|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Theme** | **Proposed topic** | **Description (WG, partners)** | **Output (if known)** | **Ground** |
| **Artificial Intelligence**  (consider seeking more funding to have an officer working specifically on AI) | AI and equality | Set up a cluster of interested members and focus on fields rather than grounds where there is AI-related discrimination. | - **Capacity building event**?  => **New taskforce on AI-related discrimination** | horizontal |
| **Data Collection** | Using data & research in equality legal casework | In 2021, the WG Research & Data Collection is collecting good practices for a manual on using research in different types of equality work (e.g. promotion, litigation, advisory function, etc.). Next year, a more narrow and technical focus – use of research in litigation (e.g. evidence in indirect discrimination cases). Possible training from external expert on how to do it better (back in 2019, it was felt by members that there was no internal expertise on the subject matter).  =>**WG Research & Data Collection**  =>**WG Equality Law for the training** | - **Workshop** for capacity building of members & **accompanying Handbook** | horizontal |
|  | Engaging with hard-to-reach groups in the context of equality research | How to design surveys & have good focus groups to capture the experience of hard-to-reach groups. Identified as a need by members of WG R&DC. Will fulfill a learning knowledge gap. Can focus on Roma as a case study.  **=>WG Research & Data Collection**  **=> European NGO networks (for instance Roma, LGBTI, race and ethnicity)** | - **Training, planned** to be carried out through collaboration with an external partner - for example, European Parliament Research Service and/or FRA. | Horizontal |
| **Business and Equality** | Role of EBs in supporting Equality plans | Role of EBs in supporting equality planning by public bodies as well as by private sector, such as diversity charters.  **=>Cluster Equality Mainstreaming** | - **Compilation of good practices** of NEBs work supporting equality planning  - **Conference** during the EU diversity month initiative | horizontal |
| **EU Equality Strategies** | European Union Charter of Fundamental Rights use in equality and non-discrimination cases | Might be body of work linked to Charter Strategy, linked to FRA and wish of EC to continue with the training. Focusing on the field of equality and how Charter has been used to improve those points.  **=> FRA** – might have direct interest in this. | - **FRA Training** for EBs | horizontal |
|  | Investing in Equality: Using EU and national funds for a more equal Europe | EU funding is used by some MS for actions going against equality principle of the EU. Withholding funding is a way to press some MS into complying with equality principles - also mentioned in the Disability Strategy.  Could also be used for local level work – local councils using EU funds to create anti-hate campaigns in Poland. NEBs are also expected to play a role in the use of EU funds for Roma equality and inclusion.  **=> Bring in EC** expert on this to help members understand process through a training session.  **=> WG Policy Formation** | - **Series of mini workshops** on funding for EBs. One could focus on the basics of NEBs’ role in equality compliance of EU funds, others could focus on specific groups (Roma, disability), yet others on how NEBs can apply for and use EU funds themselves.  - **Perspective** on NEBs ensuring compliance with EU funds | horizontal, disability, LGBTIQ+ |
|  | Psychosocial disabilities + mental health | Disability – Mental health - from institutionalization to supported independent living seem to be the main topics. – could be done with NGOs such as **EDF, ENIL, MHE, etc**.  **=>Disability Taskforce** | - **Capacity building activity**  - **Series of mini webinars**? | disability |
|  | Freedom of movement (FoM) and rainbow families | Overlap with law and gender WG – big topic, ILGA is doing a lot of work on it  Very interesting topic, a lot of legal work done. Central in LGBTI Strategy.  Work for a separate small task force and a follow-up to the FoM work  **=>** Taskforce **on Rainbow Families on the Move =>ILGA** | -**Discussion paper** | LGBTI/Freedom of Movement |
|  | Following-up on Work-Life Balance Directive | Monitoring of the transposition of the Directive (end of transposition period 2 August 2022). Identify trends, gaps and good practices, if any.  **=> WG Gender Equality**  **=> EC** | n/a | gender |
|  | Pay Transparency Directive | Mapping of status quo & pay transparency and what members are doing. Coordinate with labor inspectorate and trade union.  Have already been two official EU events organised with no EBs invited. So, this is a way to connect.  Could connect work life balance – pay transparency directive, extending the roles of EBs.  **=> WG Gender Equality** | Could include:  - mapping of NEBs’ work on pay transparency,  - discussion paper on the proposed Directive,  - conference and/or a training/workshop with trade unions and labour inspectorates on collaborating for pay transparency. | gender |
|  | Gender-based violence (GBV) & cyber-violence | Following the developments of the proposed EU legislation on GBV, with a focus on cyberviolence **=> WG Gender Equality** | n/a | gender |
|  | Equality bodies contributing to national equality strategies | Could have a focus on Roma, using it as a case study as perhaps the most elaborate re. the role of NEBs, including with a Council Recommendation. (potential to discuss also the issue of hate crime mandate for NEBs?)  Could be linked with workshops on NEBs’ role re. EU funding. | - **Mini workshop** with EC, NGOs | Race or ethnic origin |
|  | Contribution of EB to Antisemitism | Following the expected adoption of the EU’s first Strategy tackling antisemitism, Equinet’s work on Institutional racism in 2021, and taking into account the very limited work so far by Equinet on the topic, it would be useful to organise a roundtable (similar to the Roma and LGBTI roundtables) to discuss NEBs’ contribution | Roundtable with EC and NGOs | Race or ethnic origin, religion and belief |
|  | Contribution of EB to Anti-racism strategy | Follow up workshop from 20/21 in support of EC Coordinator on Anti-Muslim Hatred  **=> FADA**  Workshop on Afrophobia with EC Antiracism Coordinator  **=> EC** | - **Workshop** tackling anti-Muslim hatred (if in person, hosted by FADA in Berlin)  - **Workshop** tackling Afrophobia | Race or ethnic origin, religion and belief |
|  | ECOSOC (EPSR) | Following the adoption of the EU’s Action Plan on the European Pillar of Social Rights in 2021, we could discuss the implications for NEBs. | **Workshop** on NEBs’ role in implementing the EPSR Action Plan |  |
| **Standards for EBs** | EC plan for a new legislation for 2022 | Essential area of work next year for Equinet - should contribute to a strong legislation, proposal done by EC, we work to help push it across the line. Include in all our areas of work. Help members on how to promote legislation at national level. Follow up (with an assessment by an external expert) on the 2021 internal piloting exercise to verify that mandate and independence indicators developed in 2019-20 are usable in practice.  **=> Project on Standards**  **=> EC, Council, EP** | **External expert’s report** assessing the usability of the mandate and independence indicators (following internal self-assessment pilot project) | horizontal |
|  | Rebuilding a fairer Europe after COVID-19 | Connected to the other grounds research (socio-economic status) - could be a good way to use that commissioned research. Link with standards’ work & access to healthcare seminar.  **=> Project on Standards and new proposed EU legislation on NEBs** | -**Roundtable** launching the “Other grounds” report (early 2022): for members and for external stakeholders; linked with EU legislation on NEBs and standards | horizontal |
|  | NEBs and gender equality: a growing role | Reflecting on the progression of roles for equality bodies on gender equality:   * WLB (they are explicitly named as actors against parenthood discrimination) * Pay Transparency (greater role in the proposed Directive) * Gender-based violence * Future NEB legislation | - Flagship **conference**? | Gender & standards |
| **Expanding equality law and the role of equality bodies** | How can equality bodies get involved in UN OEWGA? | Age: New UN sub-group on the UN Convention on the rights of older people – how equality bodies can engage in UN working group.  **=> UN**  **=> Age Taskforce** | **Webinar** for EBs | age |
|  | Building an impactful presence on social media & upgrading online presence | Learning how to build an impactful presence on social media (possibly YouTube & Instagram) and upgrading our online presence (technical training on SEO/getting the most out of Google Analytics/setting the metrics to follow your work in measurable results)  Objective: learning what to do with our website/social media to make it easy to find and navigate, make it more user friendly and attract more visitors; share practices of producing non-obvious material that can help promote equality and empower citizens to report discrimination; output: training + guidelines made by trainers, collection of good examples made by our WG and available to all members.  => **WG Communication** | - **Training** by external trainers  - **Guidelines** by external trainers  - **Good practices** collected by WG Communication |  |
|  | Positive action | Online event related to the Positive action Discussion paper by the WG **Equality Law** If there is wide interest, we can do a longer bigger event. | - **Event** (online) |  |
|  | Sanctions and remedies in equality & discrimination cases | Shift in understanding of redress and sanctions in cases of discrimination. Redress models; Prevention models; effectiveness of sanctions, Comparison to other analogous fields of law such as data protection or competition legislation. | - **Commissioned research**  - Perhaps to be followed up with a conference in 2023, including also DPAs (data protection authorities) | Horizontal |
|  | Equality bodies working on cases without an identifiable individual victim | Equality Bodies are particularly mentioned in the section of the EC Implementation of the Anti-discrimination Directives report where sanctions in general and cases without an identifiable victim are addressed. There is wide interest in the membership and the ELWG to establish this as the topic to be focusing on in 2022.  Would be especially relevant for (1) hate speech (2) AI. Further, it indirectly influences/explores the sanction model as it implies, for effective redress, to move away from the individual complaints-based model and therefore creates a link with several other related Equinet outputs.  => WG **Equality Law** | - **Publication**  - Small **workshop** | Horizontal |
|  | Reasonable Accommodation Beyond Disability | Overview of how reasonable accommodation is dealt with in EU and international law, the potential of the concept in securing equality beyond disability grounds, applications, and good practices in different countries, use of the reasonable accommodation concept by equality bodies (in respect of their different mandates and functions), and recommendations for equality bodies, governments and EU institutions. Recommendations would focus on grounds other than disability. In 2022, eight years will have passed since the European Network of Legal Experts in the Non-discrimination field published a thematic report on this issue  **=> WG Policy Formation** | - Equinet **perspective** | Horizontal |
| **Climate Change**  (European Green Deal) | Equality Bodies work and role regarding climate change | **Raise awareness among EBs** on this issue and/or make equality bodies aware that this is a relevant field for their work  **EU Green Deal & equality** - Make an equality assessment of the EU Green Deal, identifying where the contribution of equality bodies would be valuable.  **Intersection of social rights and climate sustainability** - Explore the intersection of social rights and “the new generation of rights” related to climate sustainability and the EU Green Deal.  **Link to youth/ work with students** on topic. | - **Commissioned research, including** an equality assessment of the EU Green Deal | Horizontal |
| **Organisational management** | Development of the new Strategic Plan | With external support, analyse needs of members & partners to develop a new strategic plan for 2023 onwards | - Strategic Plan | N/A |