



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa



Empowerment for Diversity

Empowerment for Diversity

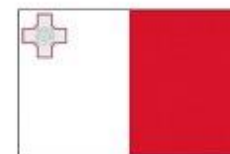
Launch Conference

27th April 2021

Joana Micallef
E4D Project Coordinator



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)





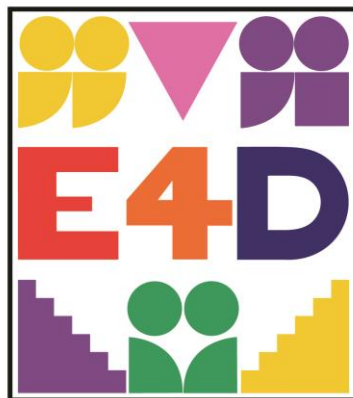
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Project Partners



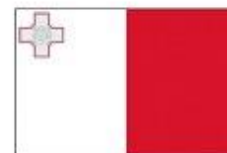
allied rainbow communities



Empowerment for Diversity



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiet u n-Nisa

Brief Overview

Project Duration

April 2020 – March 2022 (24 months)

Project Budget

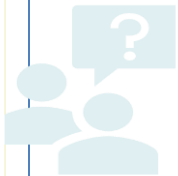
c. €189,000



Strengthening the national
equality body (NCPE)
through **capacity building**



**Building a pool of
resources** to increase
knowledge and expertise in
the field



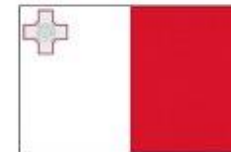
Raising awareness and
educating



**Increasing NCPE's public
visibility** in particular with
the LGBTIQ+ community



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Aim of the E4D Project

- Focuses on the grounds of sexual orientation, gender identity, sex characteristics and gender expression
- Is designed around Malta's particular situation in the LGBTIQ+ field

Target Groups

LGBTIQ+
Community

General
Public

NCPE Staff

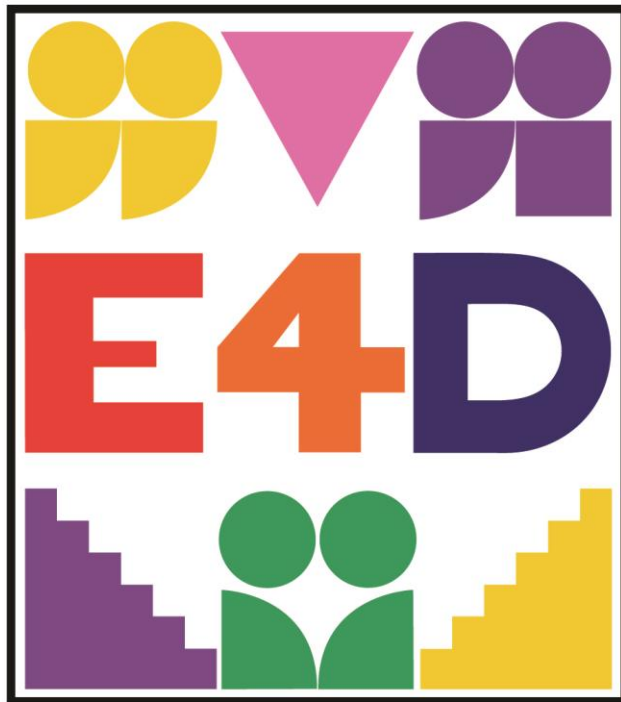
Relevant
stakeholders



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Project Corporate Image & Logo

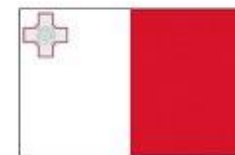


Empowerment for Diversity

- ❖ LGBTIQ+ colours
- ❖ LGBTIQ+ symbols



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Project's Activities



Strengthening Capacity

- Strengthening the NCPE capacity with respect to LGBTIQ+ legislation



Outreach

- Workshops with LGBTIQ+ Communities
- Launch Conference
- Final Conference

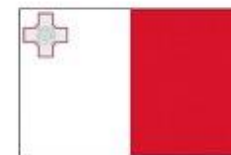


Awareness-raising

- Awareness-raising campaign
- Publishing of policy templates



This Project was funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Activities



Malta Pride

- Participation in Malta's Pride Parade *2020 and 2021
- Participation in Malta's Pride Week *2020 and 2021



Research

- Qualitative Research Study on LGBTIQ+ discrimination

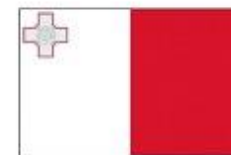


Evaluation Study

- External evaluation of project activities



This Project was funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Strengthening capacity

All NCPE staff will receive training on the latest LGBTIQ+ legislation

Topics include education, communication, healthcare and social services, employment, goods and services, and underreporting and rights awareness

NCPE's investigative roles shall be strengthened vis-à-vis Malta's latest LGBTIQ+ legislation





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irġiel u n-Nisa

Strengthening capacity

Date

- TBC: 1st 2 weeks of June

Speakers

- Dr. Neil Falzon: Aditus Foundation
- TBC: International Consultant



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Outreach





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irġiel u n-Nisa

Awareness-raising Campaign

A leaflet informing the readers about NCPE's remit and work

FB stream adverts on various topics

Newspaper advert on NCPE, its remit and its work

Awareness-raising

Aims of the Campaign

Dissemination of information

Informing the public how to seek redress through
NCPE

Content to be created by NCPE and ARC

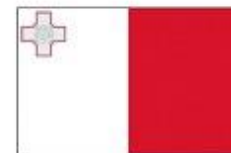


National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiet u n-Nisa

Policy Templates

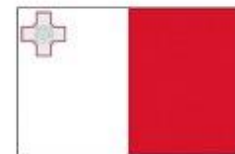
Equality Policy Template

Sexual Harassment Policy Template

- These templates will be posted on NCPE's website and social media to support organisations in drafting such policies



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Malta Pride March

As initially planned...



ARC as the
main
organisers of
Malta Pride

NCPE planned
to participate
in the 2020*
Pride March.
Participation in
Pride March
2021 if it takes
place.

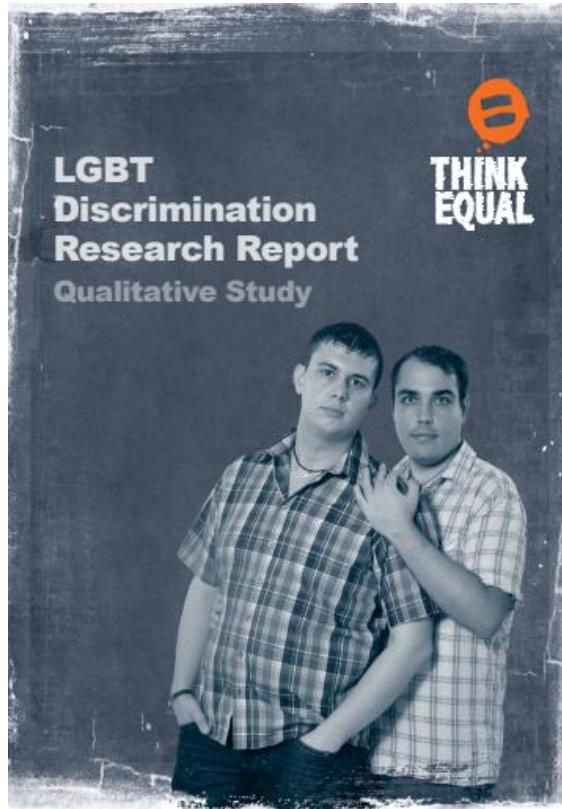
NCPE to
increase its
exposure on
the grounds of
sexual
orientation,
gender identity
and gender
characteristics



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

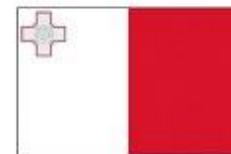
Qualitative Research Study 2011



In 2011, NCPE published the qualitative research study entitled 'LGBT Discrimination Research Report', in the framework of an EU-funded project.



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)

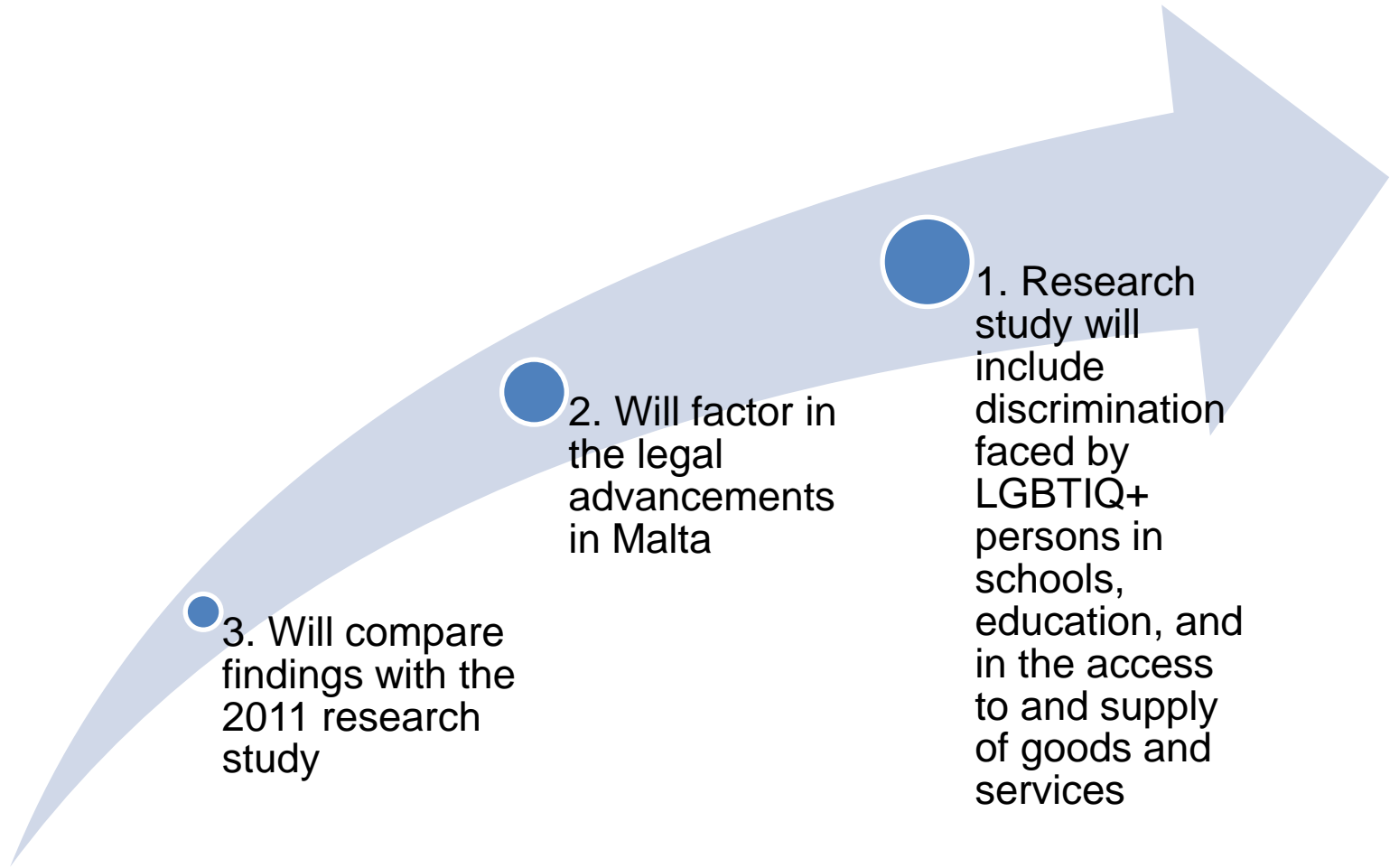




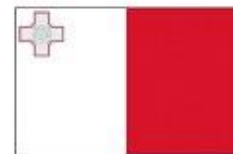
National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Qualitative Research Study 2020-2021



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

Evaluation of the Project

To assess the impact of the awareness-raising campaign

To provide an insight on the level of knowledge and awareness the activities had on the target groups

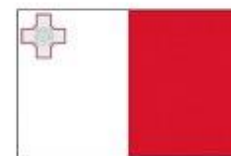
Gender impact assessment of all project's activities

Key findings

Recommendations



This Project was funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020)





Project's Final Conference

National Commission
for the Promotion
of Equality for
Men And Women

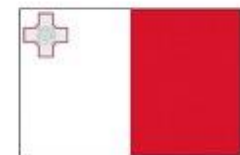
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa



The project will end
in March 2022 with
a final conference
to present findings



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

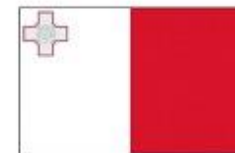
Effects of Covid-19 on the project



- Meetings were held online
- Launch Conference was initially postponed and later held online
- Pride March 2020 was cancelled
- Strengthening capacity via video-conferencing with international consultant



This Project was funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

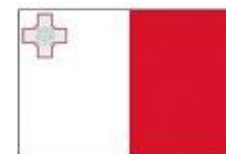


Thank you!

Any questions?



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)





National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgjiel u n-Nisa

NCPE

Gattard House, National Road
Blata l-Bajda HMR 9010

Tel: 2295 7850

Email: equality@gov.mt

Website: www.ncpe.gov.mt



This Project was funded by the European
Union's Rights, Equality and Citizenship
Programme (2014-2020)

