

Policy of STUdance



Mission

Enriching student life in Utrecht with dance (lessons) and fun within a professional and inclusive association.

Vision

STUdance is a student dance association that strives to promote the self-development of its members in the field of dance. Therefore, it offers various dance forms to its members. STUdance strives to keep costs as low as possible, but still wants to offer good quality.

STUdance also strives to promote a positive atmosphere within the association. Dancing is the passion of all STUdancers. Because a shared passion can bring people together and connect them, STUdance wants to offer students a social network and safety net in this way. STUdance strives to ensure openness and accessibility within the association. In order to guarantee a good organization, STUdance wants to be as professional an organisation as possible.

STUdance strives for a safe and inclusive climate, in which all members and teachers feel seen and heard. By increasing inclusivity within different categories of the diversity circle¹, we build a diverse community.

Key points

1. Dans(classes)

1.1 *Quality of lessons* Ensuring a constant, high quality in dance lessons is important to promote self-development in the field of dance among STUdancers. This quality is achieved and maintained by regular quality control of both the group size and the expertise of the teachers. This way, ideal conditions are created for members to continue to develop themselves.

1.1.1. *Group size* The size of the group should be workable for the teachers and the dance style, taking into account the size of the dance hall and the price of the dance lessons. In addition, there should be enough opportunity for individual attention for STUdancers.

1.1.2. *Teachers' expertise* It is important to employ good, qualified dance teachers. STUdance strives to ensure that all dance teachers have completed or will complete a dance (teacher) degree. If this is not possible, a dance teacher can still be employed if they have demonstrable, extensive dance experience and expertise.

1.2 *Price* In order to appeal to the target group of students, the price of membership at STUdance should be kept as low as possible. The price of membership refers to the membership fee of the various memberships, for example dancing or non-dancing membership (see point 2.7. Non-dancing membership), and any lesson fees.

¹ The diversity circle is a tool designed to promote inclusivity and diversity within an organization. Within this circle, eight dimensions of diversity have been identified.

1.3 *Dance styles* STUdance wants to offer a diversity of dance styles to involve different dancers in the association. All these dance styles are forms of stage dance.

1.4 *Levels* The aim is to offer different levels per dance style. This makes it possible for all dancers to dance with pleasure at their own level and to develop themselves.

1.5 *Demo team* STUdance has a demo team called D.A.M.N. (Dance And Move Now) that consists of selected, talented dancers. The team provides various performances or participates in other dance projects on behalf of STUdance. STUdance offers talented STUdancers the opportunity to develop themselves further at a high level through its demo team. The demo team also increases the name recognition of STUdance.

1.6 *ChoreoLab* ChoreoLab is a project in which a number of STUdancers create their own choreography under the supervision of a teacher and teach it to a group of members. They perform this choreography on stage during the final performance. ChoreoLab encourages members to express their own creativity and to develop themselves in the field of choreography. In addition, ChoreoLab brings members together in a different way than in regular dance classes, which creates a connection and expands the social network of members. ChoreoLab also offers places for students who are not members of STUdance, which makes the association more accessible and widens its reach.

1.7 *End performance* The final performance at the end of each academic year offers STUdancers the opportunity to present themselves on a professional stage. Per dance group, the members work on a dance for the final performance and show it to an audience. The final performance is a collective conclusion of the dance year. Due to the professionalism and quality of the final performance, a certain degree of involvement is expected from the participating members during this final performance and throughout the dance year.

2. Sociability

2.1. *Accessibility* All students who want to dance can register. When someone becomes a member, they can fill in their membership, in addition to their dance lessons, as they wish. All activities are optional and there is a conscious decision not to use a hazing period.

2.2. *Activities* Various activities are organized for and by the members. The activities are diverse, so that there is something for every member in their area of interest.

2.3. *Committees* STUdance has a number of committees for organizing activities. These committees consist of STUdancers and are supervised by the board. The committees are responsible for organizing activities and for supporting the board during the organization of the final performance.

2.4. *Social network* There are various ways for STUdancers to expand their social network. STUdancers are in a dance group with the same members for a year. In addition, they can participate in activities or take a seat on a committee.

2.5. *Same life phase* STUdancers are in or around their student years, which means that they are in a similar life phase. In this way, the members have something in common, besides dancing. This promotes making contact with each other.

2.6. *Involvement* STUdance strives to make the involvement of members within the association as great as possible. This ensures more contact between the members and therefore more fun and solidarity.

2.7. *Non-dancing membership* If a student has been a dancing member of STUdance, or has not been selected in the draw, they can choose to become a non-dancing member. This means that they do not take dance lessons, but are allowed to participate in STUdance activities and receive the DanceFlash. The non-dancing membership promotes gaining and maintaining social contacts within STUdance. Members who have not been selected in the draw can already get to know the association and its members. After a regular membership, non-dancing members can remain involved with the association to a certain extent. This contributes to the fun and solidarity outside of dance lessons.

2.8. *Alumni Membership* STUdance is a dance association for students. A STUdancer may, when they definitively stop studying, register at STUdance the following dance year. After this, there is the possibility to become an alumni member of STUdance. The Alumni Membership promotes the maintenance of social contacts that have been made within STUdance. After a regular membership, alumni members can remain involved with the association to a certain extent, which contributes to the fun and solidarity outside of dance lessons.

3. Professionalism

3.1. *Board* The annual board consists of STUdancers and is responsible for the daily organisation of the association. The composition of the board is described in the Internal Regulations. The board is advised and supervised by the Advisory Board, the External Committee, and the Audit Committee and supported by its committees. Apart from committees, STUdance can, if necessary, appoint task forces to support the board in research related issues.

3.2. *Advisory Board (RvA)* The RvA advises the board on STUdance policy. Members of the RvA have held a board position within STUdance in the past and/or have a great deal of knowledge of STUdance in another way. Members of the RvA may not serve on a committee or on the board of STUdance, in order to maintain independence.

3.3. *General Members' Meetings (GMM)* During General Members' Meetings, the board and committees discuss past and future policies with the attending members, who can respond and provide feedback. Proposals for policy changes are voted on, and if approved, the changes are implemented. The board also presents and justifies the financial documents during a GMM. Additionally, board transitions and committee member changes can take place during a GMM.

3.4. *Finances* The finances are managed by the treasurer of STUdance, in consultation with the other board members. The finances are also monitored by the Audit Committee. This includes the use of an accounting system.

3.5. *Employees* STUdance employs professional dance teachers. STUdance strives to ensure that all dance teachers have completed or will complete a dance (teacher) degree. If this is not possible, a dance teacher can still be employed if they have demonstrably extensive dance experience and expertise. This expertise is determined in consultation with the relevant parties, the commissioner of dance, in consultation with the Advisory Board, and the board. Because STUdance continues to strive for qualified teachers and to ensure the quality of its teaching, these teachers will not be eligible for permanent contracts. Within the board, the commissioner of dance is the contact person for all teachers to ensure clear and transparent communication. Regular surveys and evaluations are conducted to monitor the quality of the lessons and the performance of the dance teachers.

3.6. *Business Partners* STUdance has several business partners. These partners can provide advice or financial support to STUdance.

3.7. *Sponsorship and Subsidies* Each year, the board applies for subsidies to keep lesson fees as low as possible. In addition, sponsors are recruited to arrange deals for STUdancers. Sponsors and subsidies are also sought to financially support the final performance. These tasks are mainly carried out by the treasurer and the commissioner of external affairs.

4. Inclusivity

4.1. *Age* STUdance accepts its members and teachers regardless of their age. Age does not play a role in the Draw Protocol for STUdance classes, nor does it influence the teacher recruitment process. Additionally, STUdance aims to make organized activities as accessible as possible for members under the age of 18.

4.2. *Gender* STUdance welcomes members of all genders. The organization is committed to using inclusive terminology and providing appropriate facilities during dance classes and activities.

4.3. *Sexual Orientation* Everyone is welcome at STUdance, regardless of their sexual orientation. By actively promoting this vision, STUdance fosters a community in which sexual diversity is valued and respected.

4.4. *Religion and Belief* STUdance welcomes members regardless of their religion or personal beliefs. The organization maintains a neutral stance in this regard, respecting and accepting all beliefs and religions.

4.5. *Ethnicity* STUdance welcomes members of all national or regional backgrounds, native languages, cultures, and ethnicities. The organization is committed to promoting acceptance and mutual understanding.

4.6. *Socioeconomic Class* STUdance strives to be accessible to people of all socioeconomic classes by keeping lesson fees and membership fees as low as possible. For example,

monthly social events are free of charge. STUdance also aims to be open to as many different socioeconomic backgrounds as possible and therefore seeks partnerships with external parties that share this goal.

4.7. *Education* STUdance welcomes students from as wide a range of educational backgrounds as possible. No distinction is made between university education, higher professional education (HBO), and secondary vocational education (MBO). STUdance also offers space for students taking a gap year and for graduates.

4.8. *Condition* STUdance strives to be as inclusive as possible regarding physical, cognitive, and mental health conditions. Options are determined on a case-by-case basis in consultation with the (potential) member, the board, the instructors, the Advisory Board, and/or the location.