



Review of the Equality Programme 2021–2024

Contents

1 Introduction

2 Completed actions 2021

3 Sector-specific progress of the years 2022 and 2024

4 Summary

1. Introduction

In the Equality Programme (2021-2024, decided in Student Union Council meeting in November 2021), the follow-up of the Programme was stated to consist of a yearly review for the Student Union Council. This document compiles the review from years 2021, 2022 and 2024.

For year 2021, we list the realised objectives of the Programme.

In 2022 and 2024, we completed a sector-specific review on the realisation of the objectives and the measures under them. The own markings of the sectors on the progress of the objectives with the longer comments have been shortened in a simpler form for this review, describing the realisation of the objective in terms of "achieved - partly achieved - not yet achieved". The realisation of the measures is assessed with the scale "realised - partly realised - not realised", if the measures have been realised differently compared to the objective. Possibly, a comparison also with the realisation of 2022 has been made, but most of the progress describes the situation of the year 2024, if not stated otherwise.



2. Completed measures of the Equality Programme in 2021

The following are included in the measures completed to promote equality:

- Students of different age and with different life situations have been taken into account when preparing surveys
- communication in Finnish and English
- Student Union Council meetings have also been communicated in English
- quiet spaces of the university have been reviewed
- other than representatives of parliamentary parties have also been invited in election events
- diverse election events have been organised
- open and constructive discussion atmosphere has been maintained at TYY events
- the Executive Board and the Office have created their own rules for how the discussion atmosphere remains a safe space
- we have started a process for the use of "family-friendly" mark for the events
- we have reviewed the possibilities of those with a family to use Unica cafeterias. There is discounted food for children and highchairs in the premises.
- when preparing questionnaires, we have considered the necessity of asking the gender
- we have participated in campaigns dealing with gender diversity
- we have started creating accessibility marks for the events
- we have influenced FSHS to safeguard sufficient mental health resources



- We have also communicated on mental health services and campaigns in English
- we have constructed culture of discussing students' mental health
- we have encouraged organisations for the campaigns and to participate in the students' mental health day
- we have participated in the students' mental health day
- we have listed on the website assisting organisations operating in different campus cities
- we have taken those coming from different socio-economic backgrounds into account when preparing questionnaires
- we have trained and received training on equality
- we have paid attention to the accessibility of our website with the reform
- we have published on time the agendas and meeting materials of the Executive Board and the Student Union Council
- we have reviewed the services of Satakunta campuses
- we have increased remote participation possibilities
- we have trained tutors on student diversity
- equality training and anti-racist training has been organised for the new Executive Board
- anti-racist training has been organised for the 2021 Executive Board and other office staff
- we also offered anti-racist training for organisational actors
- we reviewed the realisation of the Equality Programme mid-annually, in the mid-year review and the plan of action.

In addition to these, Equality Programme has been realised, Equality Guide for organisations has been prepared and equality has been promoted in all sectors



3. Years 2022 and 2024

Objectives of the organisational sector:

Organisations receive sufficient support and encouragement to realise equal activities.

- Partly realised, hard to measure
- 4/5 of the measures realised (2022 3/5)

Students can participate in organisational activities disregard of their personal characteristics and health.

- Partly realised
- Measures realised

Students with mental health problems receive support from the other students.

- Partly realised
- Ca. half of the measures realised

Students have the possibility to participate in student activities disregard of study town and wealth.

- Partly realised
- Measures realised partly

Organisational premises are accessible.

- Partly realised
- Measures realised (2022 0/3)

Meaningful activities are available for each student in the student community.

- Partly realised
- Measures realised almost completely

Nobody is spoken of in the communication in an insulting manner.

- Partly realised
- Measures realised

Objectives of the sector for academic affairs

In their promotion of student interests, organisations pay attention to the accessibility of studying.

- The other measure has been partly realised

The organisations know what TYU harassment contact persons do and can utilise them in their activities.

- Realised, also measures

Students participate in the development of the university in different units of the university in all faculties.

- Realised as far as possible

Education is accessibly organised.

- 3/4 of the measures realised

Students coming from different backgrounds are openly welcomed in teaching and tutoring events.

- Measures realised as far as known

Family and studying can be seamlessly fit together.

- Measures partly realised (2022 1/3)

Students are in an equal position regardless of their background or external factors.

- Measures partly realised

International students receive sufficient support to act in the Finnish academic community.

- Measures realised

Objectives of the sector for international affairs:



TYU's activities are also accessible for students without Finnish knowledge.

- Partly realised
- 2/3 of the measures realised, one partly

A student environment is created with a non-biased atmosphere respecting diverse cultures and origins

- Partly realised
- Almost all measures realised

International students are also involved in the decision-making of the Student Union Council.

- Partly realised
- Part of the measures realised

TYU considers gender diversity in its activities.

- Not realised
- Part of the measures realised

Students request and receive help in mental health problems in early phase. Talking about one's mental health problems does not label the person.

- Realised.

Activities for international students are available elsewhere than only in the organisations directed for international students.

- Realised.

Basic information on the activities of all organisations is also available in English.

- Realised

Nobody is spoken of in the communication in an insulting manner.

- Realised.
- Measures mostly realised

International students receive sufficient support to act in the Finnish academic community.

- Realised, measures realised

Main sector

International students are also involved in the decision-making of the Student Union Council.

- Partly realised.

Different political orientations are visible in a wide-ranging manner in elections. Nobody's opinion is ignored due to party stance or participation in political activities.

- Partly realised.
- Topical measures realised.

All members of the Student Union Council have a safe and encouraging atmosphere to show their opinions.

- Realised.

All members of the Executive Board have a safe and encouraging atmosphere to show their opinions.

- Not realised.
- The other measure has been partly realised.

TYU's premises are accessible.

- Not realised.

TYU's activities are accessible.

- Not realised.
- The last measure realised.

Everyone has equal possibility to apply and become elected in TYU activities.

- Partly realised.
- Relevant measures mostly realised.

Preparation of documents and presentations is open.

- Partly realised.

TYU provides sufficient services for students disregard of the study town.

- Achieved and realised partly.

Everyone working at TYU Office knows the contents of the Equality Programme and knows how to promote its aims in one's activities.

- Partly realised.
- Measures realised.

TYU Office staff annually increases their competence in equality in order to improve equality affairs.

- Realised.

TYU contributes to the development of an equal society.

- Partly realised, also measures.

Promotion of equality is a strong theme in the lines of SYL and OLL.

- Achieved and realised partly.

Objectives of the sector for social affairs:

Promotion of student interests considers students of different age and in different life stages.

- Realised.

A student environment is created with a non-biased atmosphere respecting diverse cultures and origins.

- Realised.

Everyone can participate in TYU activities regardless of their conviction or faith.

- Realised.

Settling down and practice of religion is possible at the university.

- Not realised.
- Partly realised.

Students with a family easily recognise child-friendly events of TYU and organisations.



- Not realised.

It is easy to visit student cafeterias with children.

- Not realised.
- Partly realised.

Students with a family belong to the student community.

- Not realised.

TYU considers gender diversity in its activities.

- Partly realised.

It is possible to express one's gender and sexual orientation disregard of gender or orientation.

- Partly realised.

TYU's premises are accessible.

- Not realised.

Students request and receive help in mental health problems in early phase. Talking about one's mental health problems does not label the person.

- Realised.

All students feel welcome in the university community.

- Realised.

All students receive support also in other issues besides studying.

- Partly realised.
- Measures realised.

Everyone working at TYU Office knows the contents of the Equality Programme and knows how to promote its aims in one's activities.

- Partly realised.

Organisations receive sufficient support and encouragement to realise equal activities.

- Realised.

Organisations have an open atmosphere and discussion culture.

- Realised.

Events do not pressure to use alcohol

- Realised 4/ 5

Events do not include bullying, discrimination, harassment or racism.

- Partly realised
- Realised.

Students with children are able to participate in organisational activities.

- Partly achieved, 1/2 realised.

Students participate in the equality work of the university

- Achieved.

The following review only for year 2022:

Education is accessibly organised.

- Partly realised.

University is an accessible environment.

- Measures partly realised.

Nobody is bullied at the university. Bullying events are revealed and processed duly.

- Partly realised (3/4 fully).

Mental health problems do not create a hindrance for studying.

- Not realised.
- Partly realised.

Different cultures are seen as a strength of the scientific community.
University has zero tolerance towards racism

- Partly realised.

Special groups are taken into account in student housing in a cross-cutting manner.

- Realised.

Objectives of the events:

TYU's activities are also accessible for students without Finnish knowledge.

- Realised.

It is safe to participate in events regardless of gender or sexual orientation.

- Realised.

Events do not pressure to use alcohol.

- Realised.

Events are physically and socially accessible.

- Realised.

Objectives of communication:

TYU considers gender diversity in its activities.

- Realised.

Everyone has equal possibility to apply and become elected in TYU activities.

- Partly realised.

TYU's communications is accessible and equal.

- Realised.

Organisations' communications are accessible and equal.

- Realised.

Nobody is spoken of in the communication in an insulting manner

- Realised.



4. Summary

Many of the objectives stated in TYU Equality Programme were realised already during the first years through the measures implemented in an excellent manner. During the entire programme period, most of the objectives were at least almost completely realised. Many of the measures were not completed. Only a few objectives did not progress at all. In its entirety, the programme progressed well, and the sectors are aware of the need for further work.