The European Network Against Racism (ENAR) stands against racism and discrimination and works towards equality, solidarity and well-being for all in Europe. We connect local and national anti-racist NGOs throughout Europe and act as an interface between our member organisations and the European institutions. We voice the concerns of ethnic and religious minorities in European and national policy debates.
A word from the Director

For a number of years, the changes within the Network were not very visible for those not directly connected to ENAR. Change of structure, change of governance, renewal of the membership, redeployment of focused strategies... Visible impact does not happen overnight.

That is why 2014 is a year we will also remember: policy and legal developments are confirming our hypotheses and our theory of change. The most notable impacts have been in the realm of equality data collection, Afrophobia and Islamophobia. ENAR, with the support of our members and in close collaboration with stakeholders from all sides who are convinced about the power of our approach, has been able to shift the conversation on these key issues, sometimes even faster than initially planned.

Let’s not be mistaken: the road ahead will still be very long and bumpy before equality data is collected at national and local levels so that victims of discrimination can use it to demonstrate structural patterns of racism and racial discrimination. Figures are powerful elements of proof and help policy makers to develop relevant policies to foster equality for all, solidarity and inclusion, while monitoring progress in their implementation.

Such inroads have been possible thanks to the dedication and confidence of ENAR’s members, Board and team. These initial results are essentially a strong encouragement to keep pursuing our coordinated efforts towards equality.

Michaël Privot
ENAR Director

“We have no time to lose, seeing the fast pace at which extremism, xenophobia and nationalism keep growing in Europe. We see worrying signals that these extremist groups and political movements act as a breeding ground for ideology-motivated violence and extremist views. We will not be able to defeat radicalisation and extremist violence if we don’t counter the propaganda spread by those who support extreme, violent, xenophobic and racist views based on hatred and intolerance.”

Cecilia Malmström, former EU Commissioner for Home Affairs, 15 January 2014
Impact in 2014

5 publications & reports

5 mentions in the media per week on average

15 policy responses

20 press releases

7 key events organised

Combating specific forms of racism

✔ Some MEPs, the European Commission’s Directorate for Justice and the EU Fundamental Rights Agency support the recognition of Afrophobia as a specific form of racism targeting Black people and the need to take targeted action

✔ European Parliament and European Commission stakeholders support the need to combat Islamophobia

✔ Feminist organisations have committed to take part in ENAR research on Muslim women in Europe

✔ The European Commission acknowledges the need to tackle anti-Gypsyism in the frame of the National Roma Integration Strategies

✔ New partnerships with key Jewish organisations in Europe

✔ Positioning ENAR as a unique stakeholder able to build bridges between communities

✔ A core group of member organisations are actively involved in our work to combat Afrophobia (20) and Islamophobia (10)
Equality data collection

✔ ENAR reached out to representatives of 94 civil society organisations and 62 representatives of Member States on the need for equality data collection.

✔ The European Commission publicly committed to publish a report on Member States’ practices on equality data collection and to develop a recommendation to provide Member States with relevant guidelines on equality data collection.

✔ The European Parliament’s Employment Committee pledged to work specifically on equality data collection in 2015.

European Parliament elections and post-elections

✔ Reinforcing our message on the importance of participating in European democracy and building cross-community partnerships to support progressive candidates in favour of equality for all.

✔ Re-establishment of the Anti-Racism and Diversity Intergroup in the new European Parliament with the support of three political groups, thus demonstrating the European Parliament’s commitment to the fight against racism.

Spoke at EU and national events

50

40 new member organisations

70,000 visits to our websites

43% increase in likes on Facebook

104% increase in followers on Twitter
Building anti-racism community mobilisation

Following the overhaul of our governance and membership structure in 2012, ENAR has evolved into a strong anti-racism movement in Europe, based on a vibrant and committed membership. In general, the number of members engaging on ENAR advocacy strategies has risen, while there was a further 11% increase of ENAR members with an advocacy profile. A core group of members have engaged to combat Afrophobia, Islamophobia and support equality data collection.

The next step, initiated in 2014, is to further strengthen and mobilise our anti-racism constituency across Europe, and help them exert relevant political pressure in support of ethnic and religious minorities and all those who are discriminated against in Europe.

In 2014, we therefore focused on developing a strong and effective community identity within the ENAR network. We also initiated a mapping exercise to identify expertise, tools and best practices in community mobilisation within our own network and in local communities. In addition, a pilot project in four countries (France, Greece, Hungary and Italy) around the European elections developed ENAR members’ capacity to mobilise at national and local levels.¹

The European Convention in June gave all ENAR members the opportunity to discuss and exchange on ENAR’s key areas of work. It also adopted ENAR’s strategic plan for 2014-2017.

“It is crucial to build strong coalitions between communities like Jews, Muslims, Roma and people of African descent. Full equality for all the groups who struggle to have their rights respected can only be achieved through solidarity; when all groups join forces to advance racial equality and social justice.”

27 January 2014

¹ See p. 20
Parties and politicians using and propagating far-right and xenophobic ideas, policies and programmes are getting stronger. We therefore launched a campaign ahead of the European elections in May 2014 to ensure that as many political groups in the European Parliament and MEP candidates as possible commit to equality and tackling racism. We initiated a number of actions as part of this campaign:

» We asked candidates and political parties to commit to our top 7 demands to advance equality in the European Union. The demands were endorsed by 42 MEPs and 4 national political parties, and supported by three of the European Commission Presidency candidates.

» We joined forces with ILGA-Europe (European Lesbian, Gay, Bisexual, Trans and Intersex Association) for the #NoHateEP2014 campaign to denounce and monitor hate speech by candidates and encourage EU citizens to vote for ‘hate-free’ candidates thanks to a social media campaign including infographics and a video (58,200 views). An Appeal for an election campaign free from discrimination and intolerance was launched and endorsed/supported by the five main European political parties. In parallel, ENAR and ILGA-Europe member organisations in selected countries (Bulgaria, Greece, Lithuania and Slovenia) jointly engaged with candidates at national level on hate speech and equality issues. Moreover, we monitored and analysed cases of discriminatory or hateful speech by candidates during the EU election campaign thanks to an online reporting form.

» Jointly with UNITED, ENAR mobilised its member organisations and others in France, Greece, Hungary and Italy to raise awareness of the importance of voting for progressive change with the “Your Vote Can Unite” campaign.² In addition, ENAR prepared a campaign toolkit to facilitate engagement by ENAR members with candidates.

» Our “I vote for diversity” Facebook page (1,178 likes) encouraged people across Europe to ensure their vote makes a difference. This Facebook page was also a convening and promotional platform for all actions organised not only by ENAR and its members but also by different organisations across Europe to promote equality in the European elections.

» We published a webzine edition on the European elections and a series of articles and opinions in EU and national media providing anti-racism perspectives on the elections.

Key impact
✔ Reinforcing our message on the importance of participating in European democracy and building cross-community partnerships to support progressive candidates in favour of equality for all

² See p. 20
Post-election advocacy in the European Parliament and European Commission

Re-establishing the Anti-Racism and Diversity Intergroup in the European Parliament

The Anti-Racism and Diversity Intergroup is an important platform for MEPS of different political groups allowing them to act and react jointly to manifestations of racism and hate – including within the European Parliament itself.

ENAR issued a joint statement signed by over 100 European and national anti-racism organisations (including by 50 ENAR member organisations), as well as an infographic, calling on new MEPs and political groups to re-establish a strong and efficient Anti-Racism and Diversity Intergroup in the new European Parliament. These were widely disseminated, including on social media, and used in bilateral meetings with parliamentary group secretariats, European parties’ secretariats (including Secretaries Generals) and MEPs to demonstrate the need for a strong intergroup.

Meeting between ENAR members and Secretary Generals of EU political parties

ENAR organised a debate with the Secretary-Generals of the main EU political parties during our annual Convention in June. This enabled members to raise concerns about specific issues and influence decision making in the new European Parliament. For the Secretary Generals, it was an opportunity to have a dialogue with grassroots anti-racism activists.

EU Commissioners’ hearings

Following the designation of EU Commissioners in September, ENAR submitted questions to MEPs ahead of the hearings of the Vice-President-designate for fundamental rights and the Commissioner-designate for Justice. We also contributed to other joint questions ahead of hearings (initiated by the European Roma Policy Coalition, the Social Platform, Age Platform Europe, ILGA-Europe and PICUM). As a result, some MEPs raised some of the questions, in particular relating to anti-Gypsyism and the equal treatment Directive, during the hearings. The objective was to get a political mandate from the European Commission to work on hate crime, EU equal treatment legislation, EU strategies on equality, and a strategy to enforce human rights within the EU.

Key impact
✔ Re-establishment of the Intergroup with the support of three political groups, thus demonstrating the European Parliament’s commitment to the fight against racism

“We need to shed light on the situation of people who are discriminated against, and who are currently invisible in general statistics. Without the data, how can policy makers monitor the effectiveness of anti-discrimination policies, identify inequalities and put in place concrete solutions?”

26 November 2014
There is no European-wide data on how many persons experience unequal treatment because of their racial or ethnic origin. Yet without measuring and quantifying the extent of discrimination - so-called ‘equality data collection’ - in Europe, it is very difficult to tackle it effectively. ENAR is therefore calling for the collection of equality data to measure discrimination, assess and improve equality policies and ultimately ensure equality in outcome.

ENAR organised the Symposium “Promoting Equality: towards a secured and inclusive collection of equality data in Europe” in November, together with the Open Society Foundations and the Migration Policy Group and under the Council of Europe’s patronage, to raise awareness of the importance of collecting equality data. A total of 95 participants attended, including the European Commission’s Director for Equality, the Executive Secretary of the European Commission against Racism and Intolerance (ECRI) and representatives of Member States. This was complemented by advocacy meetings with key stakeholders at EU level throughout the year. These meetings enabled ENAR to make the case for the collection of equality data. We highlighted the need for self-identification of the data subjects and the importance of working with minority groups and civil society organisations to build trust and include them at all stages of the data collection process.

ENAR is a key partner of the Open Society Foundations-led Equality Data Initiative, and was commissioned to coordinate seven country visits (round tables and bilateral meetings) in Germany, Hungary, Sweden, France, Ireland, Romania and Bulgaria. These meetings helped identify contradictions and obstacles that prevent the collection of sensitive data and map best practices by NGOs and ethnic minorities, paving the way for future advocacy work at national level.

During the symposium in November, we launched our publication “Measure, plan, act: how data collection can support racial equality”, which provides a state of play and compiles good practices of equality data collection in the EU, as well as concrete recommendations.

ENAR also dedicated a webzine edition to equality data collection, featuring an article by the EU Fundamental Rights Agency and national perspectives on the issue. We also highlighted the need for equality data collection in op-eds and interviews published in European and national media, as well as on our social media channels.

**Key impact**

✔ Reached out to representatives of 94 civil society organisations and 62 representatives of Member States on the need for equality data collection.

✔ The European Commission publicly committed to publish a report on Member States’ practices on equality data collection and to develop a recommendation to provide Member States with relevant guidelines on equality data collection.

✔ The European Parliament’s Employment Committee committed to work specifically on equality data collection in 2015.
Promoting equality in employment

Equal@work initiative

ENAR’s pioneering Equal@work initiative brings together businesses committed to diversity and inclusion, trade unions, public employers, EU institutions, academics and ENAR members to improve participation and progression of ethnic and religious minorities in the labour market. These actors share best practices and engage in a constructive dialogue to bring forward concrete solutions for promoting equality in employment, from the local to the European level.

ENAR published and disseminated the report of the 5th Equal@work meeting on “the glass ceiling for ethnic minorities in employment”, to business partners and other stakeholders. It gives an overview of how the glass ceiling affects ethnic minorities and presents key recommendations to address this issue.

We also held the 6th European Equal@work meeting on equality data collection in business in December. The meeting enabled participants to explore concrete practices of equality data collection by employers and develop the collection of equality data, in particular on ethnicity and religion or belief.

In addition, ENAR organised the second European conference on ethnic, cultural (and social) origins in business, in collaboration with L’Oréal and the Association Française des Managers de la Diversité in Paris in October. It gathered about 70 HR and Diversity managers, consultants, NGO representatives and public officials from across Europe to provide a practical framework to deal with ethnic and cultural origin in the workplace and explore what businesses do well in this regard.

We also held a workshop on reviewing and consolidating our toolkit on best practices on mentoring young people with ethnically diverse backgrounds in the workplace in October. Options for franchising the toolkit are currently being explored.

Key impact
✔ Secured the engagement of five international companies and a dozen relevant stakeholders on diversity management, therefore contributing to reinforcing the ‘business case’ for ethnic and cultural diversity

In partnership with:
Monitoring discrimination in employment in Europe: ENAR Shadow Reports

ENAR’s yearly Shadow Reports on racism in Europe are a compilation of data collected by our member organisations and thus fill the gaps in the official and academic data. They offer an NGO perspective on the realities of racism in the EU and its Member States. The 2012-13 Shadow Reports, covering 23 countries, focused on racism and discrimination in employment and showed that for Black people, Roma, Muslims, migrants from non-EU countries, and women with a minority or migrant background living in Europe, discrimination is a major obstacle when looking for a job and also once in employment.

EU Member States therefore need to show political will and act to tackle discrimination in employment. Some of ENAR’s recommendations in this area include: establishing standards on labour inspection, geared towards detecting ethnic and religious discrimination in the workplace; respect the “equal status for equal work” principle and ensure all workers (EU Member State nationals, EU migrants and non-EU migrants) enjoy equal treatment in the workplace; and collect data disaggregated by ethnic origin and religion to combat discrimination in employment.

We launched our 2012-13 European Shadow Report, in the week of International Day Against Racism, at an event in the European Parliament on 17 March. A video (1,100 views) and a factsheet were produced to present the key findings in the report. The report findings were widely covered in the media, with over 40 articles and interviews.

“Discriminating and excluding individuals from jobs results in a huge waste of talents and skills, of human and financial resources, and ultimately affects progress and the well-being of all people living in Europe.”

17 March 2014
Developing strategies to fight specific forms of racism

After many years of advocacy, the EU finally recognised the need to adopt a comprehensive and targeted strategy to foster the inclusion of Roma in Europe. However, other communities face specific discrimination that also requires specific actions. While keeping its universal and generalist approach to anti-racism, ENAR is advocating for the EU to adopt targeted strategies for other communities at risk of discrimination, such as Black Europeans and people of African descent; Muslims; and Jewish communities.

Towards recognition of Afrophobia in the European Union

In order to make a change in people of African descent’s lives and advance equality in Europe, ENAR has made combating Afrophobia one of its priorities. ENAR is calling EU decision makers to publicly recognise Afrophobia as a specific form of racism targeting Black people in Europe and to develop effective and targeted strategies to combat it.

In 2014, our in-depth advocacy work in this area enabled us to raise awareness of Afrophobia among EU policy makers and mobilise a wider coalition of civil society actors, as first steps towards a specific strategy to address this form of racism.

ENAR co-organised a hearing on Afrophobia in the European Parliament in February, in collaboration with three MEPs. More than 200 participants were present, including representatives from the European Commission, governments, civil society and the FRA. The event was web streamed live and social media activity on Twitter and Facebook was also high, with our hashtag #StopAfrophobia used 120 times during the period around the hearing. The visibility of this event was unprecedented on this specific form of racism and showed the strong determination to act against Afrophobia in Europe.

We also held advocacy meetings with key stakeholders, including the chair of the United Nations’ Working Group for People of African Descent and the Council of Europe, and spoke at several events and conferences on the issue of people of African descent/Black Europeans.

A number of actions were organised to condemn the racist ‘Black Pete/Zwarte Piet’ figure in the Netherlands, the Flanders region in Belgium and North Germany. A coalition of 40 NGOs signed an ENAR letter following the disproportionate repression of anti-racism protesters – including ENAR members – in Gouda, during a demonstration against the Zwarte Piet figure. In December, MEP Malin Björk hosted an ENAR panel debate on “Afrophobic stereotypes vs traditions: the case of the Zwarte Piet in the Netherlands” in December to discuss the European Parliament’s role in challenging this form of racism. More than 60 participants attended this event, including 10 MEPs, which was also highly covered in European, Swedish and Dutch media. We also published several articles and opinions on this issue. These actions enabled us to underline the impact of denigrating representations of Black people. Such representations reinforce deeply ingrained negative stereotypes of Black people, rooted in the legacy of slavery and colonialism, and perpetuate
power structures within European societies, leading to high levels of discrimination.

In addition, ENAR published the book “Invisible visible minority: confronting Afrophobia and advancing equality for People of African Descent and Black Europeans in Europe” at the end of the year. It is a collection of academic writing, policy positions and accounts of practical experiences in different national contexts. It aims to raise awareness on Europe’s Black population, their histories and contributions, and prescriptions to long-standing racial issues, as well as support ENAR’s advocacy efforts in combating Afrophobia.

Finally, we organised the second Steering Group meeting on people of African descent/Black Europeans to advance on our advocacy strategy to combat Afrophobia, together with an activist event co-organised with ISD Bund (German ENAR member) in Berlin. This meeting gathered around 40 Black activists from different EU countries and resulted in the production of a catalogue of EU-level political demands for MEPs ahead of the European elections.

Key impact
✔ Increased support from some MEPs, the European Commission’s Directorate for Justice and the EU Fundamental Rights Agency for the recognition of Afrophobia as a specific form of racism targeting Black people and the need to take targeted action

✔ The EU Fundamental Rights Agency is now using the term ‘people of African descent and Black Europeans’ – used by Black people to identify themselves – rather than ‘Sub-Saharan Africans’ in its communication. This shows that they acknowledge the issues these communities face and contributes to their empowerment.

Combating Islamophobia in the EU

Islamophobia - a form of racism targeting individuals or groups on the basis of their real or perceived belonging to the Muslim population - is widespread in many European countries. ENAR is calling EU decision makers to publicly recognise and condemn Islamophobia as a specific form of racism, and adopt measures to better protect Muslim people against discrimination.
We held 12 advocacy meetings to highlight the need to combat Islamophobia at EU level, including with the European Commission Directorate-General for Justice, MEPs, OSCE advisers on racism and intolerance and the office of the Commissioner for Human Rights (Council of Europe).

ENAR also initiated a project entitled “Forgotten women: the impact of Islamophobia on Muslim women”, which is taking place in five EU countries: United Kingdom, Italy, France, Germany and Denmark. Through a unique and innovative joint effort between the feminist and anti-racist movements, the project will document the disproportionate effect of Islamophobia on Muslim women and provide evidence for advocacy at EU and national levels. In 2014, we selected five national researchers and one European research team coordinator. A steering group of around 20 experts gathered in October to discuss the methodology and content of the research and of the upcoming national round tables, as well as broader advocacy strategies to combat Islamophobia in the EU.

In addition, we issued a joint statement signed by around 20 NGOs representing Muslim, Black, Jewish, Roma and generalist NGOs for the European Action Day Against Islamophobia on 21 September, as well as a widely shared op-ed, calling on the EU to recognise and publicly condemn Islamophobia.

Key impact
✔ Increased awareness among some MEPs, political advisors and the European Commission’s Directorate for Justice on the need to combat Islamophobia
✔ Engagement of feminist organisations in ENAR research on Muslim women in Europe

Advocating better implementation of the EU Roma integration strategy

ENAR worked towards the improved implementation of the EU Framework for National Roma Integration Strategies, including by playing an active role in the European Roma Policy Coalition (ERP). Key moments of the coalition work included an analysis of the European Commission’s progress report on the National Roma Integration Strategies, which was disseminated during the 3rd EU Roma Summit to around 500 participants. The ERP also issued a paper calling for the establishment of a structured policy dialogue with the European Commission, to request the Commission to have more meaningful consultation and use the expertise of civil society organisations. ENAR specifically advocated for a review of the National Roma Integration Strategies to include actions against anti-Gypsyism at different events including hearings of the European Economic and Social Committee and meetings with newly elected MEPs.

In addition, we published a widely shared op-ed encouraging, among others, the EU Fundamental Rights Agency to publish a report on the manifestations of anti-Gypsyism, as well as a press statement for International Roma Day on 8 April.
ENAR also organised a three-day training for its Slovak members and civil society actors working on Roma rights. It aimed at equipping the largest Roma community based in the north of Slovakia with the essentials of community organising principles to improve their advocacy at national level.

Key impact
✔ The European Commission recognises the need to tackle anti-Gypsyism in the frame of the National Roma Integration Strategies

Calling for targeted action on anti-Semitism

Following a number of anti-Semitic incidents in several European countries, we published two press releases and one op-ed to condemn the anti-Semitic escalation and call for concrete measures to address anti-Semitism in Europe. ENAR was quoted in the New York Times and other media in the summer over anti-Semitic incidents in the context of the war with Gaza.

We also issued a joint press statement signed by around 15 NGOs representing Black, Muslim, Jewish, Roma communities as well as generalist NGOs for International Holocaust Remembrance Day. In addition, we took part in the organisation of the No Hate Speech Movement’s action day against anti-Semitism on 9 November, and published a webzine edition on anti-Semitism in Europe around that period.

We also developed strong contacts with Jewish organisations such as CEJI-A Jewish contribution to an inclusive Europe, the European Jewish Congress, B’nai B’rith International and the Inter-Parliamentary Coalition against Anti-Semitism (ICCA), which will pave the way for future joint advocacy work on combating anti-Semitism.

Key impact
✔ Increased partnerships with key Jewish organisations in Europe
✔ Successful cross-community press statement positioning ENAR as a unique stakeholder able to build bridges between communities

“When there is such support for racist and xenophobic parties, it should set alarm bells ringing for mainstream parties and for society at large. We cannot allow 12% of the European population to be unfairly treated as scapegoats, discriminated against, and worse, become the victims of racist violence.”

26 May 2014
Responding to racist crime and hate speech

Many individuals with a migrant and/or an ethnic and religious background are victims of racist violence in Europe. Victims must be strongly protected at all levels of society. ENAR is calling for an improvement of legislative standards, both at EU and national levels, to deal with incitement to violence and hatred and to ensure proper investigation and prosecution of racist crimes.

Advocating for strong legislation on bias-motivated crime

ENAR issued a policy response to the European Commission’s implementation report on the EU Framework Decision on Combating Racism and Xenophobia, highlighting gaps in the law and calling for new EU legislation on hate crime.

A training for ENAR members on hate crime recording, reporting and advocacy was organised in November, with the participation of the OSCE ODIHR and CEJI. Based on this training, ENAR members will be able to assess their own needs and gaps in terms of recording racist crimes targeting different communities.

ENAR also started research for the 2013-14 Shadow Report, which focuses on racist violence. A questionnaire was produced for ENAR members to report on racist violence levels and the existing policy responses in all EU Member States.

ENAR was a partner organisation in the “Light on” project, which aims to tackle the normalisation of racism and its related images and symbols, providing a set of tools for the community, but also for law enforcement professionals, to put discrimination in the spotlight and combat it.

We spoke on the issue of racist crime at the closing conference of the project.

Key impact
✔ Increased capacity of ENAR members to monitor and document incidences of racist violence. 28 ENAR members were trained by OSCE/ODIHR and CEJI trainers on hate crime recording, reporting and advocacy.

Tackling hate speech by politicians

As part of EU elections campaign, we launched an Appeal for an election campaign free from discrimination and intolerance which was supported by the five main European political parties and monitored cases of discriminatory or hateful speech by candidates.3 This set the basis for follow-up work on monitoring hate speech in the European Parliament and in national election campaigns in 2015 and beyond. We also launched a widget developed by VoteWatch on ENAR’s website to facilitate monitoring of political speech and votes on equality related issues in the European Parliament.

In addition, an open letter from a coalition of ENAR members was sent to the European Parliament President when the N-word was used in the EP by a Polish MEP. The letter was widely disseminated, including by the Parliament Magazine. The MEP was consequently fined for hate speech.

3 See p. 5
Advocating for EU equality legislation and an internal EU fundamental rights strategy

ENAR issued a response on the European Commission’s implementation report on the EU Equality Directives, highlighting the need to better implement existing legislation and to develop a more comprehensive equality framework to fill legislation gaps. We also continued our advocacy work to ensure the adoption of the proposed EU horizontal equal treatment Directive, which has been blocked in the EU Council for the last six years, in coalition with the other anti-discrimination European networks. We coordinated a joint statement on the Equal Treatment Directive ahead of the EU Employment and Social Affairs Council meeting in December and published an op-ed highlighting Germany’s failure to unblock this file. We also met a number of key EU stakeholders on this topic.

In addition, ENAR became a member of the Human Rights and Democracy (HRDN) internal affairs working group, and participated in meetings with Member State, European Commission and European Parliament representatives, calling for a strengthened rule of law framework and for an internal EU fundamental rights strategy.

Key impact

✔ The EU equal treatment directive is a priority of the new European Commissioner for Justice

✔ Increased contacts with the German Federal Anti-Discrimination Agency, which also republished our op-ed

✔ European Commission officials and some MEPs calls for the adoption of an internal EU fundamental rights strategy

Making anti-racism part of EU migration and integration policies

Following the election of an ENAR Board member on the Bureau of the European Integration Forum in 2013, ENAR participated in Bureau meetings, joined meetings of the NGO Platform on Asylum and Migration (EPAM) and contributed to a submission on the future European Asylum, Migration and Integration Forum.

We issued a response to the European Commission’s consultation on the future of home affairs policies, assessing the progress made to advance a coordinated and transparent future migration policy and contributed to a joint statement by the European NGO Platform on EU Asylum and Migration on this.

ENAR also assessed five national pilot projects part of the EU INTEGRO (Integration on the Ground) project and delivered two trainings to national INTEGRO partners (ENAR members) on project management and integration indicators. The project aims to promote local, national and transnational cooperation amongst migrant communities, receiving communities, local, regional or national authorities, NGOs and the media to support effective and sustainable integration of third country migrants.
ENAR continued to raise visibility of its priorities and support advocacy work through its current communication tools and channels, as a way to make our key messages and demands heard.

ENAR’s new website allows visitors to find out about ENAR’s work and anti-racism at European level in a user-friendly and dynamic way. The new Members’ Area also provides ENAR members with a dedicated space to communicate and be informed of internal issues.

The electronic Weekly Mail was sent each week and kept our public informed of the latest European news and developments related to anti-racism.

The ENARgy webzine and its blog section continued to provide analysis on a thematic basis and to stimulate debate on anti-racism and equal rights.

**Increased visibility in the media**

Media coverage is critical for getting our message across. In 2014, ENAR issued 20 press releases and statements on a wide range of issues and continued to develop relations with the Brussels-based media. As a result, ENAR’s publications and positions were showcased regularly in the media (print, online, radio and TV), both at EU and national levels. We also contributed 35 opinion pieces to various newspapers, online media, magazines and newsletters, and increasingly cooperated with community media channels.

We were particularly visible in the media before and after the European elections (66 mentions) and around the launch of the shadow report (42 mentions).

Coverage has ranged from mentions of our work and positions in EU media (New Europe, EU Observer, Euractiv, Euronews, Parliament Magazine) and national media (such as The New York Times, De Standaard, Times of Malta, La Repubblica, Libération, La Libre Belgique, De Volkskrant, Irish Examiner, Agencia EFE, Gazeta Prawna, Népszava), to interviews on Radio France International, the Belgian RTBF, the Portuguese RTP and Russia Today, among others.

**Number of articles in the media quoting ENAR**

<table>
<thead>
<tr>
<th>Year</th>
<th>Count</th>
<th>Growth %</th>
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<tbody>
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<td>2012</td>
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</tr>
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<td>2013</td>
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<tr>
<td>2014</td>
<td>272</td>
<td>29%</td>
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Key impact
✔ Media coverage increase by 30% compared to 2013
✔ As a result of this increased visibility, some advocacy targets approached us to meet or collaborate

Increasing and improved outreach via social media

We boosted our audience and activity on both Facebook and Twitter, and increasingly posted short opinions on topical issues, reaching 1366 people on average with our posts on Facebook. Our presence on social media enabled us to raise ENAR’s profile towards our members, our larger constituency, but also external stakeholders, such as policy/decision makers and journalists.

Key impact
✔ Increase in the number of followers on Facebook by 43% (1579 new supporters) and on Twitter by 104% (1612 new followers)
✔ Our social media actions (on the Anti-Racism and Diversity Intergroup, Zwarte Piet or the Equal Treatment Directive) led to a high mobilisation of ENAR members, supporting our advocacy.
Highlights of ENAR members’ actions at national level

“Your vote can unite” campaign – France, Greece, Hungary and Italy

This campaign was launched ahead of the European Parliament elections in May by Les indivisibles (France), CIE Piemonte (Italy), Foundation of Subjective Values (Hungary) and Generation 2.0 (Greece), in cooperation with UNITED against Racism, ENAR and Hope not Hate. The project’s goal was to conduct local/regional mobilising campaigns in specific regions/cities in France, Greece, Hungary and Italy and raise awareness of the importance of casting an informed vote in the European elections in order to make a difference in the voting outcome in four constituencies. Actions included canvassing and street campaigning, dissemination of flyers, and debates with students and workers.

NGO mobilisation against racist art – Sweden and Denmark

ENAR member organisations in Sweden and Denmark mobilised around the trial against Swedish self-declared artist Dan Park, convicted of defamation and incitement to racial hatred, in the Appeals Court in Malmö in October, as well as planned exhibitions of his work. The controversial art pieces – banned by several galleries in Sweden following the indictment – were on sale online in Denmark and exhibitions had been planned in Copenhagen city hall and a Danish art gallery. Dan Park notably created and distributed posters with a picture of Jallow Momodou, President of the National Afro-Swedish Association and Vice-Chair of ENAR, superimposed on the image of a naked slave in chains. The mobilisation got significant media and social media coverage and resulted in the appeals court upholding the conviction and in the cancellation of the exhibitions.

ENAR Lithuania reaction to racial profiling incident – Lithuania

ENAR members in Lithuania, together with ENAR Europe, addressed a letter to the Lithuanian Minister of Interior and to the Police Department to express concerns following an instance of systematic racial profiling that occurred

“The timely and much needed intervention and support from ENAR in this case was important and much appreciated. When racist violence is on the rise and civil rights defenders are constantly targeted, the role and importance of ENAR in defending human rights becomes absolutely evident.”

“Cooperation among ENAR member organisations in Lithuania and the whole network managed to reach the police department to change their terrorism prevention programme, in which people that practice ‘radical Islam’ were mentioned among risk groups, whereas none of the other religions were mentioned. It is an example of very small steps to change attitudes and fight racial profiling.”
outside the Vilnius Islamic Cultural and Education Centre. All attendants to an Iftar (breaking the fast), organised by the Centre as part of its Ramadan activities in July, were requested by the police to provide details about their identity. As a result of this action by civil society organisations, the police amended their terrorism prevention programme so as not to name a specific religion as a ‘risk’ group.

**Collective to combat domestic violence against migrant women – Belgium**

In 2014, ENAR member organisation MRAX (Movement against Racism, Anti-Semitism and Xenophobia) decided to support and relaunch the work of the collective ‘Epouses Sans-Papiers En Résistance’ (ESPER), which gathers migrant women. Thanks to this, a new civil society platform was able to raise awareness of the specific issues faced by migrant women who are victims of domestic violence. Informal workshops and meetings were organised at the centre against domestic violence and a new tool was developed to inform these victims of their rights and give them advice on how to end the violence they face.

“ENAR became a member of the ESPER platform and contributed to this collective with its expertise and by proposing key tools and strategies for political recognition of the inequalities faced by migrant women victims of domestic violence.”

**“Integration on the Ground” project – Northern Ireland and Czech Republic**

The Northern Ireland Council for Ethnic Minorities (NICEM) took part in the INTEGRO “Integration on the Ground” project and focused on employment as a barrier to integration for third country (non-EU) nationals. INTEGRO highlighted multiple employment barriers experienced by third country nationals, developing a comprehensive evidence base involving some 650 migrants and securing solid cross-sectoral stakeholder working to identify practical solutions.

“The project was successfully implemented, applying the principles and methodology of ENAR’s toolkit “Working on Integration at a Local Level” in developing the project in line with EU principles in integration.”

The Czech Association for Integration and Migration’s INTEGRO project was entitled “With neighbours from elsewhere - integration of migrants in their localities”. It aimed to encourage active citizenship and participation of migrants and a better dialogue between them and local communities, by establishing a variety of tools such as intercultural work services and a toolkit for migrants on active citizenship.

“ENAR’s migrant integration principles and peer review method enabled us to better shape and target the project actions in order to maximise their impact.”
ENAR’s Management Board

ENAR’s management Board is composed of 11 members elected by the General Assembly, who have the task of overseeing the general functioning and longer-term strategy of the network.

Sarah Isal, United Kingdom Chair

Nicoletta Charalambidou, Cyprus 1st Vice-Chair

Jallow Momodou, Sweden 2nd Vice-Chair

Andreas Hieronymus, Germany Treasurer

Rokhaya Diallo, France

Niels-Erik Hansen, Denmark

Julia Kovalenko, Estonia

Eyachew Tefera, Slovenia

Marcell Lörincz, Hungary

Laurentia Mariana Mereuta, Romania

We thank former Board members Adla Shashati, Valentin Gonzalez and Karim Saafi for their commitment and valuable contributions to the ENAR Board in 2013-14.
Who’s who in the Secretariat?

ENAR’s secretariat has nine full staff members. It ensures the day-to-day work of the network and is the hub of all its activities at European level.

Michaël Privot
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Claire Fernandez
Deputy Director - Policy
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Ojeaku Nwabuzo
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Anne-Sophie Marchant
Administrative Assistant
anne-sophie@enar-eu.org

We thank and wish success to former staff members Shannon Pfohman and Pascal Hildebert, who said goodbye to us in 2014. We also thank all the interns and volunteers who provided valuable support to the ENAR team in 2014: Nidaa Botmi, Merve Boz, Audrey Casier, Camilla Covalolpe, Iain Christie, Anna Defour, Balazs Kos, Silvia Manaresi, Niccolo Panozzo, Ingrid Pavezi, Jamaar Powe Fischetti, Simon Sibomana, Svetlana Svatcheva and Rita Tedesco.
Finances

This financial statement was audited and approved by CdP De Wulf & C° scprl, registered auditors, for the period January-December 2014 in February 2015 - full details upon request.

ENAR thanks the European Commission and the Open Society Foundations for their financial commitment to the continuity of the network’s activities. ENAR also expresses its gratitude to the Joseph Rowntree Charitable Trust and various donors for their valuable support of ENAR activities in 2014. We also wish to thank PILnet, the Global Network for Public Interest Law, for their pro bono work for ENAR during this year.

<table>
<thead>
<tr>
<th>January - December 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
</tr>
<tr>
<td>• Core funding</td>
</tr>
<tr>
<td>European Commission DG Justice</td>
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<tr>
<td>Open Society Foundations</td>
</tr>
<tr>
<td>• Co-funding</td>
</tr>
<tr>
<td>FOSI - Islamophobia against Muslim women project</td>
</tr>
<tr>
<td>The Joseph Rowntree Charitable Trust</td>
</tr>
<tr>
<td>Membership fees</td>
</tr>
<tr>
<td>Donations from Adecco, L’Oréal, Sodexo and others</td>
</tr>
<tr>
<td>• Separate projects</td>
</tr>
<tr>
<td>Light On</td>
</tr>
<tr>
<td>OSF (Advocacy/Fundraiser/EDI)</td>
</tr>
<tr>
<td>Bank interests</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
</tr>
<tr>
<td><strong>Total expenditure</strong></td>
</tr>
</tbody>
</table>

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This financial statement was audited and approved by CdP De Wulf & co scprl for the period January-December 2013 in March 2014 - full details upon request.

ENAR would like to thank the European Commission for their financial commitment to the continuity of the network's activities. ENAR would also like to express its gratitude to the Open Society Foundations, the Joseph Rowntree Charitable Trust, the Centre for European Policy Studies and Adecco Group for their valuable support of ENAR activities in 2013. We also wish to thank the law firms McDermott Will & Emery and Dechert LLP for their pro bono work for ENAR during this year.

### January - December 2013

#### Income

- European Commission DG Justice
- Open Society Foundations
- The Joseph Rowntree Charitable Trust
- Centre for European Policy Studies
- European Coordinations
- Adecco

#### Expenditure

- European Commission DG Justice-FRC
- Not engaged/transferred to 2014
- Open Society Foundations
- Not engaged/transferred to 2014

#### Income

- Membership fees
- Donations
- Bank interests
- Income of the exercise/transferred to Social Fund

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Membership fees</td>
<td>€ 44.496,66</td>
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<tr>
<td>Donations</td>
<td>€ 5.000,00</td>
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<td>Bank interests</td>
<td>€ 15.905,00</td>
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<tr>
<td>Income of the exercise</td>
<td>€ 1.170.249,67</td>
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</table>

#### Expenditure

- Staff
- Travel
- Services
- Administration

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Staff</td>
<td>€ 609.008,50</td>
</tr>
<tr>
<td>Travel</td>
<td>€ 169.565,53</td>
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<td>Services</td>
<td>€ 225.037,08</td>
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<tr>
<td>Administration</td>
<td>€ 126.738,29</td>
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</tbody>
</table>

#### Total Income

- € 1.130.349,40

#### Total Expenditure

- € 1.130.349,40

This publication has been produced with the financial support of the PROGRESS Programme of the European Union and the Open Society Foundations. The contents of this publication are the sole responsibility of ENAR and can in no way be taken to reflect the views of the European Commission or the Open Society Foundations.