**In Search of Common Indicators for Equality Bodies**

**A Note from the Equinet Evaluation Lab**

**Why?**

There are a diversity of equality bodies with different mandates, located in different settings, and holding different priorities and theories of change.

Agreement among equality bodies on a set of shared core indicators for their work could shape a common approach and commitment to evaluation; create a standard resource for evaluation and build a common language; enable peer learning between equality bodies; stimulate a focus on impact as well as inputs and outputs; and serve as a reminder about the need for individual, institutional and societal change.

**How?**

The 2013 Equinet publication on ‘Processes and Indicators for Measuring Impact of Equality Bodies’ offers a menu of thirty seven possible indicators that equality bodies could use. This choice respects the diversity of equality bodies and offers a framework within which to fit different mandates, situation, ambitions and understandings. The framework is a useful tool and the indicators selected are comprehensive.

The menu of indicators serves as a source from which to establish a small number of key shared indicators that could be used by all equality bodies.

**Which?**

Five indicators were agreed as a starting point. They were all impact indicators and they focused on equality bodies as stimulating institutional change and societal change.

Institutional Change:

The number of policy recommendations made by the equality body and the number of policy recommendations taken up by policy makers, including the number of changes made in equal treatment legislation.

The number of organisations that have developed employment and/or service provision related equality policies, procedures and practices as a result of their engagement with the equality body.

Societal Change:

Knowledge of the equality body among the general public.

The level to which the equality body voice is deemed to be an authoritative voice by stakeholders identified as key by the equality body.

The percentage of those who perceive that they have been discriminated against and do not take any action in response.