

The aim of the Culture for All Service is an equal cultural field. We support actors within the arts and cultural sector in questions related to accessibility, diversity and equality. We distribute information, organize trainings and discussions and coordinate different projects.

The Culture for All Service is maintained by the association Yhdenvertaisen kulttuurin puolesta ry. The association's members are umbrella organizations in the art field. The people working in our office are experts in accessibility and diversity in arts and culture.

More information about us and our activities: www.kulttuuriakaikille.fi

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#KULTTUURIAKAIKILLE



Kulttuuria kaikille
Kultur för alla
Culture for All

**GLOBE
ART
POINT.**

THE EQUAL ARTISTIC PATH

FROM THE POINT OF VIEW OF DIVERSITY

**THIS FACTSHEET CONTAINS RECOMMENDATIONS FOR
MEASURES PROMOTING THE EQUAL PARTICIPATION OF ARTISTS
AND CULTURAL WORKERS OF NON-FINNISH ORIGIN OR WITH
MINORITY BACKGROUND.**

In an equal arts and cultural field everyone can participate by creating, experiencing and having a say. Every individual has the opportunity to aspire to a profession in arts and culture.

What are the concrete factors creating opportunities and where do the obstacles come from? How do different actors within society affect the opening or closing of doors? What are the thresholds an artist moving from another country, with a disability or from another minority background faces during their journey from childhood to adulthood?

FOR WHOM IS AN ARTISTIC PATH POSSIBLE?

PROMOTING EQUALITY

CAREER AND EMPLOYMENT OPPORTUNITIES ARE TO BE SECURED – NOT ONLY OPPORTUNITIES FOR HOBBIES

- ✓ Arts and culture institutions should be encouraged to promote cultural diversity through their staff and recruitment policies by employing workers of non-Finnish origin or background.
- ✓ The artistic cooperation between artists and cultural workers from both minority and majority groups should be increased in order to promote everyone's participation in mainstream organizations.

- ✓ Eligibility criteria concerning language skills should be removed in work tasks where knowledge of the Finnish and/or Swedish language is not required for carrying out the actual work. Arts and culture institutions should be encouraged to provide language courses for employees of non-Finnish origin or background.
- ✓ Cultural diversity should be taken into consideration as an important criterion in the amendment of the State subsidies system.
- ✓ Cultural services for children with minority backgrounds should be strengthened by recruiting art educators and artists of non-Finnish origin or background to work with the children in their native languages.

REPRESENTATION AND PARTICIPATION IN DECISION-MAKING PROCESSES IS TO BE ENSURED

- ✓ The representation of artists and experts of non-Finnish origin, with minority backgrounds or with disabilities must be ensured in the decision-making processes of the public arts and cultural administration, in arts councils and working groups. It should also be possible to use languages other than Finnish and Swedish in the above-mentioned processes.