

Proud to B3!

EUI LGBTQIA+ Staff Network

Purpose

1. The Proud to B3! EUI LGBTQIA+ Staff Network aims to empower lesbian, gay, bi, trans, non-binary, queer, intersex, asexual or questioning EUI members by providing a safe and supportive environment where everyone can feel free to express themselves.
2. The Network is open to all persons who identify as LGBTQIA+ who are working at the EUI. It also welcomes EUI members who wish to be allies of the LGBTQIA+ community, i.e. someone who supports LGBTQIA+ people and defend them against discrimination.
3. Proud to B3! operates in cooperation with, and does not substitute, other EUI groups or initiatives who stand for LGBTQIA+ rights and create safe spaces for LGBTQIA+ people at the EUI.

Aims and Objectives

4. The Network aim is to enhance opportunities for networking and raise awareness on LGBTQIA+ issues among the EUI community, with particular focus on the staff experience. It further aims to create a network of visible role models and points of contact at different levels of the EUI organisation.
5. The Network will provide a forum to:
 - (1) Support EUI LGBTQIA+ Staff, and any other EUI members who contact us, including signposting staff to internal EUI support mechanisms and services where available, and advocating for additional support where these are not available.
 - (2) Organise social and networking events and initiatives for LGBTQIA+ EUI members and their friends.
 - (3) Provide a space for staff and other EUI members to raise concerns or share their thoughts and feelings by respecting their confidentiality.
 - (4) Engage with other EUI LGBTQIA+ groups or initiatives, and other initiatives raising visibility on underrepresented groups at the EUI, to share resources, information and good practice.
 - (5) Engage with local LGBTQIA+ groups, EU agencies, and other Higher Education institutions (e.g. CIVICA alliance partners) to organise joint initiatives and explore opportunities outside the EUI.
 - (6) Raise awareness on issues concerning sexual orientation, gender identities and gender expressions at the EUI and beyond.
 - (7) Provide learning opportunities for allies of the LGBTQIA+ community.
 - (8) Advance proposals for reviewing existing policies and procedures or formulating new ones.

Structure and Membership

6. The Network is represented by a committee of volunteering members of staff.

7. Membership is open to all administrative or academic staff working at the EUI who define themselves as LGBTQIA+, and any administrative or academic staff who consider themselves to be allies of the LGBTQIA+ community.
Associate membership is open to all other persons with links to the EUI, such as researchers, fellows, students, partners of the Network members.
8. We are inclusive of people with multiple identities and particularly welcome members from marginalised and underrepresented groups.
9. To join the network, please send an email to ProudtoB3@eui.eu¹, and you will receive a membership card! Please specify your status with reference to the categories listed at par. 7. There is no tuition fee to become a member of the Staff Network.

The Network as a Safe Space. Conduct as members of the network

10. The Staff Network meetings are intended to be non-judgemental and safer spaces for LGBTQIA+ people. There is no expectation that you share why you have joined our mailing list or attended our meetings. However, all contributions and interactions, including on social media and via emails should be respectful of other members, especially when opposing views are held. That said, there is a zero-tolerance approach for discrimination or prejudice towards another member based on underrepresented or marginalised characteristics or identities (e.g. transphobia, homophobia, racism, ableism, sexism etc.). Where one or more of these rules is breached, members should follow the [EUI policy on harassment, sexual harassment and bullying](#). If you choose to actively participate in the meetings, through the mailing list and/or on social media, you must be aware that your identity and engagement with the Network will be visible to others.

The meaning behind Proud to B3!

11. The name Proud to B3! encompasses multiple meanings that we believe are indicative of some of the experiences lived by the LGBTQIA+ community.
First, it aims to convey the sense of pride that LGBTQIA+ individuals feel in being and expressing whom they are. It also wants to relate to the historical meaning that the term 'Pride' has for the LGBTQIA+ community. Being proud as an LGBTQIA+ person is not always easy, and does not always happen naturally: it may carry with it challenges, discrimination and various forms of oppression to be faced. Being proud to be themselves is a journey of continuous development made of wonderful highs, but also difficult lows.
12. We choose to B3 proud with an inverted E and an exclamation mark.
The 3! is the existential quantifier, a mathematical symbol, and together with the exclamation mark means "exists and there is only one" (*esiste ed è unico*). And who is each and every LGBTQIA+ person, if not someone who exists and is unique?

¹ Personal data will be processed in accordance with the EUI's Data Protection Policy (President Decision No. 10 of 18 February 2019).

Proud to B3! seeks to be a comforting space in times of joy as well as sorrow for EUI members. Proud to B3! with an exclamation mark (!) encapsulates exactly that: the excitement, the hardships, and everything in-between.

We left the sentence Proud to B3! open, as everyone can be proud of whom they are, were they a member of the LGBTQIA+ community or an ally in the journey towards equity and inclusion. As LGBTQIA+ people, we need and welcome allies to travel with us along this path. Furthermore, identities and expressions are ever changing: there will probably be many more words describing what to be proud of in the upcoming years, and Proud to B3! looks forward to seeing what the future holds for the LGBTQIA+ community as it is and as it will become.