



Sustainability Report of the Arts Promotion Centre Finland (Taike) for 2022

Our operations are based on openness and trust. The values of non-discrimination and equality are embedded in our structures.

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1. Sustainability within the Arts Promotion Centre Finland

The first Sustainability Report of the Arts Promotion Centre Finland (Taike) was completed on 9 June 2022. The agency published it as part of the State Treasury's sustainability reporting in central government initiative, according to which all central government ministries, institutions and agencies report on their efforts to promote sustainable development using the central government's common frame of reference.

In Taike's first Sustainability Report, the agency identified in its work four of the United Nations (UN) Sustainable Development Goals (SDGs) based on the UN's 2030 Agenda for Sustainable Development through and with the help of which it began to define its own sustainability goals. At that time, the agency determined that sustainable and responsible operations shall also be included in the agency's future strategy. The strategy was drawn up in 2022 and was published in early 2023. The strategy includes many dimensions of cultural and social sustainability, such as building an equal and non-discriminatory operating culture and a pluralistic, sustainable and democratic society through art and culture. In its strategy, the agency also specifies that it aims to strengthen sustainable operating practices within the arts sector.

In this second annual Sustainability Report, the actions taken by Taike during 2022 to promote sustainability have been compiled. The report also partially covers the development activities implemented at the beginning of the current year, for which the most significant preparatory work was done during the 2022 reporting year. This Sustainability Report is a document that has been reviewed by the agency's Leadership Team and approved and signed by the Director.

During the past year, the most significant event related to sustainability was the calculation of the agency's own carbon footprint, the results of which also included an assessment of negative and indirect environmental impacts related to subsidised activities (cultural events). The results of the calculation are also summarised in this report.

At the end of the year, preparations were also made to establish a Sustainability Team, which began its activities in February 2023. The team's work focuses on developing, for example, sustainability guidelines related to state subsidies, managing the agency's own carbon footprint, and



developing the staff's expertise related to sustainability issues. The team compiles and coordinates the agency's responsibility and sustainability work and reports on it to the organisation's Leadership Team.

2. Sustainability goals based on Agenda 2030

In 2021, Taike identified 4 of the 17 Sustainable Development Goals (SDGs) outlined in the UN's 2030 Agenda for Sustainable Development together with their targets that the agency felt it could naturally find ways to promote through its own mission and by developing the agency's other activities.

After the selection, it became a challenge that overall progress was not monitored in a coordinated manner and that the goals partly progressed under their own weight or changed their form over the course of the year. The situation was corrected in such a way that the agency decided to assign the task to the Sustainability Team. The following presents the SDGs initially chosen by the agency, updated and adapted to its own operations.



SDG 1 *End poverty in all its forms everywhere*

Target 1.3. *Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.*

Taike's goal: Promote the employment of artists and improve their status

Taike's actions: The agency is concerned with the status, social security, working conditions and wellbeing of professional artists working in Finland. In 2022, the agency implemented its "Occupational Wellbeing for Artists" project, which aims, for example, to reduce the stress of artistic work by means of job guidance, training and coaching. As a result of the project, which was implemented together with the Finnish Supervisors' Association (Suomen työnhajaajat ry), the artists who participated in the project felt that they not only received peer support but also found solutions that support their everyday wellbeing. At the end of 2022, the



project expanded into a joint project with the Finnish Institute of Occupational Health and trade unions for art professionals.

Within the agency, the Artists' Social Security Working Group monitors the ongoing social security reform (2020–2027) and holds discussions with other authorities (Kela, Mela, Employment and Economic Development Office) on issues related to artists' social security. The working group also provides information to support political decision-making and distributes information to staff within the agency.

In 2022, the Fair Art campaign continued with a focus on artist livelihoods and current legislative work (including social security reform and copyright law). During the year, the campaign was followed by more than 340,000 viewers on social media (FB, Instagram) and related videos by more than 100,000 viewers (YouTube). In addition, cooperation was conducted with other similar European campaigns. An Art Parliament discussion forum was organised at the end of the year with the parliamentary committee preparing the social security reform. The agency also prepared official recommendations for the future government programme on improving the status of artists and met with political decision-makers in relation to the matter.

Taike has a development programme for the working conditions of artists involving several Regional Artists representing different fields of the arts. The goals of the programme include increasing working opportunities for artists, developing fair remuneration practices and promoting occupational wellbeing services.

Indicator: In accordance with the performance agreement between the Ministry of Education and Culture and Taike, we monitor the development of wages and fees paid to artists, as well as the employment impact of the agency's expert and development work.

Target 1.4. *By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.*

Taike's goal: Arts and culture services have the status of basic services in Finland. Through its activities, Taike promotes the availability and accessibility of these services throughout the country.



Taike's actions: In 2022, the agency awarded funding intended to improve the availability and accessibility of art and culture, including support for cultural activities in sparsely populated rural areas and for projects promoting wellbeing from culture for the elderly. These special subsidies are based on cross-administrative cooperation and have been created through negotiations between the responsible ministry and other ministries responsible for funding (Ministry of Social Affairs and Health, Ministry of Agriculture and Forestry). In order to promote access to art throughout Finland, the agency also awards subsidies through its regional arts councils and festival subsidies, for example.

Indicator: We monitor the regional distribution of state subsidies.



SDG 10 *Reduce inequality within and among countries*

Target 10.2. *By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.*

Taike's goal: Taike promotes cultural diversity to improve social and cultural participation among different population groups.

We promote the working conditions of artists and strive to eliminate inequality between professional artists who work on a grant and those who are employed.

Taike's actions:

Taike is aware of and committed to, among other things, the following social and cultural political goals and their partial implementation:

An Equal Finland: Government Action Plan for Combating Racism and Promoting Good Relations between Population Groups (2021); Promoting Wellbeing, Health and Safety 2030; Art, Culture and Diverse Finland: Working Group for Cultural Policy, Immigrants and Promotion of Cultural



Diversity; Finland's National Roma Policy 2023–2030; EU Anti-racism Action Plan 2020-2025.

Taike promotes cultural diversity and equality and supports dialogue between different population groups. All underrepresented groups in the field of the arts are taken into account, irrespective of origin, skin colour, language, religion, health, disability or sexual orientation. Taike promotes cultural diversity and equality with the following measures.

In 2022, Taike initiated an evaluation of the effectiveness of state subsidies for promoting cultural diversity and combating racism. The agency takes into account the needs of non-Finnish and non-Swedish speakers when developing and providing advisory services concerning funding systems and application processes for the arts and culture by sharing information and organising training and information briefings for immigrants and those who belong to minority groups. The agency takes into account the need for multilingualism in the events it organises. Taike's updated website (2022) now has even more comprehensive content in English than before.

Taike further developed a dialogue card tool that promotes cultural diversity and sustainable development, and the opportunities it presents will be used in the future to renew the agency's practices and promote cultural diversity and equality in training events and in the development of practical working life. During 2022, we also initiated the recruitment of an arts expert in diversity, who began working on 1 January 2023.

Taike began instructing diversity agents and trainers in the use of the dialogue card tool and is beginning to implement the use of the tool as part of the practice and staff development work of organizations in the arts and culture sector. As part of its ongoing work, the agency offers expert services in diversity to municipalities, art communities and organisations, and artists.

In 2022, Taike introduced anonymous recruitment as one form of recruitment.

The agency also began the activities of its BIPOC (Black, Indigenous, People of Color) steering group and evaluated related activities in its organisation and in the agency's elected bodies. During the reporting year, the agency was involved in organizing the #StopHatredNow event.



Indicator: We are developing an operating model that will allow us to address shortcomings in the operations of the communities we finance. We are developing the evaluation criteria for subsidies to cover diversity, equality and sustainability and evaluate them transparently. We successfully implement the measures stipulated for us in cultural policy programmes and the annual plan of our own development programme.

Other: Taike has an equality and non-discrimination plan (TKT/3/124/2021), the implementation of which is monitored annually through employer-employee cooperation and a job satisfaction survey. The plan is updated annually.

Taike has highlighted the downsides of the working grants it awards and the effects on their recipients. Grants do not provide an equal right to social security or the benefits of wage earners despite being a way of paying compensation for work. Since 2019, Taike has been striving to provide the members of its bodies an appropriate and equal way to receive compensation for evaluating grant applications.



SDG 12 *Ensure sustainable consumption and production patterns*

Target 12.3. *By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.*

Taike's goal: Draw up sustainability guidelines related to the criteria for receiving state subsidies. Communicate about best practices for organising events.

Taike's actions: The principles of sustainable development are taken into account as part of the evaluation criteria for Taike's state subsidies and are required in calls for applications, including for operational subsidies for communities. However, the agency does not have the resources to monitor or evaluate critically the implementation of sustainability measures based on clarifications provided by recipients. However, development work in this matter is ongoing (2023).



Target 12.5. *By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.*

Taike's goal: Taike develops and supports a longer lifecycle for artworks and art productions and encourages operators to recycle production materials.

Taike's actions: The issue has been actively raised, especially in the evaluation work of the performing arts.

Target 12.7. *Promote public procurement practices that are sustainable, in accordance with national policies and priorities.*

Taike's goal: The agency ensures that the guidelines related to all its procurements are up to date in terms of ecological sustainability. The competence of staff responsible for procurement decisions is promoted.

Taike's actions: This goal has not been achieved because it has not been coordinated or promoted systematically. Procurement is mainly carried out through the Hansel system, in which joint procurements are guided by the national procurement strategy (including criteria for ecological procurements). At the end of 2022, coordination responsibility transferred to the agency's Sustainability Team. The guidelines will be influenced by the proposals of the final report of the agency's own carbon footprint calculation in 2022.

Indicator: The agency's goals will be achieved when the guidelines and monitoring have been updated.



SDG 16 *Promote just, peaceful and inclusive societies*

Target 16.5. *Substantially reduce corruption and bribery in all their forms.*

Taike's goal: The agency ensures that all parties involved in decision-making (presenting officers, elected bodies, auditing officials) have familiarised themselves with the updated impartiality guidelines.



Taike's actions: Impartiality guidelines shall be drawn up for staff preparing decisions and peer reviewers. The openness and transparency of decision-making processes shall continue to be developed, especially with regard to calls for applications, evaluation criteria and decision letters.

Indicator: Impartiality guidelines exist, are used and have been updated.

Target 16.6. *Develop effective, accountable and transparent institutions at all levels.*

Taike's goal: Ensure equal treatment of customers by ensuring the wide-ranging expertise and cultural diversity of peer review work. ICT systems and staff skills are developed and updated (transparency and interaction with customers).

Taike's actions: The agency is participating in the Development and Digitisation of Discretionary Government Transfers (VA-digi) project, which is connected to the broader goal of improving the effectiveness of government transfer activities and increasing its transparency and openness. The wide-ranging expertise of peer review work is maintained by searching for members of arts councils from the widest possible pool of candidates by consulting relevant parties in terms of the artform and by utilising experts also between committees. When appointing new arts councils, special attention is paid to potential grounds for disqualification.

Indicator: Completion of the VA-digi project.

Target 16.7. *Ensure responsive, inclusive, participatory and representative decision-making at all levels.*

Taike's goal: In connection with the new government transfer system, customer participation will be increased as part of the grant process. Funding information and customer events are also being developed to make them more interactive.

Taike's actions: The agency has trialled the negotiation procedure for two funding instruments. The agency continues to increase customer involvement as part of the government transfer process in accordance with the goals of the VA-digi project.

Indicator: Completion of the VA-digi project.



3. Sustainability Team

In 2022, Taike began planning a new Sustainability Team, which was established on 17 February 2023. The task of the team is to develop sustainability, for example concerning the guidelines related to government transfers and the agency's own carbon footprint and handprint. In addition, the team is responsible for development tasks related to the Sustainability Report and related choices made in it by the agency.

In the long term, the team's work will focus on ensuring that the agency's staff and everyone involved in the evaluation work for government transfers systematically and comprehensively take into account and understand the various aspects of sustainability. Another long-term priority involves guidance and monitoring activities related to government transfer activities, including monitoring and complying with the general development of government transfer activities (Ministry of Education and Culture, Ministry of Finance), as well as taking an active role with regard to these sustainability themes (for example, promoting diversity and improving the status of artists) in which the agency has the opportunity to act as a leader.

In its first year, the team is focusing on researching best practices related to sustainable development in the arts sector and state administration. The purpose is to acquire information, especially by following and participating in the work of the State Treasury and through various development projects in the arts sector (including LuoTo, Elma live, Sustainable Future for the Visual Arts, and Floor is Ours) in which the agency has roles or whose activities are essentially related to government transfer activities.

The actions outline in this Sustainability Report are synchronised with the team's own activities so that the team either 1) takes responsibility for moving them forward or 2) monitors and records related work performed by other entities within the agency.

3.1. Practical work

The objective of the team's work is to increase the understanding of the agency's entire staff concerning Agenda 2030 and how their own work is linked to it. The implementation of the UNESCO Declaration for Culture (Mondiacult 2022) in national cultural policy is being monitored particularly closely.



The team identifies essential and appropriate (relevant to the job description) training contents and communicates them on the agency's intranet. In addition, the team develops and coordinates the agency's own sustainability expertise in all aspects of sustainability (social, cultural, economic and ecological).

Ecological sustainability

The team communicates the key figures of the agency's carbon footprint and encourages employees to reduce their own and office-specific carbon footprints. Through positive examples, ecological work and travel methods are communicated and attention is drawn, for example, to minor procurements, climate-friendly catering and waste generated at events.

Cultural sustainability

The team clarifies the concept of cultural sustainability within the agency, including what it covers and Taike's expertise in this area. We collaborate with diversity experts and communicate the theme on the agency's intranet and internet.

Social and economic sustainability

The team identifies and clarifies the agency's work related to social sustainability and economic sustainability, including artistic activities that combat inequality and are supported by the agency, work that increases the accessibility of art, and expert work that promotes the wellbeing of artists.

The team's work is communicated both internally (intranet) and externally (taike.fi).

4. Cultural diversity training

Planning for KUMO dialogues for all Taike staff began in 2022. This five-part training on Teams covers cultural diversity, anti-racism and equality and is tailored to Taike staff. The first event was organised at the beginning of 2023. Taike's goal is that cultural diversity, equality and anti-racism competence will cover the entire organisation and support naturally the agency's everyday work. These issues concern the entire organisation and support equality as one of Taike's values. During the period 2022–2027, experts from the development programme for cultural



diversity and mobility together with an interdepartmental diversity team will focus on the realisation of this goal within Taike.

5. Ethical guidelines and equality

Taike is fulfilling its task assigned by the Ministry of Education and Culture related to preparing ethical guidelines for the cultural sector. In 2022, the implementation of the guidelines was still in progress and as such could not be applied in relation to the agency's operations. Taike has recognised the need to articulate and structure issues related to ethical guidelines, for example in government transfer activities. Development work in this regard continues.

6. Carbon footprint

In connection with the Sustainable Agencies project funded by the State Treasury, Taike ordered a carbon footprint calculation from the Nordic Offset company in 2022. In addition to calculating the agency's carbon footprint, the report examined the indirect carbon footprint of Taike's grants and subsidies. Managing the carbon footprint is considered an essential part of sustainable operations. By calculating the carbon footprint, the climate impact of the most significant activities of the agency can be ascertained in a way that complies with the standard.

In the calculation, different greenhouse gas emissions are combined into carbon dioxide equivalents (CO₂e). The most common and well-known calculation guide for determining an organisation's carbon footprint is the international Greenhouse Gas Protocol. In this calculation, the company-specific Corporate Accounting and Reporting Standard of the GHG protocol was used, which defines mandatory direct emissions from own operations and voluntary indirect emissions.

Taike's total carbon footprint in 2021 was 152.1 tons of carbon dioxide equivalent (t CO₂e). The largest share of emissions came from the electricity and heat consumed in the agency's offices. These emissions totalled 81.4 t CO₂e (54%). The second largest emissions were caused by the other indirect greenhouse gas emissions category, which totalled 70.7 t CO₂e (46%). In this category, the most significant emissions came from procurement (28%), but also organising events and travelling to the workplace caused some emissions. The share of waste, travelling during working hours and remote work in the total emissions was minimal.



Taike's total emissions of 152.1 t CO₂e/y describe well the annual emissions of a typical medium-sized, mainly office-based organisation. The emissions of a corresponding organisation are usually around 100-500 t CO₂e/y, depending on the number of locations and employees. Taike's total emissions correspond to the annual carbon sequestered by a Finnish forest of approximately 32 hectares in size.

This was the first time that Taike's carbon footprint has been calculated, and the year under review was 2021. The calculation can be repeated accordingly in future years in order to monitor the trend in emissions. The calculation cycle will be decided later.

6.1. Indirect carbon footprint

The indirect carbon footprint of Taike's grants and subsidies was evaluated as comprehensively as possible. This was challenging, as the estimates are based solely on the amount of money awarded.

The total carbon footprint of Taike support was approximately 13,669 t CO₂e. This included Taike's grants, subsidies and awards by artform (€) but excluded Covid-19 support.

When examining the results, it should be noted that the emission coefficients based on euro amounts can significantly increase the actual emissions, so the results only describe roughly the emissions of Taike support. The carbon footprint was calculated based on the euro amounts reported by Taike and the corresponding euro-denominated emission factors.

The definition of the emission factors is based on the input-output model, which is used to model the financial flows of the national economy and greenhouse gas emissions by sector. To gain a more accurate calculation result, it would be necessary to examine the support category in question and the key activities for which the funding was actually used.

7. Sustainable Agencies joint project

Sustainable Agencies is a joint project of the Finnish Heritage Agency, the National Archives, the Governing Body of Suomenlinna and Taike. In 2022, the project received the State Treasury Kaiku Award. In the Sustainable Agencies project, four agencies reflect on their own role in promoting sustainable development, the importance of culture and cultural heritage, competence and competence gaps, and sustainability reporting.



Together, the agencies wanted to highlight the importance of the cultural sector as part of sustainability thinking. The project consolidated and accelerated the work already done and the necessary changes. The joint work increased understanding that sustainable development means changes in almost everything we do.

During 2022, a joint event for the staff of the agencies was planned, which, however, had to be postponed until 2023.

8. Method of preparing the report

This report has been prepared by the Sustainability Team and reviewed by the agency's Leadership Team. The finished report shall be submitted to the State Treasury and published on both the agency's internal and external websites.

Helsinki, 30 April 2023

Paula Tuovinen

Director