



# TODELLISUUDEN TUTKIMUSKESKUS REALITY RESEARCH CENTER

## **Equality Plan of Reality Research Center (RRC)**

As an association, we are committed to follow the Equality Plan of the Performing Arts Center (Esiteysteinen keskus). This is a specific version of Eskus' plan from the perspective of the Reality Research Center. The plan serves as a working document for the association, where the stated objectives and measures are reviewed annually before each spring meeting. The plan has been approved by the members of the Center for Reality Research.

### **Freedom and Responsibility of Art**

Artistic freedom includes an artist's right to choose their subject, method, and mode of expression. The content and diversity of art should not be regulated externally. However, the creation of art must respect human rights. Art also has a responsibility to society, other animals, and nature. Artistic creation must consider its ecological, social, economic, and cultural impacts.

### **Definition of Equality We Use**

Equality means the equal value of all people regardless of gender, age, ethnic and national origin, citizenship, language, religion, social class, conviction, opinion, educational background, disability, health status, sexual orientation, or any other personal reason. People should have equal opportunities for agency. This means not only equal treatment but also active efforts in the environment to identify and remove visible and invisible barriers on the path to equality. The principle of equality includes recognizing oppressive structures and their historical context.

Equality also means respecting the lives of other species, non-violence, and animal rights. It is about moving away from anthropocentrism: recognizing the perspectives and interests of beings other than humans. Just like in human equality, working towards interspecies equality requires active efforts: awareness and resistance to oppressive structures, as well as precision in ethical choices in everyday life and work.

### **Who Does the Plan Apply To?**

The employees and collaborators involved in the activities of the Center for Reality Research commit to complying with and promoting equality and gender equality when entering into a work or cooperation agreement with the Reality Research Center.

- The association's activities are led by the board, which is an elected body of the Reality Research Center's annual meeting. The managing director and artistic director prepare matters for the board in collaboration with the board chair. The board ensures that the association's accounting is lawful, and that financial management is reliably organized. The board plays a key role as an enabler of equality and gender equality work, ensuring that equality and gender equality plan are reviewed annually and that the measures mentioned in it are put into practice.
- Working groups initiated by the board operate within the limits set by the board. Their purpose is to work on individual projects, tasks, or activities. The working groups may include board members, members of the RRC, and experts related to the group's purpose. There are many opportunities to promote equality and gender equality in the selection of working group members and in practical activities.
- The management and employees of the Center for Reality Research (executive director, artistic director, producer-communicator, and project producer) are employed by the

Center for Reality Research. They implement the center's strategy in their work and act in accordance with the decisions made in the general meetings. They are responsible for a significant portion of the practical grassroots work, problem-solving, and communication. It is important that they receive the necessary training, support, and that the principles of equality and gender equality are implemented in their work in compliance with the law.

- The executive director's responsibilities include administrative and financial management of the Center for Reality Research, representing the center as an organization, and comprehensive development in collaboration with the part-time artistic director and the association's board based on initiatives from the membership. The executive director is responsible for the overall production planning, development, and marketing of the Center for Reality Research. The tasks of the Executive Director also include ensuring the financing base of the association and finding new funding channels. The Executive Director is responsible for the employment contracts of the association's employees and contracts with collaborating partners. The Executive Director acts as the immediate supervisor for the employees hired by the association.
  - The main task of the Artistic Director is to select the main program of the TTK and related organizational and communication work. The Artistic Director provides support for the artistic research of the workgroups selected for the main program as needed. The tasks of the Artistic Director also include tasks related to commissioned performances, publishing activities, and communication, as well as tasks related to representing RRC, advocacy, and future planning.
  - The Producer-Communicator is responsible for the production tasks and communication of the main program and the Impossible Performance residency, as well as updating the website and social media and project communication together with the Associate Producer. The Producer-Communicator participates in the development of the association's activities.
  - The Project Producer is responsible for coordinating projects together with the Executive Director. They are responsible for production tasks and communication, as well as updating the website and social media and project communication together with the RRC Producer.
- RRC members are responsible for their own actions and are aware of their commitment to the Safer Space principles when attending RRC events in the context of each event.
  - Participants and audiences participate in the performances, projects, and courses either on a long-term basis or for individual events. Each participant is responsible for their own actions at RRC, but it is also important that they are aware of their commitment to the Safer Space principles when attending RRC events in the context of each event.
    - Audiences are a group of people who may not have a direct relationship with the Reality Research Center but may visit or participate in events. They have the least influence and knowledge of RRC's activities. It is important to consider how a occasional visitor could actively commit to the Safer Space principles in their own capacity.

### **General principles and measures of the Equality Plan:**

- 1. Non-discrimination:** We want to create conditions where different people can be placed on an equal footing in a meaningful way. We directly condemn discriminatory behavior and take concrete actions against discrimination and inappropriate behavior.

- **Age:** Different age groups' experiences and expertise are recognized at RRC. RRC's employees are not treated differently based on age, experience, or family responsibilities. Different age groups are taken into account as participants when planning RRC's performance and course programs.
- **Gender, gender identity, and gender expression:** Gender refers to a person's own experience of their gender. RRC's activities respect everyone's self-determination. RRC's facilities are gender-neutral.
- **Sexual orientation:** RRC understands sexual orientation as diverse. RRC actively promotes an inclusive and open atmosphere, and different sexual orientations are seen as equal.
- **Religion, belief, and opinion:** RRC respects different lifestyles, values, religious beliefs, and opinions. No one is discriminated against based on these values and beliefs, but discriminatory behavior justified by them is also not allowed.
- **National background, nationality, and language:** Racism is prohibited in RRC's activities. RRC actively seeks to identify and address racism. RRC primarily communicates in Finnish and English.
- **Functional capacity and health:** RRC does not discriminate against anyone based on disability or health condition. People are treated equally and respectfully, whether they have a mental or physical illness or disability. Staff members and participants have the right to decide for themselves what they disclose about their health condition or disability. RRC's premises at the Performance Center are partially accessible. See more detailed accessibility information.
- **Socioeconomic status:** RRC strives to enable the participation of people with low income in its activities. RRC offers tickets at different prices for its performances. Additionally, RRC organizes free performances, public events, and courses.

**Action:** We will appoint a responsible person in all operations who can be contacted in case of any problems. The contact information of the responsible person will be displayed on our website. The contact person will be appointed and notified separately to each working group or new employee when they start working with RRC. This applies not only to RRC's staff and board but also to performances, projects, and course activities.

2. **Anti-racism:** We are working to address the consequences of structural racism. We aim to acknowledge the whiteness within RRC and actively work on recognizing our privileges.

**Action:** We will provide training for RRC staff and members on anti-racist actions during 2023. We will also develop methods to better engage members from diverse backgrounds.

3. **Diversity and Plurality:** Our intention is to create an artist collective where the starting points for creating art and participating in our activities are as equal as possible for individuals from different backgrounds and working with different approaches to art, both creators and audiences. We are creating structures and conditions to enhance the visibility of diverse voices by providing opportunities based on this idea.

**Action:** In addition to offering production resources to our members, RRC also provides them through an open call (Residency for the Impossible Performance). The employment of the artistic director is temporary, ensuring regular rotation and preventing power concentration in a single individual. The artistic director for the years 2021-2023 is Julius Elo. The theme for RRC program search for the year 2025 is accessibility. We are seeking an external curator for the program search who can bring new perspectives to RRC's programming. Through our project and course activities, we aim to increase the possibilities for participation in our operations extensively.

The RRC's operations have aimed to enable participation by individuals with low income as well. Different priced tickets are available for TTK's performances. TTK also organizes free performances, public events, and courses.

- 4. Self-reflection:** We acknowledge that we are a work in progress and, in many aspects, just starting in the work we want to achieve regarding equality and equity issues. We actively strive to improve and rectify our actions.

**Action:** TTK's equality and equity plan is reviewed annually during a board meeting preceding the spring assembly. We engage in discussions about the current situation and the implementation of previous actions. Afterward, we update our equality and equity plan to make it relevant by creating guidelines for the upcoming term.

- 5. Social and Economic Sustainability:** The lack of resources often presents challenges in maintaining fairness, consistency, and allowing sufficient time for processes. We consider it important that RRC does not work at the expense of anyone's well-being and resilience, and that we utilize the available resources for fair employment. It is essential to consider the diverse life situations and backgrounds of artists when engaging people in our activities.
  - Employee Equality TTK promotes equal representation of all genders in various roles and provides equal opportunities for career advancement. Employees should have opportunities for career progression based on their individual abilities. Gender should not be a determining factor, for example, in accessing education.
  - Equal Pay TTK promotes gender equality in employment conditions, particularly in terms of wages.

**Action:** We adhere to the Theater Industry Collective Agreement (Teatterialan työehtosopimus). TTK provides occupational health care for its employees and, if necessary, arranges work counselling. As an employer, RRC supports work-life balance by enabling flexible working hours and remote work options.

- 6. Ecological Sustainability and Consideration of Non-Human Life:** It is important that we do our part in combating climate change and protecting biodiversity. Since the eco-crisis disproportionately affects the most vulnerable populations and non-human species, environmentally friendly choices globally promote equality and fairness. We recognize all animals as intrinsically valuable beings whose well-being should be considered in matters that affect them. We work towards a non-violent society. We acknowledge the human-centeredness of our society and artistic structures and actively seek new ways of creating.

**Action:** We will develop an ecological plan for TTK. Catering for events organized by the Reality Research Center will be vegan. If animals are involved in artistic processes, they have the right to life and good treatment.

- 7. Feedback:** It is impossible to anticipate all individual needs, and therefore, creating equal opportunities does not only mean considering the aforementioned characteristics. RRC takes into account the needs and feedback expressed by employees and individuals participating in RRC's activities regarding equal treatment.