



Cultivating Partnerships

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GLEICHBEHANDLUNGSANWALTSCHAFT ÖSTERREICH



What has to be done before we can harvest ...?





Objectives of engaging in partnerships

- To improve the services for target groups, out reach to vulnerable groups
- To increase the number of reports from individuals at risk of discrimination
- ...

What are the goals of your equality body?



(My) different partners, similar steps to reach the goal(s)?

Organisation	Target group	Win - win
Trade Union	Shop Stewards	Knowledge – Organisation of events
Training centers (Public Employment Service), Universities, NGOs	Persons at risk of discrimination, Multipliers	Direct information from the equality body – Periodic workshops
NGOs, other equality bodies and non discrimination institutions	Employees	Mutual referral of clients Legal exchange
NGO: European Training Center	ETC- employees Judges and lawyers	Common projects and trainings
Federal Ministry of the Interior	Police officers	Sexual harassment – Improvement of service



Phases to **initiate**/ foster/ grow/ maintain partnerships



Contact

- Find the key persons
- Communicate in **dialogue** referring to needs, values, goals, similarities, challenges

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Phases to initiate/ **foster**/ **grow**/ **maintain** partnerships

- Cooperative action, "SMART Goals"
- Flow of information
- Presence, accessibility, reliability
- Monitoring and evaluation (goals/needs)



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Successful partnerships provide typically

- **Win-win situation for all partners**
- Similar (strategic) goals and values
- Mutual respect, reliability, trust, balance
- Reliability with regard to agreements
- Clear communication
- Cooperation and personal relationship



Challenges



- To find and motivate influential persons
- To maintain the flow of information including a system of consistent feedback to check whether the needs are being met (win-win)
- To maintain the momentum and the energy of the partnership



Reference

- WHO: A pocket guide to building partnerships
http://www.stoptb.org/assets/documents/countries/partnerships/building_partnerships_guide.pdf
- SMART:
<http://www.projectsart.co.uk/smart-goals.html>
- Projectmanagement:
<http://managementhelp.org/projectmanagement/index.htm>



Thank you for your attention



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