

Strategic Plan 2019-2022

Membership Survey Analysis

EQUINET'S EFFECTIVENESS IN FOUR STRATEGIC PRIORITIES FOR STRATEGIC PLAN 2015-2018

Building capacity and peer support of equality bodies (SP I)

Effective: 69% Fair: 6% N/A: 25%

Main trends:

- The facilitation of **peer learning** is highly appreciated
- There is a strong interest from members in taking part into **Working Groups**. One of the reasons why members value WGs, is because it allows them to know each other better (they create a "*community feeling*").
- Members prefer **small/specialized/concrete formats of collaboration** (clusters, trainings, projects...) to seminars.

Suggestions:

- **Working Groups** should meet more than twice a year (*Belgium Gender NEB*), maybe during longer times (*Serbia*). Links and bridges should be created between Working Groups (such as observers, rapporteurs...) (*Slovakia*).
- There should be **different levels for seminars** (beginner/advanced) (*Germany*).

Contributing to the European equality agenda (SP II)

Effective: 54% Fair: 27% Not effective: 2% N/A: 17%

Main trends:

- The members appreciate that Equinet is **gaining visibility** at EU level, it is "*recognizable*" and "*regarded as key partner*" by the European Commission.
- Members appreciate the **influence/"lobbying" work** that Equinet is doing, and particularly on standards.
- Members are wondering if the **reports/publications** issued by Equinet have an **impact** at European level.

Suggestions:

- Reinforce **collaboration** with **all** EU institutions. With the **European Commission**, this could be done by getting more involved in High level Working Groups (*Belgium Gender NEB*). Stronger cooperation with the **EU Council** could also be useful for members to influence national positions (*Belgium Gender NEB*), and the work of Equinet with **MEPs** should be strengthened (*Slovakia*).
- Work with **non-EU institutions** should also be strengthened (*Slovakia*).
- Members should **be better informed** on meetings and discussions that Equinet is having at EU level (*Hungary*).

Serving as a knowledge and communication hub on equal treatment (SP III)

Effective: 58% Fair: 17% N/A: 25%

Main trends:

- The **internal newsletters are extremely highly appreciated** by members, and there should be a stronger focus on case law within the newsletter.
- The **perspectives** are also appreciated by the members.
- Members recognize the importance of a **strong presence on Facebook and Twitter** for Equinet.

Suggestions:

- The website should be **updated and more user-friendly** (*Belgium Gender NEB, Slovakia, Malta*)
- There is a strong need for an **internal communication platform/forum** (*Portugal CITE, Serbia*).
- There is work to be done with **journalists**, as multipliers in promoting equality (*Croatia Gender NEB, Germany*)
- Information exchange should be more brief and concise (*Germany*)

Consolidating the network and the position of its members (SP IV)

Effective: 56% Fair: 17% N/A: 27%

Main trends:

- The work done on **standards for NEBs**, including the Working Paper, was very highly appreciated.
- Members value the **solidarity** between members, which has been fostered by Equinet.
- Several members have mentioned the **importance of non-EU members** in the network.

Suggestions:

- Equinet should try to reach more people within NEBs (*Northern Ireland*)
- Equinet should focus on specific parts of standards (such as independence) (*Slovakia*).

EQUINET'S ADDED VALUE AND SUGGESTIONS FOR REINFORCING IT

Added value	How to reinforce it?
Exchange of experience and best practices (+++)	Taking the diversity of national architectures into consideration (+)
Network (++)	Direct/close exchange between members (+)
Compiled expertise of all members (++)	Increased engagement of members
Focus on discrimination and inequalities in all forms (+)	More involvement of members in board decisions
Unique (+)	More transparency in compiling common opinions
Experience-based organization (+)	Ensure the added value of publications
Path to deliver common messages at European and international level	Make recommendations on equality
Allows collaboration with other networks	
Interesting publications	

PERCEPTION AND PROFILING OF EQUINET FOR THE FUTURE



1. Most crucial: [Equality & Knowledge](#)
2. Most important: [Diversity, Network & Cooperation](#)
3. Important: [Networking, Non-Discrimination, Support, Innovation & Influence](#)

It is interesting to note that words such as “*knowledge*”, “*innovation*” and “*influence*” are not necessarily entrenched in the current mission and values of Equinet, **yet they are perceived as key concepts for the future of the network.**

KEY PRIORITIES IN THE WORK OF EQUALITY BODIES AT NATIONAL LEVEL

Four general priorities have been identified:

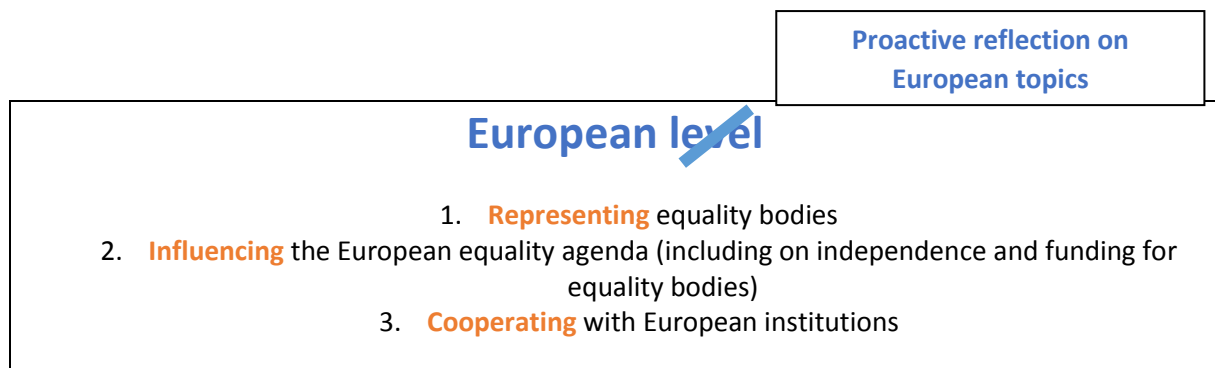
- ✓ **Raising awareness** on equality and non-discrimination for public and policy-makers
- ✓ **Increasing visibility** of equality bodies and their work, so they become widely known reference points for equality and non-discrimination

- ✓ **Influencing** policy and legislative development
- ✓ **Enhancing and strengthening the capacity** of their organizations and staff

Specific priorities have also been identified. They are often linked to the specific **mandates and grounds** of work of equality bodies, such as disability (e.g. Austrian Disability Ombuds; Office of the Ombudswoman for Persons with Disabilities, Croatia; Office of the commissioner for Fundamental Rights, Hungary), gender equality (Belgian Institute for Equality between Women and Men; Gender Equality Ombuds, Croatia), combatting hate speech (The Equality and Anti-discrimination Ombud, Norway) and hate crime (Slovak National Centre for Human Rights), violence against women (The Equality and Anti-discrimination Ombud, Norway), as well as **target groups** such as elderly people and migrants (Polish Office of the Commissioner for Human Rights), Roma and Sinti communities (UNAR, Italy) and **areas of life and policy**, most commonly employment (CITE, Portugal; Swedish Equality Ombudsman; Finnish Ombudsman for Equality).

KEY OBJECTIVES TO GUIDE THE WORK OF EQUINET FOR 2019-2022

Equinet should utilize its European outreach and be a “*strong voice for equal treatment*” (*Denmark*), “*an active voice in political discourse*” (*Germany*), by “*making stories and voices of equality bodies and people more visible*” (*Croatia Disability NEB*).



Supporting equality bodies (including when they face national pressure)



Capacity-building



Communication hub and platform for knowledge-sharing



Members also underlined the **importance of communication**, and there was a suggestion for communication to be mainstreamed in all objectives.

SUGGESTED ACTIVITIES

In general there is a strong suggestion for **diversification**.

Diversification of:

- Approaches for the Working Groups (to avoid routine)
- External speakers
- Format of publications
- Collaboration between members (including members facing the same types of issues)

Some specific recommendations for members include:

- The Research Cluster could become a Working Group (*Poland, Germany*)
- Study visits could be organised between members (*Portugal, Montenegro*)
- Trainings need to be more prepared in advance, potentially through e-learning (*Lithuania, Slovakia*)
- There is a need for follow-up and evaluation to make sure capacity-building is effective and implemented (*Slovakia, Northern Ireland*)
- Maybe less activities would be preferable for the network (*Austria, Czech Republic*)
- Allocate budget on translation of publications (*Croatia, Bulgaria*)