



**Conceptsamenvatting van de 185<sup>e</sup> Overlegvergadering  
tussen de Centrale Studentenraad en het College van Bestuur  
gehouden op 30 juni 2020**

*Van de zijde van de CSR 2019-2020:* Pjotr van der Jagt, Alicja Kepka, Ömür Güven Kirli, Hahae Son, Anna de Koning, Luca Babović, Tara Olsen, en Maya Moreno;

*Afwezig:* Artem Gryshchenko, Daniëlle de Nobel, Pelle Padmos, Mariia Lisova, Saachi Samani, en June Ouwehand;

*Gast:* Anesteia Tsagkalidou, Angela Caceres, Agathe Cherbit-Langer;

*Van de zijde van het College van Bestuur:* Karen Maex (rector magnificus), Mariska Herweijer (bestuurssecretaris);

*Afwezig:* Geert ten Dam (president CvB);

*Gast:*

*Technisch voorzitter:* Emma Kat;

*Verslag:* Olav Abbring (ambtelijk secretaris CSR);

*Publieke tribune:*

## Conceptagenda

1. **Opening en vaststellen agenda** // Opening and setting the agenda
2. **Vaststellen van de conceptverslagen** // Setting the concept minutes
3. **Doornemen actielijst** // Checking the action list
4. **Mededelingen** // Announcements
5. **Concept gedragscode UvA** // Concept code of conduct UvA
6. **Social safety** // Social safety
7. **Gender neutrale toiletten** // Gender-neutral bathrooms
8. **Project Care** // Project Care
9. **De toekomst van diversiteit** // The future of diversity
10. **8-8-4** // 8-8-4
11. **Artikel-24** // Article-24 (nazending)
12. **W.v.t.t.k.** // Any other business
13. **Rondvraag en sluiting** // Questions and closing the meeting

### 1. Opening (14:30uur) and setting the agenda

The technical chair opens the meeting and welcomes all participants.

A change in the order of agenda points is proposed:

5. project care,

5 6. Gender neutral bathrooms,

7. Social safety

8. diversity,

9. 8-8-4,

10. code of conduct,

10 11. Article 24.

This change is accepted.



## 2. Setting the concept minutes

The minutes of OV200414 are set without changes;  
The minutes of OV200519 are set without changes.

## 15 3. Checking the action list

*The action list was checked. See the attachment.*

## 4. Announcements

### Announcements from the CvB:

- 20 • Maex announces that the results of the elections are validated by the Central voting bureau and that these final results will be announced soon.
- Maex announces that the updated corona measures that will be applicable to the UvA are being discussed by the CvB. The CvB is looking into publishing these updated measures early July.

### Announcements from the CSR:

- 25 • Pjotr mentions that the CSR finds it sad to see that Ten Dam cannot be present during this meeting, because a lot of the points on the agenda are regarding items in her portfolio.

## 5. Project Care

Güven-Kirli announces the presence of the project leaders working on Project Care. Angela Caceres and Anesteia Tsagkalidou are psychologists who work for Project Care. Agathe Cherbit-Langer is part of the CDO team and is also involved in Project Care. These guests are present to answer specific questions regarding Project Care.

The CvB states that it is important to discuss the topic of care relating to social safety within university. But it is too soon to make a statement on the proposed project. The UvA is reviewing what expertise is necessary and what is needed listening to the voice of students. She states that the university must be able to take responsibility for what is done when offering students and employees help. It also needs to fit in the existing structure. The memo is not completely clear on where the responsibilities lie regarding the support group. Güven-Kirli asks if Maex can elaborate on what she means by 'the university must be able to take responsibility'. Maex clarifies that the UvA can't outsource the responsibility of taking care of its students. The UvA will be responsible for everything that happens after referring students or employees to the services offered by Project Care. Güven-Kirli replies that the idea is to integrate Project Care into the UvA's system.

Güven-Kirli suggests making a working group together and look into the facilitation of the Project. Maex replies that before this step can be taken the CvB will need more time to make sure all steps in the process are done right.

Güven-Kirli asks if Maex has any questions for the members of Project Care. Maex repeats that the CvB needs more time to prepare before she can ask detailed questions. Cherbit-Langer explains that as an employee of the CDO she has worked on the current pilot of Project Care. To her understanding the proposal now is to extend the current pilot. Maex states that whether and how the project should be continued can be reviewed and discussed. In the coming weeks the proposal can be reviewed and discussed with Student services and the Taskforce Social Safety.

## 6. Social safety

- 55 Maex states that the CvB will take several measures to improve social safety in the short term. This will be communicated next week. An external desk for complaints (meldpunt) will be established providing an increase in capacity for processing complaints regarding social safety. Maex stresses that there should be no hinderance for reporting complaints. The meldpunt will be communicated before the summer break. Furthermore, the structure to guarantee social safety
- 60 at the UvA will be evaluated. An external committee has been appointed to review the current system. Meanwhile the Social Safety Taskforce will raise awareness about the topic by organizing round table meetings about social safety. To sum up, the CvB's has taken three lines of action: establishing external 'meldpunt' for the short term, commissioning an external review of the current system in October and raising awareness through events organized by the Taskforce.
- 65 Güven-Kirli replies that he is glad to see that the CvB announces these changes and that a cultural change will take place. But the wish of achieving a cultural change was also announced last year when the case at FdR happened. Güven-Kirli asks the CvB to discuss the advice the CSR send point by point during this meeting.

### *Social Safety workshops*

- 70 Maex states that the Taskforce Social Safety is already planning workshops. These have been delayed due to corona. Moreno states that she is in the working group for social safety. Her concern is that the promotion for the workshops will start in September and the implementation of the further changes during phase two will start in January, when the Social Safety Taskforce is already disbanded. Moreno asks when the CSR will receive an answer on who will be facilitating the second phase of the social safety work group. Maex proposes to discuss this topic after
- 75 summer. The CvB will then have more information on how the workshops will be organized. The discussion will take place during the transfer OV.

### *Cultural change*

- 80 Güven-Kirli states that this will be discussed during the next OV when more information regarding the investigation of social safety is available.

### *Complaints committee*

- There will be a full review of the complaints procedure and there will be extra capacity to review incoming complaints. Moreno wonders what the difference is between the ombudsperson whose job it already is to review the complaints process and the external commission that will do the same. Maex clarifies that the CvB gets the idea that students don't feel safe enough to file a complaint. The external meldpunt (hotline) will make the possibility for reporting complaints more accessible. Moreno asks if the CvB agrees that it is important that once someone has posted a complaint, they can take further steps, like making use of the services of Project Care. Maex will take this up during the discussion on Project Care. Olsen asks if complaints can stay anonymous once they are filed and asks to make the complaints procedure available in English. Maex states that the first point is being looked into and that the complaints procedure will be made available in English. Maex clarifies that it is difficult to deal with a fully anonymous complaint because there is not much an accused person can do to defend against the claim. Güven-Kirli asks when the CSR will be able to give input on the final plan. Maex states that the project is long term. The report of
- 90 the external committee will be ready in October which will provide input for the review of the complaints procedure. Van der Jagt will be meeting with the external committee during the making of the report. Güven-Kirli argues that complaints are currently directly shared with the
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perpetrator; this needs to change fast. Maex explains that there will be a *meldpunt* (reporting point) to make sure that filing complaints is more accessible. A meeting regarding the meldpunt for complains will be organized by the CvB **[action]**.

#### *Ombudsperson*

Maex explains that with the taskforce on social safety create more exposure on social safety students who have experienced problems will be able to report their complaints in more ways. Güven-Kirli states that he understands that changing the culture might take long, but he does ask when the CvB expects this culture change to show itself. Maex explains that this change will be seen on a short-term via the current announced changes and long-term via the advice of the external committee. Güven-Kirli asks if the CSR will receive examples of how the culture will change. Maex explains that these changes can't be presented on paper, but the measures that are taken can be shared. Communication with the entails of the measures that will be taken to change the social safety at the UvA will be send before the summer break **[action]**.

#### *Ombudsstudents*

Güven-Kirli states that the CSR wants to make sure that students feel safe to share their complaints. Ombudsstudents will be more able to understand the context of a situation, including the power relationship between a student and an employee. Maex states that this suggestion will be taken into account in light of the evaluation of the current structure. Güven-Kirli states there is already an ombudsstudent at the FMG. This only needs to be extended. Maex repeats this will be part of the broader evaluation.

#### *Social safety committee*

Güven-Kirli states that the Social safety committee is a good way to make input from experts available to the UvA. Also, the committee can monitor if the points of the diversity nota (Nota diversiteit) are being implemented according to plan. Maex explains that there is a social safety Taskforce. Lisa Mugge is the chair of this Taskforce. Moreno adds that she is in the social safety working group. One of her critiques is that the group only talks and action is rarely taken. Moreno fears that the actions will happen when the working group is disbanded in January and then the working group will not be there to monitor these actions. Maex understands these concerns and the CvB will supervise the improvement of social security.

Güven-Kirli closes that, if the University wants to change action needs to be taken now.

Moreno states that she understood that the professor involved in the recent breach of social safety still works for the UvA and is in active duty. She asks if it can be discussed what will be done with this professor and asks if he can be suspended. Maex states that she doesn't want does not wish to comment on the specific case. The problem that the CvB is working on is a broader one, so the focus needs to be on the broader discussion. Moreno states that she thinks that this whole discussion has started because of this specific case and she concludes that no action is being taken on this specific case which she finds odd. Maex explains that this case is part of the broader investigation.

## **7. Gender-neutral bathrooms**

Güven-Kirli explains that this topic has been discussed for some time now. An advice has been written.

### *Signs on toilets*

This has been discussed with FS. The CvB agrees that changes can be made and the recommendations of the CSR will be looked into.

### *Location of toilets*

145 Whenever there is a renewal of a building the bathrooms will be taken into account. By 2020 there will be gender-neutral bathrooms on every campus and in most of the buildings.

Maex asks why the CSR is against using/counting toilets for functionally limited people as gender-neutral bathrooms. Moreno explains that by using/counting these toilets Gender-neutral people are still being separate. Also, by doing this gender-neutrality can be seen as a functional limitation. Güven-Kirli asks if the CvB will implement the advice that gender-neutral bathrooms need to be available at least every three floors.. Maex reacts that the usage of a gender-neutral bathroom is very important when looking into the amount per building. Moreno stresses that an integral part of the advice is to have the UvA form a plan on adding gender-neutral bathrooms separate from a renovation. Maex states that gender-neutral bathrooms will be included in the renovated or newly build locations and that a plan will be made to look into having gender-neutral bathrooms in all buildings. There is a consensus that When constructing and renovating buildings, the construction of gender-neutral toilets is taken into account.

160 Maex adds that the CvB will not systematically count toilets for functionally limited people as gender-neutral bathrooms.

## **8. The future of diversity**

Son explains the Meeting Piece on the future of diversity at the UvA. She adds that taking the response from different entities of the UvA into account regarding the diversity report the CSR believes that it would be a shame if the UvA would fall behind on the primary and secondary schools of the Netherlands regarding education on diversity. Maex states that an answer has been send regarding all proposals that are made, except decolonization. Maex states that there will be a discussion about decolonization during the next UCO. This discussion will be the start of the conversation regarding what the learning outcome of an education program should entail. The result of this discussion will become a part of the educational attainment target. Son is happy to see this progress. But she is disappointed in the statement that all other points are done, and decolonization still needs to be discussed.

Son reads all the points from the report 'Let's do diversity' that the CSR does not recognize in the nota diversity. These are: 1) the UvA *meldpunt* (reporting point) for discrimination or an ombudsperson handling discrimination, 2) anonymized grading, 3) a mandatory course on diversity in every bachelor degree, 4) the mandatory reflection in courses' syllabi regarding the origin of the knowledge that the course uses, 5) a review of the colonial ties of the UvA. Son also cross-referenced these points with the diversity nota and none of these points have been added there. Maex states that this needs to be looked into with more detail. Part of this will be covered in the note that will be discussed at the UCO. Maex states that the idea of anonymized papers was advised against. Making diversity a mandatory part of a course is part of the discussion held during the UCO. There isn't a definite decision on this yet. The discussion could result in adding these points into the Instellingsplan. Son adds that the stated points were found after a quick scan of the diversity report. Son will go through the recommendations and makes an overview of the points that in the view of the CSR have not been added to the diversity nota.

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185 The CvB will send a reaction on why they haven't been added respond to this overview **[action]**. The CSR will send information on how the diversity exhibition has been organised at the faculties **[action]**.

Son asks if the CvB would reconsider the recommendations in the diversity report which have not been added in the UvA's diversity nota. Maex states that the CvB first needs to discuss this during a CvB meeting. Since the Nota Diversity is an adopted document which we are

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implementing currently. If additional policies are needed, the CvB must consider these and take a new decision.

195 Maex states that she does not see the need for an alternative to the Chief Diversity Officer and the network of Diversity Officers. Furthermore, we do not think adding another representative body to the UvA community will be helpful, especially since CSR and COR participate in Diversity Forum. The Forum has the opportunity to give input during discussions, but that is different from giving them rights of consent on documents. Güven-Kirli replies that some points that the Forum brings up are not being added and therefore the CSR asks to give the Diversity Forum a right of consent on certain documents regarding diversity to make sure less of their input is being ignored. Maex explains that the CDO and Diversity Forum can give input on all policy documents of the UvA, but that doesn't require them to have set rights of consent.

205 Son states that the diversity forum isn't being involved much by the CvB or CDO and asks if the CDO, CvB, Diversity Forum and CSR could organise a meeting on the improvement of the position of the Diversity Forum. Maex states that the CvB will review this request.

#### 9. 8-8-4

210 Babović explains that the general outcome of the discussion on 8-8-4 is that it is a difficult system to use. The concerns about 8-8-4 are very different from faculty to faculty. For some faculties it works, for others it doesn't. So the CSR has sent a more general advice so each faculty can diverge from it. Also, because classes are online due to COVID-19 the rostering of new classes can be changed more easily. The first motive why the advice has been written is bettering the mental health of students by lessening the workload. 40 weeks of study a year creates a high workload. As a result students can't recuperate during the breaks. The second motive regards 215 internships. Internships aren't feasible. Either a student will have to sacrifice a month of their summer or students will have to do an internship during their study resulting in a study delay. Lastly keeping the University open for 40 weeks a year puts a strain on the budget. Maex replies that this discussion was also held last year and as a result it was decided to include a vacation week in the second semester. This vacation week will be implemented and reviewed next study 220 year. Also, the WHW states that all universities need to reach a number of teaching hours per year. Changing the system will not lessen the workload. All faculties have the choice to go to a 7-7-4 system and use the first week of a new block to offer a different kind of introduction to the course like community building. Only FGw was interested, the other faculties didn't use this option.

#### 10. Concept code of conduct

225 *Agenda point is suspended until the next meeting*

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#### 11. Article-24

A presentation is given about the decisions that the CvB is expecting to take this autumn and the role the medezeggenschap will play during the decision-making process.  
230 Maex gives an overview of the files that were discussed with the CSR in het last months

#### 12. Any other business

Güven-Kirli states that it was agreed that there would be a *bestuursstaf* (management staff) training regarding the academic structure in the Netherlands for the INTT training. Herweijer

235 explains that it would be best to include this training in the introduction program of the new CSR. The CSR and the CvB will look into the minutes of the meeting regarding the INTT program to see what was discussed [action]. Depending on the result Van der Jagt will take up contact with Herweijer regarding this subject.

Van der Jagt announces that the CSR will go into appeal on the verdict regarding Proctoring.

### 13. Questions

240 Van der Jagt asks if the CvB could ask FS to look into the redecoration of the contemplation rooms at the entire UvA, which are four rooms. Maex states that this will be asked, but she knows FS is very busy preparing the buildings for reopening and starting classes on campus. The CvB will ask FS if they have the capacity to look into redecorating all the contemplation rooms at UvA [action].

### 14. End of the meeting (17.10 hour)

245 The technical chair closes the meeting and thanks all participants for their contribution.

#### Actielijst OV

- 200630-01 A meeting regarding the meldpunt for complaints will be organized by the CvB.  
200630-02 Communication with the entails of the measures that will be taken to change the social safety at the UvA will be send before the summer break.
- 250 200630-03 Son will go through the recommendations and make an overview of the points that in the view of the CSR have not been added to the diversity nota. The CvB will respond to this overview.
- 200630-04 The CSR will send information on how the diversity exhibition has been organised at the faculties.
- 255 200630-05 The CSR and the CvB will look into the minutes of the meeting regarding the INTT program to see what was discussed.
- 200630-06 The CvB will ask FS if they have the capacity to look into redecorating all the contemplation rooms at the UvA.
- 260 ~~200519-01 Moreno will send Zand Scholten the specific examples of different exams where proctoring is being used~~
- ~~200519-02 The legal department of the UvA will send a written response on the question if allowing proctoring to be used when conducting an exam will this create a change in the privacy statement of the UvA which creates a breach of contract if the student didn't agree to this change.~~
- 265 ~~200414-01 The CvB will ask JZ to organize an information session on the subject "hardheidsclausule" for the CSR.~~
- 200303-04 The CSR will set up a meeting with Frank van Tatenhove to discuss the subject of IPv6.
- 270 ~~200114-04 The CvB will provide the CSR with an overview of recruiters (not complete) that can be used for finding diverse candidates to fill vacancies.~~
- 200114-05 The CvB will send the Kohnstamm report about first generation students to the council when it is published.

#### Pro memorie

- 275 190619-01 The CvB pays close attention to the involvement of PhD's when getting input from the academic community.
- 181127-02 The CvB keeps the CSR updated about the steps that are taken with regard to (alternatives to) the NSE.
- 180904-01 The CvB emphasizes the importance of incorporating the input of the medezeggenschap while preparing for the annual talks with the deans.
- 280 140604-01 Het College geeft indien van toepassing de CSR een update ten aanzien van de samenwerkingsplannen met andere instellingen of instituten.
- 100907-02 Het CvB zal de capaciteit van fietsenplekken, studieplekken en ruimtes voor studieverenigingen tijdens het realiseren van de nieuwbouw en verhuizingen scherp in de gaten houden en ingrijpen wanneer een tekort ontstaat.

285 **Voor het komende artikel24-overleg:**

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|---------------|--|
| 130610-01     | Het College voorziet de CSR van een halfjaarlijkse tijdsplanning voor adviesmomenten.  |
| 130123-07     | Er zal duidelijk worden stilgestaan bij (mondelinge) toezeggingen van het College, zodat er geen onnodige schriftelijke reacties hoeven te worden gegeven, maar de toezeggingen wel helder worden genotuleerd. |
| 290 130123-08 | Indien de CSR vraagt om een motivatie voor vertrouwelijkheid van een stuk, zal het College het stuk daarvan voorzien.  |
| 130123-09     | De contactpersoon van de medezeggenschap kan ook worden benaderd voor vragen en het verstrekken van informatie aan de FSR'en.  |

CONCEPT