

# REPORT LUS BREAKFASTCLUB: LGBTQ+

APRIL 23RD FROM 9 TO 10 AM AT THE FACULTY CLUB IN LEIDEN.

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## *Attendants:*

- Hester Bijl (Vice Rector Magnificus)
- Jeroen 't Hart (Director SOZ)
- LUS members: Ghislaine Voogd (chair), Tobias Sandoval Garcia (FGGA), Naomi Nota (FGW), Iris van der Hoeven (LUMC), Julia Sinnige (FSW), Anne van Zuijlen (FdR) and Yuri Bonanno (FWN)
- Isabel Hoving (Diversity Office)
- LU Pride board members
- LGBTQ+ Network members
- Minerva board members
- Approximately 15 additional students from different faculties

*A total of 30 attendants were present during the Breakfastclub.*

## **1. Introduction**

The meeting began with a presentation given by the LU Pride and the LGBTQ+ Network. During their presentation, both boards were introduced. The main differences between the two boards were highlighted by providing a short description of their responsibilities.

## **2. Discussion**

The LGBTQ+ Network prepared a few discussion points, that were presented during the breakfast. These discussion points centered around inclusivity, and visibility of organizations representing the LGBTQ+ community.

## **3. Summary**

### *Inclusivity at the University*

Besides clubs such as the LU Pride and the LGBTQ+ Network, there are also organizations that develop the university's diversity policy. The Diversity Office contributes to promoting diversity in multiple ways, for example by organizing training days focused on creating awareness about prejudices. This can be important when hiring a new employee. The Diversity Office also has a women's community, which works on promoting the amount of female professors within Leiden University. The goal of the Diversity Office is to create a comfortable work environment for students and staff. Students can help the Diversity Office by reporting uncomfortable situations.

More collaboration is needed between student associations and LGBTQ+ organizations in order for people to know more about inclusivity and have the possibility to connect in an easier way. At Minerva, more and more attention is given to this topic. Currently, a member of Minerva is thinking about starting an LGBTQ+ community of the association.

Also the marketing of the LGBTQ+ community can be improved by having a stall during the introduction periods or including an advertisement of the LGBTQ+ network in the EL-CID introbook. Another option is to involve the LGBTQ+ network as an association where dinner can be handed out. Student mentors should be notified about the existence of the community.

### *Visibility of LGBTQ+ organizations*

Students agree that visibility of the LGBTQ+ community is important. This ensures that everyone feels welcome and safe to be themselves. However, some people value discretion regarding how they identify. A great way to respect their privacy is to be very careful about sharing information about members of the community, and ask for their permission before sharing pictures, for example. Some people also stated that there should be more attention to the addressing of the student or teacher in emails from the University. It has also been mentioned that there should be toilets for everybody, instead of specified by gender. However, these toilets have to be cleaned more.

It would be great if more Dutch students would attend events organized by LGBTQ+ clubs, since this might be a great way to share experiences and fill the gap with internationals.

Financial support plays a big role in making LGBTQ+ organizations more visible and easily accessible. At the moment, LU Pride only has one room available in Plexus to hold meetings. In the past, they would use the KOG. However, organizing events at the KOG costs too much nowadays. It would be great to have a non-profit club financed by the university, in order to hold events and offer cheap memberships to both internationals and Dutch students.