

VU Pride mission and vision

VU Pride Vision

VU Pride exists to make Vrije Universiteit Amsterdam more inclusive and equitable for lesbian, gay, bisexual, transgender, queer, intersex and asexual persons and other members within the rainbow community (LGBTQIA+). We want LGBTQIA+ individuals to feel at home, for the community to be visible on campus, and for their voices to be represented and amplified. In doing so, we express a core value and strategic spearhead of VU Amsterdam: diversity.

VU Pride focuses primarily on the students and staff of VU Amsterdam and seeks collaborations outside the university to support the goals of VU Pride. We also work from an intersectional framework: diversity concerns all aspects of life in which people differ from each other, including age, ethnicity, socio-economic situation and much more.

With a visible VU Pride community, we contribute to a campus that is a safe environment for all students and staff and a place where debate can take place in an open climate. A place that is accessible if you are yourself. We see the university as a role model for an ideal, equal society.

VU Pride Mission

To provide equal opportunities to LGBTQIA+ students and employees at VU Amsterdam, VU Pride is committed to an inclusive organization, community building, visibility of LGBTQIA+ issues and co-creation & transfer of knowledge about sexual and gender diversity.

- **Inclusive organization.** VU Pride, with other stakeholders, contributes to an inclusive working and learning climate. It is important that LGBTQIA+ students see themselves reflected in the curricula and that non-LGBTQIA+ students have more knowledge, understanding and skills about sexual and gender diversity. Therefore, VU Pride is committed to inclusive curricula and teaching methods. Facilities, such as IT services and sanitary facilities, should be accessible to all VU Amsterdam students and staff. Where this is not the case, VU Pride engages with relevant parties and organizational units to bring in interests and experiences of LGBTQIA+ students and staff.
- **Community building.** VU Pride organizes social events to give LGBTQIA+ students and employees of VU Amsterdam a sense of belonging: the feeling of being at home somewhere. Sometimes this is also done in cooperation with other higher education institutions. The aim is to create a safer learning and working climate at VU Amsterdam.
- **Visibility.** VU Pride increases visibility for LGBTQIA+ themes in order to create more awareness around this topic and to show students and staff that there is a point of contact at the university for all LGBTQIA+ matters.
- **Co-creation & transfer of knowledge around LGBTQIA+ topics.** More widespread knowledge on LGBTQIA+ topics contributes to emancipation of the group. After decades in which research on LGBTQIA+ topics was taboo, VU Pride contributes to a 'catch-up' in which these topics, and the works of LGBTQIA+ scholars and writers, are given a place. VU Pride makes (scientific) literature on LGBTQIA+ subjects more accessible and visible. With our Pride Library we offer, together with the University Library, a platform for connecting personal experiences with scientific knowledge.

It is important that VU Pride does not work in a vacuum: we strive for collaboration with VU Amsterdam students, staff and internal and external partners. This way we ensure we know what is going on among students and employees: what is needed and where we can help. Moreover, in this way, we build our community and contribute to anchoring our LGBTQIA+ inclusive goals in VU Amsterdam policy. With a growing, thriving VU Pride community, together we ensure an inclusive university where everyone can be themselves.

