Nomadi ry – Gender Equality and Non-Discrimination Plan

Nomadi ry and Alpo Aaltokoski Company are committed to treating every member of the working group, every partner and every audience member equally. This plan sets out the principles and the concrete measures for 2027–2028.

Approved: Board meeting, 27 October 2026 · Valid: 2027–2028 · Responsible person: Jussi Väänänen, Executive Director

1. Introduction and starting points

Nomadi is a small professional contemporary dance company whose work is based on production-specific working groups, freelance artists and international cooperation. For this reason, the plan applies not only to permanent staff but to all contracted artists and workers, partners, workshop participants and audiences.

The plan is based on the Finnish Act on Equality between Women and Men (609/1986) and the Non-Discrimination Act (1325/2014). The statutory obligation to draw up such a plan applies to employers with at least 30 employees; Nomadi prepares the plan voluntarily, because it is part of responsible artistic activity and a condition for grants from the Arts Promotion Centre Finland and the Ministry of Education and Culture.

The plan is complemented by the separate *Guidelines for Preventing and Handling Inappropriate Behaviour and Harassment*.

Gender equality here means equality between genders, including gender identity and gender expression. **Non-discrimination** means that no one is treated differently on the basis of age, origin, nationality, language, religion, belief, opinion, family relationships, state of health, disability, sexual orientation or any other personal characteristic.

2. Assessment of the current situation

The current situation is assessed at the beginning and at the end of the plan period. The figures below are from the previous year and serve as the baseline for monitoring the plan.

Indicator	Previous year 2025	Note
Total number of people paid a salary or fee	43	
Gender distribution (women / men / non-binary or not stated)	25 / 17 / 1	
Employed / freelance / purchased services	3 / 30 / 10	
Workers whose first language is not Finnish	1	Voluntarily reported information only

Indicator	Previous year 2025	Note
Recruited through an open call	50 %	
Difference in artistic fees between genders in the same role	0 %	Equal pay applied
Working group survey: “I felt I was treated equally”	average 1–5	Not carried out in 2025

Identified strengths: An international and multilingual working group, long-term working relationships, an open culture of discussion.

Identified areas for development: Recruitment happens largely through networks; the accessibility of performance venues varies.

Personal data is processed only at an aggregate level. Sensitive information, such as state of health, origin or sexual orientation, is not collected without explicit voluntary consent.

3. Principles

Recruitment and forming working groups

- Jobs and production roles are announced openly whenever it is artistically possible. Announcements are published in Finnish and English and encourage applications from under-represented groups.
- Selection criteria are recorded in advance and selections are made accordingly. Auditions do not include questions about family relationships, health or other irrelevant matters.
- When a working group is formed by invitation, its diversity and the inclusion of artists outside our own networks are consciously considered.

Pay and terms of work

- Equal pay or fees are paid for the same or equivalent work, taking into account experience-based supplements, regardless of gender, age or origin.
- Fees are based on recorded criteria and at least on the industry recommendations, such as the fee recommendations of the Union of Theatre and Media Workers in Finland (TEME) / the collective agreement.
- All contracts are made in writing, and working hours, rehearsal schedules and travel are agreed in advance.
- Family obligations, state of health and other life situations are taken into account in schedules and tour arrangements whenever possible.

Working community and language

- The working languages are Finnish and English. Essential information, such as contracts, safety instructions and schedules, is provided in a language everyone understands.
- Bodies and appearance are not commented on. Artistic feedback is directed at the work.
- Everyone has the right to be called by the name and pronouns they have chosen.
- Dressing rooms and changing facilities are arranged so that everyone can change in private if they wish.

Artistic content and communication

- Stereotypes and representation are examined in the themes, roles and imagery of the works.
- Communication and marketing use diverse imagery and clear language. Images of members of the working group are used only with their consent.
- The names and credits of international and visiting artists are presented in the same way as those of others.

Audiences and accessibility

- The accessibility of performance venues is checked and communicated to audiences in advance.
- Ticket pricing includes discounts or pay-what-you-can tickets, and we take part in Kulttuuriluotsi, Kaikukortti and similar schemes whenever possible.
- At least one accessibility measure is implemented each year, for example audio description, a relaxed performance, captioning or an easy-to-read introduction.
- Workshops and audience engagement are designed so that people of different ages, bodies and backgrounds can take part.

4. Measures, responsibilities and schedule

The measures are scaled to the resources of a small company. Names are added to the responsible roles when the Board approves the plan.

Measure	Responsible	Schedule	Indicator
Fee criteria are recorded and shared with the working group	Executive Director	Spring 2027	Criteria used in all contracts
Gender equality review of fees in the same roles	Executive Director	Annually with the financial statements	Difference 0 % or justified
Open call for at least one new production per year	Artistic Director, Producer	Annually	Open calls held, number of applicants

Measure	Responsible	Schedule	Indicator
Non-discrimination clause and English version in recruitment announcements	Executive Director, Producer	Immediately	All announcements
Review of safer space and non-discrimination principles at the start of each production	Production producer	Every production	Review recorded in the schedule
Working group survey at the end of each production	Producer	Every production	Response rate, average score for equal treatment
Venue accessibility information on the website and in ticket sales	Communications officer	Every performance season	Information published for all venues
Accessibility measure (e.g. audio description, relaxed performance)	Producer	At least 1 per year	Number of measures implemented
Non-discrimination training or discussion for the Board and responsible persons	Chair of the Board	Autumn 2027	Participants
Review of imagery and language in communications	Communications officer	Annually	Review carried out

All measures are also included in Nomadi's annual action plan, and their implementation is reported in the annual report.

5. Monitoring and updates

The Board reviews the implementation of the plan once a year together with the annual report. The assessment is based on the indicators in section 2, the results of the working group surveys and the annual report of the harassment contact person.

The plan is updated every two years, or earlier if the activities change significantly. Members of the working group can make suggestions at any time to the responsible person, Jussi Väänänen, jussi@aaltokoskicompany.fi.

The plan is publicly available on Nomadi's website and is attached to grant applications on request.