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.
2015 has been a challenging year. The Paris terrorist attacks against Charlie Hebdo and a Kosher supermarket set the tone for the remainder of the year as early as 7th January. They were a wake-up call for European societies and decision makers: violence and terror were no longer abstract, or distant events beamed on our screens. Beyond horror, fear and condemnations, these terrible events did open the door slightly for constructive conversations on economic and social exclusion and disenfranchisement as some of the root causes leading young European people from various backgrounds, fed with polarising ideologies, to take up arms against their societies and/or other minority groups.

Building on its in-depth work of previous years, ENAR was at the right time and the right place to deliver a progressive message and bring decision makers to, finally, address two forms of racism in our contemporary societies: Antisemitism and Islamophobia. The European Commission took steps, organised its first Fundamental Rights Colloquium on this issue, and ENAR was one of the key designers of this agenda. We achieved the first step of our strategy: ensure these two forms of racism are fully acknowledged by European and national institutions, and gather political momentum to explore the setting up of national action plans with clear actions, indicators and control mechanisms. Of course, we are not there yet and the road ahead is still extremely long and bumpy but at least we got the institutions moving. It’s a victory in itself, bringing to fruition decades of commitment of anti-racism activists. Unfortunately, the second Paris attacks on 13th November reinforced an all-out securitisation agenda, impacting disproportionately on ethnic and minority communities, in particular Muslims and migrants, which remains a key concern for ENAR.

We have also been able to advance on other fronts: contribute to the debate on integration of migrants and draw attention to the European wave of racist crimes they are facing; contribute to the adoption by the European Parliament of a Resolution on anti-Gypsyism in Europe and the recognition of the memorial day of the Roma genocide during World War II; ensure the setting up of a strong and active Anti-Racist and Diversity Intergroup (ARDI) in the European Parliament, staffed with a dedicated officer; and of course a great breakthrough in the media and political visibility of ENAR as the European voice of anti-racism. Last but not least, our financial situation has improved towards greater stability for the first time in years, allowing us to look at the future of our struggle with a bit more confidence to face the growing wave of hate and violence. In solidarity we stand.

Michaël Privot
ENAR Director
2015 in numbers

4 publications & reports

6 policy responses

19 press releases

5 key events organised

82 national events

4.5 mentions in the media per week on average
112 advocacy meetings

15 new member organisations

79,000 visits to our websites

12 high-level meetings

10,393 followers on Facebook and Twitter
ENAR’s members are its strength – they are part of ENAR to build a strong platform and maximise their advocacy impact at European level.

In 2015, we organised trainings on community mobilisation for our member organisations: one session on strategies to fight anti-Gypsyism for our members in Slovakia, and one training on community organising/mobilising for members implementing local ENAR-supported projects. We furthered knowledge on community organising and mobilising methods and success stories with a webzine on this topic and organised an expert group meeting on community mobilising.

25 anti-racism activists trained on community mobilisation

60 members engaged in ENAR advocacy work

ENAR General Assembly, 26-27 June 2015
There is no European-wide data on how many persons experience unequal treatment because of their racial or ethnic origin. Yet ‘equality data’ can provide powerful tools against discrimination and exclusion, shedding light on the situation of groups that are at risk of discrimination. ENAR is calling for the collection of Europe-wide equality data to measure discrimination, assess and improve equality policies and ultimately ensure equality in outcome.

In 2015, we met a number of decision and policy makers (in the European Commission, the European Parliament, the EU Fundamental Rights Agency and national ministries), as well as employers and social partners, to make our case for the need for equality data collection.

We also highlighted the need for equality data collection with a video, on our social media channels, as well as in op-eds and interviews published in European and national media.

Three of our member organisations launched projects on equality data collection in France, Hungary and Malta. In France, the CRAN launched its popular statistics website. In Malta, advocacy on equality data was initiated. In Hungary, the focus was on developing a tool for collecting hate crime data. In addition, several ENAR members participated in a webinar to build their capacity to engage on this topic.

The European Commission commits to guidelines on equality

14 ENAR members informed and engaged on this topic thanks to efforts to increase support for an EU Framework on equality data among groups victims of discrimination

9 key players reached
Promoting equality in employment

Employment remains the main gateway to social inclusion. Yet discrimination is a major hurdle for ethnic minorities and migrants when looking for a job, and also once in employment.

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 its Equal@work meeting on equality data collection in employment and the workplace to business partners and other key players in the field. It gives an overview of data collection practices put in place by employers and some of the principles that should underpin equality data collection in the workplace. The report was also promoted on two diversity management portals and presented at the 6th Forum of EU Diversity Charters.

We held the 7th European Equal@work seminar on religion and belief in the workplace. The meeting enabled participants to explore challenges and concrete solutions to manage a diversity of beliefs and practices in a way that fosters inclusiveness, mutual understanding and, ultimately, productivity.

In addition, ENAR organised the third European conference on ethnic, cultural (and social) origins in business, in collaboration with L’Oréal and the French Association of Diversity Managers (AFMD) in Paris in October. Participants discussed the business case for diversity in a context of economic stagnation and innovative approaches to go beyond the business case in this context.

The Dutch and the Swedish governments, thanks to the mobilisation of ENAR members in these two countries, commit to action plans to address Afrophobia.

Developed cooperation with social partners on common diversity and non-discrimination issues.
Recognition of Islamophobia at EU level
The European Institutions, due to the increase in anti-Muslim incidents and the ongoing pressure from ENAR and partners, have dedicated high-level events to combating Islamophobia for the first time ever. The first EU Fundamental Rights Colloquium focused on Antisemitism and anti-Muslim hatred and the European Parliament also organised a hearing on Antisemitism and Islamophobia. ENAR representatives spoke at both events and high-level politicians and decision makers used the term Islamophobia and recognised the urgency to act.

ENAR’s advocacy on this issue led to:
- the European Commission appointing an EU coordinator on Islamophobia.
- the European Commission and the European Parliament mentioning the need for national strategies to combat Islamophobia.
- the specific vulnerability of Muslim women to discrimination in employment being mentioned in the EU Fundamental Rights Colloquium conclusions.

ENAR’s project “Forgotten women: the impact of Islamophobia on Muslim women” aims to document the disproportionate effect of Islamophobia on Muslim women and develop alliances between the anti-racism and feminist movements to better address the intersectional discrimination affecting Muslim women. As part of this project, ENAR commissioned eight national reports (Belgium, Denmark, France, Germany, Italy, the Netherlands, Sweden and the United Kingdom) on Muslim women’s experience of discrimination in employment and of racist crime. Eight national round tables with representatives of anti-racism, Muslim and feminist organisations were held in Paris, Berlin, London, Rome, Copenhagen, Brussels, Stockholm and Utrecht to discuss common avenues to work together to challenge Islamophobia and sexism.

Following the terror attacks in Paris and Copenhagen and increasing manifestations of Islamophobia, ENAR issued a joint brief on Islamophobia, jointly with the Federation of European Muslim Youth and Student Organisations (FEMYSO), as well as a Q&A on Muslims in Europe to clarify some misconceptions and answer some of the most frequent questions on this issue.

European Institutions take steps to recognise and combat Islamophobia

29 advocacy meetings with national and EU decision makers
Reached around 400 decision makers and stakeholders
Quoted in 43 media on the issue of Islamophobia
Targeted action to combat Antisemitism

The Paris attacks have added to the ongoing fears of European Jews, following a number of antisemitic incidents across Europe. ENAR is calling for concrete European, national and local policy commitments to tackle Antisemitism in all areas of life.

As mentioned above, the first EU Fundamental Rights Colloquium focused on Antisemitism and anti-Muslim hatred and the European Parliament also organised a hearing on Antisemitism and Islamophobia.

ENAR’s new mobilisation on advocacy regarding Antisemitism led to:
- a reinforced cooperation with members and non-members on advocacy related to Antisemitism.
- the European Commission appointing an EU coordinator on Antisemitism.
- the European Commission and the European Parliament mentioning the need for national strategies to combat Antisemitism.

ENAR held its first steering group on Antisemitism in April, which was an opportunity to map expertise on different policy areas (security, hate crime, equality data, etc.) and the relevant gaps in EU law and policy in these areas.

ENAR published and disseminated a leaflet debunking myths about Jews and Antisemitism. A joint press statement was also issued on Holocaust Remembrance Day with 11 Jewish, Roma, Black and Muslim organisations.

Reaffirmed mobilisation from European Institutions to fight Antisemitism

8 advocacy meetings with national and EU decision makers

Wide dissemination of our leaflet Debunking myths on Jews and Antisemitism

Reached around 250 decision makers and stakeholders
Anti-Gypsyism in the spotlight
The 10 to 12 million Roma people living in Europe continue to be denied their basic human rights and to be the victims of racist attacks, widespread discrimination and hate speech. ENAR is calling for anti-Gypsyism to be recognised as a specific form of structural racism targeting Roma and for the implementation of measures to combat it, so that Roma can be fully included in European society.

Thanks to ENAR’s and the European Policy Roma Coalition’s work, a workshop and a political panel dedicated to anti-Gypsyism was organised during the European Roma Platform meeting. In the European Parliament, ENAR met a number of MEPs to raise attention to anti-Gypsyism and co-organised a hearing on forced evictions of Roma. As a result of this work, the European Parliament adopted a Resolution on anti-Gypsyism in Europe and EU recognition of the memorial day of the Roma genocide during World War II, thus highlighting its commitment to combat anti-Gypsyism and calling on the European Commission and EU Member States to take action on this.

ENAR also took part in the first ever international symposium on anti-Gypsyism in Germany, where German officials made commitments to concrete actions to fight discrimination against Roma.

Increased recognition of anti-Gypsyism as an obstacle to implementation of inclusion policies for Roma

Quoted in 20 media on Roma related issues
Putting the focus on Afrophobia in Europe
People of African descent and Black Europeans are the most invisible ‘visible’ minority on the European political agenda, despite the fact that they make up an estimated 7 million people in Europe and are particularly vulnerable to racism and discrimination. ENAR is calling EU decision makers to publicly recognise Afrophobia as a specific form of racism and to develop effective and targeted strategies to combat it.

In January, ENAR launched “Invisible visible minority: ENAR book on people of African descent in Europe”, compiling more than 20 articles on concepts, origins and manifestations of Afrophobia at an event in Brussels. The book was also launched at national events in Sweden, the Netherlands, Austria and Ireland. We additionally produced a webzine on the healing of past abuses against minority communities and several articles focused on remembrance and recognition of the slave trade and colonialism.

The EU Fundamental Rights Agency commits to include people of African descent in forthcoming surveys

The Dutch and the Swedish governments, thanks to the mobilisation of ENAR members in these two countries, commit to action plans to address Afrophobia
ENAR also conducted and compiled research for the 2014-15 Shadow Report, which focuses on Afrophobia in Europe and covers 20 countries. It is the first Europe-wide research on people of African descent and Black Europeans, and brings evidence of manifestations of Afrophobia in a range of areas, including employment, education, representation, criminal justice, health and housing.

ENAR attended or spoke at a number of events and meetings to highlight the need to combat Afrophobia among key players at the EU and national levels.

An ENAR-led delegation attended the US Congressional Black Caucus Assembly and met Members of Congress, students and professors, State officials from the White House and State Department. As a follow up to the visit, and in collaboration with ENAR, several Members of the US Congress sent a letter to European Commission President Juncker, calling for the Commission to pressure States to adopt national strategies to combat Afrophobia.

ENAR delegation at the US Congressional Black Caucus Assembly, September 2015

12 advocacy meetings and around 200 decision makers and key players reached

Quoted in 20 media on Afrophobia
Every day ethnic and religious minorities as well as migrants are victims of racist crime and violence across the EU. They are not targeted randomly by perpetrators, but simply because of who they are or perceived as. Racist crimes must be recorded, reported, investigated, prosecuted and result in criminal sanctions.

ENAR’s 2013-14 Shadow Report provides evidence and analysis of racist crime in the EU and was launched in the European Parliament in presence of MEPs, the European Commission, Member States representatives, the EU Fundamental Rights Agency and NGOs. An animated video was produced to promote the findings of the Shadow Report. In addition, we published an ENARGy webzine edition focused on racist speech and its impact on incitement to hatred.

We had several advocacy meetings with relevant people in the European Commission and Parliament to call for guidelines on racist crime investigation and victim support, as well as stronger legislation on hate crime. ENAR also coordinated a joint civil society position on the need for improved legislation at EU level.

ENAR produced a guide for civil society on monitoring EU law for racist crime to support the standardisation of racist crime reporting. This inspired three member organisations to work on data collection mechanisms.

We also made progress in working with European Parliament officials and MEPs to ensure that hate speech in the European Parliament is reported and sanctioned in an appropriate way.

Linked to this, we issued a press statement following the creation of a far right group in the EP and were quoted 28 times in the media on this topic.
Putting the focus on anti-racism in migration policies

The asylum and migration ‘crisis’ in the European Union has put the situation of migrants back into the limelight. ENAR is calling for migrants rights to security and non-discrimination to be respected and is working to tackle xenophobia and hate crime/speech against migrants, asylum seekers and refugees.

ENAR put these demands forward through meetings and events (including with UNHCR, Amnesty International, UNITED against racism), op-eds and policy statements. We took an active part in the Brussels-based NGO Platform on Migration and Asylum (EPAM) and participated in meetings of the new European Forum on Asylum, Migration and Integration. ENAR also supported the Social Platform, EPAM and CONCORD #WeApologize campaign which aimed at raising awareness on the lack of coordinated humanitarian aid for the reception of new asylum seekers and refugees.

We published an interactive map of racist incidents targeting migrants across Europe, which was updated regularly, to document these incidents and highlight the importance of addressing this xenophobic violence and speech. ENAR also issued a webzine edition on migration and anti-racism.

In addition, we held an expert steering group with ENAR members and other stakeholders in this field in order to better define ENAR’s strategy on racism against migrants.

Evidence of 416 anti-migrant incidents across Europe

Quoted in 15 media on migration related issues
Highlighting the impact of security and counter-terrorism on minorities

The Paris and Copenhagen terrorist attacks at the beginning of 2015 changed the dynamic for the anti-racism movement in Europe. To react to these unforeseen circumstances, we considerably stepped up our activities on the consequences of counter-terrorism policies for human rights and their impact on minority communities.

ENAR published a policy statement on counter-terrorism from an equality perspective. We had a number of advocacy meetings with MEPs and political group advisers and proposed amendments and voting recommendations regarding legislative and policy proposals in the European Parliament, including a resolution on counter-terrorism and a parliamentary report on the prevention of radicalisation. As a result of this work, a focus on non-discrimination was included in the final report adopted by the European Parliament. A webzine on counter-terrorism and counter-radicalisation from an equality perspective was also published.

78 advocacy meetings and high-level conferences at the national and EU levels, including with the EU counter-terrorism coordinator Gilles de Kerchove

Quoted in 59 media on this topic

Advocating for an equality and human rights framework

We continued our advocacy work to ensure the adoption of the proposed EU Equal Treatment Directive, which has been blocked in the EU Council for the last eight years, in coalition with the other anti-discrimination European networks. ENAR participated in several meetings on the Equal Treatment Directive, and raised this point in two meetings with European Commission Vice-President Timmermans and with Justice Commissioner Jourová. A joint NGO statement was prepared for EU Member States, together with a document debunking the remaining myths and concerns about this negotiation in the Council.

ENAR has an increasingly positive partnership with the German equality body (Federal Anti-Discrimination Agency - FADA) and coordinated a joint appeal to the German government to unblock the negotiations, which was covered by 30 media outlets in Germany and at EU level.
Contacts with EU decision makers have largely increased and improved and the number of high-level advocacy meetings increased. ENAR participated in several high-level advocacy meetings in 2015 to raise the profile of its demands, including with European Commission Vice-President Timmermans, Justice Commissioner Jourova, Employment Commissioner Thyssen and the Swedish Minister for Culture and Human Rights.

Thanks to ENAR’s and partners’ efforts, the European Parliament’s Anti-Racism and Diversity Intergroup was officially established in 2015 and hired a dedicated full-time coordinator. ENAR has established a close working relationship with the new coordinator.

In addition, ENAR is a member of the Human Rights and Democracy (HRDN), and participated in several 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. ENAR also submitted amendments to the European Parliament report on fundamental rights in the EU which were adopted. This work enabled us to mainstream anti-racism issue in broader fundamental rights discussions and policies.

A stronger and more visible European Parliament Anti-Racism and Diversity Intergroup

Improved ENAR advocacy profile and high-level advocacy on equality

112 advocacy meetings: 86% increase from 2014 to 2015

12 meetings with EU Commissioners and national Ministers
ENAR continued to make its key messages and demands heard through its communication tools and channels – publications, website, e-newsletter, webzine, blog, media and social media.

Media coverage is critical for getting our message across. In 2015, ENAR issued 19 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 29 opinion pieces to various newspapers, online media, magazines and newsletters, and increased our outreach to ‘community’ media channels.

Coverage has ranged from mentions of our work and positions in EU media (including Politico Europe, Euractiv, EU Observer, Euronews) and national media (such as The New York Times, Newsweek, El Pais, Reuters, La Libre Belgique, Irish Examiner), to interviews on Al Jazeera, Radio France International, the Belgian RTBF and Deutsche Welle, among others.

We boosted our audience and activity on both Facebook and Twitter, with 846 new supporters on Facebook and 1,126 new followers on Twitter. We also had a 25% increase in traffic to our website coming from our social media accounts.

Our presence on social media enabled us to raise ENAR’s profile towards our members, our larger constituency, but also external stakeholders, including policy makers and journalists.

**Social media**

- **234 articles** mentioning ENAR’s work and messages
- **79,000 visits** to our websites
- **Reached over 4,000 young people** with awareness raising activities on Islamophobia and violent radicalisation
The European Network Against Racism’s annual accounts were audited by CdP De Wulf & C° scprl, registered auditors, for the period January-December 2015 in March 2016. The full details are available on our web page: www.enar-eu.org/Annual-and-financial-reports-1127

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 2015.
Popular Statistics for Equality – France

The Representative Council of Black Organisations in France (CRAN) initiated a campaign for equality data collection. As many in France believe collecting ethnic data is illegal and there is reluctance to gather such data, equality data collection remains very limited. The project “Popular Statistics for Equality” advocated for the collection of equality data in full respect of privacy and human rights, by gathering equality data on a website produced by citizens, members or friends of the CRAN. They also launched a public campaign to denounce the lack of non-white people receiving the “Légion d’honneur”, which is the most famous civil award in France, which resulted in media coverage and a meeting with President Hollande’s office.

“ENAR helped us create the website and the campaign. Being a member of ENAR shows how important it is important to fight together for a better world.”

Video campaign against online hate speech – Lithuania

The Lithuanian Centre for Human Rights launched a campaign against online hate speech with a video and website on how to react and report online hate speech. The video went viral, was viewed more than 10 million times on YouTube and received wide media coverage.

“The Lithuanian Centre for Human Rights continues to work to fight racism based on collaboration with ENAR and partners in sharing experiences and publicity activities.”

ENAR Ireland report on Afrophobia – Ireland

ENAR Ireland published and launched a report on Afrophobia in Ireland, which contributed to raising awareness of this phenomenon in Ireland, at the start of the UN Decade for people of African descent. The report findings made number one item on national radio and number three item on national television. #Afrophobia was trending on Irish Twitter on the day of the launch. The report also fed into ENAR’s Shadow Report on Afrophobia in Europe.
Facing Facts Forward! project to tackle hate crime – European Union

Facing Facts! is an innovative programme aiming to tackle the issue of hate crime in Europe, led by CEJI-A Jewish Contribution to an Inclusive Europe. The new phase of the project ‘Facing Facts Forward!’ was launched in 2015 to expand hate crime prevention advocacy efforts to all levels of government and civil society, and included a European conference on recording and reporting of hate crimes. The conference gave a significant boost to cooperation among civil society, governments and international organisations and resulted in a set of concrete recommendations that will hopefully inform the work of the key actors at local, national and international level. An awareness raising video was also launched.

“The Facing Facts and ENAR share the commitment to provide civil society organisations with tools to impact the society in which we live. ENAR supported the Facing Facts project by reinforcing the idea that monitoring is key to improve advocacy strategies and that working in solidarity is essential for better responses to the issue, as hate crime affects us all.”

Report on Islamophobic incidents – Belgium

The Collective against islamophobia in Belgium (CCIB), created in September 2014, launched its first annual report and reported that the number of Islamophobic incidents doubled between 2011 and 2014. This monitoring contributed to the recognition of Islamophobia as a form of racism in Belgium and raised awareness of the specific gender dimension of Islamophobia.

“The CCIB benefited from ENAR’s expertise on the definition of islamophobic incidents and review of our first report.”
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.

We thank former Board members Niels-Erik Hansen, Rokhaya Diallo, Julia Kovalenko and Eyachew Tefera for their commitment and valuable contributions to the ENAR Board in 2013-15.
ENAR Secretariat staff

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.

We thank the former interns and volunteers and who provided valuable support to the ENAR team in 2015:

Miriam Ajayi, Alice Arnaldi, Anne Aulinger, Teresa Drabkova, Tirza Emmering, Stefano Fasano, Eleonora Giuliani, Nikita Imambajev, Cwassars Khoja, Nadia Lazzouni, Alice Le Dret, Brunna Martelli, Clara Nabrotzki, Paulien Natens, Assia Oulkadi, Jamaar Powe-Fischetti, Deborah Riccetti.