

## DARE public statement

A lot has happened since our first reaction ([link](#)) around the Resource article “We need to talk about China”. With this public statement we would like to express our views regarding systemic racism (mostly subconscious & unintended) at Wageningen University & Research.

The DARE team has been focused on battling systemic racism at WUR since its inception in 2021. The recent Resource article on China prompted discussions, revealing deep-seated issues tied to WUR's colonial past, influencing university policies and actions. Systemic biases are evident in many areas, including recruitment processes, education, and research, thereby reflecting our ongoing challenges.

In response to the Resource article, WUR's executive board issued a statement distancing itself from the content, and the Resource team committed to a cultural diversity and sensitivity training. Additionally, actions were initiated to address non-contracted PhD candidates' concerns.

However, this incident highlights broader examples of systemic racism (again, subconscious & unintended) within WUR, including the underrepresentation of marginalized groups in various roles. These issues persist, rooted in the university's history, culture, and practices.

The DARE project concludes in April 2024, but the battle continues. We call for a robust Diversity and Inclusion (D&I) plan to combat racism and discrimination, emphasizing the need for leadership from the executive board. A comprehensive D&I plan, with measurable outcomes, resource allocation from different departments like Education, Research, and Human Resources, along with full management support, is crucial. A D&I call to action, supported and signed by 8 organizations (including DARE) and hundreds of individuals, has already been sent to the Executive Board, awaiting response.

Collaboration in developing and implementing this plan, addressing systemic issues, and fostering an inclusive WUR is our highest priority. We intend to gather input from stakeholders, and WUR's community for our final recommendations to the Executive Board, and help with the transition of embedding the work we have been doing on topics of Decolonization, anti-racism & discrimination into existing structures. Diversity & Inclusion needs to be an important point in the new strategic plan of WUR, and it is imperative that DARE's work becomes an integral part of the organization before the conclusion of the project.

The journey towards a more inclusive and equitable WUR is ongoing, and the DARE team remains dedicated to this mission.

The DARE team.