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Datum	15 april 2019	Ons kenmerk	CSR-1819-12
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Bijlage(n)	-		
Betreft	Draft framework policy Diversity		

Dit betreft een Engelstalig advies

Dear Executive Board,

With this letter, the CSR would like to give you input on the draft version of the framework policy Diversity ("concept-kadernotitie Diversiteitsbeleid") (uw kenmerk: 2019cu0275).

1. The CSR is in favour of setting up **summer courses** for students with different background who might be in need of taking extra courses. However, the CSR is not in favour of students paying for the costs of these summer courses by themselves.
2. The CSR supports the idea of talent development and the new measures as written in the framework to create a range of **courses of proven effectiveness on diversity, inclusion, and bias** in which attention is paid to requisite skills and behaviour. The CSR primarily supports the encouragement of staff to take these courses and recommends to put effort in reaching especially those staff members who are less likely to follow this kind of courses on their own initiative.
3. When it comes to **recruiting and selecting** people, the CSR recommends taking into account a broader interpretation of the concept of 'diversity', one that goes beyond a proportional representation between men and women and takes other aspects of diversity into account as well. This counts for appointing professors, directors and educational staff etc.
4. The CSR agreed on raising importance for **parental leave** as a matter, instead of focussing only on maternity leave. The CSR has addressed this prior in response to the CDO-draft plan Diversity of Anne de Graaf, but have never heard anything about it. The CSR believes that parental leave is an important measure to help both parents. This will make it easier for women to have a child without it having a huge influence on their career. As long as maternity leave is the only option, new mothers will be more likely to take care of the new-

born children, since their partners are not provided with options to continue their career while taking time off to take care of their children. This will cause these mothers to not be able to work as much, have as many publications on their name, attend symposia making the new connections that could help their career forward, etc. Parental leave is an easy, low effort option to ensure mothers will not damage their career by having a child.

5. A number of measures are proposed in the framework policy for students with a **functional disability**. However, the Student Disability Platform (SDP) was not informed of this. Some of these measures even stated the SDP would actively take part in these measures. The CSR believes this is not the correct way to coordinate this and we urge to involve such parties in the future when establishing the content of new measures and plans.

6. The CSR recommends **installing an 'Ombudspersoon' or a 'meldpunt discriminatie'**. This would be a place where students and staff members who have experienced discrimination can turn to and the necessary help can be provided. This person/point can keep track of complaints, to make an overview of the discrimination experienced at the university, and give the proper guidance and assistance to the people who have felt discriminated against. This will help the students and staff members of minority groups/groups that are more likely to experience discrimination to feel safe and welcome at the university and it will help the university to deal with discrimination.

7. The CSR suggests investigating ways of **collaboration with other universities** with regard to setting up a diversity policy.

8. The CSR suggests considering which **statistics** are used to measure the achievement of the Diversity Goals that the UvA has set for itself, i.e. by considering statistics per faculty and not only for the university as a whole.

We look forward to your reply, as well as further discussion of the subject.

With kind regards,



Roeland Voorbergen
Voorzitter CSR 18|19

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