

# Principles of Thalia

*This document is a description of feminist student organization Wageningen Thalia. It is written by the 2024 board of Thalia inspired by the brainstorm event on 21-07-2024 which was open for everyone.*

## Our Mission:

Our main mission is:

Creating a feminist community to learn about gender equity\* and work towards achieving this within the Wageningen University Community.

From that main mission, three separate objectives can be constructed:

1. Creating a safe, supportive, inclusive and fun feminist community
2. Organizing educational activities on topics related to gender equity
3. Striving for gender equity\* within the Wageningen University Community

In all her activities, Thalia keeps this mission in mind and with that, all activities organized and arrangements made by Thalia are somehow related to one of the previously mentioned objectives.

The Wageningen University Community is defined as all students, employees and others related to Wageningen University & Research.

\* *gender equity* recognises that different genders have different needs and power due to historical and social inequalities. To address these imbalances, interventions should focus on identifying, acknowledging and meeting the specific needs to ensure fairness. Gender equity, as a process, aims to achieve gender equality as a goal. (Inspired by <https://uis.unesco.org/en/glossary-term/gender-equity> and [https://eige.europa.eu/publications-resources/thesaurus/terms/1262?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/thesaurus/terms/1262?language_content_entity=en))

## Organization

Thalia has a board and committees. Both of these aim for the aforementioned missions and behave according to the code of conduct. The committees support the board in their practices and are formed with the approval of the board. The board currently (2024-2025) consists of the following members: Fieke Vijftigschild (Chairperson), Suze Jansen (Secretary), Milou Veer (Treasurer), Brigitte de Bruin (Commissioner of internal affairs) and Anne Hellendoorn (Commissioner of Public Relations).

## Monetary Business

At the time of writing (July 2024), Thalia is not an association nor a foundation. This is something to look into for the future as it is not feasible now. Until then, Thalia is dependent on the Kickstart Social Fund and ticket prices for events. Thalia is open to receive sponsoring in the future, as long as these sponsors are tested along ethical guidelines. The guidelines will be established before signing the first agreement of a sponsorship. If Thalia would get funds in the future, it remains important to keep an eye on the necessity of expenses.

In terms of tickets for events, the aim is to keep the price zero. If this is not possible, the price will be kept as low as possible, and provide an opt out in case someone is in a tight spot. This is to make the event as inclusive and accessible as possible, in line with the first objective.

## Code of conduct

In line with objective 1, Thalia is making a code of conduct. This is a separate document which members can consult at any time. This code of conduct also includes punishments in case of misbehavior, which are executed by the board of Thalia. A short version of this code of conduct is also sent to collaborating organizations, and it is asked of them to agree with it. The code of conduct is to be made in 2024 by the board and will be updated by future boards.