

The Estonian Academy of Arts (EKA) values diversity and equal treatment in its daily operations and has taken several steps to foster an inclusive and open learning community.

1. EKA Activities and Initiatives to Promote Diversity

Joining the Diversity Agreement: EKA joined the Diversity Agreement on November 13, 2024. The agreement aims to respect individual diversity and promote the principles of equal treatment among employees, clients, and partners. It includes measures such as raising employee awareness, impartially resolving cases of discrimination, and promoting diversity in organizational leadership.

Diversity Week: Every year in May, EKA participates in the "Diverse Estonian Universities" week, which highlights the importance of diversity in education alongside other Estonian universities. The event discusses collaboration among different generations, nationalities, and cultures within universities and emphasizes the importance of equal treatment and inclusion.

Diversity Week (May 5–11, 2025): Estonia's public universities – the University of Tartu, Tallinn University, Tallinn University of Technology, Estonian University of Life Sciences, Estonian Academy of Arts, and the Estonian Academy of Music and Theatre – jointly celebrated Diversity Week. The focus theme for 2025 was the development of an intervention culture in universities.

Events during Diversity Week in universities:

1. [Diversity Week information](#)
2. [A joint video statement by students on the importance of intervention culture](#)
3. Webinar titled "[Ending Gender-based Violence in Higher Education and Research](#)", featuring Fredrik Bondestam from the University of Gothenburg.

Academic Diversity: EKA's curricula groups are diverse in terms of faculty (full-time, part-time, visiting professors), languages of instruction (Estonian, Russian, English), and the backgrounds of students. In addition, various learning spaces and laboratories support the creation of diverse learning experiences.

International Cooperation: EKA participates in international networks such as CIRRU, where the development of diverse and inclusive educational environments is discussed. Seminars address topics such as equality and diversity in higher education.

2. Societal and Learning Community Diversity

EKA's activities extend beyond the academic environment into broader society. The university hosts and employs individuals from various cultures and nationalities, enriching the learning experience and fostering intercultural dialogue. EKA values each person's uniqueness and societal contribution and aims to create an environment where everyone feels welcomed and appreciated.

3. EKA Documents Related to Diversity and Inclusion

1. **Diversity Agreement**
 - Document (November 13, 2024) by which EKA commits to promoting diversity and equal treatment among employees and students.
2. [Gender Equality Plan 2022–2025](#)
 - A plan outlining actions to ensure gender equality and inclusion.
3. [Code of Ethics](#)
 - Ethical principles emphasizing respect, tolerance, and valuing diversity.
4. [Study Regulations](#)
 - Includes principles related to equal treatment and diversity in academic processes.
5. [Student Body Statutes](#)
 - Includes provisions on equal treatment and inclusion.