

# 17.5 MONDAY // MAANANTAI // MÅNDAG

## *FROM WORDS TO ACTIONS*

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**11:00–11:10**

### **WELCOME WORDS**

[Sonya Lindfors](#) (UrbanApa) & [Sepideh Rahaa](#) (G.A.P)

EN

**11:10–11:30**

### **INTRODUCTION**

Institutions as political operators

Anita Seppä

EN

**11:30–12:25**

### **KESKUSTELU**

Intersektionaalisia näkymiä QBIPOC-näkökulmista

[Wisam Elfadl](#) & [Melissa Linsa](#), moderaattorina [Nitin Sood](#) (Helsingin kaupunki)

FI

IDAHOT-keskustelussa tarkastellaan kriittisesti queeriyteen ja sateenkaarikysymyksiin liittyviä normeja. Keskustelussa tuodaan esiin teemoja, tarinoita ja näkökulmia, jotka ovat olennainen osa sateenkaarihistoriaa, -kulttuuria ja -yhteisöjä, mutta joita on tahallisesti hiljennetty koloniaalisten perintöjen, valkoisen etuoikeuden ja eurokeskeisyyden takia.

Keskustelijoina Wisam Elfadl ja Melissa Linsa, moderaattorina Nitin Sood.

**12:25–12:30**

### **BREAK**

**12:30–14:00**

### **DISCUSSION**

Art, Culture and Diverse Finland – Discussion on the Ministry report

[Maija Lummepero](#), [Pasi Saukkonen](#), Jussi Koitela, [Erik Söderblom](#), moderated by [Ceyda](#)

[Berk-Söderblom](#) (G.A.P) & [Sepideh Rahaa](#) (G.A.P)

EN

The Ministry of Education and Culture's report Art, Culture and Diverse Finland, the final report of the Working Group for Cultural Policy, Immigrants and Promotion of Cultural Diversity, was released earlier this year and is the topic of this discussion. The discussion is focused on art institutions as part of G.A.P's contribution to this year's #StopHatredNow theme, Reshaping Horizons of Hope.

Researcher Pasi Saukkonen (Chair of the Working Group) & Maija Lummepero (Senior Advisor, Ministry of Education and Culture) present the report and discuss the action plan which is currently being prepared by the Ministry. Our other guests Jussi Koitela (Head of Program at Frame

Contemporary Finland) and Erik Söderblom (Artistic Director of Espoo City Theatre) engage in this conversation by addressing what would be the next possible steps for advancing diversity, equity and inclusivity in the art scene. The discussion is moderated by Ceyda Berk-Söderblom (Cultural Manager) and Sepideh Rahaa (Artist and Researcher).

**14:00–14:30**

**BREAK**

**14:30–16:00**

**ROUNDTABLE DISCUSSIONS IN SMALL GROUPS // PIENRYHMÄKESKUSTELUT**  
EN & FI

PRE-REGISTRATION OPENS LATER // ILMOITTAUTUMINEN AUKEAA MYÖHEMMIN

**Roundtable 1 (EN)**

Feminism and trans rights – a self-evident match?

Facilitated by [Panda Eriksson](#)

Panda Eriksson's roundtable focuses on the intersections of feminism and trans rights. TERFs are becoming more and more visible, and their rhetoric concerning feminism is hugely problematic; such discourse attempts to separate anti-racism and LGBTIQ+ issues from feminism, as though they were wholly unrelated. This discussion guides its participants to these issues, and raises questions on how to combat such discourse from an intersectional point of view.

**Roundtable 2 (EN)**

Hot Air Rising: Doing intersectional climate justice

Facilitated by [Sumugan Sivanesan](#) & [Ki Nurmenniemi](#) (Punos)

Over recent years Finland has marketed its progressive 'fossil-free culture'. What is left out of this picture? Whose concerns are leveraged? Who does not speak? Who is not being heard? Using a local case study, participants in this session will map and discuss what it means to do intersectional climate justice.

**Roundtable 3 (FI)**

Digitaalinen saavutettavuus: Kuinka voimme tehdä verkkosivuista ja verkkoviestinnästä saavutettavampaa?

Fasilitoijina [Mira Haataja](#) (Kulttuuria kaikille) & [Outi Salonlahti](#) (Kulttuuria kaikille)

Keskustelussa on tarjolla vinkkejä siihen, kuinka esimerkiksi verkkosivuilla ja sosiaalisessa mediassa voi viestiä saavutettavammin. Mitä verkkosivuja ylläpitäessä voi ottaa huomioon, entä uusia verkkosivuja suunnitellessa? Osio sisältää lyhyen alustuksen ja keskusteluosion. Voit miettiä etukäteen mieltä askarruttavia kysymyksiä.

**Roundtable 4 (EN)**

Recruitment & new human resource management & tools

Melissa Arni-Hardén, [Mari Männistö](#), [Cátia Suomalainen Pedrosa](#), facilitated by [Ceyda Berk-Söderblom](#) (G.A.P) & [Sepideh Rahaa](#) (G.A.P)

This discussion will concentrate on the recruitment processes and new Human Resources (HR) tools with a specific focus on municipalities. The roundtable will also bring experiences from arts and cultural institution leaders. The main question is; how to improve existing recruitment structures to enable the diverse, multi-voiced workforce, creators in all layers of different arts and cultural organisations. Melissa Arni-Hardén (Chief Specialist, Talent Espoo), Mari Männistö (Director of Culture, Helsinki) and Cátia Suomalainen Pedrosa (Director of Cultural Centre Caisa) will join us in this roundtable.

**16:00–17:00**

**BREAK**

**17:00–18:30**

**EXHIBITION OPENING & PANEL**

Opening of the About Us exhibition – QBIPOC in Finland

Guests TBA

EN

It has been 50 years since the decriminalisation of homosexuality in Finland and considerable progress has been made ever since to safeguard and promote LGBTIQ rights in Finland. Despite the important milestones, a lot of work is still required to fully advance the rights of all people within LGBTIQ communities. About Us is a photo exhibition that aims to empower and increase the representation of LGBTIQ people of colour in Finland. It also challenges the dominant discourse of whiteness in LGBTIQ communities and addresses multiple forms of discrimination in the Finnish society that is not yet fully understood. The exhibition puts limelight on the stories that are part of Finland. The exhibition is hosted at Cultural Centre Caisa during the #StopHatredNow festival, all photos taken by Aleksandra Lemke. The exhibition is available in Caisa throughout the festival and up to June 3.

Panel discussion: To celebrate and mark the opening of the About Us photo exhibition and the International Day Against Homophobia, Transphobia and Biphobia, there is a panel discussion with only LGBTIQ people who are also BIPOC (Black, Indigenous, Person of Colour). In the conversation with a group of individuals we will hear stories, views and opinions that need to be heard in the Finnish society. The panel discussion is streamed online (link later) from 5pm to 6:30pm.