

Equinet 2017 Annual General Meeting

Wednesday 11th October
Brussels, Belgium

Welcome & Introduction

Evelyn Collins

Equinet Chair & Chief Executive of the Equality
Commission for Northern Ireland

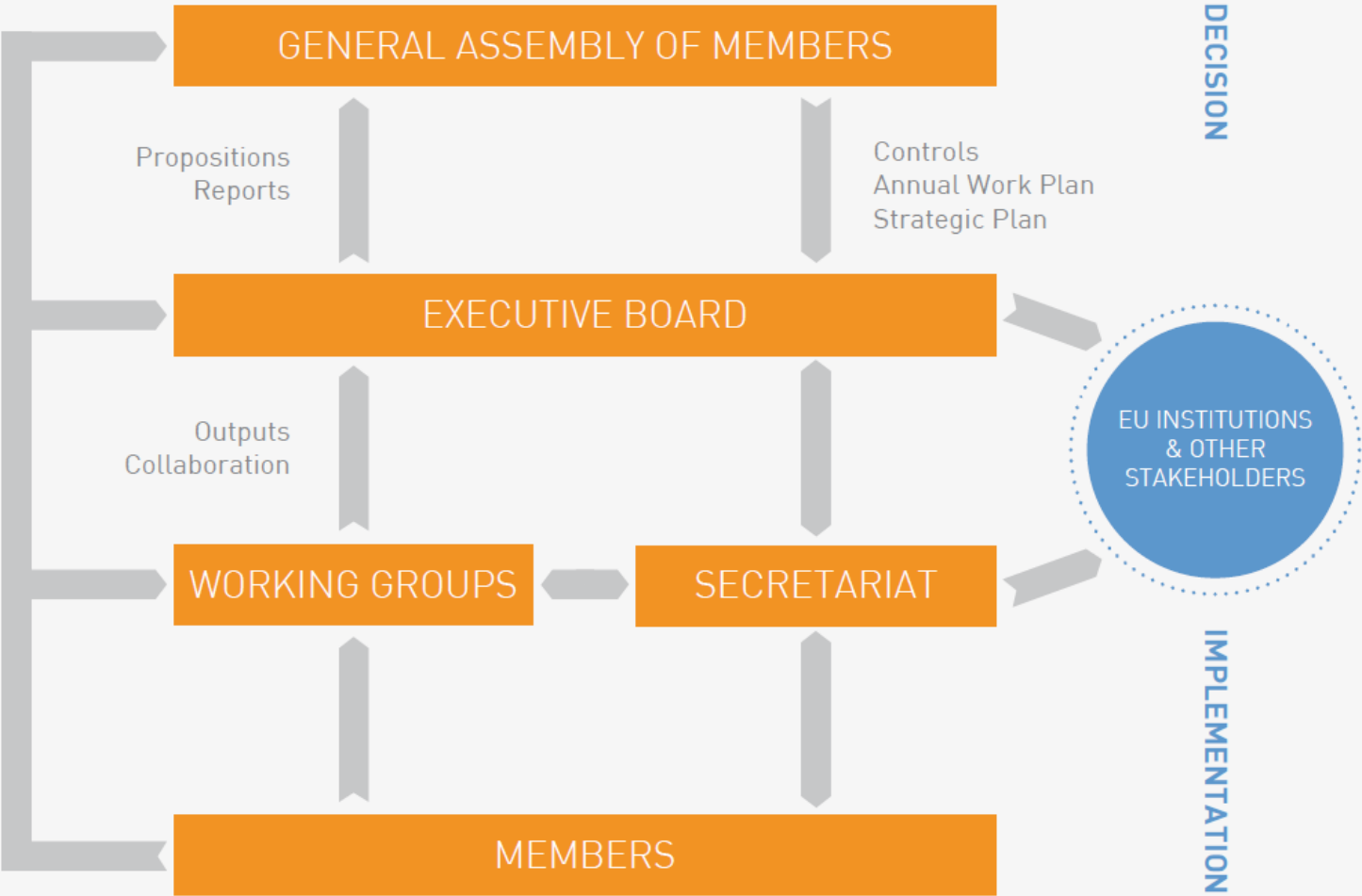
SESSION 1

Equinet governance, 2017 review and plans forward

2017 Review



GOVERNANCE STRUCTURE



The Network

Behind the Network

The Members

46 members

34 countries

What's next?



Behind the Network

Equinet Executive Board 2015-2017



Petr Polak (Public Defender of Rights, CZ)

Evelyn Collins (Equinet Chair & Equality Commission for Northern Ireland, NI)

Kalliopi Lykovardi (Greek Ombudsman, GR)

Kirsi Pimiä (Non-Discrimination Ombudsman, FI)

Patrick Charlier (Unia, BE)

Sarah Benichou (Defender of Rights, FR)

Tena Šimonović Einwalter (Office of the Ombudswoman, HR)

Sandra Konstatzky (Ombud for Equal Treatment, AT)

(missing Anna Blaszcak, Commissioner for Human Rights, PL)

Behind the Network

The Working Groups



WG Gender Equality

Moderator: Nathalie Schlenzka

WG Policy Formation

Moderator: Tena Šimonović Einwalter

Expert support: Niall Crowley

WG Equality Law

Moderator: Veronika Bazalová

WG Communication Strategies and Practices

Moderator: Katrine Gaustad Pettersen

Behind the Network

The Secretariat

Anne Gaspard, Executive Director

Sarah Cooke O'Dowd, Communication Officer

Yannick Godin, Administration & Finance Officer

Tamas Kadar, Head of Legal and Policy

Jessica Machacova, Membership and Policy Officer

Katrine Steinfeld, Policy Officer (Gender Equality)

+ **Floriane Charles** (Communication and Event Assistant)
and **Mathew Augusteyns** (Finance and Communication Assistant)



Equinet in 2017...



And much more meetings with members & stakeholders, travels and contributions to the European agenda...

Highlights

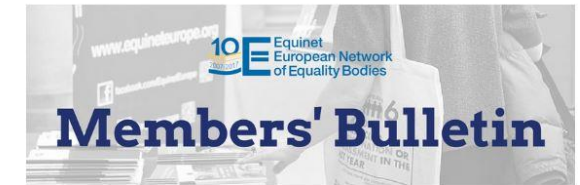
1. Supporting Equinet members and building their capacity



Board Meeting, Warsaw, March 2017



Training event: Communicating Equality II; Social media for EBS, Dublin, April 2017



**Members' Bulletin - Network Updates
September/October 2017**

Dear Equinet Members,

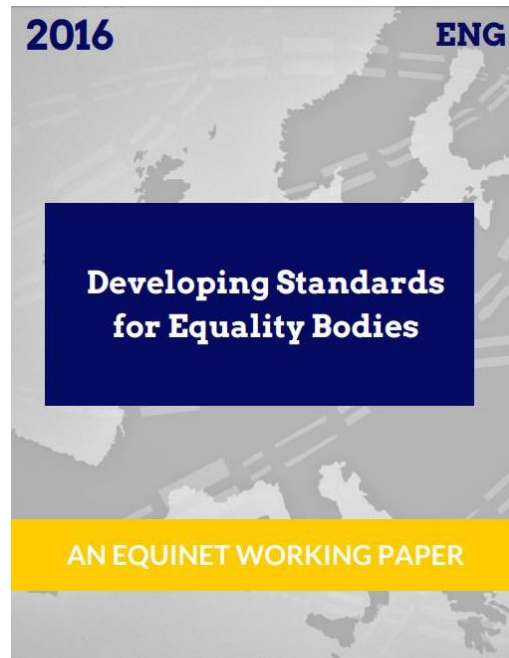
This Members' Bulletin gathers the main Equinet internal updates, with a view to provide you with an overview of Equinet activities. We very much hope it will be useful in your day-to-day work and we would be grateful if you could disseminate it among your colleagues. Your feedback is also greatly appreciated.

Should you have any comments or further questions, please do not hesitate to contact [Floriane Charles](#), Administration & Communication Assistant and [Jessica Machacova](#), Membership & Policy Officer.

**Members'
Bulletins**

Highlights

2. Promoting Standards for equality bodies



 Equinet
European network
of equality bodies



ECRI Meeting, May
2017

Highlights

3. Promoting equality and non-discrimination and the work of equality bodies at European and international levels



Meeting with FRA, Vienna, 2017



Meeting with MEP Claude Moraes, May 2017

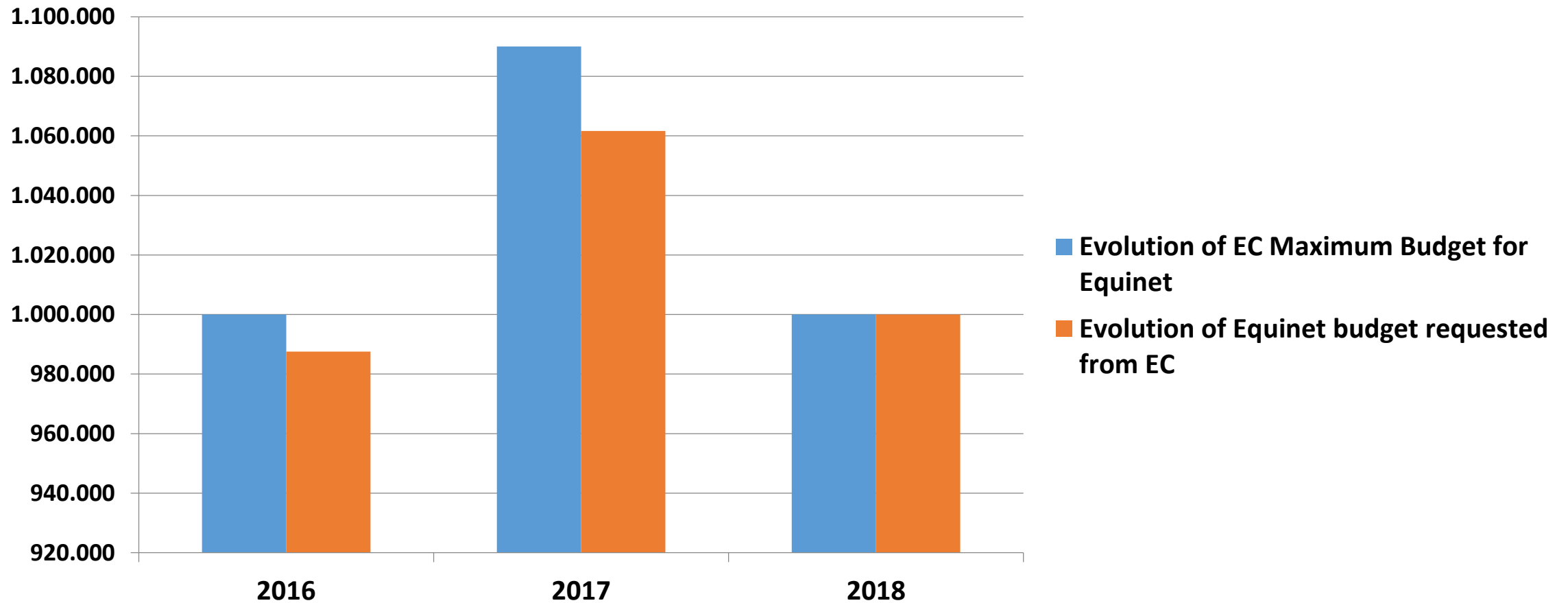
Report on Equinet finances

ACCOUNTS 2016

AUDITED ACCOUNTS 2016			
EXPENSES 2016			
Budget heading	Budget 2016	Actual Expenses 2016	% of budget spent
Salaries and Staff costs	511.508	486.276	95,07%
Travel & Accommodation	273.520	251.414	91,92%
Amortization	2.156	1.694	78,57%
Running costs (excluding rent)	14.820	14.866	100,31%
Services	255.535	218.140	85,37%
Other costs	0	5.289	
Total Eligible Costs	1.057.539	977.679	92,45%
INCOME 2016			
Budget heading	Estimated Income	Declared Income	Ratio actual/budget
Membership Fees	70.000	73.377	104,82%
EU Contribution	987.539	914.189	92,57%
Total	1.057.539	987.565	93,38%
Final balance 2016		9.886	

	FINANCES 2017				
	Budget	Spending	Current Balance	Projections	Final Balance
Salaries	540.173	233.214	306.959	304.000	2.959
Travel & Accommodation	286.985	145.807	141.178	131.550	9.628
Services	209.873	85.910	123.963	116.309	7.654
Running Costs	81.590	39.658	41.932	40.450	1.482
Total	1.118.621	504.589	614.032	592.309	21.723

BUDGETARY EVOLUTION (2016-2018)



Presentation of proposed 2018 Equinet Work Plan

Objective A: Building capacity and peer support of equality bodies



Seminars:

- Work-Life Balance and Dismissal Protection
- How to combat hate speech as an equality body
- Age Discrimination



Clusters:

- Research & Data Collection
- Freedom of Movement



Working Groups:

- Gender Equality
- Equality Law
- Communication Strategies & Practices

Training event:

- UNCRPD and article 33(2) (co-organised with ENNHRI)



Project:

- Violence against Women

Objective B: Contributing to the European Equality Agenda



Conferences

- **Investing in Equality:** a decade of change for equality bodies
- Links between **discrimination & poverty**



Working Group

- **Policy Formation:** Perspective on equality bodies addressing hate speech

Objective C: Serving as a knowledge and communication hub on equal treatment



Research

Making visible the work and experiences of equality bodies



- New website
- Newsbooks
- Members' Bulletin
- In Focus Brief

Objective D: Consolidating the network and the position of its members



Questions & Answers

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2017 Board Elections

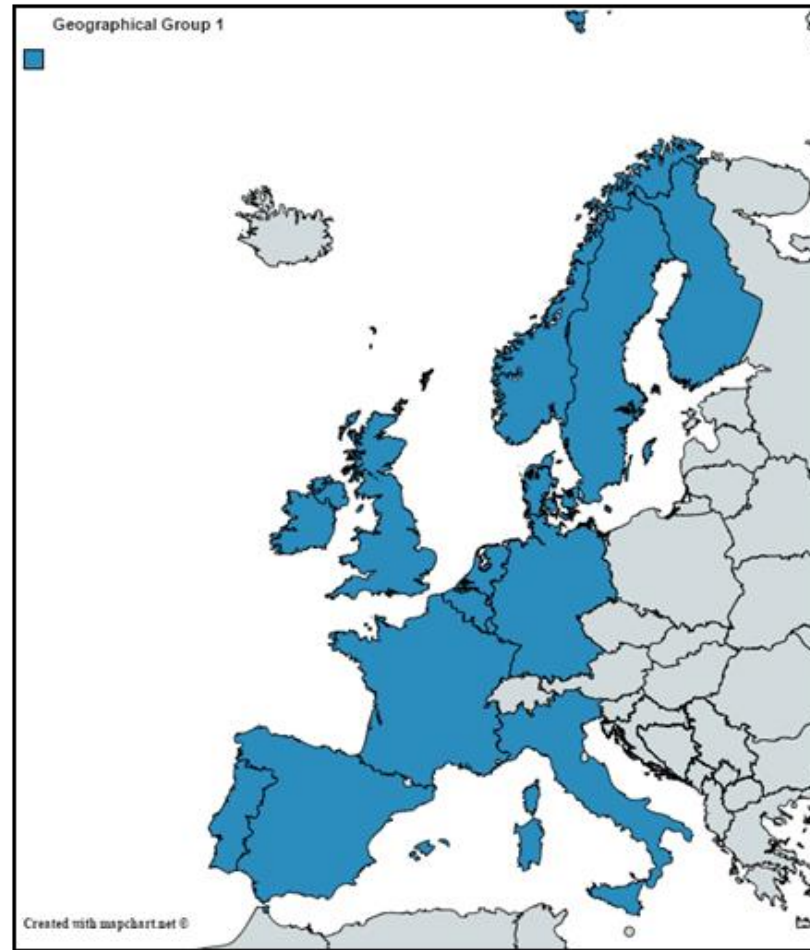
Introduction

2017 Board Elections: Procedures

- **9** members
- You can vote for a maximum of :
 - **Group 1: four (4) candidates**
 - **Group 2: three (3) candidates**
 - **Group 3: two (2) candidates**

Group 1

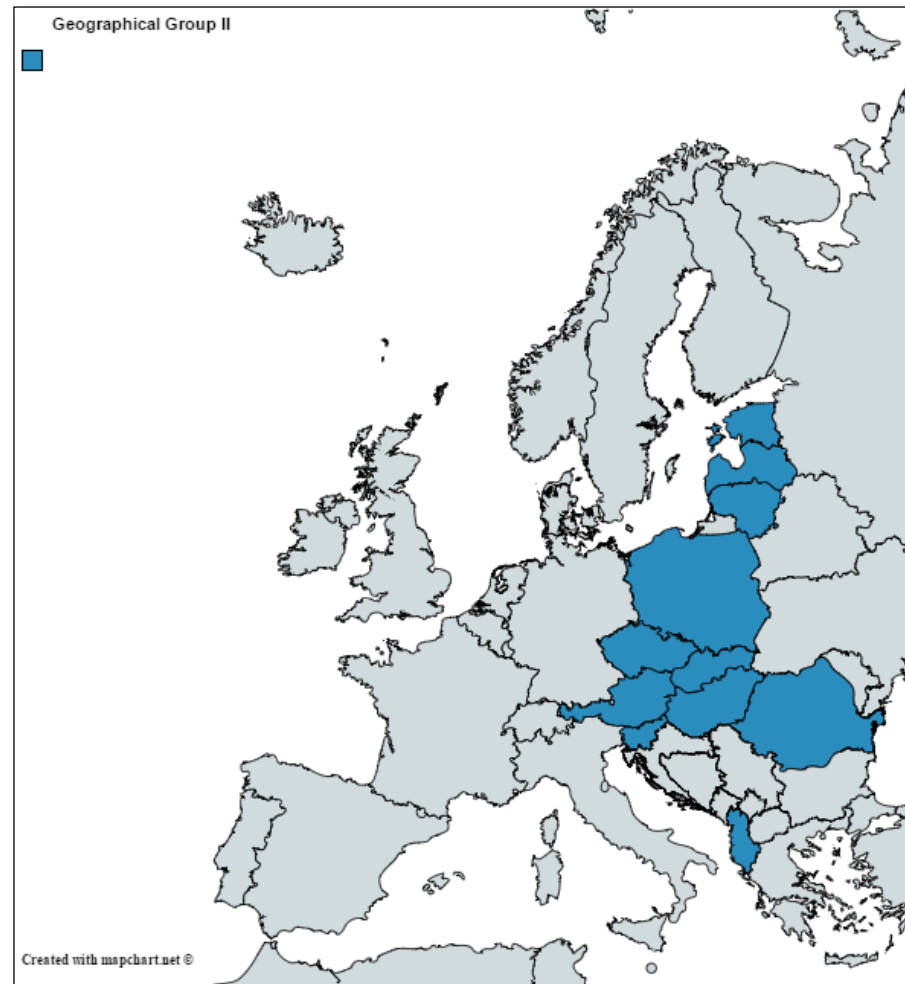
Belgium
Denmark
Finland
France
Germany
Great Britain
Ireland
Italy
Luxemburg
The Netherlands
Norway
Northern Ireland
Portugal
Spain
Sweden



Group 1

Group 2

Austria
Czech Republic
Estonia
Hungary
Latvia
Lithuania
Malta
Poland
Romania
Slovakia
Slovenia



Group 2

Group 3

Albania
Bosnia and Herzegovina
Bulgaria
Croatia
Cyprus
Greece
FYRO Macedonia
Montenegro
Serbia

Geographical Group III



Created with mapchart.net ©

Group 3

Geographical Group I	Geographical Group II	Geographical Group III
select a maximum of <u>four (4)</u> candidates	select a maximum of <u>three (3)</u> candidates	select a maximum of <u>two (2)</u> candidates
<input checked="" type="checkbox"/> Candidate NAME <i>Position</i> Member Organization, Country	<input type="checkbox"/> Candidate NAME <i>Position</i> Member Organization, Country	<input checked="" type="checkbox"/> Candidate NAME <i>Position</i> Member Organization, Country
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Geographical Group I	Geographical Group II	Geographical Group III
<p style="text-align: center;">select a maximum of <u>four (4)</u> candidates</p>	<p style="text-align: center;">select a maximum of <u>three (3)</u> candidates</p>	<p style="text-align: center;">select a maximum of <u>two (2)</u> candidates</p>
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VALID

2017 Board Elections

Presentation of candidates

Members vote on

Amendment of Equinet Statutes

Equinet Work Plan & Budget 2018

Minutes AGM 2016

Accounts 2016

Coffee Break

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Session 2

“Investing in Equality: a decade of change for equality bodies”

Learning and future prospects for the work of national equality bodies across Europe

Session 2 – Discussion Groups (12:00-13:00)

Group A	Group B	Group C
Hall 300	Studio 311	Studio 312

Networking Lunch

Session 3

From 10 to 20 year old

Future opportunities and challenges
for Equinet and equality bodies

Session 3 – Case Studies



COMMISSIONER FOR HUMAN RIGHTS

**Commissioner for Human Rights,
Poland**



**Advocate for the Principle of
Equality, Slovenia**

Session 3 – Discussion Groups

Toward preparing Equinet future Strategic plan 2019-2023

Group A	Group B	Group C
Hall 300	Studio 311	Studio 312

Session 4

Closing Session

Closing Session

Sharing views and conclusions emerging
from group discussions on research
“Investing in Equality”

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Equinet Executive Board 2017-2019

Group 1	Group 2	Group 3
Laurence Bond IRHEC (Ireland)	Sandra Konstatzky Ombud for Equal Treatment (Austria)	Kalliopi Lykovardi Greek Ombudsman (Greece)
Patrick Charlier Unia (Belgium)	Petr Polák Public Defender of Rights (Czech Republic)	Tena Šimonović Einwalter (Chair) Office of the Ombudswoman (Croatia)
Valérie Fontaine Defender of Rights (France)	Sylwia Spurek Commissioner for Human Rights (Poland)	
Kirsi Pimiä Non-Discrimination Ombudsman (Finland)		

Closing Session

Concluding Remarks

Anne Gaspard

Equinet Executive Director

Closing Session

Upcoming Events

Seminar

Breaking the glass ceiling

- Hosted by the Gender Equality and Equal Treatment Commissioner, Estonia
- 13th & 14th November 2017, Tallinn (Estonia)
- Registration open until 29th October

Conference

Inclusion of and discrimination against migrants in Europe

- 7th December 2017, Brussels
- Registration opening soon

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