

Theme/topic	Objective	Measures	Coordinator(s)	Time period
<b>Study and supervision</b>	Increasing the interaction between teachers and students so that the student feels they have truly been heard when they want to discuss matters related to teaching, studying or evaluation.	The orientation of new teachers pays attention to the significance of interaction. Interactive elements will be added to online teaching materials. The quality portal will be developed so that it can be used to give constructive feedback. The round table meetings between education management and students will be continued. More agile forms of interaction between students and teachers will be promoted.	Orientation colleague, supervisor, HR, quality factors	
<b>Teaching and supervising</b>	Making the performing and evaluation of group projects equal and non-discriminative by taking into account how the work is distributed in groups and the students' different levels of activity, by taking into account students who are anxious about presentation	Cooperation with student organisations to find out how the evaluation methods for group projects could be developed and how the transparency of evaluation could be improved.	Helga + who?	
<b>Study and supervision</b>	Development of anonymous evaluation	Anonymous evaluation will be tried out in some modules.		
<b>Study and supervision</b>	Female IT students' integration into the industry's studies and student organisations will be developed.	Gender-conscious pedagogy and supervision will be developed. Gender-conscious pedagogy focuses on acknowledging and dismantling gendered practices by organising trainings realised by the NAU project. Female students' experiences will be examined more closely.	Helga + student organisation	

<p><b>Study and supervision</b></p>	<p>Students' equal career paths will be promoted by developing the Work &amp; Study model. Personnel's and students' awareness of the promotion of equality and non-discrimination will be improved.</p>	<p>The model will be developed in cooperation with students and working life representatives in the NAU project so that the new model will be in use in autumn 2022. In autumn 2021 and spring 2022, personnel will be trained in equality and non-discrimination so that each training is attended by at least 50 people. In autumn 2021, there will be a webinar concerning equality and non-discrimination and the field's leading experts will be invited to speak in the webinar. The goal is to have the entire personnel watch the webinar.</p>	<p>NAU project, Pirjo Aura, Merja Drake, Liisa Vanhanen-Nuutinen, communications</p>	<p>Autumn 2021 – spring 2022</p>
<p><b>Student well-being</b></p>	<p>Alleviating students' mental health issues, loneliness and experiences of stress.</p>	<p>Haaga-Helia is participating in two projects, HALI and VOIMA, in which the aim is to develop different kinds of tools and methods for improving student well-being in cooperation with students and personnel. Students will be given peer support for their studies, guidance to promote student well-being, financial advice and support for emotional control. Updating the substance abuse programme for students</p>	<p>Project leaders, student well-being team</p>	<p>Autumn 2021 – spring 2022</p>
<p><b>Diversity</b></p>	<p>Development of safe spaces and an atmosphere where people are unafraid to discuss issues</p>	<p>Haaga-Helia is still developing its norms of conduct so that the themes of equality and non-discrimination are present both consciously and consistently in the orientation of personnel and students.</p>	<p>AHR, Helga, entire personnel and students</p>	<p>Begins in autumn 2021</p>
<p><b>Harassment</b></p>	<p>Zero tolerance for harassment</p>	<p>A model supporting teachers' pedagogical actions will be created for harassment situations.</p>		

<b>Accessibility</b>	Taking into account the students requiring special support must be formulated so that the reasonable adjustments have been taken into account. Students are aware of available services.	The objective's starting point is complete and has been taken into account in operations. New measures are defined in cooperation with the actors whose work they relate to (such as, vocational special needs teachers and student counsellors). Personnel and students are informed of the services comprehensively. Personnel must also be informed on how to direct a student to the services and how to make the related process visible.	Accountability and safety, administration director, helpdesk, communications	Autumn 2021
<b>Accessibility</b>	Making the entrance doors in Pasila campus easier to open and improving the accessibility of other public spaces.	The properties we operate in are mainly rental facilities -> we will contact the property owners and ask them to fix the issues we want to change. We will also take into account the protected buildings in the Vierumäki campus.	Accountability and safety, administration director, campus coordinators	Entire period
<b>Accessibility</b>	Assessing the successfulness of accessibility	In the operation period 2021–2023, accessibility in Haaga-Helia will be assessed in accordance with the Supervision, Well-being and Participation criteria.	Accountability and safety, quality team	2021–2022
<b>Accessibility</b>	Personnel's awareness of accessibility will be improved.	Accessibility training will be organised for the personnel.	Accountability and safety	Nine trainings in 2021, X in 2022.
<b>Equality, non-discrimination and well-being at work</b>	Personnel research will be developed with an emphasis on equality and non-discrimination	Questions with which the development of equality and non-discrimination can be monitored will be connected to personnel research	HR	Autumn 2021 Autumn 2022
<b>Equality, non-discrimination and well-being at work</b>	The transparency of the equality indicators will be increased	In addition to the cooperation advisory committee, the entire personnel will be informed of the equality indicators regularly.	HR	

<p><b>Equality, non-discrimination and well-being at work</b></p>	<p>The transparency of the equality indicators will be increased</p>	<p>In addition to the cooperation advisory committee, the entire personnel will be informed of the equality indicators regularly.</p>	<p>HR</p>	
<p><b>Equality, non-discrimination and well-being at work</b></p>	<p>Change management and dialogue related to change will continue. The results of the personnel survey 2021 define the strength and development target to be selected.</p>	<p>Organisation supporting the strategy and education reform especially in these joint change processes.</p>	<p>HR</p>	<p>Autumn 2021, spring 2022</p>
<p><b>Equality, non-discrimination and well-being at work</b></p>	<p>Healthiness and safe and ergonomic working conditions at work will be ensured.</p>	<p>Workplace surveys, which will be implemented regularly, will be carried out in every location during the planning period. As representatives of the personnel, labour protection delegates will participate in the survey.</p>	<p>HR</p>	
	<p>We will continue the practices that support well-being at work, in accordance with the results of surveys carried out in the pandemic period</p>	<p>In future, we will also provide the personnel, in relation to the theme of well-being, with an online learning platform, exercise and culture benefit, workplace workout application, internal tips to support well-being at work, discussion platform and themed trainings in well-being at work.</p>		