

IMPLEMENTATION PLAN OF THE STRATEGY OF THE STUDENT UNION OF THE UNIVERSITY OF HELSINKI FOR 2026

The Strategy of the Student Union of the University of Helsinki is in effect for the 2025–2030 term. The implementation plan of the Strategy sets out the focus areas for the Central Office's operation for each year. The implementation of the Strategy is monitored using the indicators listed in the Strategy and presented to the Representative Council at least once a year in connection with the annual report.

The Student Union's values are an overarching part of our operations: they can be seen in all sectors of our operations.

The aim of the implementation plan of the Strategy is to take HYY closer to its dream: a healthy and safe community. Our bold, critical and active work for justice, sustainability and student-friendliness defines the future direction of the student movement.

In 2026, HYY is in the middle of a significant process of change. The financial challenges of HYY's property finances and the changes brought on by them have a considerable impact on the Student Union's operation.

VOCAL PIONEER

HYY promotes students' interests at the University, in Helsinki and in the surrounding society. HYY maintains close contacts with the management of both the University and the City. Other key interest groups include the National Union of University Students in Finland, the Finnish Student Sports Federation, the Foundation for Student Housing in the Helsinki Region (Hoas) and the Finnish Student Health Service (FSHS).

During the upcoming year, we will prepare for the parliamentary elections and influence the themes of the elections. We will conduct bold advocacy work and take ownership of the themes on which we have leading expertise. We will develop the leadership of advocacy work and strengthen cooperation with our networks and interest groups.

We will reinforce our communication on our advocacy work. Through active communication, our goals will reach our key interest groups, decision-makers and members.

We will support good organisational culture by strengthening the operation of the Study Network and the Student Representative Network. Through training events and support, we will reinforce the reach of students' voices on all levels of administration and make student representation a rewarding experience. We will promote the equal treatment of student

representatives in administration at the University compared to other parties as well as defend their rights. We will also support the independent advocacy work of students.

Key measures:

- We will be vocal about global justice and especially the genocide taking place in Palestine. We will continue our active influencing efforts to make the University commit to a complete academic boycott of Israel.
 - *Cost neutral. Working time from the Board, the secretary general and the specialist in charge of international educational policy.*
- We will update the policies related to educational policy in the Policy Paper.
 - *Cost neutral. Working time from the member of the Board in charge of educational policy and the specialists in charge of educational policy and student representatives.*
- We will draft a parliamentary election programme and actively and proactively influence parties and other interest groups. The Parliamentary Election Programme is guided by the values of solidarity and financial equality.
 - *Cost estimate 2,000 euros. Working time from the advocacy work specialists, the communication personnel and the members of the Board.*
- We will lobby the University and other interest groups in order to get polling stations on campuses for all general elections held 2026–2027.
 - *Cost neutral. Working time from the specialists and members of the Board in charge of the parliamentary elections.*
- We will consolidate active advocacy work communication practices and further develop advocacy work content in video form as well as other interesting communication concepts with wide reach.
 - *Cost neutral. Working time from the advocacy work specialists, the communication personnel and the members of the Board.*
- We will build a committed community of student representatives in administration and people involved in academic affairs in organisations by consolidating the network activities, providing training and supporting the influencing work of our student representatives.
 - *Cost estimate 700 euros. Working time from the member of the Board in charge of educational policy and the specialists in charge of educational policy and student representatives.*
- We will utilise the expertise of our committees and other volunteers in advocacy work.
 - *Cost neutral. Working time from the advocacy work specialists, the communication personnel and especially the members of the Board in charge of volunteers and committees.*

Required resources

The estimated cost of the work on the parliamentary election programme and active and proactive advocacy work towards parties and interest groups is a maximum of 2,000 euros.

This estimate includes the work on the parliamentary election programme as well as other meeting costs of the Student Union's advocacy work sector. In addition to this, a maximum of 700 euros has been reserved for the activities of the Student Representative Network and Study Network. The aforementioned total of 2,700 euros has been included in the cost item 'Advocacy work – other expenses' in the budget.

The required resources also include working time from the advocacy work personnel, the secretary general, the members of the Board and the senior communications specialist.

INCREASINGLY EQUAL

HYY operates in an inclusive and intersectionally feminist manner, promoting diverse and accessible student life. HYY supports the realisation of equality in its own activities, such as events, and in the organisations operating under it by, for instance, providing training on event safety, carrying out its activities as accessibly as possible and taking the diversity of its members into account.

HYY has an Equality Plan in effect to guide our internal development work. We will assess and monitor the realisation of the Equality Plan. We will promote an open culture of dialogue where people can also safely disagree on matters. We will consolidate the support model on providing help and advice on problems and misconduct encountered by students, such as harassment cases, that was developed in 2025. We will provide the harassment contact persons of organisations with support with their duties based on established training events and needs raised by organisations. We will foster equality among our members by increasing the accessibility of services from all campuses and improving HYY's visibility on campuses.

Key measures:

- We will start a reform of HYY's services as part of a larger organisational change. During the first stage of this reform, we will focus on services that will be affected the most by the changes in our premises.
 - *No directly attributable cost effects. Working time from the member and organisational services secretaries, the specialist in organisations, the communication personnel and the chief financial and service officer.*
- We will consolidate high-quality communication on the accessibility information of our events. We will provide organisations operating under us with training on accessibility. In connection with the allocation of premises, we will update the accessibility information of the new premises to make them more comprehensive than at present. We will spur our key cooperation partners on charting their accessibility information. We will make concrete investments in accessibility if resources permit.
 - *Cost neutral. Working time from the producer, the communication personnel, the specialist in organisations, the advocacy work specialist in charge of equality, the translators and the chief financial and service officer.*

- We will continue the total reform of information management launched in 2025 to ensure that the publicity of our documents is at the level required by regulations.
 - *Cost estimate 17,000 euros. Working time from the documents secretary, the chief financial and service officer and the specialist in organisations.*
- We will reform the templates for HYY's member newsletter and newsletter for organisations to make them more accessible and improve their usability.
 - *Cost estimate 1,750 euros. Working time from the communication personnel.*
- We will increase the visibility of the themes of internationality and equality in the different sectors of HYY's activities by improving coordination and the division of responsibility between different sectors.
 - *Cost neutral. Working time from the members of the Board and specialists in charge of internationality and equality. Working time is also indirectly needed from other specialists and members of the Board.*
- We will improve linguistic accessibility to provide everyone with equal opportunities to participate in the Student Union's operation. We will especially work on the trilingual accessibility of decision-making processes.
 - *Working time from the secretary general, the documents secretary and the translators.*

Required resources

The maintenance and development costs related to the publicity of documents, 17,000 euros, are covered by the appropriation 'Total reform of information management' in the budget. The estimated cost of updating the statement template is 1,750 euros from the cost item 'Communications and informing'. The costs caused by the move, general changes in premises and the organisational change are covered by the appropriation 'Non-recurring investments', with cost items that could not be foreseen covered by the Board's operating provision if needed.

The required resources also include working time from especially the archivist, the documents secretary, the secretary general, the communications specialist in charge of community communication, the translators and the chief financial and service officer. Working time is also needed from the specialist in organisations, the AD, the member and organisational services secretaries, the advocacy work specialist in charge of equality and the members of the Board working on the aforementioned sectors.

COMMUNAL AND DYNAMIC

HYY helps each student find their own place within the Student Union by, for instance, organising the Opening Carnival and Fresher Adventure in a way that is accessible to the whole community. HYY recognises the role of the organisations operating under it as community builders and supports the organisations by providing them with premises, distributing grants and maintaining affordable festive and meeting spaces.

Strong attachment to the community supports students' mental health and wellbeing, and HYY will invest in fostering and strengthening the community amid all the changes. HYY will support the organisations operating under it in the changing operating environment. The new allocation of premises will be conducted in spring 2026 in a way that facilitates the operation of a diverse and vibrant field of organisations. HYY will actively meet with the organisations operating under it and develop its faculty contact person activities in order to take the organisations' needs into account when reforming organisational services and communicating about them. HYY will also conduct active advocacy work on student culture towards the University to help organisational activities have a stronger presence on campuses than before. HYY will also be visible on campuses itself during the 2026 operating period.

It is HYY's turn to crown Havis Amanda in 2026. In the Crowning of Manta, we will spotlight the student community at the University of Helsinki, with a large group of volunteers from our community supporting the organisation of the event. The key theme of the Crowning of Manta is sustainable partying and the protection of the Baltic Sea.

We will develop the operating culture of committees in 2026. A framework will be created to support them with their activities, and more active training will be provided for the committee members. The role of committees in supporting HYY's advocacy work is reformed.

Operating methods and structures must be reformed in the reforming Student Union. The Student Union's role must be actively assessed in 2026. We will support the wellbeing of the Student Union's personnel and people in its positions of trust by actively monitoring the results of the work community surveys and taking action on any issues that need improvement also amid all the changes.

Key measures:

- HYY will crown Manta on May Day 2026.
 - *Cost estimate 20,000 euros. Working time from the producer, the communication personnel and the members of the Board in charge of events and community.*
- HYY will carry out the organisational change in HYY's operating finances, property finances and the companies owned by HYY to the extent necessary. The organisational change will also cover the assessment of needs to update the steering documents concerning administration.
 - *No directly attributable cost effects. Working time from the secretary general, the chief financial and service officer and especially the Board's Work Committee.*
- We will update the Medium-term Financial Plan.
 - *Cost neutral. Working time from the chief financial and service officer, the specialist in organisations and the members of the Board in charge of organisations, the Financial Committee and Ylva.*
- We will conduct the new allocation of premises and reform the ways in which premises provided by HYY are used. We will develop HYY's premises towards a more communal direction, doing so together with the community, based on the needs of the community.

- *Cost estimate 44,000 euros. Working time from the specialist in organisations, the organisational services secretary, the chief financial and service officer, the communication personnel and especially the member(s) of the Board in charge of organisations and the Financial Committee.*
- We will transparently and systematically communicate to the organisations operating under HYY about the changes taking place in our organisation already at the preparation stage. We will also promote communication between organisations as the changes progress.
 - *Cost neutral. Working time from the chief financial and service officer, the secretary general, the specialist in charge of organisations, the communications specialists and the member of the Board in charge of organisations.*
- HYY will discuss student organisation premises on campuses and increasing the visibility of student culture with the University. These discussions account for the fact that the need for student organisation premises applies to all campuses and faculties.
 - *Cost neutral. Working time from the specialist in organisations, the advocacy work specialists, the chief financial and service officer and the members of the Board working on the aforementioned sectors.*
- The operation of the faculty contact persons is consolidated, with a clearer framework provided for the activities. We will develop the communication on the faculty contact person activities towards the organisations.
 - *Cost neutral. Working time from the Board.*
- HYY will be involved in planning the development of sports and wellbeing services together with UniSport, the University of Helsinki and the Finnish Student Sports Federation. The development work is dependent on external funding.
 - *Cost neutral. Working time from the advocacy work specialists, the chief financial and service officer and the member of the Board in charge of sports.*

Required resources

The appropriation for the separate project for the Crowning of Manta comes up to a total of 20,000 euros. The actual costs of the Crowning of Manta are significantly higher, but the appropriation constitutes HYY's estimated share of the costs of the crowning.

The costs caused by the move, general changes in premises and the organisational change are covered by the appropriation 'Non-recurring investments', with cost items that could not be foreseen covered by the Board's operating provision if needed. The appropriation 'Non-recurring investments' is 43,000 euros, while 1,000 euros of the appropriation 'General organisational services' is reserved for promoting the participation of organisations and dialogue during the process of change.

The required resources also include working time from the specialist in organisations, the organisational services secretary, the communications specialist in charge of community communication, the AD and, within the framework of their job descriptions, the advocacy work specialists, the secretary general and the chief financial and service officer. Working

time is also needed especially from the chairs of the Board, the member of the Board in charge of organisations and the rest of the Board according to their responsibilities.

DEFENDER OF THE BIOSPHERE

The principles of sustainable development in the Student Union are guided and defined by its Sustainable Development Plan, updated in 2024. HYY takes the environmental effects of its operations into account in its activities and strives to minimise them. HYY's goal is to show an example to key interest groups, such as other student unions, the University and the City, through its own activities.

During the 2026 operating year, we will promote the internal sustainability of the Student Union by carrying out the calculation of our carbon footprint. In the Crowning of Manta, we will pilot an increasingly sustainable method of producing events. In connection with the changes in premises, we will strive to choose the more responsible option when furnishing premises.

We will develop our advocacy work in relation to sustainable development by including sustainability as part of our parliamentary election advocacy work and communicating about the advocacy work conducted by HYY and its committees. The development cooperation project will end at the end of 2026. During the year, we will have to plan for the future of HYY's development cooperation as well as the committee's role in HYY's activities.

Key measures:

- The theme of the Crowning of Manta is the protection of the Baltic Sea, which is an overarching part of the event arrangements.
 - *No directly attributable cost effects. Working time from the producer, the communication personnel and the members of the Board in charge of events and community.*
- We will have the Student Union's carbon footprint calculated.
 - *The cost estimate is 1,000–4,000 euros. Working time from the chief financial and service officer.*
- We will plan for the future of development cooperation.
 - *Cost neutral. Working time from the secretary general, the chief financial and service officer and the member of the Board in charge of sustainable development.*
- Advocacy work related to sustainable development and climate policy is developed in a goal-oriented fashion, and communication on these themes is increased.
 - *Cost neutral. Working time from the communication personnel, the advocacy work specialists and the member of the Board in charge of sustainable development.*
- We will increase the visibility of sustainable development themes in different sectors of HYY's activities by strengthening the cooperation between the sectors and the member of the Board in charge of sustainable development.

- *Cost neutral. Working time from the member of the Board in charge of sustainable development, the specialists and the members of the Board.*
- The Board will examine the Sustainable Development Plan. The objectives and indicators in the plan must serve the purpose of nullifying any negative environmental effects.
 - *Cost neutral. Working time from the member of the Board in charge of sustainable development and the Board.*

Required resources

The estimated cost of calculating the Student Union's carbon footprint is likely to be 1,000–4,000 euros. The calculation of the carbon footprint is included in the appropriation for office expenses. There are no directly attributable cost effects from the sustainability acts related to the Crowning of Manta, but they are included in the appropriation of 20,000 euros for the 'Crowning of Manta 2026' project.

The required resources also include working time from the producer, the communication personnel, the advocacy work specialists, the secretary general and the chief financial and service officer. Working time is also needed especially from the member of the Board in charge of events and the member of the Board in charge of sustainable development.