



BABYLON

STUDY ASSOCIATION

SEMI-ANNUAL REPORT 2021-2022

ACCESSIBLE, AMBITIOUS, ABIDING

Foreword

Dear reader,

In front of you lies the Semi-Annual Report of the thirty-third board of Babylon. This report includes a reflection of the matters concerning Babylon for the first half of the academic year of 2021-2022.

The aim of the past half year was to get a good start and to maintain and improve the image and reputation of Babylon amongst all its stakeholders. While doing this, the long-term and short-term goals, which can be found in the Policy Plan of 2021-2022, were kept in mind. This report describes to what extent the set objectives have been met and how the thirty-third board furtherly aims to reach them in the future.

Furthermore, this report will give an insight into the way things are or have been organised in the past. Successes and possible improvements will be critically evaluated. The current board is devoted to providing its members with an honest and genuine reflection of their work so far.

Hopefully, this report provides a sufficient overview of Babylon's line of work, but naturally, the board welcomes all questions and remarks.

Anna Bos	-	Chair
Imke Janssen	-	Secretary
Job Coehorst	-	Treasurer
Sanni Granqvist	-	Commissioner of Internal Affairs
Rianne Zwarts	-	Commissioner of External Affairs
Nathan Miango	-	Commissioner of Activities

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1. Proceedings in long-term goals of Babylon

The thirty-third board has written a Policy Plan before the start of the academic year, which has been approved during the Change of the Board General Member Meeting of 8 July 2021. In this report, four long-term goals were described and discussed, namely:

- Strengthen the bond between Babylon and its members and attract new members;
- Strengthen the bond between the association and external relations;
- Improve the professionalism of Babylon;
- Improve and strengthen the image of Babylon.

The following paragraphs will briefly reflect on the progress that has been made within these goals, and attention will be paid towards the most important short-term goals that belong to them. The thirty-third board surveyed its members in January 2022. The purpose of this survey was to have a better insight into what needs to be improved in the second semester, but also what went well in the first semester. A total number of 62 people completed the survey, of whom ten were international students. Of the respondents, 45% were first-year students, 31% were second-year students, 4% were third-year students, 4% fourth-year students, another 4% were fifth-year students, 10% were (pre-)master students and 2% were graduates. A part of the results of the survey can be found in the following paragraphs.

1.1 Strengthen the bond between Babylon and its members and attract new members

A strong connection between the members of Babylon and the association is essential because the members are the reason Babylon exists. Therefore, despite being in a pandemic, the thirty-third board aimed to make this connection stronger throughout the past half-year. This is furtherly explained in the following paragraphs. As mentioned in the Policy Plan, the thirty-third board is well represented in terms of year layers of the study programme, the CIW and IBC programme, and the presence of an international member. As already expected beforehand, this was a good composition that sufficiently meets the division of students in the entire CIS programme.

1.1.1 Orientation Week

Acquiring new members for the association was especially important in the first weeks of the new academic year. For this reason, the board put much effort into the Orientation Week, to gain awareness of the new potential members and recruit new members from the start. This year, the thirty-third board was fortunate to have had an almost normal Orientation Week. The entire board participated in the Orientation Week: two board members participated as committee members and the rest of the board participated as mentor parents. Babylon was promoted in various ways. Firstly, Babylon was introduced on the first day when the committee handed out goodie bags. This seemed to be very effective, as many people immediately signed up to become a member. Secondly, a presentation was given in which the added value of becoming part of the association was explained, and important activities, for example, the Information Session for international students, the Committee Market, the first *borrel* and CIS in the Field, were

mentioned and promoted. Besides that, all board members tried to approach as many potential members as possible and kept on promoting Babylon. In addition, the board requested all the mentor parents to promote Babylon as well. Twenty-four out of the forty survey participants took part in the Orientation Week. For most people, the Orientation Week aligned with their personal interests. Most people also got a better insight into the study and got integrated into Nijmegen because of this week. Of the first-years that filled in the survey, 50% felt that they missed out on the Orientation Week and felt like they would have had a better start for their study if they had participated.

1.1.2 International members

Following the policies of the previous boards, the thirty-third board continues to try to strengthen the bond between the international members and the association. For a few years, all the committees have been available for international members and the main language of the association is British English. Babylon has a total of 20 international Active Members this academic year, which is eight more than in the academic year before.

The International Committee has continued its mission to bring together international and international-minded Babylonians and has proven to be rewarding for the members. The International Committee will be further elaborated on in section 4.7.

To be able to keep improving the important process of the internationalisation of Babylon, the thirty-third board wanted to know the opinion of the international students on certain matters. That is why there were certain questions specifically directed at international students in the semi-annual survey that was distributed. In total, 6 international members filled in the survey and helped the board gain more insight into their view of Babylon. Generally, the responses to the Dutch lessons provided by the International Committee were positive. Moreover, some of the responses mentioned that the International Committee provided a safe space for the international students and it encouraged them to speak English. They did mention, however, that it would be nicer if everyone spoke English during the activities and that they felt that Babylon was slightly hard to get into, due to the Dutch spoken by some of the members. The board works hard on creating an atmosphere where everyone would feel comfortable and encourages people to speak English in all situations, especially when internationals are present. This atmosphere is created by the fact that English is always spoken by the board members and speakers at activities. Additionally, a comment was made that having an international board member has made the international students feel more welcomed and has encouraged them to join the activities.

A few international activities have been organised during the year and they have been considered as successes. Firstly, the Get-Together International Event at the beginning of the academic year gathered many participants from first-years to master students. Additionally, the Babylon Magazine has a section to put international students and their experiences in the spotlight.

Babylon has strived to find new ways of making the association even more international and has been in contact with several international-minded parties. Firstly, Babylon was approached by ISON (International Student Organisations Nijmegen), asking whether Babylon would like to collaborate with them for an event. Babylon has shown its interest in collaborating with them, but for now, no event has been planned. Additionally, ILLSA (International Language & Linguistics Students' Association) has approached Babylon and

invited Babylon members to participate in their events. At the moment of writing this report, the form of collaboration with ILLSA is being looked into.

1.1.3 (Pre-)masters

For a long time, Babylon had difficulties reaching out to and attracting (pre-)master students. The Orientation Week does not include (pre-)master students anymore, which challenged the thirty-third board to find other ways to approach these students. The thirty-third board is happy to have eleven Active Members who are (pre-)master students. Moreover, a WhatsApp group chat was created and made accessible to all (pre-)master students interested in joining it. The group has 42 (pre-)master students in it and information about activities and such are being shared in the group. As mentioned in the Policy Plan of the thirty-third board, Babylon tries to connect all of its members and does not organise separate activities for the (pre-)master students, with the exception being the Master Trivia Night at the beginning of the academic year to introduce the (pre-)master students to Babylon. The thirty-third board aimed to give them a chance to get to know Babylon and their fellow students even better. Unfortunately, the turnout of the activity was rather low and only eight (pre-)master students showed up. However, most of the people who did participate in the activity, are now Active Members within Babylon. Next time, it might be better to promote the activity even more and start the promotion earlier, which could lead to a higher turnout. Moreover, we could have promoted the activity more via word-of-mouth by personally approaching the (pre-)master students.

1.1.4 Communication tools

- The website:

The website has been improved in various ways. First of all, the homepage was changed, since it was a bit unstructured and words were crossing each other. The Babylon Magazine has been added to the homepage to promote reading it online. Additionally, the different forms for becoming a member and creating an account have been made more distinguished. This way it is easier for everyone to understand how to become a member and how to create an account for the website. Furthermore, there was a privacy issue regarding the Dutch version of the website and the pictures. It came to our attention that the pictures on the Dutch version of the website were not protected by a login screen. As soon as this came to the board's attention, it was changed. There were some issues with the data storage of the website. Therefore, the Secretary of the thirty-third board and the Treasurer of the thirty-first board contacted Smallhold. They have helped to reduce the storage of the website. There were also some small issues with the mobile and the laptop version of the website that have been solved immediately so that now both platforms are functioning properly.

- Social media:

The WhatsApp groups for first-years, Active Members and (pre-)master have been made. The board has seen that the group for the first-years is very effective. The WhatsApp group for the (pre-)master students is not very much in use. Sometimes a question is asked, but overall there is not a lot of communication between the students in this WhatsApp group. Additionally, Instagram has been used regularly. The thirty-third board has received a lot of positive feedback about the Instagram page of Babylon. Instagram is used almost every day, however, the board is making sure that it is not too overwhelming for the followers. The reels are also doing well and create quite some

exposure; the board is planning on using these during the rest of the board year. The board has also encountered that a lot of members approach them via Instagram DM. This is an easy way to get into contact with Babylon and the board is responding to them as quickly as possible. The content for the social media has been mostly made by the Secretary and the Graphic Design Committee. However, other committees and board members have also contributed to the division of the work. At the beginning of the year, the content was not checked carefully enough, which resulted in some grammar and/or spelling mistakes. Often, a board member or an Advisory Board member pointed those mistakes out, after which they were corrected. Now, the content is checked better and flaws occur less often.

- *Babylon Magazine:*

The thirty-third board decided to continue publishing the Babylon Magazine in a printed, paper format and an online format on the website. Regarding the results of the annual survey of the thirty-second board, most members of Babylon were not aware there was an online version of the BM on the website. Therefore, the board has put the online version of the BM on the homepage of the website and has promoted the online magazine on Instagram. Additionally, the thirty-third board has ended the current contract with BladNL. The board has decided to only print 3 editions in the year 2021-2022. The last edition of the BM will be in April. This edition will contain a QR-code which allows members to unsubscribe from a printed version of the Babylon Magazine. The board chose this option since a lot of people still like to read it on paper. The board will promote the QR-code well on Babylon's socials to make sure that the people who do not want it anymore will unsubscribe themselves. Furthermore, in terms of sustainability, there has already been an improvement since there are fewer editions. The thirty-fourth board will hopefully continue the BM with the information they will receive from the thirty-third board. This information will contain the number of sign-ups for a printed magazine. In the upcoming year (2022-2023), there will only be 2 versions of the BM printed, which will contain 40 pages each. One will be a winter edition and the other one a summer edition.

1.1.5 Active Member Evening

Unfortunately, the first Active Member Evening had to be cancelled last minute due to a COVID-19 exposure. The board had chosen not to do an online alternative for two reasons. Firstly, the activity was well prepared and it was allowed to take place according to COVID-19 regulations at the time. The activity had to be cancelled a few hours before the event was to start, which gave the board too little time to come up with a fun activity to thank the Active Members. An online alternative had not been planned, since initially there was no reason for the activity to be cancelled. Moreover, the board worried that an online alternative would be less fun than an activity in real-life, especially since during that time, online activities could be replaced with real-life activities. Therefore, the board worried that the turnout was going to be less since they expected that people would not prefer to participate in another online activity. In the meantime, the board has informed the members and has let them know that they are planning on organising a new evening. The preparations for the activity have already been done and the new date has been communicated to the Active Members. The activity itself will remain a surprise.

1.1.6 Activities organised by the board

At the beginning of the year, when the committees had not been formed yet, the board was in charge of organising three activities herself. Firstly, the first *borrel* had to be organised by the board. The current Commissioner of Activities thought that normally,

the old Committee of Informal Activities would do this. They did not react positively at first, but after some conversation, they turned around. The current Commissioner of Activities thinks it is smart to announce to the current CIA that it would be nice if they can organise the first *borrel* during the next academic year. The first *borrel* of this academic year was a great success. There were 160 sign-ups and Stretto was full after the first hour. This is because one of the four free kegs assigned by Molenstraat was used. People were very enthusiastic about the *borrel*, and in turn, enthusiastic about Babylon.

Another activity the board organised was the Second-Year Activity. This activity was organised for the old first-years (i.e. second-year students) who missed out on a lot of activities and their own Orientation Week due to the COVID-19 pandemic. The board provided drinks, made the promotion, made a programme and gave the second-years goodie bags. Looking back, this activity could have been organised a bit better beforehand, since there were some issues with the groceries (i.e. overestimation of people drinking alcohol) and the budget. Moreover, many people did not show up and/or signed out at the last minute. However, many of the participants ended up becoming Active Members after this event, so the board was very pleased about this matter.

Lastly, the board organised the Master Activity. This way the board wanted to show that they also think about the (pre-)master students, a demographic the board cannot reach easily. More information about this activity can be found in section 1.1.3.

1.2 Strengthen the bond between the association and external relations

1.2.1 Keeping in touch with sponsors

As expected, it is challenging to meet in person with sponsors and other external parties due to the COVID-19 measures. Nonetheless, the contact with most external parties has been going well. Most parties are willing to (video)call instead of having contact via email.

1.2.2 Recruiting new sponsors

As expected, due to COVID-19, finding new sponsors is challenging. However, in the past half year, three new sticker deals have been added, which can be found on the website and the Instagram of Babylon. The search for a new financial (head)sponsor is yet without any luck, but in the upcoming half year, the thirty-third board will continue to actively approach new possible sponsors. A group chat has been created so that the board can share their suggestions with the Commissioner of External Affairs.

1.2.3 Strengthen the bond with (sister) associations

There have been a few instances of contact via Zoom with the sister associations. The contact has mainly consisted of getting to know each other and communicating the latest updates about the Congress. The board has travelled to Groningen to visit Commotie at their Constitution Drink and has visited the Constitution Drink of Mycelium in Nijmegen as well. Moreover, the board has had drinks with SV Contact of Utrecht as well. It was a goal to visit as many sister associations as possible, but unfortunately, that has not been possible because of other important Constitution Drinks in Nijmegen or COVID-19. Despite these obstacles, contact with the sister associations is sufficient. The Sister's Day has not taken place yet, but the thirty-third board is eager to get to know everybody in

real life if the COVID-19 regulations allow it. A project that has bonded most of the sister associations is the joint blog ToCommunicate. The participating associations have been divided into three committees: Content, Design & Social Media. Babylon is in the Design Committee and the Chair has the responsibility on behalf of Babylon. The blog went live on 20 January.

As for the contact with other associations in Nijmegen, the board has gotten to know a lot of boards at the Constitution Drinks in September, October and November. When COVID-19 regulations allow it, they are planning to meet up with a few of those associations. The board feels that they are now a familiar face for most boards in Nijmegen.

1.2.4 Business Gift

There have been a few activities where Babylon has given the business gift to external parties. A few of these activities have been, for example, CIS in the Field and the Alumni Speed Dating Event. The gift itself consists of a piece of growpaper and a notebook. The external parties responded well to the gift. Therefore, the thirty-third board is positive that in the second half of the year the gifts will be representable as well. The board expects to give out more gifts in the second half of the year with all the formal activities planned.

1.2.5 Local Pub

As mentioned in the Policy Plan, due to an external party buying Malle Babbe, Babylon lost the Malle Babbe as their local pub. The board had to explore other options. There were several options, but after multiple conversations with the Molenstraat, it was decided to stay in the Molenstraat. They came with a good counteroffer, and the board took into consideration the status of the Molenstraat. Babylon was assigned the Stretto as their local pub. The board was sceptical at first, but the Stretto turns out to be a good alternative. So far, the *borrels* in the Stretto have been a great success.

1.3 Improve the professionalism of Babylon

The professionalism of Babylon shows through the association's communication and behaviour. It is important to come across as professional as possible since this will make the association more appealing to both internal and external (potential) partners. The following paragraphs provide more information on how the thirty-third board achieved this.

1.3.1 Professional communication

The Policy Plan stated that the thirty-third board will send a script to all committees at the beginning of the year to ensure the corporate identity of Babylon. This has been done and all the committees use the house style of Babylon.

The thirty-third board also rewrote the House Regulations to improve the professional character of the association. This idea came to light during the Annual GMM of the academic year of 2020-2021 when the thirty-third board was advised to rewrite the House Regulations as an additional project. The regulations have been created by looking at the Statutes and House Regulations of other associations. Throughout the past half year, the board has worked hard to make sure the regulations accurately represent Babylon. The House Regulations will be presented together with this report.

1.3.2 Privacy

The Board made it one of their priorities at the beginning of the year that all committees were aware of what can and cannot be shared via a shared Google Drive. The sponsor members of all committees know how to reach them with questions regarding privacy issues. The Commissioner of External Affairs also makes sure that the board takes the privacy rules into account.

1.3.3 The Babylon Room

The Babylon Room is located on the 12th floor, room 9 in the Erasmus building (E12.09). The opening times of the room depend on the COVID-19 regulations that are in place. At the beginning of the year, the room was open for everybody. However, there was a maximum of how many people were allowed to visit the room at once. Later on, regulations allowed for everybody to come to visit the Babylon Room without a limit of visitors. Members regularly came by for a question, a chat, or to simply chill on the couch. This way, the Lunches were able to take place. Unfortunately, the latest COVID-19 measures have not allowed the Babylon Room to be opened for members. Following the example of the thirty-second board, members can make appointments via the website. They can specify with whom they want the appointment, when they want the appointment and why they made the appointment.

Similar to previous years, the regular opening hours of the Babylon Room are from 10.30 AM till 4.00 PM and on Fridays from 12.00 PM till 2.00 PM. The Babylon Room will be reopened as soon as the measurements allow it. The board will then be present in the room following the schedule they made and all members are welcome to visit during these open hours.

1.3.4 Clothing

The board has purchased suits, blouses, T-shirts and vests. All clothing has been printed with the first and last name, the board position and 'XXXIIIrd board of Babylon', except for the suits. The suits have been worn to Babylon's General Member Meetings, Constitution Drinks and graduation ceremonies. The suits are worn with pins in the shape of a moon that are handed over from board to board. The blouses were worn to the other formal events, such as CIS in the Field and the workshop. The T-shirts and vests were worn during informal events. To warrant the professional image as well as the accessibility of the board, the board will continue to adapt their clothing to suit the activity attended.

1.3.5 Business cards

The thirty-third board has purchased a small number of business cards to hand out to external relations, intending to expand the network of Babylon. The contact information of the Chair and the Commissioner of External Affairs are on there, as they are often the most relevant to external parties. The business cards are in Dutch with the English translation of the titles underneath them, so that it is accessible for both Dutch and international contacts. The business cards have been handed out to about nine companies. The board has experienced the business cards as easy to hand out and as a good way to maintain contact with the companies. Moreover, they agree that the cards warrant the professional image of Babylon. Therefore, the thirty-third board would advise the thirty-fourth board to also order a small stack of business cards.

1.4 Improve and strengthen the image of Babylon

Over the last few years, a lot of effort has been put into fortifying the positive image that external parties and members of Babylon have of the association. The thirty-third board is continuing to do so. The main goal is to maintain a positive connotation with Babylon.

1.4.1 Companies and organisations

The members of the thirty-third board set a goal for themselves to receive and welcome speakers in a neat, friendly and professional way during formal events. This will improve the bonds with the companies and improve the image of Babylon. So far, this has been done successfully. Speakers at CIS in the Field have had a pleasant experience, as well as the speaker of the Workshop with Argus Productions and all the Alumni that have participated in the Alumni Speed Dating Event.

1.4.2 Study and student associations

The thirty-third board believes that regular contact with other associations can be of great value for Babylon. Therefore, proactive behaviour is encouraged. In previous years, Babylon cooperated with other associations in Nijmegen to organise Inglorious, BaMyPo and the annual Prom. This year's first BaMyPo party took place in November at the Molenstraat together with Mycelium and Postelein. Unfortunately, the board members of Babylon had been exposed to COVID-19 the day before, so as a precaution the board decided to quarantine and the Committee of Informal Activities was in charge on behalf of Babylon at the party. Moreover, no Inglorious parties have taken place yet due to the COVID-19 pandemic and the regulations around it. However, there are other Inglorious and BaMyPo parties scheduled for the second half of the year. The Prom will be organised in collaboration with Postelein and Mundus this year. It was supposed to take place in February, but due to the current unstable COVID-19 situation, the Prom Committee decided to move it to April.

Babylon has been present and has actively participated in other events organised to get to know other associations, such as several activities organised by SOFv and LETO. The thirty-second board also made initial contact with RUIS (HAN Communication) to make way for possible future collaborations. They had not been able to contact RUIS and after multiple attempts, the topic was left behind. However, RUIS has recently changed their board and the thirty-third board is planning on trying to contact them again about possible collaborations.

1.4.3 Members and other students

Preferably, members and other students regard Babylon as an organisation from which they can expect support and where they can ask questions about various subjects. Moreover, their perception of the association should include terms such as 'professionalism', 'innovative' and 'unity'. The overall perceived opinion about Babylon appears to be good. The Semi-Annual Survey showed that Babylon has got a positive image among members and other students. Most of the members believe that Babylon is very accessible and fun, as well as professional and interesting. They also note that Babylon is an outgoing organisation with outgoing people. Most members also found that the variety of the (online) activities was either neutral or sufficient. All in all, the image of Babylon among members and other students is what the thirty-third board aimed for.

1.4.4 Sustainability

As recommended by the thirty-second board, the thirty-third board decided to put focus on the sustainability of the association. As a result, the board has been striving to make Babylon more sustainable and has made some progress in achieving this goal. Firstly, all of the monthly Babylon Lunches have been made vegetarian and offered in paper plates/cups instead of plastic ones. Additionally, the board tried to get waste bins inside the Babylon Room, but it was not possible due to faculty rules. Luckily, the waste bins are right outside of the Babylon Room, so the members and the board can separate their waste there. It is currently not monitored by the board whether the members are dividing their waste when going to the waste bins, but trust that people can do it themselves.

Moreover, the Study Trip Committee has chosen a destination to which they will be travelling by train. Due to travelling more sustainably, the committee can seek higher travel subsidies for the trip. The thirty-second board had a meeting with the Green Office but mentioned that they did not receive many useful tips from their end, hence only emails have been exchanged between Babylon and the Green Office this year, but no meeting has taken place. The thirty-second board also signed the Sustainability Covenant offered by the Green Office in which it is stated that Babylon has the intention to be more aware of being sustainable and the thirty-third board has kept up with this matter.

Furthermore, the thirty-second board had purchased whiteboards to be used in activities instead of paper. The whiteboards were received only later in the year and ever since there has been no need to use them. The board will opt to use the boards instead of paper in future activities. Besides, the declaration forms are filled in online, so no additional printing is needed. The board has used the leftover merchandise sign up papers from the Orientation Week in the Babylon Room in order not to waste them and members have reacted positively to them, as seeing the paper gives them an active reminder about the merchandise. Additionally, vegetarian recipes have been shared on Babylon Instagram during the Foody Friday rubric and recycling has been encouraged by e.g., the Book Exchange initiative that took place before Christmas. The board has reached out to sustainable study associations in Nijmegen, but by now, nothing fruitful has come out of their conversations. However, the second semester offers the board new options to focus on sustainability. For example, there is an upcoming Company Visit in April focusing on sustainability and events like the Weekend can put a lot of focus on this matter as well.

Furthermore, the board aimed to reduce all excessive paper usage and one thing they wanted to change was the one-use Cantus Codex booklets that in the past have been printed separately for each Cantus organised by Babylon, also creating a lot of paper waste. The thirty-third board has resolved this issue by creating a long-term Cantus Codex booklet with durable paper that can be used for many years in time. The Cantus Codex consists of 52 pages and is printed on A5 form on durable and waterproof paper. The songs within the codex have been chosen by the board, inspired by previous codices, and the members were given a chance to contribute their favourite songs via an Instagram poll. This initiative was accepted in the General Member Meeting of 8 July 2021. The process of creating the Cantus Codex has been longer than expected. Firstly, there were struggles to find funding for this project as creating these long-term codices turned out to be quite a large expense for Babylon. This is why the board decided to reach out to the Department Board of the Faculty of Arts and after discussions, the Department Board agreed to fund a large part of the costs as they liked the project and

the idea behind it. The last months have been spent on the design and layout of putting all the songs together in a unified form. Some struggles were faced while trying to work on the margins of the codex and receiving a wrong sized test print, but at the moment of writing this report, the problems have been solved and the Cantus Codex is sent for printing.

2. General Affairs

2.1 SOFv & LETO

Babylon is a member of SOFv (Samenwerkingsoverleg Faculteitsverenigingen, English: Cooperation of Faculty Associations), an organisation that stimulates collaboration and transfer of information between study associations at Radboud University. The SOFv General Member Meetings are held every two months. During these meetings, relevant topics for study associations are discussed.

Babylon is also a member of LETO, an association that stimulates collaboration and transfer of information between study associations of the Faculty of Arts at Radboud University. Furthermore, LETO keeps Babylon up-to-date about faculty-related affairs. Moreover, LETO organises several activities for all the associations of the Faculty of Arts throughout the academic year.

The Chair and the Commissioner of Internal Affairs have the responsibility of attending these meetings and have attended every SOFv and LETO meeting this academic year. Luckily this year, there have not been any collisions between the SOFv and LETO meetings and Babylon's own activities in contrast to previous years.

Moreover, the board has been very pleased with the connections provided through both SOFv and LETO. SOFv has shown itself very useful by providing COVID-19 guidelines whenever the regulations have changed and LETO has shared faculty-wide information regularly. Besides the actual help from both of the parties, Babylon has created very good and friendly connections with both of them.

2.2 Advisory Board

The Advisory Board consists of three members of the thirty-first board, Dylan Zeevaart, Niek van de Minkelis and Thijs Buisman, and two members of the thirty-second board, Maud Weijers and Renée Christophe.

At this moment, the thirty-third board has had two formal meetings and one informal meeting with the Advisory Board. Another formal meeting has been planned. During the meetings, the thirty-third board and the Advisory Board have discussed topics such as managing each other's expectations and tips to help the current board. Other forms of contact have taken place through WhatsApp via a group chat including the Advisory Board and the Chair. In this chat, feedback for urgent matters and questions are exchanged. The communication with the Advisory Board is sufficient, although the communication can sometimes be misunderstood by one of the two parties. Regardless, the two parties always aim to communicate openly with each other and the thirty-third board has learned a lot from the Advisory Board. Besides the dialogue between the current board and the Advisory Board, the Advisory Board provides feedback through the weekly minutes of the current board's meetings.

Last year, the thirty-second board aimed to add a (former) board member from another study association to the Advisory Board. This idea was approved. However, during the Annual General Member Meeting, it appeared that the external member did not get enough votes to be included. The thirty-third board agrees with the views of the thirty-second board and aims to find a suitable external candidate for the Advisory Board next year. The board thinks that last year the relevancy of such an external member has been made clear, and hopes that this helps to gain enough votes for the member to be

included. The thirty-third board thinks that the addition of an external member contributes to looking at activities and issues from a different perspective. Other study associations might handle matters differently or more efficiently, of which Babylon could learn.

2.3 General Member Meetings

The first Financial General Member Meeting of this academic year was held at De Waagh on 13 September 2021. During this meeting, the Treasurer of the thirty-second board presented his Financial Annual Report and the Treasurer of the thirty-third board presented his budget for the academic year of 2021-2022. The Financial Annual Report and the budget were both not approved due to discrepancies between the budgets of the two Treasurers. On 4 October 2021, the Additional Financial General Member Meeting took place during which both the Financial Annual Report of 2020-2021 and the budget of 2021-2022 were approved.

2.4 Change of the board

In previous years, an Application Committee has been created to make sure that the whole application procedure is carried out without any bias. The thirty-third board will continue with this committee. The committee consists of the Chair and Vice-Chair of the thirty-third board and two members of an older board. The thirty-third board has personally approached the chair of the Advisory Board and has also collectively chosen for another member of the thirty-second board. Moreover, after having discussed the relevance of adding a member that has not participated in a board of Babylon with both the thirty-third board and the Advisory Board, the current board approached one 'regular' member of Babylon. However, the member has experience in other boards of Nijmegen, making her a valuable addition. This means that the Application Committee, similarly to last year, consists of five people.

The recruiting for the Application Committee went differently than in previous years. Earlier, the Advisory Board was asked to send in their letters to the board and based on those letters, the board could choose who they wanted to include. This year, the board discussed who they wanted to approach and approached those people via text. This is because they did not realise there was a different procedure during the previous years. However, the members of the Application Committee were all excited that we approached them, and in the end, the thirty-third board was satisfied with the committee.

As for the Application Committee itself, a group chat has been created in November 2021. The first meeting took place in January 2022, during which the procedure and the requirements of applying for a board year were briefly discussed. It is an advantage if a candidate is active within Babylon. However, this is not obligatory. Moreover, the Application Committee would like to have an international member on the board.

In the meantime, the thirty-third board has made a list of members who might be interested in doing a board year. They have divided on who is going to approach who, and have been doing so in the past few weeks to draw attention to the Board Interest Lunch which will take place on 15 February 2022. This lunch aims to introduce the interested candidates to the tasks and responsibilities of every board position.

Doing a board year for Babylon will be very well promoted. The board is currently

uploading a video and text on Instagram in which every member explains their functions and invites people to join the Board Interest Lunch. Moreover, the Board Interest Lunch will also be promoted in the Babbel of February and on social media with a separate post.

3. Policies per functionary

3.1 Chair

3.1.1 General tasks and responsibilities

The main task of the Chair is to make sure everything is handled accordingly as the Chair is ultimately responsible for everything that is organised and published under the name of Babylon. Besides that, she leads and coordinates the board and Babylon in general. One of the main tasks of the Chair is to lead the weekly board meetings. The board meetings mostly took place on a set day at the beginning of the week, with a few occurrences of having to reschedule a meeting due to the personal circumstances of a board member. Reschedules were done as carefully as possible, meaning that the rescheduled meetings often took place close to the original meeting day. Most board meetings have taken place via Zoom due to the COVID-19 regulations. So far, this has gone quite smoothly by utilising all that Zoom has to offer (i.e. the raise-hand function). Since the announcement of the thirty-third board in April, the thirty-third board has made sure to meet up every week, with the only exception being Christmas break. As for participation in the meeting, there have been a few instances when a meeting was forgotten or where somebody ran late. The Chair then called that person afterwards in which they could explain themselves and to make sure it would not happen again. The board members have kept their word since recently such events have not happened.

As for the meetings themselves, they run smoothly. At the beginning of the year, the Chair had to learn how to lead the meetings efficiently. Luckily, lately, the meetings have been as organised and efficient as possible, and everybody is included during those meetings. The Chair strives to send the agenda two days before the meeting so that everybody gets to see what will be handled during the meeting. The agendas have mostly been sent on time. One addition to one meeting was a feedback round where everyone could give everyone a tip and a top. This was done in an open, respectful way. Because of this, there have not been many tensions within the board that have not been talked about.

Furthermore, the Chair has provided the chairs of all committees with chair training at the beginning of the year. Exceptions were the committees where the role of chair is fulfilled by a former board member or an active member that has fulfilled the role of chair of a committee before. In total, the training took place on three occasions, so that every chair got the possibility to attend one. After the training, the Chair distributed an example of an agenda, which the chairs could use for making agendas for their committee's meetings.

Another task of the Chair is to monitor all the activities organised by Babylon's committees. She is doing this by reading all the minutes of the committees. On some occasions, the Chair has to ask for the minutes herself, but most minutes are sent by the chair, secretary or the coordinator of the committee. At the beginning of the year, the board decided to let the secretaries of the committees send the minutes. However, some chairs or coordinators of the committee took over this task. It has been like this for a while now, and so far it works fine.

The Chair has also attended the General Member Meetings of SOFv and LETO. There have been two instances where the Chair was not able to join, because of other board

obligations, such as the graduation ceremonies. In these instances, the Chair and Commissioner of Internal Affairs decided to split up, accompanied by other board members, so that both instances would be attended. The Chair and Commissioner of Internal Affairs have been invited to a handful of graduation ceremonies. The Chair has spoken at all of them, except for one time when she had no voice. Moreover, the Chair also got approached by a teacher if Babylon would like to speak at the graduation ceremonies for Master students as well. As a result, Babylon has also spoken at two Master ceremonies.

3.1.2 Babylon Band

The Chair is responsible for the communication with the Babylon Band. She has approached the contact person of the Babylon Band a few times. Two members have quit the band, but their positions have been filled and the band practises will start soon again. The Chair has asked if the Babylon Band needs her help with anything, but they are self-sufficient and all seems to be going well. There are no band performances planned, and that is also not the main goal of the band right now. The band likes to practice together, and if they feel comfortable and ready, they are always welcome to join an event. However, the board and the band have decided that that initiative lies with the band since they know when they are ready or not. The band practises had to be stopped due to COVID-19 regulations, but recently they started rehearsing again. During the past half-year, the band has changed their name from Babylon Band to Babylon Bangers.

3.2 Secretary

3.2.1 General tasks and responsibilities

The general tasks of the Secretary are, among other things, managing the member administration, the (e)mail, Babylon's website and the Facebook and Instagram pages of the association. Another important task of the Secretary is to write the minutes of the board meetings as well as the General Member Meetings and to distribute them. The distribution of the minutes has always been completed within the time set for it (48 hours). The strict media planning works well for the Secretary and almost all promotion material is finished in time. The Secretary sometimes has to mention to other board members and committees to hand in the form to order promotion material in time. This was not always done on time which resulted in the Graphic Design Committee not having time and the Secretary had to make the material herself.

3.2.2 The member file

The automatic function of signing up via the website saved the Secretary a lot of work. The Secretary only had to check all the data and approve a membership. Sometimes the data was not complete, for example, it missed a bank account. The Secretary did not approve those memberships yet and emailed the person first to make sure no members were added with missing data.

3.2.3 Minutes

As mentioned, it is the responsibility of the Secretary to write the minutes and this has been going well. The other board members write their own updates before every board meeting for more efficiency during the meetings. The board always checks the minutes before sending them to the Advisory Board. This happens every time and there are rarely any mistakes in the minutes. The Advisory Board sometimes addressed that a little more information could be given in the minutes. The Secretary has therefore asked the board

to give as much information when addressing something in a board meeting. Sometimes an update was very short and no more information was given which made it hard for the Advisory Board to understand or irrelevant. After asking the board members to give more detailed information about their updates it has been improved during the meetings and the minutes are now more elaborate.

3.2.4 (E)mail

The Secretary has been checking the email almost every weekday. The Secretary makes concept birthday emails for the whole week. This means that when she sends out the daily birthday emails, she also automatically checks her inbox. Emails that regard a date that the rest of the board should know about are sent in the planner WhatsApp group chat. Other important emails regarding the board are marked and will be addressed during the board meetings. The Secretary tries to respond to all emails as soon as possible.

3.3. Treasurer

3.3.1 General tasks and responsibilities

The general tasks of the Treasurer mostly consist of keeping track of the general cash flow of the study association. This is done by keeping track of all the money that comes in and all the money that goes out. The bookkeeping has to be up to date and is done in the form of: Conscribo (bookkeeping program), keeping track of declaration forms, keeping track of incoming invoices and making sure outgoing invoices are paid on time. The Treasurer must make sure that the study association stays financially healthy.

3.3.2 Budget

Two budgets for 2021-2022 were made at the start of the academic year. A 'normal' budget, and a 'COVID-19' budget. They both consist of the general budget and several committee budgets, based on previous years. However, in the COVID-19 budget, lower sponsor incomes were budgeted. This year, Babylon will indeed receive less sponsor money, due to activities that cannot take place because of the ongoing COVID-19 pandemic. However, as of January 2022, the budget is still in positive results. All committees are financially healthy and there are no committees with significant financial issues. In the following paragraphs, the most important subjects, such as the revenues and expenses, the contact with committee treasurers, the merchandise, the Study Trip Committee and the Prom Committee, will be discussed.

3.3.2 Income

- Member contribution

The annual contribution is one of Babylon's most important sources of revenue. In November 2021, an email was sent to all members about the collection of the annual contribution. This email stated that the money would be collected from the member's bank account by direct debit. This direct debit was partly executed successfully. However, the money could not be collected from all members, due to problems with foreign accounts or insufficient funds in said accounts. In addition, around 20 IBANs were missing. The members whose IBANs were missing have been sent an email in November, but very few responded. After several attempts to reach out to said members without any responses said members were signed out from Babylon. There were about 10 direct debits that failed for reasons such as low balance.

Furthermore, there were around 30 members that reversed the fee. Some of them sent an email with proof that they had tried to sign out before, others sent an email that they were not aware of the fact that they were still signed in, and asked if they could still sign out. The thirty-third board decided to return the fee if a member had a valid reason. In only one case was there a valid reason. The other members who wanted to sign out after the collection of the membership fees will be signed out from next year onwards. Because of the number of membership cancellations, the amount of annual contribution in the budget was not entirely correct and has been corrected.

- Contribution of the Department board of Language and Communication

The Department of Language and Communication contributes to Babylon every year. This contribution amounts to 1500 euros and is meant to help Babylon organise its largest formal events: the Congress and the Career Event. As of the time of writing, both committees responsible for these events are financially stable and have sufficient money to organise their events. As of now, Babylon has received the first payment of 750 euros in September 2021 and is expecting the second payment of 750 euros in February 2022.

3.3.3 Expenditure

- Second-Year Activity

Because second-year students did not have an all physical Orientation Week, the thirty-third board decided to host an activity especially for them to get to know each other and Babylon better. Due to a lot of no-shows, the groceries for the event were too expensive. The Treasurer decided to buy the leftover beer for himself for other usages. Due to this expense evening out the budget, the activity turned out cheaper than initially expected and ended up costing 106.71 euros instead of the budgeted 180 euros.

- Constitution Drink

The Constitution Drink of the thirty-third board took place on 18 October. Due to COVID-19 measures, it took place in a different form than other years and only lasted until 12.00 AM. There was a budget of 650 euros accumulated for the Constitution Drink. After receiving the invoice it turned out that the Constitution drink had only cost 347 euros.

- Merchandise stock

The thirty-third board decided to add new merchandise to the collection. For these items to be sold the thirty-third board had to buy a stock of the items that were going to be added to the merchandise. The stock ended up costing 124.70 euros including shipping costs. There was no budgeted amount for new merchandise at the beginning of the year, but because of the leftover budget, the Board decided it was affordable to keep some stock at the Babylon Room.

- Additional expenditure

The initially budgeted amounts turned out to be overestimated in some cases and this has brought Babylon some leftovers in the budget. The thirty-third Board has decided to use some of this money to boost other activities such as the new concept of a Babylon Festival.

3.3.3 Till Committee

This year the Till Committee, together with the Treasurer, decided to keep in closer contact so that the Till Committee is more up to date on current financial affairs. A

monthly update from the Treasurer was created to inform about big expenses and paid and sent out invoices. Additionally, two smaller Till checks have been instigated to make a total of four checks every year. The additional checks and updates have been a good way to keep both sides informed and involved. During the Semi-Annual check, the Till Committee together with the Treasurer decided that they want to reorganise the bookkeeping programme (Conscribo), to make it more clear. A new moment will be planned on which they are going to reorganise this.

3.3.4 Contact with committee treasurers

At the start of the academic year, the treasurer trainings took place. The Treasurer met with almost all committee treasurers through Zoom to explain how to make a budget, how to submit declaration forms and how advance payment forms work. The training was held one on one due to scheduling problems. The Treasurer regularly checks in with the committee treasurers to ensure they keep track of each financial development within their committees.

3.3.5 Bookkeeping

The bookkeeping is done on paper (by filling in forms and keeping receipts) and in Conscribo, an online bookkeeping application. Keeping track of the receipts has been moved to an online file. Hard copies are still saved in a separate physical map to ensure nothing is lost.

3.3.6 Payment methods

At the beginning of the year, it was decided that the thirty-third board would work with four payment methods this year. First of all, cheap activities can be paid for in cash. Secondly, payments by debit card/iZettle are possible for activities that cost more than 5 euros. Direct debits are used for the contribution, the Study Trip, and activities with online registration that require a larger fee. When members order the merchandise on the website, they can pay with iDeal. The most used payment method is the Rabobank payment requests. With the payment request, there are still occurring problems with some foreign bank accounts, these problems are personally handled with the members in question. Since this year, the payment method Ticketkantoor has been added for activities that require people to have a ticket (such as the Congress).

3.3.7 Merchandise

The Treasurer is responsible for the Babylon merchandise. This year, members can order the merchandise online or at the Babylon Room. Orders at the Babylon Room are made on a form and paid for through printed QR codes. The partial opening of the Babylon Room in the first half of the year resulted in a lot of new orders. The sign-up form in the Babylon Room is mostly responsible for the number of new orders.

The thirty-third board has decided to remove the dopper and socks from the collection. The Dopper was not convenient to order anymore because it has to be ordered in a large stock. The socks are still in stock but will be discontinued after the stock runs out.

In addition, the thirty-third board has added two new items to the collection. Through Instagram stories, it was asked what the members would like to see, and through voting, two items were chosen. The first item is a blue blanket with the Babylon logo stitched on it. The second item is a mug with a cosy design.

With the addition of the new mug and blanket and the removing of the other items, the merchandise now consists of the following items: Babylon hoodie, 22.50 euros; Babylon sweater, 15 euros; Babylon socks, 7 euros; Babylon cap, 7 euros; Babylon T-shirt, 12 euros; Babylon mug, 7.50 euros; Babylon blanket 17.50 euros.

3.3.8 FC Babylon

The start of FC Babylon didn't go as smoothly as was hoped. Due to bad communication from the side of the Treasurer, the sign up for the season was too late and thus the team could not take part in the first half of the outside season. The next sign up moment is from 31 January until 14 February and the Treasurer will make sure the team is signed up at that moment. The team was already promoted in the Babel and through an Instagram story, unfortunately, this did not result in more sign-ups. The team has been promoted again in hopes of more sign-ups through a text in the Active Members group chat and a post on Instagram. This has resulted in three new sign-ups.

3.3.9 Archive Ledgers

During the transition from the thirty-second board to the thirty-third board, some of the recent ledgers from the thirtieth board and following have gone missing. After a thorough search, they have not yet been found. It is likely that they have gotten lost during the large clean up after the summer transition.

3.4 Commissioner of Internal Affairs

3.4.1 General tasks and responsibilities

The Commissioner of Internal Affairs is responsible for maintaining a good relationship between Babylon and the study programme, together with all the lecturers and staff members. Additionally, she is in charge of book sales and alumni connections.

3.4.2 Consolidate the link between Babylon, the study programme and lecturers

The Commissioner of Internal Affairs has done her best to improve the contact with the study programme and the lecturers. Since the beginning of the year, she has had regular meetings with the study advisor, Jamie van Aert, to discuss ongoing activities within Babylon and the wellbeing of the members of Babylon, as well as the board members.

To personalise the relationship between the lecturers and Babylon, the Commissioner of Internal Affairs and the Chair went by all the teachers during the Day of the Teacher (5 October) and gave them small chocolates and a thank you card for their hard work. This was liked by the lecturers and many of them seemed touched by the gesture. Additionally, the Commissioner of Internal Affairs sent an email to all teachers thanking them, because not all of them could be reached due to COVID-19 regulations, and the gifts and cards were left in their mailboxes in the Erasmus Building. The Commissioner of Internal Affairs will recommend this to her successor as it was a great success and she received multiple grateful emails from the professors.

All the lecturers were invited to the Christmas Lunch and the annual PubQuiz, but due to the rising COVID-19 cases, none of them decided to join the activities. Additionally, the PubQuiz was organised online after all and it did not spark interest in the lecturers either. The thirty-third board hopes to see some of the teachers in the activities in the spring, for example, during the Company Visits or Family Day.

Moreover, the Chair and Commissioner of Internal Affairs have represented Babylon during the graduation ceremonies. The association was given an important role by giving a speech and handing out flowers to the graduates. The graduation ceremonies are a great way to close a chapter between the students/members and Babylon itself. Additionally, by being present, Babylon creates closer connections with the attending professors too. The professors always show their appreciation when Babylon is present. To add, the flower store Babylon used to get their flowers from has been shut down. This is why the Commissioner of Internal Affairs has bought flowers from two different places and will search for a new permanent place that her successor can continue using.

Another step taken to improve contact with the study programme is the participation of the Commissioner of Internal Affairs in the Bachelor's Study Programme Committee (OLC), on which there is more information in the next chapter.

3.4.3 The Study Programme Committee

This year, the Commissioner of Internal Affairs decided to also apply to the Study Programme Committee as the former Commissioner of Internal Affairs advised to do so. By being a member of the Study Programme Committee, the Commissioner of Internal Affairs gets a clearer image of how everything is going within the study programme and helps her in her tasks. However, it must be noted that the Commissioner of Internal Affairs is a 'regular' member of this committee and is a member to stay up to date about everything that is going on within the study programme, and does not take place in it specifically as a Babylon (board)member. This way, she avoids any conflict of interest. This year, the committee consists of six lecturers and five IBC students. Currently, the Study Programme Committee is thriving to make a change in the Bachelor Diploma name issue, which has been up in the air for the past few years. After this year, the Commissioner of Internal Affairs will again advise her successor to join the Study Programme Committee to stay up to date about the study programme, but not to specifically support Babylon's interests.

3.4.4 Book sales

In June, the former Commissioner of Internal Affairs collaborated with a representative from the university to compose the booklist for CIS. She sent the booklist to the current Commissioner of Internal Affairs to be checked. Babylon still collaborates with StudyStore for its book sale and the communication with them has been smooth and easy. The check had to be done manually, but the process was still efficient, and there were no problems when changes in their webshop had to be made. In close contact with lecturers, all necessary book replacements were resolved. There have not been any problems concerning the book sale, and the Commissioner of Internal Affairs is very happy with the collaboration between Babylon and the StudyStore. Additionally, a new contract was signed this year for the upcoming three years. The current board had alternative options they were looking into for the book sale, but StudyStore was the best option to continue with, as there have not been any problems in regard and the members have been happy with its services.

The book order page is still on the website, behind the user sign-up. This means that all students will have to create an account on Babylon's website, which the board can either verify or deny after checking their membership status. This way, it is certain that all current Babylon members are paying their membership fee, which was the problem in the past years as it was not behind a login, hence students were able to buy their books with a discount without paying the membership fee.

3.4.5 Alumni

So far, there has been contact with alumni multiple times. The Commissioner of Internal Affairs has access to the Alumni LinkedIn group. The alumni are being contacted for CIS in the Field and the Company Visits. It is very useful to have access to this group since most alumni are happy to help Babylon at events. The Commissioner of Internal Affairs and the Education Committee will soon start sending invitations to alumni to give them the opportunity to speak during the CIS in the Field event. Additionally, the alumni have been approached by the Career Committee to participate in the new event, the Alumni Speeddating Event.

3.4.6 Buddy System

This year the board decided to start a new initiative, the Buddy System. The programme connects international students to the Dutch students of the programme, providing them with a point of contact and a new friend. This year, in total three first-year internationals and one international master student signed up for the programme and they were all connected with a Dutch student. Even though the number is not that high, the Commissioner of Internal Affairs is very happy to have some people signed up for the programme. Hopefully, next year the amount is even higher. The buddies have been encouraged to meet at least once in person and afterwards decide how they prefer to be in contact. A meeting for all the buddies was in the planning for autumn, but it was pushed to spring after all. Ideally, a picnic or a city tour is organised among the buddies. In retrospect, a common meeting would have been better to organise at the beginning of the academic year, when the internationals did not know the city that well yet. The Commissioner of Internal Affairs will suggest to her successor to do so in the upcoming year if the new board decides to continue with the initiative.

3.4.7 Summaries

Last year, there was a collaboration between Babylon and Stuvia, who sell summaries to students. Students were able to receive a 10% discount on the summaries for the IBC/CIW courses. It was communicated to the current board that there were no problems with the university regarding this, but in the end, the information had never reached the university. This became a problem at the beginning of the year when the current Commissioner of Internal Affairs sent an email to the CIS professors asking whether it is okay to continue this collaboration and sell summaries for their courses, as advised by the old Commissioner of Internal Affairs. This action caused quite some backlash and the Commissioner received many angry emails from professors explaining their disappointment in Babylon for collaborating with such parties. The backlash was dealt together with the programme head, who informed the professors that there had been a miscommunication within Babylon and that the contract with Stuvia was terminated immediately. It has been strictly prohibited by the Faculty of Arts to form such contracts in the future.

3.5 Commissioner of External Affairs**3.5.1 General tasks and responsibilities**

The Commissioner of External Affairs communicates with all external parties in a suitable manner. Babylon aims to communicate in a professional yet personal way. It is the task of the Commissioner of External Affairs to guarantee the corporate identity of Babylon.

3.5.2 Contact with external affairs

The Commissioner of External Affairs tries to keep an active state of contact with all external parties. She updates them regularly and with the most important parties she plans meetings in person or via the telephone. In-person is sometimes a challenge because of the COVID-19 measures. In the mailings, she encourages the external parties to contact her via phone if they have any questions. In addition, the Commissioner of External Affairs aims to respond within 24 hours to make sure external parties will not have to wait too long for an answer. In the past half-year, she has always succeeded in doing so. The Commissioner of External Affairs will continue to put in efforts to meet or check in regularly with the external parties that Babylon is involved with.

3.5.3 Sponsor Members and Contact File

The Commissioner of External Affairs has given sponsor training to all sponsor members of the committees of Babylon. During this training, she explained the importance of the corporate identity of Babylon, the privacy regulations and she explained the Contact File. The Commissioner of External Affairs is positive that all sponsor members know how to reach her and how to get in contact with external parties in the correct manner. She also actively reminds them of how to reach her and to share their external parties with her for the Contact File.

3.5.4 Recruiting new sponsors

As expected, due to COVID-19, finding new sponsors is challenging. The Commissioner of External Affairs has succeeded in adding a sticker deal with Boules Bites Bar, a sticker deal with Strandbar Stek and a sticker deal with Cotton Elements. She is currently looking for a new financial sponsor to add to the list of sponsors of Babylon. To add, the Commissioner of External Affairs will also ensure Babylon's future by looking for a new head sponsor. She has done so by mailing and calling companies. Unfortunately, she has been doing this for the past half-year without success. Hopefully, with the reopening after COVID-19, she is able to go by companies to give Babylon a face, which she thinks will help with the process of finding a new head sponsor.

3.5.5 Vacancy policy

The Vacancy Policy is working well. Currently, the Commissioner of External Affairs has sold Package B nine times. She has the idea that companies know very well how to find her and that the renewed Vacancy Policy is working well.

Vacancy Policy Babylon 2021-2022

If you would like Babylon to post a vacancy or advertisement for your company, this Vacancy Policy will be used. The amounts below will be asked from you once per vacancy/advertisement. This also means that your company can post one or more times a vacancy/advertisement within one year. This Vacancy Policy is entirely without obligations.

Package A. €30,-: *Babylon will post the vacancy/advertisement on our website (600 visitors) and LinkedIn (400 connections). Your company is allowed to post a second vacancy/advertisement on our website or LinkedIn at a later moment in time.*

Package B. €45,-: *Babylon will post the vacancy/advertisement on our website (600 visitors) and LinkedIn (400 connections), Facebook (925 likes) and our Instagram Story (830 followers). Next to that, the vacancy will be kept in our story highlights on the Instagram page of Babylon (@babylonnijmegen). Your*

company is allowed to post a second vacancy/advertisement on our website or our socials at a later moment in time.

3.5.6 Vice-Chair

The Commissioner of External Affairs is also the Vice-Chair. She is being kept up to date about the tasks of the Chair and whenever the Chair cannot attend or the board has to be divided to attend two activities at the same time, she can take up her task as Vice-Chair.

3.6 Commissioner of Activities

3.6.1 General tasks and responsibilities

The main task of the Commissioner of Activities is to coordinate his committees: the Committee of Informal Activities, the Sports Committee, the Orientation Week Committee and the Weekend Committee. Moreover, he is also in charge of the year planning, the Committee Market and contact with the Molenstraat.

3.6.2 Year planning

The Commissioner of Activities was responsible for making the year planning for all activities of Babylon. He strived to find the right balance between informal and formal activities and tried to plan the right amount of activities. Besides that, the aim was to make an even distribution of activities throughout the year, so that all months offer roughly the same amount of activities (except for the months with exam weeks or holidays). Until now, there has been some shifting of the activities due to COVID-19. In the first few months of the academic year, the thirty-third board was able to organise more activities, especially many more physical activities. The attendance of most activities has not been disappointing.

From the end of November on, almost all the activities were either cancelled or given an online alternative. When the board had to switch to online alternatives, it was immediately clear that the participation rate dropped significantly. Members were tired of online activities. However, the thirty-third board still is content with the number of participants that showed up. For most activities, the number of participants that signed up joined the activity. However, this was not the case for the Second-Year Activity and the Online Pubquiz. For these events, almost half of the participants that signed up did not show up or signed out last minute. The thirty-third board will try to solve this problem by highlighting that application means actual participation. If you sign out in the same week the event is held, then the member still has to pay for the activity if they do not have a valid reason.

Often the board communicates changes in the planning on time and in a correct manner. However, there were times when members did not know certain things about activities. For example, during the DiMiBo, the *borrel* theme that was communicated would also apply to the DiMiBo. The members who were present did not know about it because it was not highlighted in the new post. Clear communication is thus something the board can pay even closer attention to.

3.6.3 Committee Market

The Commissioner of Activities has been responsible for organising the Committee Market. Due to COVID-19, the Committee Market took place online. Two people of each committee talked about their experiences and answered questions people had in

breakout rooms. The Committee Market was well-visited and resulted in enough applications to fill all committees. However, the pitfall of using breakout rooms was some people received too few and some no people in their breakout room. Next time, it would be better to either let every committee present themselves in 5 minutes or use the structure of the previous Commissioner of Activities. In total, 75 members signed up for a committee, of which everyone was enrolled in at least one committee. Out of the members who enrolled for a committee, nine were (pre-)master students and sixteen were international students. Moreover, eighteen of the members were first-year students. Unfortunately, some members have given up their task as Active Members during the past half-year, leaving the board with issues to sufficiently fill the committees.

3.6.4 Contact with the Molenstraat

The Commissioner of Activities has been responsible for all the contact with the managers of the bars at the Molenstraat and other cafés. Together with the previous Commissioner of External Affairs, he went to all contract evaluations and negotiations, formed the new contracts, and arranged deals and locations for activities that would usually take place in the Molenstraat, such as the *borrels*. The contract with the Molenstraat was signed in presence of the Commissioner of Activities, the Commissioner of External Affairs and the Chair. Because Malle Babbe has been taken over by an external party, a contract was signed with the Molenstraat in general, with the Stretto being the focus of the contract. This was because the Stretto is the new local pub. The contract was different from previous years, because of the offer of RUIG that the board took to Molenstraat. For example, Babylon receives more money from the Molenstraat now and the Molenstraat financed the Orientation Week and the goodie bags.

One thing previous boards have mentioned was that the communication with the Molenstraat was lacking. They did not respond accordingly from time to time and they did not always hold up their end of the contract. When signing the new contract, the thirty-third board was clear that they wanted to see an improvement in communication with the Molenstraat. The Commissioner of Activities sees a significant difference in terms of communication. Besides the fact that there is always room for improvement, in general, the Commissioner of Activities is satisfied.

4. Committees

4.1 Publication Committee

The Chair is responsible for the Publication Committee. The committee consists of seven members, excluding the Chair. They started with eight members, but one member quit the committee. The year layers are nicely divided and even includes a Master student. Moreover, the language spoken is English, since there is also an international student in the committee. The committee has worked hard on the first edition of the magazine, which was delivered to the members in January. They have recently started working on the second edition. For the first edition, the committee did not meet a lot, which resulted in the committee not working very closely with each other. For the next edition, the Chair and chair of the Publication Committee agreed to have a few more meetings, so that everybody gets to know each other better. After the last edition of this academic year, which will be published in April, the committee will look for an alternative for the Babylon Magazine so that they still have a task to do.

4.2 Graphic Design Committee

The Secretary is responsible for the Graphic Design Committee. The Committee consists of four Dutch members and four international members. The different year layers they are currently in, are equally divided amongst the committee members. The committee has worked very hard on the Babylon Magazine and all the content regarding social media. Not every form was handed in on time by committees which resulted in the Secretary having to make the content herself. This was a lot of extra work. Therefore, the committee made an extra information form and emphasised that forms should be handed in on time or the committee who requested it should make it themselves. From that moment onwards it has been going better.

4.3 Study Trip Committee

The Treasurer is responsible for the Study Trip Committee. The committee now consists of four Dutch members and two international members. The committee started with seven but one of the members dropped out of the studies. All of the members are following the IBC track. Five of the six members of the committee are in their second year of study and one is in their first year. This means the committee is very young and still a little inexperienced.

The situation for the Study Trip Committee has been in question since they started. Due to a lot of problems with COVID-19 regulations, it is still in doubt if the trip can take place. Although there are uncertainties, the committee went on planning the trip in its normal form and keeping track of changes in regulations.

The first weeks for the committee were a bit slow and there turned out to be a budget problem with the first-choice location of the committee. Due to this budget problem, the committee had to work harder during November and December to get the trip back on track for the new year. This was especially hard after the chair of the Study Trip Committee left the committee after quitting the studies. For the following weeks without a chair in the committee, the coordinator took over until a new chair could be appointed. After a lot of consideration, the committee decided upon the cities of Vienna and Budapest. The thirty-third board decided in the Policy Plan that the Study Trip transport to the location should be by train. This has been chosen due to sustainability reasons. After deciding upon the locations, the committee took upon themselves the tasks of finding suitable accommodation. This went successfully and the first offers were in the

mailbox shortly. After deciding upon the accommodation, the next task was to find suitable formal and informal activities to fill the programme. The committee came up with a suitable number of activities with a good balance between formal and informal activities. As of now, the committee has a green light from the university to book the trip. The committee hosted an information session for all members interested in joining the Study Trip. A part of the programme, the accommodations and the train ride were shown and afterwards, there was room for questions. Two days after the session the sign up was opened and after approximately one hour all of the 26 available spots were filled.

4.4 Prom Committee

The Treasurer is responsible for the Prom Committee. Currently, two members from Babylon are in the Prom Committee. Both members are Dutch and one of them is following the IBC track and the other the CIW track. The other seven members of the committee are all from other associations.

At the start of the year, Babylon and Postelein were trying to find a new association to host the annual Prom with. After asking various associations and having meetings with them, Mundus reached out to Babylon and was interested in hosting the prom together again. After consideration, all associations agreed to work together to host the Prom in 2022.

After all of the parties had agreed, a committee was formed and the tasks were divided among the committee members. The Babylon members were largely in charge of the social media account and hiring the photographer. The site where the Prom will be held was decided upon by the representatives of the associations. For both Postelein and Babylon, the site was already agreed upon due to contractual agreements. The Prom is to be hosted at de Waagh. The chair, treasurer and two of the board representatives had a meeting with the Waagh to discuss the terms on which the Prom can be held. The total number of tickets is 450, which will be divided among the associations based on member count. Another point of discussion was the drinking package price. For a price of 28.50 euros all beer, wine and soda's will be unlimited for the evening. All parties agreed on hosting the prom on February 16 and thus all preparation had to be done before this date. Because of government regulations regarding COVID-19, the Prom would be compromised. The committee decided to come up with a backup date in case the Prom could not take place in its original form. On January 15 the committee decided to move the Prom to April 20 in the hope that it can take place in its normal form.

The ticket price will be 31 euros. This price is based on a budget made by the treasurer of the Prom Committee in combination with the Treasurer of Babylon. This ticket price consists of a drinking package at De Waagh, a wardrobe, guards, Dj's, photographers and other expenses such as decorations, etc.

4.5 Education Committee

The Commissioner of Internal Affairs is in charge of this committee. At the beginning of the year, the committee consisted of five Dutch members and they are all doing the IBC track of our studies. One of the members quit the study, so the committee was left with four members only. Luckily, an additional member was found. However, now a member has left for an exchange semester, so currently, the committee has four members, but the committee is positive to survive in all of its tasks. The committee has not organised an activity yet but is preparing for its activities in the spring.

At the moment of writing, the Education Committee is working on their next event: The Family Day in April. They will also soon start preparing for CIS in the Field, which will be organised in September 2022. The Education Committee is also responsible for the Open Days and the Study Choice Check. One Open Day has been organised on campus, where committee members helped out in the Q&A sessions. Additionally, the committee looked for other students to help when they are not able to participate themselves. The committee decided not to organise study afternoons, mainly for the lack of enthusiasm for the 'Intensive Study Week' organised by the study advisors where students were able to study 'together' online and due to most of the studying being online anyway. However, the Semi-Annual Survey stated that there is interest towards these by the members again, so this will be taken upon discussion within the committee.

4.6 Committee of Formal Activities

The Commissioner of Internal Affairs is responsible for this committee. The committee consists of six members, of whom four are Dutch and two are internationals. At the moment of writing, at least one of the members is leaving for a semester abroad in January, which leaves the committee with five members.

The committee already has been in charge of the first Company Visit in September, even though it was pre-organised by the previous committee. Unfortunately, the first official Company Visit of this committee was cancelled in December due to COVID-19 related reasons and last-minute cancellation of a local company. The committee has worked hard to get another Company Visit organised for February, but at the moment of writing, COVID-19 has been too big of a problem. Luckily, the committee already has a set Company Visit in April and the whole committee is very excited about this.

4.7 International Committee

The Commissioner of Internal Affairs and the Commissioner of External Affairs are both responsible for this committee. The Commissioner of External Affairs is mostly responsible for the Dutch Lessons and the Commissioner of Internal Affairs of the rest of the activities. This year, the Dutch Teachers wanted to create new lessons with more structure and depth. The Dutch Teachers team consists of three enthusiastic members and the Commissioner of External Affairs. The Commissioner is happy with the changes so far and will continue to improve and alter the lessons to the wishes of the internationals taking the lessons. Currently, the class consists of six people.

Furthermore, the committee itself consists of eight members and two coordinators. Out of the eight members, five are internationals and three are Dutch. The committee has so far organised one activity; the Get Together meeting with international snacks and games. The event had a surprisingly high turnout and the committee was pleased with the event itself. The committee also wanted to organise informal drinks with internationals before one of the *borrels*, unfortunately, COVID-19 put the plans on a hold. A new activity by the committee is planned for February and the committee is working on making everything work. Additionally, a trip to Efteling is scheduled for later in the spring.

4.8 Congress Committee

The Commissioner of External Affairs is the coordinator of the Congress Committee. This is a joint committee with Mycelium. In total, the committee consists of seven people: three from Babylon and four from Mycelium. In the beginning, one of the members of Babylon had to quit. However, the Commissioner of External Affairs was able to find a new member quickly. The Congress will take place on 31 May and will be themed "out of

the box". The Committee is currently looking for speakers for the event. Two speakers have already been confirmed.

4.9 Career Committee

The Commissioner of External Affairs is in charge of the Career Committee. The Career Committee consists of eight people in total. The Committee managed to organise a Workshop with Argus Productions at the University on 30 November 2021. The Workshop was interesting and it went well. For the next Workshop, the Committee will look for a company more related to communication. The Career Committee was also able to create a new activity: the Alumni Speeddating Event. The event took place very recently and was a success, even though it did not have that many sign-ups. The board thinks that this event has a lot of potential to grow in the upcoming years. Additionally, the alumni who participated liked the event and found it nice to connect with Babylon again.

4.10 Committee of Informal Activities

The Commissioner of Activities is responsible for the Committee of Informal Affairs. The committee consisted of eight people in total. However, the number of committee members dropped from eight to seven as a member of the committee quit the study. The committee organised the *borrel* in October, the BaMyPo, DiMiBo and the Online PubQuiz in November, and the Christmas Lunch in December.

The Commissioner hopes that in the second semester the committee will be more fortunate. They are busy working on the new *borrel* and the Diesweek. Hopefully, the rest of the *borrels* can be organised accordingly.

4.11 Sports Committee

The Commissioner of Activities is responsible for the Sports Committee. The Sports Committee consisted of nine people in total. However, the number of committee members dropped from nine to seven. A member of the committee had quit the study, and thus Babylon. The other committee member communicated way too late that he could not join the Ski Trip. He did not uphold the responsibilities of being a member of the Sports Committee, thus he was ordered to leave the committee. The Commissioner, however, decided to talk it out with the concerning member and placed him in another committee. This way, the concerned member could start with a clean slate. Thus far, the committee organised the Pre-Ski Trip Borrel and the Ski Trip. Both activities were a success. They were very eager to organise the Ski Trip and to be an Active Member, and it showed.

For the Ski Trip, a lot had to be arranged. First of all, the board had to get permission from the university to go. After the university gave Babylon the green light, HUSK only had one travelling date option and two locations the committee could choose from. The board and the committee decided on St. Sorlin d'Arves. Two weeks before the trip, HUSK also permitted Babylon to go to France. However, there was a problem that arose that had consequences for a board member, committee members and participants. From 15 December on, the Janssen vaccine was not recognised anymore by France. People had to get the booster vaccine to set foot in France. The boosters were not available to the public yet (only for healthcare employees). The Commissioner of Activities could not arrange this on time, so he arranged that the five members who could not go because of Janssen got their money back and the board decided that the Treasurer would take over the responsibilities on the Ski Trip. The Commissioner of Activities would make sure that everything was set for the trip beforehand. In general, the Ski Trip was a success, people had a great time, the evening programmes were varied enough and even after the trip,

people looked forward to seeing each other again. The communication of HUSK, however, was lacking. They did not communicate bus times correctly and on location, the communication could have been a lot better. Another thing that could have gone better was the logistics of the evening programme. Sometimes the committee found problems with activities last minute, which caused a little panic. The committee, however, was quick on its feet and made sure to solve these minor problems. Another unfortunate thing was the COVID-19 outbreak after the Ski Trip. Nineteen of the twenty passengers caught COVID-19. After communicating it with the university, they made clear the only thing the participants could do was follow the regulations. The board and the committee made this very clear to everyone and made sure everyone was quarantining and socially distancing themselves.

4.12 Orientation Week Committee

The Commissioner of Activities is responsible for the Orientation Week Committee. The committee consists of seven people in total. The number of committee members increased from seven to nine. A member of the Sports Committee changed committees (more information in section 4.11) and one Active Member decided later on to be in two committees instead of one. The committee was inactive for the first semester. From February, the committee will start to meet regularly and organise the Orientation Week. The Commissioner of Activities is already in contact with the Molenstraat to see what is possible and what is not, since the Orientation Week of the Radboud University and the HAN fall in the same week this year.

4.13 Weekend Committee

The Commissioner of Activities is also responsible for the Weekend Committee. The committee consists of eight people in total. After some trouble with the old accommodation and struggling to find something, the committee has found and confirmed the location for the Weekend. In the upcoming months, the committee will be busy arranging everything for the Weekend.

5. Future

The board has given a lot of thought on how to make the second half of the year even better than the first one and on how to improve in different areas. In this chapter, those ideas are discussed. As mentioned earlier in the report, the thirty-third board is planning on contacting the study association RUIS from HAN again for possible collaborations in the future. This has not succeeded earlier by the thirty-second nor by the thirty-third board, but RUIS has recently changed their board and Babylon hopes that communication with the new board will be more fruitful and events could be organised together.

Moreover, the board is busy looking for a new head sponsor for Babylon. This is done by all the board members and it is a discussion point for the upcoming months to find new possible sponsors. A separate group chat has been made to discuss solely matters regarding the head sponsorship. It is of great importance for the board to receive results regarding this matter as it affects Babylon's financial status in the future.

Furthermore, the second half of the year contains two completely new events, namely the recently organised Alumni Speed Dating and the upcoming Babylon Festival. The results of the Semi-Annual Survey yielded that members would like to see new types of activities. The board hopes that by adding these two activities, of which one is formal and the other informal, the members can find something new to enjoy. To continue, the results also showed that members would like more relaxed and informal meetings such as movie nights or dinners, so the board will look into this in the upcoming months. The only problem connected to this is that the already existing year planning is very full and it is difficult to add a lot more activities to it.

Moreover, the board has received some comments on the informal activities being very alcohol centred. The board wants to create a safe space for all of its members and does not want the members to feel outcasted, in case they are not drinking alcohol. This is why changes have been made to, for example, the programme of the DIESweek. Partying and alcohol consumption is not in the spotlight for some of its activities anymore and the board hopes that this will be received well by the members. Lastly, a few members stated that they would like to have study sessions together with other Babylonians. This information will be passed on to the Education Committee and they will evaluate whether to organise Study Afternoons again.

6. COVID-19

As COVID-19 has been inevitable for the past two years it is something the thirty-third board has had to deal with on a very frequent basis. At the beginning of the academic year, it seemed like the situation was going in a favourable direction. Firstly, the Orientation Week was hosted mostly physically. While the showing of the QR codes was mandatory for entering bars in the first few months, the activities could continue without the 1.5m distance rule. The problem remains with COVID-19 being very unpredictable. Bars and other places where activities are hosted have had to adjust to the 1.5m distance rule and close altogether towards the end of 2021. The board has strived to host all activities as safely as possible. However, as seen in earlier parts of this report the switching of activities to online resulted in fewer sign-ups overall. Therefore, all activities that could still be hosted physically within the regulations still took place.

The board has tried to be as flexible as possible with the constant changing of the circumstances and has taken actions to prevent the further spreading of the virus. The Babylon Room has been closed for visitors and most activities during the lockdown have been either hosted online or were postponed. Postponing only happened in cases where the nature of the activity did not allow for an online alternative. The board will continue to follow the guidelines by the Dutch government when hosting activities and will handle them accordingly. Additionally, the board has been in close contact with the Department Board of the Faculty of Arts with COVID-19 regarding matters and have kept them up-to-date about for example the Ski Trip, the Study Trip and the ever-changing COVID-19 regulations.

7. Conclusion

In general, bearing in mind the circumstances of the past half-year, the thirty-third board is content with Babylon's progression in reaching its long-term goals. Despite restrictions, which became more limiting towards the end of the first semester, the board feels they have done everything in their power to connect to Babylon's members and potential new members. In the past half-year, the board has been working hard to improve the professionalism of Babylon by using the website more frequently, and by carefully managing and improving the social media platforms. Especially with Instagram (i.e. design, engagement and the use of Instagram reels). The board members have also noticed that the professional image of Babylon was maintained towards lecturers and companies.

To further improve the reputation of Babylon among its members, the board will work hard to continue to offer a varied range of activities in the future. The bond between Babylon and external relations has been well maintained and the board will continue the recruitment of sponsors, and especially the search for the head sponsor, in the coming half-year. All the board members look back at the past half-year with gratitude and content. The board has had some hiccups along the way, but they have stayed motivated and made the most of it. Not everything went perfectly or totally according to plan, but the board aims to take in all feedback, positive and negative, to make sure that the second semester will go even better than the first one.