



Equity, Diversity and Inclusion at Aalto University

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EQUITY / EQUALITY

Equality refers to an aim to provide a non-discriminatory, equal and accessible environment in which employees and students with diverse backgrounds receive equal opportunities and fair treatment, and are free to study and work without discrimination.

DIVERSITY

Diversity refers to any visible or non-visible attributes that make us different from each other - all the ways we differ.

(e.g. gender, age, health, disability, ethnic or national origin, nationality, language, religion, beliefs, opinion, political or trade union engagement, family relations, sexual orientation, or other personal characteristics, and their intersections)

INCLUSION

Inclusion refers to an environment of involvement and respect, where everyone can be their true self, feel a sense of belonging, and where our different backgrounds and perspectives are seen as strengths.

DIVERSITY is having a seat at the table.
INCLUSION is having a voice at the table.
BELONGING is having your voice heard.

Building inclusive community and safer space

Being kind

- Meeting people with an open mind and respecting diversity.
- Being open to new perspectives, listening and giving space to everyone.
- Speaking with care and respect.

Learning together

- Striving to acknowledge unconscious biases and challenging own assumptions.
- Being compassionate to ourselves and others, learn from mistakes together.

Acting on barriers

- If noticing inclusion barriers, do not hesitate to act.
- You may safeguard your boundaries.



Harassment situations

Contact persons for experiencing or witnessing

- harassment
- exclusion
- bullying
- inappropriate conduct
- personal attack
- interpersonal issues
- anything equity related worries and questions you may have



AYY: Ronja Mäkinen & Rasmus Ruohola, equity@ayy.fi

Aalto University: Anne Petroff and Mikko Raskinen, inappropriateconduct@aalto.fi

Equity officers / harassment contact persons at AYY

We can

- listen without taking sides
- refer you to more suitable services if required
- brainstorm ways to resolve these issues with you
- mediate discussions between community members
- help you identify inappropriate conduct if you are unsure

We cannot

- take sides or represent the views of either side of a conflict
- punish anyone
- demand and analyze evidence
- tell others about the contents of our talks (without your permission)

Aalto community and AYY

- Student culture
- Over 200 associations
- Events
- Volunteers



The best student life in the world

We celebrate diversity and welcome you to find your place in Aalto's rich student life as you are!