TaikaBox ry – Equality and Inclusion Plan 2027–2029

Purpose and principles

This plan sets out the practices through which TaikaBox ry promotes equality and non-discrimination, assesses their current state and defines the measures for 2027–2029. The plan has been approved by the board and published on the association's website.

The plan applies to the association's board, permanent staff, freelance artists, interns, artists in residence, partners working at Itu Artlab and our other spaces, as well as workshop participants and audiences.

Equality, non-discrimination and sustainability have been core values of the association since it was founded in the United Kingdom in 2010, when an annually updated Equal Opportunities Policy was a requirement for a registered organisation. The association does not accept discrimination on the basis of gender, gender identity, gender expression, age, origin, language, religion, belief, opinion, health, disability, sexual orientation or any other personal characteristic.

The plan is based on the Finnish Non-Discrimination Act and the Act on Equality between Women and Men, as well as the grant conditions of Taike, the Finnish arts and culture agency, and it complements the sustainability programme the association drew up in 2026.

Current situation

The association has established practices that support equality and non-discrimination.

Area	What works	What we will develop
Board and decision-making	A multidisciplinary, multicultural and multilingual board. Meetings can be attended remotely.	Review the gender balance of the board, which is currently mostly women. Develop a procedure for conflicts of interest.
Pay and contracts	Pay in line with Teme recommendations, written contracts, equal pay for equal work.	Make the basis of pay transparent to freelancers.
Recruitment and open calls	Open calls with transparent criteria, at least one representative of a minority group on the selection panel, feedback to applicants.	Applicants' backgrounds are only partly monitored, so we do not know exactly whom our calls reach.
Safe working environment	Safer space guidelines in every employment contract since 2021, guidelines read aloud in workshops, a named contact person.	Develop an anonymous reporting channel.
Wellbeing at	Occupational health care, the Itu Artlab work	Address the workload of a small

Area	What works	What we will develop
work	community and peer support for freelancers.	staff and the dependence on key people.
Languages and cultural diversity	Activities in Finnish and English, artists from more than ten countries, Born Old in five languages, support for artists with an immigrant background.	Expand activities in Swedish.
Accessibility and audiences	Most events free of charge, livestreams to rural areas, subtitled videos, accessible KALAMAJA.	Communicate the limited accessibility of Itu Artlab more clearly. Develop tools for monitoring audience diversity.
Age	Work opportunities for young and early-career artists, and summer jobs for young people.	Develop working conditions for ageing artists.

Measures 2027–2029

The measures have been chosen so that a staff of two can carry them out alongside their other work. They are linked to the measures in the sustainability programme.

Measure	Responsibility	Timetable
The board has approved the plan and it has been published on the website in Finnish and English	Board, Artistic Director	Autumn 2026
Add a conflict-of-interest procedure to the board's rules of procedure: conflicts of interest are declared and recorded in the minutes	Chair of the board	Spring 2027
Consider gender balance and diversity, including non-binary people, when seeking board candidates, with a target of no single gender making up more than 60% of the board	Board	AGMs 2027–2029
Appoint a second safer space contact person from the board and introduce an anonymous reporting channel on the website	Board, Artistic Director	Spring 2027
The contact persons take part in training on recognising and handling harassment and discrimination	Contact persons	2027–2028
Assess the accessibility of Itu Artlab and publish accessibility information on the website and in	Technical Director	Spring 2027

Measure	Responsibility	Timetable
event announcements		
Add voluntary questions on age, language and accessibility needs to the QR audience feedback survey. Responses are anonymous and are used only in aggregate to develop our activities	Artistic Director	Spring 2027
Compile an anonymous summary of applicants' backgrounds for each open call and compare it with those selected. Gender questions are voluntary and include non-binary and “prefer not to say” options	Artistic Director	After each call
Run an anonymous survey for freelancers and participants on their experiences of equality and non-discrimination	Artistic Director	Autumn 2027 and 2029
Make the basis for setting fees transparent in freelance contracts	Artistic and Technical Directors	2027
Take the working conditions of ageing artists into account in project planning	Artistic Director	2027–2029
Expand communications partly into Swedish	Artistic Director	2028

Addressing harassment and discrimination

Every employment contract and workshop is based on our safer space guidelines:

“Respect everyone's physical and mental boundaries, as well as their beliefs, opinions and experiences. Don't assume you know anyone's background or gender. No discrimination of any kind is accepted. Take responsibility for your actions and words. We all make mistakes sometimes, so apologise when needed.”

The guidelines are read aloud at the start of workshops, residencies and other participatory activities, and partners visiting Itu Artlab also commit to them.

What to do when someone experiences or witnesses harassment or discrimination:

1. The matter can be raised directly with the leader present in the situation, with either of the safer space contact persons, or through the anonymous reporting channel.
2. The contact person listens to the person reporting and agrees with them on further action. Reports are handled confidentially and without delay.
3. Other parties are also heard where necessary. If the matter concerns a contact person, it is handled by the other contact person or the chair of the board.
4. Consequences may include a discussion, removal from the activity or ending the collaboration. In cases of suspected crime, the person is advised to contact the authorities.

5. The case is recorded without identifying details, and the board reviews the number and nature of cases annually.

At larger events, such as Oulu Dance Hack, an event-specific contact person is also named, and their contact details are shared with participants.

Monitoring and updating

The board reviews the implementation of the plan once a year, at the same time as it reviews progress on the sustainability programme. Monitoring is based on:

- the status of the measures table
- summaries of audience feedback and open calls
- the results of the survey of freelancers and participants (2027 and 2029)
- the number and nature of safer space reports, without identifying details.

The plan will be fully updated in 2029 for the next three-year period. The results and the updated plan will be published on the website and shared with members.

Approved by the board on 26 October 2026.