

Promoting Equality:
Equality Impact Assessment

**29 - 30 April 2009,
Equality House
Belfast, Northern Ireland**

Introduction to the workshop exercise:

(Day1, 12:00-13:00 and 14:30-15:30)

Two working groups will be given an exercise to carry out an equality impact assessment on a policy document. They will be given a summary of the policy document and key data for context. Their task is to produce a report of their impact assessment and its implications. *(Two facilitators from the Equality Commission for Northern Ireland)*

Two working groups will be given an exercise to carry out an equality impact assessment on an organisation. They will be given a summary of the organisation and its structures and key data for context. Their task is to produce a report of their impact assessment and its implications. *(Facilitators: Maria Hegarty and Gerry Rooney)*

The workshops will be facilitated by people who have implemented equality impact assessments and the workshops will start with an introductory lecture on practical issues.

The remainder of this session will involve planning and beginning to implement an approach to the exercise.



THURSDAY 29 APRIL		
09:00	Registration & Welcome coffee/tea	
09:30-10:00	Opening	
09:30-09:45	Welcome address	<i>Representative of the Equality Commission for Northern Ireland</i>
09:45-10:00	Welcome address	<i>Mandana Zarrehparvar, Chair of the Equinet Executive Board, Danish Institute for Human Rights</i>
10:00-11:45	Session 1: Introductory Lectures (plenary)	Chair: Ingrid Nikolay – Leitner, Equinet Board Member
	<p>Equality impact assessment. Definition, Potential, Main elements and the Role for Equality bodies</p> <p>National example of equality impact assessment of public sector policy making</p> <p>National example of voluntary equality impact assessment. What we can do in the absence of legislative framework?</p> <p>Q&A discussion</p>	<p><i>Niall Crowley, Acting Director Equinet</i></p> <p><i>Lisa King, Equality Commission for Northern Ireland</i></p> <p><i>Stéphanie Seydoux, High Commission against Discrimination and for Equality - Halde</i></p>
11:45-12:00	Coffee Break	
12:00-13:00	Workshop Sessions in four groups	
13:00-14:30	Lunch	
14:30-15:30	Workshop Sessions in four groups (continued)	
15:30-16:00	Coffee Break	
16:00-17:30	Session II: Lectures (plenary)	Chair: Kalliopi Lykovardi, Incoming Equinet Board Member
	<p>Criteria of equality measurement</p> <p>Q&A Discussion</p>	<i>Dr Polly Vizard, London School of Economics</i>
17:30	End of Day 1	
19:30	Dinner	



FRIDAY 30 APRIL		
09:00-10:15	<u>Session III – Creating a context for equality impact assessment to be implemented</u>	Chair: Jozef de Witte, Equinet Board Member (confirmed)
	<p>Creating the context for Equality Impact Assessment – Legislative and Non-Legislative Approaches</p> <p>Establishing the Role of Equality Bodies in Promoting and Implementing Equality Impact Assessment</p>	<p><i>Markus Syrjänen, Health and Social Welfare Department, city of Vanta (to be confirmed)</i></p> <p><i>Representative of the Swedish Equality Ombudsman</i></p>
10:15-10:30	Coffee Break	
10:30-12:30	<u>Session IV – Plenary Discussion</u> Presentation of the results of the four Workshops Q & A and Discussion	Chair: Niall Crowley, Acting Director Equinet
12:30-13:00	Training Seminar - Closing	<p><i>Representative of the Equality Commission for Northern Ireland</i></p> <p><i>Mandana Zarrehparvar, Chair of the Equinet Executive Board, Danish Institute for Human Rights</i></p>
13:00-14:00	Lunch & departure	

