

## **APPENDIX E: INTERVIEW WITH MEMSA**

### ***Recording: DS 2006 2***

RESEARCHER: Tell me how did you get a mentor in the MMUF programme?

RESPONDENT: Ok s I must tell you about my first mentor

RESEARCHER: Ok you must talk about that first

RESPONDENT: My first mentor was Tandi Reilly and ehmm she was ehmm was selected for me ah hmm by Margaret B . She suggested that Ah mm at because I just knew her as my lecturer I.I agreed to it then she e-mailed her all necessary information about a programme and gave her my contact details and we arranged to meet, so that is how we **really** met

RESEARCHER: Ok, Ok can you tell me about the second one?

RESPONDENT: Then my second mentor who became my second mentor after Tandi Reilly

RESEARCHER: How long was it?

RESPONDENT: I think I was with Tandi Reilly for a period of about hmm maybe , maybe let's say roughly a period of two months then I hmm, because when hmm you do third year Sociology Research

### ***Recording: DS 2006 3***

RESPONDENT: was my supervisor, mentor right relationship initially started, our relationship initially started.

### ***Recording: DS 2006 4***

RESPONDENT: Preshaini Naidoo was my supervisor initially she was appointed by the department of Sociology, what happens in Sociology, during your third year, on second semester you do work on a research project with usually is with a partner, but I didn't have a partner, because I had already started before the second semester, in preparation for going to Atlanta.

RESEARCHER: Hmm...

RESPONDENT: So when you come back based on your research they appoint a supervisor for you, so hmm.. .eshain Naidoo was appointed as my supervisor and after few meetings with her, and also that challenges and difficulties we had of meeting with my first supervisor Tandi Reilly, I went t Margaret Bam I explained the situation, that very often it's difficult to get response or

reply that I have written and I pretty much like working with Preshain Naidoo so could she talk to her explain the mentor, mentee relation as far as MMUF is concerned and Appoint her as my mentor instead ah mm that will make things a lot easy for both of us.

REAERCHER: Ok then can you tell me about your first meeting with either Tandi or Preshani?

RESPONDENT: OK my first meeting Ooh I still remember that far back my first meeting with Thandi is very exciting all hourned to been very selected to be part of the MMUF programme although she was not a big part of a programme she was very excited she felt honoured and then hmm what's her name Preshani Naidoo, our first meeting was not so great, because I felt that she was trying to direct my research in the direction that I really don't wana go and was sort of in defiance of that and I went back with Thandi tell her, she wanted to look things this way and I don't want and I didn't want and I didn't want them to look that way , Ah hmm ah, ah, was pretty defensive I must say about my research and how I wanted to look like, so any suggestion that didn't sit well with me I didn't welcome them openly I understood I well why she was making certain suggestion, but as time went I understood what she ment we worked well together after that.

REAERCHER: Ok, in your fist meeting later did you talk about you expectations or did you set some goals or ground rules?

RESPONDENT: Hmm!! No not really, hmm our relationship was formal but we did not go to a certain extended explicit formalising it with rules (Research, Ok, meaning that if needed meaning that if wanted to see her, I could make an appointment I couldn't just go and it was very rare that I would use cell phone option, I would make an appoint meant I could go to her office and actually she had suggested that if I want t see her I can sms her or give her a call or just preferred to rather send an email

REAERCHER: Sorry you said smsing what happens to smsing?

RESPONDENT: She, suggested that if needed to see her or discussing things could sms her or give her a call or but rather prefer to e-mail her that was professional I think.

RESEARCHER: How do you describe your communication with your mentor?

RESPONDENT: What do you mean?

RESEARCHER: You said it was formal but has it always been formal or at some stage you

RESPONDENT: I mean, as far as I, think I have a split personality when I work, when we discuss my work I forget about all other issues or what relationship we have, and I focus on the matter at hand, so, if she says Memory I want you to have a look at things this way and come back with a written page or two, but I understand that at that instance she is in authority and it's not something that is open for negotiation since we were both chasing deadlines

RESEARCHER: It seems as if you relationship was all about work?

RESPONDENT: No, not really we took time to built it up, we didn't automatically just become buddies and talk about our personal lives.

RESEARCHER: did you speak about your personal lives

RESPONDENT: Ja, but really towards the end

RESEARCHER: towards the end when is this 2008?

RESPONDENT: 2008 after the research project was submitted between OCT –NOV, that way she was able to help me with other things besides the research report, I sometimes struggled with my writing I did not have confidence in my own writing I struggled to find my own voice, so that's where the relationship developed into more personal relations so to speak.

REAERCHER: For MMUF2 assign you a mentor basically was for her to guide you in research, teaching and learning how did that work especially when it come to teaching.

RESPONDENT: Well I always use do have informal chat especially after my tutorial session ,when I'll be feeling very frustrated with students , are I would feel like students didn't take an active part in learning or they are just passive and they not making the most of the opportunities that are given Prishani is

politically inclined , we sort of have similar vision about the kind of high education we would like to see one day so hmm discussing just can face strikes or why is it certain students are not doing well you know the difficulties of seeing students what or inspires certain students need to succeed so to speak.

REAERCHER: Yah this brought us to our next question in your experience as an MMUF, do you, ok tell me about your experience being coming from hmm a situation you didn't have a mentor you just started on your own how it was when you had a mentor? Was any difference before and after?

RESPONDENT: Hmm, the difference is not well my case was not immediately observable. You know but ah. I think especially in the first year of after MMUF programme that 2008, but in 2009 we where we even started early in the year and we spoke about what would like to achieve and would like to see were we going, hmm that that is where I saw progress and well will benefit from having a mentor, but I could ask her to, well, she is sounding board for a lot of my ideas- about papers that was I writing, she suggested books, articles journals that I could look at and have, she even offered proof read some of my papers before I could submit them and the was specially helped me to, deal with I felt a lecture that was very what ? pushy and too, too dominating as far as my work was concerned and I felt she never allowed me space to grow and think want even write as he did her style of writing and because as I did not necessary liked his style of writing. We very often never hmm never understood each other or never on a same page.

REAERCHER: (hmm)

RESPONDENT: That relationship was very frustrating, but she was there for me, There for me and hmm, and helped me to deal with it.

REAERCHER: Ok, does it make any difference. If a mentor and mentee coming from the same race group

RESPONDENT: Well, we understood as far as our racial identities were concerned (Ah, hmm), we both understood ourselves as black as a young black woman especially interested in feminist ideologies,

REAERCHER: Ok my next was different gender and different interests and different back grounds.

RESPONDENT: Well as far as different racial identities were concerned, although she is Indian we sort of took the categories that were given to us during apartheid that we were both black woman and mm, hmm both feminist would like to see some kind of the social change concerning women's rights and gender equality, so those were our common interest and we find a lot to talk about besides work meaning my academic work or her work would find hmm a lot of thing to talk about

REAERCHER: Would you say both that hmm being both feminist is that make or made you u or your relationship click

RESPONDENT: I think so to a certain extent, hmm and hmm the fact we, she's more often ideologies more than me, She understands issues that takes place when ever you talk about the crisis of electricity in South Africa. The fact that people there in Soweto have to pay water with prepaid water installation, she sort of shaped my thought on such things, you know.

REAERCHER: Ok, hmm having met Preshani she looked almost hmm something like your age group and then when you spoke about hmm your social issues how was the communication?

RESPONDENT: Well talking about social life, sort of you know we would talk about any other aspects of our lives very easily but when it come to our social lives, we had too, sort of like trading carefully,

REAERCHER: Sure!!

RESPONDENT: You know, know I was even too afraid to ask what was her sexual orientation, was you know hmm the only its, it's as if we allowed certain things about each other but things like, we both discuss our frustrations with our fathers , and how we sometimes can't stand them and but I think it came to is she was shocked to realize that one of my closest friend was actually is not my boyfriend is just a friend because she saw him with me but we never really speak about

REAERCHER: Her boyfriend your boyfriend?

RESPONDENT: Yah intimate relationships( ) but we do speak about some aspects of our personal lives, but I think the way we speak about this aspects, it's trying to let each other know where we come from as far as our believes, values and Ideologies are concerned like Are... what let me think, like we would be talking about or I would be talking to her about an incident where I felt I will be in discriminated against or undermined because of my gender, That ultimate's leads to our discussion on gender inequalities about how it is sometimes subtle explicit sometimes and, and is overt out there sometimes you know so are, are our personal lives when we spoke about them was in a way to ultimately get to where we are in terms of speaking about our academic things (laughing)

REAERCHER: Yah, Ok yah hmm we almost done, Hmm after the whole relationship after presenting and yah doing your project do you think you have grown academically?

RESPONDENT: Most certainly, most, most certainly ah without doubt of mind, and hmm from, from the way I articulate myself from, I can even see with the lips , you know with the lips of confidence that I have ah even in my writing I'm no longer doubt full to put my point across hmm... I most certainly have hmm and hmm I'm no longer afraid well, I do feel intimidated sometimes but I'm no longer afraid to say this what I think, this now I look at issues and believing that there are more people who are smarter than me I believe

REAERCHER: OK.

RESPONDENT: There I have potential and I am intelligent (laugh)

REAERCHER: This out of this was she there during the presentation?

RESPONDENT: No she wasn't

REAERCHER: And why?

RESPONDENT: She was having other commitments I think

REAERCHER: But then personally have you grown?

RESPONDENT: I think so definitely and hmm there is no way you can't grow intellectually and not grow personally just the way you deal with frustration you address, you face, you deal with life hmm because of especially social scientists, because we are critical we are demanded to be critical about thinks that are that we often take for granted as of you natural such as gender roles, so yah

REAERCHER: OK hmm we have come to an end of our interview

RESPONDENT: OK.