

INCLUSIVITY POLICY VSPVU

The 78th Board believes that inclusivity is an important matter. Following in the VU's footsteps, the 78th Board has constituted this Inclusivity Policy. Our society is becoming increasingly diverse, which is a trend that the VU warmly welcomes. Since the VSPVU is an extension of the VU, the 78th Board would like to implement the VU's policy.

Mission of the VU

The Diversity Office Year Plan 2020 identified the following five broad targets:

1. Increasing staff diversity in all layers of the organisation.
2. Stimulate intake, flow, and success of students with migration background, first generation students, "stackers" (students coming to university from vocational education programmes), and refugee students.
3. Materialising an inclusive learning and working environment for students and staff.
4. Increasing diversity sensitivity and intercultural competencies of students and staff and the support base among both staff and students.
5. Development of expertise on diversity in Higher Education, sharing good practices and expertise in international collaboration programs (Aurora, UCLA/UFS).

Mission of the VSPVU

The 78th Board would like to follow these five broad targets focusing on materialising an inclusive learning environment and increasing diversity sensitivity among the VSPVU.

Execution

The VSPVU plans on increasing inclusivity by promoting through social media posts, texts and/or story's. Regarding flags on display, the VSPVU room (MF-D056) will be void of any flags on display, except for the VSPVU flag and the dutch flag.

The VSPVU is a study association surrounding students and study-related matters. Therefore, the 78th Board proposes to only bring attention to matters that influence our members directly. Indirect matters, as stated below, are not applicable to the VSPVU, because they are neither study- nor student-related.

From here on after the VSPVU will bring attention to:

1. Studying-related matters;
such as student protests, matters within the VU and financial aid for students.
2. Official Dutch holidays;
such as Christmas, Easter and Kingsday.
3. Non-official Dutch holidays that the VU also promotes;
such as Pride Month, Keti Koti and Ramadan.

The VSPVU will not bring attention to:

1. Non-studying related (inter)national conflicts;
such as war, natural disasters and (inter)national elections.
2. Statements that are in conflict with the Dutch law;
such as discriminative, sexist or racist statements.

Epilogue

The 78th Board wrote the Inclusivity Policy with the Social Safety Policy in mind. We would like to refer you to the Social Safety Policy for any questions regarding matters related to social safety within the VSPVU.

Kind regards,

The 78th Board of the VSPVU