# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreword</td>
<td>4</td>
</tr>
<tr>
<td>Who We Are and What We Do</td>
<td>5</td>
</tr>
<tr>
<td>Key Achievements</td>
<td>8</td>
</tr>
<tr>
<td>COVID-19</td>
<td>10</td>
</tr>
<tr>
<td>Equality Legislation</td>
<td>13</td>
</tr>
<tr>
<td>Artificial Intelligence</td>
<td>16</td>
</tr>
<tr>
<td>Our Operations</td>
<td>19</td>
</tr>
<tr>
<td>Our People</td>
<td>21</td>
</tr>
<tr>
<td>List of Activities</td>
<td>27</td>
</tr>
<tr>
<td>Publications</td>
<td>30</td>
</tr>
</tbody>
</table>
FOREWORD
It is a great pleasure to present the highlights of Equinet activities in 2020. More than ever, our work in the past year underlined the relevance of partnerships and solidarity through our European Network. The unprecedented Covid-19 pandemic marked the year with evidence of significant impact, gaps and consequences for equality on the ground. It also highlighted the importance and essential contribution of equality to a fair recovery looking forward to the future. This context demonstrated the ability of equality bodies to react quickly in order to promote and protect equality for all, especially in times of crisis, at national and local levels, and the crucial importance of European cooperation to be stronger together.

The year 2020 brought opportunities but also immense challenges and threats to equality as a value, as well as to equality bodies. This underlines, more than ever, the need for ambitious implementation of European standards for strong, effective and independent equality bodies to enforce non-discrimination and rights in practice, as well as the relevance of potential future EU legislation strengthening equality bodies across Europe.

In 2020 we were further guided by our Equinet Strategic Plan 2019-2022, which aims to strengthen and support equality bodies to achieve equality for all, act as the expert voice of equality bodies to advance equality in Europe, and sustain a resilient, engaged and innovative Network. Together with our Members and partners, we had to adapt to new cooperation methods, working online and remotely, to pursue our pan-European work with sustained depth, intensity and commitment. This is a positive reminder of the need for our pan-European cooperation and the importance of peer solidarity among an expert community of equality bodies working together (despite difficult circumstances) to tackle discrimination and achieve equality together.

This year, Equinet’s priority was to support, share and highlight at European level the national work of equality bodies responding to the crisis and how they offered support to vulnerable groups and people to protect and promote equality in society. It was also a year of innovation, as outlined in the highlights in this report. For instance, collecting and contributing expertise in new areas such as the potential and risks of Artificial Intelligence for equality, the rights of Trans and Intersex persons or Equinet’s first ever third-party intervention in a case in front of the European Court of Human Rights.

Equinet strives and continues to be a dynamic pan-European Network working to support its Members, benefiting from their engagement, leadership and ownership of the Network. Their expertise, combined with that of our dedicated team in the Equinet Secretariat, who demonstrated resilience and commitment throughout a challenging year, provided the foundations for all our achievements. Sincere thanks are due to the wonderful Secretariat staff and the members of the Executive Board for their continuous hard work, enthusiasm and professionalism. As well as to all our partners for our essential and fruitful cooperation.

Equinet is particularly grateful to the European Commission, for its invaluable support through the EC Rights, Equality and Citizenship Programme and for its ongoing commitment to enable the potential of Equinet and support stronger national equality bodies. We look forward to pursuing and consolidating our close cooperation with all our Members and partners, working together to achieve equality for all in Europe, as an essential contribution to a fair recovery in the years to come.

Anne Gaspard
Executive Director

Tena Šimonović Einwalter
Chair of Executive Board
WHO WE ARE
AND WHAT WE DO

OUR VISION AND PURPOSE

We believe in an equal Europe: where equality is a reality for everyone, diversity is valued, and all forms of discrimination have been eliminated.

Equinet is the European Network of Equality Bodies, a membership organisation bringing together equality bodies from across Europe. Equinet promotes equality in Europe by supporting and enabling the work of national equality bodies. It supports equality bodies to be independent and effective as valuable catalysts for more equal societies.

Equality bodies are champions for the core EU value of equality and defenders of the right to non-discrimination. They are public organisations assisting victims of discrimination, monitoring and reporting on discrimination issues, and contributing to an awareness of rights and a societal valuing of equality. They are legally required to do so in relation to one, some, or all of the grounds of discrimination covered by European Union (EU) law – gender, race and ethnicity, age, sexual orientation, religion or belief, and disability.

OUR APPROACH

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

Networking
Equinet encourages and facilitates 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
Equinet carries out legal and policy research to inform European policy and legislative developments and provides relevant knowledge to those interested in equality and non-discrimination in Europe.

Expert Advice
Equinet contributes 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
Equinet promotes equality as a European value and seeks to advance diversity and solidarity in Europe.
**OUR STRATEGIC AIMS 2019-2022**

**Strengthen and support equality bodies to achieve equality for all**

Equinet, as a network, seeks to support the crucial role of equality bodies. We do so by facilitating the development of expert and institutional capacities of our Members, promoting the full implementation of European legislation and standards for equality bodies at national level, and providing opportunities for good practice exchange and peer-to-peer support.

**Act as the expert voice of equality bodies to advance equality in Europe**

As a network, we convey to the European level the practical experience of equality bodies in promoting equality and combatting discrimination on the ground. With a bottom-up and evidence-based approach, we raise awareness on the importance of equality and diversity and strengthen the appreciation and fulfilment of these across Europe. We act as the expert voice of equality bodies, maintaining deep and sustained relationships with European and international partners to promote equality and advance equal treatment legislation.

**Sustain a resilient, engaged and innovative Network**

Equinet is a network of and for its Members. Sustained network resilience is essential for the successful delivery of the first two objectives. Therefore, we strive to provide a supportive and collaborative environment for the substantial contribution and benefit of Members through knowledge-sharing, peer-exchange and support. Active membership engagement is a vital prerequisite for ensuring the development, innovation and strengthening of the Network to achieve its mission of promoting equality for all more effectively.
KEY ACHIEVEMENTS
KEY ACHIEVEMENTS

Although Equinet has done work on a broad range of topics over the past year, we would like to underline three key highlights of Equinet’s work in 2020.

The first one to mention has to be Covid-19. Obviously not part of our 2020 Workplan, but we have to recognise the virus leaving its mark on most of the year, as well as the resulting health, social and economic crises which have massive negative consequences for equality on the ground. The virus does not discriminate, but its impacts and state actions to mitigate them do. On the plus side, this crisis enabled us to highlight the importance and essential contribution of equality to a fair recovery. The extent of work by Equinet and its Members on Covid-19 is a testimony to the ability of equality bodies to react quickly and decisively in order to promote and protect equality, even in times of crisis.

In the face of these global challenges a strong equality legislation and infrastructure is more needed than ever and is the subject of our second highlight. In 2020, we marked the 20th anniversary of the adoption of the EU’s Race Equality Directive as the first ’new generation’ European equality law, fundamentally changing the landscape, not least by requiring all Member States to have national equality bodies. This anniversary also gave us an opportunity to think ahead and develop a vision for the future of equality legislation.

Our third focus in this section is artificial Intelligence (AI). This is an issue that in recent years has seen an exponential growth in discussions about its use, potential and risks. Equinet realised early on the potential and risks AI holds for equality and thus in 2020 we could already contribute to the discussions with our own research, illustrating the potential of Equinet and its Members to innovate and react to new threats and opportunities in the fight against discrimination.

Innovation and discussing new horizons of equality and non-discrimination has been a trademark of Equinet and three further such activities merit a short mention in this report.

We published a discussion paper on equality bodies working on the rights and discriminations faced by trans and Intersex persons and organised a ground-breaking seminar to assist the building of bridges between equality bodies and trans and intersex activists. Over three days, equality bodies and activists were given the possibility to interact and learn from one another in order to better protect trans and intersex equality together.

Following careful monitoring, discussions and preparations, we submitted Equinet’s first ever third-party intervention in a case in front of the European Court of Human Rights, focusing on the accessibility of polling stations to persons with disabilities in wheelchairs.

Last, but not least, we organised a webinar to enable equality bodies to more effectively engage with UN mechanisms and in particular the Universal Periodic Review. We showed that engagement with such international mechanisms would increase their impact in the promotion of equality and non-discrimination in Europe and in their respective countries.
Covid-19 was the defining event of 2020, and the pandemic and resulting government measures to combat its spread continue to have a devastating impact. It soon became clear Equinet and its Members rapidly adapted their ways of working and priorities to meet these new challenges, and took the initiative to advocate for rebuilding fair, equal and resilient societies in Europe in the wake of this unprecedented crisis.

First, we launched a new Covid-19 blog dedicated to discussing the equality impacts of the pandemic. To date, nearly 20 blog-posts have been published on diverse topics, including the rise of domestic violence attributed to national lockdown measures, adverse impacts on older people and people with disabilities, and the exacerbation of existing systemic racism throughout Europe. At the same time, Equinet started collecting data from its Members on their responses to the crisis to build a picture of its impact on equality in Europe. This data was published online as a searchable database to help illustrate regional trends and national issues. This national-level information quickly generated significant interest, both from the membership and among our partners, including at the highest level of the Commission. Drawing on the data collected from our Members, we were able to inform Vice-President, Vera Jourova and Commissioner for Equality, Helena Dalli, about equality issues arising from the crisis and highlighted how the crisis acts as a ‘stress test’ for equality law and institutions, revealing important gaps in legal protection and the mandates of equality bodies.

Looking to the future, Equinet produced a Recommendation for a fair and equal Europe: Rebuilding our societies after COVID-19, which recalled equality as a shared founding value and principle of Europe which must be included in the response to the pandemic. Translated into 8 languages by Members, the recommendation was created to support equality bodies and to use as a standard based on laws and common European values in the measures to be taken following this pandemic to ensure an equality-compliant response. Over the summer, Equinet also co-organised a special Covid-19 meeting of the Collaborative Platform on Social and Economic Rights, made up of the Council of Europe, the European Union Fundamental Rights Agency (FRA), the European Network of National Human Rights Institutions (ENNHRI), and the European Network of Equality Bodies (Equinet), which addressed the pandemic’s impacts on economic and social rights.

As the Covid-19 crisis has intensified the struggles of many vulnerable people, Equinet’s Working Group on Gender Equality developed a discussion paper showcasing the experiences of a group often left behind: women in poverty. The paper, ‘Women in Poverty: Breaking the Cycle’, critically reflects on how intersectional inequalities affected this group during the pandemic. The paper fed into the online Roundtable ‘Women in Poverty: Breaking the Cycle’, co-organised by Equinet and the Spanish Institute for Women and Equal Opportunities in October, which aimed to help build bridges between equality bodies and women in poverty.

Equinet and its Members’ work to ensure nobody is left behind in the response to Covid-19 continues in 2021. In February, we published a Perspective collecting the learnings of the crisis for the future and a Factsheet summing up the key types of initiatives by equality bodies. We will continue to underline the importance of keeping equality at the heart of the response to this crisis over the coming months and years, and will champion the vital expertise provided by strong, independent national equality bodies.
COVID-19

Members’ Success Stories

In October 2020, the Equality and Human Rights Commission (EHRC) in Great Britain published a report, How coronavirus has affected equality and human rights. It brought together a wealth of evidence exposing the impact of coronavirus across key areas of life and the hardship faced by people who already face disadvantage. In particular it identified concerning backwards trends both for young people and for the British care system and highlighted just how entrenched racial inequality is in British society.

The Spanish Institute of Women and for Equal Opportunities released an English version of its key guide to tackling Covid-19. It focused on the application of a gender approach in confronting the pandemic, taking into account the health, social and economic impact, and recognizing that the crisis has affected women and men differently, such as the increased risk and consequences of gender-based violence caused by lockdown policies.

During the pandemic and the state of emergency, several pensioners approached the Slovak National Centre for Human Rights, claiming that they could not access and receive their pensions at branches of the Slovak Post due to the strict government curfew. After investigating, the Centre issued a press release, informing about this issue, leading to the Slovak Post ensuring that anyone who cannot access and receive their pension can contact the relevant branch of the post office via phone, and the persons responsible for post deliveries will deliver the pensions directly to the indicated home address.
KEY ACHIEVEMENTS

EQUALITY LEGISLATION
This year marked the 20th anniversary of the adoption of the EU’s Race Equality Directive as the first ‘new generation’ European equality law. It was also the first legislative instrument to require Member States to designate equality bodies at the national level. Equinet organised the Equality2020 conference on the date of its anniversary, in which Member State representatives, European institutions and agencies, equality bodies, and civil society organisations were brought together for a discussion on the status and future of equality in Europe.

This event allowed us to discuss the achievements of the Racial Equality Directive and underline some of the Key Equality Milestones in Europe, paving the way for our Roundtable event on the Future of Equality Legislation in Europe held in October. The Roundtable aimed at contributing to discussions concerning the EU legal framework for equality and its implementation, including advancing the discussions on the adoption of the Horizontal Directive. The diverse panel of European Parliamentarians, the European Commission and Equality Bodies expressed what equality legislation should look like in the near future. Panellists underlined the need for future legislative instruments to tackle, among others, intersectional discrimination, a more effective enforcement and sanction model or the challenges posed by AI-based discrimination. You can read more about the main learnings from the Roundtable in the Synthesis report.

Using the practical experience and expertise of equality bodies, Equinet through the Implementing European Standards for Equality Bodies project, continued developing indicators that aim at helping assess the state and implementation of standards for equality bodies, based both on the European Commission recommendation on Standards for Equality Bodies (2018) and the revised General Policy Recommendation No. 2. on equality bodies to combat racism and intolerance at national level of the Council of Europe’s European Commission against Racism and Intolerance (2017). These indicators are developed to measure adherence to the standards and are designed to help European Institutions, Member States and equality bodies to monitor the situation and identify any necessary improvements to the status and work of equality bodies. Project members developed indicators to assess the situation as regards the independence of equality bodies, building upon the work done in 2019 to assess the mandate of equality bodies.

Equinet’s Perspective from the work of equality bodies on European equality policy strategies, equal treatment Directives, and standards for equality bodies, the Perspective on Roma and Traveller Inclusion, and our Policy Brief on Gender Equality fed the equality body perspective into the different EU equality strategies adopted in 2020, including the EU Anti-Racism Action plan, the LGBTI strategy, the EU Roma strategic framework, as well as the Gender Equality Strategy. Furthermore, the European Commission announced that in 2021 it will publish a Report on the Racial Equality and the Employment Equality Directives. This crucial report could lead the European Commission to ‘assess whether to propose new legislation to strengthen the role of national equality bodies by 2022.’ This commitment is a major breakthrough for equality bodies, which triggers hope for a promising future. Likewise, increased work on the so-called Horizontal Directive, as well as the Women on Boards Directive proposals was announced, establishing them as European Commission priority pending proposals.
The following stories highlight the work of Equinet’s Members, in relation to areas falling under new EU equality strategies.

In 2020, the Gender Equality and Equal Treatment Commissioner in Estonia completed its project InWeGe (Income, Wealth and Gender) focusing on their research of the gender pay gap. InWeGe comprised research studies and a practical web tool for understanding the gender pay and pension gaps in Estonia, the country with the biggest gender pay gap in the EU. For more details, see a video on their project. The web application can be used to make work-related decisions based on the current level of pay (which is currently dominant in the market), taking into account one’s educational background, gender, etc.

In June 2020, the Slovenian Advocate of the Principle of Equality published its first special report on how the protection of human rights and the right to equal treatment is guaranteed to intersex people in medical treatment procedures in Slovenia. The Advocate made recommendations to health institutions and the Departments of Health, Education and The Interior as well as proposing an examination of the regulation of flexible procedures for the registration of births or legal recognition of sex on the basis of self-determination.

In June 2020, the Non-Discrimination Ombudsman in Finland published a new report [in Finnish] and summary [in English] on the discrimination experienced by people of African descent which showed that about one in five people surveyed have experienced ethnic profiling by police or security guards. The Ombudsman collected information through an online form and individual interviews and found that most respondents face discrimination on a monthly, weekly or even daily basis. The Ombudsman also found severe under-reporting of discrimination experiences by people of African descent, mainly due to a lack of trust in the impact of reporting.

In July 2020, Uni in Belgium conducted a project in collaboration with the police force and the National Institute of Criminalistics and Criminology (NICC) on police selectivity and discriminatory profiling. They found that the management of a police zone has a strong impact on police practices so it is at this level that work must be done to improve the relationship between the police and the population.

In December 2020, the Institute for the Equality of Women and Men in Belgium organized a webinar “Tackling pregnancy and parenthood related discrimination on the labour market” in the context of the European Union-funded project Parents@Work.
KEY ACHIEVEMENTS
ARTIFICIAL INTELLIGENCE
Digitalization and specifically, AI-enabled technologies, has recently came to the forefront as one of the leading priorities on the new policy and legal agenda of the EU. The ongoing pandemic only reinforced the focus on AI, as a slew of different AI-driven systems were introduced by EU. Member States in an attempt to monitor, control and contain the spread of the virus.

Recognizing that the increasing use of AI has especially high stakes for equality, Equinet provided a unique contribution on this topic through the launch of its Report "Regulating for an Equal AI: A New Role for Equality Bodies", which was referenced in the European Commission’s key strategic policy statement on AI, namely the White Paper on AI.

The Equinet Report on AI provides essential guidance to European equality bodies on better understanding the impact of AI systems. It also suggests specific and actionable steps and measures for equality bodies to undertake in order to provide effective protection and redress against algorithmic discrimination. To highlight the focus of the Report on specific actions Equinet developed supporting documents to accompany the launch of the Report, in the form of a Framework for action and a Good Practice Guide.

Thanks to the work of Equinet and its Members, we have been able to feed into a number of different initiatives over the past year. Equinet has contributed to the European Commission’s first public consultation on the use and human rights implications of AI systems in EU Member States, to ensure that equality bodies are recognized as having a decisive role in the emerging context of AI and human rights. Equinet and its Members were also invited to participate in platforms, such as the European AI Alliance Assembly, various events of the Council of the European Union (under its German Presidency), and an informal EPSCO Council meeting in early November.

Our work on AI continues in 2021, with a dedicated AI website gathering information about the work of equality bodies and Equinet on AI, including publications, as well as relevant material about AI systems and their impact on equality and non-discrimination.

There are several key lessons for equality bodies and Equinet, in the area of AI.

1. The compounded effect of the pandemic together with the increasing use of AI technologies means equality should be a central consideration in any European approach on the human and ethical implications of AI.

2. Equality bodies should be a first point of reference about AI systems and their impact on equality for all actors and stakeholders involved. They hold unique expertise on equality law and policy which makes them key advisers to states, the European Commission and the Council of Europe on the gaps in the protection against discrimination.

3. For equality bodies to be able to fulfill their potential with respect to the risks and opportunities of AI, national authorities need to provide them with adequate and meaningful powers, as well as with secure and sufficient resources. They also need to be given — by national and European authorities — enabling conditions for full involvement in national and European expert bodies working on new strategies and legislation for AI.
In 2020, the Federal Anti-Discrimination Agency (FADA) in Germany translated their 2019 study on the risks of discrimination caused by algorithms into English, enabling better understanding of all the important work of equality bodies on AI.

The National Commission for the Promotion of Equality (NCPE) in Malta organised a conference on AI and gender equality on International Women’s Day 2020 to raise awareness amongst stakeholders and the public on pertinent issues and how equality can be mainstreamed in AI. The conference focused on non-discrimination and unfair bias; how algorithms can determine social outcomes and impact the lives of women and men; the equal representation of women and men in science and technology; and Malta’s policy framework and certification system on AI.

The Defender of Rights in France published a report on Artificial Intelligence in May 2020, in partnership with the French National Commission for Information and Liberties. The report explains how algorithms can be discriminatory, potentially on a massive scale, and makes recommendations on how to tackle this issue.

The Office of the Equal Opportunity Ombudsman in Lithuania has met with financial institutions including banks and insurance providers to discuss algorithmic discrimination and it has made recommendations for insurance companies in relation to selling travel insurance to people aged over 65.

The Finnish Non-Discrimination Ombudsman used a case on discriminative online credit decision making, in which it was involved, to recommend to the Financial Supervisory Authority in Finland (FIN-FSA) to evaluate financial institutions’ credit scorings from non-discrimination perspective and also proposed enhanced cooperation on this with the Ombudsman. This dialogue between the Ombudsman’s office and the FIN-FSA is currently ongoing and the FIN-FSA has been sharing relevant credit scorings with the Ombudsman.

The Netherlands Institute for Human Rights was invited by the Dutch government in an expert group to evaluate proposals for the development of a digital contact tracking application for Covid-19. The Dutch equality body developed guidelines that the proposals had to comply with, which focused, among other things, on the need to tailor the app for use also by persons in a vulnerable position (e.g. persons with disabilities, the elderly, persons with limited digital access and/or with limited reading capacity, migrants who may not speak Dutch). The recommendations of the Dutch Institute influenced the government’s final decision on the use of the application.
OUR OPERATIONS
**OUR OPERATIONS**

**GOVERNANCE STRUCTURE**

The main decisions concerning the general steering of Equinet are taken by the General Assembly of Members (GA) that is made up of all the current Members of the Network and is convened at least once a year for an Annual General Meeting (AGM).

**WORK PLAN 2021**

At the AGM, we adopted our Work Plan for 2021, which will see the Network work on a broad range of topics including:

- Implementing European Standards for Equality Bodies
- Equality Mainstreaming
- Positive Action
- Use of Equality Data in Discrimination Cases
- Online Library of Projects by Equality Bodies
- Tackling Hate Speech & Developing Persuasive Writing Techniques
- Artificial Intelligence
- Strengthening Cooperation at Local Level
- Access to Health
- Engaging Young People on Equality
- UN CRPD
- Discrimination in the field of economic and social rights
- Domestic/Care Workers
- Roma Equality
- Tackling Institutional Racism
- LGBTI+ Strategy
- Freedom of Movement of EU Workers
- ‘Other grounds’, with a focus on health status and socio-economic disadvantages
OUR PEOPLE
EQUINET MEMBERS

ALBANIA
Commissioner for the Protection from Discrimination
www.kmd.al

AUSTRIA
Austrian Disability Ombudsman
www.behindertenanwalt.gv.at

AUSTRIA
Ombud for Equal Treatment
www.gleichbehandlungsanwaltsga.at

BELGIUM
Institute for the Equality of Women and Men
www.igvm-iefh.belgium.be

BELGIUM
Unia (Interfederal Centre for Equal Opportunities)
www.unia.be

BOSNIA AND HERZEGOVINA
Institution of Human Rights Ombudsman of Bosnia and Herzegovina
www.ombudsmen.gov.ba

BULGARIA
Commission for Protection against Discrimination
www.kzd-nondiscrimination.com

CROATIA
Office of the Ombudsman
www.ombudsman.hr

CROATIA
Ombudsman for Equality
www.pro.hr

CROATIA
Ombudsman for Persons with Disabilities
www.posi.hr

CYPRUS
Commissioner for Administration and Human Rights
(Ombudsman)
www.ombudsman.gov.cy

CZECH REPUBLIC
Public Defender of Rights
www.schrance.cz

DENMARK
Danish Institute for Human Rights
www.humanrights.dk

ESTONIA
 Gender Equality and Equal Treatment Commissioner
www.volinik.ee

FINLAND
Non-Discrimination Ombudsman
www.syriinta.fi

FINLAND
Ombudsman for Equality
www.tasa-arvo.fi

FRANCE
Defender of Rights
www.defenseursdroits.fr

GEORGIA
Public Defender of Georgia (Ombudsman)
www.ombudsman.ge

GERMANY
Federal Anti-Discrimination Agency
www.antidiskriminierungsstelle.de

GREECE
Greek Ombudsman
www.sygigeros.gr

HUNGARY
Office of the Commissioner for Fundamental Rights
www.ajbh.hu

IRELAND
Irish Human Rights and Equality Commission
www.ihrec.ie

ITALY
National Office against Racial Discrimination - UNAR
www.unar.it

KOSOVO*
Ombudsperson Institution
www.oik-rks.org

LATVIA
Office of the Ombudsman
www.tiesisbarsgs.lv

LITHUANIA
Office of the Equal Opportunities Ombudsman
www.lygybe.lt

LUXEMBURG
Centre for Equal Treatment
www.cet.lu

MALTA
Commission for the Rights of Persons with Disability
www.crp.org.mt

MALTA
National Commission for the Promotion of Equality
www.equality.gov.mt

MOLDOVA
Council on Preventing and Eliminating Discrimination and Ensuring Equality
www.egaliate.md

MONTENEGRO
Protector of Human Rights and Freedoms
(Ombudsman)
www.ombudsman.com.me

NETHERLANDS
Netherlands Institute for Human Rights
www.mensenrechten.nl

NORTH MACEDONIA
Commission for Prevention and Protection against Discrimination
www.kzd.mk

NORWAY
Equality and Anti-Discrimination Ombud
www.ldeo.no

POLAND
Commissioner for Human Rights
www.rpo.gov.pl

PORTUGAL
Commission for Citizenship and Gender Equality
www.cig.gov.pt

PORTUGAL
Commission for Equality in Labour and Employment
www.cite.gov.pt

PORTUGAL
High Commission for Migration
www.acm.gov.pt

ROMANIA
National Council for Combating Discrimination
www.cncd.org.ro

SLOVAKIA
Advocate of the Principle of Equality
www.zagovornik.sk

SLOVENIA
Institute of Women and for Equal Opportunities
www.inmujer.es

SWEDEN
Equality Ombudsman
www.do.se

UNITED KINGDOM - GREAT BRITAIN
Equality and Human Rights Commission
www.equalityhumanrights.com

UNITED KINGDOM - NORTHERN IRELAND
Equality Commission for Northern Ireland
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.
EXECUTIVE BOARD

2019 - 2021

Tena Šimonović Einwalter (Chair)
Ombudswoman, Office of the Ombudswoman, Croatia

Konstantinos Bartzeiotis
Senior Investigator, Greek Ombudsman, Greece

Laurence Bond
Director, Irish Human Rights and Equality Commission, Ireland

Patrick Charlier (Treasurer)
Co-Director, Unia (Interfederal Centre for Equal Opportunities), Belgium

Valérie Fontaine
Advisor for partnerships and public relations, Defender of Rights, France

Rhoda Garland
Executive Director, Commission for the Rights of Persons with Disability, Malta

Rainer Hiltunen
Head of Office, Non-Discrimination Ombudsman, Finland (Since February 2020)

Sandra Konstatzky
Director, Ombud for Equal Treatment, Austria

Miha Lobnik
Head, Advocate of the Principle of Equality, Slovenia

Kirsi Pimiä
Ombudswoman, Non-Discrimination Ombudsman, Finland (Until February 2020)
The Equinet Working Groups are essential parts of the inner functioning of the Network. Composed of staff experts from member organisations, they are the central platforms for effective cooperation and sharing of expertise amongst member equality bodies and their staff, alongside the Equinet training events and seminars. Each group is headed by a Moderator from a national equality body who, assisted by the Equinet Secretariat, is responsible for the organisation and the implementation of the work as planned in the annual Work Plans.

The Working Groups in 2020 were:

- **Communication Strategies and Practices**  
  **Moderators:** Mintautė Jurkutė, Office of the Equal Opportunities Ombudsperson, Lithuania; Ana Tretinjak, Communication Officer, Office of the Ombudswoman, Croatia

- **Equality Law in Practice**  
  **Moderator:** Veronika Bazalová, Office of the Public Defender of Rights, Czech Republic

- **Gender Equality**  
  **Moderator:** Nathalie Schlenzka, Federal Anti-discrimination Agency, Germany

- **Policy Formation**  
  **Moderator:** Samo Novak, Advocate of the Principle of Equality, Slovenia

- **Research and Data Collection**  
  **Moderator:** Bogdan Banjac, Commissioner for the Protection of Equality, Serbia
SECRETARIAT

The Secretariat assists the Executive Board in implementing the annual work plan of the organisation. It is responsible for organising and managing the daily activities of the Network and assists individual Members and stakeholders with their requests. It supports and coordinates the work of the Equinet thematic Working Groups. The Secretariat regularly reports on the status of its activities to the Executive Board throughout the year.

In 2020 the Secretariat team included:

Anne Gaspard
Executive Director

Tamás Kádár
Deputy Director (Head of Legal and Policy Team)

Moana Genevey
Policy officer (Gender Equality)

Milla Vidina
Policy Officer

Julia Konowrocka
Policy Officer (Since October 2020, former Policy and Communication Assistant)

Jone Elizondo-Urrestarazu
Legal and Policy Officer

CONTINUED ON NEXT PAGE
SECRETARIAT

(CONTINUED FROM PREVIOUS PAGE)

Yannick Godin
Administration & Finance Officer

Sarah Cooke O’Dowd
Communication Officer
(on leave January-May 2020)

Levente Kollár
Communication Officer
(December 2019-May 2020)

Sophie Hale
Membership and Network Development Officer (Since February 2020)

Theodora Nguyen
Policy and Communication Assistant
(October 2019 – January 2020)

Oana Cristea
Finance and Administration Assistant
(January – March 2020)

Daris J. Lewis Recio
Policy Assistant
(November 2020 – May 2021)

Franziska Stambke
Communication Assistant
(November 2020 – May 2021)
ACTIVITIES
ACTIVITIES

CONFERENCES

- Celebrating 20 Years of Equal Treatment Legislation: Equality2020 Conference, co-organized with the European Commission, the General Secretariat of the Council of the EU and the Croatian Presidency of the Council of the EU, [online] 29 June

- Fighting Discrimination on Grounds of Religion and Ethnicity: Vulnerabilities of Muslim Communities and the Effects of Covid-19 Crisis, co-organised with European Commission and Croatian Presidency of the Council of the EU [online], 18 June

SEMINAR

- Trans and Intersex Rights, co-organized with ILGA Europe, OII Europe, and TGEU [online], 15-17 December

WORKSHOP

- FRA - Equinet virtual workshop ‘Stepping up efforts to combat unlawful profiling’ [online], 10 November

WEBINAR

- Engagement with UN Mechanisms- Universal Periodic Review [online], 1 December

TRAINING SESSION

- Charter of Fundamental Rights of the EU, co-organised with Fundamental Rights Agency [Vienna, Austria], 25-26 February

CONTINUED ON NEXT PAGE
**PROJECT**

- Standards for Equality Bodies (online) 8 June, 19 November

**CLUSTER**

- Freedom of Movement (online) 7 December

**WORKING GROUP MEETINGS**

- Communication Strategies and Practices (online) 18 March, 5 November
- Equality Law (online) 13 May, 16 October
- Gender Equality (online) 22 April, 21 October
- Policy Formation (online) 7 May, 27 October
- Research and Data Collection (online), 4 June, 15 December

**EXECUTIVE BOARD MEETINGS**

- Board Meeting I (Brussels), 10 March
- Board Meeting II-VI (online) 25 March, 5 May, 25 June, 23 September, 9 December

**GENERAL ASSEMBLY**

- Annual General Meeting (online), 16 October

**THIRD PARTY INTERVENTION**

- Equinet’s first Amicus Curiae Intervention to the European Court of Human Rights, 28 July

**COORDINATION PLATFORM MEETING**

- Economic and Social Rights (online), 9 July
PUBLICATIONS
Equality Bodies working on the rights and discriminations faced by Trans and Intersex Persons

Women in Poverty: Breaking the Cycle

11 Recommendations for a fair and equal Europe: Rebuilding our Societies after Covid-19

Roma and Traveller Inclusion: Towards a new EU Framework learning from the work of Equality Bodies

A Perspective from the work of equality bodies on: European equality policy strategies, equal treatment directives, and standards for equality bodies

Regulating for an Equal AI: A New Role for Equality Bodies