Equality and Non-Discrimination Plan
Arts Management Helsinki Oy

1. Background and Objective

The Finnish Equality Act (Act on Equality between Women and Men, Laki naisten ja miesten välisestä tasa-arvosta) obliges companies with at least 30 employees to prepare an equality plan. Arts Management Helsinki (AMH) does not fall under this statutory obligation, but the company has prepared this plan as a demonstration of its commitment to equality and non-discrimination. The company acts annually as a temporary, project-based employer for dozens of artists. The plan complements the company's responsibility programme.
The goal is that all of the company's employees, artist members, clients and partners feel they are treated as equals and with respect.

This is a translation of the Finnish-language plan.
It has been translated with the help of Vibe AI.

2. Principles

- Non-discrimination: All people are of equal value regardless of gender, age, ethnic or national origin, nationality, language, religion or belief, opinion, disability, state of health, sexual orientation or any other personal characteristic. Under the Non-Discrimination Act, people must not be placed in an unequal position on these grounds as employees or clients, nor may they be subjected to harassment or other inappropriate treatment.
- Equality: AMH is committed to promoting equality between women and men. The company was founded by women and is led by a woman; the arts sector, and the field of dance in particular, is female-dominated, so most of AMH's employees, clients and partners are also women. However, the company does not classify people by gender and aims to use gender-neutral terms in all of its activities.
- Prohibition of discrimination: AMH does not select its artists or other clients on discriminatory grounds. AMH does not collaborate with parties whose activities do not comply with the Non-Discrimination Act.

3. Measures

- Inclusive language: Gender-neutral terms in communications and client interaction. Participation in training offered by the Centre of Expertise for Gender Diversity (Sukupuolen moninaisuuden osaamiskeskus) and use of its materials.
- Safety: The company's workspaces and events (e.g. monthly member dinners) are safe and free from harassment. Safer space principles are followed in all activities.
- Accessibility: We always offer the option of remote meetings. Activities are planned to be as accessible to as many people as possible.
- Prevention of harassment: Harassment cases are addressed in accordance with the guidelines "Prevention and handling of inappropriate conduct and harassment".
- Promoting diversity: We actively seek to make room for diversity and avoid making assumptions about people based on their age, way of speaking, ethnicity, skin colour or other characteristics.

4. Monitoring and Evaluation

- We regularly collect feedback from artist clients, including on their experiences of equality and non-discrimination.
- Equality and non-discrimination matters are evaluated annually in connection with the update of the responsibility programme; development targets are recorded in the company's annual sustainability report.

5. Responsibilities and Updating

The Managing Director (company CEO) is responsible for implementing and updating the plan. The plan is reviewed annually or whenever necessary.

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