



EQUALITY GUIDE OF ATHENE

Created by Athenes Equality Responsibles 2025

FOR GUILD OFFICIALS

Guild officials are responsible for ensuring equality within their own committee, both internally and in its external activities.

COMMITTEES' INTERNAL ACTIVITIES:

Maintain equal opportunities for becoming an official

All guild members must have equal opportunities to apply for guild official positions. You can support this by ensuring that information about applying is communicated in both Finnish and English, and that sufficient information about each role is provided beforehand. Those selecting officials must do so transparently, based on applications, giving everyone an equal chance.

Create an atmosphere that respects ideas and opinions

Within the committee, everyone's ideas and contributions should be respected. Each person can help build an atmosphere where members can express their opinions without fear of others' reactions.

Normalize addressing issues in activities

If you notice problems within the committee or guild activities, bring them up. Committee leaders should ensure that members have the opportunity to give feedback.

COMMITTEES' EXTERNAL ACTIVITIES:

Maintain equality in guild activities

Committees must consider how equality themes are reflected in their activities. When organizing events, all officials must follow Athene's shared principles. Use the event organizer's checklist in this guide to ensure that equality considerations are met!

Committees use clear communication



Communicate about your committee's activities in a way that is understandable to everyone, in both Finnish and English. All officials (not only the Head of Communications) are responsible for making their communication accessible. Translate your messages into English before sending them to be shared. Take the context into consideration and avoid for example overly cryptic university jargon when communicating with phuksis.

Ensure accessibility

The Guild Room Committee must ensure the accessibility of the Guild Room. Events should be held in accessible spaces whenever necessary. Survey special needs when relevant and keep accessibility in mind!

Event organizer's checklist

When organizing events, remember the following equality considerations:

- ☐ The event has been communicated clearly and accessibly to everyone, and information is provided in English as well. If the event is open to all Athenans, ensure that messages are sent not only to Athene's main communication channel but also to the international student channel.
- ☐ Harassment contact persons should be appointed for guild events. It is the organizer's responsibility to find them and share their contact information.
- ☐ Participants are not pressured to drink alcohol. Non-alcoholic drinks must always be available, and organizers should not normalize drinking.
- ☐ Songs with racist, ableist, or otherwise discriminatory lyrics are not sung.
- ☐ Costume themes should be chosen with care. Select themes that do not include offensive meanings or constitute cultural appropriation. Individuals wearing offensive costumes will not be allowed to attend.
- ☐ Events should be held in accessible spaces when possible.
- ☐ Participants' special needs can be surveyed during planning—for example, with a field for special requirements on the registration form.