



## EQUALITY TEAM (ET)

In the year 1971 grounded International Romani Union – IRU, the International Roma Community, acts as a representative of all Roma overall the world. International Romani Union - IRU protects the Roma people around the world from all negative occurrences in all forms of discrimination, hate speech, segregation, intolerance, violence and genocide.

The basis of the organization lies in the United Nations Declaration of Human Rights, international human rights instruments and the fundamental rights guaranteed in the national laws. The organization promotes human rights in every way.

The IRU has its own ECOSOC status in the United Nations (UN).

The IRU wants to work with authorities and decision-makers, local NGOs and foundations, as well as other organizations such as the EC, EP, World Bank, UN, OSCE, World Churches, Pope, Council of Europe, IOM, OSCE, ODIHR and WHO, and Plan International, UNICEF, Save the Children, World Vision, Amnesty International, WeMove Europe, the European Network Against Poverty (EAPN), Médecins Sans Frontières (MSF), FAO and the Red Cross.

### EQUALITY CONCEPT

No one may be discriminated against on the basis of gender, age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, sexual orientation or other personal characteristics.

It is important to prevent discrimination based on gender, to promote equality between women and men, and thus to improve the status of women, particularly in working life. Furthermore, it is the objective of this Act to prevent discrimination based on gender identity or gender expression.

A modern organization also supports men's mental, psychological, and social growth. The organization complements existing crisis services available to men and promotes non-violent family life.

### EQUALITY TEAM (ET)

Because of the organization wants to promote the human rights and equality also during the Covid-19, it grounded the EQUALITY TEAM (ET). All action of the ET is grounded to the rules of International Romani Union – IRU. The Strategic Framework 2019-2021 of the IRU tries to promote economic, social and cultural rights (ICESCR rights) of Roma.

## **SHORT-TERM OBJECTIVES OF ET**

2021 Preparations for Delegate Elections and Direct Officer Elections in connection with the Scheduled 11 World Romani Congress in 2021 will now take place.

That target is one step on the way towards building a recognizable Roma Nation Mandate that will increase the legitimacy, accountability, and political influence of Roma representation.

- 1) Transition Schedule
- 2) Goal and sub goals
- 3) Budget
- 4) Acquisition of income
- 5) Facilities
- 6) Staff
- 7) Voluntaries
- 8) Activities

## **LONG-TERM OBJECTIVES OF ET**

- 1) Increasing the number of IRU members
  - members
  - organization members
  - supporter members
- 2) Increasing the number of IRU cooperation organizations
- 3) Increasing the impact of IRU
  - measuring scales
- 4) Strengthening the IRU's financial base to a sustainable basis

## **ET POLICIES**

(SEE: <https://vaalit.fi/en/voting>)

- 1) Electoral Commission
  - actions, inside and outside
  - nomination
- 2) Responsible other staff and volunteers
  - organization chart
  - job descriptions
  - division of labor and commitment
  - regular working meetings and communication (WhatsApp/Messenger/Teams/Zooms ...)
  - regular reporting system (via Teams)
- 3) Contingency plans and definition of alternative working methods

- 4) Official election bulletin
  - IRU's presentation, election schedule, elections, those entitled to vote, method of voting, method of counting votes and right to stand a candidate for various positions (timetables)
- 5) Membership recruitment campaign, delegates too
  - participatory democracy
  - individual members, organizations, supporter members - acceptance too
  - acceptance of members of the European Roma Forum
- 6) Registers
  - Purchasing a member registry program
  - Obtaining an Internet survey program (for voting)
  - Equipment and related documents: Software names, identification numbers, version numbers, release numbers and configurations as applicable.
  - Management controls (progress control, quality control, change control, version control, and issue management during the transition process
  - Maintenance training of registers and appointment of responsible IT-persons
  - Data back-up(s), conversion plans, etc.
- 7) Election documents
  - Voting register: Local, national, continent and global voter lists
  - Polling station register (?)
  - Candidate register, special list of candidates for IRU Presidency: President of IRU, Vice Presidents, Speaker of Parliament, Vice President, Head of Commissions (Commissioners) and other important functions.
- 8) Testing and evaluation
  - Testing of campaigns, software, and hardware
  - Test referendum
  - Ongoing evaluation
  - Transition review to assess and document results of the transition
  - Key milestones
- 9) Publication of lists of candidates
- 10) Candidate campaign
- 11) Announcement of voting result

## **ALTERNATIVE ACTION MODELS**

- Strategies:
  - incremental implementation or phased approach
  - parallel implementation

- one-time conversion and switchover

## SWOT ANALYSIS

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|--|---|
| <p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>• IRU is worldwide organization</li> <li>• Well-established organization (1971)</li> <li>• Includes 300 organizations from 55 countries, over 100 delegates</li> <li>• Wide cooperation relationships</li> <li>• ECOSOC status in the United Nations</li> </ul>   | <p><b>WEAKNESSES</b></p> <ul style="list-style-type: none"> <li>• Unstable income base, income-generating means</li> <li>• Technology equipment, technological skills</li> <li>• Electronic platforms as a tool for group work</li> <li>• Internal training</li> <li>• English, especially writing</li> </ul> |
| <p><b>OPPORTUNITIES</b></p> <ul style="list-style-type: none"> <li>• ET project will increase the media visibility of the IRU</li> <li>• IRU strengthens as an organization</li> <li>• Catastrophic situation of the Roma has emerged in the Covid-19 pandemic</li> <li>• EU is planning support for Roma</li> <li>• UN, EC, EP, World Bank, World Churches, Pope, Council of Europe, IOM, OSCE, ODIHR and WHO, and Plan International, UNICEF, Save the Children, World Vision, Amnesty International, WeMove Europe, the European Network Against Poverty (EAPN), Médecins Sans Frontières (MSF), FAO and the Red Cross</li> </ul> | <p><b>THREATS</b></p> <ul style="list-style-type: none"> <li>• Racism, xenophobia</li> <li>• Lack of standard Romani language</li> <li>• Lack of minimum income including social security</li> <li>• Romani housing</li> <li>• Romani education</li> </ul>  |