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Statement from the Irantí Board:

The Irantí Board is deeply committed to ensuring that Irantí's mission and vision, which works towards ensuring that African Trans, Lesbian and Intersex persons are protected and live a life shrouded in freedom and dignity, is realised. The Board, through its governance oversight, works closely with the Director in ensuring that Irantí remains a stable and healthy organisation.

Since inception, Irantí has remained committed to ensuring that the team comprises of committed and skilled activists that subscribe to the organisational values of social justice, fairness, integrity, ethical practice, diversity and solidarity. We equally acknowledge that Irantí exists in a fast changing and hostile world which requires us to be adaptive and responsive to issues in real time. The Board equally acknowledges that the staff carry an immense responsibility whilst managing the trauma of violence and other forms of violations.

In this climate of change, Irantí takes note of the recent negative comments made by a former employee on social media towards the organisation and its Director. We acknowledge the concerns and treat it with the seriousness it deserves. The Board has therefore made a collective decision and reached out to the ex-employee to afford them the space to be heard and to provide feedback to the organisation. Social media, at times, allows for an easy avenue to express immediate feelings, however we believe that this can be the least constructive route for dialogue. The board therefore acted with urgency to engage with the former staff member and to find a resolution that suites both parties.

On good governance and staff relations

Irantí has a complaint's process in place in accordance with our HR policies. Irantí also has an organisational grievance process with appropriate escalations in place for staff members who may have concerns. For those outside the organisation, the board has created a channel for concerns which should be addressed to: nicola@ndrlaw.co.za. Irantí remains committed to its staff, community, donors and partners and we encourage transparency and positive engagement so that we can show up stronger in achieving our collective goals.

Signed by the Irantí Board

Shireen Motara

Robert Hamblin

Thembaní Chamane

Dr Mzikazi Nduna

Julius Kagwa

Thato Pule