

Proposal for an Equinet Strategic Plan 2011-2014

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Context of the Strategic Plan

- **Building on a successful period of the first strategic plan (2007-2010)**
- **Consultation of members and other stakeholders**
- **Growing membership and diversity**
- **Economic downturn and consequences**

Equinet mission

‘Equinet works to enable equality bodies to achieve and exercise their full potential at Member State level by sustaining and developing a networking between and a platform for equality bodies at European level.’

Equinet values

- **Values to guide Equinet's work**
- **Values to guide Equinet's relations within its membership**
- **Values to guide Equinet's relations with other stakeholders**

Objectives for Equinet

- 1. Capacity building for the staff of the equality bodies.**
- 2. Enhance the strategic capacity of the equality bodies.**
- 3. Identify and communicate the learning from the work of equality bodies.**
- 4. Enhance the recognition and strategic positioning of Equinet and member equality bodies with all stakeholders at European Union level.**

Strategies for Equinet

1. A Strategy for **Peer Support to Enhance Staff Development within Equality Bodies.**
2. A Strategy for **Peer Support to Enhance Institutional Development of Equality Bodies.**
3. A Strategy for **Contributing to Policy Formation at European Union Level.**
4. A Strategy for **Growth and Positioning as a Network.**

Strategy one (*staff development*)

- ***Working Group ‘Equality Law in Practice’***
- ***Facilitate communication and information exchange within the network***
- ***Training events***
- ***Legal Seminar***
- ***Support good equality practice by other stakeholders***

Strategy two (Institutional development)

- *Working Group ‘Strategy Development’*
- *Working Group ‘Communication Strategies and Practices’*
- *Ad-hoc networking initiatives*
- *Address under-reporting*
- *Explore the development of standards for equality bodies*
- *Explore the interface between equality and human rights work*

Strategy three (Policy formation at EU level)

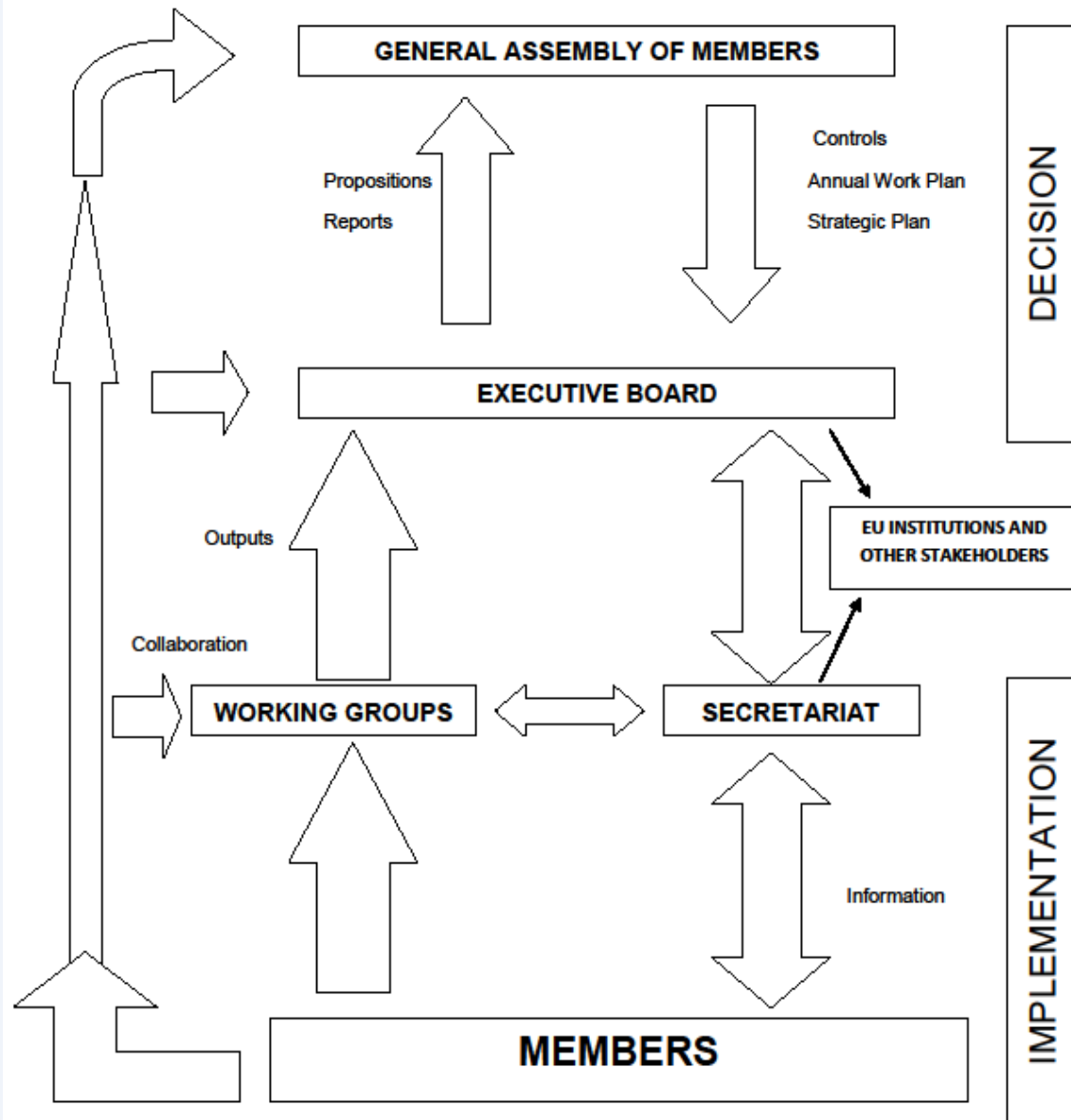
- *Working Group ‘Policy Formation’*
- *Data collection on the work of equality bodies*
- *Stimulate the dissemination of Equinet perspectives at national level*
- *Studies on equality, non-discrimination and the work of equality bodies*

Strategy four (Growth and positioning as a network)

- ***Up-to-date mapping of Equality Bodies***
- ***Encouraging different forms of networking between members:*** (*networking of NEBs sharing similarities; and bilateral networking*)
- ***Communication with EU-level stakeholders***
- ***Promoting the recognition of NEBs and their work at EU and Member State level***
- ***Maintain and further strengthen the financial stability of the Network***

Monitoring and evaluation

- **Both qualitative and quantitative approach**
- **Outputs summary chart**
- **Evaluation surveys about Equinet events**
- **Annual external evaluation**
- **External evaluation in 2014 (upon completion of the strategic plan)**
- **Indicators focused on members' satisfaction, new learning and active use of learning**



BUDGET PROJECTIONS 2011-2014*

EQUINET Budget 2011 - 2014		Strategic Plan Period (all figures in 000s)					
		2009	2010	2011	2012	2013	2014
Income	Funding European Commission	500	550	550	575	575	600
	Membership fees and other income	29	50	55	66	75	85
	Membership time commitments	117	119	137	139	144	150
Total Income		646	719	742	780	794	835
Expenditures	Salaries	277	257**	292	298	304	311
	Running of the office	65	90**	68	69	71	72
	Activities	187	253	245	274	275	302
	Membership time commitments	117	119	137	139	144	150
Total Expenditures		646	719	742	780	794	835
Balance		0	0	0	0	0	0
Co-Financing % from EC		77%	76%	75%	74%	73%	72%

*All figures given in Euros (€)

** The increase in salaries in 2011 results from the return of the Executive Director to a full year employment after her maternity leave in 2010. The decrease in 2011 of the running of the office comes from the cost of the Strategic Consultant in 2010 (replacement of the Executive Director during her maternity leave) being transferred back to the salary of the Executive Director in 2011.