

Introduction

For us at JAMKO, it is important that in our activities we understand and take into account the diversity of our student community. We actively work against all forms of violence, harassment, bullying, discrimination and racism. We work to identify and eliminate discrimination in our operations, and strive to create an environment that is safe for all members of our community.

The work done for equality in Finland is based on the law. In Chapter 2, Section 6 of the Constitution, it is defined that people are equal to each other. In addition to that, the Equality Act 1325/2014 was enacted in 2014, the purpose of which is to promote equality and prevent discrimination, as well as enhance the legal protection of those who have been discriminated against. Actions against discrimination and harassment are also defined in the criminal, occupational safety and equality laws.

The equality plan is a description of the equality-related goals of the students' union. The plan is mainly a document guiding JAMKO's own activities and it describes how JAMKO promotes the realization of equality and the prevention of discrimination in its own activities. The equality plan can be used to monitor the progress of the work for equality in our community. All JAMKO actors commit to the goals of the equality plan when working at JAMKO. By JAMKO actors we refer to the students' union board, staff, representatives' council and persons within the scope of their activities.

The current situation of the realization of equality at JAMKO has been mapped both with a survey aimed at students and internally through discussions between the board, staff and representatives' council. The goals and actions of the plan have been selected based on these surveys. The plan has been worked on in joint workshops to which the board, staff and representatives' council have been invited.

While working on the plan, all different aspects of the students' union's activities have been examined, but certain priorities that are currently considered important have been consciously chosen for the plan. This is JAMKO's first own equality plan, so this plan focuses especially on the internal activities of the students' union.

The equality plan contains jointly defined goals and actions to achieve the goals. For the actions included in the plan, the parties responsible for them and the measures that can be used to monitor the implementation of the plan have been defined. The implementation of the plan is the responsibility of all parties involved in the activities of the students' union, but especially JAMKO's board and staff. The implementation of the plan is monitored in connection with the review of the action plan, at least once a year. The main responsibility for monitoring and reporting on the implementation of the equality plan lies with the administration of the students' union and the actors responsible for equality.

The equality plan is valid from 2023 to 2025.

Internal activities

1. GOAL

Participation in JAMKO's activities is possible regardless of an individual's personal characteristics or background, and all actors are equal. JAMKO strives to represent diversity of the student body as well as possible.

ACTION	MEASURE	RESPONSIBILITY
<p>Recruitment (board, representatives' council, staff, tutors, mentors, teams, working groups) is communicated openly in all in the channels and the same opportunities are offered to all candidates. Recruitment emphasizes that applicants from different backgrounds are encouraged to apply. The application and selection processes are clear to everyone and are communicated openly.</p>	<p>It is clearly stated in each application notice that applicants are welcome from different backgrounds.</p> <p>Regularly recurring recruitments (board, representative council, tutorsetc) process and responsibilities are described on the web page of each sector and it is displayed throughout the year.</p> <p>For individual recruitments (e.g. staff, project coordinator, etc.) the process is transparently described in the recruitment announcement.</p> <p>Feedback on the selection process is available upon request.</p>	<p>People responsible for recruitment.</p>
<p>JAMKO actors use comprehensible common language, which does not discriminate against the inexperienced actors.</p>	<p>JAMKO actors are asked if comprehensible language has been used, whether things have been presented in an approachable way and whether there has been opportunity to ask more.</p>	<p>Board and council chairpersons</p>
<p>JAMKO's most important documents (e.g. rules) are also available in English on the students' union website.</p>	<p>Documents are on the website.</p>	<p>Board and council chairpersons</p>
<p>JAMKO's internal events, such as meetings, trainings etc. can be organized in accessible premises if necessary, or alternatively participation is enabled in other ways, for example the possibility of remote participation.</p>	<p>Each event has its own accessibility contact person whose contact information is mentioned in the registration form and/or invitation.</p>	<p>Event organiser</p>

JAMKO's internal events can also be organized bilingually if necessary, or alternatively participation is enabled for non-Finnish speakers in another manner. The language of participation is mentioned in the event in the description/invitation.	The language of participation is mentioned in the event description/invitation. Feedback has been collected from the participants.	Event organiser
The budget has considered promotion of equality, such as training for staff or actives, possible costs arising from reasonable adjustments or the use of external translation services.	The budget has considered promotion of equality.	Actors responsible for finance

2. GOAL

Inappropriate treatment, discrimination or hate speech are not accepted in JAMKO's operations.

ACTION	MEASURE	RESPONSIBILITY
JAMKO operators recognize inappropriate treatment, discrimination and hate speech and intervene in it in a situation where it is safe to do so.	The actors have received training. Instructions for discussing difficult topics have been prepared for JAMKO.	Chairperson, executive director, actors responsible for equality
Principles of safer space are created for JAMKO and they are applicable in all activities.	The actors have received training. Instructions for discussing difficult topics have been prepared for JAMKO.	Chairperson, executive director, actors responsible for equality
For all events in which people from outside the organisation participate, a trained harassment contact person is appointed and this information is included in the event communication both before and during the event. In other events the organization's own process is applied.	The actors have received training. A process has been created for JAMKO for internal harassment situations.	Chairperson, executive director, actors responsible for equality
Harassment contact person activity is familiar and the person's role is clear for everyone.	The actors have received training.	Chairperson, executive director, actors responsible for equality

3. GOAL

Actors commit to JAMKO's principles of equality and take care of them together.

ACTION	MEASURE	RESPONSIBILITY
Equality plan is introduced to all new actors.	Plan has been introduced.	Chairperson, executive director, actors responsible for equality.

Training on equality, accessibility, inappropriate treatment intervention and creating a safe atmosphere has been provided for all actors.	Training has been provided.	Chairperson, executive director, actors responsible for equality.
Actors are offered methods for considering equality in their activities.	Methods have been provided.	Chairperson, executive director, actors responsible for equality.
Equality plan implementation is taken care of and it is actively monitored.	Plan implementation is monitored together with the action plan review.	Chairperson, executive director, actors responsible for equality.

Decision-making

1. GOAL

Decision-making is open and equal.

ACTION	MEASURE	RESPONSIBILITY
Council meetings are open to everyone and they will be announced well in advance in the students' union communication channels.	Yes / no Feedback	Council chairs
Council meetings are organised so that non-Finnish speaking people can also participate.	Yes / no Feedback	Council chairs
Decision-making is open and roles related to it are clear.	Yes / no Feedback Training has been provided.	Council and board chairs, executive director
It is possible to get additional information and orientation in advance about the decisions to be made.	Yes / no Feedback	Council and board chairs, executive director
The aim is to create a safe atmosphere in the meetings for asking, questioning and participating even if you are inexperienced.	Yes / no Feedback	Council and board chairs, actors, executive director
Actors use comprehensible common language that does not discriminate against the inexperienced actors.	Yes / no Feedback	Council and board chairs, actors, executive director
Actors recognize their own role and their responsibilities in various decision-making situations.	Yes / no Feedback Training has been provided.	Council and board chairs, actors, executive director

Events

1. GOAL: JAMKO's events are versatile, they are planned and organized according to the needs of the students and considering diversity. JAMKO's events are accessible and safe and easy to participate in.

ACTION	MEASURE	RESPONSIBILITY
Events are planned for different target groups, at different times, different environments and with different contents.	Event responsables have received training on equality and accessibility and know how to pay attention to them in event planning and arrangements.	Event organizers, sector leader. (Staff member responsible for events)
Regular feedback is collected from students about events, and they can influence the planning of event offerings, e.g. with surveys.	Yes / no	Event organizers, sector leader. (Staff member responsible for events)
JAMKO's events follow the principles of a safer space and it will be communicated before and during the event. The principles of a safer space are visible in the event. For electronic advance ticket purchase the prerequisite is to accept the principles.	Yes / no	Event organizers, sector leader. (Staff member responsible for events)
Events have a designated harassment contact person and their contact information is available before and after the event. Event partners are expected to commit to the principles of a safer space and are encouraged to take them into account.	Yes / no JAMKO's principles of safer space have been discussed with event partners.	Event organizers, sector leader. (Staff member responsible for events)
Accessibility is taken into account in the selection of event venues and space arrangements, or event participation is otherwise enabled through communication or support measures. Events and activities of the students' union are organised evenly on all Jamk campuses within the resources.	Yes / no Event responsables have received training.	Event organizers, sector leader. (Staff member responsible for events)
The concepts, program and themes of the events do not reinforce negative stereotypes, prejudices or cultural biases. An awareness of normative	Yes / no Event responsables have received training.	Event organizers, sector leader. (Staff member responsible for events)

perceptions, e.g. about gender and sexuality is considered when planning events.		
Event communication clearly includes information about event's accessibility. Events have got a designated contact person who can give more information about accessibility.	Yes / no	Event organizers, sector leader. (Staff member responsible for events)
The price level of the events will be kept reasonable. Participation is free for assistants. Family tickets can also be sold for events.	Yes / no	Event organizers, sector leader. (Staff member responsible for events)
Events are also planned with a wider target group in mind. Participation is also encouraged alone, with children and this is also taken into account when organizing events and in its communication.	Yes / no	Event organizers, sector leader. (Staff member responsible for events)
Event materials, such as maps, signs, tickets are in Finnish and English.	Yes / no	Event organizers, sector leader. (Staff member responsible for events)

Communications

1. GOAL

The student's unions' communication is attainable, accessible and equal. Communication is open, reciprocal and represents the diversity of students as widely as possible. JAMKO's digital services are accessible.

ACTION	MEASURE	RESPONSIBILITY
JAMKO communicates in Finnish and English. Gender-neutral and non-discriminatory language is used in communication. The language is clear and difficult concepts are opened up to be more comprehensible. Actors representing the students' union pay attention also to their own language use.	Yes / no	Board member and staff member responsible for communications, administration.
The images used in marketing truly represent the diversity of students and members.	Yes / no	Board member and staff member responsible for communications, administration.

Accessibility is taken into account as much as possible in communication materials and channels.	Yes / no	Board member and staff member responsible for communications, administration.
There are several communication channels, the channels are used appropriately and information is equally available regardless of the applications. Messages received from students are taken into account regardless of the channel.	Yes / no	Board member and staff member responsible for communications, administration.
Communication considers equally students studying on different campuses, in different ways and in different education programs.	Yes / no	Board member and staff member responsible for communications, administration.
The renewal of JAMKO's website will be launched, where the accessibility of the website is taken into account. The implementation of the website complies with the accessibility directives. An accessibility statement is written for the website.	Yes / no	Board member and staff member responsible for communications, administration.
JAMKO pays attention to the accessibility of the services of external service providers, e.g. systems, and encourages promoting accessibility.	Yes / no	Board member and staff member responsible for communications, administration.
Actors of the students' union receive training on equal and accessible communication and how to do it.	Training is organized, support and instructions are available.	Board member and staff member responsible for communications, administration.
Issues related to equality, accessibility and diversity are highlighted in the students' union communications.	Yes / no	Board member and staff member responsible for communications, administration.

TRUSTEESHIP

1. GOAL

JAMKO actively influences the realization of equality in the higher education community, and its

Advocacy and influence work benefits all students equally. Trusteeship work takes into account the diversity of students and study methods, and students' different needs in terms of advocacy.

ACTION	MEASURE	RESPONSIBILITY
The students' union takes a visible position on the themes of equality and visibly promotes the principles of equality within the university and in public conversation.	Number of publications, statements and initiatives	Board members and staff members responsible for trusteeship sector, administration.
JAMKO's actors know how to identify different grounds for discrimination, groups of students at risk of being discriminated against and discriminatory practices in higher education.	Training has been provided. Yes / No	Board members and staff members responsible for trusteeship sector, administration.
The students' union presents ways in which students can voluntarily promote equality implementation at their HEI.	Yes / No	Board members and staff members responsible for trusteeship sector, administration.
Equality is included in the duties of at least one staff member and one board member who support the entire organization in promoting equality.	Yes / No	Board members and staff members responsible for trusteeship sector, administration.
JAMKO has harassment contact persons and their well-being and training are taken care of.	Yes / No	Board members and staff members responsible for trusteeship sector, administration.
JAMKO has representatives in JAMK's equality and accessibility working groups.	Yes / No	Board members and staff members responsible for trusteeship sector, administration.
JAMKO has clear advocacy processes, including the trusteeship communications plan.	Yes / No Trusteeship communications plan has been created.	Board members and staff members responsible for trusteeship sector, administration.