

# **Equal** in dignity. Equal in **rights**.

## Equal Rights Trust Strategic Plan 2023-27

The Equal Rights Trust is an independent, international organisation which works in partnership to support the development, adoption, implementation and use of equality laws.

This Strategic Plan sets out our ambition for the next five years, detailing our objectives and the actions we will take to achieve them.

## The world we face

On 10 December 2023, we will mark 75 years since the adoption of the Universal Declaration of Human Rights, which opens with the proclamation that “**all human beings are born free and equal in dignity and rights**”.

Yet as we approach this anniversary, the world is still rife with discrimination. In many areas, and in many ways, inequality is increasing. The evidence is alarming.

- Inequalities of wealth and income are growing: according to Oxfam, since 2020 the richest 1% of the global population have captured almost two thirds of all new wealth created in the world.
- UN Women has said that at the current rate of progress, it will take 286 years to close the global gender gap.
- While data disaggregated by race is scarce, that which is available demonstrates that persons of African descent are disproportionately at risk of death at the hands of law enforcement.
- National, ethnic, religious and linguistic minorities face growing challenges in accessing nationality: it is estimated that 75% of the 4.2 million stateless people in the world belong to a minority group.
- According to the International Disability and Development Consortium, 40% of persons with disabilities live below the poverty line.
- More than 1 in 3 countries criminalise private, consensual same-sex intimacy, and many more fail to prohibit non-discrimination based on sexual orientation, gender identity and gender expression.
- Across the world – from Uganda to the United Kingdom – the powerful are stoking prejudice and hatred towards minorities and marginalised groups as a means to secure and maintain influence.

The very fact of these widespread inequalities and the resulting massive disparities in wealth and power can make the fight to create an equal world seem unwinnable. Nevertheless, **the battle against inequality is one we must engage in**.

Inequality undermines human dignity. It causes and perpetuates poverty and limits the enjoyment of human rights. It is a driver of marginalisation and exclusion, a brake on development and a source of conflict. Unless we address inequality, efforts to address a whole range of other social problems will be frustrated.

Inequality has many causes – cultural, economic, environmental, political, social. But we cannot address inequality unless and until we eliminate discrimination, reform the systems which perpetuate it, and correct its consequences and legacies. Eliminating discrimination and correcting its legacies will not, alone, end inequality, but it is essential for the creation of an equal world.

## The world we seek

**Our vision is an equal world:** a world in which everyone – irrespective of their identity, status or beliefs – can participate in every area of life on an equal basis with others.

We work towards this vision by addressing one of the root causes of inequality: discrimination. **We focus our efforts on eliminating discrimination, its consequences and its legacies.**

We do this through the law. We recognise that law alone cannot create equality. But we also know that comprehensive equality laws are necessary – if not sufficient – for the creation of an equal world.

Our mission is to **work in partnership to support the development, adoption, implementation and use of equality laws.**

## Our theory of change

At the Equal Rights Trust, we believe that:

1. An equal world will not exist unless and until we eliminate all forms of discrimination and correct its legacies and consequences.
2. Discrimination, its legacies and consequences will not be eliminated and corrected without comprehensive and effective equality laws.
3. Comprehensive and effective equality laws will not be developed, adopted, implemented and used without the participation and engagement of all of those exposed to discrimination.

## Our values

We are a values-led organisation. Our values determine both what we seek to achieve and how we approach and undertake our work.

- **Inclusion:** There can be no equality where some are excluded. The creation of an equal world requires the elimination of all forms of discrimination on all grounds, and effective measures to remove barriers and address the legacies of discrimination for all. **We promote a comprehensive, inclusive and intersectional approach to discrimination, its legacies and its consequences.**
- **Justice:** Equality is not only a value. It is a right. We all have a right to participate in life on an equal basis, without discrimination. While our rights are inalienable, they can only be realised through the enactment and implementation of law: laws are necessary to guarantee and secure justice. **We focus on supporting the development, adoption and implementation of equality laws.**
- **Solidarity:** Progress towards equality requires solidarity between those exposed to discrimination, resisting the urge to fragmentation and identity politics. This means both embracing diversity and ensuring the equal participation of all who experience discrimination. **We support movements which are inclusive, where all can participate equally, and which pursue equality for all.**
- **Collaboration:** Collaboration – between groups and across borders and disciplines – is essential for comprehensive equality. Working together to identify problems and develop solutions - sharing resources and expertise - also results in better outcomes. **We connect and collaborate with all those, in different places, sectors and disciplines, seeking to advance equality through law.**
- **Accountability:** We exist to support those on the frontlines of the fight against discrimination and inequality. In everything we do, we seek to be accountable to those whom we exist to serve and support, responding to their needs and demands. **We aim to ensure that in everything we do, we are accountable and responsive to those on the frontlines of the fight against discrimination.**
- **Optimism:** We recognise that eliminating discrimination and its consequences involves working against powerful social forces. We know that securing the adoption of laws can take years and their implementation even longer. We believe that with partnership and perseverance, change can and will come. **We focus on achieving sustainable, systemic change, no matter the time or cost.**

## Our role

Eliminating discrimination and its consequences requires a collaborative, global movement. We see our role as enabling and supporting this movement. Our expertise is in the development, adoption and implementation of comprehensive, effective equality laws. We work to put that expertise at the service of those working to combat discrimination and promote equality. We seek impact, not credit. We aim to respond to the needs and demands of civil society and others fighting for equality, through providing research, analysis, training, guidance and support. **We work in partnership, providing expert input to those on the frontlines of the fight against discrimination, to enable them to develop, enact, implement and use equality law.**

## Rising to the challenge. Responding to demand.

While developing this strategy, we have engaged with equality activists, advocates and academics in every region of the world. These discussions and collaborations have identified two key drivers for our work: the **challenge** faced by those working for the adoption and implementation of comprehensive and effective equality laws; and the **demand** from those working to promote equality – for specific groups, in particular contexts or in different ways – to use and apply the law in their work.

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In the last two decades, a growing global consensus has emerged in favour of the unified, inclusive, intersectional and comprehensive approach to equality and non-discrimination that we have promoted for 15 years.

Since the adoption of the *Promotion of Equality and Prevention of Unfair Discrimination Act* in South Africa in 2000, dozens of states have enacted comprehensive equality laws. Groups of persons exposed to discrimination in places ranging Armenia to the Philippines have recognised the benefits of a collaborative, comprehensive approach to combating discrimination and come together to call for the adoption of these laws. And in 2022, the United Nations issued, for the first time, clear, definitive and unequivocal guidance that it is only through comprehensive equality laws that States can meet their obligations to eliminate all forms of discrimination and realise their ambitions to leave no one behind.

Yet despite this, the world is still rife with discrimination and the legacies and consequences of discrimination are everywhere to be seen. Those campaigning and working to combat discrimination and promote equality face a growing challenge. Through listening to those on the frontline of this fight we have identified four obstacles – or gaps – which must be addressed:

- **The protection gap:** Despite the growing consensus at the international level on the need for comprehensive equality laws, still more than half the countries in the world do not have laws which provide effective and comprehensive protection from all forms of discrimination on all grounds and in all areas of life and promote and advance equality in practice,
- **The implementation gap:** In those States which have enacted equality laws, gaps in awareness, enforcement and implementation mean that rights-holders are often unable to secure remedy and sanction, while the potential of the law to not only remedy but prevent discrimination and to advance full equality in practice remains largely unrealised.
- **The application gap:** The rapid pace of change in many spheres of our lives and the major challenges which our societies continue to face – whether from new phenomena such as climate change or the increased use of algorithmic decision-making or longstanding problems such as economic inequality – demand new responses from equality law.
- **The practice gap:** Organisations working to advance equality or promote rights for marginalised groups are not making full and effective use of equality law, while those working to address the causes and consequences of inequality in different ways – from fighting corruption to promoting sustainable development – are not always using equality law as a tool.

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Our work in the next five years will aim to respond to these challenges and to meet the needs and demands of equality activists and advocates.

- (1) Responding to the **protection gap**, we will **promote the adoption of comprehensive equality laws.**
- (2) Responding to the **implementation gap**, we will **strengthen the implementation of equality laws.**
- (3) Responding to the **application gap**, we will **support the development of equality law in response to new challenges.**
- (4) Responding to the **practice gap**, we will **support the use of equality law and standards by civil society, business and public bodies.**

# THE VISION

A world in which everyone, irrespective of identity, status or belief, can participate equally

# THE IMPACT

Laws are effective in eliminating all forms of discrimination and correcting its legacies and consequences

# THE OUTCOMES

States enact comprehensive and effective equality laws

Equality laws are effective in remedying and preventing discrimination

Equality laws are adapted & implemented to address global inequality challenges

Equality laws are used to address different aspects of inequality and advance rights

# THE RESULT

Equality activists, advocates and allies are equipped, enabled and empowered to advocate for and use comprehensive and effective equality laws

# OUR OUTPUTS

Equality activists have (1) the knowledge, capacity and resources and (2) the endorsements, evidence and support they need to advocate for comprehensive equality laws

Equality activists have (1) the evidence base and (2) the guiding principles they need to engage enforcement bodies and policy-makers on effective remedy and prevention in equality law

Equality activists have (1) the evidence on the role of equality laws and (2) the standards on the adaptation of these laws they need to apply equality law solutions to global inequality challenges

Those seeking to use the law to tackle different forms of inequality can access the support and assistance they need. Those working to improve their practice understand equality by design.

# OUR RESPONSE

Support the **development** of equality law in response to new challenges

Promote the **adoption** of comprehensive equality laws

Support, enable and **connect** activists, advocates and academics working to advance equality

Support the **use** of equality law & standards by civil society, business & public bodies

Strengthen the **implementation** of existing equality laws

# THE PROBLEM AND THE CHALLENGES

## PROTECTION GAP:

More than 50% of states do not have laws which provide comprehensive and effective protection from all forms of discrimination

## IMPLEMENTATION GAP:

Weak enforcement means rights holders cannot secure remedy, while laws are largely ineffective in preventing discrimination

## APPLICATION GAP:

Three major challenges: climate change, the use of AI and growing economic inequality demand new responses from equality law

## PRACTICE GAP:

Those working to address other causes of inequality or advance equality for specific groups are not able to make effective use of the law

Despite the clear global consensus which has emerged in favour of a unified and intersectional approach to discrimination and the need for comprehensive equality laws, the world is still rife with discrimination and in many areas, and in many ways, inequality is not diminishing but increasing.

## Our objectives

### (1) Promote the adoption of comprehensive equality laws.

#### Why are we working on this?

Equality activists in dozens of countries, ranging from the Bahamas to Japan, are working to develop and advocate for comprehensive equality laws. In many other countries, where political or societal barriers limit the space for reform, activists are working to build consensus on the need for such laws.

Over the last fifteen years, we have supported movements like this in every corner of the globe, providing training, research, legal guidance and strategic advice. Responding to their needs, between 2020 and 2022, we worked with the United Nations Human Rights Office to produce the *Practical Guide to Developing Comprehensive Anti-Discrimination Legislation*, the first definitive, comprehensive guidance issued by the United Nations on the law in this area. In early 2023, we held a series of global consultations on supporting equality law reform, engaging hundreds of equality activists from more than 50 countries, in every region of the world. These meetings confirmed that those advocating for comprehensive equality laws urgently want and need practical, technical and strategic support, resources and guidance.

#### How will we achieve our objective?

We will deliver three complementary programmes, to meet the needs of equality activists:

- **Supporting equality movements:** We will partner with organisations and coalitions engaged in developing and advocating for comprehensive equality laws, working with them to design and deliver country-specific programmes of training, research, legislative guidance and strategic support to meet their needs. We will connect these movements with each other and our growing network of experienced campaigners to share and exchange knowledge, expertise and resources.
- **Building international consensus:** We will promote the adoption and use of the *Practical Guide* by international and regional human rights bodies, intergovernmental institutions and international non-governmental organisations, in order to broaden the consensus on the need for and content of comprehensive equality laws and so support campaigners in influencing governments.
- **Improving public understanding:** We will develop public education materials, resources and training programmes to increase public understanding of, and support for, comprehensive equality laws. We will support research into strategies to build public support for these laws and to overcome social and political opposition to equality for all.

#### What will be the outcome?

Ultimately, we aim to **increase the number of states which have enacted comprehensive equality laws.**

We will achieve this through ensuring that equality activists and movements have (1) the knowledge, capacity and resources they need to advocate effectively for new equality laws and (2) the evidence, endorsements and support they need to make the case for law reform.

## (2) Strengthen the **implementation** of existing equality laws.

### Why are we working on this?

There is growing recognition that even the most comprehensive equality laws are often not effective in practice. Between 2021 and 2023, we undertook comparative research to assess the effectiveness of equality laws in the area of work and employment. We spoke with more than 100 experts, who confirmed that lack of awareness, confidence and resources prevent victims from seeking justice, while ineffective procedures and inadequate sanctions undermine enforcement. Even where remedy and sanction are secured, outcomes are individual and reactive, rather than collective, proactive and preventative. This has the further effect of undermining confidence in the system and compliance with the law, creating a vicious cycle.

There is a need for improved evidence and understanding on how to make equality laws effective in providing justice, remedy and sanction, and on the mechanisms, tools and processes required to move from remedy and sanction towards a proactive, preventive model of equality law.

### How will we achieve our objective?

We will launch two new collaborative research initiatives, share the findings and support the implementation of the resulting recommendations:

- **The Remedy project:** We will establish a global network of research partners to undertake global, comparative, empirical research on access to justice, enforcement and remedy in equality laws. We will examine every aspect of the system – procedures and institutions, measures to ensure effective access to justice, approaches to evidence, models of sanction and remedy – in order to evidence common problems, understand “what works” and identify good practices.
- **The Prevent project:** We will bring together expert thinkers to engage in an “ideation” process, focused on examining how equality law can be adapted and developed to become more effective in proactively preventing and eliminating discrimination and advancing equality.

### What will be the outcome?

Ultimately, we aim to **increase the number of states whose equality laws are effectively implemented.**

We will do this through addressing the gap in knowledge and understanding of what works in remedying and preventing discrimination and then promoting and supporting action to improve implementation. We will ensure that equality activists and movements have (1) the robust, global evidence base on enforcement, justice and remedy in equality laws, and the clear guidance which they need to engage effectively with enforcement institutions; and (2) the guiding principles on the proactive and preventative elements of equality law which they need to engage with legislators and policy-makers.

### (3) Support the development of equality law in response to new challenges.

#### Why are we working on this?

In a changing world, equality law is being challenged by new developments which call into question established norms and approaches. At the same time, the potential of equality laws as a tool to address these challenges is not being exploited. We have identified three major global equality challenges – artificial intelligence; climate change; and poverty – which demand critical reflection and new legal responses. We believe that the law has the capacity to adapt and evolve in response to new developments, and that it must do so if it is to remain relevant and effective. There is a knowledge deficit both about how equality laws need to adapt in response to these challenges and about the potential of the law to contribute to tackling these problems.

In 2022, we launched a new initiative focusing on the challenges posed by artificial intelligence for the enjoyment of the rights to equality and non-discrimination. Working with others, we have mapped patterns of algorithmic discrimination and developed the *Principles on Equality by Design in Algorithmic Decision-Making* – a set of legal principles which explain why and how States must adopt a proactive, precautionary and pre-emptive approach to identifying and addressing potential equality impacts in order to meet their international human rights law obligations. This work has underlined the need for, and potential of, collaborative research, legal analysis and standard development to ensure that equality laws are effectively applied in the face of new challenges.

#### How will we achieve our objective?

We will develop and implement programmes focused on the role of equality law in responding to three global inequality challenges.

- **Algorithmic discrimination initiative:** We will promote the adoption and use of the *Principles on Equality by Design in Algorithmic Decision Making*. We will advocate for the integration of the *Principles* into the UN Global Digital Compact and support UN human rights bodies to recommend their use by States; support civil society organisations to advocate for this approach in national regulatory regimes; and work with businesses to create accessible guidance on integrating equality by design into the development and use of these systems.
- **Equality law and climate justice initiative:** We will undertake collaborative research into the links between discrimination and climate change. With a global expert group, we will both explore the potential of equality law to form part of the response to climate change and examine how the law needs to develop to respond to challenges such as interstate and intergenerational climate inequalities. Together with partner organisations, we will develop guiding principles on equality law and climate justice, in order to support civil society and lawyers to use equality law approaches in their engagement with governments.
- **Discrimination and poverty initiative:** We will partner with organisations working on poverty and socio-economic disadvantage to investigate the ways in which discrimination and poverty fuel one another. We will develop guidance on the ways in which equality laws can be deployed in the fight for economic equality against poverty and produce recommendations for how the law needs to adapt to address poverty as both a cause and consequence of discrimination. We will share our evidence, raise awareness and foster collaboration among anti-discrimination and anti-poverty activists and campaigners.

#### What will be the outcome?

Ultimately, we aim to **ensure that equality laws are adapted and implemented to address global inequality challenges.**

We will achieve this by developing knowledge and understanding of the ways in which the interpretation, application and implementation equality laws needs to develop to respond to algorithmic decision-making technologies, climate change and socio-economic disadvantage. We will equip equality activists with (1) evidence on the role and relevance of equality laws in these areas; and (2) new standards for the development, implementation and application of equality laws, enabling them to advocate effectively for equality law responses to global equality challenges.



## (4) Support the **use of equality law and standards by civil society, business and public bodies**

### Why are we working on this?

Our commitment to collaboration means being responsive to the needs and demands of those on the frontlines of the fight against inequality. This is essential if we are to be accountable and if our work is to be relevant, effective and impactful. In recent years, we have increasingly received requests from others for support in using equality law, in two different ways.

First, civil society organisations working to combat discrimination for specific groups have sought our help in using equality law as a tool in their advocacy. Ensuring equality for all requires a focus on the challenges facing individual groups, whether this be the barriers preventing access to work for persons with disabilities, the prejudice which underpins patterns of racial discrimination or the impacts of structural ageism. Accordingly, while our primary focus is on supporting movements for comprehensive equality law, we want to ensure we can support any organisation seeking to use equality law to address inequalities affecting particular groups or arising in specific sectors.

Second, organisations focused on advancing equality in other ways increasingly recognise the need to understand the role of discrimination in frustrating their efforts. Our work with Transparency International on the links between discrimination and corruption demonstrates the benefits of such analysis and the potential for equality law to provide solutions. More broadly, there is a growing focus among civil society, business and public sector organisations on addressing issues of equality, diversity and inclusion in the way in which they work. We want to support organisations who are seeking to be more equality sensitive in their work, enabling them to use equality law and standards in their programmes, policies, and practice.

### How will we achieve our objective?

Our work to achieve this objective will be demand-led, responding to the needs of others, through a combination of support and advisory services:

- **Research and analysis:** We will develop, design and deliver research initiatives in response to requests from equality organisations. In order to maximise impact and avoid duplication, our focus will be on research which we are uniquely placed to undertake: global, collaborative and comparative research to document patterns of discrimination and inequality arising on multiple grounds; interdisciplinary research to explore the links between discrimination and other harms; and analysis on the interpretation and application of international legal standards on equality.
- **Training, guidance and support:** We will provide training, technical guidance and support to civil society organisations in response to requests for assistance with the use and application of equality laws. Our focus will be on where we can add value as an actor with expertise in the interpretation and application of international legal standards on equality, including at its intersection with other rights. Where we judge that training or guidance is better provided by others within our network, we will make connections and support others to do this work.
- **Equality in practice:** We will work with civil society organisations, businesses and public bodies who are seeking to be more equality sensitive in their ways of working, supporting them to integrate an equality by design approach into their work. Equality by design is an approach to the planning, design and implementation of activities which enables potential or actual equality impacts to be identified, assessed and addressed on a proactive, pre-emptive, precautionary and consultative basis. It is a means through which civil society and businesses can address issues of diversity and inclusion in a way which is consistent with international legal standards on equality.

### What will be the outcome?

Ultimately, we aim to **ensure that those wanting to use the law to advance equality are able to do so effectively.**

We will achieve this through (1) ensuring that activists and movements seeking support with the use of equality laws to address specific issues or promote the rights of particular groups receive the assistance they need; and (2) ensuring that organisations seeking to improve their practice on issues of discrimination, inclusion and equality have increased understanding of equality by design.

## How we work

The way we work is summed up in the phrase **together for equality**.

Together for equality means not only that we work to address discrimination and inequality in a comprehensive, holistic and intersectional way, but also that we do so through working in partnership with others.

**Collaboration is at the heart of everything we do.** As we move forward, we strengthen and expand our commitment to working together for equality, in five different ways:

- **Moving from consultation to co-creation:** While our first strategy was developed following extensive consultation with partners and stakeholders, our new strategy has been developed and will be delivered through an ongoing process of co-creation. Each of our strategic objectives has been identified and shaped as a result of deep, long-term engagement with relevant partners and collaborators. As we develop and implement programmes to achieve these objectives, we will work with steering groups composed of activists, advocates and academics to identify needs, develop solutions and co-design activities. From beginning to end, each of our strategic programmes will be implemented with and by these groups, ensuring that we are accountable, relevant and responsive.
- **A new approach to partnership:** We have always worked with organisations on the frontlines of the fight against discrimination. For many years, this took the form of partnership on grant-funded projects, with the Trust often managing grants, and allocating funds to national organisations. Since 2020, we have moved away from this model, focusing on our role as a supporting partner providing expert advice and specialist services in response to demand. This approach is more consistent with our values and allows us – and our partners – to achieve maximum impact within available resources. We now commit ourselves to this way of working. At the national level, we will aim to work only as a supporting partner, with our national collaborators in the lead – as they should be. We will aim to engage only where we are responding to demand and where we are uniquely placed to add value. We will work to ensure that we provide our services and support efficiently, ensuring that limited resources are directed to achieve maximum impact.
- **Multilateral, multidisciplinary working:** In the projects and initiatives we undertake, we will work to realise the benefits of multilateral, multidisciplinary collaboration. The working groups we establish to guide our work will draw in experts from different sectors, disciplines, movements and regions. We will embrace the diversity of thought, experience and perspective which this way of working allows, seeking to share and exchange knowledge, resources and ideas. In our work on strengthening implementation and developing the law in particular, we will focus on collaborative, comparative research in order to identify common problems and develop shared solutions.
- **Responding to demand:** Other organisations working to tackle inequality increasingly seek our help to use equality law in their work on issues ranging from the decolonisation of the curriculum to the fight against ageism. While we remain committed to a comprehensive approach to discrimination and equality, many who seek our support want help with applications of equality law to particular issues, areas or groups. Working together for equality means ensuring that we respond to these demands, wherever we can. Through our new programme on supporting the use of equality law, we will be responsive to demand for training, research, resources and guidance on the of equality law, developing annual work programmes to meet these needs, within available resources.
- **Connecting equality advocates:** We recognise that beyond our own collaborations, our position within a global network of activists, advocates and academics puts us in a unique position to connect others and facilitate the exchange of knowledge, ideas and resources. Our partners increasingly see the need for transnational, intersectional and multidisciplinary collaboration and connection, and seek our support to engage others. We will work to connect those working to combat discrimination and promote equality for different groups, in different sectors, from different disciplines and in different parts of the world, where this will strengthen their respective struggles.

Through working together for equality, we seek to enable those on **frontlines of the fight against discrimination and for equality to develop, enact, implement and use equality law**.

## Who we work with

**We exist to serve those on the frontlines of the fight against discrimination**, providing them with the capacity, resources, knowledge and networks they need to succeed. In practice, this means working with and for a diverse range of partners.

In keeping with our together for equality ethos, we aim to ensure that our work is undertaken with and by those exposed to discrimination, rather than about or for them. In all aspects of our work, we work to secure the benefits of collaboration and connection between those working to tackle inequality in different ways.

At the **national level**, we will partner with any equality organisation, group or movement which shares our vision, our values and our commitment to eliminating all forms of discrimination. Where we are supporting movements for the adoption of comprehensive equality laws, we will prioritise our efforts on those with the greatest prospects of success but will share training, resources and guidance with anyone working towards equality law reform. We will not engage directly with governments or other state actors, unless requested to do so by our civil society partners.

Where we are asked to support those seeking to use equality law in their work, we will provide any support we can, within available resources, in a spirit of collaboration and solidarity. Where we judge that we are not best placed to meet a particular need, we will make connections and support others to do this work.

At the **international level**, we will continue to deepen and broaden our partnership with the United Nations Human Rights Office. We will seek to establish new partnerships with relevant regional, multinational and international institutions, building consensus on the need for a comprehensive, inclusive and intersectional approach to discrimination.

Each of our **global research initiatives** – whether on strengthening implementation of equality laws or developing equality law in response to new challenges – will be designed and overseen by a multi-disciplinary working group, composed of experts in equality law and other relevant disciplines, who will steer and guide the design, planning and implementation of each programme. Each initiative will be developed and delivered in partnership with other international civil society organisations with experience and knowledge in the relevant field.

We will embed and expand our **Equality Law Fellowship** scheme. Our Fellowships are designed to support individuals interested in increasing their knowledge and experience in the field of equality law, while supporting us in developing and delivering our strategy to advance equality through law. Each of our Fellowships consists of a financial award, to cover living costs; a programme of ongoing training, support and expert guidance on equality law; and the opportunity to undertake supervised research projects. Through our Fellowships, we will help to grow and build the global community of equality activists.

**In all of our work, we will seek to support, enable and connect activists, advocates and academics working to advance equality.**