



GLOBE ART POINT.

This is Globe Art Point.

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Impact Globe Art Point Makes by Demos Helsinki

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G.A.P's mission

The core mission of Globe Art Point is advocating cultural equity, diversity and inclusion in the arts and cultural sector in Finland. G.A.P also serves as an information centre and meeting point for artists, cultural workers and arts & cultural institutions in Finland.

Our focus is on foreign-born artists and cultural workers, living and working in Finland, being acknowledged and their untapped potential fully utilised. G.A.P, together with our stakeholders and collaborators, is dedicated to improving the existing structures and building a society free from cultural discrimination or any other form of oppression. Our goal is to create constructive and action-driven dialogues with the entire society, from local grassroots to the national level.

Code of Ethics

Every person at G.A.P – a board member, member of staff, and other people connected to us are asked to follow our **Code of Ethics**:

- to act honestly, truthfully and with integrity in all our actions and projects of G.A.P;
- to avoid conflicts of interest and resolve any situation with mutual understanding;
- to treat every individual with dignity and respect;
- to be responsible, transparent and accountable for all of our actions;
- to be willing to improve the accountability, transparency, ethical conduct and effectiveness of our actions
- to credit people for their actions enhancing G.A.P's mission
- to not assume anything, ask and discuss

Globe Art Point Board 2021-2023

- **Ruby Gupte**, chairperson / founder of Tatinis Art Show, chairperson of HIAA and podcast host
- **Alexandr Foy**, vice-chairperson / operations coordinator
- **Yvapurü Bonnin** / multidisciplinary artist
- **Emmi Komlosi** / planner-teacher
- **Daniel Malpica** / writer, graphic designer, producer, publisher
- **Tatiana Solovieva** / art manager, event producer and diversity agent
- **Alexander Komlosi**, vice member / actor, teacher, researcher
- **Cristian Medel**, vice member / visual artist and cinematographer

The G.A.P Office

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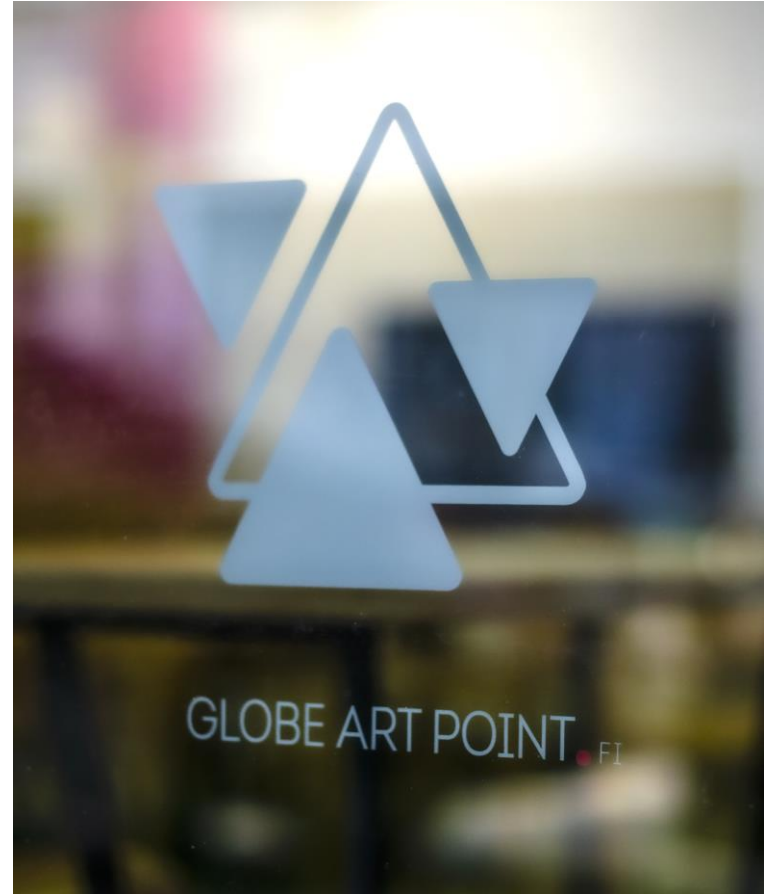


www.globeartpoint.fi



Globe Art Point,
Malminkatu 5, 00100 Helsinki

What
we do.



1. Act as an **advocate** and representative of foreign-born artists residing in Finland.
2. **Support** artists & cultural workers.
3. Collect, mediate and distribute **information**.

1. Act as an advocate and representative of foreign-born artists residing in Finland

- G.A.P is a part of cultural-political decision making and development processes.
- Promotes public discourse on the role of equity and inclusiveness in the arts and culture sector in Finland.
- Contributes to building strong, organisation-based coalitions among the arts and cultural sector in order to support more inclusive legislations (funds, re-distribution, cultural status, civil rights).
- Active in Nordic-Baltic and other global civil organisation networks.

2. Support professional artists & cultural workers

- Advisory work, workshops, support groups.
- Networking, discussions, events and seminars.
- Developing and sustaining bridges between artists/cultural workers and art & cultural institutes (G.A.P LAB – G.A.P INFO).
- Normalising programmes with a high value of diversity and artistic quality.
- Promoting good practices and dialogue to accelerate the changes within the field of arts and culture.
- Offering a space for community building, networking and projects.

3. Collect, mediate and distribute information

- Labour and art & cultural field related information: Useful especially, but not exclusively, for foreign-born artists and cultural workers in Finland.
- Information provided on issues such as art & culture organisations and institutes, current and future projects, funding, labour legislation, and the tax system in Finland.
- Surveys and research on cultural diversity, immigration and current situations in the field of arts and culture in Finland.
- Mediating between foreign-born artists, art & cultural institutions and policy makers.

GLOBE ART POINT 2016-2020 IN NUMBERS

	Established the 28.9.2016	2017	2018	2019	2020
Full members	4	12	14	15	17
Supporting members	8	11	11	12	16
Employees	0	2 persons x 50 % 1 intern	1 person 50-100 % 1 person 50% 1 intern	1 person 100% 1 person 50%	1 person 100% 1 person 50%
Own events at G.A.P	0	32	20	17	19
Own events elsewhere	0	2	11	10	6
Visits to G.A.P events	0	874	1 863	3 500	1 619
Visits at G.A.P website	0	44 731	85 484	200 377	209 982
Own income	0	4 490 €	11 304 €	15 532 €	7 892,44 €
Grants	0	85 000 €	118 000 €	125 900 €	116 929, 34 €

GLOBE
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Globe Art Point ry has been supported by Finnish Cultural Foundation, The Swedish Cultural Foundation in Finland, Ministry of Education and Culture Finland, Arts Promotion Centre Finland TAIKE, Culture and Leisure Division of City of Helsinki, Nordic Council, and Nordic Culture Fund.

G.A.P's international collaborators

Diversité Artistique Montréal, Canada

"The discovery of the Nordic countries, Finland, Sweden and Denmark was a great opportunity to understand that issues related to ethnocultural diversity are not only present also there, but embrace the same issues: under-representation of artists known as diversity in production and dissemination spaces, homogeneity of people in decision-making places, non-recognition of training and experience from elsewhere, discrimination by language or accent.

Organized by Globe Art Point, the many activities that were reserved for DAM, beyond a wonderful welcome, made it possible to nourish our reflection...

...locally, but also to think about the establishment of an international network to document, discuss and propose sustainable solutions to these issues of diversity that are now globally intertwined.

*In this sense, the arts and culture have a major role to play in these aspirations to change our ways of being and of doing so as to make more fair and equitable the presentation of all artistic expressions from wherever they come. The recent visit in December 2019 of **Jaana Simula**, Director, and **Ceyda Berk-Söderblom**, Chairperson, helped strengthen the ties between our organizations and foresee an important future collaboration, whose collaboration we have put on the agenda in the dissemination of a specific signage on equity and inclusion. **Diversité artistique Montréal (DAM)** would like to thank its Finnish, Swedish, Danish and Canadian partners for their fruitful exchanges of respect, listening and cross-fertilization of ideas and good practices.” **Jérôme Pruneau** General Manager,*

Arts Council England

"Globe Art Point is a necessary intervention at a time where issues of social justice, equity and fairness are at the heart of increasingly polarised national and transnational debates where expectation for action and change have never been more urgent.

G.A.P provides a unique opportunity for peers and colleagues working across arts and culture to frame and shape creative responses that channel the talent and voices of artists that have chosen to make Finland home. A society flourishes on its ability to tell and share stories, GAP provides an opportunity to weave a tapestry that incorporates the lived values and experiences of all its citizens to increase understanding, collaboration and ally ship...

...I've been inspired by the vision of the programme and the leadership of the individuals involved in giving Finland a strong and confident voice on cultural equity, diversity and inclusion on an international stage and look forward to working collaboratively in the future to bring about the change we collectively want to see in the world."

Abid Hussein

Arts Council England

E-mail to Globe Art Point, 16.6.2020

Why the impact report?

G.A.P was founded in autumn 2016. After almost four full working years, the board initiated a survey to monitor and measure how our actions and projects have contributed to the developments of the Finnish art scene. We wanted to get insight into how our organisation measure up against our stated goals and to help our funders and stakeholders understand how their contributions fit in with the bigger picture.

G.A.P aims to sustain its work in the Finnish arts and culture field. The purpose of the impact report is to gain information on the societal impact G.A.P has had and to enhance G.A.P's strategy.

The impact survey was done by Demos Helsinki in Spring 2020.

DEMOS
HELSINKI

GLOBE
ART
POINT.

The impact Globe Art Point makes

27th May 2020

Demos Helsinki

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“When people with a foreign background find their place in the Finnish society, it enhances well-being and economy.”

Interviewee for this evaluation work

Background of this evaluation work

The core mission of Globe Art Point (G.A.P) is an NGO advocating cultural equity, diversity and inclusion in the arts and cultural sector in Finland. G.A.P also serves as an information centre and meeting point for artists, cultural workers and arts & cultural institutions in Finland.

After three years of operating Globe Art Point has learned what works. Now it aims to make its place in the Finnish arts and culture field sustainable. Purpose of this work was to focus on the societal impact G.A.P has had and to enhance G.A.P's impact thinking.

This paper summarized findings from six interviews conducted with Globe Art Point's stakeholders by Demos Helsinki. The interviews were held in May 2020. The interviewees were chosen in collaboration with G.A.P's staff and board. The group included three interviewees from collaborators in major Finnish culture institutions and two from funding organizations. One of the interviews was conducted with an international collaboration partner. All of the quotes included are from the interviews.

Impact G.A.P makes

"I have a high quality image of their activities: they do not settle for the first solution but consider how everything can be done better."

Supporting the employment of skilled workers

G.A.P offers unique support for highly skilled professionals in the field of arts and culture to find employment in Finland.

ARTS AND CULTURE
ECONOMY
EMPLOYMENT

Making Finland feel like home for newcomers

Diversification of the arts and culture produced in Finland makes it easier for everyone from everywhere to make Finland their home.

ECONOMY
WELL-BEING

Changing the face of Finland

Arts and culture are powerful tools to tell the story of a nation and to include new groups to this story. Who is included in the society is one of the biggest questions of our time.

ARTS AND CULTURE
POLITICS

G.A.P has been influential in these three main themes.

Need for G.A.P's work

The interviewees pointed out three main reasons why G.A.P's work is needed in Finland.

- Arts and culture play a major role in changing our ways of being. The nation we know now was built with arts and culture. They still are in the core of building it every day. Today, Finland should not see itself as monocultural, which it is not and has never been.
- Finland needs skilled workers from abroad. For them Finland looks more attractive if our art field is versatile. People migrating to Finland must have access to culture even without Finnish skills. This is crucial for making a home in Finland. As tax paying members of the society they should be able to enjoy the culture produced with public funding.
- People working in arts and culture are often highly skilled professionals. It is crucial for the society that as many of them as possible are employed in their own field in Finland, too. At the moment there are various cultural barriers preventing this.

Peer support makes G.A.P unique

G.A.P offers professional peer support for its members as well as a feeling of community. G.A.P's concrete expertise helps newcomers deal with the Finnish system of grant applications and taxes. This helps to even out the field for professionals from other parts of the world.

"G.A.P does info on grants, taxes and a range of activities and networks for the whole of the art sector. Nobody else is doing that."

The work done on changing these structures has an even more significant impact. For example, the Finnish Cultural Foundation has developed its services offered in English and to a more diverse range of applicants because of G.A.P's work.

"The problem-solving attitude is rare for a culture organisation and appreciated!"

Peer support makes G.A.P unique

As a community and an expert organisation, G.A.P has a unique place among the Finnish culture and arts organisations. Because the work is focused around the theme of immigration and includes all arts, there is no competition with the Union of Finnish Writers or other organisations like it.

"Usually this kind of work is too focused on your background nationality. G.A.P is different, it's about your profession."

An active board and many people involved on a voluntary basis are important parts of G.A.P's work. Working in a way in which people from various backgrounds are central makes G.A.P one of a kind organisation. This has intrinsic value.

"If you close the entry points for people you are not inviting anyone in."

Diversification of the supply of arts and culture in Finland

"G.A.P's work is unique and all its concrete project outcomes would not have happened without it."

The cooperation that G.A.P has made with Finnish art institutions has been a catalyst for making international art more central in institutions' repertoire. The co-operative projects would simply not have happened without G.A.P.

With G.A.P's work Finnish institutions gain skills and knowledge on how to work with diverse groups.

"It is hard to take the first steps without someone kicking you forward."

Cooperation has also made the repertoire more accessible to non-Finnish speaking audiences.

"After the cooperation, we started to translate our materials into English."

Different perspectives for Finnish institutions

Compared to various other countries, the topic of immigration has not been discussed much in Finland. In many of the interviews, people presented examples on how the Finnish art and culture field is still predominantly white* and how institutions do not recognize these biases.

Therefore, the examples of “moments of revelation” for people working in the field are one of the most important parts of G.A.P’s impact. It is also an impact that is very hard to catch in evaluations.

“I remember a keynote from G.A.P’s opening seminar, where it was said that an artist from a foreign background cannot get grants for general artwork, but it needs to be about multiculturalism. Thought this was strange, but eye-opening.”

*Whiteness is a social construction and is intimately involved with issues of differences and power structure. The notion of whiteness, in its social significance, is guided not so much by any biological foundation but by the social meanings that are ascribed to it.

Possibilities for greater impact

Interviewees brought up areas where G.A.P's work could make a greater impact in the future.

- All geographical areas in Finland need support and services dealing with the same issues that G.A.P has been tackling. Integration programs in cities and municipalities should have a cultural component. Local connections between artist and public actors could be better. G.A.P's expertise could be beneficial for this.
- Research in cooperation with universities would be a way to deepen the knowledge on integration of international culture professionals in Finland.
- It is important to choose the level on which impact needs to be made. Concrete hands on level is important but structural change has a permanent impact.
- G.A.P's operating model could be a benchmark for other fields outside of arts and culture. Alliances formed between people from various backgrounds around the topic of finding professional success in Finland could benefit skilled professionals from many areas.
- Forming closer relationships with the Finnish art unions might be a effective way of gaining new support for G.A.P's mission.

Thank You

For your attention and support!

Yours,
Globe Art Point.