

## Summary note based on exercises at the “Common Cause” Workshop on Day 2

**Participants were asked to identify the arguments their equality body makes for equality.**

All the responses are gathered below under three groupings. This allows the different weights given to the different types of argument by the participants to be seen.

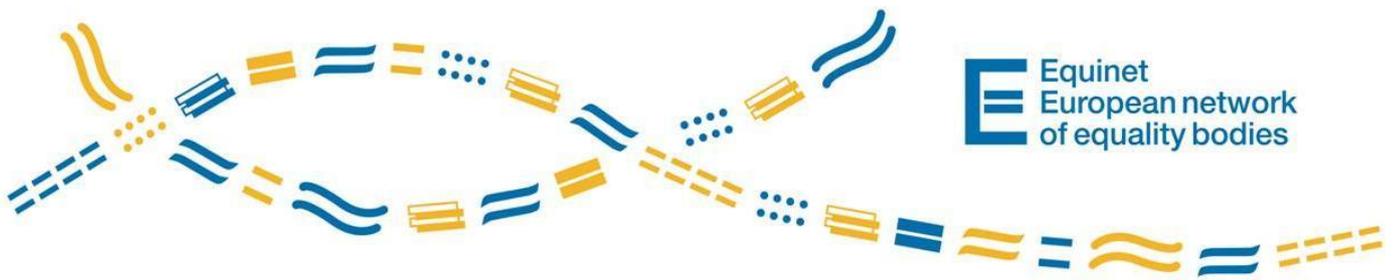
1. A range of arguments made for equality take a collective or societal perspective. They can be further grouped in terms of arguments that are value based and arguments that make a business case.

Value based arguments:

- Keep equality at heart – The right thing to do.
- Difference is better – Diversity as a value – Diversity is the winning team – Let’s celebrate diversity.
- Justice, no discussion – Justice – Social justice - Equal access is precondition to just society – It’s a question of justice.
- Respect – Equality is respect - Respect of others – Respect others/Respect yourself –Cultural diversity and Respect and Understanding.
- Discrimination is everybody’s business.

Business case arguments:

- Equality improves social life for all – Equality is necessary for promotion of all people – Equality works – Social cohesion.
- Equality at work ensures you have always have the best person for the job – For a better utilization of resources – Discrimination prevents participation in/contribution to the economy.



2. A range of arguments made for equality take an individual perspective. These can be further grouped in terms of arguments based on individual rights and arguments based on individual values

Arguments based on rights:

- The law – Compliance with the law – The right to be treated in a fair way – Equality is about rights/Employers duty to treat equally We are born with the right to be treated equally – Equal rights to everyone in society – Equality is a human right and all genders should be equal – It's a fundamental right under EU charter.

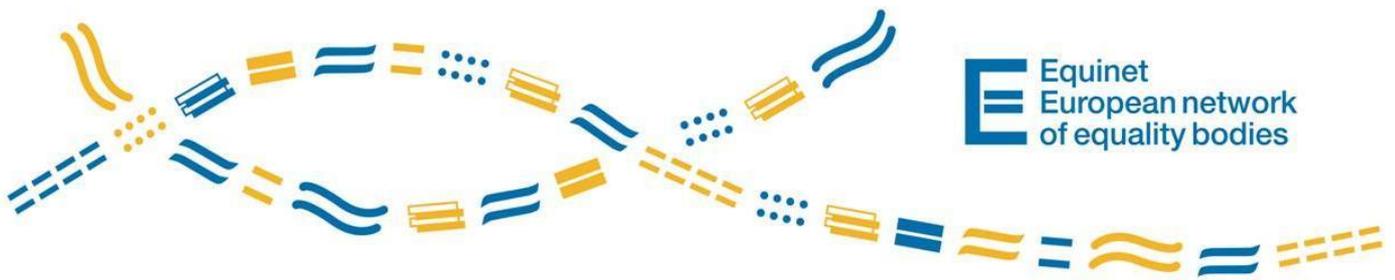
Arguments based on individual gain:

- Inner harmony – Equality is something you recognize in another person.
- To be treated as unique – To strengthen equality by treating people beyond their race.
- All different all equal – Everybody is different and can be affected by discrimination – We are all equal, we just sometimes lack the information to realize it.

3. A number of arguments were put forward that are diverse and cannot be categorized.

- To understand the problem you have to look deeper/To solve the problem you have to understand the problem.
- The right decision has been taken.
- Broad mandate.
- Power/equality/freedom.

**Participants were asked to identify the key objective of their communication work for a culture of rights.**



All the responses are gathered below under four groupings. This allows the different weights given to the different types of arguments by the participants to be seen.

1. A number of objectives sought change at a societal level. These can be grouped in terms of changed values, changed attitudes and changed behaviours.

Objectives to change values:

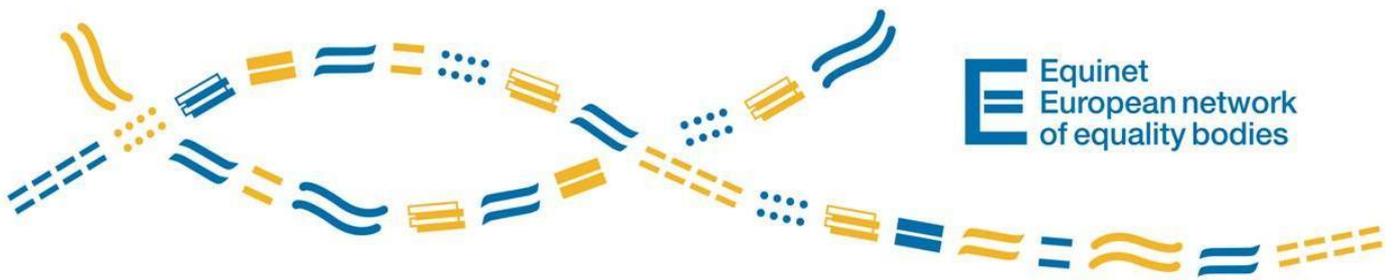
- Social justice – Social justice - Social justice and fairness - Create just society.
- Equality – Equality – Equality - Equality and human rights – Change people’s view on equality – Build confidence in human rights – Promotion and equality for the Roma community
- Freedom

Objectives to change attitudes:

- Broadminded – Broad minded and forgiving - Respect for and appreciation of the uniqueness of each individual – Respect for the individual – Understanding, reality vs fear – Fight against ignorance – To have a more open minded and respectful society – Change prejudice – Tolerance.
- Change attitudes to gain equal opportunities and rights for genders (gender equality in society) – Break gender stereotypes – Change attitudes of society towards minorities – People respect for each other, that we are equal but different – Acceptance of difference – Acceptance of differences – Change false assumptions and false stereotypes - Discrimination is not seen as acceptable.

Objectives to change behaviours:

- Society where it is good to live – Social harmony and fairness in society – Social recognition.
- To encourage society to wish to know about their rights
- To engage a wider society potential.



- Change the current situation where people are treated differently based on some of their characteristics – Ensure the right to fair treatment – Have individuals treated on the basis of what they can offer not on their race, gender, disability, sexual orientation or religion.
2. A number of objectives were defined in general functional terms.
    - Education
    - Compliance
  3. A number of objectives sought change at an individual level.
    - Choosing your own goals
    - To be knowledgeable and empowered to practice rights – Confidence in achieving rights
    - Empowering people
    - Everyone to achieve their potential by removing barriers
  4. A number of objectives were defined in terms that could not be categorized.
    - Independent
    - Self discipline – Self discipline
    - Authority
    - Improvement