

Amendments policy plan 2024

Status: Decision making

Dear GA,

Due to the resignation of Izabella Voortman, the board has decided to make some changes to the policy plan. With one person less, the board has less clout and, in connection with the board's mental wellbeing, it has been decided not to continue taking on everything. This does require some changes to the policy plan. In particular, this amounts to deleting policy goals. The changes are listed below and can also be seen in this file.

Changes:

- Page 7: goal once a month on campus, deleted;
- Page 10: goal LSVb campaign, deleted;
- Page 10: goal accessible housing research LSVb, added;
- Page 16: goal to inform about living with disability, deleted;
- Page 21: goal responsibility faculties, deleted;
- Page 22: goal speaking to member associations, reduced;
- Page 24: goal language courses for internationals, deleted;
- Page 24: goal event with ESN changed;
- Page 24: goal monthly event for members, changed;
- Page 25: goal committees ISO, deleted;
- Page 28: goal research hackathon, deleted;
- Page 29: goal clean-up day, reduced;
- Page 31: goal involve activists, deleted.

In this way, we hope to still be ambitious, but more honest to the GA and ourselves. We hope to have your support in this. We must continue!

Kind regards,

B79

ASVA

ASVA

STUDENTENVAKBOND

Policy plan 2024

We must continue!



Policy plan 2024

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Preface

The year is late 2023, or early 2024, students are still struggling with heavy debts, terrible housing conditions, unsafe streets on the way home, study pressure, poverty, and stress, it doesn't end. It is a period where everything can be won. A period where students are once again taking up the hatchet to fight against student debt and unfair treatment. A period in which unions are experiencing membership growth again for the first time in decades, a period in which study and student associations are increasingly committed to the safety of their members. It is a cloudy period, but at the same time a hopeful period, and despite everything;

We have to move on.

Dear reader.

This is the policy plan of the Amsterdam Student Union for the year 2024. As mentioned above, there is a lot to gain, everything is difficult, but there is also momentum for major changes. As a student union, we want to be part of these changes and use this momentum as best as possible to improve the lives of students. We cannot do this alone, we can only do this together.

This year there will be a lot of focus on building an active membership base for ASVA. Trade unions are growing and the importance of trade unions is becoming increasingly clear in the Dutch population, this is a moment that ASVA must also take advantage of. The biggest theme this year is poverty among students, a theme that is involved in all our substantive pillars. Social and physical safety will also be one of our larger projects this year.

But that's not all, as ASVA we of course have something to say about everything. We hope you agree with our goals this year and that we see you on the barricades, in our membership base, at meetings, events, and everywhere else we can be found.

On behalf of B79, we need you;
Izabella Voortman, Ilona Polle, Quinten Dam, Henk van den Bosch & Lily George.

Education

Education in general

Education is one of the three major pillars of ASVA. Below, education is divided into MBO, HBO, and WO (University).

Yet education has many overarching topics, such as expanding internship allowances, democratization, general stigmas, and the BSA.

To properly monitor the umbrella organization, ASVA will re-establish the Education Think Tank this year. The aim is to have at least two students per education type. This concerns MBO, HBO, and WO.

This year, combating stigma is an extra important focus for ASVA. To achieve this, we want to actively recruit MBO students and fight together (through the Education Think Tank) for better education.

In addition, the democratization of education is an important theme in the coming year. ASVA receives a lot of feedback from councils that do not feel heard or taken seriously. This concerns students in particular. Because ASVA has been able to double the voting percentage at the AUAS in recent years, we will continue with this. Students must get a voice and feel heard with the help of ASVA this year both at the AUAS and at other colleges and in particular vocational institutions.

The goals for Education in general are therefore:

- ❖ Using the word 'transition' instead of flow.
- ❖ Encourage universities of applied sciences only to attract internship companies that offer an internship allowance.
- ❖ Monitor whether the BSA is reduced and work towards its abolition.
- ❖ Commit to abolishing the attendance requirement.
- ❖ Meet as many deans/councils/CVBs as possible. We aim to meet all the CVBs and councils of all the educational institutes we represent.
- ❖ We are actively involved in elections at educational institutions to increase voting percentage.

Education wo

WO education is a broad portfolio. Because there is already a trade union at the VU, we focus on the UvA. To this end, we are working on a few long-term projects, while at the same time making time to be able to anticipate events on an ad hoc basis. To be able to express ourselves more strongly towards the UvA, we work closely with other contacts within the UvA, such as the CSR and the student assessor.

- ❖ We remain actively committed to a resit period where there is no two months between the course taken and the resit. We are also looking at the possibility of changing the 8-8-4 schedule. To this end, we keep in touch with the CSR to stay informed about the research that the UvA is conducting into the 8-8-4 schedule, we continue to distribute our own survey about the schedule and we write a letter with advice about the schedule at the UvA;
- ❖ We are committed to abolishing the BSA at the UvA. We do this by finding out who is responsible for this, after which we lobby these bodies.
- ❖ We advocate a new online environment at the UvA, where everything is on one website and the mobile app has the same functions as the site. We do this by entering into discussions with the current administrators of the app and site and lobbying the Executive Board to release additional money to develop a better online environment.

Good education is strongly related to a good teacher. To this end, we must commit ourselves to better rights for teachers and a pleasant working atmosphere. We do this, among other things, by supporting Casual UvA in their fight for better labor rights.

- ❖ We investigate to what extent the strong hierarchy within the UvA hinders lecturers from raising problems and carrying out their work. We do this by organizing one event with casual UvA in which we request information about this problem. From these contacts and information we can investigate the possibility of conducting a more thorough investigation.
- ❖ We fight for stable contracts for teachers at the UvA in working together with Casual UvA.

Education hbo

Education hbo is our portfolio in which we collaborate most, if not exclusively, with the Amsterdam University of Applied Sciences. There has been good contact with the AUAS in recent years and it is very important to continue to have this. What the AUAS rightly criticizes ASVA for is that we have too little focus on hbo students. In recent years, ASVA's hbo focus has mainly focused on the AUAS. In the coming year, it will be important to have a broader focus. For example, ASVA will not only focus reactively on AUAS topics, but we will also focus on collaborations with other universities of applied sciences in Amsterdam to broadly represent hbo students. This means that in the



coming year, ASVA will focus, among other things, on handling broader projects/topics entering into collaborations with other universities of applied sciences, and actively encouraging cooperation between these universities of applied sciences. Later scheduling and grading remains a theme that ASVA will pay attention to.

This will be a crucial year for hbo education when it comes to the visibility and awareness of ASVA at educational institutions. In concrete terms, we want to achieve the following goals in the coming year:

- ❖ Enter into a partnership with at least one new university of applied sciences.
- ~~❖ To increase the visibility of ASVA at higher professional education institutions, we will be on an hbo campus once a month as a point of contact for students. Here we stand to promote ASVA among students and actively recruit members, volunteers, and members.~~

Met opmerkingen [Hv1]: This is deleted, because it's really time consuming and we don't have that time anymore.

There is still a lot to be gained in terms of hbo knowledge within ASVA, so it is a focus this year to recruit and involve more hbo students within ASVA.

- ❖ We continue to ask study associations to share our vacancies in their newsletters.
- ❖ If candidates are equally suitable, preference will be given to an HBO or MBO student.

We are committed to strengthening participation at universities of applied sciences. We achieve this with the following goals:

- ❖ We are committed to appointing faculty-student assessors at the AUAS and are actively involved in this process.
- ❖ We evaluate, in collaboration with the student assessors, whether they are taught sufficient knowledge and skills during their training period to properly perform their work as a student assessor. ASVA is prepared to provide additional training to the student assessors where necessary.
 - ASVA is prepared to provide further training to the student assessors where necessary/possible.
- ❖ We advocate that students and employees have the same period of appointment in the participation councils and look at the options for a term of office for employees.
- ❖ We encourage B80 to be present with the entire board during the training weekend.

Education MBO

MBO education has been B78's baby in the past year. ASVA has formally started representing MBO students since August 2023, allowing B79 to set up this



representation. To represent MBO students, it is first important that they know that we represent them.

That is why it is important in the short term that we contact MBO schools in Amsterdam and actively target MBO students with campaigns to inform them what ASVA is and how we can help them.

In the longer term, the goal is for us to enter into a SWO, or similar form of agreement, with an MBO institution. In addition, ASVA must also focus internally on better representation of MBO students.

For example, at least one MBO student is recruited for the SearchCo and the Soco, we open vacancies to MBO students and actively make this known. Where candidates are equally suitable, preference will be given to an HBO or MBO student. To combat the stigma about MBO students, ASVA will focus on advocating representation among our supporters.

- ❖ We make contact with MBO schools in Amsterdam;
- ❖ We inform MBO students about ASVA;
- ❖ We lobby for a SWO at MBO institutions.

Housing

Although the housing shortage decreased slightly last year, the housing crisis is not yet over. It is expected that the housing shortage will increase enormously in the coming years.¹ Housing will therefore become an important theme for ASVA in the coming years. The goals for housing are divided into quantity and quality because it is important that once a student has a home, they also have a reasonable quality of living.

This year is also a transition year for ASVA. Last year it became clear that the student housing agreement was officially cancelled. This has worsened the position of the student compared to the other parties. In addition, the collaboration between ASVA and De Key was also terminated. This termination has major financial consequences for ASVA, but it also means that the relationship between De Key and ASVA must be reinvented.

Quantity

The biggest problem is the shortage of student housing. Partly due to the rapid growth of universities, pressure on the housing market has increased. As a result, Dutch students increasingly continue to live at home and international students are often victims of exploiters and scammers. Living on your own is a very valuable experience for students and should be much more accessible. Because the situation is so dire, ASVA also occasionally commits itself to resources that are not popular at first glance, such as offering hostels to international students. But sometimes it is more important that students at least have a place where they can register.

Just like last year, we are committed to combating vacancies in Amsterdam. Amsterdam has recently started with the strictest anti-vacancy policy there is.² However, many vacancies are not quickly noticed. There are many opportunities here.

³We will also support the squatting movement in Amsterdam. We do this by:

- ❖ Continue the anti-vacancy subsidy for projects that combat vacancy;
- ❖ Advertising and referring to squatting consultation hours;
- ❖ To be critical of the vacancy policy of the municipality of Amsterdam and the repression of the housing and squatting movement.
- ❖ We argue with the municipality for an extension of the existing rules regarding the self-occupancy obligation.

¹<https://www.kences.nl/nieuws/nederlandse-student-steeds-minder-vaak-op-kamers/>

² <https://nos.nl/nieuwsuur/artikelen/2476635-strengere-regels-moeten-leegstand-tegendringen-dit-huis-is-al-30-jaar-niet-bewoond>

³<https://www.parool.nl/amsterdam/woningnood-in-amsterdam-al-jaars-staat-er-10-000-woningen-leeg-in-de-stad-b6a34bbe/?referrer=https://www.google.com/>

International students are a large part of the people who come to ASVA in the field of housing. International students are poorly prepared for the Dutch housing market and have few options.

- ❖ We are putting pressure on the university to better prepare international students for the Dutch housing market.
- ❖ We investigate how internationalization does not have to be at the expense of opportunities for Dutch students in the housing market.
- ❖ We plead with the municipality of Amsterdam to find a solution for the registration of international students who cannot find legal housing.

Although the Student Housing Agreement will not rise from the dead, we are committed to putting student housing on the map in Amsterdam.

- ❖ We will lobby in municipal politics for the establishment of target figures for student housing;
- ❖ We remain involved in drawing up the prioritization agenda, where we are committed to prioritizing affordable, accessible, safe, sustainable, and accessible student housing.

Collaborating with educational institutions, housing associations, trade unions, action groups, and other organizations is very important. This is an important source of information for ASVA and is a cheap resource to use.

- ❖ We help and support WoPro and other housing groups in future protests and organize our supporters in action.
- ❖ We make contact with surrounding municipalities and see what opportunities and dangers lie there.
- ❖ ~~We are working with LSVb on their housing campaign.~~ Together with ~~them~~the LSVb, we argue for rental allowance for non-self-contained rooms.
- ❖ We plead with the LSVb to commit to broadening the rental allowance for students who do not currently receive it and limiting the influence of the WOZ value in the WWS.
- ❖ ~~We support the LSVb in their research on accessible housing and are committed to increasing it.~~

Met opmerkingen [Hv2]: This campaign doesn't exist anymore.

Met opmerkingen [Hv3]: A goal has been deleted at DID, this comes back partly at housing, so we formulated it this way.

Quality

Quality covers a wide range of topics. This concerns social safety, accessibility, and social cohesion in student housing. Because every home is different, there are also different problems here.

We advocate better (social) safety on housing association campuses. We want to achieve this as follows:

- ❖ We will focus more on promoting the unsafe living hotline;
- ❖ We remain in contact with residents' committees and tenants' associations and support them in the things they organize.
- ❖ We are investigating how we can put fire safety in temporary homes on the agenda of the municipalities.
- ❖ We emphasize the importance of safety measures on campuses, housing associations, and municipalities.

This year we are once again committed to community building. When the campus near Zeeburg was closed, it turned out that this was an element that residents felt was important to preserve.

- ❖ We encourage housing associations to support and facilitate local initiatives.
- ❖ We help set up and support residents' committees. This can be done through training, promotion, etc.

We will continue the campaign to inform students about their rental rights. The collaboration with the !Woon Foundation is effective in this regard.

- ❖ We organize several events in collaboration with the !Woon Foundation to inform and help students. We look at different target groups, such as internationals, HBO students, or students who have questions about accessible housing.
- ❖ We are breathing new life into the @kutkamers account and informing students about their rights through this platform.

We are once again committed to better registration of international students:

- ❖ We inform international students as best as possible about all the options they have.
- ❖ We try to promote landlady rental among students.
- ❖ We once again plead with the Municipality to increase the number of registered persons per address from 2 to 3.

Public transport & bicycle

Public transport is becoming increasingly important for the freedom of movement of students. Students increasingly live far from their studies, and wages do not rise at the same time as prices, making public transport increasingly less affordable for students, who often have a minimum wage job in addition to their studies. As always, the student travel product is again under pressure. The Dutch government wants to cut back on



student public transport by about a quarter next year⁴. Currently, 1 billion is being released for this, but according to the government, this should only be 740 million. We want to invest extra in this pillar this year because we fear for the survival of the student travel product and the general freedom of movement of students. We do this internally by involving DID and StuWo more in this pillar, because of an often overlapping battle. Externally, we focus on the problems and position of students and also constantly emphasize that good and affordable public transport must be available to everyone.

In concrete terms, we have the following goals:

- ❖ We support campaigns and attend information evenings about (student) public transport.
- ❖ We are lobbying the LSVb to pay more attention to this subject at a national level.
- ❖ If necessary, we will take action against restrictions on public transport for students, such as banning students during rush hour or removing student travel products.
- ❖ If there are plans to limit public transport in Amsterdam, we are committed to preventing cuts in neighborhoods that are already difficult to reach.
- ❖ We lobby for a travel product for international students. We do this together with the international committee.

⁴ Jan Benjamin. "Ov vreest fors lagere vergoeding van het Rijk voor studentenvervoer". *NRC.nl*. september 21, 2023.

Student welfare

Student welfare is a topic that has increasingly been discussed in recent years by student interest organizations and the Ministry of Education, Culture, and Science. During corona, and in its aftermath, it has become apparent that the well-being of students is not going well whether this concerns mental health, financial stability, or the inclusivity of education.

In recent years, this pillar within ASVA has become larger and more professional. The pillar is split into three portfolios: Student welfare general; Diversity, Inclusion, and Decolonization (DID), and Sustainability.

Student welfare in general

As a student union, caring for our members and students in general is an important goal. Part of this care falls under 'student welfare'. Various forms of stress, living conditions, and material circumstances have been influencing the well-being of Amsterdam students for years. Themes that fall under this point are social safety, physical well-being, mental well-being, and student poverty. As ASVA we want to focus hard on student poverty this year, which means that we are putting student poverty more at the forefront of our policy.

In recent years, the financial pressure for many students has increased enormously, due to inflation, rents, transport prices, etc. We have also noticed that many of our other themes are linked to a financial aspect. For example; Study pressure is increased by the student debt that increases every year that you study, and the lack of comprehensive health insurance means that you are less likely to visit the doctor. By focusing heavily on student poverty, we hope to most effectively improve student well-being.

Another major point for this portfolio is social safety within the study and student associations. To this end, we will work closely with the grassroots portfolio that is already very active on this theme. In addition, we actively draw the UvA and AUAS attention to their legal duty of care.

For all our themes we will use the contacts that ASVA has with educational institutions, the municipality of Amsterdam, and other trade unions and make new contacts where necessary

Students often have difficulty making ends meet. That is why we are committed to the following goals:

- ❖ We put on the agenda of boards of educational institutions how the financial situation of students affects their well-being.



- ❖ We work together with external organizations such as FNV Young & United to improve the financial situation of students. This can be in the form of campaigning or organizing events.
- ❖ We remain committed to providing free menstrual products at represented educational institutions.
- ❖ We use our contacts at the municipality to lobby to make more support funds available for students, such as the city pass or the food bank.
- ❖ We argue for an increase in the profiling fund. This is the fund that students can claim in the event of illness, pregnancy, or a physical disability, among other things, but management grants are also paid from this fund. That is why we work together with the AKvV and participation councils.

Social safety is an important, but sometimes underexposed topic within educational institutions or associations. That is why we are committed to the following:

- ❖ ASVA aims to set up a central complaints committee for study associations at the UvA, in collaboration with the UvA.
- ❖ We are going to set up a working group that can receive signals for us about abuses at educational institutions.
- ❖ We actively point out to member associations a social safety policy.

The mental health of students seems to be getting worse every year. This is something that ASVA cannot ignore. This year we are therefore committed to the following:

- ❖ We collaborate with the UvA by, for example, actively attending student well-being knowledge sessions, or by integrating mental health awareness into education.
- ❖ We are organizing at least two events intending to promote student mental health. Here we focus on prevention.

Every student has the right to live in a safe environment.

- ❖ We are committed to improving safety in and around student campuses. For this, we work together with student housing.

Diversity, Inclusion, and Decolonization

The Netherlands is a country with a colonial history. A logical consequence of this is that racism, oppression, and a colonial mindset affect places in society, including education. In addition, there is still much to be gained in other areas, such as (physical) accessibility and gender equality. As a trade union, we believe it is important that educational institutions are safe places for all their students and that they support and educate students in a way that helps them create a better future. This is the first pillar of this portfolio.

Internal

Internally, we at ASVA still have a lot of work to do to be a more inclusive union. Internally ensuring a better representation of society and facilitating and teaching knowledge to ourselves and our supporters is the second pillar of the portfolio. It is important to give these two pillars equal weight. As a trade union, we believe that 'lead by example' is a good way to achieve our goals

In concrete terms, we want to achieve the following goals:

- ❖ We are writing a vision statement about what we mean by 'decolonization' to make this clearer to ourselves and external parties.
- ❖ Everyone who participates in this portfolio (employees, board, and volunteers) must follow external diversity and inclusion training.
- ❖ We set up at least one volunteer project where we ask volunteers from a volunteer pool to commit to this subject.
- ❖ We are recruiting more volunteers for this portfolio. It is important here to focus on more MBO volunteers.
- ❖ We do not organize events in locations that are physically inaccessible unless there is no other option.
- ❖ When collaborating with other parties, we emphasize the above point when organizing events.

External

An educational institution believes itself to be a knowledge institution where students are trained to become professionals. In the areas of Diversity, Inclusion, and Decolonization, on the other hand, universities of applied sciences do not yet seem to be able to apply and/or transfer this knowledge themselves. For example, education is still full of traces of the colonial past, college buildings are insufficiently accessible, making and keeping an educational institution inclusive is not a priority, such as the quiet and prayer rooms, and educational institutions still think they can be secular, where Christian holidays are extensively celebrated.

It is therefore important to focus on external collaborations that contribute to more inclusive educational institutions and student life. The CMR of the AUAS organized a keti-koti dialogue table last year, where ASVA could have been a huge addition. This is something we want to contribute to in 2024. To expand this further, we will contact the AUAS and UvA platforms to make this a recurring theme. In the context of Diversity, it is also important that ASVA, in addition to WO and HBO, also focuses as much as possible on MBO. When there is a collaboration with an MBO institution, we can make more concrete agreements about which events we can organize at all educational institutions. Specifically, we will do the following:

- ❖ Approach platforms of the AUAS and UvA to join forces for events in the field of Diversity, Inclusion, and Decolonization.
- ❖ Encourage educational institutions to conduct research into their colonial past with the aim of decolonizing education.
- ❖ Uva is conducting a study into its colonial past, ASVA will request the results and assess whether more action is needed.
- ❖ We are entering into close collaboration with SRVU and SJP in the field of Diversity, Inclusion, and Decolonization.
- ❖ Organize consultations with other student unions about decolonization, such as the decolonization club.
- ❖ ~~Commit to informing people without a disability what it is like to live with a disability every day.~~

Met opmerkingen [Hv4]: Is currently not the capacity for it and this issue partly comes back to housing. That is sufficient in our opinion.

Sustainability

Sustainability is an important theme for students. Students all over the country are taking action massively for the sake of a cleaner future. ASVA therefore recognizes the importance of this theme and the responsibility we have as student interest representatives. For this reason, a vision document on sustainability was approved at the GMM on April 4, 2023, which sets out several key points for ASVA in the long term. For example, ASVA will actively participate in the transition to a sustainable future, we play a role in knowledge transfer to and between internal and external parties and we support activists in their fight for a sustainable future.

Due to the importance of a sustainable future, many organizations aim to realize this transition. ASVA will therefore want to collaborate extensively with external organizations in the coming year to green policies, for example at educational institutions. For example, in collaboration with Plant Based Treaty, we will advocate for cheap vegan meals at the UvA. We can also try to make the policy of educational institutions more sustainable by providing (unsolicited) advice in collaboration with participation councils. Naturally, we will also have to be critical of our policy. That is why we divide the policy goals into internal and external goals:

We want ASVA to be an example of an internal sustainable policy. That is why we come up with the following goals:

- ❖ We prefer to only pay for vegan food.
- ❖ We strive to waste less food. We do this, among other things, by giving away more food to employees when it threatens to expire.
- ❖ We strive to purchase less physical promotional material and use it more efficiently.

We support organizations that advocate green policies at educational institutions. In concrete terms, we want to achieve the following:



- ❖ We promote ASVA's sustainability subsidy to member associations.
- ❖ For the sustainability portfolio, we often collaborate with external organizations such as Plant Based Treaty, Green offices, and ORCA, and will organize activities, among other things.
- ❖ We continue to provide (unsolicited) advice to educational institutions in collaboration with participation bodies.
- ❖ We advocate breaking ties with the fossil industry at educational institutions.

Services

Services general

Traditionally, ASVA consists of two branches, the services and the political branch. The services branch facilitates member services to individual members and member associations. The services are a good way to directly assist students, raise ASVA's name, and recruit new members for the union. Services and member loyalty go hand in hand, many students and associations register for member services. It is then our job to keep them actively involved in the union.

'General services' is the umbrella organization for all member services. The major member services - law firm, academy, lending, and bicycle sales, will be explained separately in the headings below. We have the following concrete goals for services in general:

- ❖ We promote the services at least once a month, this can be done on social media, but also physically at an educational location.
- ❖ We promote the sustainability subsidy.
- ❖ We are stricter that membership services are only accessible to members.
- ❖ We come up with at least two additional services.
- ❖ We continue to proactively solicit ideas from other portfolios for new member services.

Balie

The ASVA student desk switched from Codex to Congressus last year. This offers many opportunities, such as being able to document which members register with ASVA. This may concern the educational institution, faculty, and course from which the person comes. And also how they managed to find ASVA. We hope to further explore the opportunities with this new membership system this year. In concrete terms, we focus on the following goals:

- ❖ We use the member portal on the site to share documents with members.
- ❖ We make a distinction between different members on Congressus.
- ❖ We investigate which educational institutions and faculties our members come from.

Academy

The Academy is running like clockwork. This is partly thanks to the current organizational employee. Because unfortunately, they cannot continue working forever, ASVA will be working this year on a structure to ensure that this knowledge and organizational skills continue to exist. In addition, today's active trainer pool is a gold mine of people to whom we would like to give career opportunities within the Academy. We think that the commitment within the volunteer group will then continue. We also think it is important that the trainer pool consists as much as possible of people with diverse skills and knowledge. That is why we want to focus more on a diverse trainer pool. In concrete terms, we want to achieve the following goals:

- ❖ We strive to always have at least one HBO, MBO, and WO graduate available in the trainer pool.
- ❖ We want to monitor the participation learning path and support it where possible.
- ❖ We want to set up a learning path GMM presidency.
- ❖ We would like to encourage educational institutions to promote the ASVA Academy aimed at committees and sub-councils.
- ❖ We are investigating the possibilities of organizing a special committee day, where the focus is not only on managing committees but also on setting them up.
- ❖ We will collaborate more with various portfolios, such as supporters and student welfare, when it comes to supporting study and student associations in their implementation of a socially safer policy, through training.
- ❖ We are going to write a vision document about the ASVA Academy.

Legal Office

The legal office has become an important service within ASVA in recent years. Many students rely on our legal office staff. The legal office is a fairly independent body within ASVA, where the employees work independently on solving cases. Because these employees cannot continue working at ASVA forever, it is important to devise a structure, just like at Academy, in which existing skills and knowledge are not lost. We therefore focus on retaining volunteers for longer by generating more prospects at ASVA. For example, by giving priority to our own legal office volunteers when a paid legal office position becomes available.

In concrete terms, we focus on the following goals:



- ❖ We are investigating the possibility of starting a new long-term project that is comparable to the energy surcharge.
- ❖ We promote our positions at the legal office to HBO and MBO students.
- ❖ We aim to recruit five legal office volunteers.

Research office

The ASVA research office is an independent body. We think it is important that this remains the case so that ASVA can receive a clear and transparent investigation into policymaking. We would therefore like to allow every ASVA member to submit a research idea. As a portfolio holder, we support conducting surveys and the research results. Our goal is to keep in touch with the employee once every three weeks. Furthermore, the content office meeting was set up last year. The research agency meets together with all other substantive employees. We think it is important to continue this consultation next year.

In concrete terms, we want to achieve the following goals:

- ❖ We hold a content office meeting every month.
- ❖ We are investigating the possibility of setting up a feedback committee again. Currently, the content agency fulfills the task of providing feedback on each other's pieces. However, with more active ASVA members, more is better.
- ❖ We are looking at the option of carrying out assignments for member associations for a fee.
- ❖ After a new investigation, conclusions that are relevant to ASVA will be included in our vision documents.
- ❖ We ensure that every research has a clear impact by bringing it up to as many relevant parties as possible.

Supporters

Supporters are an important part of ASVA. Not only because they are our eyes and ears for the entire student population, but also because they make ASVA relevant as an organization. This year our goal is to increase the number of members and keep members more actively involved in the organization. We also believe it is important to be an important player within the network of relevant organizations.

Members

A trade union is essentially an organization that serves its members. For years there was a trend that fewer and fewer people were members of a (student) union. This trend now appears to be shifting again. We as ASVA must address this momentum to increase our membership numbers. The more members we have, the more seriously educational institutions take us. It is also important that we have active members. Paper members are useful during negotiations with politicians and educational institutions, but active members carry the union and ensure that we can deliver more and better work. We have therefore divided the pillar members into two subcategories; membership numbers and active members. In concrete terms, we want to achieve the following in these pillars:

Membership numbers

- ❖ We aim for at least 10% growth in our membership numbers. In practice, this means 130 new ASVA members and 10 new member associations
- ❖ ~~We make each board member responsible for at least one faculty per educational institution with which we have a SWO. This board member focuses on recruiting members within this faculty.~~
- ❖ We are building a relationship with the FNV to receive tips and support in recruiting members.
- ❖ During the AUAS introduction party, we facilitate the option to become a member when purchasing a ticket. We make this membership more attractive by offering the low rate of €10.50 per year.

Met opmerkingen [Hv5]: This is too time consuming.

Member retention/active members

This year we are focusing a lot on volunteer projects where people can work on a project basis.

- ❖ We facilitate at least one volunteer project per substantive pillar.
- ❖ We make all organizational employees aware of the importance of member loyalty during and after an event. Where necessary, we facilitate training.



- ❖ We bind the Alumni associations more to ASVA by giving them more financial responsibilities. We make the alumni associations responsible for paying for their drinks. We also offer Alumni the option to donate (one-off) to ASVA.
- ❖ We send an information email to all our members 6 times a year.

Visibility

Furthermore, ASVA must become more known among Amsterdam students. We will do this by being visible at events, but also on campus.

- ❖ Every month someone from ASVA is on campus to speak to students. At the end of the year we attended each type of educational institution at least once.
- ❖ We often visit events to briefly pitch ASVA. This can be done, among other things, by volunteers.
- ❖ We facilitate a physical point at every event where students can become members.

Member Associations

One of the most effective ways to reach many students is by maintaining a good relationship with our member associations.

- ❖ We meet ~~at least half of~~ our member associations ~~at least~~ once a year.
- ❖ We make a distinction between large and small associations in the contribution. Higher contributions mustn't become a barrier for small and starting associations to become members.
- ❖ We aim to have at least 5 member associations present at every GMM.
- ❖ We collaborate more with political youth organizations, provided they represent the interests of our supporters.

Met opmerkingen [Hv6]: All member associations isn't possible anymore, so we downsized it to this. In our opinion this is still ambitious.

General Member's Meeting

The general meeting of members (GMM) is the brain of the association. Here ideas are weighed and actions are taken. It is therefore important that these remain well attended and that members are allowed to prepare properly.

- ❖ We decide at the beginning the date, time, and location of the GMMs and put them on the site.
- ❖ The documents for the GMM and the archive can be found in the members portal on the site.
- ❖ We are revising the GMM regulations in collaboration with the presidency.
- ❖ We emphasize to employees that attendance at the GMM is mandatory.



- ❖ We aim to have at least 5 member associations present at every GMM. We communicate clearly to member associations which topics are relevant to them.

Amsterdam Chamber of Associations (AKvV)

Originally, ASVA and the AKvV were closely related organizations. Only from 2018 onwards will there be a shared director in our organizations. In recent years, the collaboration consisted of informing each other about the activities in the organizations. The AKvV was also asked, for example, to put out petitions or jointly organize a BVH course. We hope that this year the contact between the AKvV and ASVA will become more intensive. We do this by achieving the following:

- ❖ We will supply a applicant for the AKvV board next year.
- ❖ In collaboration with the AKvV, we try to argue for checks on social safety during (dispute) hazing.
- ❖ We organize at least three activities together with the AKvV for our joint member associations.

Internationals

In recent years, ASVA has been increasingly concerned with accessibility for non-Dutch speaking students. For example, much of our external output is now bilingual, such as the content on our Instagram and website. Furthermore, an ASVA international committee has been established. This includes active international students who meet once every two weeks. The internationals committee is concerned, among other things, with providing free public transport for internationals and is a source of knowledge for ASVA about struggles among students. Finally, we draw up a multi-year plan to ensure that internationalization within ASVA proceeds gradually. This clearly describes which functions can be performed by international students and how ASVA can prepare to make the organization more inclusive for international.

Internal

The internal internationalization of ASVA is a much-discussed topic for which we have actively requested input from employees. In concrete terms, we have achieved the following goals:

- ❖ We will write a multi-year plan describing how international students can become more involved with ASVA in the short and long term.
- ❖ We continue the trend of making all documents discussed during the GMM available in English.

External

- ❖ We will collaborate more with the ASVA internationals committee, with this we will focus on student travel products for international students;
- ❖ ~~We advocate free language courses at universities for internationals. For this, we work together with the SRVU.~~
- ❖ We advocate that internationals can also follow Dutch tracks.
- ❖ ~~We organize at least one event in collaboration with an organization for internationals, such as the ESN.~~ We are collaborating more with organisation for internationals like ESN.
- ❖ We continue to closely monitor the availability of English information from external parties such as the municipality and the university.

Met opmerkingen [Hv7]: We don't have the time for this.

Met opmerkingen [Hv8]: We made it more general, because collaboration is important but a whole event can be too time consuming.

Introduction periods

The introductory period is an important moment for (prospective) students to get acquainted with associations, their educational institutions, and organizations such as the student union. In recent years, ASVA has been well represented in the introduction period, both in the preparations and on the days themselves. We want to continue this this year. In concrete terms, we have the following goals:

- ❖ We are setting up an introductory committee again this year, this committee will be formed before May.
- ❖ Where possible, we will use means other than flyers and/or more targeted flyers. This is because we have noticed that pushing for stickers and flyers has not worked and even if this tool is used less and less, ASVA must remain visible during the introductory period.
- ❖ This year we are again organizing 'De AVTER', the final party for first-year AUAS students.
- ❖ We continue to advocate at the AUAS for an introductory period organized for and by students.

Party committee

The FeeCie is a fairly new wallet. The purpose of the committee is to organize parties for our supporters. This year we want to broaden the goal of the Party Committee by also organizing casual drinks for ASVA interested parties and members.

- ❖ We organize at least two parties, including the Amsterdam Student Gala and the AUAS final party;
- ❖ ~~We invite members' drinks at least once every two months.~~ We organise at least one open event for members every month.

Met opmerkingen [Hv9]: We made it more general, so it saves time.

Intercity Student Consultation

The Intercity Student Consultation (ISO) is the umbrella body for participation councils in higher education. The ISO has a lot of contact with, among others, the Ministry of Education, Culture, and Science. This makes the ISO one of the strongest lobby organizations for students in the Netherlands. The member associations of the ISO determine the course they will follow and ASVA therefore always has an active attitude in working group evenings and the general meetings of the ISO. ASVA is seen as one of the most involved member associations of the ISO and ASVA is therefore also a point of contact for both the directors and members of the ISO.

A strong ISO is in the interest of all students. That is why we focus on the following goals:

- ❖ We strive to be present at every working group and general meeting and always have a critical attitude.
- ❖ ~~We participate in the ISO application committee or search committee.~~
- ❖ ASVA takes a prominent role in forming cooperation with councils that represent the trade union voice. This will be used to jointly submit amendments and discuss important points for the GAs.
- ❖ We encourage participation councils in Amsterdam to be involved in the ISO.

Met opmerkingen [Hv10]: This takes too much time for too little gain.

National Student Union

ASVA is an important player within the National Student Union (LSVb). ASVA is the largest union in the federation and a critical voice at the GMM. Furthermore, many ASVA activists are involved in the union through participation in working groups, committees, and other ways. This year we will again try to support the federation in this way.

We do this, among other things, by doing the following:

- ❖ Our standard is to be physically present at all meetings.
- ❖ We will once again provide at least 1 representative to each working group for which the LSVb asks us to recruit members.
- ❖ We contribute constructively to setting up a large national campaign and think about how this will lead to recruiting members for local trade unions.
- ❖ We once again argue for better representation of higher professional education. We do this, among other things, by voting against pieces where the HBO voice is underrepresented.

Political Contacts

ASVA has a lot of contact with the municipality for the housing and student welfare portfolios. In the coming year, we want to strengthen and broaden these contacts. We also work with external contacts as much as possible during lobbying processes. ASVA is also involved in politics during elections, for example by organizing a student debate.

We will be committed to the following goals in the coming year:

- ❖ We create a clear overview of which political contacts ASVA does not yet have and which it would like to have, based on its position within municipal politics or other forms of politics.
- ❖ We try to make as many new contacts as possible based on this list.
- ❖ We are following lobbying training.

Marketing and Info team

The information team is important for disseminating information from ASVA. They inform members and non-members about what we do and present our voices to external parties. Over the past year, we have heard many reports that people are aware of our activities but at the same time do not know that ASVA exists. It is therefore important to focus hard on making ASVA visible this year. In addition, we are trying to structure the information team more so that sharing and posting content can be done even faster. Finally, this year we will focus more on image and video content. In concrete terms, we have the following goals:

Visibility ASVA

- ❖ We ensure that ASVA is present at events organized by ourselves so that everyone remembers both ASVA and the event.
- ❖ We are stricter that we must be mentioned when collaborating with other parties.
- ❖ This year we are focusing more on short video content.

Information team structure

Certain topics are not concretely defined within ASVA. To gain more structure, we intend to document a few things. Firstly, this year, we aim to draft a policy on posting sponsored content, which we plan to present to the General Assembly next year. Additionally, we want to devise a strategy for newer social media channels. Finally, we will focus more on archiving press releases and keeping track of media publications.

- ❖ We are developing a strategy for the previously overlooked social media channels: TikTok and LinkedIn.
- ❖ We ensure effective communication between the Info Team and administrators of various ASVA accounts, such as kutkamers, actiekamertekort, and BSAbolish. Where possible and desired, the designer supports the design on the separate accounts.
- ❖ We archive every physically published press release from 2024.
- ❖ We organize the press list and keep it up to date. We present media publications in our annual report for overview and transparency.
- ❖ We establish official agreements on how quickly press releases should be posted on social media.

Other

- ❖ We require the presence of an information team member at the SearchCo. This is because the information team is concerned with promotional material that is often used in board recruitment.
- ❖ We investigate the added value of telling personal stories.
- ❖ We keep the 2024 marketing strategy up to date
- ❖ We set a clear objective for physical promotional resources, taking into account aspects such as sustainability and dissemination.

Elections

The European elections will take place in 2024. ASVA is committed to informing students as much as possible and encouraging them to vote. We are aware that MBO students often vote less. We are therefore making extra efforts to reach this group. We also work with various unions through the LSVb election working group. This can be useful for taking action together or learning from each other.

In concrete terms, we focus on the following goals:

- ❖ We campaign to motivate students to vote in the European Elections. We will make more efforts to reach students via social media in this campaign.
- ❖ This campaign will also explicitly take into account reaching MBO students.
- ❖ We work together with external organizations to set up an event around the European Elections.
- ❖ We continue to plead with the municipality for more polling stations in educational institutions.

Internal organization

Constitution drinks (CoBo)

At the time of writing, the constitution drink for B80 is still a distant future, but it is still useful to have good preparation. There were some problems with finding a location during the last CoBo and we will try to avoid that in the future.

- ❖ The old board will arrange a date and location for the CoBo during the summer holidays. The new board is free to deviate from this, but this will at least guarantee a good location.
- ❖ The address list is supplemented and updated. It is indicated which people should not be forgotten.
- ❖ The Drive is supplemented with last year's budget and the white book is updated.

Digital Work Environment

The digital work environment is an important player for ASVA when it comes to how we collaborate internally, communicate externally, and attract members/applicants. Because the digital work environment has undergone quite a few moves in recent years, it is extra important to pay close attention to this in 2024. We will do this, among other things, by taking a critical look at the G drive internally and giving it a place on the Drive, by ensuring good contact with the system management and facility services employee, and by looking externally for training that could help us with improving safety within ASVA.

The goals for Digital Work Environment in 2023 are:

External

- ❖ We will actively approach training courses that we ask to apply for web developers, paying attention to the diversity within ASVA.
- ❖ ~~We are investigating the possibility of organizing a Hackathon.~~

Met opmerkingen [Hv11]: It was a fun idea, but it isn't necessary.

Internal

- ❖ The G drive will be completely migrated to Google Drive in 2024.
- ❖ We are investigating whether it is possible to get the server working.
- ❖ We get rid of unnecessary equipment.
- ❖ We look at other, more secure, options for Google Drive.

Website

The website will be scaled under the Digital Work Environment in 2024. We notice that it is a logical step to scale the website below, as all digital work will then fall under one responsibility.

The following goals have been set for the website:

- ❖ We improve the accessibility of the English website and look at the accessibility of the English speech computer.
- ❖ We are investigating the possibilities to improve the login system.
- ❖ We publish photos, general meeting documents, and agendas on the member's site.
- ❖ The 'vacancies' heading will be made more visible on the ASVA homepage.
- ❖ The ASVA website provides information about what it means to become an active member.
- ❖ The website will have a page with ASVA's positions and visions listed.
- ❖ We are working on creating a donation button.
- ❖ Adding a page with a referral function to other websites and useful links (such as wtfmoetikstemen and startjestudentenleven.nl).

Employee policy

A large number of employees are active within ASVA. In addition to general employee agreements, it is important to observe the culture in the workplace. For example, the board will actively ask each MO whether the employees need anything in the area of a physical working environment and volunteer hours will be recorded. To ensure that employees can use their volunteer hours, the board ensures that there are sufficient moments on which they can spend their volunteer hours. But also that all employees are seen and spoken to at the beginning of the year. In September 2023 this proved to be extremely effective and desirable. It is important to keep this up. This means that an employee interview will take place a total of three times: in September/October, January/February, and April/May. This agreement, among other things, will lead to a committed board and a good working atmosphere.

Other goals for this year are:

- ❖ This year, the Vice President is actively monitoring volunteer hours.
- ❖ We aim to organize a tidying and cleaning day ~~quarterly~~ every month on which employees can spend their volunteer hours.
- ❖ The vice-chairman schedules introductory meetings at the beginning of the year (September) where employees can get to know their new manager.

Met opmerkingen [Hv12]: Monthly isn't necessary, so we made it quarterly.

Professionalization

This portfolio is only one year old and is used to monitor some smaller projects. Last year it mainly consisted of the financial plan and changing the articles of association. This year it consists of somewhat smaller projects and we have also brought the Process Management Policy Plan and Framework Policy Plan portfolios under this umbrella portfolio. Once most goals have been achieved, we try to transfer the smaller tasks to other portfolios or a function. This portfolio will therefore become redundant at the end of the year.

In concrete terms, we want to achieve the following goals:

- ❖ We check whether ASVA's policy to be implemented is by the long-term documents, such as the ASVA Transition Plan and the Vision Documents.
- ❖ We check again that each portfolio is provided with a sub-budget, to provide more clarity on what the budgeted money can be spent on.
- ❖ We are going to revise the Internal Regulations.
- ❖ We are going to revise the GMM regulations.
- ❖ All vision documents that have not yet been written off will be written off.

Association Committee (VeCo)

Our association committee succeeds every year in planning fun activities. The activity weekend is a recurring success. In addition to this, the VeCo organizes even more fun activities throughout the year, such as Friendsgiving in 2023 and the VeCo provides food after every employee meeting. Because the VeCo does many things, it is undesirable to make firm agreements about when, for example, the Insider will be sent out. In addition, we want to make the VeCo activities as inclusive as possible and ensure that everyone has a chance to participate in an Activo weekend or another major activity. In this way, we want to make it possible to give a small donation to people who can less easily afford it. In concrete terms, we want to achieve the following goals:

- ❖ Four issues of the Insider will be released in 2024.
- ❖ We make it possible for assets to spend more in solidarity for VeCo activities so that assets that are less fortunate can also participate.
- ❖ We actively ask the invitees what they need to make the activity accessible.

Lustrum

Next year ASVA will celebrate its 80th anniversary. That's why it's time for a 16th lustrum. To start on time, it is important that a Lustrum committee has been



established before September 2024 and an anniversary plan has been drawn up. We also notice that the documentation from the previous lustrum cannot be found and/or other documentation has been scattered. This is why we want to create an integrated white paper for this portfolio.

- ❖ We will set up a lustrum committee in 2024 that will be responsible for organizing the upcoming lustrum.
- ❖ This year we will produce an integral lustrum White Book so that subsequent boards have a plan for the organization of the next lustrum.

Activobinding

'Activos' is the term we use for members who are active members of ASVA. This means that, for example, they: participate in committees, volunteer, attend GMMs, come to ASVA events, or commit themselves to the student union in some other way.

Currently, this group mainly consists of (former) employees. This is not sustainable for the long term. It is therefore important to encourage our paper members as much as possible to become active members. In this way, ASVA can continue to exist sustainably, maintain its legitimacy, and work for Amsterdam students in more places. More active members also means more capacity to organize.

In concrete terms, we have the following goals on this topic:

- ❖ ~~We involve volunteers and activists more in organizational processes so that they feel connected to ASVA.~~
- ❖ We encourage volunteers and activists to attend GMMs.
- ❖ We discuss the involvement of our members at least once a quarter at our board meeting.
- ❖ We organize more events during the day to sufficiently involve members who live far away in our activities.

Met opmerkingen [Hv13]: Is too vaguely worded and therefore no longer necessary.

Search Commission

The previous board assured us that ultimately we only have one policy goal and that is to find a new board. It is therefore important that there is a good Search Committee. Our goal is to create a diverse and competent new board that is a good reflection of the Amsterdam student population. We try to achieve this by achieving the following goals:

- ❖ We are committed to having at least 1 MBO student and 1 InHolland student in the SearchCo.



- ❖ We explicitly look for students with a diverse background.
- ❖ We ensure smooth communication with the information team by having a board member from this portfolio in the Search Co.

Application Committee

To avoid previous pitfalls, we want to make a few changes to the applications this year. We were first told that clear communication was needed for the SearchCo so that it could better estimate how much work still needed to be done. We will also focus on greater social safety by having the confidential counselor actively present during the entire process.

In concrete terms, we focus on the following goals:

- ❖ There is at least 1 mbo graduate in the SoCo.
- ❖ The job profiles will be approved no later than the GMM in February.
- ❖ A clear indication is passed on to the search team about the number of incoming applicants. This can give the search team a better indication of how much effort they still have to put in.
- ❖ We make a confidential counselor available to the applicants, who will be present at every step of the application process and can serve as an independent base for the applicants.
- ❖ We provide participants with information about the team day in advance and allow them to indicate needs.

Training period B80

Another recurring theme within ASVA is the training of the new board. Not too unimportant. It is therefore important that the training period gives the incoming board a strong start to an active ASVA year. To prepare for this induction process, it is a requirement that the current board actively maintains white papers throughout the year with important points of attention for its successors. Before August, we completed the planning for the training month (as much as possible) and communicated this with the incoming board to provide as much clarity as possible about what B80 can expect from the training.

Just like in the training period of B79, B80 receives a wide range of training on substantive topics as well as more practical skills and personal development. In addition, B79 ensures that, after B80's appointment, they are available as much as possible for B80 to answer questions and/or discuss matters.

A major goal for training B80 is that they are ready to go when they start. This means, among other things, that fixed meeting times have been set, registration with the Chamber of Commerce has been arranged as much as possible, all accounts are transferred and the appointments in the agenda made by B79 for B80 are given a clear description. B79 also ensures that each board member receives an overview of current projects and which practical tasks they can immediately take up in September.

In addition to the fact that B79 has goals for after the application and before the application, there are also goals for during the application. It is very important that the incoming board can get along well with each other, the employees and volunteers, and the work at ASVA.

Below are our goals for training this year:

- ❖ During the training period we will pay more attention to the work in practice. We do this by scheduling more frequent moments where the board takes its successors into account in the tasks they have to perform.
- ❖ White books are supplemented with concrete tasks or projects that can be tackled in the first month.
- ❖ The previous position holder is a buddy for the new board, who takes on a coaching/guidance role.
- ❖ We ensure that every week there is a moment for social bonding for the new board, where B79 is preferably not present.

Acquisition

Acquisition is a new portfolio that was created following the Financial Plan. ASVA will eventually have to generate more income to continue to function at the same level. The purpose of this portfolio is to look for new forms of income. This could be, for example, by entering into partnerships with workers' unions, educational institutions, housing associations, or commercial companies. We believe it is important that in new collaborations, and especially collaborations with commercial companies, we consider whether the goal of the organization falls within the moral frameworks of ASVA and does not get in the way of ASVA's goal. First of all, we want to focus on collaborations with non-profit organizations with a social goal.

Furthermore, income can also be increased in the short term. There are many different funds or subsidies available for one-off, temporary projects. So far, ASVA has often not used this. This portfolio will also focus on this so that no income is missed.

We are trying to obtain new sources of income this year. Our goal is to enter into at least one new collaboration in exchange for a subsidy. We achieve this by:



- ❖ Set up an acquisition committee whose task is to enter into new relationships with external parties and strengthen current contacts.
 - In addition, the acquisition committee will actively look for one-off funds or subsidies that can be applied for ASVA events and activities.
- ❖ We will enter into at least one new collaboration with a subsidy of €5,000 per year or more.
- ❖ To draw up a framework of which organizations we do and do not want to work with.
- ❖ Focus more on donations and organize a “support ASVA week”.