

PURPLE MANIFESTO

Purple manifesto

A fine and safe educational environment for everyone

Universities and colleges are known as liberal and open communities. Yet not every member of our academic communities feels free to be themselves. Despite this, colleges and universities attach great importance to promoting safety for students and staff. That is why we want to help them increase that safety for LGBTI+ members of their communities so that no one has to fear rejection or prejudice based on who they are or who they love. We, therefore, ask the following from institutions:

1. EMPHASISE SOCIAL SAFETY FOR LGBTI+ PEOPLE

Nowadays, every educational institution is developing policies on integral safety. Not only in their buildings, equipment, and risks, but also how people interact with each other – the so-called social safety. It is essential to give explicit attention to your LGBTI+ community within these policies.

2. EXPAND THE DIALOGUE

Interview LGBTI+ of your community. Not only with 'L'- and 'G'-people but also with individuals belonging to other sexual orientation and gender identities. Cannot find them? Make an effort to search for people via your Pride network or association. They are there. Talk to people about their experiences at your institution, what barriers they face, and their thoughts and feelings

when confronted with (sometimes well-intentioned) prejudices, prejudiced questions, and discrimination.

3. BE VISIBLE

Show that you are there for all staff and students. Make sure, for example, that confidants are visible as allies and well known within the institution. Also, ensure that they are experts on matters facing LGBTI+ people. Please take steps to make your environment more inclusive, for example, by introducing gender-diverse toilets and by asking people which pronoun they prefer to be addressed by. Participate on special days for the LGBTI+community.

4. ORGANISE SUPPORT

For many students and staff members, their background, religion, or home culture can be an obstacle to being open about their sexual and/or gender identity. Develop awareness of this, ensure you can support people facing these challenges, for example, by referring them to organisations with specific expertise and networks. Be prepared to develop tailor made solutions when needed, for example adequate absence rules for doctor's appointments for transgender students of employees.

5. SUPPORT YOUR COMMUNITIES

Most importantly, support your LGBTI+ networks. Facilitate the creation of Pride networks with your community. Support your student organisations and show solidarity with them. Starting with Purple Friday, and then continuing to all the other days of the week!

