Flourish in Diversity

Policy Plan 2020-2024

Spectrum, Student Platform and Chaplaincy Wageningen.

Content:

I.   Mission

The aim of the SP&C Foundation is to support philosophical, ethical and spiritual development among students and young professionals of Dutch and foreign origin at university and higher education in Wageningen. The foundation encourages dialogue between cultural, philosophical and religious directions on the basis of pluralism and celebrating diversity.

II.   Values

- Respect for diversity and personal authenticity, including diversity in nationality, class, race, culture, religion, philosophy of life, gender and sexual orientation.
- Providing a safe space based on mutual understanding and hospitality.
- Care for the well-being of students and young professionals.

III.   Motivation

Spectrum supports personal growth, while making use of the asset of diversity on campus of Wageningen University. Many students and young professionals are looking for personal development and a fulfilled (work-)life, beyond academic professionalism. Understanding their abilities, interests and passion will support them on their path towards becoming mature and inspired human beings. Diversity contributes to personal development in various ways, such as reflecting upon and getting inspired by others which broadens the individual horizon.

IV.   Vision

Spectrum contributes to students' community in Wageningen where all students and young professionals live and work in a friendly harmonious community, developing themselves in a holistic and integrated way. Students from various backgrounds connect, interact and benefit from the diversity on campus. It is easy to find and use opportunities for personal development. When they finish their studies at WUR, students are equipped to connect and work in a globalised and diverse society. Students live healthy, happy and inspired lives.

V.   Organisational structure and way of working
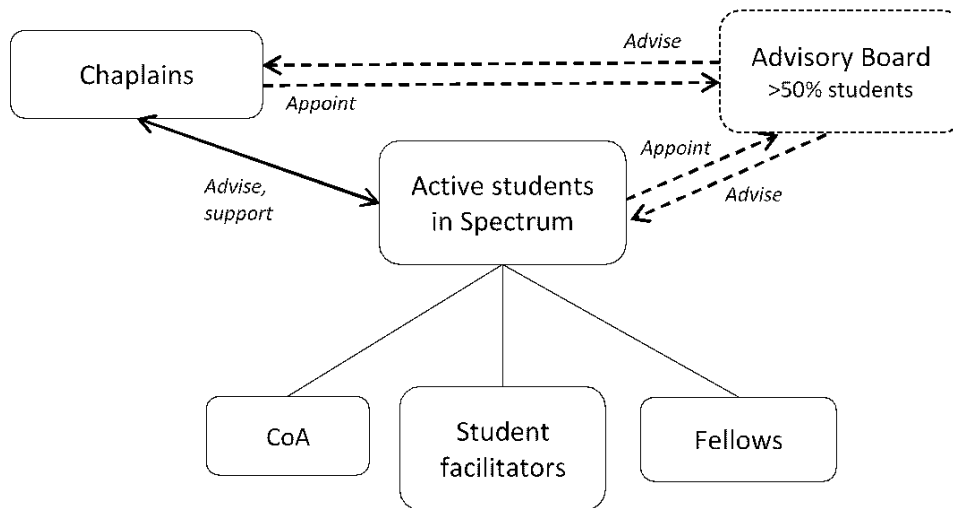
CoA: Committee of Activities

Active Students

- Student facilitators: team of 5 students who facilitate Spectrum's operations, recompensed. Positions: Office-manager, PR-manager, Externus, Treasurer, Coordinator.
- Committee of Activities (CoA): committee of students that plans and organizes activities. Work on a voluntary basis.
- Fellows of Spectrum: group of students interested in forming a Spectrum community and supporting Spectrum with ideas. Can support or realize activities.

Chaplains

Chaplains are professionally trained in counselling and spiritual work, sent and funded by a religious or philosophical organization to support students. They operate on a pluriform ecumenical basis including students from all walks of life. Chaplains are theologically as well as academically trained professionals for ethical, formative, spiritual and philosophical guidance.

- Support students by counselling and giving support on a multi-religious spiritual level and on questions concerning philosophy of life, ethics and art of living.
- Concerned with students' well-being and personal path in life.
- In a biweekly meeting facilitators and chaplains oversee and coordinate the day to day work of Spectrum.

Advisory Board

- Meets at least three times a year, gives advice to the rest of the organization.
- Meets the student team twice a year.
- Responsible for the legal body and forms the board of the foundation.
- Responsible for funding as well as administrative and financial matters.
- Composed of at least 50% students or alumni.
- Including professionals of various backgrounds (including WUR staff).
- Nominated by students and chaplains.

VI.   Operations

The outputs of Spectrum can be assigned to the five pillars:

- Holistic personal growth: including head-heart-body, well-being, balance, passion, relaxation, harmony.
- Creativity: including art, self-expression, inspiration.
- Connecting: including community building, dialogue, harmony, learning from each other, inspiration.
- Spirituality: including religion, meditation, wisdom.
- Philosophy: including ethics, dialogue, responsibility.

Location

Spectrum is located in the Building with the Clock, Generaal Foulkesweg 37, 6703 BL Wageningen.

For easier accessibility of students with low mobility and who live close to campus. Spectrum is looking for opportunities to have a place for activities on or close to campus.

<u>Open to all</u>

Spectrum is open to all students and young professionals on campus. No membership is required to attend activities. Spectrum is an organization that exists by the interest and voluntary support of many.

<u>Activities</u>

Spectrum facilitates and organizes activities that are related to its five pillars. The focus is on providing the organizational infrastructure for students to share their insights and abilities with others.

Activities are organized by students or chaplains or students and chaplains together and possibly in collaboration with other organizations in the WUR environment. Different forms of activities are:

- **Workshops**: Interactive events that aim at experiential learning and development. Practical sessions sometimes around a theoretical topic. Examples: Creative studio, Inspired decision making, Improving time management, Qui Gong, etc.
- **Lectures**: Sessions with a focus on transferring information and interacting. Examples: Tools of world leaders – what motivated them?
- **Connecting events**: Events for bringing together people from all different backgrounds. Examples: cultural dinners, conversation rounds on cultural challenges.
- **Discussion groups**: Safe spaces to share problems and develop thoughts. Example: Spirit! in your life group.
- **Meditation**: Mindful exercises to calm down, release stress and create awareness Examples: Taizé meditation, mindfulness meditation (in Orion and Forum)
- **Counselling**: Personal support in a one-on-one setting for students with any kind of problem.
- **Excursions**: Trips to various destinations with a focus on culture or spirituality. Examples: Mosque in Utrecht, Buddhist Centre in Utrecht, Exhibition Mekka, Kröller-Müller Museum, Nijmegen Prison excursion.
- **Reaching out to all on campus**: publishing information as in: Spirit of Wageningen, the magazine.

Organizational landscape for (potential) collaboration

Cultural or ethnic organisations – UCAS, PPI etc.	Integrating and sharing the wisdom of different regions in the world. *Workshops, connecting events, discussion groups, lectures, excursions*
Kenkon – Buddhist centre	Strengthening holistic development by offering traditional ways of connecting to the self. *Workshops, lectures*
Studium Generale	Developing and applying contemporary thoughts in a philosophical way. Providing space for deeper discussion on topics presented by Studium Generale (SG). Complementing SG lectures. *Workshops*
Shout	Creating awareness for gender diversity and acceptance. *Workshops, lectures, discussion groups*
ISOW, IxESN, Christian Student Associations, ICF, AGP, ICC, CCFW, Muslim Student Associations, WSKOV	Opening minds for different cultures and connecting them. *Excursions, workshops, connecting events*
Otherwise	Exploring inner sustainability beyond nature and ecosystems. *Workshops, lectures*
Student housing buildings	Supporting people in certain buildings (Dijkgraaf, Bornsesteeg) by offering connecting events and use these potential multicultural melting pots. Support people who feel lonely. *Connecting events, discussion groups*
City of Wageningen	Odense Huis project - Living together *Connecting events*

Spectrum potentially collaborates with any organization that is open for diversity.

Students, chaplains and advisory board members of Spectrum coordinate with WUR staff responsible for wellbeing (e.g. Surf your stress) and diversity, regarding activities, for providing feedback and for reporting on activities and finances.

VII. Strategy for 2020-2021

For the first two years of this policy plan, a specific strategy was formulated, for the second part of the five-year policy plan an adjusted strategy will be based on the assessment of results mid-2021.

Aims

Spectrum is a student-based and chaplain supported platform that is well-known among students and WUR-staff (80% know who Spectrum is and in what way it supports the students). Regular activities are organised by both students and chaplains (on average 2-3 activities per week) and well visited by students (on average 10 students per activity). Activities are visited by students from all continents and regions and provide a platform for deep intercultural exchange. There is strong collaboration and communication between the different actors around WUR and Spectrum.

<u>Integration strategy</u>

Spectrum wants to actively work towards connecting students from all continents and facilitate exchanges between existing 'bubbles'. To do so, the various regional or thematic organizations will be contacted to collaboratively develop activities fitting their expectations. Attention will be given to covering the full width of the students' origins in the next two year, starting with collaborations in the AID.

The semesters are started with low-threshold activities and entry events that aim at bringing together students and alumni and identifying activities of interest and students interested in developing activities.

<u>Strategic goals</u>

Activities:
- At least two activities for each pillar per period.
- Most of the activities are developed by students who use Spectrum as a platform.
- High priority for activities that relate to our integration strategy.
- 30% of activities are developed in collaboration with partner organizations.

Internal diversity:
- 50% of the student bodies within Spectrum are internationals.
- The website as well as all documents are in English.

Stronger internal student focus:
- Operations are based on a stable student team (CoA, fellows, facilitators).
- Good coordination between internal groups (board, chaplains, students), e.g. by communicating the outcomes of coordination meetings to all parties.
- The board is composed of 50% students and alumni.
- The CoA is connected to our internal developments and has the possibility to influence the overall direction. Preferably someone from the CoA participates in the Thursday meetings
- 70% of activities organized by students or co-organized by chaplains/advisors and students.

Strong collaboration with other organizations on campus:
- 2 activities with potential organizations for collaboration per year.

Annex I: Budget and funding

Budget

The annual budget is developed and presented by the students' team and the chaplains and needs to be accepted by the board. Each year's budget is based on the past years' expenses and receipts and the activity plan for the next year. Based on realisations of 2016-2018, the following overall expenditure budget is proposed for 2019-2020:

Expenditure

Contribution for local community	3500
Professional training	500
Country wide partnerships	1000
Public Relations	6600
Activities	10000
Office costs	200
Meeting costs	400
Organisation maintenance cost	600
Compensated volunteers	6700
Unforeseen	500
TOTAL	30000

Income

Spectrum is mainly funded by a subsidy from Wageningen University and Research, individual donations, and contributions from churches, and charities.

Income:

WUR Subsidy	25000
St. Continuiteit Studentenpastoraat / Found. Continuity Student Chaplaincy	3000
Individual donations	2000
Total	30000

Reserves

Spectrum aims to have a reserve of two years of operations, amounting to Euro 60.000.

Annex II: Initial planning for 2019/2020

End of May 2019
- AID prepared
- Strategic plan and profile submitted to WUR (including budget)
- CoA
  - one activity planned and done
  - Regular members in CoA: 4 members
  - CoA well integrated with student team
- 2-3 activities each week on a regular basis
- Collaborations: 2- 3 of the above-mentioned organizations approached, and at least one activity planned
- Didi's knowledge conserved and transition prepared
- Internal structure adjusted and agreed upon by all parties

After the AID (August 2019)
- 5% of new students subscribed to newsletter and 20% aware of Spectrum (random samples to verify)
- Pancake dinner for around 80 students. Ask students for their interests regarding activities and already try to motivate them to start activities. Connect them to the CoA or integrate them.
- Good location on AID market related to our collaborations
- Monthly interaction with WUR staff for students' affairs and diversity established to keep each other updated
- Rector visited
- 1 activity every 2 weeks with international students during summer break achieved
- New coordinator found
- Connection established to all potential organizational partners for collaboration

Until February 2020
- 5-10% of new students subscribed to newsletter and 20-30% aware of Spectrum
- Connection to all relevant organizations established
- 3 activities organized with other organizations
- CoA stable (possibly: one CoA for each pillar or for activities, depending on the growth)
- 50% of the student teams (CoA, Fellows, Student Facilitators) is international
- Budget and policy plan for 2020 agreed upon