



Föreningen JA! // The YES Association!

TOMTEBOGATAN 31A
113 38 STOCKHOLM SWEDEN

REGISTRATION NUMBER: 802428-9863
PLUSGIROT ACCOUNT: 304654-7

WWW.FORENINGENJA.ORG
WWW.YESASSOCIATION.ORG

This agreement is a part of the performance *When Hell Froze Over*, June 27 and may continue into REALITY.

JÄMLIKHETSAVTALET (THE EQUAL OPPORTUNITIES AGREEMENT)

The content of the Agreement

Röda Sten hereby agrees to observe equality regarding gender and ethnicity in exhibition programming, acquisitions and staff recruitment **and the board if decided by the annual meeting.**

Equal practice in relation to gender*

According to this agreement, an equal exhibition program in relation to gender means that at least half of the exhibited works should be made by women. The practice would still be seen as equal should ~~more than half~~ **50 % or more** of the works be made by women, ~~as female artists have been, and still are, underrepresented at the state funded art institutions.~~

According to this agreement, an equal acquisition policy in relation to gender means that at least half of all acquired works should be made by women. The acquisition budget should be equally divided between the sexes. ~~The institution~~ **Röda Sten** should aim for the entire collection to reach these standards.

According to this agreement, an equal staff **and board member** recruitment policy in relation to gender means that at least half of the positions advertised after the agreement has been signed should be filled by women. ~~The institution~~ **Röda Sten** should have equal distribution of men and women across salary levels as a long term goal.

*** gender in the agreement is defined as it is defined in Swedish law (Swedish social security number)**

Equal practice in relation to ethnicity*

According to this agreement, an equal practice in relation to ethnicity means that ~~the institution's~~ **Röda Sten's** selection of authors should reflect the ethnic diversity of society. ~~The institution~~ **Röda Sten** is responsible to find current information about the ethnic make up of society from Statistics Sweden (Statistiska Centralbyrån) or other trustworthy sources.



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According to this agreement, an equal acquisition policy in relation to ethnicity means that the acquisitions of ~~the institution~~ **Röda Sten** should reflect the ethnic diversity of society in regards to authors of the works. ~~The institution's~~ **Röda Sten's** acquisition budget should take this under consideration. ~~The institution~~ **Röda Sten** should constantly aim for its complete collection to reflect the ethnic diversity that currently exists in Sweden.

According to this agreement, an equal staff **and board member** recruitment policy in relation to ethnicity means that the positions that are advertised after the agreement has been signed should be filled in a way that reflects the ethnic composition of society at the time. ~~The institution~~ **Röda Sten** should have as a long term goal to mirror, across salary levels, the ethnic make up of society.

***ethnicity in the agreement is defined as it is defined in Swedish law**

Evaluation

The exhibition programming, the acquisitions and the staff **and board member** recruitment will be evaluated every two years. The first evaluation will take place two years following the date when the ~~first institution~~ **Röda Sten** signed the agreement. The next evaluation will take place after another two years, and so on. ~~The agreement has no expiry date.~~ **The agreement will be renegotiated after three evaluation periods.**

Sanction

If, after evaluation, ~~an institution~~ **Röda Sten** is found not to be in compliance with this agreement, ~~the institution~~ **Röda Sten** will have to pay a fine of ~~10 000 SEK (to be adjusted yearly by percentage in relation to the base amount)~~ **10 % of Röda Sten's budget**, for each percentage of deficient distribution in regards to gender or ethnicity within the exhibition programming, acquisitions and recruitment **of staff and board members**. The fine is payable to ~~the YES! Association's fund, which has been established to financially support artists who have been victims of discrimination due to their gender, ethnicity or sexual orientation.~~ **A separate pot administrated by Röda Sten. This money is earmarked for improving and developing Röda Sten's equality work. The YES! Association will serve as an advisory council and a skills resource in this work.**



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Other

If the terms of this agreement have not been fulfilled and the failure is due to the institution's **Röda Sten's** duties as prescribed by employment legislation, the institution will not be held accountable. Each institution **Röda Sten** is bound to this agreement upon ratification by the institution's **Röda Sten's** representative.

Signatures

The **YES!** Association and Röda Sten each have a copy of this agreement.

Gothenburg, July 27th 2009