

EUROPEAN ROMA INSTITUTE FOR ARTS AND CULTURE

Management Response and Action Plan

3rd Independent Evaluation of the European Roma Institute for Arts and Culture (ERiac)

September 2019 – July 2021

Framework contract no. 2021/FC/01

Prepared for: DGII – Directorate General of Democracy, Council of Europe

Name of Evaluation Report:	3 rd Independent Evaluation of the European Roma Institute for Arts and Culture (ERiac) September 2019 – July 2021		
Date of Evaluation Report:	19 October 2021	Date of Action Plan:	January 31 2022

Overall management response to the evaluation:

ERiac management welcomes the positive evaluation of ERiac's performance in the period between September 2019 and July 2021, with regards to the relevance, effectiveness, efficiency, sustainability and added value. We especially appreciate the remark that "ERiac's work also contributes to a paradigm shift, which implies that anti-discrimination and cultural identity are prerequisites for the successful social inclusion of Roma" as it shows the broader impact of ERiac's work. This is the third consecutive independent evaluation of ERiac which has provided positive feedback regarding ERiac's operations.

We find the methodology of data collection and analysis to be rigorous and evidence-based and appreciate the meticulous evaluation of different aspects of ERiac's work and areas of activity.

ERiac welcomes the recommendation made in the independent evaluation as valuable and constructive. Improving ERiac's work following these recommendations will further increase ERiac's ability to make substantial impact in the field.

Management Decision	Entity in Charge	Planned Actions (determined by the entity)	Justification for non-acceptance	Target Date for Action	Person Responsible for Action
Recommendation 1: To ERiac - Develop a more detailed fundraising strategy (high priority for action)					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> Under consideration	ERiac	With support of the ERiac Board and Barvalipe Academy, ERiac develops a detailed fundraising strategy by mapping out fundraising opportunities and corresponding calendar of activities. The		April 2022	Timea Junghaus and Anna Mirga-Kruszelnicka (ERiac executive and deputy directors/ ERiac management)

		<p>fundraising plan will only cover areas of the ERIAC strategic plan.</p> <p>A short-term fundraising consultant will be engaged.</p> <p>The ERIAC management and Board will consider the feasibility of all opportunities, depending on strategic priority, fundraising results and revenue in that year and the capacities of the team.</p>			
Recommendation 2: To ERIAC - Establish a monitoring framework (high priority for action)					
<input type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> Under consideration	ERiac	<p>ERiac has already begun working on the developing a monitoring framework. Among others, ERIAC has hosted a team retreat to develop output and outcome indicators for all ERIAC programming departments and involved guest experts to provide initial training to the team.</p> <p>ERiac management is completing the indicators framework, focusing on output and outcome indicators, in consultation with ERIAC Board members.</p> <p>ERiac will engage a MEL expert to further adjust the ERIAC monitoring framework.</p>		February 2022	ERiac management and team
Recommendation 3: To ERIAC - Increase staffing (high priority for action)					
<input type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> Under consideration	ERiac	<p>In Autumn 2021, ERIAC Board has approved new staffing and remuneration priorities for ERIAC, to increase human resources and offer competitive conditions to the employees.</p> <p>ERiac had begun to increase staffing in late 2021.</p> <p>An institutional organigram has been developed to further</p>		January 2022	Timea Junghaus

		<p>clarify the scope of competencies and reporting of all ERIAC human resources.</p> <p>From January 15 2022, ERIAC has employed a Finance Manager on an employment contract.</p> <p>ERiac has selected a Membership Coordinator, who will start as an ERIAC employee from April 1 2022.</p> <p>Further positions will be filled throughout 2022.</p> <p>Open calls will be launched to ensure broad outreach to potential candidates.</p>			
Recommendation 4: To ERIAC – ensure regular participation of Barvalipe Academy members					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> Under consideration	ERiac	<p>In December 2021, ERIAC completed the process of appointments/ elections of the Barvalipe Academy members for their second term. The first meeting of the newly appointed members of Barvalipe Academy took place online on January 26 2022. 13 of 15 members attended. Barvalipe Academy agreed to develop an internal set of principles and a code of conduct for the entire ERIAC community, as a tool build a more engaged membership community.</p>		March 2022	ERiac management and ERIAC membership coordinator
Recommendation 5: To ERIAC – Intensify outreach to other countries with large Roma populations					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> Under consideration	ERiac	<p>ERiac will create more targeted activities in countries with large Roma populations. In particular, ERIAC has developed a number of activities and collaborations with Romania:</p> <ul style="list-style-type: none"> - ERIAC activity in Romania during the national census, as part of the Proud Roma 		Throughout 2022	ERiac management, Board and corresponding programming departments

		<p>Free Europe Campaign</p> <ul style="list-style-type: none"> - ERIAC Roma Pavilion in Venice Biennale features a Romanian Roma artist. As part of the activities, collaborations have been established with different public and majority institutions in Romania - Discussion of joint activities between ERIAC and the municipalities as part of the Timisoara Capital of Culture 2023 <p>In Bulgaria, ERIAC has been actively developing the Proud Roma Free Europe campaign during the national census in September-October 2021. ERIAC will also host membership meetings that target selected countries of strategic importance of Roma and with a significant number of ERIAC associate members.</p>			
Recommendation 6: To ERIAC - Seek to intensify engagement with Permanent Representations					
<input type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> Under consideration	ERIANC	In the frame of its international activities, ERIAC will engage CoE Permanent Representations of the CoE member states.		Throughout 2022	ERIANC Board and management
Recommendation 7: To ERIAC – Replicate training for governmental stakeholders and international institutions					
<input type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> Under consideration	ERIANC	ERIANC aims to replicate the institutional trainings for governmental stakeholders and international stakeholders. The methodology has been elaborated and tested. ERIAC will formulate invitations for different stakeholders to consider engaging with ERIAC to receive		Throughout 2022	ERIANC management

		specialized training. ERIAC will develop a list of potential interested institutions to be targeted with invitations to consider trainings. Depending on the interest of the stakeholders, ERIAC would be able to deliver trainings throughout 2022.			
Recommendation 8: To ERIAC - Continue to seek synergies when expanding ERIAC outreach					
<input type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> <u>Under consideration</u>	ERIAC		ERIAC Board takes the decision about the possibility of opening new ERIAC branches, in accordance with the ERIAC branch policy. When conditions are met and a supporting government declare interest, ERIAC can begin the process of establishing new branches. ERIAC works very closely with REF, its partner and member, especially in the countries where REF also holds a seat. However, it is difficult to ensure that new sufficient political support will be established to open a new ERIAC branch in 2022.	Throughout 2022	ERIAC Board
Recommendation 9: To the Council of Europe - Explore additional synergies between ERIAC and other CoE initiatives					
<input type="checkbox"/> <u>Accepted</u> <input type="checkbox"/> Rejected <input type="checkbox"/> Under consideration	ERIAC	ERIAC is eager to establish closer collaboration and synergies with other CoE initiatives. ERIAC has already build good relationships with CoE Youth Department, among others, and is currently building closer relationships around the Romani language initiatives. ERIAC has also been granted an observer status on the ADI-ROM, providing further spaces for network and		Throughout 2022	ERIAC management and Board

		closer alignment. ERIAC is also ready to provide support to CoE and EU partnership initiatives.			
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