

Equinet Executive Board Meeting II 30 April 2015 Madrid, Spain

Venue: Ministry of Health, Social Services and Equality

ATTENDANCE	
<p><u>Board Members</u></p> <p>Anna Błaszczak (AB) Michiel Bonte (MB) Evelyn Collins (ECo) Mari-Liis Sepper (MLS) Tena Simonovic-Einwalter (TSE) [by Skype] Nepheli Yatropoulos (NY)</p> <p><i>Board Advisor</i> - Niall Crowley (NC)</p>	<p><u>Equinet Secretariat</u></p> <p>Anne Gaspard (AG), Executive Director Yannick Godin (YG), Administration & Finance Officer Tamás Kádár (TK), Senior Policy Officer Ilaria Volpe (IV), Policy Officer - Gender Equality Sarah Cooke O'Dowd (SOD), Communications Officer Jessica Machacova (JM), Project Officer</p>

Chair of the meeting: Evelyn Collins (ECo)

Apologies:

Board Member - Kosana Beker (KB), István Haller (IH)

Treasurer - Therese Spiteri (TS)

Minutes: Yannick Godin (YG)

DRAFT MINUTES

OPENING OF THE EQUINET BOARD MEETING

The Chair opened the Board meeting at 9.00 by reviewing the items on the agenda and by inviting any initial announcements or information to share.

Following the announcement conveyed earlier on by email to the Board that **MB** would be leaving his position at the Belgian Centre and, therefore, would need to step down from the Board, **ECo** warmly thanked him for his contribution as a Board Member for the last year and a half and wished him well for his next professional endeavours.

BOARD MEETING MINUTES 22 JANUARY 2015

DECISION: The Draft Minutes of the Equinet Board meeting of 22 January 2015 in Brussels were approved and adopted. Board Minutes will be made available to Members on the restricted Section of the Equinet Website.

DRAFT MINUTES OF THE EQUINET AGM 4 DECEMBER 2015

DECISION: The draft Minutes of the AGM were adopted by the Board and will be forwarded to the General Assembly of members for voting at the Equinet AGM on 9 October 2015.

GENDER EQUALITY CONFERENCE 23 MARCH 2015

IV explained that the conference was a success but that signs were coming from the EC indicating the possibility that the EC would not devise a new post-2015 Gender Strategy in the near future.

There are rumours floating around that would have the EC put gender equality along other grounds into a single, internal human rights strategy. Different options seem to be on the table at the EC.

The EC objective seems to be to reduce the current 200 different strategies in place to 20. Equinet will need to closely follow the developments within the EC at that level.

EQUINET EXTERNAL EVALUATION 2014

All in all, it was judged by the Board to be a strong evaluation external report, providing useful conclusions and future recommendations for the Network.

Equinet should investigate how to deal with the issue of language at events and meetings that has been mentioned by several members and look for possible solutions.

DECISION: A reflection on how best to keep track of Equinet's performance against its strategic priorities (point mentioned on pages 48 and 49 of the evaluation report, see Annex 1 at the end of this document) should be launched among board members. The need to introduce and implement effective monitoring and evaluation systems using selected indicators under the strategic Plan will be further discussed at the next board meeting.

EQUINET COMMUNICATIONS

SOD and **JM** outlined their proposal for the next Equinet Communications Strategy.

MB enquired about the possibility to have a more interactive approach. For instance, by registering to some communications channels and not others, or by having more interactivity with subscribers based on topical issues, or by making the forum livelier. Would there also be a possibility to switch part of email communication (which tends to be too much and too long) to other channels?

Members' profiles: since it is a general questionnaire, a lot of information specific to single NEBs gets lost. Maybe this should be reviewed and amended.

NC pointed out to the fact that values seemed to be absent from the strategy and that they should be included.

AB proposed to promote Equinet's work at member state level. Guidelines could be developed to that intent.

MB underlined the necessity for the Board to recognize that the general public and the medias were not primary (nor even secondary) communication targets and stick to that decision.

Regarding key messages, **NC** thought that they were more goals than key messages.

In response to the concern expressed by some Board members about the usefulness of social media, **AG** mentioned that social medias are useful to reach certain audiences. Equinet should further develop cooperation with its Members' own communication channels to have a multiplier effect in its communications at national levels (by example, they could reference its current work).

STRATEGIC ISSUES

EC Horizontal Directive proposal

There is a clear risk that the Directive proposal may not reach the unanimity required for its adoption in Council in any near future, with the further risk to be withdrawn. It is currently opposed by Germany. The Equinet Secretariat is liaising with the German equality body FADA to explore any possible channel of support at national level. An idea could be to facilitate a visit of Christine Lüders (Head of FADA) to Brussels in order to meet with key EC representatives in relation to this Directive (EC Commissioner, DG JUST Equality Directorate) and to explore the possibility of organizing a roundtable or event. The objective would be to raise media attention and public awareness on the need to strengthen the EU equality legislation framework with the adoption of this pending Directive proposal.

EQUINET GOVERNANCE AND MEMBERSHIP

Board Membership

DECISION: NY to be the new board conciliator (role foreseen under the Equinet Staff Regulations / Handbook) until the end of the current mandate. Following resignation of MB, the Board will continue with 7 members until the end of its mandate (Oct 2015).

Working Group Moderators

DECISION: Theresa Hammer (Ombud for Equal Treatment, Austria) endorsed as new Moderator of the Gender Equality WG

SOD: The search continues to find a new moderator for WG on communication.

AGM Programme and Board Election Procedures

DECISION: the proposed AGM Programme and Board election procedures are adopted by the Board (see Annexes 6.2 and 6.3)

EQUINET FINANCES AND ADMINISTRATION

YG gave an overview of the current financial situation of the network, including an issue developing around debt. **NC** proposed investigating the possibility to have a part of membership fees earmarked for debt reduction (while keeping co-funding in check). It was agreed the issue should be discussed at a meeting with Financial Unit.

The Board meeting was closed at 15.00 by the Chair **ECo**

ANNEX 1 – External Evaluation Report 2014 – Keeping Track

Keeping track – towards a scorecard approach?

Now a new strategic plan is in place, the question emerges how will the board be continuously assured that delivery is on track? Reporting against the strategic plan is a typical response to this question, but with the innovation in the new strategic plan of certain impact measures – for which this report provides baseline scores, it is possible for the board to adopt a simple scorecard to track performance of the organisation over time, against strategic plan objectives and using data that are now all available. Balanced scorecards typically include a small number of indicators for the following areas:

- Work production volumes, to which could perhaps be added web and social media data (Internal business processes)
- Satisfaction scores (Customer)
- Finance and HR (Financials)
- Impact measures, per the strategy (Learning and growth)

What might be available easily to EQUINET is next to the standard headings for the well-known balanced scorecard schema (figure). This fit is not perfect, since the image below comes from the corporate sector, but it may serve to stimulate discussion about how the board tracks delivery of the new strategic plan in a manageable way.

The Balanced Scorecard

