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**BOARD MEETING**

**Minutes**

**Brussels, 12 September 2015**

**Participants:** Sarah, Jallow, Andreas, Laurentia, Marcell, Vilana, Peter, Amel, Intisar

**Apologies**: Nicoletta, Jamie

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

**Venue:** ENAR Office

**Accommodations:** Park Inn Hotel/Euro Capital Hotel, Gare du Midi

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| Saturday, 12 September 2015 9:00-17:00 | | |
| **No** | | Matter |
| **09:00-09:30** | | Opening words  Adoption of the agenda  AOB:  - What about a Board statement on the refugee crisis, focusing maybe on violence towards refugees.  - The update on PAD will be provided under the point on ENPAD.  DECISIONS:  - Michael: don’t use “bullshit” in the minutes, change to “nonsense”.  - The minutes of the previous minutes are adopted upon insertion of the changes above.  Adoption of the minutes of 10th Board Meeting  Follow up of the decisions of 10th BM  - ARDI: the assistant has been hired and should start as of next week officially. We are actively involved with the assistant, commenting and feeding into his work plan. The plan still has to be approved by the Presidents of the ARDI on 14/09. We will have a meeting with the assistant as he wants to have a reinforced collaboration with ENAR. The ARDI will be launched officially in Strasbourg. There will be an opportunity to incite other MEPs to join the Intergroup (including through letter writing from the constituencies – we will keep members abreast of future actions).  DECISION:  - JW: send the final list of national projects to the Board. |
| **09:30-10:30** | | Update on finance, staff and office / statutes ENAR Foundation (election of new Board member for the EF)  - Update on the finances by Myriam.  - Myriam informs the Board that ENAR has to move offices before February 2016 (the building is sold). Myriam has talked to Jutta Dittrich (EC) who confirmed that they will have to accommodate this through amendments. Although this is rather good news, we have to take into account the fact that, seen the current market prices, we will not find another office for the price we are currently paying, which will have an effect on our future budget (approx. 20 K€).  - Myriam presents the amendments that will be submitted to the EC during the week of 14/09. A further adjustment is foreseen in November.  - So far the co-funding seems to be secured, in particular due to the fact that the exchange rate of the dollar is positive (30 000€ more, due to the fact that OSF grants are formulated in $).  - Michael informs on the negotiation on the possibility of a flexigrant with OSF: OSF will provide the “usual” 100.000€ co-funding, ENAR will have to search for 80.000€ minimum and OSF will provide the remaining co-funding to reach the 20% threshold if we can’t reach it, so that we can secure the total of 20% co-funding and spend the full amount of the forecasted budget next year.  - Michael informs on OSF’s refundable grant scheme for which we could apply in case of cash flow issues. In the meantime, the bank has agreed on a flexible 1 year renewable straight loan (amount of 150 or 200.000€ - still to be determined). This should cover most of our cash flow gap, but this money is not for free: every time we use it, the interests go into the operational loss.  - Michael informs about the setting up of a network of European NGOs facing similar fundraising issues. We plan to do advocacy towards foundations and institutional donors.  - Myriam and Claire inform about the internal staff reflection process on jobs and portfolio repartition. We hired Bruno to facilitate the conversation as we are all concerned, while ensuring a safe space for everybody to share concerns. We want to improve the capacities of the Secretariat to deal with arising issues, coordination and mainstreaming of the work, etc.  - One of the demands of the staff is to consider making official the seniority of a number of staff members by adding “Senior” to their title. There are also concerns about adapting the job titles to better reflect the reality of jobs (e.g. change from Policy to Advocacy Officer).  - Intissar: there should be an agreement on the number of years within the job/process to grant seniority. This should be transparent, and part of the appraisal.  - So far, the same people remain in charge of their strategies: the Board will be informed if there is any change in the assignment of strategies within the staff.  - Michael gives a quick update on the court case with Mr. Konkwo: hearing late June in Vienna by the civil court. We had the opportunity to detail our side of the story. A second hearing with other witnesses is foreseen in November. There is no need for Michael to be there. We work in close coordination with our lawyers.  DECISIONS:  - Michael & Myriam: keep the conversation on budget going with other AD networks and EC.  - 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.  - Michael: inform the Board about the result of the discussion with the team (if there are changes of titles, seniority, in the assignment of portfolios…).  - Michael/Myriam: the Board agrees on changes about seniority and job titles but wants to be informed. Such changes have no impact on the salaries.  - Andreas & Amel: will participate in a meeting with Myriam and Michael on finances and staffing issues before the end of the year.  - Amel: volunteers to support staff on non-financial issues in the process of reshuffling portfolios, etc.  - EF Board: Sarah proposes Marcell and Amel seconds => Marcell is welcomed onto the Board of the EF. |
| **10:30-11:30** | | **Shadow Report 2016 and beyond**  - Andreas: asks a procedural question on the designation of the SR author => what if a BM is selected (conflict of interest)? How come some writers are selected without application?  - Claire: the application process is very clear: writers have to submit an application. If we don’t receive any application or applications that are not good enough, then we approach targeted individuals/organisations to send in an application. An application is always sent, but deadlines might have to be adapted in such cases. No writer is selected without due application process.  - Jallow: the process of having open calls is good because the topic changes every year and we need to find the right people to do the work. Jallow insists on the fact that we need to look in every country into minorities’ experience of specific forms of racism, notwithstanding the size of the community in any specific country. The Shadow Reports are crucial in terms of making visible the experience of discrimination and racism by specific communities (e.g. PAD, Roma).  - Ojeaku presents suggestions of topics for the upcoming Shadow Report (see annexed document).  - Peter: is it about not working on the Roma at all or postponing for one more year? It is important to look into the institutional racism against Roma which is a deep and ongoing issue. How can we ensure that?  - Marcell: could we look at the specific form of racism affecting Roma and migrants?  - Vilana: having a lot of organisations reporting on Roma sends the message that it’s an important issue. A report on migration would actually build on the current work, but in any case we will miss something whatever the choice we make (migrants or Roma).  - Amel: what would be our added-value in reporting on Roma if other organisations are already shadow reporting? Or maybe we could do some reporting in partnership with other organisations?  - Jallow: Roma are always perceived as migrants => if we look properly into anti-migrant racism, one will talk automatically about Roma, Islamophobia…  - Andreas: we need to factor in the reconfiguration of racist discourse (e.g.: as one cannot have a racist discourse against the Roma, political discourses will find proxies: politicians will talk about “itinerant crime”, meaning Roma. This is a focal point of the reconfiguration of political discourses on economic migration. We also need to take into account that refugees are economic migrants in one way or the other.  - Laurentia: we should not abandon the idea, but seek a perspective on the situation of Roma, including migrants => maybe change the structure of the reporting?  - Intissar: migration would also cover Roma, looking at stereotypes and proxies. We should not only focus on one aspect of migration.  - Sarah: ENAR’s perspective is about looking into migration with an anti-racism focus => we cannot not take into account the refugee crisis in the report that will cover this issue. If the focus is on migration, we will need to cover Roma and other communities.  - Claire: the SR has to fit into our advocacy, so we need to get the right pitch. If we don’t do a SR on Roma, it does not mean that we don’t work on Roma. We are also participating in the application for a tender to organise the drafting on national reports on National Roma Inclusion Strategies.  - Michael: we need to develop some assumptions about the political landscape in two years’ time, when we will publish the SR results: who will we be addressing our messages to? An even more radical right Europe? This will also help us define the research grid: what will we want to focus on to ensure maximum relevance in our data collection exercise? On the other hand, when talking about migration, will not a big part of the work be about discourse analysis (what is happening today)? How is this framing upcoming policies that we will describe in the report? Should not we make the link?  - Marcell: we need to try to avoid repeating the PAD report, even if there is an overlap.  - Andreas: there are two options for the political context in 2017: (1) fences all over the place; (2°) if Germany is more hegemonic: there will be logistic issues around the integration of 800 000 migrants => we have to gfocus on hate crime data, , border crime, ethnic profiling.  - Sarah: discourse analysis is very important: which trends? What is their impact on political trends?  - Ojeaku: we should not only look at what politicians say on migrants, but how it impacts the development of the policy framework at different levels.  - Claire: we should be connecting discourses to electoral success, the fear that a cluster of voters will be against any progressive measure prevents any political move.  - Jallow: we need to look at the intersectionalities (Roma and migrant; PAD and migrant).  - Andreas: we should also look at our previous shadow reports: in 2001 we were already mentioning the issue of people dying in the Mediterranean => there will be added value for us as it took 10 years or more for this to emerge as a trend in political discourses. Going back into our reporting might be useful.  **DECISIONS:**  **- Ojeaku: the topic for research in 2016 will be anti-migrant racism and its impact on different communities including Roma, PAD, Muslims; with a focus on discourse analysis and its impact on restrictive policy developments and on elections.**  **- Ojeaku: develop some assumptions on the political landscape in 2017 so as to develop research questions that will provide useful data for advocacy.**  **- Ojeaku + team: ensure gender mainstreaming in the design of the report.**  **- Ojeaku: start developing the questionnaire for the 2016 research.**  **- All: discuss next year the research topic of 2017 to ensure we are fine-tuned with policy developments rather than taking decisions too much in advance.**  **- Michael: the Board agrees to use the 4000€ initially dedicated to the SR evaluation to increase the total budget for evaluation of ENAR’s work up to 8000€ and improve our methodologies of impact assessment.** |
| **11:30-11:45** | | **Coffee Break** |
| **11:45-12:30** | | Update on discussion on MoU with ENPAD  - Claire updates on the preparation of the meeting and some of the logistical issues on setting up the joint meeting with ENPAD representatives.  - From the Secretariat side, we need this agreement to be able to engage and clarify a number of issues as most ENPAR members are also ENAR members.  - Jallow: the agreement is crucial to clarify that as anti-racism organisations we all share the same values of equality, respect and honest cooperation. If it is not signed by both sides, we can’t engage in any cooperation with ENPAD.  - Sarah: we need to have an external mediator at the meeting, respected by both parties, to help sort out this situation.  - Jallow: we need to make a difference between individuals and ENPAD: if they engage us in their capacity as individual ENAR members, we fully cooperate with them; if they come as ENPAD – as long as they don’t clarify their position with regard to the standpoints of one of their members who has been making negative comments about ENAR to international organisations – we don’t collaborate with them.  - Amel: maybe we should not get into an issue that does not concern us (the development of ENPAD), but it’s fairly legitimate to ask them to come back when they are ready to have a MoU with us. If there is a fundamental disagreement at the end of the day, we have to accept that we can’t work together.  - Jallow: they have to respect the way we work as much as we respect the way they work.  - Intissar: let’s give a deadline before end of the year to get the physical meeting otherwise, we move on.  - Jallow updates on the invitation to ENAR by US Black Caucus. Jallow extended his invitation to a few more members. ENAR asked OSF if they could support some of the travel costs – which they did, but were more willing to choose whom to support from a list provided by us.  - The delegation includes Jallow, Louis-George, Mitchell and Simon Woolley. There’s an agreement with them that they will participate as ENAR, not ENPAD, in the first place.  DECISIONS:  - Michael/Claire: the MoU with ENPAD will only be discussed in physical meetings, not through online conversations.  - Michael: send a deadline before the end of the year and a doodle to agree on a meeting date.  - Board: agrees on the hiring of an external mediator for the meeting.  - Board/Staff: in the meantime, we engage with ENPAD members who are also ENAR members in their own organisational/personal capacity, not as ENPAD members. |
| **12:30-12:45** | | **Update on the Forgotten Women Project**  - Update on the project by Claire.  - There are delays with the European writer (he dropped out without notice), which meant we had to relaunch the call. The recruitment is underway.  - The final conference is postponed to 2016.  - We will add 3 new national research reports and meetings (Belgium, Netherlands, Sweden) in 2015, instead of 2016 and the final report will include the 8 national reports.  - Changes have been approved by the main funder of this project: OSF. EC will first look at our rationale. JRCT needs to be convinced.  **DECISION:**  **- Julie: send Vilana and Andreas a short description of the project to contact potential coordinators/writers of the European report.** |
| **12:45-13:30** | | **Lunch Break** |
| **13:30-14:30** | | **Discussion on a work programme for the Board (postponed from last Board meeting)**  - Updated list of board members’ commitment to our different strategies:  1. Anti-Semitism – Sarah, Marcell  2. Islamophobia – Sarah, Intissar  3. Afrophobia – Jallow, Jamie  4. Anti-Gypsyism – Marcell, Laurentia, Peter  5. Anti-migrant racism – Amel, Nicoletta, Vilana  6. Equality data collection – Andreas, Vilana  7. Equal@work - Intissar, Peter  8. Hate crime – Sarah, Laurentia, Jallow  9. Counter Violent Extremism/radicalisation – Intissar, Peter  10. Fundamental rights and equality laws – Peter  11. Community mobilisation – Laurentia, Amel  12. Other : Youth – Amel and Intissar would be interested  - List of upcoming meetings regularly updated on the members’ area.  - Jallow: make of use Malin Björk MEP to organise an event in the EP on Afrophobia before the end of the year in the framework of the PAD Decade.  **DECISIONS:**  **- The Board is not in favour of a specific work programme for the Board that would add overload to the structure.**  **- Board list of areas of interest approved (see above).**  **- Myriam/Georgina: ensure that the list of upcoming meetings is regularly updated on the members’ area.**  **- Amel: connect with Nicoletta to ensure the follow up of the “migration/anti-migrant racism” cluster.**  **RECOMMENDATION:**  **- Julie/Claire: use Malin Björk (MEP) to organise an event in the EP on Afrophobia before the end of the year in the framework of the PAD Decade.** |
| **14:30-15:00** | **Update on the colloquium on Islamophobia and Anti-Semitism**  - Update by Claire.  - Soraya Post and Sajjad Karim (MEPs) will send a letter to the EC to complain about the lack of representation of Muslim-led organisations.  - Michael: ENAR will send a letter too, hoping to get an appointment on Monday, before our meeting with Commissioner Thyssen.  **DECISIONS:**  **- Michael: send an official ENAR letter to Timmermans to complain about the fact that no specialised Muslim-led organisations are involved as speakers.**  **- Sarah will maintain her participation at the Colloquium so that she can highlight this issue in case there is no change to the programme.**  **- Sarah/Jallow/Andreas/Peter/Michael: use the opportunity of the meeting with Commissioner Thyssen to have a meeting with someone from the Timmermans cabinet or Chiara.**  **RECOMMENDATION:**  **- Involve Mehdi Hassan (journalist) on Islamophobia issues, because he’s taking an active stance on this.** | |
| **15:00-15:15** | | **Coffee Break** |
| **15:15-16:45** | | **Brainstorming**  **A) Refugees**  - Amel: worrying racist discourses are left unchallenged in the media; “support our poor people first” (to make racist discourses more acceptable); there are blatant racist discourses on social media + impact on the freedom of movement (including about directive 2000/E/51? On airline responsibility (?) as airlines are reported to profile ethnically)  - Marcell: we should demand that the EU takes over from Member States regarding external border control – i.e. asking that external borders would be the responsibility of an EU agency and no longer of Member States.  - Andreas: right wingers try to exploit the situation and the fact that Merkel is surfing on a more progressive wave; the Berlin wall seems to have been ‘rebuilt’ in the South, but it is starting to fall apart. So it could be a good opportunity to rebuild a progressive narrative on migration: there is an important part of civil society willing to accommodate refugees. We could also reframe the identity issue: this is what Europeans are – an open people welcoming refugees and migrants.  - Intissar: we need to focus on riding the wave, not the nitty-gritty of policy making; politicians are riding the waves, whatever their direction, so if we are now on a more progressive wave, we should push it – taking into account emotions, power of images, and work at that very simple level (dog whistle politics). The deeper analysis and policy recommendations should come later.  - Amel: how to connect with youth and people who want to support refugees? How to offer channels for action? How to move from a humanitarian toward an equality engagement?  - MEPs need to be supported to make the case for refugees and the added value of migrants.  - Jallow: violence will increase in the coming weeks/months (a person was arrested with 500 kg of explosives in Sweden on the way to bomb a refugee centre – it did not really last long in the news).  - Laurentia: should we put time into lobbying for this issue when we don’t have the capacity and time? Beyond the ethical perspective we can offer on the issue, what can we do concretely? We’re not able to react quickly to crises (like Gaza last year or this current crisis). We should look into improving the hate crime reporting of our NPCs.  - We could also use the “Hidden Talents” publication to promote positive messages.  - Claire: we are joining other organisations but we want to bring an anti-racism perspective. We should think about an emergency mechanism on the board for crisis response.  - Intissar: let’s focus on the hate crime issue; it is emotional – violence solicits more public response.  - Vilana: we need to keep working at different levels. 1) reactive: joining statements; 2) expertise: bring our expertise to new initiatives; 3) proactive: trying to unearth structural issues behind the situation (through policy documents…) => we need to be as specific as possible; work with employers’ unions which are declaring their openness to migrants for example.  - Jallow: we are a network => members should contribute to the effort, that’s the purpose of the network. We need to take a stand, otherwise we are as guilty as those who adopt exclusionary policies. History is in the making and we want to be on the right side of History.  - Andreas: Beyond the policy work, ENAR should publish a statement on the issue. As concerned European citizens, it’s important for us to give some guidance.  - Current events are raising a series of questions: what is the purpose of the EU treaties if rights are dismantled, workers are not protected, refugees not welcome? => What kind of Europe do we want? We don’t necessary need a long statement, but a strong one.  - It should be addressed to policy makers and JHA ministers.  - Sarah: it’s not enough to say refugees are welcome, but we need to protect them against hate crime, because it has been on the rise and will be rising even more. How safe are they going to be? How safe are the homes they’re provided with? Are these homes really taken away from the “home poor”? What to do when measures to support refugees don’t really follow through? Is there a real implementation of the standards and who’s monitoring that?  - Claire: we also need to question the larger policy framework – this could also be done through op-eds by Board members in various media.  - When it comes to violence and hate crime against migrants, we should also talk about the impact on communities at large.  - We need to be specific about the intersection of migration status and colour/religion/ethnicity that generates violence as well as ethnic profiling.  - Andreas: we should not be too technical at this stage, but we need to denounce the discourses that are nurturing division and opposition rather than bringing equality (e.g. Slovak salaries lower than Greeks’ => it generates competition amongst workers rather than solidarity, and even more so when it comes to refugees, seen as a threat by all workers).  - Intissar: we need to keep creating a new territory: we need rights for all – our rights are worth defending!  - Hashtag #rightsnotrhetoric as a background to everyday messages.  - Vilana: equality needs to encompass intersectionality (but what type of equality? White male supremacy?). We need to detail what equality means for us.  **DECISIONS:**  **- Claire/Georgina: draft and publish a statement on protection of refugees on Monday.**  **- Andreas/Michael: start developing a toolkit on sound bites / key elements of the discourses linked to our progressive narrative.** |
| **16:45-17:00** | | **AOB and closing words**  - Michael: send a doodle for weeks 9/11 and 16/11 and 3 days to answer to schedule the next Board meeting.  - Board: February meeting to take place in Bucarest. |
| **17:00** | | **END OF MEETING** |