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| logo_ec_17_colors_300dpi | EUROPEAN COMMISSION  DIRECTORATE-GENERAL JUSTICE  Directorate A  **Unit A4: Programme management** |

**Call for proposals**

**JUST/2014/SPOB/OG/NETW**

**Operating grants for 2015**

**ANNEX 7**

**ACTIVITIES TO BE CO-FINANCED**

**IN 2015**

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| **Name of the network**  **Name of the applicant organisation (if different than the network)** | European Network Against Racism (ENAR aisbl) |
| **Reference of the policy area** | RDIS Non-Discrimination |

**NOTICE**

All personal data (such as names, addresses, CVs, etc.) mentioned in your application form will be processed in accordance with Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data. Your replies to the questions in this form are necessary in order to assess your grant application and they will be processed solely for that purpose by the department responsible for the Union grant programme concerned. On request, you may be sent personal data to correct or complete it. For any questions relating to this data, please contact the Commission department to which the form must be returned. Beneficiaries may lodge a complaint against the processing of their personal data with the European Data Protection Supervisor at any time (Official Journal L 8, 12.1.2001).

**Part 1 – General information about the activities**

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| **1.1. Summary of the activities to be funded under the 2015 Operating Grant *(max. 4000 characters)***  List the objectives, the activities, the type and number of persons who will benefit from the activities, the expected results and the type and number of outputs to be produced.  This should be identical to the summary contained in section 4 of the *Grant Application Form*.  ***Note****: You are requested to include information under all headings mentioned below and to respect the limit of 4000 characters indicated above.* |

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| Main Objectives:   1. Enhance the network’s **organisational capacity to advance non-discrimination** 2. Mainstream **racial equality** within EU institutions, existing and future legislation, policies and processes 3. Increase support for Council recommendations on **equality data** among both stakeholders and groups victims of discrimination 4. Strengthen the capacity of the network to jointly advocate for **improved legislation and practices on responding to racist crime** 5. Strengthen the political will and the mobilisation of civil society and European Institutions to **tackle specific forms of racism** 6. Consolidate and where possible strengthen the **Equal@work Platform**, in view of implementing sound and efficient internal diversity policies 7. Ensure that ENAR members regularly **monitor racial discrimination in a range of areas** 8. Develop a **strong, efficient and effective community identity** within the ENAR network to commonly act to challenge racial discrimination 9. Support advocacy work on strategic priorities by **informing and raising awareness of ENAR’s target audiences**, and empowering them to take action 10. **Raise the profile of ENAR** as a leading anti-racist NGO network.   M**ain activities**:  - Manage human resources, logistics, finances and fundraising activities  - Strengthen the organisational development of the network and its internal communication  - Hold two conferences on diversity management and workshops for operational managers  - Increase support for the collection of equality data among EU and national stakeholders and groups at risk of discrimination  - Advocate for the recognition of Afrophobia, Islamophobia and for concrete actions to tackle anti-Semitism  - Combat anti-Gypsyism by mainstreaming remedial solutions in Roma social inclusion policies  - Organise a European conference on Muslim women’s experiences of discrimination  - Maintain a database on incidences of racism and related discrimination  - Improve ENAR reporting of incidents and experiences of victims of racist crime and advocate for better State responses to racist crime  - Hold a training on hate speech for MEPs  - Disseminate ENAR’s findings and ensure effective media coverage of ENAR’s strategic priorities  **Beneficiaries:**  Our activities target national/European policy makers and government representatives, national/European media, ENAR members/NGOs, business representatives, men, women and youth belonging to ethnic and religious minorities and with a migration background. The estimated number of targeted direct beneficiaries is 850. The estimated number of persons reached through the dissemination of our activities is: 71.600.  **Main results:**  - An increased number of ENAR members regularly monitor racial discrimination in a range of areas and feed into the development of ENAR's policy positions  - The European Commission drafts Council recommendations on equality data collection  - The European Parliament commissions a study on the legal basis of a new EU legislation on hate crime  - Strengthened political will and mobilisation of civil society and European Institutions to recognise and address the specific forms of racism  - Increased membership (businesses and ENAR members) of the Equal@Work platform  - A strong identity is developed in the network and ENAR members mobilise on ENAR strategies to advance equality  - Increased visibility and notoriety of ENAR including via social media such as Facebook and Twitter as well as on the ENAR website.  **Main Outputs**:   * At least 70 advocacy meetings * 20 policy recommendations * 2 evaluations of legislation/policies * 3 comparative analyses * 3 data collection and/or analysis reports * 1 guideline * 1 common methodology form * 2 General Policy Papers * 1 report on the state of the art/book * 12 training activities * 37 mutual learning, exchange of good practices, cooperation activities * 12 awareness-raising information conferences and meetings * At least 40 infographics/facsheets/videos/podcasts. |

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| **1.2. Relevance**  Demonstrate the relevance of the objectives and the activities to the selected policy area and its priorities. Describe the likely practical impact of the expected results. Explain how your activities are supporting/complementing the activities of the EU on the respective policy field. |

The objectives and activities answer the call priorities by:

- focusing on improving the situation of Roma, People of African Descent/Black Europeans, Muslim, Jewish and migrant communities. ENAR activities support EU policies on Roma inclusion with a particular focus on anti-Gypsyism and its consequences on social inclusion. ENAR also advocate for EU’s attention to focus to the situation of other victimised communities.

- mainstreaming non-discrimination policies throughout all policy areas, such as employment, social inclusion and migration including at the national level.

- supporting the improvement of EU equality legislation and policies including on grounds which are not covered by the existing legislation or for other victimised communities, with a particular focus on intersectionalities. ENAR activities support the European Commission’s calls for the adoption of the Equal Treatment Directive among others.

- Advocating for better tools to implement existing legislation and policy framework including through equality data collection to populate indicators of success. ENAR’s leading advocacy on the demand for equality data collection, both at national and EU level complements EU’s calls for Member States to collect data to populate their indicators of implementation of EU equality legislation or of the National Roma Integration Strategies.

- Contributing to making the ‘business case’ for diversity; our unique multi-stakeholder initiative, Equal@work, has brought practical, solution-oriented diversity management ideas for employers and trade unions. This complements the European Commission efforts to increase diversity management policies in business models throughout the EU.

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| **1.3. European added value**  What is the European added value of your activities?  ***Note:*** *European added value of actions, including that of small-scale and national actions, shall be assessed in the light of criteria such as their contribution to the consistent and coherent implementation of Union law, and to wide public awareness about the rights deriving from it, their potential to develop mutual trust among Member States and to improve cross-border cooperation, their transnational impact, their contribution to the elaboration and dissemination of best practices or their potential to contribute to the creation of minimum standards, practical tools and solutions that address cross-border or Union-wide challenges.* |

ENAR as a network has an EU-wide impact on combating racial discrimination. ENAR has from the outset, been a coordinated European effort. ENAR’s project works in two ways: it amplifies the voices of marginalised groups at the European level and mobilises communities at the local level.

European-level advocacy activities will be organised and will take place in Brussels when targeting the European Institutions. ENAR members are thus able to directly influence Brussels-based debates on equality issues.

Many activities, such as a round-tables on Muslim women’s experiences of discrimination, will take place at the national and local levels or will include the transfer of knowledge and good practices in countries where members are present (e.g. via the Equal@work platform or as part of the Equality Data Collection experience). Further, ENAR will continue working with its members and external stakeholders, building Europe-wide coalitions and gathering expertise in order to develop advocacy strategies to address specific forms of racism. ENAR’s yearly European Shadow reports on racist crime will further reinforce our European approach to evidence-based advocacy. The shadow reports focus on consistent implementation of EU law.

Our advocacy efforts about equality data collection, improvement of hate crime legislation and obtaining targeted European strategies on specific forms of racism, contribute effectively to improving European standards and their implementation in field of equality for all. By doing so, ENAR and its members also massively contribute to bridging the gap between EU citizens and residents by developing concrete venues for people to fully enjoy fundamental rights as enshrined in the EU Charter, and therefore understand the real added value of the European project, in particular for the most vulnerable communities.

Networking and media activities are also meant to be EU-wide or covering various sets of countries, depending on the topical issue in focus. Not only will the project outputs and deliverables be transferable to other national settings, but all of the deliverables will be disseminated to a wide audience of European and national level policy makers, NGOs, anti-racist activists, academics, business partners, media, etc. as appropriate.

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| **1.4. Evaluation of the activities, outputs and results**  How will the activities, the outputs and the results be evaluated?  Explain how you plan to organise feed-back mechanisms during and after the implementation of the activities (satisfaction surveys, evaluation forms, etc), which information you plan to collect and how you will use the feed-back received.  Explain which quantitative and qualitative indicators you propose to use for the evaluation of the results.  ***Note****: For the evaluation of the activities you will be requested to use the participation evaluation questionnaire to be provided by the Commission.*  *You must identify which indicators you will use from the list provided insection 5 of the Grant Application Form and include them in the indicators of your activities. You will be asked to report on those indicators as part of the Final Report for this Operating Grant.*  *Where relevant, data must be disaggregated by gender and by age.* |

In order to measure progress, ENAR has developed, with the support of external experts, a number of tools. The main ones are:

1) Standardised progress-tracking tools (log frames) with measurable indicators and means of verifications (Available on demand).

2) Internal and external evaluation forms used for our external events compiled in a Key Performance Indicators (KPI) monitoring report. Our evaluation forms allow for disaggregation by the following categories, based on self-identification: disability, gender, age, ethnic/racial origin, religion and sexual orientation.

3) Increasing use of surveys by ENAR members and European stakeholders used as a benchmark tool to measure evolving concepts we promote over time.

4) Regular focus groups with internal and external actors, which support and advise ENAR’s strategy and allow for corrections and amendments when necessary (Expert groups on equality data collection, Islamophobia, anti-Semitism, impact assessment and Afrophobia).

5) Monitoring tools regarding each log frame. These monitoring tools are filled in all year long, to ensure we stay on track and implement the foreseen activities. The tools also allow monitoring impact, usually annually. We monitor in particular the impact of our work in official EU policy documents.

6) Engagement and feedback from national and local level actors in regard to the topical issues on which we are working as an indicator of progress and a validation of the relevance of our work at the national level.

7) Regular monitoring of our base of support, including ENAR media coverage (i.e. TV interviews, quotes in news reports, op-eds published, reissuing of our press releases in mainstream media or by our members on their organizations’ websites), the number of visits to our website, ‘friends’ on Facebook, ‘Followers’ on Twitter, number of recipients of our weekly and the level of interactions and responses on these platforms.

8) In 2014, we scheduled a focused evaluation by an external expert of the Shadow report process and the ENAR membership and an impact assessment of our work in general.

The methods listed above include all the indicators provided in the application form.

With our internal measurement system (evaluation forms), the feedback received will be used: (1) for continuous improvement; (2) to meet the expectations of our funders, partners and other stakeholders; (3) to measure our influence on the behaviour and decisions of policy and law-makers; (4) to meet project results and quality standards; and (5) to ensure that diversity and equality balances are mainstreamed.

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| **1.5. Risks and mitigating measures**  Identify risks and difficulties associated with the activities and your proposed mitigating measures? |

One major risk for ENAR is a political risk: as our visibility has further increased in the last couple of years, **the scrutiny of our work at European and national levels by far-right groups has also increased**. Often this manifests just in hate mail, which ENAR monitors. Any serious threat would be notified to the police. We also ensure therefore that we apply the same standards towards all parties in matters of hate speech monitoring and our public responses to avoid being considered as significantly one-sided.

The new European Parliament – with 79 MEPs from parties promoting xenophobic policies, laws and practices – might not be the progressive ally it used to be. Xenophobic politicians might disrupt parliamentary work and require enhanced reactivity from other MEPs willing to step up against hate speech. To mitigate this risk, we will keep advocating for a strong **anti-racism intergroup** that could become a strong bastion preventing xenophobic and other toxic drifts.

**Islamophobia, Afrophobia and anti-Gypsyism are politically polarising issues** that stir a lot of negative reactions, from across the political spectrum, at national and local levels, drawing pressure on ENAR members advocating for fighting against these forms of racism. To mitigate backlash due to our increased visibility on those issues, we advocate for the mainstreaming of those concerns in our civil society stakeholders, in particular the trade unions and feminist movements to generate a progressive arc against exclusion and increase our protection.

**Our Islamophobia and anti-Semitism work might face difficulties linked to international developments** resulting in both an increase of these forms of racism and inter-communities tensions. We therefore strive to balance our work on these communities, and currently work on establishing a small group of ENAR members to act as communication crisis cell in times of political tensions.

ENAR is a membership organisation. While this is our main strength, it may also be a weakness at times. **Different members have different expectations**, which might be difficult to accommodate, or may not fit the overall ENAR strategic plan, agreed upon by the General Assembly. Many members have different working areas and interests which go beyond ENAR’s focus and may require the Secretariat’s support. The artificial tension between minority-run organisations and mainstream anti-racist groups is also present within ENAR membership. ENAR Secretariat and Board have worked jointly to ensure that ENAR remains focused on agreed objectives. It is also important that ENAR dedicates space for minorities to be their own advocates while keeping the Secretariat resources balanced on different communities.

**The work pressure is extremely high** on the Secretariat and the Board. We keep to trying to decrease the work load while exploring synergies with other anti-discrimination and equality organisations to find multipliers for our concerns.

**Increasing the funding streams** remains a crucial concern in the current context. We will focus on attracting funds from the business community as well as from a few more progressive foundations with the view to develop long term trustful relationships around common issues of concerns.

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| **1.6. Ethical issues**  Describe any ethical issues which you could come across during the implementation of your activities, including with regard to interactions with target groups or persons benefiting from the activities, and present your strategy to address them. |

ENAR remains vigilant and cautious of network, team and project developments to ensure that no conflicts of interest arise, be it personal (contracts, etc.) or organisational. To that effect, the transparency of ENAR’s communication, exchanges and decision making structures is key. ENAR’s structure and decision making bodies are detailed in its statutes and operating manual, including special paragraphs clarifying steps to take in the event of a network and/or team conflict. Having a clear mission with identified values and agreed upon objectives at the start of the project helps in minimising any potential conflicts.

ENAR ensures that all personal data (names, addresses, CVs) collected will be processed in accordance with EC Regulation No 45/2001 on the protection of individuals with regard to processing of **personal data** and on the free movement of such data. All sensitive data will be handled with care to avoid any mishandling of personal data including sensitive data that we collect, on a voluntary self-identification basis.

ENAR always remains non-partisan. We make sure to address manifestations of racism and/or xenophobia coming from all parties of the political spectrum and design our monitoring tools accordingly. In doing so, we may found that some parties/politicians are over-represented among those supporting racist and/or xenophobic policies, legislation and practices.

ENAR pays special attention to situation of conflict of interest and ensures transparency in allocation of funds, contracts and invoices.

ENAR ensures that its partners also act according to a business model respectful of the value it aims to promote.

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| **1.7. Cross-cutting issues**  If applicable, explain how you plan to integrate cross-cutting issues (e.g. respect of the rights and principles enshrined in the Charter of Fundamental Rights, equality between women and men, rights of the child, addressing the needs of persons with disabilities) in the activities of your organisation and your network and in your policies. |

Considering ENAR’s mission and its aim to mainstream ethnic and gender equality and non-discrimination in all activities, ENAR pays special attention to the respect for fundamental rights and equal treatment. ENAR is committed to reaching a gender and ethnic balance, i.e. when selecting staff members, authors, speakers, appointing high profile representatives, giving voice at ENAR events and in publications. And, whenever possible and relevant, ENAR seeks to mainstream other equality grounds, such as age, sexual orientation and disability. This is evident and relevant in all of ENAR’s external communications, speeches, moderating roles, partnerships, collaborations and alliances.

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| **1.8. Subcontracting**  If applicable, explain the reasons for any subcontracting.  ***Note****: On the definition of subcontracting please read carefully section V.1.4.3 of the Guide for Operating Grants.* |

In 2015, ENAR will subcontract:

* the academic coordination of the book on anti-Gypsyism
* the answers to shadow report questionnaires by members
* the production of 5 national and 1 European report on the impact of Islamophobia on women
* the coordination work by National Platform Coordinators (coordination media and network work, organisation of advocacy meetings linked to our strategy objectives)
* the organisation of 5 national round-tables on Muslim women’s experience of discrimination.

Reasons for subcontracting the above-mention activities are linked to the staff time limitations. Policy officers spend a considerable amount of time conducting advocacy meetings and coordinating members’ inputs on consultation and policy recommendations. Therefore, larger projects such as those mentioned require extra time and therefore external researchers would be contracted for this.

Often, ENAR relies on the expertise of its members to produce policy papers and reports. We believe that the time spent by National Platform Coordinators to work for the organisation of ENAR activities or the production of expertise from the national level, should be remunerated, or at least compensated. As ENAR members are considered as third parties, this is considered subcontracting.

**Part 2 – Description of the activities**

| In Part 2 you should describe in detail the activities that you will undertake during this financial year.  You are requested to organise your activities under the three specific categories provided below.  Under each category you should list the relevant activities and their expected outputs. |
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| **1. Improving the organisational capacity and the management of the network** |
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| EU funding aims to support the functioning of EU networks. It should allow them to develop their structure and capacities, it should support them in performing more efficiently and effectively and it should contribute to the development of the EU networks into sustainable entities.  This category is intended for all activities related to the **general management and coordination of the network**, including the network's internal structure and management, its relations with its members and future/potential members, its staff policy and human resources policy, its financial independence and fundraising activities, etc. |
| **I. Objective(s) for this year** |

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| To enhance the network’s organisational capacity to advance non-discrimination by strengthening its monitoring and evaluation mechanisms, reinforcing the coordination between its members, ensuring ongoing development of its staff and securing diversification of financial sources. |

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| **II. Description of this year's activities**  Be specific, give a short name for each activity and number them. | |
| No. | Name and description of the activity |

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| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26 | **Manage human resources and logistics**  Execute the recruitment and the performance evaluation of the staff members and external contributors  Ensure the daily coordination of the office, the workplan and the team  Run the logistical aspects of the workplan e.g. events/all meetings (venues, catering, accommodation, communication with participants, travel, accommodation, service providers, etc.).  **Manage finances and fundraising activities**  Financial management of the workplan and EU grant (budget, monitoring, updates, reporting internal and to funders)  Conduct regular administration of human resources (contracts/salaries)  Carry out the daily budget management in cooperation with accountant  Secure together with fundraiser co-funding for the grant and liaise with other potential co-funders (Joseph Rowntree Charitable Trust, Open Society Foundations, businesses, universities, etc.)  Support evaluators and auditors, organise and coordinate annual meeting  Organisation and coordination of the expert group meeting on finances and staffing issues  Regular reporting on finances and fundraising to the Treasurer.  **Monitor and evaluate progress**  Content management of the grant (monitoring, evaluation, reporting)  Regular communication with and reporting to ENAR Board  Organisation and coordination of bimonthly meetings with ENAR Board  Review, update and activate monitoring and evaluation tools  Draft annual activity report  **Strengthen the organisational network development and communication**  Reach out to new members and disseminate presentation leaflet  Fully support the work of National Platforms and enhance their capacity both on issues of content and of governance  Establish new National Platforms in accession & EEA/EFTA countries  Monitor National Platform needs and outputs and NP Coordinators performance  Maintain and develop the members’ area under the website, to facilitate information sharing between members  Inform members of latest developments and news through Weekly Mails  Deliver regular strategies updates to inform members of relevant developments  Organise regular webinars and on line discussions with members related to specific thematic objectives of the network  Assess and review the shadow report process  Assess and review the network performance and advocacy impact. |

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| **III. Planned output(s)**  List the outputs to be produced.  Outputs of your planned activities can be **intangible** (e.g. conferences, seminars, trainings, events, professionals trained) **and tangible** (manuals, reports, leaflets, webpages, articles, training material packages, books). Limit their number and do not include minor sub-items or internal working papers.  Be specific as to the scope and level of ambition and use a quantitative description where applicable, e.g.: X regional seminars; X participants. | | | |
| No. | Output | Characteristics  (e.g. for meetings/trainings: number of participants)  (e.g. for publications, documentation: format (printed/electronic); language) | Target group |

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| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17 | 18 line managements meetings and 9 performance evaluation assessments  At least 10 evaluators/fundraiser/accountant/IT/coordinators publications, etc… contracts  At least 35 weekly team meetings and at least 35 program meetings  At least 5 meetings with service providers for events  At least 1 annual meeting with current funders  At least 3 meetings with accountant, ENAR treasurer, evaluators, fundraisers and auditors  1 expert group meeting on finances and staffing/impact assessment  Up to 12 meetings with potential funders  5 meetings of the Board of ENAR  At least 3 strategies updates  At least 4 online webinars  45 Weekly Mails  1 NPC survey  1 assessment report on the shadow report process  1 impact assessment report  At least 3 financial and activity reports for funders  At least 3 applications to the European Commission and co-funders | Meetings between line manager and staff member, or staff member and board.  Printed contracts  Budget line(s) 311, 312, 317, 330, 289, 243, 244, etc…  Weekly meeting of the 9 team members  Thematic, policy/communication oriented meetings of the programmatic staff  Meetings on preparation of ENAR events  1 annual meeting with each funder  Budget line(s) – Staff travel 175  Regular communication with accountant and fundraiser and treasurer, annual meeting with evaluators, accountants and auditors, regular meetings with fundraiser and treasurer  Meeting in Brussels of a select expert group of ENAR members to monitor and advise on financing and staffing concerns and on impact assessment (approx. 8 persons)  Budget line(s) 213  General presentation and fundraising meetings  Budget line(s) – Staff travel 175  Five two-day meetings of 11 Board members to steer progress in implementing workplan and overseeing financial situation  Budget line(s) 48  Documents to update members on progress in implementing strategies  Online webinars to inform ENAR members of progress under ENAR strategies  Sent by email and posted online  National Platform Coordinators performance survey  Budget line(s) 301  1 assessment report in English on the shadow report process  Budget line(s) 266  1 report on assessing the network’s advocacy impact  Budget line(s) 306  Reports to the European Commission, Open Society Foundations and other funders  Applications to the European Commission, Open Society Foundations and other funders | Staff members  Service Providers  External consultants  Staff members  Service providers/participants in events  Funders  Treasurer, accountant, evaluators, fundraisers, auditors and donors  Board members, experts and Secretariat  Fundraiser, donors  ENAR Board members  ENAR members  ENAR Members  ENAR Members  ENAR National Platform Coordinators, ENAR members and Secretariat  Consultant, ENAR members  Consultant, ENAR members and the communities they represent  ENAR members and Secretariat  ENAR members and Secretariat |

| **2. Contributing to the development of EU law/policies and to their implementation** |
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| The EU networks are key actors, which can play an important role in facilitating the flow of information between their members and the EU. On the one hand, they can provide practical experience and evidence regarding the situation on the ground and, on the other hand, they can translate these facts and experience into more conceptual tools and positions.  This category is intended e.g. for all **analytical activities** of the networks aiming to collect data and information, conduct research and studies, analyse problems and propose recommendations, debate key issues in the respective policy area, etc. |
| **I. Objective(s) for this year** |

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| 1. Secure commitment (as part of the Human Rights and Democracy Network internal working group) by the European Commission on an EU internal fundamental rights strategy  2. Advocate for the establishment of a strong and efficient intergroup on anti-racism and diversity in the European Parliament reacting to hate speech in the EP  3. Secure key Member States' commitment on the Equal Treatment Directive, in coordination with other non-discrimination networks  4. Contribute to mainstreaming the anti-racism dimension in high-level EU employment and social inclusion policies, by joining key Social Platform advocacy meetings/submissions  5. Ensure that intersectionality of discrimination grounds is taken into consideration throughout all ENAR strategies by strengthening partnership with other non-discrimination networks  6. Secure a more meaningful, transversal durable place for racial equality within high-level political advocacy such as EU presidency and Commissioners' cabinets  7. Identify concrete examples of discriminatory effects of migration policies and provide support to the ENAR representative in the EU Asylum, Migration and Integration Forum, together with other CSOs  8. Increase the basis of support for Council recommendations on equality data among both EU and national stakeholders and groups victims of discrimination  9. To strengthen the capacity of the network to jointly advocate for improved legislation and practices on responding to racist crime by reinforcing internal monitoring and reporting capacities and joining forces with other CSOs  10. Strengthen the political will and the mobilisation of civil society and European Institutions for an EU Framework for the inclusion of PAD/BE to address Afrophobia  11. Strengthen the political will and the mobilisation of civil society and European Institutions for an EU Framework for the inclusion of Muslim communities to address Islamophobia  12. Strengthen civil society mobilisation and European institutions’ political will to mainstream the fight against anti-Gypsyism, including in all EU policy processes  13. Re-affirm the political will and mobilisation of civil society and European institutions for the recognition of anti-Semitism  14. Consolidate and where possible strengthen the Equal@work Platform and decrease employers’ reluctance to have a conversation on racial discrimination within the companies participating in the Equal@work Platform, in view of implementing sound and efficient internal diversity policies |

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| **II. Description of this year's activities**  Be specific, give a short name for each activity and number them. | |
| No. | Name and description of the activity |

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| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  31  32  33  34  35  36  37  38  39  40  41  42  43  44  45  46  47  48  49  50  51  52  53  54  55  56  57  58 | **Mainstream equality**  Participate in Human Rights and Democracy Network (HRDN) internal working group meetings, advocacy meetings with EU institutions and contribute to join submissions  Persuade the anti-racism intergroup co-chairs to contribute financially to the functioning of the intergroup, contribute to drafting the intergroup’s workplan and regularly meet intergroup members  Join non-discrimination network meetings with Member States representatives, MEPs and other stakeholders on the Equal Treatment Directive, involve ENAR members in joint advocacy at national level, contribute to analysis on the proposed amendments and contribute to legal analysis and to devising amendments to national relevant legislation  Participate in the Social Platform high-level advocacy on employment and social inclusion and contribute to mid-term review of EU2020 strategy  Produce memos to EU presidencies, meet with Presidencies’ officials and other Member States’ representatives as well as with relevant Commissioners' cabinets  Establish and hold meeting of an ENAR expert group on xenophobia/anti-migrant racism  Support ENAR Board member participation in Forum on Asylum Migration and Integration and contribute to common NGOs positions in the European Forum on Migration, Asylum and Integration, including positions of the European NGO Platform on Asylum and Migration.  **Equality Data Collection**  Draft policy and advocacy positions on equality data collection, contribute to consultations on the guidelines on secured and inclusive equality data collection and work on the draft EU recommendation on equality data collection, consistently with objective of existing and proposed EU equality legislation and policies  Meet with relevant units of DG Justice and Eurostat (to advocate for technical amendments to national public statistics and propose language for LFS/SILC special module on ethnicity) and engage consistently with data protection authorities members of the Network of data protection authorities (Article 29 Working Party).  Work with the EP anti-racism intergroup to include equality data in its work plan and meet with the chair of LIBE/groups coordinators and advisers/LIBE secretariat to raise the possibility to initiate a resolution or an own initiative report on the implementation of the Race Equality Directive/equality data and draft a briefing for MEPs on the topic  Develop the demand for equality data collection disaggregated by ethnic origin minorities and migrants themselves, including where appropriate by supporting minority-led data collection. Ensure a focus on multiple discriminations, particularly as regards the gender dimension.  Further broaden and strength the coalition of various stakeholders such as Member States, MEPs, equality bodies, national data protection institutions, EU institutions, NGOs working on various discrimination grounds, businesses, national demographic institutes by holding advocacy meetings on the topic  ENAR Secretariat/members meet with representatives of at least 2 Member States, 2 equality bodies in focus countries to secure commitment to equality data collection  Organise a joint EP/ECRI/COE event in Strasbourg to promote findings of publication and past symposiums  **Racist crime**  Produce a European shadow report on racist crime to produce data to support advocacy  Work in coalition with other human rights organisations, including Amnesty International and the Social Platform based on its position on bias violence, to call for the strengthening of EU legislation on hate crime  Establish an on-line monitoring form to report on the link between racist and xenophobic speech in the political discourses and racist violence and crime and produce reports on the findings at EU and national levels  Meet with representatives of at least 2 Member States (jointly with ENAR members) to advocate for the improvement legal provisions on racist crime and incitement, and for the improvement of data collection on racist crime, including data on crimes reported to law enforcement authorities, data on crimes prosecuted and brought to court, and victimisation surveys  Produce a checklist on the Victims’ Rights Directive for victims of hate crime and contribute to projects on common EU guidelines to support victims of hate crime.  Produce country specific and/or EU level briefings on racist crime to support advocacy at a national and EU level and provide information to the EC to monitor transposition of the relevant articles of the Framework Decision on Racism and Xenophobia regarding at least 5 Member States  Work with the EP anti-racism intergroup and other relevant intergroups (LGBT) to include proposals and resolutions on hate crime legislation in their work plans  Meet at least 4 times with the chair of LIBE/groups coordinators and advisers/LIBE secretariat to raise the possibility to initiate a resolution or an own initiative report on EU hate crime legislation  **Promoting Roma inclusion and combating anti-Gypsyism**  Monitor the manifestations and impacts of anti-Gypsyism in the National Roma Integration Strategies (NRIS) based on members’ inputs and support ENAR members to be actively engaged in this process at national level  Advocate for the recognition of anti-Gypsyism  Contribute to the work of the European Roma Policy Coalition (ERPC) and other civil society coalitions  Meet with European and national stakeholders on Roma inclusion, anti-Gypsyism and participation  Establish an ENAR expert group on Roma inclusion and combating anti-Gypsyism  Draft policy and advocacy positions on the link between Roma inclusion and combating anti-Gypsyism  Commission an expert to coordinate the production of ENAR’s series 3rd book on anti-Gypsyism to support the production of literature on the issue  Advocate for the establishment of a European day for the commemoration of the Roma Porrajmos  Participate in joint activities on the International Roma Day  Explore the opportunity to set up an EP working group on anti-Gypsyism with a workplan with a main objective to mainstream the fight against anti-Gypsyism in policy documents and processes  Organise an EP/EESC/EC roundtable on manifestation of anti-Gypsyism in employment and its consequences for participation and empowerment in collaboration with the anti-racism intergroup (TBC)  **Combating Islamophobia**  Advocate for a European framework to combat Islamophobia and promote the inclusion of Muslims  Convene 2 meetings of the ENAR Expert group on Islamophobia  Produce and disseminate findings 5 national reports and 1 comparative European report (UK, Italy, Denmark, France and Germany) on Muslim women’s experience of discrimination in employment and of racist violence/speech  Organise 5 national round-tables and one European conference on the impact of Islamophobia on Muslim women jointly with women-rights organisations  Draft GPP/policy and advocacy positions and/or book on Islamophobia  Meet with European and national stakeholders on inclusion of Muslims and Islamophobia  Set up an EP working group on Islamophobia (under ARDI) and ensure that the intergroup's workplan includes reference to combating Islamophobia  **Combating Afrophobia**  Advocate for a European framework to combat Afrophobia and promote the inclusion of People of African descent/Black Europeans (PAD/BE) and work on the draft in cooperation with other civil society organisations  Hold one meeting of the Expert Group meeting on Afrophobia and invite representatives of mainstream organisations such as AI, OSCE, CoE  Organise bi-lateral advocacy meetings of EU officials, international organisations and other human rights NGOs with ENAR members on the recognition of Afrophobia, Black history day  Draft policy and advocacy positions on the inclusion of PAD/BE and Afrophobia  ENAR members (and Secretariat when relevant) hold national level advocacy meetings on the inclusion of PAD/BE and Afrophobia  Produce a shadow report on Afrophobia with input from ENAR members  Produce a General Policy Paper on the issue of reparations  Encourage the European Commission to appoint an officer in charge of monitoring the situation of PAD/BE in the EU  Get an MEP to participate with ENAR in a US Black Caucus panel/Launch of the UN Decade on PAD  **Combating anti-Semitism**  Meet with civil society organisations to establish a coalition against anti-Semitism  Hold one meeting of the ENAR Expert group on anti-Semitism  Cooperate with Jewish organisations in exploring ways to enhance reactions to hate speech in the European Parliament (See output under category 3)  Draft policy and advocacy positions on anti-Semitism.  Cooperate with the EP working group/intergroup on anti-Semitism  **Employment and Diversity Management**  Strengthen and broaden the “diversity management” community within the membership of ENAR  Identify and transpose good practices on diversity management between different Member States, notably by holding 1 Equal@Work seminar and drafting 1 annual publication drawing the conclusions of the seminar on the issue of reasonable accommodation of religious diversity (tbc)  Meet with businesses to introduce data collection and benchmarking tools as part of the Equal@work strategy Improve the engagement of partner companies in the Equal@Work platform, broadening their pool, reaching out to SMEs  Support employers – public and private – to make ethnic, cultural and social origins a central concern of their diversity management policies by organising one conference on ethnic, cultural and social origins in the Business with businesses partners (L’Oréal, etc.), the Association Française des Managers de la Diversité (AFMD) and the Platform of the Charters for Diversity (tbc). |

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| **III. Planned output(s)**  List the outputs to be produced.  Outputs of your planned activities can be **intangible** (e.g. conferences, seminars, trainings, events, professionals trained) **and tangible** (manuals, reports, leaflets, webpages, articles, training material packages, books). Limit their number and do not include minor sub-items or internal working papers.  Be specific as to the scope and level of ambition and use a quantitative description where applicable, e.g.: X regional seminars; X participants. | | | |
| No. | Output | Characteristics  (e.g. for meetings/trainings: number of participants)  (e.g. for publications, documentation: format (printed/electronic); language) | Target group |

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| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  31  31  32  33  34  35  36  37  38  39  40  41  42  43  44  45  46  47  48  49  50  51 | At least 4 meetings of the HRDN internal working group  At least 7 meetings with MEPs, members of the anti-racism intergroup  2 EU presidency memoranda  At least 2 meetings with anti-discrimination networks on the Equal Treatment Directive  At least 2 national level meetings on the Equal Treatment Directive  At least 2 briefings on the current state of the Equal Treatment Directive  At least 1 high-level meeting on employment/social inclusion policies  1 meeting of the ENAR expert group on racism anti-migrants  At least 3 meetings with migration and integration NGOs  At least 3 advocacy and policy positions on equality data collection  At least 3 meetings of CSOs on equality data collection  At least 2 meetings with DG JUST and Eurostat, and 2 meetings with data protection authorities on equality data collection  At least 3 meetings with MEPs on equality data collection  At least 2 national-level and 4 EU-level advocacy meetings on equality data collection  1 event with the EP, the Council of Europe and the European Commission Against Racism and Intolerance (ECRI)  1 update shadow report on racist crime  At least 4 advocacy meetings at EU and national levels on racist crime  At least 4 coalition coordination meeting with EU and national NGOs on racist crime  1 checklist on the Victims’ Rights Directive for victims of hate crime  1 monitoring form on political racist speech  3 Reports on ENAR’s political hate speech based on monitoring tool  At least 5 briefings on racist crime prepared for EU and national-level meetings  At least 4 meetings with MEPs (EP anti-racist Intergroup and LIBE)  1 consultation on anti-Gypsyism  At least 3 policy papers/briefings on anti-Gypsyism  At least 2 national-level and 4 EU-level advocacy meetings  At least 2 strategic meetings with the group of MEPs working on Roma inclusion  Participation in at least 10 meetings of ERPC  Contribution to at least 5 ERPC position papers  1 call for authors and call for a coordinator for a book on anti-Gypsyism  1 Book on anti-Gypsyism  At least 3 policy papers/briefings on Islamophobia  1 General Policy Paper on Islamophobia  At least 2 expert group meetings on Islamophobia  Produce 5 national reports on Muslim women  Produce 1 European comparative report on Muslim women  Organise 5 national roundtables on Muslim women experience of discrimination  Organise at least 5 bi-lateral advocacy meetings at national level on Islamophobia  Organise 1 European conference on Islamophobia  At least 5 meetings with MEPs on Islamophobia  At least 3 policy papers/briefings on Afrophobia  Draft text of the framework  1 expert group meeting on Afrophobia  At least 8 bi-lateral EU and national level advocacy meetings on Afrophobia  1 General Policy Paper on reparations  1 European Shadow report on Afrophobia  At least 2 meetings with Jewish organisations  1 meeting of expert group on anti-Semitism  At least 1 policy paper/briefing on anti-Semitism  At least 4 meetings with MEPs on anti-Semitism  7th Equal@work seminar  3rd Conference on Ethnic, cultural and social Origins in the business (with L’Oreal, AFMD, Diversity Charters (tbc)) | NGOs meetings in Brussels with members of the HRDN internal working group led by Amnesty International  Meetings in Brussels with MEPs from different groups members of the anti-racism intergroups  On-line briefings on ENAR priorities for the upcoming EU presidencies (in English)  Meetings in Brussels with MEPs, Member States representatives and European Commission officials on the proposed Equal Treatment Directive  Meetings with/by ENAR members with national level officials in charge of positions on the Equal Treatment Directive  Budget line(s) – Staff travel 175  Briefings to prepare EU or national level advocacy meetings in English  Joint meeting in Brussels of high-level officials relevant in the field of employment and social inclusion  Meeting in Brussels of experts, ENAR members and other NGOs on xenophobia, racism anti-migrants and the impact of migration policies (8 persons) – Budget line(s) 225  Brussels-based meetings with migration and integration NGOs to prepare the participation of one ENAR Board member in the European Migration, Asylum and Integration Bureau meetings  On-line Policy positions on equality data collection, focusing on the elaboration of EU guidelines and recommendations, consistently with EU equality legislation  Strategy and partnership meetings with CSOs in Brussels  Advocacy meetings for technical amendments to national public statistics, and proposals on LFS/SILC schemes and data protection standards  Meetings with LIBE coordinators and advisors as well as with Anti-Racist Intergroup Members, to include equality data issues in LIBE’s work, particularly on the implementation. Written briefing in English to back the meeting  Meetings based on ENAR’s advocacy and policy positions, aiming at securing commitments to equality data collection  Budget line(s) – Staff travel 175  Event aiming at sharing broadly EU and Council of Europe standards, sharing ENAR’s advocacy and policy positions and at exchanging on the respective standards of the EU and the CoE  Report available printed and on-line, in English  Budget line(s) 264-265  Meetings with European Commission (DG JUST) and national stakeholders  Budget line(s) – Staff travel 175  Regular strategizing and advocacy planning meetings ahead of advocacy initiatives, both at EU and national level  On-line checklist in English for ENAR members and NGOs to see how the Victims’ Rights Directive could apply to victims of hate crime  On-line monitoring form in English, translated into national languages for focused national-level use  On-line reports in English and national language for the political hate speech reporting (3 reports) according to targeted countries  Briefings in English, if justified translated into national language, focusing on practical policy solutions to tackle racist crime and to record and monitor incidents  Budget line(s) – Staff travel 175  Meetings aiming at getting the LIBE Committee to decide on proposing an initiative report on racist and hate crime. Contribution by dedicated briefing notes, in coalition with other NGOs.  Online consultation of ENAR members and other relevant stakeholders on recognition of anti-Gypsyism and its impact on Roma inclusion policies  Printed one-pagers in English on the manifestations and impacts of anti-Gypsyism in the National Roma Integration Strategies and the need for recognition of past abuses  Meetings, with the participation of ERPC members and members of ENAR, aiming at raising-awareness of anti-Gyspyism and how it could be better mainstreamed and evaluated in EU projects and National Roma Integration Strategies  Budget line(s) – Staff travel 175  Meetings to agree on a specific parliamentary coordinated work to increase mainstreaming and monitoring of anti-Gypsyism and to potentially set- up an EP working group  Advocacy and networking meetings with ERPC members, EC, MEPs to mainstream the fight against anti-Gypsyism and improve the collaboration at EU level  On-line position papers on various issues related to Roma inclusion and anti-Gypsyism aiming at advocating for improvement and political commitment  On-line call for authors (not paid) and for a coordinator to draft/coordinate the ENAR’s series 3rd book on anti-Gypsyism to support the production of literature on the issue  Budget line(s) 289  3rd ENAR’s series book on anti-Gypsyism, in English, printed (185 pages, book format)  Budget line(s) 288  Printed one-pagers in English on the need for a framework to combat Islamophobia  On-line document in English presenting the position of the ENAR network on Islamophobia  Expert group meetings gathering around 16 ENAR members and external experts each, held to discuss ENAR advocacy strategy and activities on Islamophobia (Brussels)  Budget line(s) 219-221  On-line reports in English that will focus on the impact of Islamophobia on Muslim women, in the area of employment and racist violence/speech. Countries covered are Denmark, UK, Italy, Germany, France  Budget line(s) 243  On-line and printed report that will focus on the impact of Islamophobia on Muslim women, in the area of employment and racist violence/speech, in a comparative perspective  Budget line(s) 244-257  In countries covered by the report, gathering around 20 participants (feminist groups and experts on Islamophobia)  Budget line(s) 246  In countries covered by the report, presentations of preliminary findings and advocacy for improvement of implementation of equality laws as applied to Muslim women  Budget line(s) staff travel 175  In Brussels, gathering around 60 participants from EU and national decision-making bodies and aiming at presenting the findings of the “Forgotten women” report as well as raising-awareness about the need to improve implementation of equality laws as applied to Muslim women  Budget line(s) 144  Meetings with MEPs interested to work on the issue in order to set up an EP working group on Islamophobia and coordinate parliamentary work on the issue.  Printed English one-pagers on the need for a framework to combat Afrophobia  Finalise first draft of the text of the framework  Aiming at advancing on ENAR advocacy strategy to combat Afrophobia, gathering ENAR members and external experts, around 16 participants in Brussels  Budget line(s) 216  With EU officials, international organisations, Member States representatives, equality bodies and other human rights NGOs on the need to recognise and combat Afrophobia, recognise past abuses via the organisation of Black history day  Budget line(s) staff travel 175  On-line document in English highlighting ENAR network position on the need for reparations of past abuses during colonialism and slave trade periods  Document highlighting national situations of People of African Descent and Black Europeans, compiled in one printed report, based on ENAR members’ input  Budget line(s) 264-265  Brussels-based meetings with Jewish NGOs to strategise common advocacy to combat anti-Semitism  Brussels-based meeting of ENAR members and external expert to refine ENAR’s strategy on combating anti-Semitism (8 participants)  Budget line(s) 228  Printed one-pager in English  Brussels-based meetings to discuss common ways to combat anti-Semitism  1 day meeting using the methodology of multi-stakeholder dialogue and inductive approach to scout for business practices in reasonable accommodation of religion and belief at the workplace (follow up of our project on Islamophobia and its impact on Muslim women at the workplace) / 40 participants  Budget line(s) 131  1 day conference aiming at the deepening public and private employers understanding of racial & cultural discrimination on recruitment, career progression and retention processes / 100 participants  Budget line(s) 97 | EU NGOs  MEPs and staff  EU Presidency, other EU institutions, ENAR members and NGOs  Anti-discrimination networks, stakeholders working on the proposed directive  ENAR members, national officials  ENAR members, EU and national stakeholders  EU stakeholders  ENAR members, migration NGOs and experts  ENAR Board member, migration and integration NGOs  EU Commission, Eurostat and national statistical and data protection authorities  CSOs, ENAR members  EU Commission, Eurostat and national statistical and data protection authorities  LIBE Committee (EP), Parliament in general  National and EU-level decision-makers  EU and Council of Europe officials  EU and national decision-makers, media  EU and national-level officials  NGOs, ENAR members, National decision-makers, EU Commission  ENAR members, NGOs  ENAR members and partners as monitors  ENAR members, partners and EU and national decision-makers  National and EU-level officials  MEPs, with a view to emulate work with also Member States and Commission  ENAR members, civil society, European Commission  European Commission, MEPs, Member States, FRA    EU and national decision-makers  Targeted MEPs  ERPC members, European Commission, MEPs, Member States, FRA  European Commission, MEPs, Member States, FRA  ENAR members, civil society organisations  NGOs and ademic working on anti-Gyspsyism, MEPs, Roma communities  EU and national decision-makers  ENAR members, civil society, EU and national decision-makers  ENAR members, external experts  Feminist organisations, EU and national decision-makers, Muslim women  Feminist organisations, EU and national decision-makers, Muslim women  ENAR members, women including Muslim women, equality bodies  EU and national decision-makers, Muslim women, feminist groups  EU and national decision-makers, Muslim women, feminist groups, non-discrimination networks  MEPs, ENAR members  EU and national decision-makers  European Commission, MEPs, Member States  Civil society, ENAR members  ENAR members, external experts, European Commission, FRA  European Commission, MEPs, Member States  Civil society  EU and national decision-makers, European Commission, MEPs, experts and PAD/BE  EU and national decision-makers, European Commission, MEPs, NGOs and PAD/BE  Jewish NGOs and communities, EU and national stakeholders  Jewish NGOs and communities, experts, ENAR members, EU and national stakeholders  EU and national stakeholders  MEPs, Jewish NGOs  Public and private employers; social partners; SMEs; diversity consultants, academics; antiracist organisations (member or not of ENAR), public authorities  Idem |

| **3. Building the capacity of the members of the network and/or training relevant practitioners and stakeholders and/or informing the general public** |
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| The EU networks are well placed stakeholders for disseminating information and transferring knowledge on EU law and policies to both specialised and general audiences.  This category is intended for activities related to **training, awareness-raising, dissemination, development of communication tools**, etc. |
| **I. Objective(s) for this year** |

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| 1. Ensure that ENAR members regularly **monitor racial discrimination in a range of areas and feed into** the development of ENAR's policy positions 2. Develop a **strong, efficient and effective community identity** within the ENAR network to commonly act to challenge racial discrimination 3. Support advocacy work on strategic priorities by **informing and raising awareness of ENAR’s target audiences**, and empowering them to take action. 4. **Raise the profile of ENAR** as a leading anti-racist NGO network at both EU and national levels. |

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| **II. Description of this year's activities**  Be specific, give a short name for each activity and number them. | |
| No. | Name and description of the activity |

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| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  31  32  33  34  35  36  37  38  39  40  41  42  43  44  45  46  47  48  49  50  51 | **Build the capacity of members to advocate for equality at EU and national levels**  Support National Platform Coordinators and members to develop their own policy-related projects related to ENAR strategic priorities  Collect members’ inputs on policy/advocacy-related documents  Reinforce the capacities of members to monitor and report about racist crime and violence over time notably by annually answering to a shadow report questionnaire on racist crime  Convene a capacity building workshop for Roma member organisations in Slovakia to reinforce strategic coherence between European and national-level objectives  Develop and disseminate a toolkit on the Shadow Report findings for members  Convene a (online) capacity building training for members in view of ENAR National elections activities.  **Trainings of other stakeholders**  Hold a training on hate speech for MEPs members of relevant intergroup(s), in collaboration with other CSOs  Hold four national/European training workshops with operational managers (in the frame of Equal@Work)  **Share best practices and build alliances among members**  Exchange and promote members’ knowledge, skills, expertise, activities and projects through ENAR's website and social media  Hold a meeting on good practice on recording, reporting and advocating on responses to hate crime to support the development of NGO networks/apps/website to collect data and monitor racist violence and support members’ establishment of transnational partnerships including on reporting discrimination and hate crime  Support and promote ENAR members campaigns at European level  Encourage members to join the Equal@Work initiative and transfer best practices at national level  Hold the European Council of National Platform Coordinators  Hold the annual Conference of members (including the General Assembly)  Increase dissemination of best practices showing collaboration between communities on fighting anti-Semitism and Islamophobia  Compile best practices and identify tools for community mobilisation within the network  **Communities mobilisation**  Establish and hold one meeting of a new ENAR expert group on community mobilisation  Develop and spread concrete progressive narratives to counter xenophobic discourses  Compile and promote best practices from pilot projects in community mobilisation during election campaigns  Organise at least 3 national meetings with members on community building to generate a common ENAR identity  Fledge the positive narrative on equality and diversity to delegitimise racist discourses  Promote the positive contributions migrants make toward European societies in public and policy debates  Exchange on community mobilisation programmes and increase engagement between local actors from several anti-discrimination networks  Develop factsheets on community mobilisation to increase political participation and engagement  Meet at least 5 European Networks to exchange on community mobilisation programmes and to increase solidarity between local actors from different anti-discrimination organisations  Work with the EP anti-racism intergroup to include political participation of ethnic and religious minorities and migrants on its agenda  **Dissemination of findings and communication**  Launch and disseminate the book on People of African Descent/Black Europeans  Disseminate the debunking myths leaflet on Jews  Promote the findings of the ENAR publication on equality data collection, including through the production of 2 factsheets (one business-specific)  Promote the findings of the ENAR Report on the impact of Islamophobia on Women  Produce and disseminate a 4-pager printed factsheet of each national report on Muslim women’s experience of discrimination with infographics, summarising the key findings and trends and translated in the national language of the country covered  Disseminate the debunking myths leaflet on Muslim women  Produce a video of testimonies of Muslim women  Produce a podcast on Islamophobia  Disseminate and promote the Equal@work report  Produce a promotional video to be the “business card” of the Equal@work Platform work  Produce and disseminate the bimonthly Equal@work newsletter on diversity management  Launch ENAR Shadow Reports on racist crime in the European Parliament  Disseminate country specific and/EU level evidence briefings based on the findings from shadow reports on racist crime  Develop an online heat map to display information from SR on the quality of data collection on racist crime  Promote the findings of the Shadow Report on racist crime, including through the production of a video and infographics  Contribute to common ccommunication work on the need for the Equal Treatment Directive, and on other opportunities to mainstream equality in relevant EU policies  Maintain and develop ENAR’s website, including resource centres on strategic priorities; and ensure a coherent, regular and effective presence on Facebook and Twitter  Encourage ENAR members to write blogs/stories about ENAR’s strategic priorities  Ensure effective media coverage of ENAR’s strategic priorities, in both mainstream and community media, through press statements, op-eds, briefings and regular meetings with journalists  Produce quarterly webzines on reparation, migration/integration, community mobilisation and other issues of concern  Develop an online database of incidents of racism across the EU and disseminate findings and trends on social media and other platforms  Organise one truth commission event to raise-awareness of finding regarding reparations and recognition of past abuses  Produce and disseminate ENAR’s annual report  Produce an animated video on ENAR’s annual activities  Present ENAR to students during study visits |

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| **III. Planned output(s)**  List the outputs to be produced.  Outputs of your planned activities can be **intangible** (e.g. conferences, seminars, trainings, events, professionals trained) **and tangible** (manuals, reports, leaflets, webpages, articles, training material packages, books). Limit their number and do not include minor sub-items or internal working papers.  Be specific as to the scope and level of ambition and use a quantitative description where applicable, e.g.: X regional seminars; X participants. | | | |
| No. | Output | Characteristics  (e.g. for meetings/trainings: number of participants)  (e.g. for publications, documentation: format (printed/electronic); language) | Target group |

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| 1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28 | 1 Conference of members (including GA)  1 European Council of National Platform Coordinators  1 Meeting on good practices on hate crime  1 expert group meeting on community mobilisation  1 capacity building training on community organisation  Communication products on shadow report (racist crime) findings  1 hate speech training for MEPs  4 national / European workshops with Operational managers  1 Launch of the shadow report (event) in the European parliament  Launch of the book on People of African Descent/Black Europeans  Communication products on equality data collection  Communication products on Muslim women  1 Debunking-myth leaflet on Jews  Promotional Equal@work video  Resource centres on strategic priorities  At least 10 blogs/articles about ENAR’s strategic priorities  At least 20 press statements  At least 5 op-eds  4 quarterly webzine editions  1 online database of racial discrimination incidents  1 annual report  1 video on ENAR’s annual activities  Bimonthly Equal@work newsletter  1 truth commission event /reparation issues  1 online capacity building training on hate speech monitoring  1 online compilation of good practice on community mobilisation  1 factsheet on community mobilisation strategy  At least 5 presentations for students and study visits | 1 two-day meeting in Brussels of 120 members to network, exchange good practices, decide about the yearly orientations of the network, approve financial and activity report of 2014  Budget line(s) Budget line(s) 77  1 day-and-a-half meeting of +30 national platform coordinators in Brussels to ensure exchange of concerns, capacity building and advise to the Board and the Secretariat about transnational issues of concern  Budget line(s) 113  1 day meeting on good practices on hate crime recording with selected members in Brussels  Meeting in Brussels of a select expert group of ENAR members and experts on community mobilisation for political participation (approx 8 participants)  Budget line(s) 210  Training on anti-discrimination advocacy, communication and community organising for Roma Communities in Slovakia (Budget only on facilitator)  Budget line(s) 234 only for costs trainers + staff travel 175  Targeted video, online heat map, factsheets, infographics in English  Budgetline(s)275,288,273,272,276  1 Brussels-based training for MEPs members of relevant intergroups to react to hate speech in parliamentary work in collaboration with other CSOs  4 half-day workshops aiming at disseminating and training operation managers to specific good practices of diversity management collected through the Equal@work seminars and Origins Conferences / 10 participants each  Budget line(s) staff travel 175  Public event in the presence of MEPs, other EU officials and national officials in the European Parliament, and 1 press conference in Brussels  Budget line(s) 267,268,269,270,271  Public event in the presence of MEPs, other EU officials and national officials, media in Brussels  Budget line(s) 162,164,166,171,172  Factsheets (including one business specific) of key findings from ENAR’s equality data collection publication  Podcast, Video of testimonies of Muslim women, printed debunking myths leaflet on Muslim women, printed country factsheets of key findings of national reports and printed factsheet on European Comparative report  Budget line(s) 260,261,258,259,282  Printed leaflet in English  Budget line(s) 283  Video presenting highlights of the platform and its outcomes  Budget line(s) 280  Online resource pages of the ENAR website on key priorities  Blogs/articles by ENAR/ENAR members on strategic priorities on ENAR’s blog/in national or EU media outlets  Press statements on ENAR’s strategic priorities  Op-eds on ENAR’s strategic priorities in national/EU mainstream and/or community media  Online webzine editions on ENAR’s strategic priorities  Online database of incidents of racism across the EU  Printed annual report of ENAR’s activities in English  Budget line(s) 286  An animated video presenting ENAR’s key yearly activities  Budget line(s) 281  Electronic format, mix of English and French  1 event in Brussels linking theatre performance and the issue of reparation/recognition of past abuses  Budget line(s) 292  Presentation of hate speech monitoring form training for national and local elections  On-line compilation of best practices from pilot projects in community mobilisation during election campaigns  One on-line factsheet in English on ENAR’s community mobilisation strategy for political participation and engagement  Budget line(s) 302-305  Presentations of ENAR to students and study visits in Brussels | ENAR Members  ENAR Members  ENAR members  ENAR Members and external experts  ENAR Members, Roma communities  ENAR membership, EU and national institutions and decision-makers, media  MEPs  Operational/Diversity managers in public and private employers  ENAR membership, EU and national institutions and decision-makers, media  EU officials, Community members of ENAR membership  EU and national institutions and decision-makers, media  EU and national institutions and decision-makers, media  EU and national institutions and decision-makers, media  Operational/Diversity managers in public and private employers, ENAR membership, EU and national institutions and decision-makers, media  ENAR membership, EU and national institutions and decision-makers, Equal@work partners  ENAR membership, EU and national institutions and decision-makers, media  EU and national institutions and decision-makers, media  Media  ENAR membership, EU and national institutions and decision-makers, media  ENAR membership, EU and national institutions and decision-makers  ENAR membership, EU and national institutions and decision-makers, funders  ENAR membership, funders  Equal@Work members (companies and ENAR members)  ENAR members, PAD/BE, MEPs, Member States representatives  ENAR members  ENAR members and other stakeholders  ENAR membership  Youth, academia |