Geacht College van Bestuur, Beste Geert, Karen & Jan,

We would like to thank you for informing the UvA community about the re-appointment of Anne de Graaf in a general newsletter sent on the 1st of October. However, what may have been a simple announcement for some, proved a surprise and concern for many.

During the initial appointment procedure of the Chief Diversity Officer (CDO) three years ago, the COR and CSR agreed to a job profile that outlined the ‘possibility of re-appointment’: ‘De Diversity Officer wordt benoemd voor een periode van drie jaar, met mogelijkheid van eenmalige herbenoeming’. However, despite this initial agreement, the procedure of re-appointment was never explicitly worked out on paper or agreed upon. Therefore, regardless of the ‘lightness’ of the re-appointment procedure to which you have previously alluded, we believe that as the legal representatives of the student body and contributors to the original CDO job description, we should have been involved in the process of determining what a re-appointment procedure would entail.

Additionally, taking into account the multiple complaints and general public dismay expressed by students and staff in response to the re-appointment, we feel even more pressure to act upon our duty as the CSR by proposing the re-evaluation of Anne De Graaf’s function as CDO over the past three years.

The Re-evaluation Procedure

We would like to propose a working group between the CSR, COR, CvB and De Graaf herself, in order to hold three sessions in which we can assess her past three years as CDO. The assessment would consist of:
Session One

- Evaluating the CDO’s performance in each of the 3 years of her tenure: Using the CDO’s initial job description we propose the comparing and contrasting of whether original expectations were adequately fulfilled.

Session Two

- Assessing feedback from Faculty Diversity Officers
- Addressing claims made by UvA organizations such as the Diversity Forum: there have been a number of claims made by different groups within the UvA: missed meetings, neglected diversity interns, a winner of 5000 euro grant for an accessibility and diversity course contest at the UvA who claims to have never received a follow up email from De Graaf, and many more.

Session Three

- Coming to a consensus and further reflection:
- Based on the evaluation and assessment, we feel that not only would we be able to come to a clear and fair consensus in regards to De Graaf’s re-appointment, but we would also be able to further improve the prospects of the CDO position. The process would provide us with knowledge to both critically reflect upon the future of the CDO position and support more clear and concise action plans for the coming years of diversity in the UvA.

We would like to stress that this request is one for collaboration with all involved parties, including Anne De Graaf herself. As can be seen in the re-evaluation process outlined above, we would like to work directly with De Graaf in assessing her function as the CDO over the past three years. The working group should be seen as an opportunity to critically reflect upon the function of the CDO. We are confident that the re-evaluation process will not only improve the future functioning of the CDO position, but also reduce the UvA community’s voiced unease surrounding the re-appointment, thereby providing public clarity and most importantly, working toward the best possible future of diversity at the UvA.

Met vriendelijke groet,

Nina Hol
Voorzitter CSR 20|21

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