

Call for action:

Taking Diversity and Inclusion (D&I) seriously in ongoing deliberations about potential budget cuts at the RUG

28 February, 2025

We, the undersigned associations, want to express our concern about the current lack of attention to Diversity and Inclusion (D&I) in [the RUG's deliberations about how to address potential budget cuts](#). There are two ways in which we believe that D&I should be included: in the *process* of determining how to allocate potential cuts and in terms of *outcomes*.

We know that the university leadership is currently trying to decide how to facilitate potential cuts. In the [Explanation of Action Lines for Budget Cuts](#), eight action lines are outlined with a Working Group assigned to each. We are concerned about the composition of these Working Groups.

The members of the Working Groups have not been made publicly available. Only the names of the Chairs and Secretaries are public. We are concerned that the Chairs and Secretaries of the Working Groups appear to be majority Dutch, majority male and composed of senior staff. This is also the case for the Steering Group.

In the interests of transparency, we believe that the Working Group membership should be made publicly available. This would enable us to know if D&I has been considered sufficiently in the process of deliberating potential budget cuts. This could also encourage UG-staff members of underrepresented groups to share their feedback, ideas and concerns.

This brings us to the second point, which is that marginalized groups are more likely to be affected by the cuts. Not only is internationalisation the target of the current government's policy, making international staff vulnerable, but also women, people of colour, people with disabilities, and other marginalized groups are more likely to be in temporary or junior positions in [Dutch academia](#), making their position in the university vulnerable. We are concerned that if the Working Groups lack representation of international staff, junior staff, members of marginalized groups and students, that this will have a negative effect as the impacts of the budget cuts on these groups will not be taken sufficiently into consideration. Therefore, we suggest that the Working Groups' decisions be audited with regards to their impact on D&I before they are implemented. Considerations about D&I should also be taken seriously in composing the recently announced Working Group that will focus on the potential [reorganization of the SSH domains](#).

Doing so aligns these processes with the university's own [D&I Action Plan 2024](#), which stresses that “*All students and staff have an **awareness** of the importance, urgency, and added value of diversity and inclusion*” and that “*All (prospective and current) students and staff experience **equitable opportunities and treatment.***” According to the university's [Strategic Plan](#), inclusivity is a core value. We believe that the proposed increase in transparency will help to uphold the university's policies and commitment to D&I into the budget cuts process and outcomes.



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[as of 27 February, 2025 – additional signatures may follow]