



**PROMOTING EQUALITY: TOWARDS A SECURED AND INCLUSIVE COLLECTION OF
“EQUALITY DATA” IN EUROPE
SYMPOSIUM
26 NOVEMBER 2014
SQUARE - BRUSSELS MEETING CENTER**

The European Network Against Racism (ENAR), the Open Society Foundations (OSF) and the Migration Policy Group (MPG) invite you to a symposium on equality data on **26 November in Brussels**. Equality data refers to all types of disaggregated data used to assess the comparative situation of a specific group at risk of discrimination, design public policies so that they can contribute to promoting equality and assess their implementation.

The European Commission, the Fundamental Rights Agency and the Council of Europe Commission against racism and Intolerance have extensively documented how equality data would provide evidence to prove structural and indirect discrimination, to assess the effectiveness of corrective measures and monitor progress over time, to measure diversity in the workplace and design efficient and cost-effective public policies. While in almost every European country considerable data are collected, including those revealing racial or ethnic origin, they are often not relevant or not used to measure discrimination. The lack of equality data in the EU undermines the implementation of non-discrimination laws and policies. It further justifies the failure to close equality gaps between minorities at risk of discrimination and the majority population in areas such as education and employment.

Our organisations, working together in the frame of the Equality Data Initiative (EDI) project, aim to ensure that Member States collect **inclusive, secured and comparable sets of equality data in respect to data protection safeguards, according to the principle of inclusion and self-identification, in order to support equality, social inclusion and non-discrimination**. The symposium aims to promote research and increase awareness of the need of equality data collection among decision makers at European, national and local levels.

The meeting will gather representatives of EU Member States, public and private companies, demographers, academics, equality bodies, EU institutions, international organisations, foundations and non-governmental organisations.

Draft agenda: Wednesday 26 November

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| 08:30 – 08:45 | Registration of participants |
| 08:45 – 09:20 | Opening of the symposium
Sarah Isal, Chair, European Network Against Racism
Salla Saastamoinen, Equality Director, European Commission
Stephanos Stavros, Executive Secretary to ECRI, Council of Europe |
| 09:20 – 10:00 | Presentation of the Equality Data Initiative Report
<i>Discussant: Prof. Anthony Heath, University of Oxford</i>
Introduction: Costanza Hermanin, Senior Policy Officer, Open Society Foundations
Presentation: Lilla Farkas, Migration Policy Group |

- 10:00 – 10:40 **Panel discussion 1: state of play on other grounds of discrimination**
Moderator: Andreas Hieronymus, Institut für Migrations und Rassismuskforschung
 Katrin Hugendubel, Advocacy Director, ILGA-Europe
 Ann Singleton, Senior Research Fellow, University of Bristol
 Jessica Machacova, Policy Officer, European Women Lobby
 Sinéad Keogh, Centre for Disability Law and Policy, NUI Galway, Ireland.
- 10:40 – 10:50 Coffee break
- 10:50 – 11:50 **Panel discussion 2: Minorities' perspectives on equality data**
Moderator: Claire Fernandez, Deputy Director – Policy, European Network Against Racism
 Marwan Mohammed, Advisor on Combating Intolerance and Discrimination against Muslims, OSCE Office for Democratic Institutions and Human Rights
 Kwesi Aikins, Board member, Initiative for Black Germans
 Fatima Doubakil, Spokesperson, Muslim Human Rights Committee Sweden
 Ronnie Fay, Director, Pavee Point Ireland
 Oana Mihalache Tabă, Human Rights Programme Coordinator, Romani Criss, Romania
- 11:50 – 12:50 **Panel discussion 3: Common principles for secured and inclusive equality data collection**
Moderator: Patrick Simon, National Demographic Studies Institute, France
 Andreas Stein, Head of Unit Equality legislation, European Commission
 Rossalina Latcheva, Programme Manager – Statistics and Surveys, Fundamental Rights Agency
 Dima Yared, Human Rights Officer, UN OHCHR Regional Office for Europe
- 12:50 – 13:30 Lunch break
- 13:30 – 15:00 **Group discussions on common principles for secured and inclusive equality data collection**
 There will be three groups: one on consultation mechanisms, one on self-identification/perception by others and one on categories.
- 15:00 – 15:30 **Reporting from working groups and closing of the symposium**
 Heather Grabbe, Director, Open Society European Policy Institute

Under the auspices of the Council of Europe Secretary General Mr. Thorbjørn Jagland



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