

Jazz Finland – Equality Policy 2021–2023

Abstract

Jazz Finland's equality policy has been implemented in order to **advance equal practices** throughout all its activities. The policy seeks to **prevent discrimination in any form**, whether in relation to gender, age, origin, language, religion, personal conviction, opinion, sexual orientation, state of health, or disability. In addition, **the policy advocates for fully accessible and safe venues and spaces** for all Jazz Finland activities. The policy also acknowledges the **significance of accessibility, diversity, and social and physical inclusion** for the association's activities and for jazz music in general.

Jazz Finland's equality policy has been designed by a working group consisting of Jazz Finland staff and Board members. The process included carrying out a base survey on the association's current equality situation. In addition, various existing surveys on equality across the arts industry have been incorporated in the planning stages. The policy was confirmed in Jazz Finland's statutory autumn meeting in October 2020.



Goals

As an employee and a central organisation in the industry, Jazz Finland will advance the observance of equality laws across the jazz industry.

In order to achieve this goal, Jazz Finland will

- **Obtain information:** The association's management and Board, as well as other staff members, will actively participate in training programs, thus strengthening their understanding of equality and discrimination issues.
- **Produce information:** Jazz Finland will closely follow current industry research, as well as undertaking its own surveys into the state of equality across the Finnish jazz industry.
- **Disseminate information:** The association will provide equality training for its member organisations, organise moderated discussions about the topic, and participate in projects and campaigns designed to advance equality.
- **Advance diversity and social inclusion in everyday work across the industry:** Jazz Finland will ensure its recruitment messaging encourages a range of different individuals to apply for the open appointments, and will implement positive preferential treatment if needed. The association strives to take an anticipatory approach in ensuring appropriate working conditions and ease of participation for applicants such as individuals with a disability or a foreign-language background.

Jazz Finland will advance accessibility, diversity and social inclusion in all of its artistic decisions, productions and communications.

In order to achieve this goal, Jazz Finland will

- **Identify and dismantle existing norms associated with the jazz industry** (related to areas such as jazz music performance practices, imagery, education, and decision making).
- **Enable the participation of a range of different individuals in artistic decision making** (e.g. through encouraging individuals from diverse backgrounds to apply for positions in the Jazz Finland Board, through creating different working groups by inviting individuals together for new artistic ventures, and through trialling programs which seek to involve and include diverse groups).
- **Pay attention to diversity** and non-discriminatory practices in artistic choices.
- **Focus on low-threshold, inclusive productions** within the association's own production program, as well as actively striving to improve their accessibility.
- **Strengthen its collaborations with other arts organisations and associations** regarding equality endeavours.
- **Use open, understandable and transparent communications about its activities** (e.g. produce digital services which meet accessibility standards).
- **Communicate in a manner that is accessible, norm-critical and respectful of diversity**, and produce communication guides in order to support its own and its member organisations' activities.



Jazz Finland is a safe work environment. Events produced by Jazz Finland and its member organisations are socially and physically accessible, and free from harassment or discrimination.

In order to achieve this goal, Jazz Finland will

- **Familiarise its employees** (including performers and volunteers, when applicable) with its equality policy and terminology, as well as general work health and safety instructions and employee wellbeing services.
- **Ensure its events are inclusive and physically accessible**, familiarise all employees with safe space guidelines and ways of intervening in a potential harassment incident.
- **Prepare guidelines to support its own activities, as well as sharing these guidelines with its members.**
- **Participate in projects which strive to create safe work environments** and commit to maintaining exemplary work practices and rules of communication.
- **Ensure its work health and safety practices are clear**, and offer risk management training.
- **Undertake surveys** and reviews into accessibility and social inclusion in order to support its own development projects as well as its members' activities.
- **Distribute information and offer training** for its members in order to advance social inclusion, accessibility, and safe spaces.
- **Advance workplace wellbeing** through measures such as offering flexible work hours, increasing remote work opportunities, enabling training and study leave for employees, and offering assistance to fit together work life, family life and personal life.

Monitoring and evaluating the equality policy

A specific equality working group will oversee how the policy goals are fulfilled. The group is responsible for executing an annual plan, as well as presenting the effects and results of the associated actions to the Board. Central outcomes and future actions will be presented to the members in conjunction with the Annual General Meeting, as part of the association's Annual Report and action plan.

