



European Network Against Racism
The voice of the anti-racist movement in Europe

31st Board Meeting Minutes Torino, 14 April 2019

Present: Amel, Laurentia, Marcell, Wouter, Vilana, Enrique, Karen T., Claudia

Apologised: Karen K., Ghyslain, Maria

Staff: Michael, Juliana (Staff Representative)

Invited: Claudio, Luciano

1. Adoption of the Agenda

Before the adoption of the agenda, some reflexions were shared with Luciano and Claudio on the meetings of the past couple of days:

- Claudio: one major question is how to involve the new generations in shared places? They mix sometimes in after school activities and disappear when they grow older. How can we retain generations of activists and connect the dots between different movements and forms of mobilisation?;
- In Italy, the second generation is just starting: it's high time for Italy to hear from experiences (positive and negative) in other countries => Germany and Belgium, among others, have a long experience to learn from;
- Youth work could be a topic of the GA as the youth dimension keeps coming back;
- Luciano: Behind all the work, there are personal stories – of suffering and fears => creating safe spaces is not enough if people who need them do not enter into them;
- We need to re-think ENAR as a network of national organisations => we will need to work on funding at national level; empower members to influence national level decision makers even when the political level is not at all in favour of our ideas.

- Amel welcomes Juliana as the first staff representative on behalf of the Board.

DECISION:

- **The agenda is adopted.**

2. Adoption of the minutes

DECISIONS:

- **Change: Karen T. from absent to apologised.**
- **The minutes are adopted.**

3. Update on Finances and Audit

- Update on finances by Wouter (see annexed documents);
- Attention is drawn to the increasing amount of spending on staff as the 2 new Officers have been given open-ended contracts;
- When overspending is foreseen, there should be a warning system in the budget to inform the Treasurer and Chair or another Board member (such as % of overspending specified for key categories of the budget);
- The Treasurer thanks the Admin team for the work done and the Board thanks the Treasurer for the follow up and commitment.

DECISION:

- **MP/IB/ASM and Wouter: in September make a proposal for a monitoring system for overspending.**

4. Update on SFSC

A) Minute-taking by Board Members

- The Board acknowledges the difficulty for the Director to be present at the meeting, contribute and take minutes, which has led to a few misunderstandings;
- Option: have a staff member taking minutes (other than Director and staff representative) and have a Board member also taking minutes;
- This raises a question about staff working on Saturday;
- If a Board member takes minutes, s/he will also not be fully present in the conversation;
- Proposal: organise a rotating role for Board members to take minutes among those feeling comfortable to do so. It is a learning process. Maybe different Board Members take minutes in the morning and afternoon;
- Proposal: record the conversation in case of doubt.

B) Pushing the fundraising forward

- We need to get things going with the fundraising;
- Wouter proposes to organise, with the support of the Secretariat, a conversation at the GA about fundraising and how we can learn from practices from members: how can members contribute practically with their own skills? How to avoid holding a conversation leaving participants “hanging out” without being clear about the role they can endorse in fundraising? It fragilises taking ownership of the project.

C) Update of the Staff Team

- The Board acknowledges the work done by the Team on ToRs of the staff representative to the Board. The ToRs are appreciated by the Board. An evaluation will be needed about the rotation when it comes to communication with the Team.
- Only remark: the cost of staff travel should not be the reason for not delegating staff members to the Board if their expertise is needed, but rather their workload. If needed, it is possible to send more than two staff members abroad.
- Update of the Board by Juliana on the ENAR 2.0 staff process.

- When it comes to some of the working groups, maybe some Board members should be involved in some conversations (such as strategy);
- Maybe the Board should not be involved in early stages of Staff clearing ideas, because that could be seen as control;
- The idea from the Staff perspective is that both Board and Staff have their journey and touch base regularly to align. It could be that on important dossiers such as future strategy, Board members that might be available could be there at the beginning of the conversation and reconnect at regular times to ensure that there is no huge gap at the end of the process. From the side of the Board, it is about making sure that there is support to the Team and that the Board and the Team are mutually informed of each other's progress on their respective thought processes;

D) Skills assessment in view of recruitment

- Social skills are as important as operational skills. It would be good to have this in the picture;
- There is also a staff WG on mediation and conflict management. It is also meant to develop the requested processes.

E) GA dates

- The Staff needs to have a decision about the GA dates in 2020 and 2021 to ensure that the upcoming strategic plan is adopted in time before the EC call for application and ensure that members are fully involved rather than just consulted via email on important decisions.

F) Board elections

- Only 2 applications so far (from Spain and Croatia). Open until 5 May;
- Staff recommendation on governance: to apply to the Board, the Member organisation should at least be in the membership for one year and know about the network;
- Staff recommendation on governance: a 3-year mandate would still be the best option (because of changes in the network, with the view to refresh the perspective), rather than longer or shorter periods;
The Board hears this perspective, but it would be good to ensure that the conversations on mandate turn-over and mandate length are connected;
- Staff recommendation on governance: which kind of process do we put in place to ensure that the needed skills are recruited into the Board?
⇒ The Board shares the same concerns as the Team on these issues.

DECISIONS:

- **Board agrees: at next Board meeting in June, Claudia volunteers to take the minutes of the meeting, on the basis of a rotating duty amongst Board Members.**
- **Board agrees: minute-taking to be re-discussed at the September Board meeting with the new Board.**
- **Board agrees: Wouter to have a workshop at the GA on fundraising with the support of MP & Admin Team.**
- **Board agrees: have the GA of 2020 in June and the GA of 2021 in April to approve the next 2022-25 strategic plan.**

- **Board agrees: applications for Board membership should not come from member organisations which have been in the membership less than 1 year.**

5. Update on logistics and statutory changes at the GA

- The Working group of the Board on the GA needs to ensure that it follows up on its own tasks/commitments;
- Note to Team: The decision to change the place of the GA should have been better communicated to the Board.
- Update on the preparation of the GA by Juliana (see annexed documents);
- ENAR should not disengage from the capacity building and information sharing aspect, but there is a need to engage more strongly into movement building starting from a point of solidarity;
- How do we understand solidarity? We want to look into inspiring practices, to lift people up;
- How to ensure that we select topics that are not toxic to the dynamic of the GA, or are brought to the GA as potential “cluster bombs”? Some proposals need to be brought through a process and not given a space directly within the GA;
- How to make a space for candidates to the Board to present themselves (workshop, other)?;
- Idea: would it be useful to have a workshop for the power mapping of the new MEPs?;
- Would there be a possibility to have a workshop on the follow-up of the PAD resolution?
- On NAPAR: training is organised in May => maybe not for the GA;
- Young people and LGBTQI* should be included in the process to ensure that we tackle homophobia;
- For the afternoon: the sessions need to be well facilitated (maybe by members, but it will not be member-led in the sense that they would not decide on the agenda as in the morning);
- We have to clarify the role of the safety officers: it is not only to react in case something happens, but also to prevent (and what is the protocol for this?). How to also ensure that the staff feels safe in corridors, in particular from male members as there is a gender dimension. Amel to start by a community agreement that such behaviours are not okay so that we can remind people who would break the rules that such behaviours are not okay and that they should leave the meeting. This should be a Board responsibility, so that if a Board member does not feel in the right place to have the values upheld, another member could follow up;
- We could have longer discussions in the afternoon. For the morning, instead of topics, we might propose guidelines on methodologies, frames and leave some space for the members to bring up their issues. This would create a space for people to bring in their capacities;
- We should only have light lunches to get the maximum time in sessions;
- On gender: last year was an opening; but we need to build up on this session and embed the process in the organisation and keep learning about it;

=> we need to keep building this issue: capacity building for male participants at least (on gender equality, body integrity, consent...). We need to agree on follow-up actions at the end of the session (at Board, staff and member levels) and call for members to commit. We need to be facilitated in a catchy way. It's difficult for men to discuss masculinity because it's about privilege. And this has a toxic impact on everybody, men included;

- Question: should we leave a middle space for people who should not be coerced into choosing a workshop?

DECISIONS:

- **Amel: to prepare a community agreement for the GA;**
- **Board agrees: 4 workshops in the morning; 4 longer workshops in the afternoon.**

6. Governance, elections of the Board

Not running again: Amel, Claudia, Enrique, Karen K;

Remaining: Karen T, Ghyslain, Maria, Vilana;

Potentially for 1 more year: Marcell, Laurentia as normal Board members;

For second mandate : Wouter will run for Treasurer

Changing roles: Ghyslain interested for VC position (if there is a WOC as chair, but he will also put himself as candidate for chair if it's not the case); we are not sure yet about Karen T.'s intentions.

- It would be better for the Chair to have a candidate coming from the Board;
- If there are no candidates for one of the VC positions, Marcell or Laurentia could continue for one more year as VC;
- With a male director, a male chair is not an option;
- We need to ensure that the next Board members are not going to break the trust built with the secretariat.

7. First and second Anti-Racist week and EU elections

- Different participant profiles were brought together during the first week in March by ENAR, ENPAD and EOTO. There were some mismatches and, as a consequence, the selection for the 2nd week will be sharper to ensure that we have a maximum advocacy profile to put pressure to get the ARDI set up and resourced. The Board will have to be engaged and support the Team in this process, in particular to ensure that participants selected by all organisations are up to the requested level.
 - ⇒ how can Board members contribute on advocacy, how to link with new MEPs, how to make sure that they are present in the room, and help us have the good people in the room who know how to talk to MEPs and get our advocacy asks through;
- Community mobilising in view of the elections came out as being very difficult. The lack of resources is extremely strong;

- In view of the EU elections, there are WhatsApp and FB groups, and also the demands. Staff would need the support the Board to share the demands to the candidates that they know.
 - There is also a cluster to contribute with messages;
 - Georgina is in charge of connecting our demands with other campaigns;
 - Karen T and K and Ghyslain are people that can contribute in connecting to candidates.
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- ARDI is increasingly called into question by NGOs and MEPs who would like to have single ground intergroups (specifically Antigypsyism and Antisemitism) => ENAR needs to go “bazooka” to ensure that ARDI is the best fit for transversal approaches, with a broader perspective on race. It will be the role of the Board and the membership to ensure that our option is prioritised by advocating towards the new MEPs.
 - We will do a power mapping after the elections to get support for ARDI, but the process can start before.
 - The Anti-Racist week will be a one chance opportunity to get our message across and set the tone of the cooperation with the EP for the next 5 years.

9. AOB

N/A



32nd Board Meeting Brussels, 20 June 2019

I, by signing this document, hereby approve the minutes of 31th Board Meeting, organized in Turin on 14 April, 2019.

NAME	SIGNATURE
Amel Yacef	
Claudia Mara	
Enrique Tessieri	

Wouter Van Bellingen	
Marcell Lorincz	
Karen Taylor	
Vilana Pilinkaite	
Maria Dexborg	
Laurentia Mereuta	
Ghislain Vedeux	
Karen Kaneza	



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**32nd Board Meeting
Brussels, 20 June 2019**

Participated at the Board Meeting on 20 June 2019:

NAME	SIGNATURE
Amel Yacef	
Claudia Mara	
Enrique Tessieri	
Wouter Van Bellingen	
Marcell Lorincz	
Karen Taylor	
Vilana Pilinkaite	
Maria Dexborg	
Laurentia Mereuta	
Michael Privot	
Georgina Siklossy	