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# CLAIRE WESTMAN

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## Summary

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Highly skilled Postdoctoral Research Fellow with 10+ years of experience working in Academia. Expertly relating to critical human rights and equity in underprivileged minority communities, LGBTQI+, sexual violence and race in a post-colonial context, social, political and economic disparities, social justice, and the relationship between international law and the laws within different groups. Demonstrating a keen focus on theory and methodologies in published articles and delivered seminars. A pedagogical approach to high priority areas such as experiential education and technology enhanced learning. Successful in administrative and project leadership. Effectively engaged in collaborative and interdisciplinary work. Focused on expanding knowledge and results through continuous expansion of research efforts and iterative designs.

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## Skills

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- PhD Philosophy
  - Presenting and Lecturing
  - Coursework design and implementation
  - Project management
  - Operations analysis
  - Analytical thinking
  - Workforce mentoring
  - Outstanding written skills
  - Innovative
  - Progress monitoring
  - Classroom instruction
  - Experiential education
  - Policy and procedure implementation
  - Microsoft Office Suite
  - Online Learning Platforms such as BlackBoard and Moodle
  - Business process management
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## Experience

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**Postdoctoral Research Fellow | University of Free State |  
Free State Centre for Human Rights | 2021 to Current |**

**Project: Making and unmaking the nation: sexual violence, resistance, and remembering as they relate to rights, transformation, and democracy within contemporary South Africa.**

- Employed expert knowledge to design and deliver appropriate research approaches, adapting existing methods and utilising new ones.
- Conducted in-depth research utilizing methods of literature studies and phenomenological studies.
- Produced accurate supporting documentation and materials for research activities, including presentations, reports and articles for peer-reviewed journals.
- Established and maintained excellent relationships with stakeholders contributing to research outputs and visibility of The Centre.
- Successfully obtained funding through the National Research Foundation by delivering a unique proposal demonstrating research interests that would contribute the field of interest.
- Spoke at conferences and colloquia, leading seminars and presentations detailing research activities and results.
- Supervision of Master's and PhD students, mentoring teams on best practices to build a cohesive and well-performing group.
- Worked with project stakeholders to understand, define, and meet project requirements.
- Employed excellent time-management skills to maximise task completion and reduce errors.

- Writing of articles and engaging in interviews for the University of the Free State media as well as various other media outlets, effectively promoting, informing and creating valuable conversation.

**Tutor, Marker: African Philosophy, Critical Studies |  
University of South Africa (UNISA) | 2018 to current**

- Maintained up-to-date knowledge of developments in Philosophy through research, networking and regularly attending conferences and seminars to broaden insights and enhance teaching approach.
- Planned and executed innovative, engaging lessons to motivate students to learn.
- Created and marked African Philosophy and Critical Studies assessments, providing constructive feedback to expand students' knowledge.
- Assessed varying needs of students, proactively accommodating a range of learning requirements.
- Provided academic advice and support to students both individually and in groups.
- Directed students in completing assignments and projects related to subject material.
- Counseled students working through educational challenges.
- Encouraged students to persevere with difficult tasks to prepare for later learning.
- Proficient in JRouter and AdobePro for marking of examinations and assignments.
- Used established assessment criteria to evaluate student skills and knowledge gaps.
- Employed mix of advice, criticism, and encouragement to help students learn and grow.

**Executive Director | Just Hello |  
Women's Development and Support | 2019 to 2020**

- Facilitation and hosting of various workshops both online and in person aimed at empowering women by providing opportunity to engage with experts across an array of topics.
- Developing the program and schedule of workshops; Identifying key-note speakers and securing their participation in the events.
- Sourcing funding and sponsorships for gift bags, prizes and promotional merchandise provided at the events.
- Co-ordinating of workshops, including but not limited to all administrative tasks, organisation of venues, online platform set-up and catering with a focus on budget maintenance and minimization of costs.
- General running of the business including but not limited to cashflow management and day to day bookkeeping tasks.
- Resolved issues quickly through meticulous research and quick decision making.
- Actively promoted business efforts and events through social media campaigns to expand market reach.

**Lecturer and Writing Supervisor |  
University of Johannesburg | 2011 to 2019**

- Presentation of weekly lectures related to academic literacies, focusing on reading, writing, critical thinking and study skills.
- Implementation of appropriate academic development assessment strategies and tools in the Academic Literacy modules.
- Facilitation and Tutoring of student research and post graduate research projects.
- Providing effective feedback and assessment enabling individual progress and success.
- Development of courses and material design using innovative methodologies and technologies in line with academic policy frameworks.
- Implementation and oversight of standardized procedures for peer assessment, moderation and training.

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## Education

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### **PhD Philosophy: PhD | Stellenbosch University | 2019**

Dissertation: 'There's No Such Thing as Gay': Black Lesbians and Nationhood in Post-Apartheid South Africa

### **TEFL 120 Advanced Certificate | Language Links | 2012**

### **MA Philosophy: Dissertation | University of Johannesburg | 2010**

Dissertation: A Philosophical Exploration of Prostitution and Sexual Agency

### **Honours Philosophy (Cum Laude): Philosophy | University of Johannesburg | 2007**

Intro to Feministic Theory and Ethics | Research, Theorising and Contemporary Philosophy |  
Aesthetics | Selection of Classic and Contemporary Philosophy

### **BA Journalism: Journalism, Philosophy, Communication, Anthropology | University of Johannesburg | 2006**

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## Accomplishments

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- Through the establishment of Just Hello enabled the development of hundreds of women from diverse backgrounds and facilitated beneficial collaboration and relationship building.
- Equipped dozens of students of varied circumstances with skills that inspired a successful academic journey, with Honours and Masters results being achieved by some.

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## Professional Affiliations

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- Member of the Golden Key International Honours Society

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## Articles

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Simpson, Z., Bester, J., Swanepoel, D. and Westman, C. (2018). Ethical Demand and First Year Civil Engineering Study: Applying Virtue Ethics. *Journal of Professional Issues in Engineering Education and Practice*, 144 (3): 05018006-1 - 05018006-7

Westman, CS. 2022. Precarity, Ungrievability, and Thinking Beyond the Law: A Framework for Understanding the Position of LGB Individuals in South Africa. *Acta Academica*, 54(1): 1 – 20. <https://doi.org/10.18820/24150479/aa54i1/1>

Westman, CS. 2022. (Forthcoming). Lessons from War Rape: How Can War Rape Help Understandings of Rape in South Africa? *Gender Questions*, 10 (2).

Westman, CS. 2022. (Forthcoming). Strategies, Symbols, and Subjectivities: The Continuities Between War Rape and Lesbo-Phobic Rape. *Hypatia*.

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## Conferences and Presentations

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### **SolBridge Liberal Arts and Technology Symposium: Humane Futures**

The Role of the Media in Upholding Problematic Ideologies.

July 2022

### **University of the Free State: Faculty of Law Research Seminar 2021**

Precarity, Ungrievability, and Thinking Beyond the Law

October 2021

### **Queer Visualities 2019 (University of the North-West)**

The Role of Visual Activism in the Emergence of a Lesbian Standpoint

February 2019

### **Philosophical Spring Colloquium 2017 (University of Johannesburg)**

Contextualising Intersex Normalising Surgery

September 2017

### **PSSA 2017 (Philosophical Society of Southern Africa – Rhodes University)**

The Sexual Contract in Post-Apartheid South Africa: The Convergence of Traditional and Liberal Values

January 2017

### **University of Johannesburg: Academic Development Symposium**

ADAPT Analysis: A Metacognitive Technique

September 2016

### **University of Johannesburg: Academic Development Tutor Training**

The Effective Management of Tutorials

January 2012, January 2013, January 2014, January 2015, January 2016, January 2017

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## Academic Research Programmes

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### **Freie Universitat, Berlin**

6-week research exchange programme between Stellenbosch University and Freie Universitat, Berlin  
*June – July 2018*

### **University of Iceland: Erasmus Foundation**

Gender and Philosophy: Philosophy of the Body  
*May - June 2016*

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## Guest Lectures

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### **SolBridge International School of Business: Debate Society**

Introduction to feminism and the 'Me Too' movement  
*13 November 2018 (online)*

### **SolBridge International School of Business: Debate Society**

Understanding Others: Feminist Standpoint Theory as a Framework  
*20 June 2020 (online)*

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## Media Articles

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### **The State of LGBT rights in Africa**

Various media outlets, including Sunday World, Bizcommunity, and UFS Kovsie  
*21 May 2021*

Available: [https://www.ufs.ac.za/docs/librariesprovider43/international-affairs/opinion\\_drwestmanafricamonth-eg.pdf?sfvrsn=a72f6120\\_2](https://www.ufs.ac.za/docs/librariesprovider43/international-affairs/opinion_drwestmanafricamonth-eg.pdf?sfvrsn=a72f6120_2)

### **16 Days of Activism against GBV: Is it Merely Political Lip Service?**

Various media platforms, including UFS Kovsie, News24, Women in Science – Africa, and FS News Online

*30 November 2021*

Available: <https://www.ufs.ac.za/templates/news-archive-item/campus-news/2021/november/16-days-of-activism-against-gbv-is-it-merely-political-lip-service>

### **Human Rights Violations Against LGBTQI Individuals within South African Public Sector Services**

Various media platforms, including UFS Kovsie, Sowetan Live, and ENCA

*10 December 2021*

Available: <https://www.ufs.ac.za/templates/news-archive-item/campus-news/2021/december/human-rights-violations-against-lgbtqi-individuals-rife-in-public-sector-services>

### **Human Rights for Some, Not for All.**

UFS Kovsie

*24 March 2022*

Available: <https://www.ufs.ac.za/templates/news-archive-item-more/campus-news/2022/march/human-rights-for-some-not-for-all>

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## Media Appearances

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### **Free State Arts Festival (Vry Staat Kunstefees)**

Discussion with Mark Gevisser about his book *The Pink Line: Journeys Across the World's Queer Frontiers*.

14 April 2021

Available: [https://fb.watch/b1\\_jLFmMVF/](https://fb.watch/b1_jLFmMVF/)

### **Smile 90.4FM**

Interview with Benito Vergitone (The Honest Truth Show) – Why Do We Marginalise the LGBT Community?

25 May 2021

Available: <https://echocast.fabrik.fm/ZqLRqzLVKLVZ3>

### **Smile 90.4FM**

Interview with Benito Vergitone (The Honest Truth Show) – 16 Days of Activism against GBV.

1 December 2021

### **eNCA (e-News Channel Africa)**

Interview with Marcell Gordan – The SA Constitution and the Right to Equality.

10 December 2021

Available: <https://www.enca.com/videos/sa-constitution-right-equality>

### **Newzroom Afrika**

Interview with Stephen Grootes – The LGBTQI Community 25 Years after Signing the Constitution.

10 December 2021

Available: <https://www.youtube.com/watch?v=M8zTDWI1Fgg>