**12th BOARD MEETING – Conference call**

**Minutes**

**10 November 2015**

**Participants:** Sarah, Andreas, Marcell, Jamie, Jallow, Peter, Intissar, Amel, Vilana

**Apologies:** Nicoletta,Laurentia

**ENAR Secretariat staff:** Myriam, Claire, Michael

**Agenda:**

1. Welcome words by Sarah; check list of present Board members; Adoption of minutes of 11th Board meeting (see attachment)
2. Follow up on decisions of 11th Board meeting (see attachment)
3. Highlights of the 2016 work programme (see attachment)
4. Change in the Secretariat’s portfolios (see attachment)
5. How to deal with sexism in ENAR structures? (initial discussion)
6. Move office
7. AOB => Sigrid Rausing Trust (MP); Move (MP); Recent migration issue in Spain (JM)
8. Closing words by Sarah
9. **Adoption of the minutes**

Quorum reached, the meeting can officially take place (8/11 members online).

**DECISIONS:**

* **Michael: Accuracy point: take crude words out of the minutes.**
* **The minutes are adopted.**
1. **Follow up of the decisions of the previous Board meeting**
* Claire gives a short update on the Fundamental Rights Colloquium results (contact points on Islamophobia and Antisemitism will be designated among European Commission staff; national action plans are mentioned in the conclusions; Islamophobia is clearly mentioned; great speech by Sarah which positioned ENAR at the top of issues; great visibility of the ENAR network as a central player).
* The two contact points on Antisemitism and Islamophobia will be selected from among the unit of Chiara Adamo, so not really high level.
* Intissar mentions the European Parliament’s Antiracism and Diversity Intergroup (ARDI) event follow-up in February 2016. ENAR is involved with FEMYSO. We recommended having more civil society representatives to ensure that there is pressure on the European Commission and Member States to follow up on the conclusions of the Colloquium.
* The Dutch EU Presidency is interested in moving on this issue and in presenting Council conclusions, but not the Luxemburgish Presidency.

**DECISIONS:**

* **MDF: Organise a meeting with Andreas and Amel on finances before the end of the year.**
* **CF/MP: Meet with Chiara Adamo and ask for the two persons of reference to be there + get FEMYSO in the meeting.**
* **MP/AH: Set up a timeline for the development of the toolkit on sound bites at the next meeting.**
1. **Highlights of the 2016 Work Programme**
* Presentation of the highlights by Claire (see application form to the EC).
* Jallow mentions that he was expecting more events via ARDI with regard to the PAD UN Decade.
* Claire: the application mentions only ENAR led events/plans corresponding to the level of funding we can get => this does not cover what can be done with ARDI on the side as that does not need to be in our work plan. ARDI constitutes a great development compared to previous years as there will be a space for ongoing advocacy. It’s difficult to really reflect this situation fully in the application as the rationale of the EC application is not conducive to fully highlighting our work.
* Claire suggests looking also under Part III (transatlantic connection, campaigning, and dissemination of the findings of the Shadow Report on PAD within the profiling event): Afrophobia will be fairly well highlighted in 2016.
* Andreas: do we know when the guidelines on data collection will be launched? Should we not make this strand of our work fully transversal as it touches on many issues?
* Claire: although the application does not fully reflect this, it will actually be the case. Equality data collection will also be part of the national projects.
* Michael gives updates on the project supported by Sigrid Rausing Trust (Muslim-Jewish joint actions and community building) as well as on the search for new offices.

**DECISIONS:**

* **The Board has no objections to the EC application for 2016.**
* **Claire: Check if ARDI (or some of its members) could be involved in monitoring the drive of the far-right to question EC budgeting and put pressure on the EC to keep funding equality networks.**
1. **Content portfolios within the ENAR Secretariat**
* Michael and Claire present the new distribution of content portfolios (see annexed document).
* There is no alleviation of the workload, but the changes are meant to increase the coherence of the team and internal communications, as well as balance skills and knowledge within the team.
* Jamie: why differentiate between security and hate crime? Claire: it is not fully same: security is a larger and emerging policy area, mostly about counter-radicalisation/countering violent extremism and racial profiling. Hate crime is much more specific.
* Andreas: we should conduct an evaluation after 6 months/1 year to see if staff time and resource allocation are concretely contributing to the expected changes.
* Sarah: with regard to line management, is it sustainable to have both Myriam and Claire in all line management meetings? Claire and Myriam agree with this proposal and will test it.
* Michael will ensure the line management of Claire and Myriam.
* Andreas: are there any expected financial implications?
* Michael: no implications are foreseen.

**DECISION:**

* **The Board agrees to the changes. Evaluation of the new model will take place at the end of 2016.**
1. **Sexism in ENAR structures**

Jamie would like to initiate a discussion around two main issues:

1. In Denmark: a person that was excluded from participating in any ENAR Europe meeting following the harassment case at the ISD-ENAR Berlin meeting in 2014 was invited by Bashy. What’s the procedure?
* Michael reminded Board members of the harassment case (see minutes of the ENAR Steering Group meeting in Rome, April 2014 for the details). The conclusion was that the person from Denmark would no longer be invited to ENAR Europe events. The person was expelled from his organisation, which remained a member of ENAR DK. In the meantime, this person has set up a new NGO wishing to become a member of ENAR DK, an option that the former organisation refuses, declaring that it will remain a member of ENAR Europe, but not of ENAR DK if the application of the new organisation is validated by ENAR DK. The person (now nominated at Minister level in the new Danish government) has been invited – in this new capacity – by ENAR DK, which stirs controversy at ENAR DK level, and is now an issue for ENAR Europe.
* Sarah reminds of the Steering Group Decision in April 2014: harassers are banned from ENAR Europe meetings.
* Bashy invited the person in his capacity as a government official. ENAR Europe’s decision does therefore not seem to be applicable in this case.
* Jallow declares that he is tired of the case because he has been attacked for being invited to this same meeting. ENAR Europe took a decision that condemns sexual harassment and bans harassers from ENAR Europe meetings, but we cannot tell national individual organisations what to do. That is likely to be beyond our jurisdiction.
* Jamie: ISD has a code of conduct for their meetings.
* For ENAR, it was decided in Rome not to use a code of conduct, but to enforce the Operating Manual provisions in a consistent way (see Operating Manual provisions on behaviours in meetings).
* Jamie: ENAR Europe’s decision may be good for individual member organisations of ENAR, but should it not also apply to those members who use the ENAR name?
* Claire: what about developing provisions to get our members to enforce such decisions?
* Andreas: we don’t have formal National Platforms in every country. The situation is very different from one country to another, which will make it very difficult to legislate in this area, the more so as we do not have any enforcement power of our decisions upon our members. Let us also remember that DK always had a different approach to scientology. They have a culture of acting differently.
* Amel: we are a network, so if an organisation breaches the conditions of membership, then we can make a decision, but it is difficult to get stronger in enforcing our own decisions. Is there a case to take such steps towards ENAR DK? If members breach our Operating Manual, then they should be expelled from the Network, but does the ENAR DK case fall under the provision in our Operating Manual?
* Formally, ENAR DK did not breach our Operating Manual provisions.
* Jamie: if there are provisions for our meetings in the Operating Manual, then it is enough for now.

**DECISIONS:**

* **All: Postpone a more general discussion to the next physical Board meeting as we have other cases that might be linked to the Danish case.**
* **Anne-Sophie: Insert a reminder about the Operating Manual provisions about behaviours in meetings in the ENAR meeting infosheets.**
* **All: Have a conversation/reminder at the next GA on the code of conduct in any activity that ENAR members undertake.**
1. Representation of ENAR to the Black Caucus in the USA
* Jamie would have wished for a more balanced representation in terms of gender + trans/binary.
* Jallow provided a gender balanced list to OSIFE, but the funders selected only men without us having a say. The issue was addressed with OSF, but their own constraints meant that it was only possible for them to support an all-male delegation. But ENAR did mention it. Otherwise, the delegation was balanced in terms of religion/belief and sexual orientation.
* Claire: Julie is also developing our own guidelines (e.g. not participate in all-male panels as ENAR).

**DECISION:**

* **Jamie & Amel would like to participate in the reflection on gender balance with Julie and Claire.**
1. **Move of the ENAR office**
* Michael and Myriam informed the Board that the ENAR office building at 60 rue Gallait, 1030 was sold, that our contract runs until end of February 2016 and cannot be renewed and that a new office was found. The EC was informed and allowed ENAR to include the price increase in the rent budget on 2016, however without an increase of the total annual RDIS budget.

**DECISION:**

* **All approved to move the ENAR office from the rue Gallait 60, 1030 Brussels to the rue Ducale 67, 1000 Brussels. The Board mandated the Secretariat to negotiate and sign the contract, to decide on a date for the move and to contract all required services to execute the move. The Board also mandated the Secretariat to take all official steps to confirm the change of address with the Belgian authorities.**
* **MP/MDF: Inform the Board once a new office contract is signed.**
1. **AOB**
* Jallow sent a case of African migrants being shot to death by border guards in Spain – he will disseminate to the Board.
* Doodle for the next board meeting to take place in Brussels in the new premises of ENAR, not in Bucarest.
* ENPAD negotiation: ENPAD and ENAR welcome the idea of a mediator for the meeting, as well as the agenda and the draft Memorandum of Understanding. The meeting is scheduled on 4 December 2015.