



Anti-Racism and Diversity Intergroup of the European Parliament

President of the European Parliament
Brussels, Belgium
PAUL-HENRI SPAAK, 09B011
Wiertzstraat 60
B-1047 Bruxelles

Brussels, 12th of July 2022

Dear President Metsola,

We are concerned about the **lack of diversity in the administration of this house**. A subject which has been critiqued numerous times, both from inside of the Parliament as well as in the media.¹ It has even provoked its own hashtag; under #brusselsowwhite² the public has debated the underrepresentation of People of Color in the EU Institutions.

This is particularly true for positions with structural and institutional decision-making power. None of the 12 Directorates-General is led by a Person of Color. Here, the lack of diversity is even more striking since only four DG are led by women. The highest administrative position in the European Parliament, the Secretary-General, has never been a woman!

Last week, the European Parliament adopted the resolution on intersectional discrimination in the European Union (2021/2243(INI))³ in which it **regrets “the lack of overall diversity in the EU institutions** (and) highlights (...) the important role model function of public services and institutions”. The Parliament then goes on to call for an **“increased presence of women in all their diversity in high-level and decision-making positions and for positive action measures, such as temporary quotas, incentive mechanisms and mentorships, for women facing intersectional discrimination to attain positions in public institutions, including in the EU institutions, to ensure a fair representation of the diversity of society in decision-making.”**

We expect you, as President of the European Parliament, to take its own resolutions seriously and to adopt the necessary above-mentioned measures, including, but not limited to the context of the two new nomination of Secretary-General of the European Parliament, due this August and of Director-General for parliamentary democracy partnerships.

Which steps are you taking currently and in the nearest future in order to enhance the diversity of administrative staff (with decision-making power)?

Kind regards,

MEP Samira Rafaela, ARDI Co-President, Renew Europe

¹<https://www.euractiv.com/section/non-discrimination/interview/mep-diversity-is-severely-missing-in-european-parliament/>; <https://www.theparliamentmagazine.eu/news/article/diversity-equality-and-inclusiveness-time-for-the-eu-to-act>; <https://euobserver.com/opinion/154864>.

² https://en.wikipedia.org/wiki/Brussels_So_White; <https://euobserver.com/opinion/153343>.

³ European Parliament resolution of 6 July 2022 on intersectional discrimination in the European Union: the socio-economic situation of women of African, Middle-Eastern, Latin-American and Asian descent (2021/2243(INI)) - [https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2021/2243\(INI\)&l=en](https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2021/2243(INI)&l=en).



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