

## The State of Racial Equity at South African Universities

B.R. Mngomezulu<sup>1</sup> and B.B. Ndlovu<sup>2</sup>

<sup>1</sup>*University of KwaZulu-Natal (Howard College), MTB ZG 145, Mazisi Kunene Road,  
Durban 4001 South Africa*

<sup>2</sup>*University of Zululand Internal Box 485, P/Bag X1001 KwaDlangezwa 3886, South Africa  
E-mail: <sup>1</sup><kizulu@yahoo.com>, <sup>2</sup><ndlovubb@unizulu.ac.za>*

**KEYWORDS** Designated Groups. Employment Equity. Racial Equity. South Africa. Staff Profile. Universities

**ABSTRACT** This article analysed the racial profile of senior staff at South African universities to see if they comply with the Employment Equity Act (EEA). This was done through a broader analysis of official reports and reports derived from empirical studies on this theme. The results from both the broader analysis and selected case studies show that there is still racial inequality in the staff profile at South African universities. Whites dominate in senior positions while Africans dominate in Historically Black Universities (HBUs). This leads to the conclusion that the Historically White Universities (HWUs)/HBUs dichotomy continues to paint the higher education sector in South Africa in a bad light. To address this situation, the article recommends that parallel to increasing the number of students from designated groups at tertiary institutions to undergo training so that they could keep up with their white counterparts, the entire mind-set of giving whites more recognition than other racial groups should change.