

Topic: Ableism, disability, and diversity

Facilitators: Diversity agent Paula Folqués Diago and cultural worker Maija Karhunen

Training languages: Finnish, Spanish and English

Each of us are diverse. Differences can be based on, for example, gender, sexuality, socio-economic status, age, physical characteristics, disability, appearance, religion, language, cultural differences, to name a few. For everyone, there is an overlap of both the effects of privilege and marginalization; intersectionality. Being a part of a minority group often causes a collision with norms, for example the norm of whiteness, the heteronorm, the norm of binary gender or the norm of ableism; and collision with invisible customs/rules and power structures.

Ableism is the prejudice and discrimination against people with disabilities, in favor of those who have "able-bodies" (those that have the so-called "normal" bodies and "normal" abilities). This discrimination is often unconscious and is based on the behaviors and ways of understanding disability that have historically ruled in society. Understanding the dimensions of ableism is crucial in raising awareness and starting to make structural changes.

Diversity agent Paula Folqués Diago and cultural worker Maija Karhunen will share the history and ways to celebrate diversity with your community. This is foundational in creating structural change and belonging, which moves us towards a more equal society with equal opportunities.

Training made specifically to the needs of your organization and work team are possible. Below are set packages to give you an idea of the range and depth of what is available. Depending on how many participants will be in the training, one or two diversity agents can be booked. Training can be held on location and/or online.

Packages

Package 1: *Introduction to Ableism, disability, and diversity*

- one 2-hour training
- introducing basic concepts and terms
- exercise on discovering one's own biases
- open discussion

Learning outcomes

- You are familiar with key concepts such as ableism, disability, diversity, equality, accessibility, structural change, accountability and inclusion.
- You will know more about how to take into consideration people with disabilities on various levels.

Package 2: *Recognizing how we are diverse*

- one 3-hour training
- introducing basic concepts and terms
- exercises on discovering one's own biases and norms in their local environments
- unpacking biases at the workplace
- open discussion

Learning outcomes

- You are familiar with key concepts such as sustainability, anti-racism, diversity, equality, accessibility, structural change, accountability and inclusion.
- You will know more about how to take into consideration people with disabilities on various levels.
- You are familiar with the working of unconscious bias in a work environment and start to develop sensitivity towards your own bias.
- You are familiar with and more aware of stereotypes, norms, and physical as well as invisible challenges within the environment.

Package 3: *Building a foundation towards equity with diversity in mind*

- two 2-hour trainings (4 hours in total)
- introducing basic concepts and terms
- exercises on discovering one's own biases and norms in their local environments
- unpacking biases at the workplace
- identifying your organization's values
- getting more familiar with the disability legislation in Finland
- introduction on how to develop and implement safer space guidelines
- open discussion

Learning outcomes

- You are familiar with key concepts such as sustainability, anti-racism, diversity, equality, accessibility, structural change, accountability and inclusion.
- You will know more about how to take into consideration people with disabilities on various levels.

- You are familiar with the working of unconscious bias in a work environment and start to develop sensitivity towards your own bias.
- You lay the foundation for strategic work towards more inclusion, diversity and equity in your organization by making sure everyone shares the same values at the workplace.
- You are given tools to start developing your own safer space guidelines.
- You are familiar with and more aware of stereotypes, norms, and physical as well as invisible challenges within the environment.
- You are familiar with the legal rights of people with disabilities in Finland.

Package 4: *Sustaining accountability*

- three 2-hour trainings (6 hours in total)
- introducing basic concepts and terms
- exercise on discovering one's own biases
- unpacking biases at the workplace
- identifying your organization's values
- introduction on how to develop and implement safer space guidelines
- identifying strategies to battle unconscious bias at the workplace
- getting more familiar with the disability legislation in Finland
- understanding accountability and how to maintain it in the workplace
- open discussion

Learning outcomes

- You are familiar with key concepts such as sustainability, anti-racism, diversity, equality, accessibility, structural change, accountability and inclusion.
- You will know more about how to take into consideration people with disabilities on various levels.
- You are familiar with the working of unconscious bias in a work environment and start to develop sensitivity towards your own bias.
- You lay the foundation for strategic work towards more inclusion, diversity and equity in your organization by making sure everyone shares the same values at the workplace.
- You are given tools to start developing your own safer space guidelines.
- You are given tools to create strategies to battle unconscious bias in your own work.
- You are familiar with and more aware of stereotypes, norms, and physical as well as invisible challenges within the environment.
- You are familiar with the legal rights of people with disabilities in Finland.

Inquiries and Bookings

Reach out to Paula Folqués Diago and Maija Karhunen for more details on the content and how to personalize your training to fit the needs of your organization. Paula: paulafd27@hotmail.com and Maija: majakarhunen@yahoo.com.

General Culture for All diversity training inquiries go through Arlene Tucker at arlene.tucker@cultureforall.fi.

Supplemental activities and features

- + Questionnaires (eg. pre and post): 100€ + 25,5% VAT
- + 1 hour follow up meeting: 90€ + 25,5% VAT / diversity agent
- + Recording of the lecture: +30%

NB: Responsibilities of the diversity agents does not include the organization of accessibility solutions for the meetings, such as interpreters and rental spaces. Travel and accommodation is not included in the fee. Travel and accommodation is agreed upon separately. If the training is held remotely, the organization is responsible for providing the communication platform, i.e. Teams, Zoom.

An additional 30€/hour will be added to the invoice when a diversity agent travels to a training further than 30k from their home.

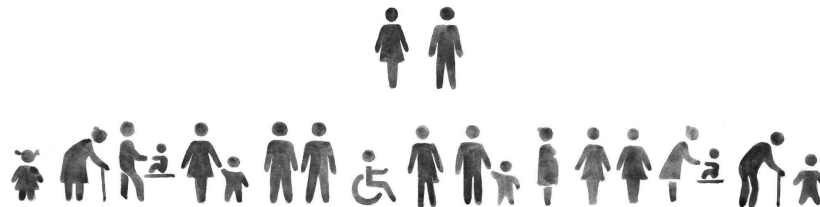


Illustration by Alexandra Burda

Diversity Agents

Diversity Agents are a network of arts and culture professionals who have multicultural backgrounds, strategic diversity skills as well as knowledge and experience of the work ethic in Finland. In addition, they have extensive creative and problem-solving skills and the ability to communicate information in an engaging and constructive way. Diversity Agents who have received accreditation from Culture for All Services are arts and culture professionals with special expertise and training in the field of diversity. https://www.kulttuuriakaikille.fi/diversity_agents

Paula Folqués Diago (she/her)

Areas of expertise and interest: Theatre, acting, writing, directing, diversity and integration, multiculturalism, multilingualism, theatre in education, anti-racist & feminist working practices, performing arts.

Diversity training working languages: Finnish, English, Spanish

Paula Folqués is a multifaceted woman, who has combined studies and work experience in both the business and theater worlds. Paula is passionate about acting and she is a theater maker who has also developed her art through playwriting and directing. She studied acting at the Escuela del Actor in Valencia and has continued her training with numerous teachers in different aspects of acting, and stage direction.

Paula is currently working for Tukkatatteri as well as continuing her training in DEI and developing her own theatrical projects. Among her work for theater in Finland, two theater projects of her own (Virtudes and Jälleennäkemisiä) stand out in which, both because of the theme of the play and the participants, diversity has been a highlight of the show. Feminism, multiculturalism and multilingualism are other aspects highlighted in her work.

Read more about Paula here:

[Paula's diversity agent profile page \(you will be taken to Culture for All's website\)](#)

Maija Karhunen (she/her)

Maija Karhunen is a freelance dancer and performer, born physically disabled. Maija has worked extensively in the art field also as an expert, writer and in arts administration. In 2020-2024, Maija worked at Culture for All, an organisation promoting equality, accessibility and diversity in the Finnish art and culture field. Maija worked as the project manager for Culture for All's project *Making space for artistry – equity for disabled artists and artists who are Sign Language users*, funded by the Kone Foundation. The project ended in spring 2024.

[Making space for artistry project's homepage](#)

On the left is a picture of Paula. On the right is a picture of Maija.

