

# EQUINET WEBINAR SERIES on Equality, Diversity, and Non-Discrimination in Healthcare

Tackling systemic inequalities for a more egalitarian access to healthcare services

22, 24, 28, 30 June 2021



### 3. Healthcare services and systemic equality: Unpacking challenges

28/06/2021, 10.00-12.30 CEST

A recent Eurobarometer survey showed that healthcare was by far the most important issue for the future of Europe according to Europeans. However, equality in the field of healthcare, despite its centrality to wellbeing, remains a relatively under-examined field in the work of equality bodies compared to fields such as employment or education. This is reflected by the lack of EU wide legislation that would cover the field of healthcare in national anti-discrimination legislation across all grounds, which indirectly affects the mandates of equality bodies throughout Europe. Due to these limitations, the mandates and powers of equality bodies among European countries greatly varies.

The findings of the forthcoming Equinet perspective 'Equality, Diversity, and Non-Discrimination in Healthcare' prepared by Niall Crowley, points to obstacles faced by equality bodies in the field of healthcare. These barriers are for instance linked to the design of national healthcare systems, which often face an overall lack of resources and an uneven geographical spread of services, directly affecting access for the most marginalised groups. Other obstacles identified in Equinet's perspective include the inherent complexity of healthcare systems requiring particular expertise from equality bodies and the power imbalances between patient and provider. The perspective points to the lack of attention to equality within healthcare systems signalling the lack of organisational equality infrastructures, capacity, and policies in healthcare provider organisations.

Moreover, it is undeniable, as shown by the results of the Eurobarometer survey mentioned above, that the COVID-19 pandemic has stressed the pre-existing structural and systemic inequalities in this field and has brought to the fore the relevance of egalitarian access to healthcare services. This has prompted for healthcare services to become a priority issue in both national and international agendas.

This webinar series aims, on the basis of the findings of Equinet's perspective at building an event in which key healthcare actors, together with equality bodies, can share their concerns and find ways to collaborate and overcome identified obstacles to securing equality competent healthcare service provision. Whilst the impact of COVID-19 will be examined specifically in one of the sessions planned, focus will be put on stressing the pre-existing systemic inequalities in the design and delivery of such services.

### 3. Healthcare services and systemic equality: Unpacking Challenges

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**Join Zoom Meeting**

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# Agenda

## Healthcare services and systemic equality: Unpacking challenges

28/06/2021, 10.00-12.30 CEST

Moderator: **Moana Genevey**, Policy Officer, Equinet

10.00-10.10	<b>Introduction</b> <i>Moana Genevey, Policy Officer, Equinet</i>
10.10- 11.15	<b>Healthcare systems and systemic issues: impact on equality</b> <i>Panel discussion looking at equality impact of healthcare design:</i> <ul style="list-style-type: none"><li>• <i>Ingrid Stegeman</i>, Programme Manager, EuroHealthNet</li><li>• <i>Kaisa Immonen</i>, Director of Policy, European Patients Forum</li><li>• <i>Pascal Garel</i>, Chief Executive, HOPE (European Hospital and Healthcare Federation)</li><li>• <i>Beáta Babačová</i>, Legal expert for external relations, Slovak National Centre for Human Rights</li><li>• <i>Marine Uldry</i>, Human Rights Officer, European Disability Forum</li><li>• <i>Isabela Mihalache</i>, Senior Policy Officer, European Roma Grassroots Organisations Network (ERGO Network)</li><li>• <i>Catriona Graham</i>, Policy and Campaigns Officer, European Women's Lobby</li></ul> <b>Q&amp;A</b>
11.15-11.20	<b>BREAK</b>
11.20-12.25	<b>Fostering equality and inclusion at an organisational level in healthcare service provision</b> <i>Panel discussion reflecting on how to foster equality in the healthcare systems and culture:</i> <ul style="list-style-type: none"><li>• <i>Cianán Russell</i>, Senior Policy Officer, ILGA Europe</li><li>• <i>Radost Zaharieva</i>, Policy Coordinator for Health Inequalities, European Public Health Alliance, (EPHA)</li><li>• <i>Björn Olof Bräutigam</i>, Litigation Officer, Swedish Equality Ombudsman, Sweden</li><li>• <i>Jonas Bull</i>, Research and Policy Officer, Mental Health Europe (MHE)</li><li>• <i>Juliana Santos Wahlgren</i>, Senior Advocacy Officer, European Network against racism (ENAR)</li><li>• <i>Peter Groenewegen</i>, Senior researcher Healthcare Systems and Governance at Nivel, Professor at the University of Utrecht</li></ul> <b>Q&amp;A</b>
12.25-12.30	<b>Closing</b> <i>Moana Genevey, Policy Officer, Equinet</i>

## Our speakers

### Ingrid Stegeman

#### **Programme Manager at EuroHealthNet**

Ingrid Stegeman is Programme Manager at EuroHealthNet, with over fifteen years of experience in the fields of health inequalities, the social determinants of health and sustainable development. She is responsible for overseeing and ensuring quality of EuroHealthNet's project and policy work in these areas. Prior to joining EuroHealthNet, she was mainly active in the field of children's rights and worked as a project assistant and researcher for various organisations in this field. She has a BA in International Studies from Vassar College in New York, and an MA in Political Sciences from the University of Amsterdam (UvA).



### Kaisa Immonen

#### **Director of Policy, European Patient's Forum**

Kaisa Immonen (MA) is Director of Policy at the European Patients' Forum (EPF). She has a Master's degree in International Relations (UK and Finland). She is responsible for the overall lead of EPF's policy and advocacy work at EU level, strategic planning, policy analysis, and building positive relationships with EU institutions, international organisations such as the OECD, WHO and stakeholders. Her personal interests include patient empowerment and involvement in healthcare improvement, patient safety and quality of care, and health literacy.

She is currently co-chair of the European Medicines Agency's Patients and Consumers Working Party since 2016. From October 2020 she is a patient representative on the EMA COVID-19 task force. She also represents EPF on the OECD's health care quality and outcomes working party, an advisory group on PRIMIS, the International patient advisory group for the OECD PaRIS initiative, and participates in the CIOMS working group XI on patient involvement. In her personal capacity she is a member of the BMJ Patient Panel and was involved in the ICHOM working group on general adult health.



Before joining EPF in 2010 she worked in EU health policy, advocacy and external communications roles in both the private and non-profit sectors.

## Pascal Garel

### **Chief Executive of HOPE, the European Hospital and Healthcare Federation**

Pascal Garel is since September 2005 Chief Executive of HOPE, the European Hospital and Healthcare Federation. HOPE gathers 36 national organisations from 30 European countries, covering around 80% of the hospital sector but also other health and social services.

Mr. Garel has been actively involved in mechanisms of decision in the hospital sector on various issues including research, hospital management, quality, and patient safety development for more than twenty years, at hospital level, in national, European, and international contexts.

His main professional background is healthcare management, with a twelve-year experience in France in two Teaching Hospital Centres, Nantes and Rouen. Previous posts also include director of the European and International Department of the French Hospital Federation and responsibilities for Central and Eastern Europe at the French Ministry of Health. Associated lecturer at the University Paris Dauphine, he also teaches at the French National School of Public Health and Sciences Po Paris.



## Beáta Babačová

### **Legal expert for external relations, Slovak National Centre for Human Rights**

Beáta Babačová works as a legal expert for external relations at the Slovak equality body. She is mostly responsible for monitoring human rights and equal treatment. She regularly reports on these matters to various international bodies. She also acts as a communication guru, project designer and fundraising whiz. She helps to develop various advocacy and policy initiatives aiming at eliminating inequalities, especially those enacted by laws. Before joining the great team at the Slovak National Centre for Human Rights, she worked at top-tier law firms in Slovakia as well as major non-governmental organizations abroad, including British Red Cross.



## Marine Uldry

### **Human Rights Officer of the European Disability Forum (EDF)**

Marine Uldry is working as Human Rights Officer of the European Disability Forum (EDF) since April 2018. She works on human rights issues affecting the rights of persons with disabilities and contributes to EDF's advocacy to the European Union, Council of Europe and United Nations. She has previously worked at the International Disability Alliance in Geneva and the Delegation of the European Union to the United Nations in New York. [Full bio](#)



## Isabela Mihalache

### **Senior Advocacy Officer at European Roma Grassroots Organisations Network (ERGO)**

Isabela Mihalache is a Senior Advocacy Officer at ERGO since January 2021. She focuses on promoting antigypsyism as a specific form of racism and a fundamental rights perspective in Roma specific and broader EU policies, standards and funding and is supporting the capacity building of Roma CSOs at grassroots and national level to actively participate in the design, implementation and monitoring of relevant policies for Roma. She has 17 year of experience in addressing human rights violations and racism against various minority groups. Before joining ERGO in 2020, she worked with the Council of Europe, the European Network Against Racism, European Roma Rights Centre and Open Society Foundations.



## Catriona Graham

### **Policy and Campaigns Officer, European Women's Lobby**

Catriona Graham joined the European Women's Lobby in January 2018 as Policy and Campaigns Officer. She works within the broader Policy and Campaigns team, coordinating the work of the organisation on combating sexual exploitation, promoting women's sexual and reproductive health and rights. She also works to promote intersectional values including promoting migrant women's rights and girls' rights. Catriona is Chair of Co-Orch Brussels, and a former voluntary member of the Board of Directors of the National Women's Council of Ireland and on the Board of Co-Orch Dublin.



## Cianán Russell

### **Senior Policy Officer, ILGA Europe**

Cianán is a Senior Policy Officer at ILGA-Europe based in Brussels, Belgium, working on policy and advocacy relating to trans, intersex, health, education, and the anti-gender movement at the Council of Europe and the European Union. They started LGBTI activism in the US in 1996 and have previously worked with the Indiana Transgender Rights Advocacy Alliance (USA), the Asia Pacific Transgender Network, and Transgender Europe. They have a Ph.D. in chemistry from Purdue University (2008) and served on the teaching faculty at Georgia Institute of Technology from 2008-2013.



## Radost Zharieva

### **Policy coordinator Health inequalities, European Public Health Alliance**

Radost Zaharieva is a professional specialising in Public Health, European policies and Human Rights protection combining Political science background with 7 years extensive experience working with European institutions, international and national organisations and bodies, civil society and media in Brussels as well as in France and Bulgaria. She has strong expertise in European advocacy and policy development as well as monitoring and reporting, research and investigation allowing to conduct effectively studies and provide policy analyse with a critical approach toward various political, social, economic, and environmental issues affecting communities and vulnerable groups across Europe. Holding a M.A in International Relations and European studies from the Sorbonne and the University of Cergy-Pontoise and a B.A in International relations and Romani language from INALCO (Paris). She joined the European Public Health Alliance in 2019 as Policy coordinator for Health inequalities and Roma Health and she is coordinating the Roma Health Network, which is a public health community striving for health equity and social justice.



Educated in political science (Institut d'Etudes Politiques de Paris, 1986) and European law (University of Rennes, 1992), he became Hospital Manager in 1989 with the diploma of the French National School of Public Health.

## Björn Olof Bräutigam

### **Litigation Officer, Swedish Equality Ombudsman**

Björn Olof Bräutigam is a litigation officer at the Swedish Equality Ombudsman. As such, he represents plaintiffs in lawsuits relating to anti-discrimination. He recently acted as co-counsel in a major case regarding discrimination in emergency care.

A graduate of Lund University, Sweden, Björn Olof Bräutigam is trained at the bench and has extensive work experience as a legal officer and junior judge at the City Court of Stockholm. Prior to joining the Ombudsman, he was seconded as a legal officer to the European Union Rule of Law Mission in Kosovo.



## Juliana Santos Wahlgren

### Senior Advocacy Officer, ENAR

Juliana joined ENAR in 2006. She works as a Senior Advocacy Officer and implements ENAR's Advocacy Strategy on anti-racism and anti-discrimination at both EU and Member States Level. She has extensively covered issues related to migration, integration, strategic litigation, and national action plans against racism. She is an expert in the different intersections of structural and institutional discrimination with race, gender, migrant status, LGBTI and other minorities legal frameworks and policies. With strong expertise on gender-based violence, Juliana is founder of Revibra Europe, a network of legal experts and psychologists providing support to Brazilian women victims of domestic violence and anti-migrant racism across Europe. She was recently



appointed to the EC Expert Group on Migration, Integration and Asylum. Juliana previously worked as a legal counsellor for ASTI (Association de soutien aux travailleurs immigrés), one of ENAR's members in Luxembourg, for three years, and before that as a lawyer in a multinational oil and gas company in Brazil. She holds a Bachelor of Law from the Federal University of Rio de Janeiro (Brazil) and was an international Fellow at the Albert Ludwig University of Freiburg (Germany). She has a master's degree in European Studies from the Université de Louvain.

## Jonas Bull

### Research & Policy Officer, Mental Health Europe

Jonas is a Research & Policy Officer at Mental Health Europe. Previously, Jonas worked with Humanity & Inclusion as Inclusive Governance Specialist working on the UN Convention on the Rights of Persons with Disabilities with organisations of persons with disabilities, the Global Public Policy Institute as Research Assistant, and the Gesellschaft für Internationale Zusammenarbeit (GIZ). Among others, he worked on research projects focusing on disability rights, and particularly migrants and mental health in Greece. Jonas holds a master's degree in Human Rights and Humanitarian Action from Sciences Po in Paris.



## Peter Groenewegen

**Senior researcher Healthcare Systems and Governance at Nivel, Professor at the University of Utrecht**

Peter Groenewegen PhD (born in 1952) is a senior researcher and former director of Nivel, the Netherlands Institute for Health Services Research and retired part-time professor at Utrecht University. He is also co-founder and former member of the Executive Board of the European Forum for Primary Care (EFPC). Sociologist by training, his main research interests include organisation of primary care, international comparative studies, health policy and health care organisation. He has published on practice variations, on primary care, on disease management, on organizational change in health care, and on public trust in health care providers and institutions (<http://https://www.nivel.nl/en/peter-groenewegen>).



## Moana Genevey

**Policy Officer, Equinet**

Moana has been a Policy Officer at Equinet for three years. She is a gender expert, in charge of the gender portfolio and other strategic policy issues at Equinet. Prior to her position at Equinet, she worked for several European institutions and organisations, including the European Commission, the EU Delegation to the UN in New York and the European Network Against Racism. She holds two Masters degrees, in political sciences and in human rights and published a Master's thesis on political hate speech in France. Moana is passionate about various equality topics, such as feminist movements, right-wing populism and social justice.



# Further Reading

## Equinet Publications and resources

- Equinet, [Equality, diversity and non-discrimination in healthcare: Learning from the work of equality bodies](#)
- Equinet, [Equality in the time of Covid: Learning from Equality Body initiatives.](#)
- Equinet, [National Equality Bodies in action: COVID database.](#)
- Equinet, [Recommendation for a fair and equal Europe: Rebuilding our societies after COVID-19.](#)
- Equinet, [The Role of Equality bodies during the Covid-19 pandemic](#)
- Equinet, [COVID-19: A magnifying glass on the vulnerabilities of women in poverty](#)
- Equinet, [Legislating for stronger, more effective equality bodies: Key elements for and expectations from future EU legislation on equality bodies.](#)
- Equinet, [Equinet Highlights 2020.](#)
- Equinet, [Equality blog](#)
- Equinet, [Disability strategy summary.](#)
- Equinet, [Future of Equality Legislation in Europe.](#)
- Equinet, [Equinet discussion paper: Equality Bodies Working on the Rights and Discriminations Faced by Trans and Intersex Persons](#)
- Equinet, [LGBTI Factsheet](#)
- Equinet, [An Equinet Perspective: Equality Bodies Promoting Equality and Non-Discrimination for LGBTI People](#)

## Our speakers' publications

- EPHA, [European Charter for Health Equity](#)
- ILGA-Europe Assessment report: [Impact of COVID-19 crisis on LGBTI communities and organisations](#)
- [Health4LGBTI State-of-the-art report on LGBTI health disparities](#)
- [Health4LGBTI training materials.](#)
- ERGO, [Study on the impact of the Covid-19 on Roma and Traveller communities](#), including in the area of health.
- ERGO, [Recommendations to Member States when designing their national Roma strategic frameworks 2021-2030](#) in all areas, including access to healthcare.
- Mental Health Europe, [Reflection Paper on Access to Justice](#) (2021)
- Mental Health Europe, [Implementing supported decision-making. Developments across Europe and the role of National Human Rights Institutions](#) (MHE & ENNHRI, 2020):
- Mental Health Europe, [Promising practices in prevention, reduction and elimination of coercion across Europe](#) (2019).
- Mental Health Europe, [Position Paper on Article 12 CRPD](#) (2017)
- EDF, [Human Rights Report on the impact of COVID-19 on persons with disabilities](#)
- EDF, [Recommendations on the European Health Union Package](#)
- EDF, [Work on access to health](#)
- EDF, [Position paper on forced sterilisation and violence against women](#)
- EDF, [Work on Covid 19](#)
- EDF and MHE, [Campaign with Mental Health Europe against involuntary treatment in psychiatry](#)

- EPF, [position paper on Equal treatment in education and employment](#)
- HOPE, [Out-of-pocket payments In healthcare systems in the European Union](#)
- Health inequalities portal: [www.health-inequalities.eu](http://www.health-inequalities.eu)
- [EU Joint Action on Health Inequalities](#)
- [VulnerABLE and Health4LGTBI 'pilots'](#).
- Stegeman I, Godfrey A, Romeo-Velilla M, Bell R, Staatsen B, van der Vliet N, Kruize H, Morris G, Taylor T, Strube R, Anthun K, Lillefjell M, Zvěřinová I, Ščasný M, Máca V, Costongs C. [Encouraging and Enabling Lifestyles and Behaviours to Simultaneously Promote Environmental Sustainability, Health and Equity: Key Policy Messages from INHERIT](#). International Journal of Environmental Research and Public Health. 2020; 17(19):7166.
- Stegeman I, Papartyte L, Lounamaa A, Savolainen, N. Building on what works: transferring and implementing good practice to strengthen health promotion and disease prevention in Europe.
- Practices. [EC Joint Action CHRODIS+](#), July 2020
- Ruiz-Dominguez F, Stegeman I, Dolz-López J, Papartyte L, Fernández-Pérez D. [Transfer and Implementation Process of a Good Practice in Workplace Health Promotion](#). International Journal of Environmental Research and Public Health. 2021; 18(10):5254.
- Van Dale D, Lemmens L, Hendriksen M, Savolainen N, Nagy P, Marosi E, Eigenmann M, Stegeman I, Rogers HL. [Recommendations for Effective Intersectoral Collaboration in Health Promotion Interventions: Results from Joint Action CHRODIS-PLUS Work Package 5 Activities](#). International Journal of Environmental Research and Public Health. 2020; 17(18):6474.
- Kruize H, van der Vliet N, Staatsen B, Bell R, Chiabai A, Muiños G, Higgins S, Quiroga S, Martinez-Juarez P, Aberg Yngwe M, Tsihlias F, Karnaki P, Lima ML, García de Jalón S, Khan M, Morris G, Stegeman I. Urban Green Space: [Creating a Triple Win for Environmental Sustainability, Health, and Health Equity through Behavior Change](#). International Journal of Environmental Research and Public Health. 2019; 16(22):4403.
- <https://www.mdpi.com/1660-4601/17/19/7166/pdf>
- Barnfield A, Stegeman I, Lounamaa, A, Savolainen N., [Health Promotion and Primary Prevention in 21 European Countries A Comparative Overview of Key Policies, Approaches, Examples of Good Practice, and Gaps and Needs](#), EC Joint Action CHRODIS+, 2018
- Stegeman I, Costongs C (eds)., [The Right Start to a Healthy Life. Levelling up the Health Gradient among Children, Young people and Families EuroHealthNet](#), 2012
- Groenewegen, P.P., Kroneman, M., Spreeuwenberg, P. [Physical accessibility of primary care facilities for people with disabilities: a cross-sectional survey in 31 countries](#). BMC Health Services Research: 2021, 21(1)
- Schelven, F. van, Groenewegen, P., Spreeuwenberg, P., Rademakers, J., Boeije, H. [Exploring the impact of patient and public involvement of young people with a chronic condition: a multilevel analysis](#). Child: Care, Health and Development: 2021, 47(3), p. 349-356



### Equinet, European Network of Equality Bodies

Equinet is a membership organisation bringing together 49 equality bodies from 36 European countries including all EU Member States. 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. By engaging closely with policy makers and partners at EU and international level, Equinet promotes the work of equality bodies through relevant publications, as well as participation at conferences and other meetings.

**For more information, please see our website: [www.equineteurope.org](http://www.equineteurope.org)**

**Check the directory of Equality Bodies for a list of Equinet members:**

<https://equineteurope.org/what-are-equality-bodies/european-directory-of-equality-bodies/>