

# DRAFT WORK PLAN



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## INTRODUCTION

**Ensuring that equality and non-discrimination remain on the agenda.** 2021 will be a pivotal year for Equinet and equality in Europe, as the region strives to rebuild its societies in the wake of the COVID-19 pandemic. For many of us, 2020 was a difficult year with many challenges that transformed the socio-political landscape in Europe. From the effects of the virus and the measures employed to combat it, to the widespread anti-racism protests stemming from George Floyd's murder by police in the US, the imperative to uphold the principle of equality and non-discrimination has rarely been clearer. Equinet addressed these concerns in its 2020 Recommendation, urging national and regional policymakers to approach the pandemic as an opportunity to rebuild fair, equal, and resilient societies by making sure that no one is left behind. During 2021, Equinet will build on this Recommendation and continue to pursue its work on values-based messaging to promote the appreciation of equality and diversity as core values in Europe. We will share the knowledge and learning from the work of equality bodies extensively with leaders and decisionmakers to ensure that equality is an intrinsic part of the response to the current crises in Europe.

In 2021, several Equinet activities will focus on combatting structural and systemic discrimination at the national and regional levels by building on the experience and expertise of equality bodies. Equinet will create a multi-annual cluster of equality bodies focusing on equality mainstreaming to inform and generate discussions with, and action by, stakeholders at the EU and Member State level. The Network will also bring equality bodies together to work on the use of positive action measures as ways to achieve full equality in practice and fight structural and systemic discrimination at the national level. Furthermore, given the global outcry against the racism prevalent in our societies, Equinet will develop a report and organise a conference on tackling institutional racism with the aim of critically reflecting on the role and capacities of equality bodies to confront and dismantle institutional racism in Europe.

Innovation is at the heart of equality bodies' work as they use their special status to be centres of excellence on equality issues. One innovative activity Equinet has planned for 2021 involves working on the relatively under-researched area of access to healthcare through the perspective of considering how equality bodies can assist victims of discrimination in this field. Another new topic for Equinet in 2021 will be exploring how equality bodies can engage with authorities at the local level, such as municipalities and cities across Europe, to promote better equality policies and practices. In 2021, Equinet will also examine how the expansion of the list of protected grounds, in particular through the inclusion of health status and socio-economic status, could enhance the effectiveness of the European anti-discrimination legal framework and its implementation.

2021 will mark the third year of Equinet's Project on Standards for Equality Bodies, which focuses on how to support the implementation of the standards for equality bodies developed by the European Commission in its 2018 Recommendation, and those provided in the revised General Policy Recommendation No. 2 produced by the European Commission Against Racism and Intolerance of the Council of Europe in 2017. These standards are one of the most positive developments for equality bodies in recent years and their proper implementation will help national equality bodies reach their full potential as champions of equality in Europe.

Equinet, as a well-established organisation, is working towards an increasingly resilient, engaged and innovative Network. Last year, with the introduction of a new membership and network development officer role, we reinforced our engagement with members, improved internal communication and support, and provided more targeted information about the work of equality bodies to relevant audiences. This work will continue in 2021, as well as various activities aimed at building the capacity

of our members to be champions for equality in their countries. One such activity is the planned training and guidelines for communication officers of equality bodies to help them tackle hate speech against their organisations and write persuasively about the importance of the value of equality and non-discrimination for everybody.

It is significant that many of the activities in this workplan are classed as horizontal issues. To work towards an equal Europe, we need to make sure discriminated groups are not considered mutually exclusive. As equality bodies can have diverse mandates, covering different grounds, it is important to take into account the ways they intersect in order to support policy and legal improvements suited for the specific needs of groups victims of multiple, intersecting grounds of discrimination. Therefore, in 2021, although this Workplan has adopted a ground-based approach, Equinet will continue to apply the lens of intersectionality throughout its work. Moreover, in this Workplan, each Equinet activity is linked to its respective UN Sustainable Development Goals (SDGs), underlining our commitment to work to assist equality bodies' work on SDGs and strengthen their capacity in leading European countries towards achieving the 2030 Agenda for Sustainable Development.

As we embark upon this vital period of rebuilding our societies, we continue to make central, through strengthened cooperation, the values we hold dear as a Network – respect, equality and justice. Together we can achieve equality for all.

**Tena Šimonović Einwalter**

Chair of Equinet Board



**Anne Gaspard**

Equinet Executive Director



## **EQUINET STRATEGIC PLAN 2019 - 2022**

The Equinet Strategic Plan 2019 - 2022 builds upon our past achievements, and gives expression to our ambition during that period, considering the changing societal, political and policy environment in relation to the equality and equal treatment sector in Europe.

For the next years, Equinet has defined a set of action areas under the Strategic Plan objectives, as follows:

### **A. STRENGTHEN AND SUPPORT EQUALITY BODIES TO ACHIEVE EQUALITY FOR ALL**

1. Supporting the understanding, implementation and monitoring of European standards for equality bodies at European and Member State level;
2. Strengthening institutional capacity of equality bodies by offering guidance and opportunities to engage in peer-to-peer support systems;
3. Building the capacity of equality body staff by providing space for peer exchange, learning, information sharing and development of expertise;
4. Building the capacity of equality bodies to increase their visibility by raising awareness about their work, understanding of their role and functions, recognition and appreciation of their potential at European and Member State level.

### **B. ACT AS THE EXPERT VOICE OF EQUALITY BODIES TO ADVANCE EQUALITY IN EUROPE**

1. Identifying, researching and analysing emerging challenges and opportunities in the field of equality and non-discrimination;
2. Conveying the expert voice of equality bodies at European and international level;
3. Being a research and knowledge hub for the work and contribution of equality bodies, while further generating and disseminating knowledge on equality and non-discrimination;
4. Strengthening cooperation with all relevant stakeholders at European level and acting as a focal point for building shared perspectives and generating new thinking on equality and non-discrimination.

### **C. SUSTAIN A RESILIENT, ENGAGED AND INNOVATIVE NETWORK**

1. Remaining relevant to the diversity of our membership and their staff, across the different combinations of functions and/or mandates held by equality bodies;
2. Strengthening our governance through transparency, inclusion, and increased Board capacity;
3. Sustaining active membership communication and engagement through a variety of innovative communication tools;
4. Ensuring sustainability of funding through securing a core grant and seeking diversification;
5. Putting in practice better monitoring and evaluation mechanisms.

## OUR APPROACH



### Support

We provide capacity-building activities with and for equality body staff, as well as offer support to equality bodies in need of solidarity, including because of undue challenges to their independence or effectiveness.



### Networking

We encourage and facilitate knowledge exchange, sharing of good practices and peer-to-peer support among equality bodies, as well as with equality stakeholders at European and international level.



### Research & Knowledge Hub

We carry out legal and policy research to inform European policy and legislative developments, and provide relevant knowledge to those interested in equality and non-discrimination in Europe.



### Expert Advice

We contribute to the European equality agenda by offering expert advice on equality and non-discrimination policy and legislation, based on the experience of equality bodies.



### Promotion

We promote equality as a European value and seek to advance diversity and solidarity in Europe

## OVERVIEW OF EQUINET ACTIVITIES 2021

AREAS OF WORK	TOPICS	OUTPUTS
<b>Horizontal Issues</b>	<b>Implementing European Standards for Equality Bodies</b>	<p>List of indicators</p> <p>2 Project meetings / Study Visits</p>
	<b>Equality Mainstreaming</b>	<p>1 Conference</p> <p>1 Compendium of Good Practices</p> <p>2 Cluster meetings</p>
	<b>Positive Action</b>	<p>1 Publication</p> <p>2 Working Group Equality Law meetings</p>
	<b>Use of Equality Data in Discrimination Cases</b>	<p>1 Working Group Research &amp; Data Collection meeting</p> <p>1 Compendium of Good Practices</p>
	<b>Online Library of Projects by Equality Bodies</b>	<p>1 Online Library</p> <p>1 Working Group Research &amp; Data Collection meeting</p> <p>1 Working Group Communication meeting</p>
	<b>Tackling Hate Speech &amp; Developing Persuasive Writing Techniques</b>	<p>1 Training</p> <p>1 set of Guidelines</p> <p>1 Working Group Communication meeting</p>



	<b>Artificial Intelligence</b>	<b>1 Training</b>
	<b>Strengthening Cooperation at Local Level</b>	<b>1 Roundtable</b>
	<b>Access to Health</b>	<b>1 publication</b> <b>1 Seminar</b> <b>1 Working Group Policy Formation meeting</b>
<b>Age</b>	<b>Engaging Young People on Equality</b>	<b>1 Roundtable with Youth Organisations</b>
<b>Disability</b>	<b>UN CRPD</b>	<b>Submission to CRPD Committee report on the EU</b>
<b>Gender</b>	<b>Domestic/Care Workers</b>	<b>1 Publication</b> <b>2 Working Group Gender Equality meetings</b>
<b>Race and Ethnic Origin</b>	<b>Roma Equality</b>	<b>1 Online Roundtable</b>
<b>Race and Ethnic Origin / Religion or Belief</b>	<b>Tackling Institutional Racism</b>	<b>1 Publication</b> <b>1 Conference</b> <b>1 Working Group Policy Formation meeting</b>

<p><b>Sexual Orientation / Gender Identity</b></p>	<p><b>LGBTI+ Strategy</b></p>	<p><b>1 Online Roundtable</b></p>
<p><b>Other Grounds</b></p>	<p><b>Freedom of Movement of EU Workers</b></p>	<p><b>1 Online Training</b></p>
	<p><b>‘Other grounds’, with a focus on health status and socio-economic disadvantages</b></p>	<p><b>Research (commissioned)</b></p>

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## INDICATIVE CALENDAR 2021

KEY ACTIVITY	DATES
<b>Annual General Meeting</b>	Q4
<b>Board meetings I</b>	Q1
<b>Board meetings II</b>	Q2
<b>Board meetings III</b>	Q3
<b>Board meetings IV</b>	Q4
Communication Working Group I	Q1/2
Communication Working Group II	Q3/4
Equality Law Working Group I	Q1/2
Equality Law Working Group II	Q3/4
Policy Formation Working Group I	Q1/2
Policy Formation Working Group II	Q3/4
Gender Equality Working Group I	Q1/2
Gender Equality Working Group II	Q3/4
Research and Data Collection Working Group I	Q1/2
Research and Data Collection Working Group II	Q3/4
<b>Project: Standards for Equality Bodies I</b>	Q1/2
<b>Project: Standards for Equality Bodies II</b>	Q3/4
<b>Conference: Equality Mainstreaming</b>	Q3/4
<b>Conference: Tackling Institutional Racism</b>	Q3
<b>Training: Persuasive Writing</b>	Q2/Q3
<b>Training: Artificial Intelligence</b>	Q4
<b>Training: Freedom of Movement</b>	Q1/2
<b>Roundtable: Strengthening local level cooperation</b>	Q1/Q2
<b>Roundtable: Engaging young people</b>	Q1
<b>Seminar: Access to Health</b>	Q4
<b>Cluster: Equality Mainstreaming I</b>	Q1/2
<b>Cluster: Equality Mainstreaming II</b>	Q3/4
<b>Online Roundtable: Roma Equality</b>	Q1/2
<b>Online Roundtable: LGBTI+ Strategy</b>	Q1/2

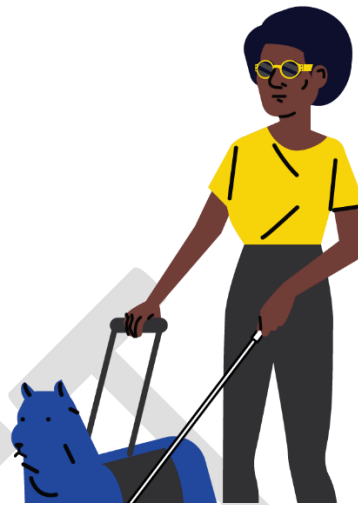
Q1 (January-March)

Q2 (April-June)

Q3 (July-September)

Q4 (October-December)

## DESCRIPTION OF ACTIVITIES 2021



### *Area of Work: Horizontal Issues*

#### **Implementing European Standards for Equality Bodies**

*Context:* Equinet will continue its project aiming to support the understanding, implementation and monitoring of European standards for equality bodies at European and Member State level. The project will rely on and discuss both the European Commission and the ECRI standards.

*Objective:* Advance on the following questions:

- How can standards be used to guarantee independent, effective and accessible equality bodies?
- How can equality bodies, together with European and international organisations, support Member States in the implementation of standards?
- What are the best ways to monitor the implementation of standards, including the development of indicators for their different elements?
- What changes and safeguards do equality bodies themselves need to put in place to ensure their operations are in compliance with standards?
- What are the best ways to provide peer support to equality bodies experiencing external challenges to their work or position?

*Target Audience:* EU and national level policymakers, high-level representatives of National Equality Bodies

*Expected outputs:*

- **Two project meetings** in 2021, each bringing together 25 participants and lasting for 1.5 days, including a **study visit** to an equality body;
- Development of **indicators** for certain elements of the Standards;

- Provision of peer support to equality bodies experiencing external challenges to their work or position, as necessary

*Expected outcomes:* This project will contribute to strengthening the position and standing of equality bodies to advance and achieve equality for all.

## Strategic Objective A

## Strategic Objective B



## Equality Mainstreaming

*Context:* Equality is a founding value of the European Union and part of the shared constitutional traditions of Member States. Therefore, equality considerations should inform and guide all actions by the European Union, its Member States and public authorities. An important development in this regard is the European Commission's recent decision to set up a Task Force on Equality. A further step, beyond mainstreaming equality in the public sector, could be to ensure that equality considerations are also taken into account by private actors such as employers and service providers.

Equality bodies have built up considerable experience and expertise in promoting equality mainstreaming and this experience can be used to inform policy-making both at European and national level. Therefore, Equinet will set up a multi-annual cluster of equality bodies focusing on equality mainstreaming.

In its first year, the cluster will discuss the use of equality duties and equality impact assessments for mainstreaming equality as these are tools holding significant potential (also identified in Equinet's recent "Recommendation for a fair and equal Europe: Rebuilding our societies after COVID-19") and this is an area where Equinet and its members already have considerable experience and expertise.

*Objective:* Collect and use the experience and expertise of equality bodies on equality duties and equality impact assessments to inform and generate discussions with and action by stakeholders at EU and Member State level.

*Target Audience:* Policymakers at European and Member State level responsible for mainstreaming equality, including the European Commission's Task Force on Equality.

*Expected outputs:*

- **1 conference** (1 day) on the use of equality duties and equality impact assessments for mainstreaming equality, bringing together 80-100 equality bodies and policymakers (both European and national level).
- **2 meetings of the cluster** on equality mainstreaming, providing a platform for collecting good practices and peer exchanges.

- **Compendium of good practices** in the field of equality duties and equality impact assessments, informing the work of equality bodies and responsible public authorities.

*Expected outcomes:*

- Policymakers at European and national level will gain knowledge on the use of and practical benefits of equality duties and equality impact assessments, leading to an increased use of these tools.
- Equinet and equality bodies will gain recognition as experts on equality mainstreaming.

**Strategic Objective A**

**Strategic Objective B**



**Positive Action**

*Context:* 2020 has been a painful reminder of the structural and systemic inequalities entrenched in our societies. Positive action measures are specific, proportionate measures undertaken with the purpose of achieving full and effective equality in practice for members of groups that are socially or economically disadvantaged, or otherwise face the consequences of past or present discrimination or disadvantage. The use of positive action measures is not compulsory, but it is an explicit possibility according to all EU Equality Directives, and it is one of the most extensive ways to fight against structural and systemic inequalities. However, there is a need to further clarify the concept of positive action measures and their scope taking into account that their use remains limited in many fields and on many grounds. The Equality Law Working Group will, in 2021 prepare a report analysing positive action measures and their use in promoting equality.

The Equinet study will build on existing research on the topic and the practical experience of equality bodies, including previous work on this topic (2014) and will examine the use of positive action, types of measures, beneficiaries, conditions and monitoring. In doing this, the impact of these measures regarding structural and systematic discrimination, where monitored, would be outlined. This will be complemented by an analysis of good practices and comparisons between the different existing systems. The study will conclude with recommendations offering ideas for equality bodies to promote the appropriate use of these measures.

*Objective:* To analyse and share positive action measures taken throughout Europe, their regulation, scope and impact as ways to fight structural and systemic discrimination through the perspective of National Equality Bodies.

*Target Audience:* National Equality Bodies legal experts and other interested stakeholders.

*Expected outputs:*

- **2 meetings** of the Equality Law Working Group
- Publication of a **report** on positive action measures.

*Expected outcomes:* Legal experts from equality bodies will be better equipped to analyse, monitor, evaluate and recommend positive action measures at the national level in order to combat structural and systemic discrimination.

## Strategic Objective A

## Strategic Objective B



## Use of Equality Data in Discrimination Cases

*Context:* 2021 marks the third year since the establishment of the dedicated Working Group within Equinet focused on the collection and use of research and equality data. Most of the Working Group's work so far has focused on the collection and use of complaints data within the context of equality bodies' legal support function.

In 2021 the Working Group will discuss the role of research and in particular equality data in supporting litigation by equality bodies. Members of the Working Group are well placed to discuss how the research and equality data collection functions of equality bodies can best relate to and support litigation. This will entail:

- Creating a typology of equality data that are used in litigation;
- Discussing the main obstacles for using equality data in litigation;
- Discussing and collecting good examples of equality data benefitting litigation efforts by equality bodies;

Discussing the challenges of, and good practices for, coordination between research and litigation functions of equality bodies.

*Objective:* Build the knowledge and practical skills of legal and research experts from equality bodies to cooperate and to identify, collect and use equality data in discrimination-related litigation.

*Target Audience:* Legal and research experts from equality bodies that are involved in the exercise of the equality body's litigation powers or that are otherwise involved in the exercise of the provision of legal support by the equality body.

*Expected outputs:*

- **1 meeting** of the Working Group on Research and Data Collection
- **Compendium of Good Practices** on using equality data in discrimination cases

*Expected outcomes:* Equality bodies will more effectively integrate and mainstream the use of equality data in their litigation and legal support activities, thereby being able to provide robust evidence for diverse discrimination cases and maximizing their chances for successful outcomes of their legal work.

## Strategic Objective A



### Online Library of Projects by Equality Bodies

*Context:* Equinet publications provide a good overview of certain key fields of work and experiences by equality bodies. However, capacity limitations mean that it is impossible for Equinet publications to cover the whole wealth of projects and initiatives by national equality bodies. Such projects and initiatives include work in the field of research, strategic litigation, communication, awareness-raising, recommendations to policy makers and others.

Sharing more information about this work amongst equality bodies, and with a broader European and international audience is something that the Network has envisaged for a long time, and that the Working Group on Research and Data Collection would be best placed to guide. Therefore, in 2021 the Working Group, together with the Working Group on Communication, will develop the structure and terms of reference for an Online Library of Projects by equality bodies. They will also initiate the collection of such project descriptions to pilot the Online Library.

*Objective:* Provide information about projects by equality bodies to equality bodies for good-practice exchange, as well as inform a wider European and international audience about the variety of equality bodies' work.

*Target audience:* equality bodies (exchange of good practices), interested European and international audiences

*Expected outputs:*

- **1 meeting of the Working Group on Research and Data Collection and 1 meeting of the Working Group on Communication**
- **Structure and terms of reference** for an Online Library of Projects by equality bodies
- At least **15 relevant project descriptions** collected from Equinet members

*Expected outcomes:*

The Online Library will provide a unique resource to share good practices that have the potential to be adapted by other equality bodies, thus leading to better planned and more impactful projects throughout the network. The Online Library will be a freely available resource of cutting-edge projects, thus increasing the standing of equality bodies as leading experts in the field.

## Strategic Objective A

### Strategic Objective B





## Tackling Hate Speech & Developing Persuasive Writing Techniques

*Context:* Equality bodies are champions for the core European value of equality and defenders of the right to equal treatment. They contribute to an awareness of rights and a societal valuing of equality. On the one hand, in order to persuade audiences of the importance of both of these values, they need to be able to write strong messages to targeted audiences and identify the most effective way to share their well-built arguments. For this reason, we propose to develop training that looks at how equality bodies could develop their persuasive writing techniques.

On the other hand, equality bodies may be subject to trolling or hate speech linked to their external communication, particularly on social media. They deal with this harassment as best they can (including through positive counter narratives), but at times it can be difficult to identify how best to react on their own social media platforms. This training will allow them to share their experiences on tackling hate speech aimed at their organisations and develop effective methods to deal with it in a more comprehensive way.

*Objective:* Train & build the capacity of members to deal with hate speech aimed against their organisations & develop persuasive writing techniques for more convincing counter narratives.

*Target Audience:* Communication officers of equality bodies across Europe

*Expected outputs:*

- **1 training session** will take place over 2 days with around 15 members present. If the event cannot take place in person, it will be developed in the form of a webinar which would take place over 4 3-hour sessions.
- **1 meeting** of the Communication Working Group
- **Guidelines** for equality bodies on tackling hate speech toward their organisations & developing their persuasive writing techniques, including a short checklist on how to counteract hate speech

*Expected outcomes:* Communication officers will be better equipped to promote strong messages around equality and non-discrimination, as well as effectively tackle the negative communication they receive online.

### Strategic Objective A

### Strategic Objective B



## Artificial Intelligence

*Context:* 2020 saw two milestones in Equinet's engagement with the topic of new technologies, both of which focused on one of the most divisive, disruptive and detrimental to social trust effects of Artificial Intelligence (AI)-enabled technologies, namely discrimination and the deepening of inequalities. These two achievements were 1) the publication of an extensive report on the role of

equality bodies in the field of AI, which was referenced in the European Commission's strategic White Paper on AI, and 2) the development of online modular training, based on the findings of the report, aimed at raising awareness and building the capacity of equality bodies in responding to the challenges presented by these new technologies.

In 2021, Equinet will refine and expand this training programme, developing the training materials by incorporating further peer exchange and developing key areas identified by equality bodies that participated in the original training. The further development of this training programme will enable equality bodies to build more in-depth knowledge and to ensure this knowledge is as current as possible given the rapidly changing nature of new technologies. It will also give the opportunity to those equality bodies that did not participate in the first training to acquire those competences. It is foreseen that participants could then use these skills and knowledge to train relevant externals at the national level. This expanded training will take into account the work of, and our cooperation with, the Council of Europe on this topic. Equinet will use external expertise to help to refine and expand this training programme and to pilot it at a training event.

*Objective:* Equip equality bodies with relevant, current knowledge and skills to be able to recognise, combat and prevent the potential discriminatory effects of AI-enabled technologies and to be able to subsequently deliver effective and impactful training to relevant externals at the national level.

*Target Audience:* Relevant staff of equality bodies, potentially experts from dedicated capacity building units within equality bodies, if applicable, or legal officers and caseworkers engaged with trainings or delivering other related promotional activities of the equality body.

*Expected outputs:*

- **Training package**, that builds on the core materials based on Equinet's Report on AI and the first training session, that can be translated and further adapted for use at the national level.
- **Training workshop** (1 ½-2 days) or if online, multiple short modules to be taught through multiple viewings that builds upon the previously commissioned AI training.

*Expected outcomes:* Equality body participants will develop concrete, current knowledge on the potential discriminatory effects of AI-enabled technologies and the role equality bodies can take to tackle and prevent them. Through this training of equality body staff and the subsequent training they can provide to relevant externals at the national level, the impact of potential AI driven discrimination will be more widely understood, leading to better solutions and outcomes for victims of discrimination.

## Strategic Objective A

## Strategic Objective B



## Access to Health

*Context:* The 2020 COVID pandemic clearly showed that access to health is a field in which certain groups still face formidable challenges. Groups such as LGBTI people, HIV positive people, people with disabilities, elderly people and Roma/ethnic minorities often have existing health conditions, rendering them more reliant on, and vulnerable in, health care facilities. During the pandemic they have faced greater instances of violence, discrimination and inequalities in their access to quality health care during the pandemic. Women are also impacted, especially in access to reproductive and sexual rights and where they are at risk of intersectional discrimination.

If given the mandate to cover discrimination in health care (which in current EU legislation is not a requirement for all grounds), equality bodies can be of great assistance to all these groups, for improving their access to healthcare and health facilities, and for fighting the inequalities they face. However, equality bodies need to be better informed and better trained on the specific issues existing in the field of health.

*Objective:* Build capacities of members on discrimination & inequalities in access to health and collect their experiences in this relatively under-researched field in order to inform policy-making.

*Target Audience:* National Equality Body experts working in the field of health or wanting to develop their skills in the field of health

*Expected outputs:*

- One **report** by the Working Group on Policy Formation looking into the experience and potential of equality bodies in tackling discrimination and inequalities in the field of health care
- **1 Meeting** of the Policy Formation Working Group
- **One capacity-building seminar**

*Expected outcomes:* Experts in NEBs will have more tools and knowledge to assist victims of discrimination in the field of health and combat inequalities in this field in general. Policymakers will gain a better understanding of discrimination and inequalities in health care, leading to better policy solutions and outcomes.

### Strategic Objective A

### Strategic Objective B



## Strengthening Cooperation at Local Level

*Context:* So far, Equinet has not explored in depth how equality and non-discrimination is conceived and implemented at the local level, such as in municipalities and cities across Europe. Instead,

Equinet’s focus has been on supporting and strengthening equality bodies’ standing and work at the national and regional levels. However, some equality issues may be better approached at the local level, so it is important that equality bodies are supported to engage there, if they are not doing so already.

Some equality bodies already have local offices throughout their country and should be able to share good practices regarding local level engagement. Equinet can ensure that these practices and learning on local level engagement are shared with members throughout the network. Beyond this, it is important to discuss with relevant actors how equality bodies can cooperate with them to promote equality and tackle discrimination at the local level. Such actors could include Eurocities, FRA, UNESCO’s European Coalition of Cities against Racism, the Council of Europe’s Intercultural cities programme, the Committee of Regions and perhaps local government representatives, networks and civil society organisations working on equality.

*Objective:* Bring together equality bodies and relevant organisations from across Europe to share good practices and develop their cooperation on promoting equality and tackling discrimination in their respective countries at the local level.

*Target Audience:* Equality bodies and representatives from relevant partners working at local level.

*Expected outputs:*

- **1 Roundtable** will be held with key partners working at the local level, such as Eurocities, UNESCO, the Committee of Regions, FRA and the Council of Europe. It will take place over 1 day with around 30 people present (20 equality body & 10 partner organisation representatives). If the event cannot take place in person, it will be developed in the form of a webinar which would take place over two 3-hour sessions.

*Expected outcomes:* We will strengthen our work with relevant organisations at local level and build upon the knowledge and experience of equality bodies that already have local offices and good practices. This will ultimately lead to better equality policies and practices at local level.

### Strategic Objective A

### Strategic Objective B



## Equinet engagement and contribution to European Equality Policies

*Context:* As the expert voice of equality bodies to advance equality in Europe, Equinet will engage with all relevant European organisations and stakeholders throughout the year and continue to support the development of new policies and key initiatives in the field of equality, including the mainstreaming of equality.

*Objective:* Equinet aims to bring a relevant contribution, drawn from evidence and learnings from national equality bodies' experience on the ground and capitalising on their expertise in using an intersectional approach to equality. This engagement and contribution to policies will cover all equality grounds and fields, and their intersections, with a particular focus on those policies and EU strategies that are renewed or adopted in 2020-21. In carrying out this work, Equinet will rely on promoting the network's contributions to EU-level equality policies for all grounds (developed in 2019).

*Expected outputs:*

- **Regular engagement with relevant EU-level policymakers** and promotion of the reports on the experience and expertise of equality bodies as a useful source of guidance for implementing EU equality policies
- **Informing equality bodies** about the newly adopted **EU policies and strategies** in the field of equality and promoting the engagement of equality bodies with these

*Expected outcomes:* Equinet's work in this field will help the implementation of effective policies in the field of equality (at national, European and international level), leading to more equal societies.

### Strategic Objective A

### Strategic Objective B





## Area of Work: Age

### Engaging Young People on Equality

*Context:* Young people experience inequality, individual and structural discrimination on the ground of their age as well as intersectional discrimination based on other characteristics such as gender, race and ethnicity, sexual orientation, religion or belief, and disability.

Learnings from our Perspective *Equality Bodies Combating Discrimination Against and Promoting Equality for Young People* (2016) and our seminar (2018) on tackling age discrimination against young people show that equality bodies could develop their work in relation to young people, including to:

- Trace out and agree what full equality in practice might mean for young people;
- Involve young people and their organisations to share good practice in this;
- Respond to issues of structural discrimination in key areas that enable transitions in education, employment, and housing;
- Raise awareness of rights under equal treatment legislation with initiatives specifically designed for young people;
- Tackle hate speech online, by and against young people.

In 2020, the Working Group on Communication Strategies and Practices developed a Handbook to offer guidance to equality bodies on how to use cooperation and communication with young people to raise awareness among them on equality, the legal framework on anti-discrimination and equality bodies.

In 2021, we wish to follow that up so as to involve young people and their organisations more in the work of equality bodies. To this end, we aim to host a Roundtable that will gather youth organisations and equality bodies to develop their cooperation at national level.

*Objective:* Bring together equality bodies and youth organisations from across Europe to develop their cooperation on promoting equality and tackling discrimination in their respective countries.

*Target Audience:* Equality bodies & youth organisation representatives

*Expected output:*

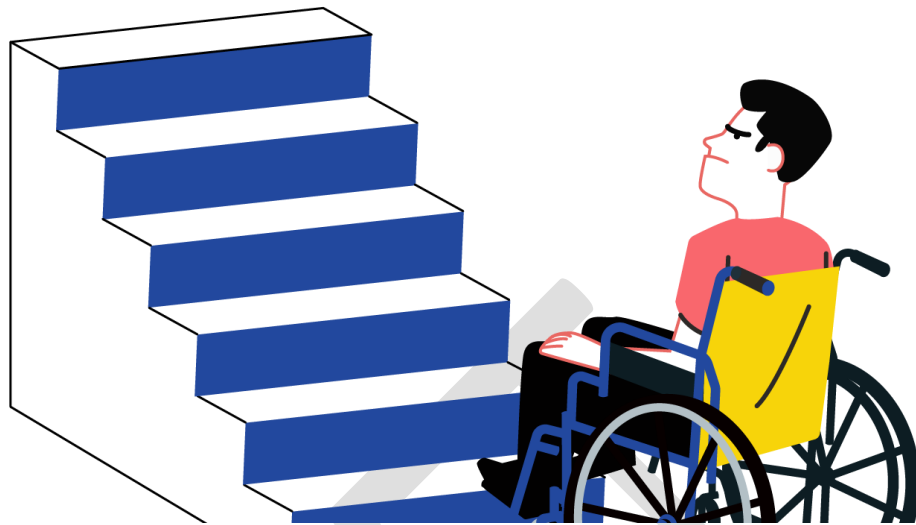
1. **1 Roundtable** to take place for 1 day with around 40 people present (20 equality bodies & 20 youth organisation representatives). If the event cannot take place in person, it will be developed in the form of a webinar which would take place over 2 3-hour sessions.

*Expected outcomes:* Equality bodies will strengthen their work with youth organisations at national level and build upon the 2020 Handbook as well as communication aspects of the [Guidelines for cooperation between National Equality Bodies and Youth Organisations](#) that was developed following our Seminar in 2018.

## Strategic Objective A

## Strategic Objective B





## Area of Work: Disability

### UNCRPD

*Context:* Equinet will explore the possibility of cooperating with ENNHRI and its working group on the UN CRPD in the preparation of the submission for the UN CRPD Committee's upcoming review of the EU's implementation of the Convention.

*Objective:* To collect and share the experiences and concerns of equality bodies regarding the EU implementation of the Convention.

*Target Audience:* UN CRPD Committee.

*Expected outputs:* **Written contribution** by Equinet (possibly jointly with ENNHRI) to the expected the August/September 2021 session of the Committee, possibly following up in 2023, prior to the dialogue between the Committee and the EU.

*Expected outcomes:* Establish ongoing engagement with the CRPD Committee and strengthen the position and standing of equality bodies regarding their role on the ground of disability and as UNCRPD experts.

### Strategic Objective B







## Area of Work: Gender

### Domestic / Care Workers

*Context:* Domestic and care workers, who are mainly women, play a key role to support the social and economic structures of European countries. During the COVID pandemic, they've been the backbone of European societies, facing great risks and often being in the front line. However, they often suffer gendered discrimination in their labour rights and are in more precarious situation compared to other workers in many EU countries. Their work is also not valued economically and a large number work in the underground economy especially when they have a migrant background or status. This results in poor socio-economic conditions for many of them and an additional lack of access to social protection. Therefore, domestic and care workers' lived experiences and rights are, by essence, an issue of gender equality which has intersectional dimensions. They also find less opportunities and have more difficulties claiming their rights, and due to the special circumstances in which their work is carried out, they are more exposed to sexual harassment and abuses.

In a post-COVID Europe, it is important to shed light on the specific inequalities these women face in the labour market. Equality bodies can help doing so with collecting data and reflecting on existing legislation and best practices.

*Objective:* Highlighting, from an intersectional perspective, the gendered inequalities faced by domestic and care workers and reflect on best practices and solutions to tackle them.

*Target Audience:* European and national policymakers, civil society organisations.

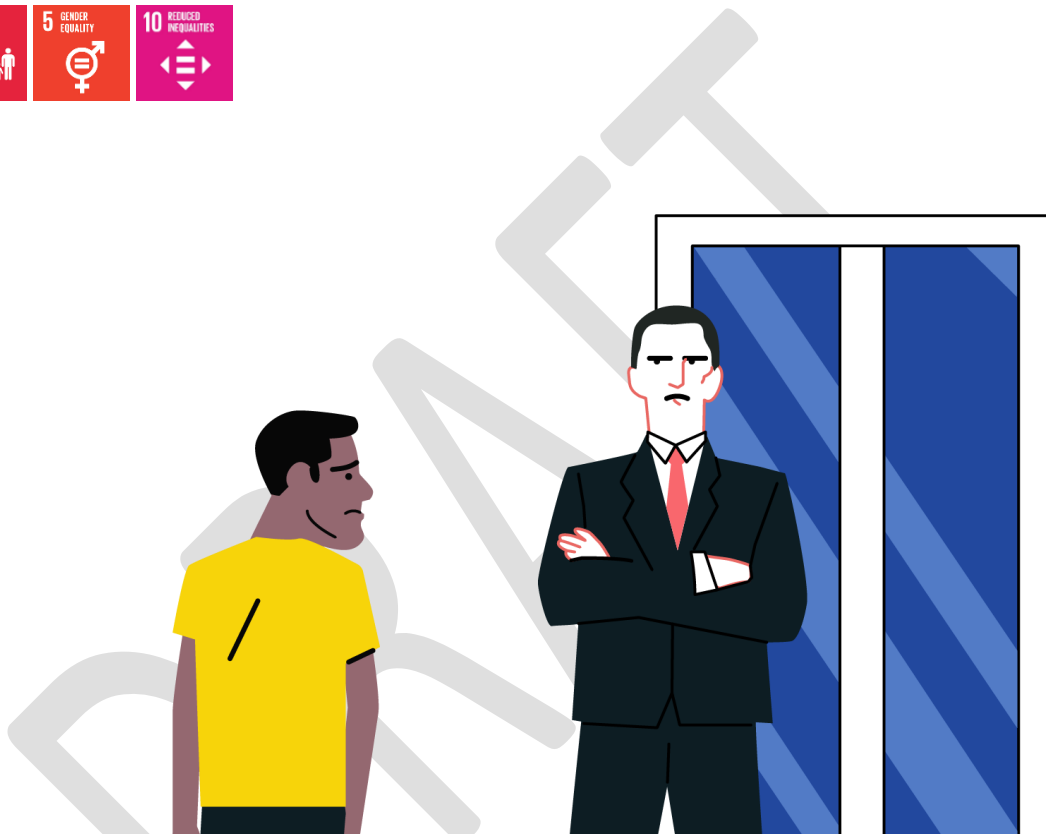
*Expected outputs:*

- A **discussion paper** on the intersectional inequalities faced by domestic and care workers in Europe.
- **2 meetings** of the Working Group on Gender Equality

*Expected outcomes:* Increasing awareness on the lived experiences of domestic and care workers, and on the social and economic value of care responsibilities and care work (which is behind all gender gaps).

**Strategic Objective A**

**Strategic Objective B**



*Area of Work: Race and Ethnic Origin*

**Online Round Table on Roma Equality**

*Context:* Discrimination against Roma is an everyday reality of European societies, characterised by systemic racism and anti-Gypsyism. Roma continue to face inequality, social exclusion, discrimination, and poverty, affecting them in all areas of life. Unfortunately, the EU Framework for National Roma Integration Strategies adopted in 2011 has been insufficient to deliver a major breakthrough in improving the situation of Roma in Europe. To inform policymaking and share recommendations, in 2020, Equinet published its perspective ‘Roma and Traveller inclusion: towards a new EU framework learning from the work of equality bodies’. The European Commission published a Strategic Framework for Roma Equality in October 2020, setting out its roadmap for the coming decade.

*Objective:* Continue the already established dialogue between equality bodies, European Institutions, and civil society to identify the best ways to cooperate for our common goal of furthering Roma equality and to identify the roles national equality bodies can and should play.

*Target audience:* European Commission, civil society and equality bodies. In addition, inviting some National Roma Contact Points may also be considered.

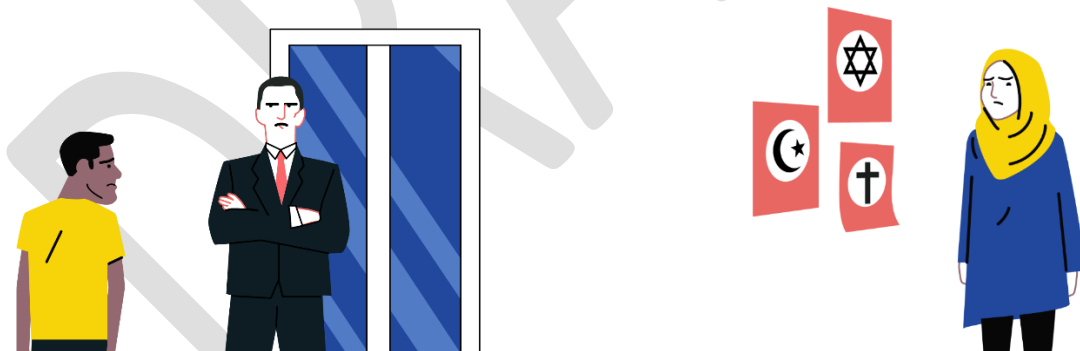
*Expected outputs:*

- **Online round table** discussing and identifying ways to cooperate for Roma equality in light of the new EU Strategic Framework for Roma Equality

*Expected outcomes:* The round table will increase the awareness of equality bodies about the EU Strategic Framework and help all participants identify potential roles they can play in its implementation. Ultimately, the round table will help coordination of different actors and will lead to a more effective implementation of the EU Strategic Framework.

### Strategic Objective A

### Strategic Objective B



## Areas of Work: Race and Ethnic Origin / Religion or Belief

### Tackling Institutional Racism

*Context:* The proven disproportionate impact of the COVID-19 pandemic on racial and ethnic minorities and the shocking revelations of police brutality against racialised communities around the globe following the murder of George Floyd resulted in a powerful global outcry against racism. These developments have shown the extent of systemic discrimination that still exists in Europe, with societal

structures that maintain a racially oppressive system privileging and oppressing different racial groups in society. As a response, the EU has adopted in 2020 an Action Plan against Racism.

Because of their mandates and their functions, equality bodies can foster organisational and social change, in addition to assisting individuals who are victims of racism. They have an important role and a monumental task in changing this societal structure. As one of its most consequential manifestations, it is essential to step up against institutional racism, defined as the systematic racial bias present in policy making and state institutions, including law enforcement. Equality bodies, as public institutions themselves, are well placed to shed light on and tackle this issue.

Therefore, Equinet, through its Working Group on Policy Formation, will develop a report and organise a conference on tackling institutional racism. The report and the conference will use a broad definition of institutional racism, including all racial and ethnic groups, but also certain religious minorities that tend to be racialised. They will take into account different perspectives and target groups of institutional racism, for instance anti-Gypsyism, anti-migrant racism, Islamophobia, anti-Semitism, and racism against people of African descent.

*Objective:* Critically reflect on the role, power and capacities of equality bodies to tackle and dismantle institutional racism in Europe.

*Target Audience:* EU and national policymakers and civil society organisations

*Expected outputs:*

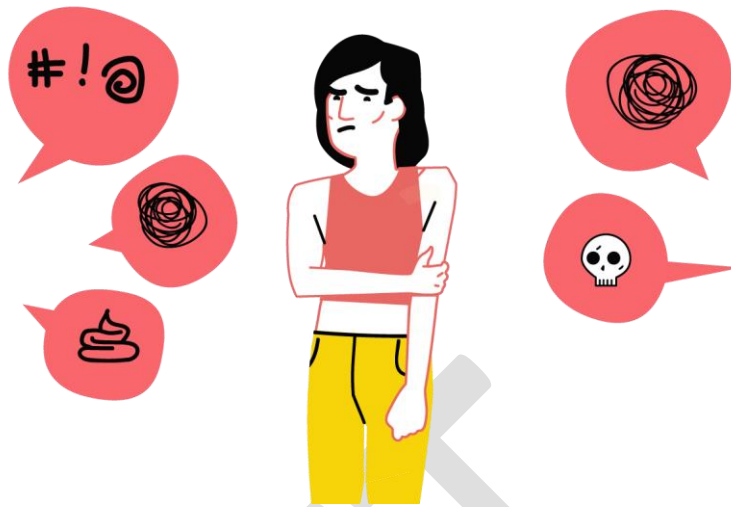
- One **report** on the experience of equality bodies with tackling institutional racism
- One **awareness-raising conference** on the role of equality bodies to tackle institutional racism
- **1 meeting** of the Working Group on Policy Formation

*Expected outcomes:* The role of equality bodies in the fight against institutional racism is better defined towards key European and national stakeholders. Equality bodies can increase and improve their involvement in dismantling structures and systems of racist oppressions.

## Strategic Objective A

## Strategic Objective B





## Area of Work: Sexual Orientation / Gender Identity

### Online roundtable on the new LGBTI+ Strategy

*Context:* Discrimination, harassment and violence against LGBTI people has been increasing in Europe, sometimes with the open support of state actors. At the European Union level, the former LGBTI List of Action has been replaced by a fully-fledged EC Strategy in 2020. This stronger political signal for LGBTI equality needs to be followed-up by efficient and comprehensive implementation measures. Because of their mandate and expertise, equality bodies should be considered as champions for the implementation of the new EC Strategy.

*Objective:* Continue the already established dialogue between equality bodies, European Institutions, and civil society to identify the best ways to cooperate for our common goal of furthering LGBTI equality and to identify the roles national equality bodies can and should play.

*Target audience:* European Commission, civil society and equality bodies.

*Expected outputs:*

- **One online round table** discussing and identifying ways to cooperate for LGBTI equality in light of the new EU Strategy for LGBTI people

*Expected outcomes:* The round table will increase the awareness of equality bodies about the EU Strategy and help all participants identify potential roles they can play in its implementation. Ultimately, the round table will help connecting and coordinating different actors and will lead to a more effective implementation of the new Strategy.

**Strategic Objective A**

**Strategic Objective B**



## Area of Work: Other Grounds

### Freedom of Movement of EU Workers

*Context:* The Equinet Freedom of Movement Cluster was created in 2018 to build the capacity of Equinet members to exercise a new mandate related to ensuring equal treatment of mobile EU workers under Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers.

At present, 17 EU Member States have designated equality bodies as sole or, more frequently, one of [two or more national freedom of movement bodies](#), tasked with the protection of the equal treatment of mobile EU workers under [Art. 4 of Directive 2014/54/EU](#). In practice, [due to transposition delays by several states](#), it was not until early 2018 when most of Equinet's members started engaging with their new mandate and **most of them were not provided with any additional resources** to meaningfully implement the new responsibility. As confirmed by the 2019 European Commission [Application Report on the Directive](#), few of our members have had actual legal cases under the freedom of movement mandate and for the majority of them, their activities in the freedom of movement area have been limited to including relevant information on their websites and/or organizing events at the national level to connect with the other national freedom of movement bodies (most commonly, public employment or EURES services, labour inspectorates and labour ministries).

In 2021 Equinet will continue to build the capacity of its members designated as freedom of movement bodies to fulfill their newly acquired mandate under Directive 2014/54 with a focus on providing 1) basic **training on EU freedom of movement law and its links with non-discrimination law** and 2) **practical guidance** how to implement the good practices that equality bodies have identified among their peers. The proposed training will be organized and delivered in cooperation **with one of the European Commission-related existing information and assistance services in the freedom of movement area such as EURES, SOLVIT or Your Europe Advice**. An important objective of the training will be to use the collaboration with one or more of these services to strengthen and solidify the links between equality bodies and these organizations with a view of forging stable and lasting working relationships between them so that equality bodies could have alternative sources of support once the Equinet Cluster ends. The Cluster will also aim to forge links with the new European Labour Authority holding important responsibilities in the field.

*Objective:* Build the knowledge of relevant freedom of movement acquis by Equinet members tasked with the protection of the equal treatment of mobile EU workers under Art. 4 of Directive 2014/54/EU, while creating stable links with European Commission-related existing information and assistance services in the freedom of movement area such as EURES, SOLVIT or Your Europe Advice.

*Target Audience:* Relevant experts of equality bodies tasked with the protection of the equal treatment of mobile EU workers under Art. 4 of Directive 2014/54/EU.

*Expected outputs:*

- **One day-long training** organized and delivered jointly with European Commission-related existing information and assistance services in the freedom of movement area such as EURES, SOLVIT or Your Europe Advice. The specific topic of the training will be determined through a needs assessment survey circulated among relevant equality bodies.

*Expected outcomes:* Improved capacity of equality bodies to provide effective protection against discrimination of mobile EU workers as per their mandate under Art. 4 of Directive 2014/54/EU.

### Strategic Objective A



## 'Other grounds', with a focus on health status and socio-economic disadvantages

*Context:* The lack of a comprehensive protection in EU law against discrimination on all grounds has long been raised as an issue. Further to this, the 2020 COVID-19 pandemic powerfully exposed the limitations of the current list of discrimination grounds in the equality and non-discrimination law of the European Union.

Fixing the number of grounds to only six, as is the case at the EU level, potentially means excluding and undermining the significance of whole categories and manifestations of unjust exclusion and subordination, such as those based on criteria and identity markers different than gender, race and ethnic origin, disability, religion or belief, age, or sexual orientation. For instance, inequalities based on health status (those conditions not covered by the UNCRPD definition of disability) and socio-economic status, which have been and continue to be at the forefront of the societal harm and individual suffering inflicted by the ongoing global pandemic, deserve further attention. It is noteworthy that a large number of European countries have decided to extend the list of protected grounds or apply an open-ended list in their national equality laws.

To address the above issue, in 2021 Equinet will commission a study, which will focus on the following question: **How could the expansion of the list of protected grounds, in particular through the inclusion of health status and socio-economic status, enhance the effectiveness of the European anti-discrimination legal framework and its implementation?** The envisioned research will analyse how this could be done and underline the advantages and disadvantages of having the list of protected grounds expanded. For this, the use of ‘other grounds’ (i.e. grounds in addition to the six protected characteristics set by EU equality directives) in national, European and international legal fora will be researched, with an emphasis on health status and socio-economic status. The existing experiences and potential roles of equality bodies with these ‘other grounds’ will be used extensively as a unique contribution to the debate.

*Objective:* To analyse the added value and showcase promising examples of the use of “other grounds” in addition to the six protected grounds stipulated by EU equality law, with specific attention to health status and socio-economic status, in order to both reflect and inform the experience of equality bodies.

*Target Audience:* National Equality Bodies’ legal and policy experts, national and European legislators.

*Expected outputs:*

- Development of a **study** on ‘other grounds’, with a focus on health status and socio-economic disadvantages.

*Expected outcomes:* Legal and policy experts from equality bodies will be better equipped to identify arguments for and promote the adoption and use of relevant new grounds to be added to their national legislation. Relevant legislators, at both the national and European level, will gain a better understanding of the need to expand the existing list of protected grounds in national and European legislation and of the crucial role of national equality bodies in both guiding and implementing this expansion of the protected grounds.

## Strategic Objective A

## Strategic Objective B





## MEMBERSHIP ENGAGEMENT

In 2021, in line with the commitment laid out in the Equinet Strategic Plan 2019-2022 to serve its Members as best as it can, Equinet will continue to strengthen its focus on *Membership engagement*.

Ensuring that Members remain connected with the Network, interested in its activities and engaged with its internal and external debates guarantees that it remains relevant to the Members, meets their expectations and is well-placed to support them with challenges. In order to maintain and further expand the links between Equinet and its Members, different initiatives will be pursued.

A new Membership and Network Development Officer was recruited in 2020 to help establish a clear and strong line of communication between Members and the Equinet Secretariat. In 2021, the Membership and Network Development Officer will continue in their role to ensure that the health of the Network, the impact of the activities carried out and the needs arising at Members' level in perpetually evolving national and European contexts are communicated back to the Secretariat and the Board in order to inform and influence the implementation of the work and the future direction of the Network. The Officer will act as a main point of contact for all things related to membership, including supporting equality bodies in the context of calls for proposals on equality funding where possible.

### *Expected Outputs:*

- Members' Forum: allow members to keep informed of all Equinet activities and European developments on equality and non-discrimination, as well as engage with each other in an accessible and interactive manner.

### Strategic Objective A

### Strategic Objective C

## COMMUNICATION

Communicating is a crucial aspect in the functioning of an efficient network. It is our ambition to reinforce the communication capacities of the Network and the Secretariat. To this end, we have developed a new communication strategy with both an internal and an external communication focus. Values-based communication is a crucial factor for several of the core missions of the Network, in terms of **internal as well as external communication**. This means:

- Using techniques to make the content and knowledge that are created within the Network as easily transferable and "usable" as possible.
- Ensuring that the flows of information within the Network are optimised, between the Secretariat and Members and directly between Members themselves.
- Communicating the work done and the knowledge created by the Network in an efficient way to relevant audiences, building on our work around values-based communication and positive narratives.
- Ensure that the interests of the Members are defended, promoted in the right places and to the right people.

- Identifying and communicating high-level information: we will reinforce the added-value of the messages that are circulating through the Network and share information with a clear **added-value** for its intended audiences.
- This centrality of **added-value** will be extended to the products that are generated by the Network: Generating and disseminating knowledge about equality, developments and innovation in the field, equality legislation and policy, and highlighting in particular the work and contribution of equality bodies.
- Promoting positive narratives developed around values-based messages linked to equality and non-discrimination.

We will continue to prioritise and seek to continuously improve our **communication with members**. We will further work to sustain active membership communication and engagement as well as the sense of belonging to the Network through a variety of innovative communication tools.

#### *Expected outputs:*

- Equinet Website
- Equality Blog with expert opinions on key developments in the field of equality
- Newsletters to members, as well as to external audiences
- Social Media (Facebook, Twitter, Linked In) : each channel will receive optimised content
- Publications
- Webinars

#### *Expected outcomes:*

While we expect a direct impact of this reinforced communication focus, we also look past the short-term vision to embrace a longer-term approach in our objectives.

In the short term, we expect the “Equinet experience” to be of better quality for its Members, with positive impact on participation and on the knowledge produced.

In the long run, we expect to reinforce cohesion of the network with members more engaged at all stages of operation, which will increase the impact of our outputs.

We also expect the message from equality bodies to come across better to other stakeholders, positively impacting the positioning of equality and equality bodies with them.

### **Strategic Objective A**

### **Strategic Objective B**

### **Strategic Objective C**

## **ENGAGEMENT WITH PARTNERS**

Equinet will continue to engage directly with the European Commission, specifically the Equality Directorate in DG Justice as well as other Directorates and DGs responsible for relevant equality and fundamental rights issues. We will strive to build links and cooperation with the Commission’s new

Task Force on Equality. Equinet will also engage with relevant high-level expert groups and networks of the European Commission. In particular, Equinet will sustain an engagement in its role as Observer to the Advisory Committee on Equal Opportunities for Women and Men.

Equinet will engage with the European Parliament (EP), in particular with the committees relevant for equality issues, as well as relevant EP thematic Intergroups and Members of the European Parliament interested in the work of equality bodies and in topics relating to equality, non-discrimination and gender equality.

Equinet will strive to continue building links with the General Secretariat and successive Presidencies of the Council of the EU, capitalising also on links that our members have with national governments.

Equinet will pursue and further strengthen its engagement and cooperation with relevant European Union agencies, in particular the European Union Agency for Fundamental Rights (FRA), the European Institute for Gender Equality (EIGE) and the newly established European Labour Authority (ELA).

Equinet will continue to support initiatives within the thematic Cooperation Platform established with the FRA, the Council of Europe and the European Network of National Human Rights Institutions (ENNHRI). This Platform currently covers cooperation in the field of advancing social and economic rights.

Equinet will pursue its ongoing engagement with the European Network of National Human Rights Institutions (ENNHRI) through continued close cooperation with its Members and Secretariat. This will include linking with ENNHRI's working group focusing on the UN Convention on the Rights of Persons with Disabilities (CRPD) as appropriate. In this context, Equinet will pursue close cooperation with the EU Framework for the UN Convention on the Rights of Persons with Disabilities and the CRPD Committee as appropriate.

Equinet will also strengthen its engagement with other relevant organisations at European level such as the Council of Europe and its bodies, OSCE-ODIHR, UN OHCHR, European Ombudsman, as well as civil society and social partners. In specific, Equinet will further develop and expand its engagement in its newly acquired role as Observer to the Council of Europe's Steering Committee on Anti-discrimination, Diversity and Inclusion (CDADI). In addition, Equinet will continue its close collaboration with relevant bodies within the Council of Europe working on anti-discrimination and artificial intelligence.

## **Strategic Objective B**

### **ADMINISTRATION AND MANAGEMENT**

In 2021, Equinet expects to have a team of 8 full-time staff, as well as a number of traineeships. The budget for 2021 is identical to the one for 2020.

With the current size and scope of the Network, a permanent focus on transparency, efficiency, value for money and good financial management overall will be enforced under the supervision of Management and the Equinet Board (in particular the Equinet Treasurer and the Chair of the Board). Internal procedures regarding all aspects of managing the Network will be reviewed or established where they are lacking.

Given the uncertainties about event organisation going into the new year, special care will be dedicated towards developing the digital capacities of the Equinet Secretariat. Online events such as webinars, training sessions, online conferences, online meetings have become part of our daily professional lives and Equinet is still learning how best to harness the potential of digital tools to further its objectives in the service of its Members.

### Strategic Objective C

## MONITORING AND EVALUATION

There are a lot of activities carried out within the Equinet Network. All of them have the purpose of improving the knowledge, expertise, efficiency, profile and positioning of Equinet Members. But how do we know whether we are successful? Whether the change that we are trying to make is really happening?

Monitoring & Evaluation (M&E) is a concept that was born in the field of development aid to help review and improve development programmes. It basically takes a hard look at the situation as it is, the change you are trying to implement and the actions you are taking in order to reach this change and it can tell you whether you are on a good track or not. A series of specific indicators is developed and data is collected as activities are implemented and fed into the framework to monitor progress.

In 2019, the Equinet Secretariat commissioned a consultancy to help it develop a fully-fledged Monitoring & Evaluation Framework. In 2020, the Equinet Secretariat started using this M&E framework in order to better assess the quality and impact of the activities that are implemented by the Network and established a baseline that will be used in the coming years to measure progress and performance. This is a continuous process that will need to be consistently upheld over the years to build comparability and learning. This process will mainly be applied to the work of the Equinet Secretariat at first but it is hoped that it will be possible to extend it to the whole Network in order to better assess its health and the issues at stake. The data gathered will comply with the requirements of the European General Data Protection Regulation (GDPR).

### Strategic Objective C

## PROVISIONAL BUDGET FOR 2021

Cost Centre	Budget	Source of Income	Income	Funding %
Staff Costs	727.513	EC Grant	1.200.000	94,86%
Travel & Accom.	241.250	Membership Fees 2021	65.000	5,14%
Secretariat Travel	33.950	<b>Total Income</b>	<b>1.265.000</b>	<b>100,00%</b>
Design & Printing	24.250			
Dissemination costs	12.000			
External experts	5.808			
Events logistical costs	52.254			
Study	15.000			

External bookkeeping	13.200	
External auditor	3.900	
External Evaluator	8.000	
Rent	90.000	
Office costs	10.875	
Digital capacity	25.000	
Amortisation	2.000	
<b>Total Budget</b>	<b>1.265.000</b>	

DRAFT

# Equinet Member Equality Bodies



## ALBANIA

Commissioner for the Protection from Discrimination  
[www.kmd.al](http://www.kmd.al)

## AUSTRIA

Disability Ombudsman  
[www.behindertenanwalt.gv.at](http://www.behindertenanwalt.gv.at)

Ombud for Equal Treatment  
[www.gleichbehandlungsanwaltschaft.at](http://www.gleichbehandlungsanwaltschaft.at)

## BELGIUM

Unia (Interfederal Centre for Equal Opportunities)  
[www.unia.be](http://www.unia.be)

Institute for the Equality of Women and Men  
<http://igvm-iefh.belgium.be>

## BOSNIA AND HERZEGOVINA

Institution of Human Rights Ombudsman  
[www.ombudsmen.gov.ba](http://www.ombudsmen.gov.ba)

## BULGARIA

Commission for Protection against Discrimination  
[www.kzd-nondiscrimination.com](http://www.kzd-nondiscrimination.com)

## CROATIA

Office of the Ombudsman  
[www.ombudsman.hr](http://www.ombudsman.hr)

Ombudsperson for Gender Equality  
[www.prs.hr](http://www.prs.hr)

Ombudswoman for persons with disabilities  
[www.posi.hr](http://www.posi.hr)

## CYPRUS

Office of the Commissioner for Administration and the Protection of Human Rights (Ombudsman)  
[www.ombudsman.gov.cy](http://www.ombudsman.gov.cy)

## CZECH REPUBLIC

Office of the Public Defender of Rights  
[www.ochrance.cz](http://www.ochrance.cz)

## DENMARK

Board of Equal Treatment  
[www.ast.dk](http://www.ast.dk)

Danish Institute for Human Rights  
[www.humanrights.dk](http://www.humanrights.dk)

## ESTONIA

Gender Equality and Equal Treatment Commissioner  
[www.volnik.ee](http://www.volnik.ee)

## FINLAND

Ombudsman for Equality  
[www.tasa-arvo.fi](http://www.tasa-arvo.fi)

Non-Discrimination Ombudsman  
[www.syrjinta.fi/en/](http://www.syrjinta.fi/en/)

## FRANCE

Defender of Rights  
[www.defenseurdesdroits.fr](http://www.defenseurdesdroits.fr)

## GEORGIA

Public Defender (Ombudsman)  
[www.ombudsman.ge](http://www.ombudsman.ge)

## GERMANY

Federal Anti-Discrimination Agency  
[www.antidiskriminierungsstelle.de](http://www.antidiskriminierungsstelle.de)

## GREECE

Greek Ombudsman  
[www.synigoros.gr](http://www.synigoros.gr)

## HUNGARY

Equal Treatment Authority  
[www.egyenlobanasmod.hu](http://www.egyenlobanasmod.hu)

Office of the Commissioner for Fundamental Rights  
[www.ajbh.hu](http://www.ajbh.hu)

## IRELAND

Irish Human Rights and Equality Commission  
[www.ihrec.ie](http://www.ihrec.ie)

## ITALY

National Office against Racial Discrimination - UNAR  
[www.unar.it](http://www.unar.it)

## KOSOVO\*

Ombudsperson Institution  
[www.oik-rks.org](http://www.oik-rks.org)

## LATVIA

Office of the Ombudsman  
[www.tiesibsargs.lv](http://www.tiesibsargs.lv)

## LITHUANIA

Office of the Equal Opportunities Ombudsperson  
[www.lygybe.lt](http://www.lygybe.lt)

## LUXEMBOURG

Centre for Equal Treatment  
[www.cet.lu](http://www.cet.lu)

## MALTA

National Commission for the Promotion of Equality  
[www.equality.gov.mt](http://www.equality.gov.mt)

Commission for the Rights of Persons with Disabilities  
[www.crpdp.org.mt](http://www.crpdp.org.mt)

## MOLDOVA

Council on Preventing and Eliminating Discrimination and Ensuring Equality  
[www.egalitate.md](http://www.egalitate.md)

## MONTENEGRO

Protector of Human Rights and Freedoms of Montenegro (Ombudsman)  
<http://www.ombudsman.co.me/>

## NETHERLANDS

Netherlands Institute for Human Rights  
[www.mensenrechten.nl](http://www.mensenrechten.nl)

## NORTH MACEDONIA

Commission for the Protection against Discrimination  
[www.kzd.mk/mk/](http://www.kzd.mk/mk/)

## NORWAY

Equality and Anti-Discrimination Ombud  
[www.ldo.no](http://www.ldo.no)

## POLAND

Commissioner for Human Rights  
[www.rpo.gov.pl](http://www.rpo.gov.pl)

## PORTUGAL

Commission for Citizenship and Gender Equality  
[www.cig.gov.pt](http://www.cig.gov.pt)

Commission for Equality in Labour and Employment  
[www.cite.gov.pt](http://www.cite.gov.pt)

High Commission for Migration  
[www.acm.gov.pt](http://www.acm.gov.pt)

## ROMANIA

National Council for Combating Discrimination  
[www.cncd.org.ro](http://www.cncd.org.ro)

## SERBIA

Commission for the Protection of Equality  
[www.ravnopravnost.gov.rs](http://www.ravnopravnost.gov.rs)

## SLOVAKIA

National Centre for Human Rights  
[www.snslp.sk](http://www.snslp.sk)

## SLOVENIA

Advocate of the Principle of Equality  
[www.zagovornik.gov.si](http://www.zagovornik.gov.si)

## SPAIN

Council for the Elimination of Racial or Ethnic Discrimination  
[www.igualdadynodiscriminacion.mssi.es](http://www.igualdadynodiscriminacion.mssi.es)

Institute of Women and for Equal Opportunities  
[www.inmujer.es](http://www.inmujer.es)

## SWEDEN

Equality Ombudsman  
[www.do.se](http://www.do.se)

## UNITED KINGDOM - GREAT BRITAIN

Equality and Human Rights Commission  
[www.equalityhumanrights.com](http://www.equalityhumanrights.com)

## UNITED KINGDOM - NORTHERN IRELAND

Equality Commission for Northern Ireland  
[www.equalityni.org](http://www.equalityni.org)

*\*This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.*



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