

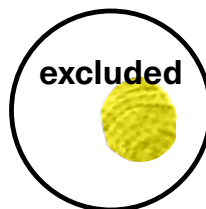
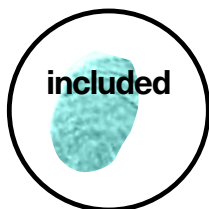
DEI MANIFESTO



DIVERSITY, EQUITY and INCLUSION [DEI]

Imprinting Change

2021-2025



Radboud University





WHO AM I

So much in life is premised by our social location and lived experiences. Recognition of our privilege allows us to reflect on the power we hold and enables a glimpse into what exclusion may feel like.

I worry about not having enough money to pay for housing, food, clothing, or education.

I, or my family, can afford to live in a comfortable home and have enough money to meet our needs.

I cannot talk openly about who I am dating or in love with.

I can talk openly about my partner or loved one.

I face physical barriers accessing public buildings and using the transportation systems.

I can easily use public buildings and transportation systems.

I am often apprehensive when crossing borders.

I travel often uninterrupted by officials.

I am concerned that people may not hire me because of an aspect of my identity or appearance.

I am not concerned that people may not hire me because of an aspect of my identity or appearance.

I live with the reality that I may be harassed or attacked.

I do not worry about being harassed or attacked because of who I am or how I look.

I tend to see people I identify with negatively portrayed in newspapers, television, movies, and advertisements.

There are mostly positive images of people I identify with portrayed in newspapers, television, movies, and advertisements.

I am treated condescendingly because of my age, personality, gender, ability or other aspect of my identity.

I feel respected when I speak and for what I lend to the conversation.

I navigate several hurdles as a first-generation student/staff.

I am confident that I am well prepared for life on campus.

I feel like a guest or stranger here.

I am accepted as part of the environment in which I am.

WHO WE ARE

Radboud Universiteit Nijmegen in Context: An Innovative Transformative Experience

When the University opened in 1923, Professor Schrijnen, the first rector magnificus, described universities as 'workshops of science and scholarship' and 'environments of fruitful intellectual collaboration and interaction', where 'dissenting views are discussed seriously and objectively. He proposed that the aim of the Catholic university was to enrich the Dutch academic culture by being different. Hence, the sheer existence of the university has its roots in celebrating diversity. Today this legacy serves to inform Radboud University's inclusion strategy.

Erkennen en Waarderen, Leiderschap: Moed, Verbinding en Openheid – Courage, Connection and Openness

The University faculties, departments, staff and students continue to value inclusion, recognition and reward. This is our Radboud University Nijmegen. Our university has a proud emancipatory history of advocacy and embraces the core values of connectedness, curiosity and reflection. These essential elements allow for respect for diversity, the promotion of equity and the fostering of inclusion.

DEI DIRECTIONAL STATEMENT

We aim to jointly promote a safe, inclusive and equitable campus society that embraces and embodies diversity and the values of social justice for all and advocate and agitate for positive change, in alignment with the sustainable development goals.² (4: Education, Goal 5: Gender Equality; Goal 10: No Inequality; Goal 11: Sustainability; Goal 16: Peace and Justice; and & Goal 17: Partnership.)

1: https://en.wikipedia.org/wiki/Radboud_University_Nijmegen
2: <https://www.sightsavers.org/policy-and-advocacy/global-goals/>.



“Our university and our campus as a whole must be a safe space for everyone, regardless of identity. A safe space is a (physical or virtual) space where everyone feels safe, but it doesn't necessarily have to be a comfortable space. Students should debate, try to convince others with valid arguments, be surprised by the other, be able to have different points of view that may at times be confronting. This is part of the academic debate that we try to foster with our students and staff. To help try to understand others, it is important that we encourage mental resilience with our students and staff. It should be ok to differ in opinion from each other, and still be treated equally and feel respected by the other. Their resilience is also in that regard of fundamental importance, for themselves, for education and science and for society at large.” Faculty quote

OUR LEGACY

Radboud University, initially called the Catholic University, started in 1923 as a courageous and risky project, seeking to elevate the social and cultural image of a minority Catholic population who were looked upon by the majority of the Dutch population as second-class citizens. The University succeeded in offering Catholics and non-Catholics the opportunity of emancipation through higher education, allowing for greater integration into the upper echelons of society.

The Catholic University held its moral grounds by resisting nationalist socialist oppression, during the Second World War, resulting in three professors and forty-five students and alumni giving their lives for freedom. Spring of 1943, saw rector magnificus, Bernard Hermesdorf, on principled grounds refusing yield to the Nazis' demand for all students to sign a declaration of loyalty. This resulted in Hermesdorf himself closing the university's doors on 11 April 1943, suspending all academic activities. It is evident that Radboud University has a legacy of confronting challenges, taking a stance against injustice and fighting for equality. This holds true today.

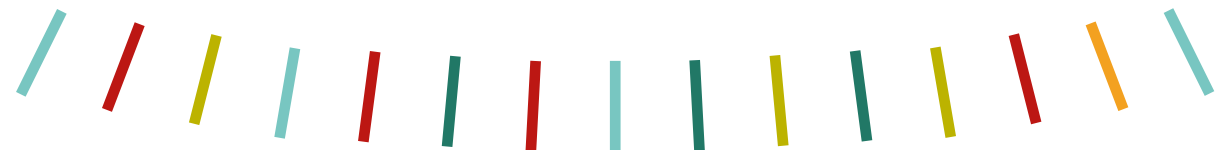
Dr. Jan Brabers

University Historian of Radboud University



Some of our DEI Activities 2020-2021 include:

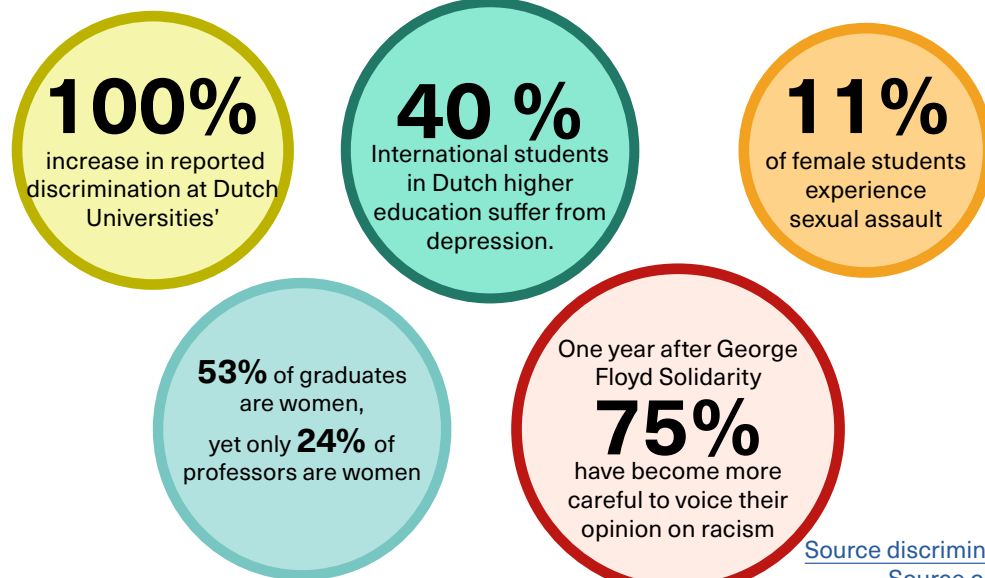
- Redesign of selection and recruitment procedures, including development of a pilot recruitment and selection programme for employees
- Co-production with Radboud UMC of an interactive DEI Anti-Bias Theatre as an intervention tool and integrative change strategy
- Delivery of over 30 DEI and unconscious bias and inclusive leadership workshops
- Launch of the DEI Leadership Mentorship Program
- Buddy on the job system
- Successful graduation of 12 DEI student ambassadors
- Training of 16 DEI staff / 16 DEI student ambassadors
- Inclusion of DEI lens in funding policies, grant proposals, satisfaction surveys, award criteria
- Initiated pay-gap research with Human Resources
- Promotion of DEI collaboration with partners, faculties & Rijksmuseum
- Revised EU Gender and Equality Plan 2022
- Creation of safe spaces for Courageous Conversation series with staff and students
- Facilitation of the development of staff and students social networks
- Formed allyship with members of international and local community
- Hosted Anti-racism Awareness Week [ARAW] 2021 with partners
- Hosted events such as 'Harassment in academia'; 'Diversity Day'; Paarse Vridag; World Disability Day; Autism Awareness Month; Keti Koti; Roze Week; International Day of Multiculturalism among others
- Creation of DEI website
- Became a strong Ally and Network



OUR WHY

DEI is concerned with the promotion of equitable and inclusive interventions to achieve just outcomes. The language of diversity, equity and inclusion is one that is rooted in social justice, advocacy and human rights. In more concrete terms, DEI at Radboud, as a discipline of social change, translates into creating a campus society in which we all feel included and empowered to lend voice and give traction to positive change processes. It facilitates safe spaces, figurative and/or literal arenas where diverse, assenting and dissenting trajectories can respectfully and harmoniously co-exist. It enables creation of policies and procedures that improve wellness and target discrimination. It aims to remove barriers so that marginalized groups and individuals can be better positioned to succeed.

Research shows that universities worldwide as well as in the Netherlands still need to do a lot of work to promote equity and ensure the well-being of its staff and students.



[Source discrimination reports](#)
[Source on depression](#)
[Source female students experiencing rape](#)
[Source gender inequality](#)
[Source voicing opinion](#)

“ **DIVERSITY** refers to the gamut of characteristics that make up our identity and includes aspects such as nationality, religion, language, sex, gender identity, ability, ancestry, ethnic background, the social construct of race, degree of wellness and a host of other identifiers; recognizing the fluidity and intersectionality of identities.

“ **EQUITY** is about the differential allocation of resources, entitlements and accommodations to meet the complex varied needs of individuals or groups so as to create equilibrium in participation and partnership.

“ **INCLUSION** is involving and empowering everyone as valued autonomous participants giving voice to the decision-making process.

RULES OF ENGAGEMENT

- 1** We can engage in conversation, discussion and debate where everyone is invited into a **safe** and **inclusive space**.
- 2** We welcome assenting and dissenting views, and commit to **collectively own** the space and **responsibility for social engagement** that is respectful, critical and insightful that allows for reflection, learning and unlearning.
- 3** We acknowledge that engaging in **courageous conversations** often results in strong emotions and passionate reactions and we ask that we manage our responses so as to minimize hurt to ourselves and others; we ask that we use inclusive language and practice self-care.
- 4** We ask that we practice **humble inquiry** and **respectful listening** so that we are: **curious**; **function from positions of non-judgement**; **constantly check, confront and challenge biases**; and **actively listen to learn and understand**.
- 5** We can access available support and resources on campus. <https://www.ru.nl/studentsupport>.

One key aspect of social safety is ensuring that we do not cause intentional and malicious harm to others. However, even when engaging in a respectful manner we may trigger unintentional harm. How can we at Radboud University do better when we engage with each other so as to minimize harm? Here is where we have developed our rules of engagement tool that serves to act as a guide when engaging in courageous conversations. Thus creating a safe space where persons can sit with discomfort.



BE AN ALLY

Our role in creating a more inclusive campus society can be as simple and complex as being good allies. Allyship is working in solidarity and partnership with marginalized groups.

Let us genuinely and dedicatedly seek change because it **matters** and not because it may be the charitable or fashionable thing to do.

How you can do this

- ★ Listen and be aware of your own biases
- ★ Recognize your privilege and use it to make a difference
- ★ Be actionable: Take a stand against unjust treatment
- ★ Advocate for underrepresented groups
- ★ Educate yourself about different histories and cultures
- ★ Give credit to the labor of others before you

WE COMMIT

There are many factors that will ensure the successful embedding of DEI into the culture of our university. The attention and resources that are invested and the pace at which this is done will determine and shape our progress. DEI is more than sporadic diversity training workshops, unconscious bias education, and cultural competency sessions. Radboud University is committed to enacting the following recommendations so as to impact positive structural and cultural change within the organization.

Embracing Change

Bringing DEI to Scale

Facilitating a Rights-Based Approach

Employing Strategies for Harm Reduction

Forming Alliances to Support Well-Being

Engaging in Partnership

Ensuring Accountability, Transparency and Voice

Promoting Inclusive Leadership

Conducting Policy Review and Research

Providing DEI Structures and Support

EMBRACING CHANGE

You have a part to play *

At Radboud University, we cultivate and nourish a culture of fostering viewpoints and initiatives that are outside the box. DEI partnership in this manner is inclusive, relevant, respectful and validating and seeks to center the voice of all parties creating allies, learners and agents and owners of change, thereby embedding DEI into the organizational culture of Radboud University.

* <https://www.ru.nl/english/working-at/>

PROMOTING INCLUSIVE

LEADERSHIP

In order to effect change in any system, visionary leadership is essential. As members of this campus and larger social system we commit to a collaborative existence and experience leading in a manner that reflects the best interest of the communities we interact with and serve. We recognize that it is in this manner that change can be truly transformational. Inclusive leadership allows leaders to act with integrity, consider the viewpoints of others and be a respected source of advice and impartial counsel.



BRINGING DEI TO SCALE

Imprinting change is now one of the drivers of change for the university and the motto of the DEI Office. It is not longer a viable business, compliance, ethical nor sustainable option to not 'do diversity'. In fact, it is imperative that our university continues to expand its DEI initiatives. Of relevance are sustainable development goals of Education (Goal 4), Gender Equality (Goal 5), No Inequality (Goal 10), Sustainability (Goal 11) Peace and Justice (Goal 16), and Partnership (Goal 17). These afford us the global and local impetus needed to increase DEI reach through a ripple effect causing proportional, and in some instances, exponential change.

EMPLOYING STRATEGIES FOR HARM REDUCTION*

Radboud University boasts of a history of liberation and continues to recognize harm as a result of exclusion of marginalized voices and seeks to address this harm. There are several strategies for harm reduction including the following:

- ★ Embrace discomfort and display humility;
- ★ Accept that this is not about being good or bad, all institutions can do better;
- ★ Do research and hire experts;
- ★ Respect the lived experiences of others;
- ★ Hold each other accountable for doing the tough work.

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FORMING ALLIANCES TO SUPPORT WELL-BEING

How do we jointly address issues of staff and student well-being, mental health and resiliency (exacerbated in corona times and beyond) and how do we further understand the implications of these occurrences in order to address them? We will establish inter-departmental alliances that promote a holistic approach to addressing staff and student well-being in a preventative as well as curative manner.

ENGAGING IN PARTNERSHIPS

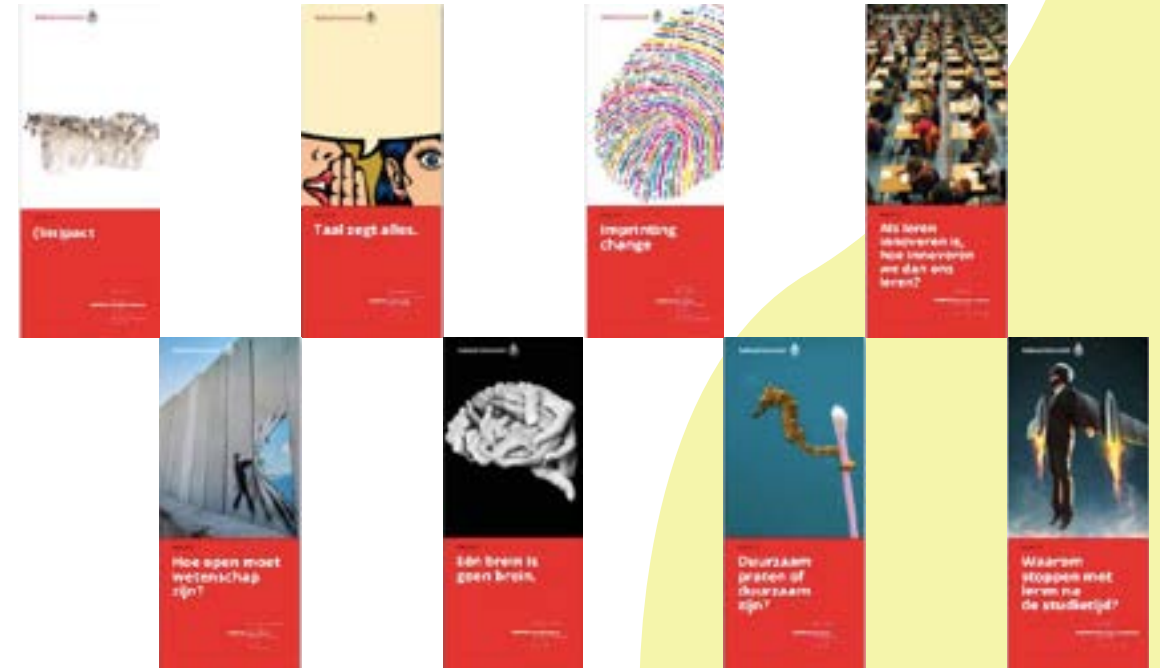
Establishing strong relationships between national and global agencies and allies is key to DEI success, for organizations are becoming more and more invested in providing guidance and creating equitable and inclusive corporate social responsibility strategies aimed at addressing global disparities that shape and inform life in the world and in institutions.

FACILITATING A RIGHTS- BASED APPROACH

DEI at Radboud University reflects a rights-based global framework of the sustainable development goals (SDGs), with a special emphasis on the goals of Education, Gender Equality, No Inequality, Sustainability, Peace and Justice, and Partnership.

ENSURING ACCOUNTABILITY, TRANSPARENCY AND VOICE

Societies are demanding greater accountability and transparency from institutions and a commitment to equitable sustainable strategies. Governments and international bodies are putting measures in place to ensure compliance to global ethics standards. This commitment is reflected in our solidarity statement and DEI directional statement.



CONDUCTING POLICY REVIEWS AND RESEARCH

Issues relating to advocacy for staff and students in areas of accessibility, equity, and discrimination are addressed in the DEI office. Sound policies can inform good practice. It is important to have policy tools to review and evaluate existing policies. It is equally important to create opportunities for staff and students to engage in scientific research on DEI topics that can feed this process.

PROVIDING DEI ORGANIZATIONAL STRUCTURES AND SUPPORTS

The creation and maintenance of organizational structures and supports is done through committees, councils, working groups, the establishment of a strong and intense core network and the development of firm allyship.

The DEI Steering Committee will be established to embed DEI strategies within the organizational culture through continuous and sustained praxis; and to support the on-going integration of DEI activities in a manner that aligns with the organization's strategic plan. We will also form small DEI teams within every faculty.

LOOKING FORWARD

By imprinting change we will impact systemic, structural and cultural change as well as influence thinking patterns and change behaviour.

DEI initiatives will be visionary and strategic, and involve:

1. Raising awareness among staff, students, and community about DEI.
2. Establishing an external epistemic community, an internal DEI steering committee and working group.
3. Facilitating staff and student networks (such as anti-racism, mental health, and international networks).
4. Creating access to online webinars:- bystander and consent training, suicide prevention, diversity and inclusion; sexual violence; understanding biases and micro-aggression.
5. Revising existing policies to reflect DEI lens.
6. Keeping student and staff abreast of current and emerging DEI practices locally and globally.
7. Facilitating upgrading of student and staff skills on DEI practice.
8. Promoting a transparent complaints process that invites parties involved to be part of the decision-making process as it relates to consequences.
9. Grounding the equity narrative in relevant theoretical, practical, legal human rights and social justice framework.
10. Developing skills in cultural competency; negotiation; reflexivity; leadership and management and conflict resolution.
11. Sharing knowledge of DEI terminologies such as:- diversity; inclusion; human rights; identity; gender; gender identity; race; ethnicity; sexual orientation; ability vs disability; equity vs. equality; bias; prejudice; stereotype; discrimination; reverse discrimination; racism; ethnocentrism; xenophobia; ableism; ageism; classism; sexism; misogyny; misandry; heterosexism; ciscentrism; homophobia; shadeism/colourism; oppression/anti-oppression;

privilege; power; social location; worldview; culture; cultural competence; workplace harassment; sexual harassment; workplace violence and cyber bullying; stigmatization and more.

12. Raising awareness of the history, demographics and workplace needs of equity seeking groups such as Women, Racial and Ethnic Minority Communities, Persons with Disabilities, LGBTQI+ / Sexual Orientation and Gender Identity minorities, People of various Religions, Immigrants and Newcomers, Multiple Generations.
13. Improving staff cultural competency by increasing awareness of social location and allowing staff and students to understand and validate individuals intersectional identities and lived experiences; and identify inherited roles of power and privilege, and how these roles play out within organizations.
14. Creating safe and inclusive spaces for conscious courageous conversation, and informed debate.
15. Partnering with faculty to assist with DEI targets such as an increase in number of female professors; promotion of a more diverse staff; meeting the criteria of the Participation Act for example.
16. Addressing issues of such as bias, disabilities; mental health stigma; intersectionality; the underrepresentation of women in academia (the leaky pipeline) and STEM research; the glass ceiling and gender pay gap.
17. Utilising metrics to track our diversity goals, benchmarking the diversity of staff and student populations against local, national, and international representative populations and developing a gender equality plan.
18. Conducting DEI assessment using DEI indicators and tools;
19. Conducting research on DEI related themes and topics so as to gather empirical data to support practice intervention.

SOLIDARITY STATEMENT

Radboud University has as its broad diversity, equity and inclusion (DEI) mission to jointly map a path towards the promotion of a safe, accessible, equitable and inclusive society that embraces and embodies diversity and the values of social justice for all and seeks to advocate for positive change. This is not in isolation but includes the community of Nijmegen, the Netherlands and the global society.

As a University, we will continue to strive for inclusivity through adopting a rights-based approach; shaping informed policies through research, education, awareness and fostering a campus culture that is free from discrimination. To this end we are committed to improving the lives of marginalized groups, including racialized persons, members of the LGBTQI+ community, persons with an immigration background, persons navigating visible and invisible challenges, those who are differently abled as well as, the vulnerable in our midst.

Radboud University stands in solidarity as an ally with the global community and joins the antiracism fight for racial equity and justice. We maintain that zero tolerance for violence (direct, systemic and cultural oppression) is a matter of respect for human rights. We are committed to change in the form of tangible outcomes.

Our solidarity statement:

DUTCH

ENGLISH

Read more and get involved here: <https://www.ru.nl/over-ons/overradboud/diversity-equity-and-inclusion/>

Radboud University

