



Equality, diversity and inclusion at Aalto University

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Diversity is part of who we are and we foster an empowered community that shines by working together.

Values

Courage

Responsibility

Collaboration

Code of Conduct: Our responsibility for people

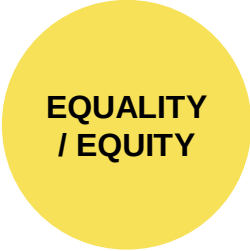
- We treat each other equally and impartially
- We do not accept any kind of inappropriate conduct, bullying or harassment
- We care for the safety and well-being of ourselves and others



DIVERSITY

Diversity refers to the visible and 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)



EQUALITY / EQUITY

Equality refers to an aim of providing a non-discriminatory, equitable and accessible environment where everyone has equal opportunities and fair treatment.



INCLUSION

Inclusion refers to creating an environment where everyone feels welcomed, respected, valued, and able to fully participate with a sense of belonging.

Principles for a safer space

Respect and be kind to others

- Meet everyone with an open mind.
- Promote everyone's participation in community encounters.
- Be aware of assumptions and generalizations.

Give space and learn new perspectives

- Stay open to new perspectives.
- Encourage open discussion.
- Approach mistakes with compassion.

Having courage to intervene and maintain wellbeing

- If noticing inclusion barriers, do not hesitate to act.
- Ask for help when needed, support is available.



Harassment contact persons

- The university has a legal obligation to ensure a safe learning environment, including mentally
- The university's lobby services and the AaltoAPUA number provide assistance in cases of harassment on campus



If Aalto University staff are involved in the situation:

Aalto harassment contact persons

Anne Petroff and Mikko Raskinen inappropriateconduct@aalto.fi

Harassment contact persons

Contact persons for

- harassment
- exclusion
- bullying
- inappropriate conduct



Ronja Mäkinen & Lauri Jurvanen equity@ayy.fi

Your guild/association may also have harassment contact persons

In academic conflicts, AYY's educational policy specialist can help

Harassment contact persons



We can

- listen without taking sides
- refer you to more suitable services if required
- brainstorm ways to resolve these issues with you
- 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)

Let's make Aalto the best
campus in the world
together!



An equal and
harassment-free
campus is the
responsibility of
all of us