



# SHARING GOOD PRACTICES:

## INCLUDING QUEER PEOPLE

A DOCUMENT WITH PRACTICAL TIPS AND INSPIRATION FOR INCLUSION OF QUEER PEOPLE

THIS WILL BE A CHANGING DOCUMENT WHERE WE CAN ALWAYS ADD AND IMPROVE THINGS  
LET ME KNOW YOUR FEEDBACK VIA [D.E.PELK@TUDELFT.NL](mailto:D.E.PELK@TUDELFT.NL)

**StudentHub Delft - Dante Pelk**





**This document came together from the demand for concrete tips on inclusion of queer students. Many associations are willing to become more inclusive, but don't always know where to start.**

It can sometimes be difficult for queer students to really feel at home in associations because they do not always included in the group.

That's why we've gathered "good practices" together with queer students and associations. Although they are designed for associations, the tips will also apply to other organizations.

Keep in mind that every organization is different, so take a look at the tips that you think might work for you.

**Do you have any questions about this? Then you can always mail for tips to [d.e.pelk@tudelft.nl](mailto:d.e.pelk@tudelft.nl). Take a look and maybe you will find some tips and inspiration.**

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**Good idea and need money? Apply for funds;**

D&I TU Delft Fund (D&I in TU Delft)

[www.tudelft.nl/di-grant](http://www.tudelft.nl/di-grant)

NPO budget (Wellbeing of students in TU Delft)

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# DIVERSITY & INCLUSION IN GENERAL EVENTS

**Keep these things in mind when you are organizing events. This way, it will be more relaxed for queer people to attend.**

## **Recognizing yourself in others**

Representation matters :) Are you organizing events with public speakers, such as lunch lectures or symposia? Are you looking for new committee members? Try actively reaching out to queer people you know. Not *just* because they are queer, of course they have to fit the event/team. But it will be nice to actively include this target group in your events and it will make people feel more represented. You can always ask me for some tips of queer speakers (d.e.pelk@tudelft.nl).

## **Add optional pro-nouns on name tags**

When you have an event with name tags, it is nice to give the option to put pronouns on them. This makes it more low-key for gender queer people and reminds cisgender people that not everyone uses the most 'assumable' pronouns.

Would you like your pro-nouns on your name tag?

- No
- Yes, she/her
- Yes, they/them
- Yes, he/him
- Yes, other; ...

**A genderqueer person** = someone that does not identify with the gender they got assigned to at birth.

For example non-binary people, trans people and people that do not know their gender identity yet.

**A cisgender person** = someone that does identify with the gender they got assigned to at birth.

These are cisgender men and cisgender women.

## **Forming groups**

Sometimes you have to form groups, for example for the EJW's. Although it might feel weird to split people up into genders, it can be nice to have multiple genderqueer people in one group. Just like you sometimes put multiple females in one group so they won't be the only one. Normally a minority feels less like a minority when they are with around 30% percent of the group. You could for example make some groups with 30% men, 30% women and 30% genderqueer people. If someone tics the box 'prefer not to say', you can devide them randomly.

What is your gender?

(We ask this because we can use this information to form groups and make sure you are with some other men/women/genderqueer people. If you don't want this information to be used you can click 'prefer not to say'.)

- Female
- Genderqueer
- Men
- Prefer not to say





# INCLUDING QUEER PEOPLE IN YOUR ASSOCIATION



**With some permanent changes in your association, you can make sure that queer people can feel more welcome and accepted.**

## Symbols of a welcoming place

You can put your pronouns under your email signature. This shows that you know that genderqueer people exist and that you welcome them to be themselves. You can see it as a small rainbow flag under you email, but with an extra function.

In physical places like offices or at external event locations, you can put up a (small) rainbow flag. This can be a small sticker or an actual flag. Don't have a flag yet? Email Dante to get one (d.e.pelk@tudelft.nl)

## Offer accessible toilets

Make sure you have a place where genderqueer people can go to the toilet comfortably. You can have full gender-neutral toilets, but sometimes that is difficult cause the men's room has open urinoirs. Look for possibilities and see if there is a place where the urinoirs are behind doors. Maybe it's an option to change these ones to gender neutral toilets where you can put a sign with  [sitting toilet] or  [standing toilet].

Note: Not all the toilets have to be gender neutral, its just nice if there is at least a place where you could pee without having the fear of being send away, or akward staring situations.

You might not always be able to change this yourself, but if you identify the possible locations and share these with your dean and D&I officer, the chance of them changing will grow.

## Use gender neutral language

You can make a big difference with changing your language a bit. Try to avoid gendered terms. You can use the examples on the right. If you notice yourself already saying something like 'Welcome ladies and gentlemen', you could add 'and non-binary people' to still include this group.

- Dear students
- Members
- Travelers
- Gala-enthusiasts

Are you willing to use gender neutral pronouns for someone, but is it a bit harder in Dutch? I think this video is quite clear and might help :) Also, most genderqueer people are fine if you mess up a couple times, as long as the intentions are good. Everyone learns by mistakes.

- Good evening everyone
- 'Waarde aanwezigen'
- Hello party-people!
- Thank you all for coming.



### Hoe gebruik je genderneutrale voornaamwoorden?

4,3K weergaven • 3 jaar geleden

 De GenderZender

Die/hen/hun? Hen/hen/hun? Die/die/diens? Hoe gebruik je genderneutrale voornaamwoorden in het Nederlands? In deze video ...

Ondertiteling



Intro | Voornaamwoorden gebruiken 101 | Hen vs hun!?!?! | Fouten om te vermijden | Key...

6 hoofdstukken ▾





# TRADITIONS AND CLOTHING

## Re-evaluating traditions

Almost every association has some traditions. Most of the time, these are fun and they add character to the association. However, sometimes there are parts that exclude some people. It can therefore be valuable to look at these traditions and see if some parts need revising. This is not only true for queer inclusion, but can also apply to social safety overall.

For instance, do you now have some disputes/teams specifically for men/women? Would it be possible to make a mixed-gender group? Or are there other ways to open this up?

## Opening up galas

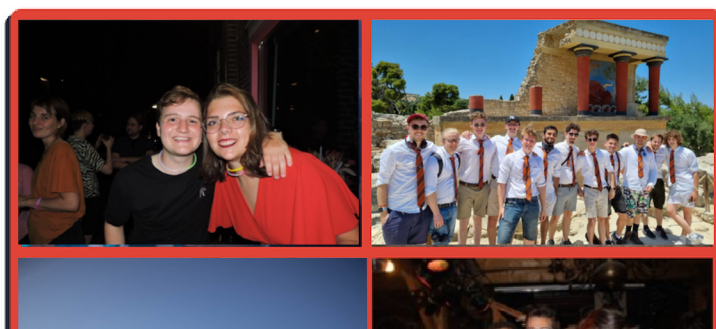
Does your gala have traditions that are very gendered? For example: the guy has to ask the girl out, writing a letter on blue paper. See if there is anything you can add to also make it inclusive for queer people. Think about ways where people can also write a letter on any color of paper, and point out that of course it is okay to ask anyone you would like (also same gender). Maybe you don't have this specific tradition, but are there any other things that might need a change or addition?

Is there a strict dresscode? Some people do not fit in the categories dress/ dress suit but would still like to go. Is it accepted to come in different outfits? You could post something in the promotion about this. This will also make it more accessible to people that don't have the money to buy/rent a dress suit. Another way to make it more accessible is to call it 'Chic', so everyone can come in their Chic outfit that they feel comfortable in.

## Making clothing accesible

If you sell/give out clothing, you have multiple ways to go about this. You can sell one unisex fit, or you can give options of different models. When you use different models, try to give them a different name instead of male/female.

For example pick 'straight cut'  and 'slim fit' 



## Je eigen identiteit

### JASIE-DASJE OF EEN TRUI, ALLES MAG

Door een jaarclubschildje te maken begin je een identiteit te vormen binnen de vereniging met je club. Deze zal aan de balk in de sociëteit komen te hangen tijdens de borrels. Dinsdagavonden zijn bij ons altijd bedoeld voor gezellige borrels met je jaarclub.

De meeste jaarclubs blijven voor jaren vrienden en gaan

# EVENTS FOCUSSED ON DIVERSITY & INCLUSION



**These are some examples of events that focus on diversity and inclusion. Of course there are always more options and variations.**

**When you are looking for tips, public speakers, ideas or collaborations, reach out to your local queer group. There are multiple queer student associations in the Netherlands (Outsite in Delft). You can also contact D&I departments in your organization or ask me for advice via [d.e.pelk@tudelft.nl](mailto:d.e.pelk@tudelft.nl)**

## Human Library

A Human Library is an event that makes it easier to connect to someone else's experience. Imagine that you can read all kinds of books on topics that you haven't experienced yourself, such as gender identity, coming out, queer pride or inclusion.

In this event, the books are not books but people. So a normal conversation you would say? Actually yes, but specifically focused on certain topics. A queer person is not always eager to explain more about their identity because it can get tiring to explain yourself every day, but this event is specifically for that. This ensures that it is a safe environment where (respectfully, of course) all questions can be asked that you might normally find tense.

## *How do you organize a Human library?*

- Pick a date and time (e.g. 1.5 hours long)
- Ask a number of people who would like to be a 'book' (e.g. 6-10 people)
- You can vary the topics of the 'books', tailored to the audience you want to reach (e.g. also someone from another culture, a student who is a caregiver or a student with burnout)
- On the day of the Human Library, all books can briefly introduce themselves in 3 minutes
- The books then spread themselves around the room, and guests can choose who they want to talk to
- The books can tell a story themselves, as well as answer questions
- You can agree in advance that everyone changes every 15 minutes, or for it to be more free-form
- It is nice to have a drink/lunch afterwards so people can have a chat about the experiences they have heard



# PURPLE FRIDAY

DECEMBER 8TH

*"Just seeing other students wear purple made me feel welcome as a Queer person"*



WEAR PURPLE TO SHOW ACCEPTANCE AND LOVE TOWARDS THE LGBTQ+ COMMUNITY

FIND MORE INFO ON [DWHDELFTAL/RESOURCES](#)

STUDY CLIMATE at



## PURPLE FRIDAY

WEAR PURPLE ON DECEMBER 8TH

*"It's not just about a rainbow flag"*

*It's a sign that I can be myself and will be safe"*



Would you like more info on LGBTQ+ communities?  
Would you like more info on how to be an ally?  
Would you like to volunteer, for example by doing education in high schools?

You can find information at [dwhdelft.nl/resources](#)

## Purple Friday

Purple Friday is a day for queer inclusion in education. It is held the second Friday in December. This is a great time to take advantage of because you can easily give visibility to inclusion.

There are two sides of Purple Friday, quantitative and qualitative. The quantitative side is that it is an active sign of inclusion to have as many people wearing purple as possible. This conveys that all these people are accepting of LGBTI+ people and conveys a warm welcoming feeling. Next to that, it is a day to really get into qualitative inclusion as well. What is it like in your association? Are there moments when people do not yet dare to be completely themselves? Discuss this with each other and with members and see where your greatest opportunities lie.

## Tips for Purple Friday

- Prepare sufficiently in advance (2 months), and find people who are enthusiastic, both queers and non queers. These can be your ambassadors
- Work in your promotion with pictures of faces, that makes it more personal and appealing than illustrations
- Think carefully about possible newsletters, insta pages, poster places etc. that you can approach for promotion
- Think about aspects of the venue that you can make purple e.g. lights, fabric or garlands
- Buy purple nail polish or bracelets for people who want to participate but don't have anything purple
- When giving a presentation, address similarities between everyone, e.g. the feeling of not belonging somewhere or being afraid to speak out about a part of your identity. This can bring people better together, instead of only focusing on differences
- Also give practical tips, e.g. from this document, that people can apply in their own lives





**Hopefully you have found some tips in this document that you can work with. Big changes can be difficult cause some people are afraid of change. You can start with small steps, but experience shows that even big changes will be accepted in the association after a while.**

**Good idea and need money? Apply for funds;**

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**Keep talking about it**

Above all, keep talking about the topic. Ask in a group app or at an ALV what ideas the members themselves have. Ask members what they themselves think about diversity and inclusion and see if you can keep that in mind while organizing the event.

**Share your initiatives and changes**

We'd love to know what kind of initiatives and changes you are implementing. This brings us inspiration for other associations and helps us to improve the image of students to the city. So please share if you did something, big or small, and send it to [d.e.pelk@tudelft.nl](mailto:d.e.pelk@tudelft.nl)

**Share this document with associations in other cities**

Sharing this knowledge with associations in other cities will accelerate the impact of these initiatives. So please share this especially with your sister associations, federation members and other groups. They may also benefit from it.

**Check out our other good practice documents.**

We are working with the StudentHub to spread knowledge and connect groups on various topics. To this end, documents are in the works on topics such as;

- Responsible alcohol consumption
- Inclusion of international students
- Mental health committees

For tips on preventing sexual transgressive behavior, visit [www.studentenpact.nl/het-pact/](http://www.studentenpact.nl/het-pact/) (creating policies) and [benjeoke.nl/hierishetoke](http://benjeoke.nl/hierishetoke) (inspiration for actions).

**Thanks for reading. Hopefully you got something out of it and can now get started.**

**Any questions? Ask them via [d.e.pelk@tudelft.nl](mailto:d.e.pelk@tudelft.nl)**

