

**Third meeting of the Equinet Evaluation Lab***Monday 19th September 2016, London, UK*

**Summary Note**

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

**WELCOME AND UPDATES FROM PARTICIPANTS**

Participants shared some updates regarding their institutions and evaluation work during the last months.

**SESSION 1 – COMMON INDICATORS**

Following the discussion initiated during the last meeting, and based on the 2013 Equinet paper on indicators, participants agreed on seven common indicators which could be used by all equality bodies in their evaluation work. They are all impact indicators and focus on equality bodies stimulating institutional change and societal change.

*Societal Change:*

**1.** **Knowledge of the equality body** among the general public.   
**2.** **Knowledge of and commitment to the equal treatment legislation** among employers, service providers, trade unions and consumer bodies.   
**3.** The level to which the equality body voice is deemed to be an **authoritative voice**.   
**4.** Reduction in **under-reporting level**, the percentage of those who perceive that they have been discriminated against and do not take any action in response.   
**5.** Number of **strategic interventions** to champion equality at moments of tension in society.

*Institutional Change:*

**6.**The number (in relation to the target set) of **policy recommendations** made by the equality body and the share of policy recommendations adopted by policy makers, including changes made in equal treatment legislation. **7.**The number (in relation to the target set) of **organisations**, in the public and private sectors, that have developed employment and/or service provision related equality policies, procedures and practices as a result of their engagement with the equality body.

**FOLLOW UP ACTIONS**

* The common indicators will be integrated in the final booklet of the project
* They will be summarized in a one-pager and disseminated to the whole Equinet membership

**SESSION 2 – PEER REVIEW PROCESS**

The group also discussed the idea of setting up peer review process within the Equinet membership.

The objective would be to **stimulate collaboration and peer learning** rather than assessing equality bodies’ work, in order to help equality bodies to make better informed choices, to make a difference and to converge in their evaluation practices.

**Common indicators** could be a starting point of the peer review process. The review could then focus on two aspects:

* Which indicators are selected by the equality body and their equality
* How they are used by the equality body

**Equinet** could serve as a hub and would facilitate contacts between the involved equality bodies.

The following tools could be used:

* Self-assessment template
* Relevant documentation to back it up
* Workshops and meetings

**FOLLOW UP ACTIONS**

* A proposal of peer review process will be submitted to the Equinet Board Members during its next meeting on 8th December 2016
* An amendment to the draft 2017 Equinet work plan was submitted by the EHRC and approved by the members during the Annual General Assembly (29-30th September, Brussels). As a result, the 2017 work plan contains the following item:

**PROJECT**: **Follow up of the Evaluation Lab**

Building on the work of the Equinet Evaluation Lab and maintaining momentum of the project, opportunities for peer support in implementing recommendations from Evaluation Lab report will be developed.

This will be predominately member led and will focus on exchanging best practice and challenges of implementation of recommendations. This exchange will take place utilising online platforms such as email. Minimal support from secretariat will be offered and will include activities such as dissemination of relevant information to interested members.

This group will explore and recommend options for future activities of the Evaluation Lab.

**Expected outcomes:**

- The work done by the Evaluation Lab will be shared with and promoted to the Equinet members   
- Engagement and discussion with the Evaluation Lab members on possible peer support process between Equinet members   
- Exploring opportunities and, if appropriate, proposing ways to implement concrete activities in the future relating to the evaluation of equality bodies’ work

**SESSION 3 – FINAL REPORT OF THE EVALUATION LAB**

Participants discussed how the initial draft of booklet could be improved. The final draft is available here.

**CONCLUDING SESSION AND ORAL EVALUATION**

As conclusions, participants shared their feedback on the project.

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| **What have participants learnt?** |
| **Common indicators**   * They help to improve the work and initiate political change * How to develop them and how to link them with concrete tools |
| **Peer review** and learning from + cooperating with others |
| Importance of having a **strategic plan** and of the **planning cycle** |
| Importance of **expert support** |
| **Common language and communication** |

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| **What did participants like the most?** | **What did they like the least?** |
| * The project generated concrete outcomes which can be used * Critical and constructive discussions | * Time taken by travelling |
| **Suggestions for improvement** | |
| * Other ways of meeting (teleconference…) * Issues of broader relevance for the members * Follow up regarding the indicators | |

**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) |
| **FIDALGO** | **Maria do Rosário** | Commission for Citizenship and Gender Equality, **PORTUGAL** | [Rosario.fidalgo@cig.gov.pt](mailto:Rosario.fidalgo@cig.gov.pt) |
| **KEYTE** | **Richard** | Equality and Human Rights Commission, **GREAT BRITAIN** |  |
| **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) |
| **VERLOT** | **Marc** | Equality and Human Rights Commission, **GREAT BRITAIN** | [Marc.Verlot@equalityhumanrights.com](mailto:Marc.Verlot@equalityhumanrights.com) |

**External expert**

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| **CROWLEY** | **Niall** | Independent Expert | [niallcrowley1@gmail.com](mailto:niallcrowley1@gmail.com) |

**Equinet secretariat**

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| **MACHACOVA** | **Jessica** | Membership and Policy 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) |
| **CLEMENT** | **Martin** | Defender of Rights, **FRANCE** | [martin.clement@defenseurdesdroits.fr](mailto:martin.clement@defenseurdesdroits.fr) |

**ANNEX 2 - AGENDA OF THE MEETING**



**Third meeting of the Equinet Evaluation Lab  
Monday 19th September 2016 (09:00 – 16:30)**

**Location:** Equality and Human Rights Commission - Room G1 - Fleetbank House, 2-6 Salisbury Square, London

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| **OBJECTIVES OF THE MEETING** |
| **The third meeting of the Evaluation Lab aims to:**   * Build on the discussions initiated during the two first meetings of the Evaluation Lab * Evaluate the Evaluation Lab project * Discuss on potential ways forwards and follow up actions |
| **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 second meeting of the Evaluation Lab – *(available* [*here*](http://www.equineteurope.org/spip.php?page=forum_membres_rubrique&id_rubrique=140)*)*. * **Draft Evaluation Lab booklet** |

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| **AGENDA** | |
| **WELCOME SESSION AND UPDATES FROM PARTICIPANTS** | |
| **09:00 - 09:45** | **Welcome and tour de table**   * Presentation of participants * Updates from Evaluation Lab members on steps taken with regard to strategic plans, indicator development, monitoring indicators and evaluation |
| **Preparation required:** If your equality body took up some evaluation work since the last meeting of the Evaluation Lab, please share it with the participants | |
| **SESSION 1 – COMMON INDICATORS** | |
| **09:45- 11:30**  *(with a 15 minute coffee break)* | **Discussion on the common indicators**   * Approaches to indicator development * Value in common indicators * Discussion note on common indicators * Pursuing common indicators |
| **Preparatory material:** Draft note on common indicators for equality bodies (page 16 of the draft booklet) | |
| **SESSION 2 – PEER REVIEW PROCESS** | |
| **11:30 – 13:00** | How to implement peer review processes with equality bodies? |
| **12:30 – 13:30** | **Lunch break** |
| **SESSION 3 – FINAL REPORT OF THE EVALUATION LAB** | |
| **13:30 – 15:00** | Discussion on the final report of the Evaluation Lab project (comments on the first draft and new ideas for development) |
| **Preparation required:** Please have a look at the draft booklet and prepare your comments/suggestions | |
| **CONCLUDING SESSION – EVALUATION OF THE PROJECT AND WAYS FORWARD** | |
| **15:00– 16:00** | Oral evaluation of the project  Ideas of ways forward |
| **16:00 - CONCLUSION 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)