



## Why Ahmed Marcouch does not deserve the “World Mayor Prize”

The Board of Mayor and Aldermen in Arnhem under the leadership of Mayor Ahmed Marcouch is also known as “the cover up Board of Arnhem” and is becoming increasingly entangled in [its own falsehoods and contradictions](#). In the argument below we have explained why the board members of the Arnheems Peil Foundation think that mayor Marcouch does not deserve a chance to win the [“World Mayor Prize”](#).

### The Arnhem Administrative Culture File

In the municipality of Arnhem in 2017, two Municipal Executive breaks occurred in one term of office and four aldermen resigned. This points to a negative administrative culture that is damaging the city and its administration and eroding confidence in politics. The city council has therefore asked for an investigation in a unanimously adopted motion. The Dutch School for Public Administration (NSOB) conducted this research and presented it on 24 August 2017. In [the research led by Paul Frissen](#) came the urgent message to Marcouch to guard political decency standards. Frissen thought that Marcouch should steer the debate in a better direction [and finished his advice by saying](#): " If you tell citizens to adhere to norms and values, living up to your own message would be a good idea."

However, after two weeks of reflection, Marcouch and his Board of Aldermen wrote to the city council in a letter announcing 'further research' to 'verify' the 'conclusions and findings' in Frissen's report. [According to researcher Paul Frissen](#) the mayor and aldermen should have embraced the report, apologized and, together with the city council, acted on the recommendations in the report.

The Frissen report is now three and a half years old and Marcouch has repeatedly ignored the advice in recent years. Aldermen and civil servants of Arnhem are able to lie and deceive without consequences under the guidance of the mayor, which further undermines the citizen's confidence in the city administration. The municipal council is mainly powerless, and is forced to stand by and watch the dishonesty but a number of parties including GroenLinks (Green party) and the VVD actively support the Municipal Executive in their deceptions.

Recently it turned out that Marcouch has tried, together with municipal secretary van Wuijtswinkel, to cover up a harmful report in which it became clear that the municipality of Arnhem discriminates minorities in their staff policy. It was not the first time that the mayor and the town clerk colluded together in deception. [The board of Arnhem](#) is [morally corrupt](#) to the very top and the coalition parties GroenLinks en de VVD back them up in their actions.

## The Battle of Arnhem

On September 23, 2019 [Vrij Nederland published an article](#) about the mayor which said that Marcouch was number thirteen on the PvdA's list of candidates for the House of Representatives in 2017 and at that time the PvdA had lost a lot of votes and Marcouch therefore knew that he had become unemployed. He applied for a job with the police, but there was no vacancy there. He also applied for the position of mayor in Arnhem, among other things. According to the journalist of the article, Marcouch spoke very quickly, as if he wanted to hide the fact that he might only know Arnhem by name. The choice sounded pragmatic, as if the police actually enjoyed his preference.

According to an Arnhem official quoted in the article, Marcouch never dares to take a stand. "That way he cannot be held accountable for anything. And if he doesn't make mistakes, he has a better chance of a nice position in The Hague, as a minister or something." "He wants to, but doesn't dare. Only when the city council enforces it with a motion, will he do something" a councilor said.

"Marcouch is incredibly charming, funny, media-genic and of course has a beautiful life story. That's why you see him in all kinds of programs on regional and national TV and that's why he is popular. According to some, this is also part of his strategy to end up in The Hague. If you follow his Instagram account, he seems to emerge as mayor as a man who is cheering for a different initiative every day and is involved in everything. The city council is sometimes annoyed that he mainly communicates through the media and not with the council. He has a voice in the Board of Aldermen, but he never votes, which is strange according to the council members."

The journalist continued his story and told about the political evening in which the councilors spoke about "integrity". Town clerk Rob van Wuijtswinkel had made a business trip at the expense of third parties to Saudi Arabia for, ironically, a meeting of a "Putting Citizens First" conference. A number of parties wondered how the Board of Aldermen viewed the violation of human rights in that country. However, the human rights subject was abandoned remarkably quickly. SP Councilor Gerrie Elfrink said: "The code of conduct for civil servants has been violated. Are the doors open to corruption now? "

Other parties said that it would be more becoming of Marcouch if he simply apologized and that would be the end of it. Marcouch was accountable on behalf of the board of Aldermen as [he had approved the trip personally](#). For an hour, the mayor kept repeating, "The council's code of conduct does not describe how to deal with travel and hotel costs when a civil servant is asked to speak at a convention." A councilor replied, "You don't need to speak Arabic to understand that this is not allowed: travel at the expense of third parties is not permitted. Period." Marcouch had no other reply than the reference to the code of conduct, the journalist writes. The political row about the unethical behavior of the town clerk of Wuijtswinkel resulted in [written questions in the House of Representatives](#) and Marcouch's commitment to tighten the code of conduct.

Two years later, the code of conduct still does not appear [to be improved](#) and the Municipal Executive of Marcouch, together with a number of officials, is involved in a large number of cases that have a very unhealthy stench of deception attached, including the "[Biomass Case](#)", "[Tree Policy Case](#)", "[Houseboat Case](#)", "[Civilian Monitoring Network Case](#)", "[Climate Change Case](#)", "[Citizen Participation Case](#)", "[Mold Houses Case](#)", "[Poisonous Ground Bethanien Street Case](#)", "[Ecovrede Case](#)", "[RES and Heat Network Case](#)", and the "[Arnhem's Discrimination Case](#)".

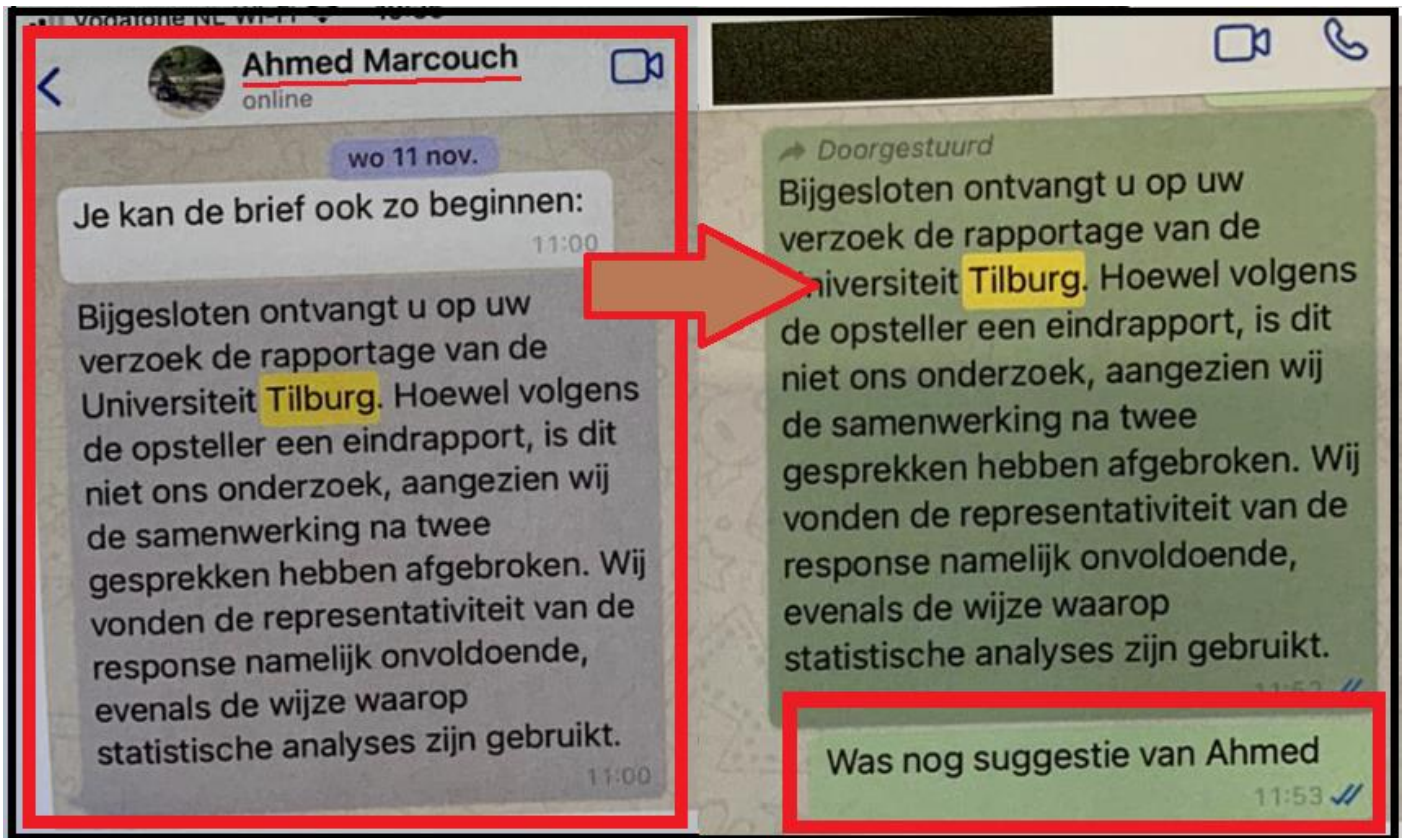
## The Arnhem Discrimination Case

The case of the Arnhem's Discrimination research has become a particularly painful scandal for Arnhem. Discrimination is wrong. Covering up discrimination by senior officials and administrators is even more wrong. Aldermen Louwers (PvdA) and van Dellen (VVD) first denied the existence of the discrimination report drawn up by Tilburg University.

[When evidence appeared](#) that there was indeed a report stating that the municipality of Arnhem is discriminating minorities, the aldermen claimed that there was a report but that it had not been completed. When this was also denounced, the aldermen tried to shift all blame to the work of their officials.

A striking detail is that the mayor Ahmed Marcouch provided the text to cover up this scandal together with municipal clerk Rob van Wuijtswinkel.

Marcouch not only witnessed his officials and Aldermen cover up a harmful report, he actively contributed to it. See below the picture of the whatsapp message from Mayor Marcouch proving the cover up story sent to his colleague to discredit the University report and to make it appear as if the report is incomplete. These whatsapp messages surfaced after the city council submitted an order to publish all information connected to the Discrimination Case of Arnhem.



Our province Broadcasting station (Omroep Gelderland) has thoroughly investigated the discrimination case. Below we give a summary per publication. This story will soon be continued, as on Wednesday, February 10, 2021, the Arnhem city council unanimously decided that all internal documentation and communication should be published in full and without directing. All the names of officials are also left visible to get the bottom stone above water. All blue colored texts are web links to the online publications.

[2021-02-15-binnenlandsbestuur-arnhem-in-ban-van-discriminatieaffaire](#)

A report showing that people with a non-Western background have less chance of a job with the municipality of Arnhem, has seriously embarrassed the Arnhem Municipal Executive. Not necessarily the content of the report, but mainly the way in which it was dealt with towards the council and the official organization.

Full disclosure about the "disappeared" discrimination report. That is what six council factions have asked the Arnhem Municipal Executive for, after the latter has made all kinds of obscure actions to cover up the report and the internal handling of this file as much as possible. This led to a strange spectacle in the council on Wednesday, in which the council first made every effort to keep documents secret and then release attachments at the start of the meeting and then also had to release the mail exchanges from officials after the council eventually unanimously decided to remove the secrecy.

You may even wonder why the other coalition groups don't want to know more about the case. "They are not so after that information.

Alderman Jan van Dellen (VVD) claims to have held firm discussions with the official organization about withholding the report, but that did not appear in the statement of the facts of the investigation bureau. The investigator said that none of that had happened to him.

There is a gap between management and policy officials, but also between Municipal Executive and management. Strated Consulting's report finds that the Municipal Executive incorrectly and incompletely informed the city council, but also that officials would not feel safe saying they were supposed to write things down that are not true. Two top

civil servants, city clerk Rob van Wuijtswinkel and concern director Stef Schuijt, who play a prominent role in the report, are said to be sick at home. Several parties in the city council have written [written questions](#).

Gerrie Elfrink (SP) is bothered that the council does not keep each other on their toes, does not keep asking questions, is satisfied that they do not get something and ignore signals from civil servants in distress. "As a council, we are also responsible for the municipality of Arnhem. There is a lot of grief there, many people are afraid. They go to the councilor with lead in their shoes to ring bells and are completely ignored. They paid a price for that. There is no reflection from the Municipal Executive. They must also do justice to the honest civil servant. There are a lot of frightened civil servants, the Board should take that very seriously. That's how you create a culture of fear. "The problem is probably in many more files. From that starting point we have to look at the culture of fear. To people who keep each other's hands above their heads. We have to unravel that to be able to say goodbye to it. These people do not face that. The council must ask itself these kinds of questions and the council must ensure that problems are tackled. Further research is needed.

According to Elfrink, the responsible councilors should resign. "They should draw that conclusion themselves. I'm surprised they didn't, because their position is already untenable. All officials know they have covered up involvement. The entire organization has been blamed. There is no support for them in the organization anymore. On February 24, we will engage in truth-finding: why has we acted, as we have acted and why has we not acted differently?"

#### [2021-02-12-gelderlander-onderzoeker-er-bestaat-geen-kritischer-versie-van-gewraakt-discriminatie-rapport-arnhem](#)

Tilburg researcher Hans Siebers stated in his report that the municipality discriminates in applications and assessments. The top officials tried to prevent the conclusions from being released. A debate will follow in two weeks in which it should become clear whether the council wants to deal with the politically responsible aldermen Martien Louwers and Jan van Dellen.

#### [2021-02-11-nos-dossiers-over-arnhemse-discriminatie-affaire-toch-volledig-openbaar](#)

All documents from the report showing that the municipality of Arnhem discriminates, which had 'disappeared' until a few months ago, will be made public. The Municipal Executive did not want to disclose the parts in which officials communicate with each other, but the city council decided otherwise on Wednesday evening. Between 2017 and 2019, research was conducted into diversity and inclusivity at the municipality, but the results were not disclosed. Until November last year, after months of insistence by a councilor. However, part of the report was painted black. The documents that are now becoming public also contain communication between officials. The responsible Alderman Jan van Dellen (VVD) tried to prevent them becoming public.

#### [2021-02-11-gelderlander-dossiers-over-arnhemse-discriminatie-affaire-toch-volledig-openbaar](#)

All files relating to the Arnhem discrimination affair will nevertheless be made public. The Municipal Executive wanted to keep some of it secret from the press and public, but the city council decided otherwise on Wednesday evening. The alderman made a proposal to keep only the email exchanges between the officials secret and to release the attachments and documents. But only the VVD and PvdA of the concerned aldermen Jan van Dellen and Martien Louwers saw that. Then the entire council decided that everything should be on the table.

#### [2021-02-10-gelderlander-raad-arnhem-mails-ambtenaren-over-discriminatie-rapport-openbaar](#)

The Arnhem city council unanimously decided on Wednesday 10 February to fully disclose the mutual email exchanges of officials about the discrimination report that remained in the drawer. The Mayor and Aldermen only wanted to allow the council to inspect it under confidentiality, with the exception of documents exchanged by officials. For various parties that lock on the door is a bridge too far, now that it is known that the top of the civil service, despite internal warnings, kept the discrimination investigation of Tilburg University in a drawer.

Various parties expressed their suspicion about the eleventh-hour proposal for secrecy. "It seems that the Municipal Executive does not want to protect the civil servants, but its own position." Several political parties are of the opinion that the two aldermen should resign and have now asked for clarification about the sickness notification of two top civil servants, which would be related to the affair.



### [2021-02-09-gelderlander-wrijven-in-de-arnhemse-vlek-met-pijnlijke-gevolgen-voor-bestuur-en-ambtenarij](#)

A presentation will be held for the board and managers on 14 March. The highest official, the town clerk Rob van Wuijtswinkel, walks away from the presentation after 25 minutes and in his e-mail criticizes the research by Tilburg University which shows that the municipality of Arnhem discriminates. The town clerk and his fellow civil servants subsequently chose to withhold the report.

Alderman Martien Louwers, of whom it was first stated that she had no knowledge of the report, appears to have been extensively informed and alderman Jan van Dellen also appears to have been informed, despite the fact that he has always denied this.

Group director Stef Schuijt, who has reviewed the answer with municipal secretary Rob van Wuijtswinkel, proposes to avoid the word "report". He indicates that aldermen Martien Louwers and Jan van Dellen have been updated about the investigation and that he has asked van Dellen if he wanted the report. The councilor disputes that he said that this was not necessary.

The town clerk has recommended that the critical report not be released to the town council. A week later, the report is released, but with the comment that the report is not complete. An investigation later revealed that the latter addition was not true to the truth.

### [2021-02-08-nos-raadsleden-arnhem-willen-duidelijkheid-na-langslepend-conflict-diversiteitsrapport](#)

A few months ago, alderman Jan van Dellen went deeply through the dust at the council. He says he was unaware of the report's existence. The municipality was in denial and did not want to face the fact that things are happening that are at odds with the equal treatment law. The Arnhem Municipal Executive had a bureau investigate the events surrounding the Tilburg University report. That office concluded that the municipal council was incorrectly and incompletely informed by the council.

ChristenUnie, SP, D66, CDA, DENK United Arnhem, Arnhem Central and the Arnhem Elderly Party now want, among other things, to gain more insight into the input of all Board members on this file. They still want to see all the information that the researchers have received and that has been removed. The lack of openness and honesty is the common thread in this discrimination and cover-up scandal. And that really seems to be a persistent problem at this Municipal Executive.

### [2021-02-08-gelderlander-weer-roep-om-informatie-over-rapport-discriminatie-personeel-gemeente-arnhem](#)

Six parties in the city council want further information about the state of affairs regarding a discrimination report from Tilburg University. They also ask for access to material that has already been given to them at their insistence, but in which much has been painted with black. Two top civil servants would now be home sick. On Wednesday, the city council will talk for the first time about Strated Consulting's research report. The positions of aldermen Jan van Dellen and Martien Louwers are at stake. Several parties in the city council believe that the administrators should take their responsibility and leave.

### [2021-02-08-omroepgelderland-raad-vraagt-opnieuw-volledige-openheid-in-arnhemse-discriminatieaffaire](#)

Six council factions have again submitted a request to the Arnhem Municipal Executive to provide full disclosure in all communication and documents surrounding the 'disappeared' discrimination report. They want to know why that report has been withheld for years, but the information they receive is still incomplete in their eyes. This research by Tilburg University shows that the municipality is discriminating against in personnel policy.

Officials hid these results from politics, but the aldermen should and should have known about them. Politicians have concluded this from the documents that are now public and is confirmed by external research into the state of affairs that was presented on Friday.

Earlier, there had been strong criticism from the council of the council's openness in this matter. For example, the necessary passages in files have been concealed and others remain hidden from citizens and journalists, if it is up to the councilors.

ChristenUnie, SP, D66, CDA, DENK United Arnhem and Arnhem Central are now asking, among other things, for the first version of the now much discussed discrimination report. The documents show that councilor Martien Louwers received an app from an official who warned her that she would receive a rewritten second copy. You can read:

*"I want to tell you in full confidence that the first research report had to be rewritten, this at the request of the municipal secretary [Rob van Wuijtswinkel]." "The first draft was extremely critical. So keep in mind that when you ask for the report, you're going to get the second copy."*

#### [2021-02-06-gelderlander-posities-arnhemse-wethouders-louwers-en-van-dellen-onhoudbaar](#)

The position of Arnhem aldermen Martien Louwers (PvdA) and Jan van Dellen (VVD) has become untenable. The official top of the municipality has withheld a research report from Tilburg University from the Municipal Executive and the city council. Independent research firm Strated Consulting has investigated how it could have happened that a report by Tilburg professor Hans Siebers about discrimination in the personnel policy of the municipality of Arnhem could never reach the council.

Civil servants in lower rank did not dare to raise the alarm for fear of personal repercussions. Nevertheless, signals about the research must have trickled into the Municipal Executive. For example, alderman Martien Louwers received an app from an official who gave her a signal about the concealed report. The culture of fear in the municipal organization, the inadequate information provision to the council and the discrimination itself cannot be resolved with the current aldermen Jan van Dellen and Martien Louwers. Both councilors knew about it but did nothing.

The council sees the municipal council as an enemy and withholds information. Honest civil servants are thwarted. We have to find out whether officials are also keeping their mouths shut in other cases for fear.

#### [2021-02-05-rtvarnhem-verdwenen-discriminatie-rapport-kan-niet-zonder-gevolgen-blijven-vindt-politiek](#)

#### [2021-02-05-omroep-gelderland-verdwenen-discriminatie-rapport-kan-niet-zonder-gevolgen-blijven-vindt-politiek](#)

The affair surrounding the disappeared discrimination report in the municipality of Arnhem cannot remain without consequences. Most council parties agree on this. Which one exactly? Many parties want to await the debate for this. But the positions of both councilors have become almost impossible.

After the discrimination report was delivered by Tilburg University, it disappeared in an official drawer without the directors knowing about it, according to the commission. That makes no difference to political responsibility, the parties agree: a councilor is responsible for what his officials do.

It is inconceivable that the councilors insist that they were unaware of the report. It cannot be otherwise than that the Board must have been informed. Several parties in the city council believe that it is time for the councilors involved to resign and would also like to see better action against officials who "apparently act incorrectly" and try to clear their alley. As a result of the investigation, it is said to be rumbling around in high positions within the civil service at the moment. The municipality does not want to answer questions about this.

If the aldermen have been honest, then our conclusion is that they fail as administrators. If the aldermen have not been fair, then trust is under pressure and we will consider whether this should lead to the cancellation of that trust.

The VVD and PvdA of the concerned aldermen Van Dellen and Louwers do not want to respond to the questions from Omroep Gelderland at the moment, as do their coalition partner GroenLinks. The aldermen themselves do not want to answer questions about this subject either.

#### [2021-02-05-omroep-gelderland-kritiek-op-arnhems-doofpotMunicipal Executive-random-discriminatie-rapport](#)

Painted passages and files that remain hidden from citizens and journalists. The bottom stone must be raised to gain insight into how the Arnhem discrimination report could remain in the drawer for years, according to the city council. The composition of the council is by no means an example of an open government, many council parties believe. The information that has now been made available is now quite a lot.

But large parts have been painted away and made illegible. Alderman Jan van Dellen will not answer specific questions about why the Municipal Executive made certain choices. That is remarkable. Recently, outgoing Prime Minister Mark

Rutte promised - in the debate about the benefits affair - that the government should always be open about matters. A file also includes emails, text messages, app traffic and comments from officials in the margin. This is to prevent entire files and reports from being blackened. And the last package, for the time being, cannot be viewed at all by citizens and journalists, but only by council members and then under secrecy. It gives the impression that the municipality has a lot to hide.

The Arnhem council's lack of openness is criticized by most council factions. Moreover, there is a structure in it, according to various council members. The councilors show that providing the truth is only an option for them: a political decision. Discrimination is wrong, but covering up discrimination by senior civil servants and administrators is even worse.

The VVD and PvdA of the concerned aldermen Jan van Dellen and Martien Louwers do not want to respond to the questions of Omroep Gelderland at the moment, as do their coalition partner GroenLinks.

#### [2021-02-05-gelderlander-onderzoek-foutenfestival-rond-discriminatie-rapport-arnhem](#)

Official and administrative amateurism have led to the Arnhem municipal council being incorrectly and incompletely informed about a discrimination report. This conclusion can be drawn on the basis of a study by the Rotterdam consultancy Strated Consulting into the information provision about the report.

Alderman Jan van Dellen told the council that the collaboration with the Siebers affiliated to Tilburg University "was not continued at the time, partly due to the lack of a broad scope", but that is not true.

Strated Consulting has established that several officials believe that the top did not want to open up about Siebers' critical findings. However, they would not have dared to make a fuss about it, for fear that it could have repercussions for themselves.

According to the researchers, the relationship between the top official and the Municipal Executive is under tension due to the state of affairs. In any case, repair work can be done in the town hall, because according to the consultancy the organization has become divided into camps. Within this, there is suspicion, opinions differ about what constitutes professional and ethical behavior, lower-level civil servants see no room for contradiction and opinions differ considerably about whether it should be about the content or the process.

#### [2021-02-05-omroepgelderland-dat-doen-wij-toch-helemaal-niet-reageren-ambtenaren-op-geconstateerde-discriminatie](#)

According to Professor Siebers of Tilburg University, the municipality put its head in the sand. "This cannot tolerate daylight. In the light of the Constitution and the General Equal Treatment Act, you cannot ignore such a report. Our experience with such studies shows that organizations respond variably to our finding that they are involved in discrimination. We can imagine that such a finding will hit hard. For some, this is a reason to get started with the recommendations to solve the problem. Others go into denial. Sometimes they fabricate criticism of the research afterwards, which they then withdraw again after a while if it appears that the criticism makes no sense. We assume that this will also be the case with the municipality of Arnhem. "

Arnhem Centraal: "It does not give confidence in the course of events."

CDA: "You cannot look away when the Constitution is not being complied. You cannot argue about the Constitution. You cannot have an opinion about compliance with the Constitution and you cannot be restrained about that, never, with anyone. "

ChristenUnie: "The municipality remains in the denial phase. That way nothing changes. Nor does it do justice to the researcher and the research he has conducted. "

DenK: "Information has been concealed and ways have been explored to avoid sharing it with the council despite urging. The process is more frustrating than the harsh truth that has emerged, given the willfulness of trying to hide the investigation. . "

D66: "If the investigation was really so bad that it could not be made public, the findings could have been debunked. That did not happen. "

PvdD: "Everyone reads this as an attempt to keep an annoying report under wraps. And where that fails, blame the research design."

SP: "The municipality is involved in every detail of the investigation 'from start to finish' and has agreed to it. So this criticism was made up afterwards. "

The VVD and PvdA are the parties of the concerned Aldermen Jan van Dellen and Martien Louwers and do not want to respond to the questions of Omroep Gelderland at the moment, neither does their coalition partner GroenLinks. The aldermen themselves do not want to answer questions about this subject either.

#### [2021-02-05-omroepgelderland-onderzoeker-arnhemse-aanpak-discriminatie-bij-personeelsbeleid-slechter-dan-elders](#)

Professor Hans Siebers from Tilburg University conducted extensive research into the recruitment policy of the municipality of Arnhem. His conclusions were clear: Arnhem discriminates. There is already a "discrimination report" showing that Arnhem discriminates when hiring new staff.

For a long time it was tried to keep that report in the drawer, but it was not successful. Now it appears from newly published documents that Arnhem also scores very poorly compared to other municipalities that have been investigated for recruitment policy.

The municipality should seize every opportunity to combat discrimination. Such an opportunity has been missed with the 'disappearance' of this report. That's why openness is so important. Because then you can talk about it with each other and prevent a lot of misery. There is no such openness at this Municipal Executive. And yes, it is not surprising that discrimination in Arnhem is worse than in other municipalities.

The VVD and PvdA of the concerned aldermen Jan van Dellen and Martien Louwers do not want to respond to the questions of Omroep Gelderland at the moment, as do their coalition partner GroenLinks. The aldermen also did not answer questions about this subject.

#### [2021-02-05-omroepgelderland-raad-arnhem-onjuist-en-onvolledig-geinformeerd-over-discriminatie](#)

The Arnhem city council was incorrectly and incompletely informed by the board about the discrimination report, which disappeared in a drawer for years. This is the conclusion of researchers who examined the course of events in this file. Alderman Jan van Dellen told the council that the investigation "was not continued at the time, partly due to the lack of a broad scope". That was incorrect and incomplete, it now appears.

Several officials would have felt unsafe and experienced that 'the truth' was trampled on. Civil servants also believe that they are expected to write down things that are not true, can be read. There would be an "integrity issue" and they would no longer want to be listed as the writer of a council letter because it contains untruths.

The official organization is not professional enough. For example, there would be too little direction and coordination. According to the researchers, there are also tensions between the Board and the Board of Directors because the Board did not share the substantive comments on the discrimination report with the Board. The management wanted that. These tensions could also have consequences for other files.

#### [2021-01-09-gelderlander-arnhem-laait-uitzoeken-of-ze-in-de-fout-ging-bij-rapport-discriminatie](#)

Researcher Edwin de Boer of the Rotterdam consultancy Strated Consulting must find an answer on behalf of the Arnhem city council to the question whether the municipality has gone wrong in keeping a report on discrimination in the selection and promotion of official staff. The city council also wants to hear from the investigator whether procedures, regulations, agreements or obligations have not been observed, or whether other things have gone wrong.

Councilor Jan van Dellen initially defended that this was not immediately apparent to the council, arguing that the report was not fully completed and that there was a lot of internal criticism.

However, this was invented by municipal secretary Rob van Wuijtswinkel and mayor Ahmed Marcouch, among others, from the documentation and communication that was delivered in response to a WOB request. The parties of ChristenUnie, SP, D66, CDA and Arnhem Centraal in the council have submitted a repeated request for additional information about the state of affairs surrounding the contested report. Among other things, they want to be able to



see the job titles or designations of civil servants in documents already available for inspection, in order to be able to assess who did or failed to do what and from what capacity that was. These documents now only contain the names of officials, but these have been painted to prevent them from becoming involved in a public discussion.

#### [2020-12-23-omroepgelderland-arnhemse-wethouder-houdt-lijstje-bij-na-verdwenen-discriminatie-rapport](#)

The Arnhem alderman Jan van Dellen has a list of external research kept to prevent them from staying hidden too long or forever. Earlier, a discrimination report disappeared.. The case started rolling as the city council continued to ask about the report, after its existence was first even denied. An investigation is still ongoing into the state of affairs surrounding the disappeared discrimination report. This is expected to be published at the end of January. According to the municipality, the report was not made public because it was not finished. Tilburg University researcher Hans Siebers calls this a lie.

#### [2020-11-29-omroepgelderland-arnhemse-wethouder-jan-van-dellen-liegt-over-discriminatie-rapport](#)

Alderman Jan van Dellen's claims about the discrimination report that disappeared in an official drawer are untrue, according to Hans Siebers of the University who conducted the research. This does not mean an end to the issue in which a report showing that there is discrimination within the municipality of Arnhem remained under the table after publication. That report would not have been finished, the councilor claims. That is why it has never been released. That would have been explained in oral conversations with the researcher, but he strongly denies it.

It was only recently that the alderman had the objections that there would be against the research design put on paper. Siebers is clear about this: "Either this department does not have the expertise to be able to read and understand such a report, or there is malicious intent in an attempt to blacken my report." "They are projecting their own ignorance on my piece. Some of the comments are really embarrassing. I am happy to demolish it. This is no good and it is an outrageous damage to our reputation and expertise. This smells of us. libel ", says Siebers.

The city council wants to get to the bottom of things. ChristenUnie, SP and Arnhem Centraal now want to inspect all internal communication of the municipality, among other things. "It seems that the official top is not playing open cards"

#### [2020-11-29-gelderlander-spoedberaad-in-weekend-leidt-tot-onderzoek-discriminatie-rel-arnhem](#)

Independent researchers will look at what went wrong between Tilburg professor Hans Siebers and the municipality of Arnhem. Siebers lashed out in this newspaper on Saturday at the municipality, which had put his report on discrimination in a drawer and had not sent it to the city council. The report concluded that the municipality discriminates in the selection and promotion of personnel.

The issue caused political problems for Alderman Van Dellen in a council meeting on Wednesday evening. The councilor defended himself by saying that the report was not finalized and that there was a lot of criticism internally. Siebers reacted very angry to this. He accused the municipality of a "game of lying."

Independent researchers now need to find out what went wrong. Apart from the investigation, the SP and ChristenUnie want to know in any case how things could go wrong between both parties. They have requested all documents that have appeared on this subject.

[And here something strange is happening at De Gelderlander. The message that will be published on the 27th disappeared later on the 28th and will be published on the 29th.

#### [2020-11-28-gelderlander-politieke-rel-rond-discriminatie-rapport-gemeente-arnhem-krijgt-nog-een-staartje](#)

#### [2020-11-28-ad-politieke-rel-rond-discriminatie-op-de-werkvloer-bij-gemeente-arnhem-krijgt-nog-een-staartje](#)



### [2020-11-28-gelderlander-onderzoeker-haalt-uit-naar-gemeente-arnhem-er-wordt-een-partijtje-gelogen-zeer-onfatsoenlijk](#)

Researcher lashes out at the municipality of Arnhem: "There is a game of lying, very indecent". The political riot in Arnhem about a classified discrimination investigation will be continued. Researcher Hans Siebers of Tilburg University is angry that alderman Jan van Dellen described his research as incomplete and unfinished.

The issue revolves around a report that Siebers made at the beginning of 2019 in collaboration with the municipality of Arnhem. The conclusion was that the municipality discriminates against immigrants and the elderly in the selection of personnel. There was also discrimination in the promotion of employees. As a result, immigrants earned much less than native Dutch, differences that could amount to hundreds of euros per month.

The official top of the municipality of Arnhem deposited the report in a drawer and did not give it to the municipal council. That leaked out and alderman Van Dellen was criticized on Wednesday. Researcher Siebers reacts angrily to the state of affairs in Arnhem. He calls the council debate a surreal spectacle and accuses the municipality of Arnhem of lying. He says that the municipality of Arnhem has accepted the final report in 2019. He never saw the piece with critical comments. According to him, there is little willingness on the part of the municipality to end discrimination.

It is shocking to see how a government deals with a report that it does not like. The results are shocking: discrimination occurs at the municipality of Arnhem. They act in violation of Article 1 of the Constitution. And that has been kept away from the city council."

### [2020-11-27-gelderlander-wethouder-jan-van-dellen-over-onderzoek-naar-discriminatie-op-werkvloer-gemeente-arnhem-ik-heb-dingen-gemist-ik-was-niet-scherp-genoeg](#)

Alderman Jan van Dellen came under heavy fire in the Arnhem city council on Wednesday evening because he had not shared an investigation into the diversity of the workforce at the municipality with the representatives. The researcher from Tilburg University claimed that top civil servants from the municipality of Arnhem wanted to put the report under the carpet. Alderman van Dellen promised a hearty conversation. Research later showed that those tough or tough conversations did not take place. The alderman stated that the investigation was never completed because the municipality and the researcher could not meet. Research into this cover-up showed that this was not true. There was just no motion of censure.

### [2020-11-26-nos-arnhemse-wethouder-door-stof-om-verdwenen-discriminatie-rapport](#)

Arnhem alderman Jan van Dellen has gone through the dust because a report on discrimination within the municipality has not been discussed by the city council. Officials who withheld the investigation were also beaten. The councilor says he did not know the report was there. Investigations later revealed that this was not true. According to the

councilor, "tough talks" have already been held with the officials who would have withheld the report. This also turned out to be untrue. The researcher from Tilburg University who carried out the research said in response: "The municipality was in denial and did not want to face the fact that things are happening that are at odds with the equal treatment law."

#### [2020-11-26-gelderlander-vvd-wethouder-overleeft-frontale-aanval-in-arnhemse-gemeenteraad](#)

Alderman Jan van Dellen was criticized in the city council for a report on a study by Tilburg University into the diversity of the workforce at the municipality. It only surfaced this month, after repeated questions from the city council. Last year it had already been offered to the municipality.

According to the alderman, mistakes were made internally that should not have been made. Municipal councilors believe that the alderman can be blamed for ignoring the results of scientific research and for hiding too much behind civil servants in his defense. Van Dellen states that the top officials have apologized that the status of the report has not been shared with the city council. He admitted that he should have been "sharper and more alert" himself.

#### [2020-11-26-omroepgelderland-wethouder-arnhem-diep-door-het-stof-nadat-discriminatie-rapport-in-la-verdween](#)

Arnhem alderman Jan van Dellen has been having a hard time because a report on discrimination within the municipality remained hidden. The top of the civil service, who withheld the report from him, has also been hit hard. Van Dellen says he was not aware of it. "But I should have known and informed you," he told the city council on Wednesday evening. According to him, 'solid discussions have already been held' with the top officials. "And I'm not done with that yet," assured the alderman. An investigation later showed that the Alderman had indeed known about the discrimination report and that nothing could be found about the "tough" conversations he allegedly had with his officials.

#### [2020-11-26-gelderlander-discriminatie-bij-gemeente-arnhem-hoort-hoog-op-de-agenda-te-staan](#)

Very serious", municipal councilors call it keeping a report from Tilburg University on discrimination within the municipality of Arnhem. It looks like this was done on purpose. On Wednesday night, a heated discussion resulted in a motion of censure against alderman Jan van Dellen. That motion did not receive a majority.

The issue revolves around a report prepared by Tilburg University professor of cultural diversity Hans Siebers. He concluded that there is discrimination in the selection of personnel by the municipality, of immigrant and older applicants. They also have less chance for promotions to a higher position.

The report also shows that on average women earn EUR 310 less per month and people with a non-Western migration background EUR 650. It also emerges that older applicants are significantly less likely to be hired than their younger competitors. Siebers emphasizes that in most cases inequality has nothing to do with the nature of the work or training. "That means that there is unequal treatment within the organization itself according to origin, age and gender."

#### [2020-11-18-omroepgelderland-rapport-over-discriminatie-gemeente-arnhem-bleef-onder-tafel](#)

With a non-Western background you have less chance of a job with the municipality of Arnhem. Researchers at Tilburg University already drew this conclusion last year, but alderman Jan van Dellen has kept those results under wraps until now.

The Arnhem city council asked about it several times before the alderman came up with the report. Its existence was even denied several times by the Municipal Executive. The reason it would not have been shared with the city council is that in the eyes of the alderman the investigation would not be complete and he questioned the set-up. The collaboration with the researchers would therefore have ended prematurely, said alderman Jan van Dellen. This later turned out to be an untruth that was even created by Mayor Ahmed Marcouch and city clerk Rob van Wuijtswinkel.

# Composition Municipal Executive of Arnhem 2021

The daily management of the municipality is in the hands of the mayor and aldermen.

The council has 6 aldermen: 2 from GroenLinks, 2 from VVD, 1 from D66 and 1 from PvdA.

The mayor and aldermen are each responsible for a number of administrative tasks (portfolios). They are jointly responsible for policy. That policy is largely laid down in the coalition agreement. The coalition agreement and other important policy documents can be found under Ambitions and Policy.



## Composition Municipal Executive

- [Ahmed Marcouch \(burgemeester\)](#)
- [Cathelijne Bouwkamp wethouder GroenLinks](#)
- [Roeland van der Zee wethouder VVD](#)
- [Hans de Vroome wethouder D66](#)
- [Martien Louwers wethouder PvdA](#)
- [Ronald Paping wethouder GroenLinks](#)
- [Jan van Dellen wethouder VVD](#)
- [Rob van Wuijtswinkel \(gemeentesecretaris\)](#)



# Political parties that are responsible for maintaining this morally corrupt council of Mayor and Aldermen.

**GROEN  
LINKS**



M.W.K. (Mark)  
Coenders,  
Fractievoorzitter



M.P. (Muriël)  
Simonis



C. (Cyriel)  
Prinsen



M.J. (Marie José)  
Navis



M. (Maud)  
Dolsma



T. (Tülay) Gemici



J. (Joël) van der  
Loo

VVD (6 zetels)

**VVD**  
Arnhem



L.J.J.H.  
(Leendert)  
Combée,  
Fractievoorzitter



S. (Steffenie)  
Pape-Boot



C.J.M. (Karin)  
Kalthoff, Vice-  
voorzitter raad



R. (Rebin) Maref



M. (Menno) Loos



N. (Nicky)  
Eppich