**17th BOARD MEETING**

**Minutes**

**Brussels, 28 January 2017**

**Participants:** Amel, Marcell, Laurentia, Peter, Vilana, Enrique, Claudia, Jamie , Wouter, Karen

**Participants ENAR Secretariat:** Michael, Claire, Myriam, Officers as relevant.

**Venue:** ENAR Office, 67, rue Ducale, 1000 Brussels

**Accommodation:**  Motel One

|  |  |
| --- | --- |
| Saturday, 28 January 2017 | |
| No | Matter |
| 9:00-09:15 | 1) Adoption of the agenda  **DECISIONS:**  **- The agenda is adopted.**  2) Adoption & follow up of the minutes of the previous Board meeting  **DECISIONS:**  **- MP: send a thank you letter to Intissar on behalf of the Board.**  **- Every Board member will initiate contact with the Staff member responsible for the relevant portfolio.**  **- Karen will support Vilana with Employment and Wouter with Advocacy support (to be added to the minutes).**  **- The minutes are adopted.** |
| 09:15-09:45 | 3) Update on finances  - MP informs the Board that Mr. Konkwo chose not to appeal to the Supreme Court. The case is therefore closed to our advantage. Mr. Konkwo should reimburse more than 20.000€ in legal fees. The Prosecutor has also decided to close the case that Mr. Konkwo had initiated against Chibo Onyeji, the former Chair of ENAR. The different court cases with Mr. Konkwo should now be definitely considered as closed.  - MDF informs the Board about the latest financial developments (see annexed documents).  - Loss: MDF plans to reduce it by 20.000€ from the ENAR Foundation. What we get reimbursed from the court case will also contribute to the loss reduction.  - Cash flow: we do not need to use the credit line at this point in time as we received the 2017 grant from OSIFE (135.000$).  **DECISIONS:**  **- The Board commends Michael for having defended the organisation during this long court case.**  **- The Board commends the Team for ensuring the improvement of the financial sustainability of the organisation.**  **- The Board agrees that at least 20.000€ will be allocated to the reduction of the loss, as well as all the legal fees that will be reimbursed following the closing of the case initiated against ENAR by Mr. Konkwo.** |
| 09:45-10:45 | 4) Discussion on the next shadow report topic  - Presentation of the different proposals by Claire and Ojeaku (see annexed note).  Excerpts of the conversation:  - Focus on employment, with an intersectional section on PAD women or Roma women depending on the country (but it will be an issue to find respondents who have expertise in both fields).  - Ojeaku also needs time to skill herself up if we move into other new areas of research;  - The idea of “national gap assessment” when it comes to RED and EED implementation: it could be more of a tool (similar to MIPEX), with factsheets, visualisations of gaps, rather than a narrative report. It would be mostly based on all the previous data collected by the Shadow Reports over the years. The target would be more national advocacy, by highlighting the gaps and helping members to look for good practices and progress from other countries on specific issues. We would look at legislation, implementation, data gaps, and definitions (potentially).  - Claire points out that mapping gaps in implementation would be better than just looking at legislation (where there is information available already), but it is a complex effort. It is also important to think about the possibility of doing more field research (producing 1st hand data) rather than keep producing reports that focus on 2nd hand data.  - Ethnic profiling: the research would be focused on a limited number of countries. In that case, the amount allocated in the budget for research in countries where there will be no research will be reallocated to the target countries to allow more in-depth research.  - Shadow Reports have tried to gather data, mention good practices and propose recommendations, but they have never focused on assessing and modelling good practices (this could be the case for the report on education of historical abuses).  - The European dimension is important. It the Shadow Report only focuses on 5-6 countries, it’s a special report, but not a “European Shadow Report” anymore.  - It is important to think about the innovative aspect of the report so that we bring some new elements (such as for Afrophobia, Islamophobia, hate crime). It is not useful to just scratch the surface.  - Reporting on the implementation of employment legislation might not be such a priority for ENAR in the coming years. It might therefore not be so interesting to invest in the updating of the former Shadow Report on employment.  - It is true that some members that were previously involved in the Shadow Report process have not been in recent years, but many other members that were not previously have been involved (such as for the racist crime and Afrophobia Shadow Reports).  - It might be useful to have a multiple year cycle: decide for next year, but also for 2 or 3 more years so that we can also prepare the collection of data and expertise ahead of time.  - It might be interesting to rethink the way in which members are engaged through the network in data collection exercises.  **RECOMMENDATIONS:**  - Two-year cycles: one European report on an issue on year (1) and a specialised report on year (2) (e.g. smaller number of countries covered, but in-depth analysis);  - Updates on employment with an intersectional approach and racist crime at the same time;  - Specialised reports outside of the Shadow report (such as Forgotten Women).  **DECISIONS:**  **- The Board agrees to let the Team decide to go for employment with an intersectional perspective or racist crime and present its decision to the next Board meeting in Dublin;**  **- The Board will discuss the interest for 2-3 year research cycles at the next Board meeting.** |
| Break 10:45 – 11:00 | |
| 11:00-11:45 | 5) Proposal on statutory changes - NPC  a) Michael presents the case of Polish member Balli Marzek, with a request for exclusion due to affiliation with a far-right political group (see annexed document).  **DECISIONS:**  **- The Board suspends the organisation of Balli Marzek until issues are clarified through a formal written exchange with the member organisation.**  **- The Board mandates the Secretariat to initiate the process of exclusion as described in the Operating Manual.**  b) Statutory changes about NPC  - MP presents the proposed statutory changes (see annexed document) based on a consultation with long standing NPCs that are legally established.  - The spirit is to take out the National Platforms as a “body” of the organisation, but leave space for the setting up of National Platforms and the designation of Coordinators if there is a willingness at national level, while leaving a hook in the statutres for the already legally established NPs in 4 countries (IR, UK, DK and LU).  **DECISIONS:**  **- The Board agrees with the proposed changes to the Statutes.**  **- The Board mandates the Secretariat to initiate the consultation process with the membership in view of the adoption of the changes by the GA.** |
| 11:45-12:30 | 6) Briefing on SFSC  - Wouter informs the Board of the conclusions and recommendations of the SFSC:  - Job descriptions on finances jobs are finalised and the recruitment of consultants to cover Claire’s maternity has started: (1) the production of a toolkit on monitoring counter-terrorism policies at local level (probably to be drafted by Kahina Rabahi); 2) the production of an analysis of National Action Plans Against Racism (probably to be drafted by Sarah Isal)).  - Workload discussion: after a session led by Amel, the SFSC recommends that the staff gets coaching + security training and develops a process for staff safety.  - Adoption of a salary scale: The SFSC recommends that ENAR adopts a salary scale. MDF will bring details on collective agreements that frame salary scales in Belgium (a PPT on the collective agreement will be presented in March).  - Claire and Michael will have a discussion with the Commission on content/finances.  - It is proposed that unspent money in 2017 would go towards staff salary increases for those who have not benefitted from the mandatory index rate over the last 2-3 years;  - The Operating Manual will be adapted to cater for restructuration of the staff.  - Anne-Sophie has expressed interest for the job of Administration Officer.  - There is also a little bit of anxiety within the team about the change, but the Team is getting organised to manage this period through.  **DECISIONS:**  **- The Board agrees to hiring a coach to enhance the personal development of team members as well as to support them in reducing workload (1h/2 monthly);**  **- The Board agrees to the implementation of a salary scale as of 2018. Proposals will be developed by the SFSC with the support of the ENAR Secretariat and the social secretariat;**  **- The Board agrees that, in cases of urgency and if other Board Members are not readily available, the three Board members present in Belgium (Wouter, Karen, Claudia) are mandated to support the Team.**  **- The Board agrees to get external support for change management in case of demand.** |
| 12:30-13:15 Lunch | |
| 13:15-15:50 | 7) Decision on Strategic objectives  - Claire presents the Theory of Change and Strategic Objectives (see annexed draft document);  - Amel proposes to add a 5th Strategic Objective: governance and accountability of ENAR. It does not require specific activities, but ensures that the organisation is taken care of.  Excerpts of the conversation:  - Strategic Objective 1 might be too broad (human rights, migration and employment are fields in themselves).  - There is a high number of outcomes. It seems a lot for a full staff of 9 people. Although this is necessary, it is too much. We need flexibility to adjust to the upcoming challenges.  - Is there an assessment of what is achievable realistically, taking into account a longer time span?  - What are the processes in place to review the strategic objectives? The yearly work plans presented at the GA are an opportunity to check if we’re on track and to adapt to the upcoming changes.  - How can we ensure that members are involved in the implementation of the strategic objectives? This is included in the tools (see last page, community mobilisation). The Board has a role to play in involving members, every member according to its capacities, without putting extra pressure on anyone, knowing the constraints of our constituencies. How to develop a better “give and take”?  - A number of Strategic Objective outcomes will have to be done at national level, involving the members.  - In migration: our demands/principles would be “same work: same rights” as well as safe regular channels for migration (including economic).  - National Action Plans Against Racism: ENAR is legitimate on setting standards and can support members to advocate at national level.  **RECOMMENDATIONS:**  - Select one key outcome for each section (EMP, Migration, HR) – achievable within the next 3 years.  - Determine the % of networking that we think is crucial to achieve these outcomes and leave out the rest, if we want to ensure decrease of the workload.  - Organise a workshop on the Strategic Obejctives at the GA to create synergies between the Strategic Objectives and the membership.  - Make more explicit where the members will be involved, knowing that involving the members does not mean doing work instead of the staff.  - Specify the world “mainstream”, which is too broad.  - Be more precise about the policy outcomes for people affected by racism.  - Always look at the issue from the perspective of the most disadvantaged – if we succeed in improving their situation, it will improve the situation of all others who are (even slightly) better off.  - Attempt to reformulate Strategic Objective 1: “ensure that all platforms that deal with employment, migration and human rights policies, take into account anti-racism in all their policy outputs”.  - Strategic Objective 3: “Support members to advocate for States to duly respond…”.  - Strategic Objective 4: take out EU-wide strategy and focus on the National Action Plans Against Racism.  8) Strategic planning cycle  **DECISIONS:**  **- The Board agrees to the consultation process.**  **- MP: add to the consultation information that – upon availability – the staff is ready to come and present the Strategic Objectives at the national level.**  **- Board Members: if you talk/disseminate/consult members on the Strategic Objectives, inform the staff in order to document the process.** |
| 15:50-16:15 | 9) Upcoming Board and GA  Next Board meeting in Dublin: 30/03-01/04  - Anastasia Crickley, founder of ENAR and current CERD Chair, is willing to engage more with ENAR. She would like to organise a joint event in Dublin during the Board Meeting (on Friday morning).  - Board members are expected to arrive in Dublin on Thursday morning.  - The Board meeting proper will take place on Saturday only.  - Other meetings with Irish members will be organised (around equality data, asylum seekers…) as well as a meeting in Belfast if possible.  - Shane proposes to have the closing meeting of the Action Week Against Racism with the presence of the Board.  Next GA:  - The Chair should send the invitation to the GA directly to members (would be warmer towards members).  - Proposal of Laurentia: have a session on members’ expectations at the GA => A table for Board Members will be organised so that members can directly engage with them.  - Members liked the session in the European Parliament.  - Launch a consultation process ahead of the GA to know members’ topics of interest. We will organise workshops – not necessarily member-led – on topics that would really ensure capacity building for members.  - The workshop about self-care was a good one. Maybe organise it again, plus a workshop on safety, internet safety or how to mind each other better?  **DECISIONS:**  **- Amel: will post a video on Facebook inviting members to the GA.**  **- Amel: will make sure the visit of the Board to Dublin will be filmed (with interviews…) as a way to showcase the work of the Board members.**  **- Board members will communicate to members about ENAR’s work in the different portfolio areas (Claudia: to start with the European Migration Forum).** |
| 16:15-16:30 | 10) AOB  - Call for applications “Citizens for Europe”: Laurentia will take the lead in coordinating an application with other interested Board members;  - The Board wishes the best to Claire and can’t wait to see the picture of her son. |