCSA was, at that time, not doing enough to address issues related to equity, redress and representivity. For the purposes of the work of the sub-committee, development in this context was conceived to mean the ‘actions undertaken by a previously advantaged organisation to transform itself to an organisation which is representative in the new South African reality of multicultural diversity’.

- 8.4. Progress has been made in the intervening years, and in terms of the Club's Strategic Plan, will be driving to remove previous 'issues' more aggressively.