

NO NIIN ry Association

Board Member's Agreement

NO NIIN ry | Kotipaikka: Helsinki | Y-tunnus Number

Address

NO NIIN creates agreements with every board member, in an effort to ensure the responsibilities and expectations of both parties are clear and understandable. NO NIIN Editors understand this as a draft document that is fluid and changeable, and it will only be considered finalised once both parties sign it, either on paper or digitally. NO NIIN Editors request that the board member use the suggestions setting when adding their thoughts, and @ / assign us to any points NO NIIN Editors need to action.

1 PARTIES TO THE AGREEMENT

1.1 Board member

Name:

Pronoun:

Is it okay to use this name and pronoun publicly?:

Phone Number:

Business ID number / social security number:

Bank account number:

Please let us know how you would like to receive payments:

Payment Type	Additional information	Notes
Via Invoice	VAT registered: () Yes () No	
Via Tax Card	Tax card rate %:	
Via TransferWise to an international bank account	Bank name:	
Other		

1.2 NO NIIN Editors' details and business ID:

NO NIIN ry, Y-tunnus Number

Contact person:

Pronoun:

Is it okay to use this pronoun publicly:

Email:

Phone number:

.....

Contact person:

Pronoun:

Is it okay to use this pronoun publicly:

Email:

Phone number:

.....

ABOUT NO NIIN

NO NIIN is an online monthly magazine at the cusp of art, criticality and love. It is a publishing platform for communicating, acknowledging and promoting the artistic, theoretical and social changes created by the art workers. In addition to attending to the needs of recognition, patronage, market and livelihood by promoting the art workers in the art scene in Finland, the online magazine plays an important role in introducing them to an international audience.

NO NIIN aims to create and maintain an independent platform in support of underrepresented voices and marginalised perspectives active in the Arts today, not limited to, but including feminist, queer, and BIPOC members, with an additional focus on class, mental and physical health, while being committed to the broader context of contemporary art and critical discourse.

NO NIIN's BASIS OF UNITY

As a magazine, NO NIIN Editors want the publishing platform to be a safe, empowering, welcoming space of discovery for all contributors, and readers, especially those of us traditionally on the margins. The contributors at the NO NIIN form a diverse group. Some of us experience different kinds of oppression and violence including racism, imperialism, ableism, poverty, misogyny, transphobia, homophobia, Islamophobia and antisemitism, to name a few. These oppressions are not separate from each other which can be exhausting and painful. NO NIIN Editors want to create a space that recognises and challenges the oppression and exploitation that some of us are harmed by and some of us benefit from.

- NO NIIN recognizes that systemic oppression exists in and operates through arts communities to disempower individuals because of their race, nationality, gender, sexuality, economic status, religion, ability, and more. The shape these intersecting forms of marginalization take includes unequal access to opportunity, cultural insensitivity, cultural appropriation, harassment whether psychological or physical, microaggressions, sexism, racism, homophobia, transmisogyny, ableism, and derogatory language.
- NO NIIN commits to prioritizing the knowledge and safety of individuals with intimate, lived experience of particular oppression in order to collaboratively arrive at ways to address its effects.
- NO NIIN values solidarity, patience, and compassion in the process of working towards equity in both personal encounters and structural decisions; this includes both individual and collective accountability as well as prioritizing accessibility and QTBIPOC safety.
- NO NIIN acknowledges that good intention is not enough; anti-oppressive practice requires individuals to cultivate an ongoing awareness of the dynamics that disempower some and privilege others, in order to redress inequalities.

- NO NIIN is committed to investing in the process of self-critical adaptation, maintaining collaborative efforts with other cultural workers, and developing ongoing public outreach to include those marginalized by the arts community we operate within.

2 THE PURPOSE OF THIS AGREEMENT

In this Agreement, the Parties agree on the continuation of the NO NIIN ry Association Board Members, as formed in 2021. In 2021 he NO NIIN ry Association Board Members (five in total), agree to continue:

- Providing NO NIIN with feedback, criticality, advice and proposal suggestions on key areas such as programming and the accessibility of NO NIIN’s website
- Holding NO NIIN ry accountable for its ethical ways of working, mission and vision
- Evaluation
- Share with NO NIIN key learnings from your own lived and professional experiences

2.1 Preparatory Planning—Key Developments

NO NIIN traces the key developments in the collaborative planning process to ensure NO NIIN Editors are on the same page, prior to conducting the workshop. Here, NO NIIN Editors can also schedule the follow-up sessions, and track feedback:

Date	Action	Notes

2.2 Scope of Work

The meetings will be held in English, but translations to Finnish are possible.

NO NIIN Editors on behalf of NO NIIN will:

- provide the Board members with this Agreement, which is open for the Board members to amend/make suggestions.
- meet Board member two times a year. Each meeting will last a maximum of 1.5 hours.
- provide Board member a fee of €FEE per meeting including taxes.
- provide Board member, an agenda for the meeting two weeks in advance.
- provide Board member additional documents and materials of NO NIIN's operations two weeks prior to the meeting.

NO NIIN ry Association Board Members

- participate in the two meetings during the year.
- provide NO NIIN Editors with their banking information and tax card, or an invoice.
- familiarise themselves with the materials provided by NO NIIN Editors prior to the meeting.
- help NO NIIN Editors in evaluating operations and actions of the NO NIIN ry association.
- ask NO NIIN Editors questions around ways of working, programming, and decision making with regard to the NO NIIN ry association.
- view NO NIIN Editors' work from your perspective and give feedback, advice, and proposal suggestions.
- hold NO NIIN Editors accountable for their mission and vision for NO NIIN ry or if you spot any problematics in ways of working
- provide NO NIIN Editors with reflection and feedback also in relation to your experience in being on NO NIIN ry's board.

2.3 Compensation for work

NO NIIN Editors will pay the fee on the last day of the month in which the meeting is held.

2.4 NO NIIN's Desires

NO NIIN Editors requests that within the meetings, the NO NIIN ry Association board members will hold NO NIIN (the magazine) and NO NIIN Editors accountable to their visions and will listen to and support their plans, needs and desires. NO NIIN Editors request that the board members will also offer us constructive feedback and tools that will enable us to continue supporting underrepresented artists and art workers.

2.5 Your Desires

NO NIIN Editors are interested in understanding the Board member's needs and desires, so here is space for the Board member to list what they presently might need from the NO NIIN Editors.

NO NIIN Editors understand that needs and desires could and will change, so the Board member is free to return to this part of the Agreement and amend or expand their thoughts (please just @+ NO NIIN Editors (NAMES in a comment so they can see the updates or contact them via email):

3 WORKING TOGETHER

3.2. Ownership rights

The NO NIIN Editors will always acknowledge the Board Members' work in holding NO NIIN accountable when referring to its history publicly. The NO NIIN Editors and the Board Member agree to not make the conversations that NO NIIN Editors have during the two meetings public (unless agreed upon by both parties).

3.3. Confidentiality & Communication

NO NIIN Editors and the Board member agree to respect each other.

NO NIIN Editors and the Board member will communicate primarily through email, Google Docs, and phone calls. Key developments and changes will be updated as amendments to the Agreement.

NO NIIN strives to not create pressured working situations for our collaborators, so NO NIIN Editors prefer to respond to work matters during weekday working hours, which can range between 9 am to 6 pm (EET).

[NO NIIN Editors request the Board member to communicate their preferences around communication (For example, I prefer to be contacted on WhatsApp for everyday communication OR I don't work on the weekends)]

Please let us know your preferences around communication:

5 DELAYS, CANCELLATIONS AND DISPUTES

5.1. Delay

If either parties delay or change the Board Members scope of work without communicating with each other, the agreement can be terminated. NO NIIN Editors and the Board member agree to behave respectfully and cooperatively towards each other.

5.2 Cancellation

Both Parties will endeavour not to cancel the planned meeting, however, NO NIIN Editors acknowledge that sometimes things happen beyond anyone's control.

If the NO NIIN Editors cancel the board meeting without a one-week's notice, the member will be paid a fee of €100 (including taxes) for each meeting.

If the board member is absent in the meeting or expresses that they cannot attend the meeting without at least a one week's notice, the Board Member is not entitled to have a fee.

6 PLACE OF JURISDICTION

This contract is governed by the laws of Finland. Any dispute arising from this contract will be solved in the first instance through negotiations. Otherwise, the dispute shall be solved at the District Court of Helsinki, Finland.

NO NIIN ry Association Board Member	Place: Date:	Signature:
Co-Editor	Place: Date:	Signature
Co-Editor	Place: Date:	Signature