

**Second meeting of the Equinet Evaluation Lab***Friday 29th January 2016, Brussels, Belgium*

**Summary Note**

The power point presentations and other relevant documents are available on the [Equinet internal website](http://www.equineteurope.org/spip.php?page=forum_membres_rubrique&id_rubrique=140)[[1]](#footnote-1).

**WELCOME SESSION**

**WELCOME AND PRESENTATION OF PARTICIPANTS**

Participants explained their expectations about the meeting:

* What do we want to **achieve** with the evaluation work?
* **Evaluating the impact** of the equality bodies is challenging.
* **Simple rules and procedures** to avoid mistakes of the past.
* Learn about **indicators**.

**CASE STUDIES – STRATEGIC PLANS**

Three participants presented the progress made in their equality bodies on strategic planning, with a focus on setting up the evaluation process.

1. **Jana KVASNICOVA, Public Defender of Rights, Czech Republic**

**Key points of the presentation:**

* The Public Defender of Rights is also an ombud institution, which makes it more complicated to prepare a strategic plan.
* The new strategic plan outlines 3 objectives, of which 2 are linked to the anti-discrimination mandate:   
  **1. Access to justice**   
  *Indicators:* They are not finished yet. Using benchmarks is complicated as there is no comparison possible with the previous years. Access to the equality body website will be one of the possible indicators.   
  *Method:* Questionnaire.   
  **2. Raising awareness about discrimination***Targets:* public, experts, NGOs.   
  *Indicators:* Number of education activities; number of participants; number of speakers; number of services and reports; requests for help and cooperation; number of media appearance.   
  *Method:* quantitative questionnaire.

1. **Martin CLÉMENT, Defender of Rights, France**

**Key points of the presentation:**

* Presentation of the mandate of the Defender of Rights.
* Performance indicators are written in the law and linked to the tribunal-type activities of the Defender of Rights.
* The Defender of Rights does not have a strategic plan. The department of promotion of equality has a 3-year action plan with 3 broad goals.
* Example of the Access to Rights survey as an indirect evaluation process.

**Power point presentation available on the** [**Equinet internal website**](http://www.equineteurope.org/spip.php?page=forum_membres_rubrique&id_rubrique=140)**.**

1. **Eileen LAVERY, Equality Commission for Northern Ireland**

**Key points of the presentation:**

* Presentation of the strategic objectives of the draft Corporate Plan 2016-2019 of the Equality Commission for Northern Ireland:

1. **Champion equality and good relations**
2. **Challenge Inequalities**
3. **Put the legislation to work**
4. **Deliver equality effectively and efficiently**

* Overview of the indicators which will be used to measure projects made for each strategic objectives.

**Notes of the presentation and overview of indicators available on the** [**Equinet internal website**](http://www.equineteurope.org/spip.php?page=forum_membres_rubrique&id_rubrique=140)**.**

**Case studies: approaches to evaluation by equality bodies**

Three participants were invited to present examples of past or current approaches to evaluation and to give practical advice to the participants.

**CASE STUDY 1 – Equality and Human Rights Commission (Great Britain)**

**Marc Verlot**, Research and Intelligence Director of the [Equality and Human Rights Commission](http://www.equalityhumanrights.com/) (EHRC), explained why evaluating the impact of equality bodies is essential and which challenges the EHRC face in this regards. He also provided participants with examples of evaluation work undertaken by the EHRC and lessons learnt.

**Power point presentation available on the** [**Equinet internal website**](http://www.equineteurope.org/spip.php?page=forum_membres_rubrique&id_rubrique=140)**.**

**CASE STUDY 2 – Irish Equality and Human Rights Commission**

**Laurence Bond**, Head of Research of the [Irish Equality and Human Rights Commission](http://www.ihrec.ie/), presented the first Strategy Statement 2016-2018 of the Commission. He underlined that evaluation as to be for yourself as for the funder. He also presented the strategic planning process of the Commission (p 6-7 of the Strategy Statement) and the indicators used to monitor the progress made under each objectives (p 8 of the Strategy Statement).

**The Strategy Statement 2016-2018 is available** [**here**](http://www.ihrec.ie/news/latest/2016/01/25/launch-of-strategy-statement-2016-2018/)**.**

**CASE STUDY 3 – Commissioning an evaluation**

**John Tierney**, Director [of Transform Management Consultancy](http://www.trans4mgt.com/) and external evaluator for Equinet, gave advice to participants on why evaluation is essential for equality bodies and explained practical steps when commissioning an external evaluation and assessing a tender.

Participants split into working groups to share their experience in commissioning an evaluation.

**Power point presentation available on the** [**Equinet internal website**](http://www.equineteurope.org/spip.php?page=forum_membres_rubrique&id_rubrique=140)**.**

**Discussion: common indicators for equality bodies**

In the afternoon session, participants discussed and identified core indicators that equality bodies should use when evaluating their work based on the list of indicators outlined in the [2013 Equinet paper “Processes and indicators for measuring the impact of equality bodies”](http://www.equineteurope.org/Measuring-the-impact-of-equality).

**The summary note of the discussion on common indicators will be available soon on the** [**Equinet internal website**](http://www.equineteurope.org/spip.php?page=forum_membres_rubrique&id_rubrique=140)**.**

**Conclusions and ways forward**

**What should we do with the materials which were discussed during the two meetings of the project?**

* Presentations and relevant documents from both meetings are available **on the Equinet internal website**.
* Equinet secretariat will make sure that the **summary and outcomes of the meetings** are disseminated to all Equinet members though internal communication channels.
* A **summary of the discussion on common indicators together with a final report of the project** will be drafted before the next meeting.

**Next steps/topics for discussion**

* A meeting will be organised in September.
* Ideas of topics for discussion:   
  - Organisational changes made after the evaluation   
  - Peer review as a means of evaluation and how to structure this
* The paper on common core indicators and the final report of the project will be also discussed.

**ANNEX 1 – LIST OF PARTICIPANTS**

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**Equinet Evaluation Lab  
*Friday 29th January 2016***

**Location:** Equinet Offices / Belgian Interfederal Centre for Equal Opportunities  
Rue Royale, 138 - B-1000 Brussels

**LIST OF PARTICIPANTS**

**Evaluation Lab members**

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| **BOND** | **Laurence** | Irish Human Rights and Equality Commission, **IRELAND** | [labond@ihrec.ie](mailto:labond@ihrec.ie) |
| **CLEMENT** | **Martin** | Defender of Rights, **FRANCE** | [Martin.clement@defenseurdesdroits.fr](mailto:Martin.clement@defenseurdesdroits.fr) |
| **FIDALGO** | **Maria do Rosário** | Commission for Citizenship and Gender Equality, **PORTUGAL** | [Rosario.fidalgo@cig.gov.pt](mailto:Rosario.fidalgo@cig.gov.pt) |
| **KVASNICOVA** | **Jana** | Public Defender of Rights, **CZECH REPUBLIC** | [Jana.kvasnicova@ochrance.cz](mailto:Jana.kvasnicova@ochrance.cz) |
| **LAVERY** | **Eileen** | Equality Commission for Northern Ireland, **NORTHERN IRELAND** | [Elavery@equalityni.org](mailto:Elavery@equalityni.org) |
| **PAPADOPOULOU** | **Andriani** | Greek Ombudsman, **GREECE** | [papadopoulou@synigoros.gr](mailto:papadopoulou@synigoros.gr) |
| **PEREIRA** | **Tiago** | Commission for Equality in Labour and Employment, **PORTUGAL** | [Tiago.pereira@cite.pt](mailto:Tiago.pereira@cite.pt) |
| **VERLOT** | **Marc** | Equality and Human Rights Commission, **GREAT BRITAIN** | [Marc.Verlot@equalityhumanrights.com](mailto:Marc.Verlot@equalityhumanrights.com) |

**External experts**

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| **CROWLEY** | **Niall** | Independent Expert | [niallcrowley1@gmail.com](mailto:niallcrowley1@gmail.com) |
| **TIERNEY** | **John** | Transform Management Consultancy | [john@trans4mgt.com](mailto:john@trans4mgt.com) |

**Equinet secretariat**

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| **MACHACOVA** | **Jessica** | Project Officer, **EQUINET** | [Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org) |

**Apologies**

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| **BUSHATI** | **Vilfrida** | Commission for the Protection from Discrimination, **ALBANIA** | [Frida\_bushati@yahoo.com](mailto:Frida_bushati@yahoo.com) |
| **FELLA** | **Marisa** | Interfederal Centre for Equal Opportunities, **BELGIUM** | [Marisa.fella@cntr.be](mailto:Marisa.fella@cntr.be) |
| **REDJEPI** | **Almira** | Commission for Protection against Discrimination, **FORMER YUGOSLAV REPUBLIC OF MACEDONIA** | [almiraredzepi@gmail.com](mailto:almiraredzepi@gmail.com) |

**ANNEX 2 - AGENDA OF THE MEETING**



**Second meeting of the Equinet Evaluation Lab  
Friday 29th January 2016 (09:00 – 16:30)**

**Location:** Salle Royale,Equinet Offices / Belgian Interfederal Centre for Equal Opportunities  
Rue Royale, 138 - B-1000 Brussels

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| **OBJECTIVES OF THE MEETING** |
| **The second meeting of the Evaluation Lab aims to:**   * **Build on the discussions** initiated during the first meeting of the Evaluation Lab *(Monday 1st June 2015, Brussels).* * Discuss **concrete cases of evaluation work** by equality bodies and external speakers. * Discuss and agree on possible **common indicators** to evaluate the work of equality bodies. |
| **PREPARATORY MATERIALS** |
| * **Equinet Paper** “*Processes and indicators for measuring the impact of equality bodies*”, Niall Crowley (2013) *(available* [*here*](http://www.equineteurope.org/Measuring-the-impact-of-equality)*)*. * **Summary note** of the first meeting of the Evaluation Lab – *(available* [*here*](http://www.equineteurope.org/spip.php?page=forum_membres_rubrique&id_rubrique=140)*)*. |

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| **AGENDA** | |
| **Welcome session** | |
| **09:00 - 09:10** | **Welcome and presentation of participants** |
| **09:10 – 09:40** | **Case studies : Strategic plans** (with a focus on the progress made on setting up the evaluation process) currently being prepared by participating equality bodies  *Czech Republic, France and Northern Ireland* |
| **SESSION 1 – Case studies: approaches to evaluation by equality bodies** | |
| **09:40 – 10:40** | **Case study 1 : Equality and Human Rights Commission**  *Marc Verlot, Research and Intelligence Director, Equality and Human Rights Commission (Great Britain)* |
| **10:40 – 11:00** | **Coffee break** |
| **11:00 – 11:30** | **Case study 2 : Irish Equality and Human Rights Commission**  *Laurence Bond, Head of Research, Irish Equality and Human Rights Commission* |
| **11:30 – 12:30** | **Case study 3 : Commissioning an evaluation**  *John Tierney, Director, Transform Management Consultancy* |
| **12:30 – 13:30** | **Lunch Break** |
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| **SESSION 2 – Discussion: Common indicators for equality bodies** | |
| **13:30 – 15:30** | **Objective:** Identifying core indicators that equality bodies should use when evaluating their work *Support document:* *Equinet Paper “Processes and indicators for measuring the impact of equality bodies”, Niall Crowley (2013)* |
| **Concluding session** | |
| **15:30 – 16:00** | **Ways forward** – What should we do with the materials the project is generating?  (Core indicators, case studies…) |
| **16:00– 16:30** | **Next meeting** of the Evaluation Lab: possible dates and topics **Next steps** of the project |
| **16:45 – Closing of the meeting** | |

1. Credentials to the Equinet internal website were sent to you in an individual email on 8th July 2015. In case you lost your credentials, please contact [Jessica.machacova@equineteurope.org](mailto:Jessica.machacova@equineteurope.org). [↑](#footnote-ref-1)