**ENAR steering group meeting on Afrophobia**

*Introduction:*

The steering group has started with a Tour de Table of the participants of the steering group.

Then, the session has been followed by the presentation of ENAR past activities and work plan 2015 by Jallow; the main point of 2015 is to strengthen the political will and the mobilisation of civil society and European Institutions for a EU Framework for the inclusion of PAD/BE to address Afrophobia.

* Main activities include:
	+ Shadow report on PAD/BE
	+ Engagement in UN Decade
	+ Development of stronger arguments to support the Framework
	+ Anti-racism and Diversity Integroup in the European Parliament includes the fight against Afrophobia as one of their priorities
	+ ENAR’s resource center on Afrophobia
	+ European and national bi-lateral advocacy meetings on Afrophobia
	+ Active media work (op-ed published with Mr. Tin on the need for reparations)

The ideal would be to have a framework where national strategies would be developed on the basis of the Roma framework ;

* Issues that PAD are facing are not taken in account.
* Call for a framework for PAD.

**Questions raised:**

* Clarification of the difference between People of African Descent who are not always European and Black European who are European Citizen.
* Clarify how the steering group/committee works within ENARs structure (board - group - strategy: within and without ENAR, not necessary members of ENAR).
* The issue of multiple dimensions of discrimination have to be taken in account.
* People of African descent are always labelled as migrants even if they were born and raised in the EU.

**Suggestions of actions:**

* Contact MEPs present on the LIBE committee and the ARDI group.
* List of demands prior to the EU elections, how to lobby in the local context, demand catalogue together with ISD —> UK general election to use it.

Session 1: Working on baseline data on Afrophobia

Ojeaku, in charge of the shadow report, made a presentation of ENARs shadow reports 2015 focusing on People of African Descent. The 2015 report is analysing issues that PAD are facing is previously identified in eight key areas and sub categories. (See Powerpoint presentation of Ojeaku)

**1. Are these areas the right ones?**

* The report is aiming to depict the quality of life in general.
* The issue of entrepreneurship is not included, economic recovery
* There is a need to focus on positive aspect and to profile the good things that PAD has done. The aspect of housing is necessary to take in account when analysing the situation of PAD. Julie Pascoet mentioned that ENAR already had a publication highlighting talents coming from diversity called Hidden *talent, wasted talent.*
* Deborah (OSF) recommends grouping all the issues that PAD are facing due to limited format of report. She insists on the importance to frame on victimization and to claim human rights. She also suggests using existing networks to make demands and not to lose the focus on racism and discrimination.
* Claire Fernandez advises that efficient tool for civil society to input changes would be to provide evidences that illustrates the gaps between membership obligations and the reality on the ground in order to fill in the gaps by launching measures, sanctions and policies.
* Eychew Tefera highlights the role that National Equality Bodies have to tackle issues that PAD are facing.
* Bamenga Mpanzu: It is necessary to frame an issue with the value of our country that can be used for our cause. For instance, he highlighted the positive impact that the reception centre had on his life when he arrived in the Netherlands.

**Which issues are the most important to focus on regarding the Shadow report?**

* Education
* Population / Data collection (as a key principle)
* Employment
* Criminal justice

**Session 2: Connecting the dots: overview of European advocacy opportunities related to Afrophobia**

EU institutions, presentation made by Joel Le Deroff.

***European Commission***

Main instruments to combat discrimination:

* *Framework decision combatting racism and xenophobia:* involvement with bi-lateral dialogues with some Member States within the Framework Decision combatting racism and xenophobia; Until today, there is no recognition of Afrophobia unlike Anti-gypsyism, Islamophobia and Anti-Semitism. There is still a lack of visibility of the issues that PAD is facing.
* *Race Equality Directive* which defines the concept of discrimination. The latest can be direct discrimination that is easy to prove or indirect discrimination such as harassment, incitement/instruction to discrimination that can include intolerance and racist/hate speech i.e. applicable to parliamentarians. Raising awareness on the full concept of discrimination is necessary. Also, collecting data about cases of indirect discrimination would help to analyse its extent.
* *Employment Equality Directive* establishing a general framework for equal treatment in employment and occupation.

For the moment, the European Commission is working on Islamophobia and anti-Semitism, and it is difficult to engage on Afrophobia. In addition to this, the EC is not willing for the moment to focus on the lack of legislation targeting specific type of discrimination.

***European Parliament:***

Within the European Parliament (EP), some events were organized by ENAR in order to include work on Afrophobia in its own structures. The Anti-Racism Intergroup with their coordinators/secretary could step up the existing work on Afrophobia. Malin Bjork and Cécile Kyenge are two Members of ARDI group within the European Parliament who supports the work on Afrophobia.

Also, MEP are more willing to act if they are pushed by national organizations. They also have the possibility to ask for written questions to the European Commission.

Competences of the LIBE committee:

* The LIBE committee can organise a hearing so it would not be a civil society initiative. It can also push for the European Commission for specific measures/a strategy; it is important to note that the vice-president Timmermans does not want any additional legislation (LGBTI roadmap, gender equality directive), neither to adopt another strategy. He said that he is willing to work on racism.
* But it is important to note the tendency within the European Commission to take general commitments and not to target specificities. There is a danger to fall back to general approaches unlike specific measurable objectives.
* Deborah (OSF): How to frame in a way to make ourselves heard? Equality data as it is relevant for all discriminated groups? One solution could be to create pressure as EU’s interest is raised so propositions won’t be immediately be blocked by Timmermans
* **FRA:** Engaging with the Fundamental rights Agency in order to link their work of data collection by creating a part of their report focused on PAD.

***Council of Europe****:*

* It is a separate organisation outside of EU but it can be instrumental to engage with its strong ties (close to the UN chair group on PAD and the FRA). There are ECRI and the office Commissioner of Human Rights.

Advocacy opportunities: Speech around the UN decade by the office Commissioner of Human Rights.

**Gloria ,** UN:

Gloria shows interest in the framework document. The decade proclaimed for the timeframe of 2014 - 2024 as an overarching program to be integrated with UN work and special rapporteur, monitoring committee and area of racial discrimination. The UN decade ensures a full participation in all areas of society, creating more respect and awareness of historical events. The decade follows the programme of coordination of Durban Program of action and ICERD .

The focus of the UN decade is made on national levels, with activities outlines legal framework. The ENARs strategy is aligned with the decade as first international recognition.

Main points related to the UN decade:

* To have a comprehensive review of national protective legislation, focus on issues of PAD and racial discrimination
* To enhance education and to have celebration components
* There are some initiatives and events supported by national levels and other are initiated by the UN.
* Recognition an celebration of the history of PAD and raise awareness of colonial atrocities and historical constituents
* Resolution to forward (department of public education regarding PAD decade)
* Highlight the importance of disaggregated data by divers factors

Within the area of justice the importance of working within tribunals by eliminating stereotypes, racial profiling, incitement and hate crime. On the one hand, affirmative action can be taken when appropriate. On the other hand, multiple discrimination need to be tackled as discrimination against PAD is often based on multiple grounds. There is a need for states to adopt intersectional legislation.

Possible entry points for Civil Society:

* Every two years there is a national consultation in particular in geographic region (this year in Latin America, in 2017 it will probably in Europe)
* Fellowship programme for PAD, 10 fellows for 3 weeks who are going to Geneva to learn about UN mechanisms in order to establish a link back in their respective countries. There is a call for further dissemination to connect initiatives engaged within the decade.
* A forum where CSO representatives come together for a declaration of the situation for PAD as a binding resolution for Member States. Contribution from organizations are welcome and the office can be contacted through: civilsociety@ohchr.org . They can also spread information related to events.
* A conference on Afrophobia will be held in June or July (TBC).
* In 2017, the issue of PAD will be analysed at a EU level.
* database on good practices and legislation, programmes, policies, CSO initiatives, PAD to be included
* to send them information on project that will be published
* 50th anniversary of convention against racial discrimination
* Afro-Madrid conference June/July this year to bring together people
* What is the EU planning regarding the decade? Not yet received any planned actions —> briefing with Brussels office

\*link to be sent regarding their current work

\* civilsociety@ohchr.org to subscribe to a mailinglist for latest information

OSF:

* In 2011: initial mandate to work on xenophobia in Europe
* In 2013 priority areas are on ethnic profiling, Islamophobia and Roma. They are co-supporting ENAR and other projects.
* OSF per se not focus on Afrophobia but there are efforts to frame it as an emerging issue and whenever linkable i.e. racial profiling, NUC Zwarte Piet support, CRAN, ENPAD applications for projects

In the next year’s workplan OSF is trying to have a phrase on PAD in Europe. One of the possibilities is to have a co-proposals (Antigypsyism, Antisemitism)in order to garner solidarity within the anti-racist movement and between the communities.

Rob, UK:

* Rob is working on a project “Black to the Future “for an European identity in 2030. It looks at 5 countries and aims to develop future leaders in a transnational network. Also, with the collaboration of Tin, they will launch a website for gay black men.
* Rob also notes that BBC Black has a positive impact on the representation and topics concerning PAD.

*Mitchell Esajas*, New Urban Collective:

* Mitchell has been involved in the Stop Blackface project against the Dutch and Belgian tradition of Zwarte Piet. He questioned the dismissal of Anti-black racism and Afrophobia, by doing so, he created a national debate that concerns the issues of Anti-Black racism and Afrophobia. He worked on different events to raise awareness and media attention, including a debate in the European Parliament. Raising awareness (media, debates) on PAD; Mitchell insists on the work that need to be common in order to gather expertise.

ENPAD:

* The ENPAD is a cooperation of about 20 organisations that join forces on the local and national levels in order to jointly develop comprehensive strategies in cooperation with ENAR. They organised events organised in New York to stimulate the public debate around the topic. The idea was to bring together different concepts and to align it with Afrophobia and Anti-Black racism as well as to provide tools for advocacy work for the civil society.
* ENPAD and ENAR to be understood as a coalition/cooperation. ERC reparation summit in Europe, AU will also address the issue of reparation. There is the need to be seen as an international issue.

Dr. Yvonne Thompson, UK:

* Dr. Thompson is working on the promotion of Black women in business, employment rights and recruitment. She denounces the lack of diversity on corporative boards. The economic empowerment and upward on social mobility are necessary and push for positive impetus. A study from Ernst and Young finds that only few board members are coming from minorities. They have launched a campaign in 2020 with the aim to have at least 20% of minorities in the top positions.
* The Powerlist foundation in which Dr. Thompson is also involved encourages more young Black people to become leaders.

Salome, Ireland:

* Salome is working mainly on women empowerment. She also promotes skills and talents of PAD by mapping their skills and promoting their positive image in Ireland.
Salome also addresses issues of racism within the educational system.

*Alexis:*

 Alexis is working in a Radio. This year leitmotiv is “Africa Positive“ with the rim to promote a positive image of Back people. They are planning a media campaign, to which other groups and ENAR are welcome to join. He is planning to launch the PAD book, 25th of Mai during his show.

Leslie, African Empowerment Center, Denmark:

Leslie is a writer, author of „Black girl on Mars". She also has experience in NBC Black (news organization in the US). At the African Empowerment Center, they are also trying to collect data as well as working on a photography project as a creative way.

The team of the center are thinking of hosting a conference for PAD and PoC’s. Within the center, they are also working on story and representation of PAD.

Eyachew, Slovenia:

He launched a newspaper called African times. Stories can be sent to him for dissemination.

On the 15th or 16th of June, he will organise a PAD book launch

Mpanzu Bamenaga, Netherlands:

He is drafting a bill on inclusion on people and pad included. His work is focused on data collection as a tool to put pressure on politicians.

*Omar ba:*

Omar talked about Hashtag “daily racism” which had a lot of success in Belgium. The hashtag was used to talk about everyday racism .

ISD, Germany

Jallow, Sweden

Jallow plans to create a leadership academy. He also highlights that within the educational system, the language that is being used matter and he would like to see the removal of racist terms.

Mischa Thompson, US Helsinki Commission

In September/October events will be focused on Europe. They will create visibility to support situation of PAD in Europe. They will work with the OSCE to focus on PAD; some country visits are planned such as Poland which provides resources every year.
They will identify discriminatory policing and press governments and parliamentarians to take on measures. But there is a need to define the term of the demands i.e. Justice/media.

* There are specific funding but amounts have to be defined to realize a specific improvement.
* Within the annual US Human Rights report, it is possible to include incidents/situation of PAD in Europe.

(Christina Süntsch(?) Poland every year in September to provide resources)

**Session 3: Towards an EU framework: Content of an EU framework to combat Afrophobia**

This last session of the day started with the presentation of the aims and contents of the draft. Thus, participants have been split in three working during 45 minutes. They have been asked to focus on key questions and areas that Member states could work on to achieve equality.

Plenary session: identification of the current gaps and focus areas:

* Mental health issues faced by PAD especially for young Black men
* Lack of equality data collection
* Focus on community empowerment by improving the access to information, by addressing poverty within the community. Legislation should implement more affirmative action and quota.
* Pad should be taking leading positions within media work in its broad sense and information in general (news, publications, etc.) using official structures
* **Lack of employment**
* **Lack of education**
* Poverty, being at the lowest level of economic ladder

How to justify national strategies?

The need for national strategies is necessary for addressing the specificities of racism that PAD are facing but also in order to nail down concrete arguments and establish equal opportunity.

How could we frame it?

The strategy has to be framed as aiming to reach equality of opportunities. It should also be tailor-made according to national context by setting specific goals. The strategy including key figures and deal with issues related to financial matters and democracy would be stronger. The concepts of empowerment, social mobility and diversity of European societies and the necessity of migration have to include national strategies. The national accountability of Members states is essential for the strategy. National member states responsibilities should be sharpened to make the strategy efficient.

Which support could we have from the EU institutions and/or member states?

Their work should be more aligned with work on the ground.
Points addressed to member states are that they should fund more activities related to civil society activities. Each member state is required to be accountable for their work and to take measures that will constitute leverage between the existing work of international organizations.

Results of the workout group:

What are the current gaps to be filled, focus areas, how should MS act?

*Justice:*

* Framework decision on hate crime committed on the ground of racist bias have to be an aggravating factor
* More identification of hate crimes by raising awareness about it, by recording incidents. It is still hard to prove that a crime has a racist motivation of a crime. Often, little attention is paid to the judicial follow up.

*Education:*

* The issue of racism is not addressed specifically. It is more included within the bullying framework, and there is not code of conduct for fighting racism.
* There is the possibility to link racism with harassment
* Education field should develop an inclusive environment: curricula revision and include micro aggressions to be pushed for within funded project as they lack competence

*Representation:*

* Representation and participation of PAD in all societal levels, with the promotion of an active citizenship
* PAD have to be more often in leading positions
* (Maybe more of an overarching principle?)

*Media*

* More promotion of diversity

*Issues related to employment.*

*Housing*

- PAD are more affected of homelessness

**How could we justify the need for national strategies?**

* Specific difficulties within each national context.
* To link the national strategies with the need for specific groups and this is not working, and then we can try to link them with “anti-racism” in general.
* National strategies need to have a common ground and contain specific strategic arguments.
* The reference to the UN and other international obligations has to be highlighted.
* Use the estimated high number of PAD in Europe made by US Congress

**How is it an economic question as well?**

* Present the contributions of PAD to the society.
* Present the costs of discrimination.
* Present the potential consequences of an aging society and the need to include more people in the employment field to support it.
* Frame neuropsychology arguments within values, not in the same way as ultra-liberals. We don’t have to consider PAD only as a way to integrate them economically.

**How to support EU institutions, other NGO’s, international level?**

* Pushing AI to focus on the topic of PAD and to link it with a specific focus that is already in their mandate (current focus areas Roma, LGBT, migration); and by doing so, emphasise the leverage on hate crime and equality data collection.
* The pressure from third countries toward EU countries’ could compromise the international credibility and their image i.e. Zwarte Piet, naming and shaming
* The lobbying with respective MEPs is necessary.
* Human Rights Watch, the Helsinki Committee in the US, the Fundamental Rights Agency (who is already wording PAD), the Council of Europe, the Transparency International in regards are all institutions or organisations to have on the scope.

**Session 4: Next steps to advance on the call for a EU framework**

Papers on Afrophobia:

* The draft proposed by ENAR has to be reviewed.
* The example of Sweden could be used in order to push for a report on Afrophobia. The step further would be to call for national reports on Afrophobia
* Establish a paper focusing on one country with figure on employment, numbers, struggles and supportive measures. This paper could be used as a model for other countries and communities as an advocacy tool. (That would require half day meeting).

Actions:

* Organise a European wide flash mob
* Arrange a Black march and reach out to the US embassy and their Human Rights officer when these events are organised and see how the events
* Contacting US mission to the EU-HR officer
* Meetings with MPs attending and not just their secretariat in Brussels and countries
* Contact Human Rights Watch and Amnesty International (they have their offices in London) in order to push them to pay attention to PAD in their reports.
* Contact African ambassadors based Brussels and in every participant of the steering group country.
* Use the OSF explainer on Afrophobia (after the one on Islamophobia). There is the possibility to give input for a blog entry for more visibility.

Significant events:

* Afromadrid 15 - 19 June 2015.
* Each participant could host one event; one possibility would be to launch the PAD book on a national level (Sweden, Denmark, Sweden, Ireland, UK, Austria, and Slovenia). There is the possibility to send books.
* [stopblackface.com](http://stopblackface.com) which will be launched in June
* New Urban collective is working on the Zwarte Piet campaign.
* OSCE will organise a „Black Caucus Conference “meeting in September.
* As Feb 21 is the assassination of Malcolm X Day, events might have more visibility.
* Media Director from Human Right Watch condemned black facing of Belgian minister of foreign affairs is a positive move.

Media:

* Social media could be used to spread articles on PAD, etc.
* Rob Berkeley will initiate the first contact with European media organisations.