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| logo_ec_17_colors_300dpi | EUROPEAN COMMISSIONDIRECTORATE-GENERAL JUSTICEDirectorate 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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| 1234567891011121314151617181920212223242526 | **Manage human resources and logistics** Execute the recruitment and the performance evaluation of the staff members and external contributorsEnsure 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 meetingOrganisation and coordination of the expert group meeting on finances and staffing issuesRegular 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 BoardOrganisation and coordination of bimonthly meetings with ENAR BoardReview, update and activate monitoring and evaluation toolsDraft annual activity report **Strengthen the organisational network development and communication** Reach out to new members and disseminate presentation leafletFully support the work of National Platforms and enhance their capacity both on issues of content and of governanceEstablish new National Platforms in accession & EEA/EFTA countries Monitor National Platform needs and outputs and NP Coordinators performanceMaintain and develop the members’ area under the website, to facilitate information sharing between members Inform members of latest developments and news through Weekly MailsDeliver regular strategies updates to inform members of relevant developmentsOrganise regular webinars and on line discussions with members related to specific thematic objectives of the network Assess and review the shadow report processAssess 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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| 1234567891011121314151617 | 18 line managements meetings and 9 performance evaluation assessmentsAt least 10 evaluators/fundraiser/accountant/IT/coordinators publications, etc… contractsAt least 35 weekly team meetings and at least 35 program meetingsAt least 5 meetings with service providers for eventsAt least 1 annual meeting with current funders At least 3 meetings with accountant, ENAR treasurer, evaluators, fundraisers and auditors1 expert group meeting on finances and staffing/impact assessment Up to 12 meetings with potential funders5 meetings of the Board of ENARAt least 3 strategies updatesAt least 4 online webinars45 Weekly Mails1 NPC survey1 assessment report on the shadow report process1 impact assessment reportAt 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 membersThematic, policy/communication oriented meetings of the programmatic staffMeetings on preparation of ENAR events1 annual meeting with each funderBudget line(s) – Staff travel 175Regular communication with accountant and fundraiser and treasurer, annual meeting with evaluators, accountants and auditors, regular meetings with fundraiser and treasurerMeeting 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) 213General presentation and fundraising meetingsBudget line(s) – Staff travel 175Five two-day meetings of 11 Board members to steer progress in implementing workplan and overseeing financial situationBudget line(s) 48Documents to update members on progress in implementing strategiesOnline webinars to inform ENAR members of progress under ENAR strategiesSent by email and posted online National Platform Coordinators performance surveyBudget line(s) 3011 assessment report in English on the shadow report processBudget line(s) 2661 report on assessing the network’s advocacy impactBudget line(s) 306Reports to the European Commission, Open Society Foundations and other fundersApplications to the European Commission, Open Society Foundations and other funders | Staff membersService ProvidersExternal consultantsStaff membersService providers/participants in eventsFundersTreasurer, accountant, evaluators, fundraisers, auditors and donorsBoard members, experts and SecretariatFundraiser, donorsENAR Board membersENAR membersENAR MembersENAR MembersENAR National Platform Coordinators, ENAR members and SecretariatConsultant, ENAR membersConsultant, ENAR members and the communities they representENAR members and SecretariatENAR 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 strategy2. 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 EP3. 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/submissions5. Ensure that intersectionality of discrimination grounds is taken into consideration throughout all ENAR strategies by strengthening partnership with other non-discrimination networks6. 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 CSOs8. Increase the basis of support for Council recommendations on equality data among both EU and national stakeholders and groups victims of discrimination9. 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 CSOs10. 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 Afrophobia11. 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 Islamophobia12. Strengthen civil society mobilisation and European institutions’ political will to mainstream the fight against anti-Gypsyism, including in all EU policy processes13. Re-affirm the political will and mobilisation of civil society and European institutions for the recognition of anti-Semitism14. 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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| 12345678910111213141516171819202122232425262728293031323334353637383940414243444546474849505152535455565758 | **Mainstream equality** Participate in Human Rights and Democracy Network (HRDN) internal working group meetings, advocacy meetings with EU institutions and contribute to join submissionsPersuade 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 membersJoin 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 legislationParticipate in the Social Platform high-level advocacy on employment and social inclusion and contribute to mid-term review of EU2020 strategyProduce memos to EU presidencies, meet with Presidencies’ officials and other Member States’ representatives as well as with relevant Commissioners' cabinetsEstablish 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 policiesMeet 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 topicDevelop 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 topicENAR Secretariat/members meet with representatives of at least 2 Member States, 2 equality bodies in focus countries to secure commitment to equality data collectionOrganise 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 advocacyWork 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 levelsMeet 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 surveysProduce 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 StatesWork with the EP anti-racism intergroup and other relevant intergroups (LGBT) to include proposals and resolutions on hate crime legislation in their work plansMeet 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 levelAdvocate for the recognition of anti-GypsyismContribute to the work of the European Roma Policy Coalition (ERPC) and other civil society coalitionsMeet with European and national stakeholders on Roma inclusion, anti-Gypsyism and participationEstablish an ENAR expert group on Roma inclusion and combating anti-GypsyismDraft 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 PorrajmosParticipate 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 processesOrganise 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 organisationsDraft GPP/policy and advocacy positions and/or book on IslamophobiaMeet with European and national stakeholders on inclusion of Muslims and IslamophobiaSet 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 organisationsHold one meeting of the Expert Group meeting on Afrophobia and invite representatives of mainstream organisations such as AI, OSCE, CoEOrganise bi-lateral advocacy meetings of EU officials, international organisations and other human rights NGOs with ENAR members on the recognition of Afrophobia, Black history dayDraft policy and advocacy positions on the inclusion of PAD/BE and AfrophobiaENAR members (and Secretariat when relevant) hold national level advocacy meetings on the inclusion of PAD/BE and AfrophobiaProduce a shadow report on Afrophobia with input from ENAR membersProduce 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 EUGet 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-SemitismCooperate 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 SMEsSupport 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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| 12345678910111213141516171819202122232425262728293031313233343536373839404142434445464748495051 | At least 4 meetings of the HRDN internal working groupAt least 7 meetings with MEPs, members of the anti-racism intergroup2 EU presidency memorandaAt least 2 meetings with anti-discrimination networks on the Equal Treatment DirectiveAt least 2 national level meetings on the Equal Treatment DirectiveAt least 2 briefings on the current state of the Equal Treatment DirectiveAt least 1 high-level meeting on employment/social inclusion policies1 meeting of the ENAR expert group on racism anti-migrantsAt least 3 meetings with migration and integration NGOsAt least 3 advocacy and policy positions on equality data collectionAt least 3 meetings of CSOs on equality data collectionAt least 2 meetings with DG JUST and Eurostat, and 2 meetings with data protection authorities on equality data collectionAt least 3 meetings with MEPs on equality data collectionAt least 2 national-level and 4 EU-level advocacy meetings on equality data collection1 event with the EP, the Council of Europe and the European Commission Against Racism and Intolerance (ECRI)1 update shadow report on racist crimeAt least 4 advocacy meetings at EU and national levels on racist crimeAt least 4 coalition coordination meeting with EU and national NGOs on racist crime1 checklist on the Victims’ Rights Directive for victims of hate crime 1 monitoring form on political racist speech3 Reports on ENAR’s political hate speech based on monitoring tool At least 5 briefings on racist crime prepared for EU and national-level meetingsAt least 4 meetings with MEPs (EP anti-racist Intergroup and LIBE) 1 consultation on anti-GypsyismAt least 3 policy papers/briefings on anti-GypsyismAt least 2 national-level and 4 EU-level advocacy meetings At least 2 strategic meetings with the group of MEPs working on Roma inclusionParticipation in at least 10 meetings of ERPC Contribution to at least 5 ERPC position papers1 call for authors and call for a coordinator for a book on anti-Gypsyism1 Book on anti-GypsyismAt least 3 policy papers/briefings on Islamophobia1 General Policy Paper on IslamophobiaAt least 2 expert group meetings on IslamophobiaProduce 5 national reports on Muslim womenProduce 1 European comparative report on Muslim womenOrganise 5 national roundtables on Muslim women experience of discriminationOrganise at least 5 bi-lateral advocacy meetings at national level on IslamophobiaOrganise 1 European conference on IslamophobiaAt least 5 meetings with MEPs on IslamophobiaAt least 3 policy papers/briefings on AfrophobiaDraft text of the framework1 expert group meeting on AfrophobiaAt least 8 bi-lateral EU and national level advocacy meetings on Afrophobia1 General Policy Paper on reparations1 European Shadow report on AfrophobiaAt least 2 meetings with Jewish organisations 1 meeting of expert group on anti-SemitismAt least 1 policy paper/briefing on anti-Semitism At least 4 meetings with MEPs on anti-Semitism 7th Equal@work seminar3rd 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 InternationalMeetings 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 DirectiveMeetings with/by ENAR members with national level officials in charge of positions on the Equal Treatment DirectiveBudget line(s) – Staff travel 175Briefings 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 inclusionMeeting 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) 225Brussels-based meetings with migration and integration NGOs to prepare the participation of one ENAR Board member in the European Migration, Asylum and Integration Bureau meetingsOn-line Policy positions on equality data collection, focusing on the elaboration of EU guidelines and recommendations, consistently with EU equality legislationStrategy and partnership meetings with CSOs in BrusselsAdvocacy meetings for technical amendments to national public statistics, and proposals on LFS/SILC schemes and data protection standardsMeetings 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 meetingMeetings based on ENAR’s advocacy and policy positions, aiming at securing commitments to equality data collectionBudget line(s) – Staff travel 175Event 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 EnglishBudget line(s) 264-265Meetings with European Commission (DG JUST) and national stakeholdersBudget line(s) – Staff travel 175Regular strategizing and advocacy planning meetings ahead of advocacy initiatives, both at EU and national levelOn-line checklist in English for ENAR members and NGOs to see how the Victims’ Rights Directive could apply to victims of hate crimeOn-line monitoring form in English, translated into national languages for focused national-level useOn-line reports in English and national language for the political hate speech reporting (3 reports) according to targeted countriesBriefings in English, if justified translated into national language, focusing on practical policy solutions to tackle racist crime and to record and monitor incidentsBudget line(s) – Staff travel 175Meetings 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 policiesPrinted 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 abusesMeetings, 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 StrategiesBudget line(s) – Staff travel 175Meetings to agree on a specific parliamentary coordinated work to increase mainstreaming and monitoring of anti-Gypsyism and to potentially set- up an EP working groupAdvocacy and networking meetings with ERPC members, EC, MEPs to mainstream the fight against anti-Gypsyism and improve the collaboration at EU levelOn-line position papers on various issues related to Roma inclusion and anti-Gypsyism aiming at advocating for improvement and political commitmentOn-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) 2893rd ENAR’s series book on anti-Gypsyism, in English, printed (185 pages, book format)Budget line(s) 288Printed 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 IslamophobiaExpert 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) 219-221On-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, FranceBudget line(s) 243On-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 perspectiveBudget line(s) 244-257In countries covered by the report, gathering around 20 participants (feminist groups and experts on Islamophobia)Budget line(s) 246In countries covered by the report, presentations of preliminary findings and advocacy for improvement of implementation of equality laws as applied to Muslim womenBudget line(s) staff travel 175In 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 womenBudget line(s) 144Meetings 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 BrusselsBudget line(s) 216With 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 dayBudget line(s) staff travel 175On-line document in English highlighting ENAR network position on the need for reparations of past abuses during colonialism and slave trade periodsDocument highlighting national situations of People of African Descent and Black Europeans, compiled in one printed report, based on ENAR members’ inputBudget line(s) 264-265Brussels-based meetings with Jewish NGOs to strategise common advocacy to combat anti-SemitismBrussels-based meeting of ENAR members and external expert to refine ENAR’s strategy on combating anti-Semitism (8 participants)Budget line(s) 228Printed one-pager in English Brussels-based meetings to discuss common ways to combat anti-Semitism1 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 participantsBudget line(s) 1311 day conference aiming at the deepening public and private employers understanding of racial & cultural discrimination on recruitment, career progression and retention processes / 100 participantsBudget line(s) 97 | EU NGOsMEPs and staffEU Presidency, other EU institutions, ENAR members and NGOsAnti-discrimination networks, stakeholders working on the proposed directiveENAR members, national officialsENAR members, EU and national stakeholders EU stakeholdersENAR members, migration NGOs and expertsENAR Board member, migration and integration NGOsEU Commission, Eurostat and national statistical and data protection authoritiesCSOs, ENAR membersEU Commission, Eurostat and national statistical and data protection authoritiesLIBE Committee (EP), Parliament in generalNational and EU-level decision-makersEU and Council of Europe officialsEU and national decision-makers, mediaEU and national-level officialsNGOs, ENAR members, National decision-makers, EU Commission ENAR members, NGOsENAR members and partners as monitorsENAR members, partners and EU and national decision-makersNational and EU-level officialsMEPs, with a view to emulate work with also Member States and CommissionENAR members, civil society, European Commission European Commission, MEPs, Member States, FRA EU and national decision-makersTargeted MEPsERPC members, European Commission, MEPs, Member States, FRAEuropean Commission, MEPs, Member States, FRAENAR members, civil society organisationsNGOs and ademic working on anti-Gyspsyism, MEPs, Roma communitiesEU and national decision-makersENAR members, civil society, EU and national decision-makersENAR members, external expertsFeminist organisations, EU and national decision-makers, Muslim womenFeminist organisations, EU and national decision-makers, Muslim womenENAR members, women including Muslim women, equality bodiesEU and national decision-makers, Muslim women, feminist groupsEU and national decision-makers, Muslim women, feminist groups, non-discrimination networksMEPs, ENAR membersEU and national decision-makersEuropean Commission, MEPs, Member StatesCivil society, ENAR membersENAR members, external experts, European Commission, FRAEuropean Commission, MEPs, Member StatesCivil societyEU and national decision-makers, European Commission, MEPs, experts and PAD/BEEU and national decision-makers, European Commission, MEPs, NGOs and PAD/BEJewish NGOs and communities, EU and national stakeholdersJewish NGOs and communities, experts, ENAR members, EU and national stakeholdersEU and national stakeholdersMEPs, Jewish NGOsPublic and private employers; social partners; SMEs; diversity consultants, academics; antiracist organisations (member or not of ENAR), public authoritiesIdem |

| **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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| 123456789101112131415161718192021222324252627282930313233343536373839404142434445464748495051 | **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 prioritiesCollect 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 membersConvene 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 mediaHold 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 crimeSupport and promote ENAR members campaigns at European levelEncourage members to join the Equal@Work initiative and transfer best practices at national levelHold 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 IslamophobiaCompile 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 campaignsOrganise 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 discoursesPromote 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 networksDevelop factsheets on community mobilisation to increase political participation and engagementMeet 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 EuropeansDisseminate 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 WomenProduce 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 IslamophobiaDisseminate and promote the Equal@work reportProduce a promotional video to be the “business card” of the Equal@work Platform workProduce and disseminate the bimonthly Equal@work newsletter on diversity managementLaunch ENAR Shadow Reports on racist crime in the European ParliamentDisseminate 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 crimePromote 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 policiesMaintain and develop ENAR’s website, including resource centres on strategic priorities; and ensure a coherent, regular and effective presence on Facebook and TwitterEncourage ENAR members to write blogs/stories about ENAR’s strategic prioritiesEnsure effective media coverage of ENAR’s strategic priorities, in both mainstream and community media, through press statements, op-eds, briefings and regular meetings with journalistsProduce 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 platformsOrganise one truth commission event to raise-awareness of finding regarding reparations and recognition of past abusesProduce and disseminate ENAR’s annual reportProduce an animated video on ENAR’s annual activitiesPresent 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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| 12345678910111213141516171819202122232425262728 | 1 Conference of members (including GA)1 European Council of National Platform Coordinators1 Meeting on good practices on hate crime 1 expert group meeting on community mobilisation1 capacity building training on community organisationCommunication products on shadow report (racist crime) findings1 hate speech training for MEPs4 national / European workshops with Operational managers1 Launch of the shadow report (event) in the European parliamentLaunch of the book on People of African Descent/Black EuropeansCommunication products on equality data collectionCommunication products on Muslim women 1 Debunking-myth leaflet on JewsPromotional Equal@work videoResource centres on strategic prioritiesAt least 10 blogs/articles about ENAR’s strategic prioritiesAt least 20 press statements At least 5 op-eds 4 quarterly webzine editions1 online database of racial discrimination incidents 1 annual report1 video on ENAR’s annual activitiesBimonthly Equal@work newsletter1 truth commission event /reparation issues1 online capacity building training on hate speech monitoring1 online compilation of good practice on community mobilisation1 factsheet on community mobilisation strategyAt 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 2014Budget line(s) Budget line(s) 771 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 concernBudget line(s) 1131 day meeting on good practices on hate crime recording with selected members in BrusselsMeeting in Brussels of a select expert group of ENAR members and experts on community mobilisation for political participation (approx 8 participants)Budget line(s) 210Training 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 175Targeted video, online heat map, factsheets, infographics in EnglishBudgetline(s)275,288,273,272,2761 Brussels-based training for MEPs members of relevant intergroups to react to hate speech in parliamentary work in collaboration with other CSOs4 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 eachBudget line(s) staff travel 175Public event in the presence of MEPs, other EU officials and national officials in the European Parliament, and 1 press conference in BrusselsBudget line(s) 267,268,269,270,271Public event in the presence of MEPs, other EU officials and national officials, media in Brussels Budget line(s) 162,164,166,171,172Factsheets (including one business specific) of key findings from ENAR’s equality data collection publicationPodcast, 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 reportBudget line(s) 260,261,258,259,282Printed leaflet in English Budget line(s) 283Video presenting highlights of the platform and its outcomesBudget line(s) 280Online resource pages of the ENAR website on key prioritiesBlogs/articles by ENAR/ENAR members on strategic priorities on ENAR’s blog/in national or EU media outletsPress statements on ENAR’s strategic prioritiesOp-eds on ENAR’s strategic priorities in national/EU mainstream and/or community mediaOnline webzine editions on ENAR’s strategic prioritiesOnline database of incidents of racism across the EU Printed annual report of ENAR’s activities in EnglishBudget line(s) 286An animated video presenting ENAR’s key yearly activitiesBudget line(s) 281Electronic format, mix of English and French1 event in Brussels linking theatre performance and the issue of reparation/recognition of past abusesBudget line(s) 292Presentation of hate speech monitoring form training for national and local electionsOn-line compilation of best practices from pilot projects in community mobilisation during election campaignsOne on-line factsheet in English on ENAR’s community mobilisation strategy for political participation and engagementBudget line(s) 302-305Presentations of ENAR to students and study visits in Brussels | ENAR MembersENAR MembersENAR membersENAR Members and external expertsENAR Members, Roma communitiesENAR membership, EU and national institutions and decision-makers, mediaMEPsOperational/Diversity managers in public and private employersENAR membership, EU and national institutions and decision-makers, mediaEU officials, Community members of ENAR membershipEU and national institutions and decision-makers, mediaEU and national institutions and decision-makers, mediaEU and national institutions and decision-makers, mediaOperational/Diversity managers in public and private employers, ENAR membership, EU and national institutions and decision-makers, mediaENAR membership, EU and national institutions and decision-makers, Equal@work partnersENAR membership, EU and national institutions and decision-makers, mediaEU and national institutions and decision-makers, mediaMediaENAR membership, EU and national institutions and decision-makers, mediaENAR membership, EU and national institutions and decision-makersENAR membership, EU and national institutions and decision-makers, fundersENAR membership, fundersEqual@Work members (companies and ENAR members)ENAR members, PAD/BE, MEPs, Member States representativesENAR membersENAR members and other stakeholdersENAR membershipYouth, academia |