

## DARE project and Social Safety Guides

DARE takes the approach of a NGO inside the Wageningen University & Research on issues of Decolonization, Anti-Racism and Equity. We strive for a safe and inclusive campus, free of discrimination. Part of that aim is focused on the reporting of undesirable and transgressive behaviors.

There are many ways to tackle the issue of reporting undesirable and transgressive behaviors e.g. someone experiences racism on the work floor or in the classroom. Studies and reports have shown that our campus is not free of discrimination or unwanted behaviors. What are the steps one should take to get help? Where or to whom does one report this behavior?

The short answer is to refer them to this website if they are [students](#), [PhD candidates](#) or [employees](#).

But some people cannot find this information or want to talk about it instead of looking it up on websites. DARE has set up a pilot to assist with answering the question if and where to turn to. In conjunction to the Confidential Contact Persons initiative of students, there are working groups on setting up a social safety contact point; awareness campaigns to inspire dialogue and promote allyship; class and thesis projects on bias and exclusion; suggestion boxes on campus to promote participation; giving advice on issues surrounding racism and discrimination; and lastly, bias and privilege trainings for staff and student bodies.

However, a vital question, from the point of view of the victim, is *who* to turn to. Besides the bystanders, if there are any, the first point of reference is often a colleague, fellow student, friend, family member or partner. The first three is where you come in.

The reason you were invited is because someone believes you to be of an inclusive and daring mindset. A diverse and inclusive campus should be a place where you are welcome, invited and belong. The Social Safety Guides are a vital part of the process. As noted, the victim will often turn to another person before deciding to come into action. We aim to create a DAREing Network of Social Safety Guides that are fellow colleagues, students, or friends, that can answer the following questions;

What are the steps one should take to get help? Where or to whom does one report this behavior?

This is a lot of responsibility, we can understand that it can be much to deal with the emotional labor that comes with being an ally, a bystander, or a friendly ear. We also believe that it's our responsibility to care for others around us and help them on their way. As such, we ask you for this, but you are not alone, together we will make the DAREing Network, a network of safety, and hopefully we will make this a safer and more inclusive campus where diversity is heralded and celebrated.

### **What do we offer?**

After being selected, we offer a skills training and information session about how the support structure functions within Wageningen University & Research.

It is not a paid position, but you play a vital role in helping ensure a safe working environment. You are not alone, you have multiple social safety guides throughout the organization. We will offer regular meetings (3 or 4 times a year) and you can help each other if you want some advice on where to turn to. The Social Safety Contact Point is also there to help you.