**Update on ENAR PORTFOLIOS**

**Board Meeting–27 February 2016**

**September2015 – February 2016**

**Employment**

* ***The 3rd Origins Conference with L’oréal and French Association of Diversity Managers took place in Paris on 23 October.*** A report has been written for internal use. The turn-out was about 50 participants, with a balance between private sectors and decision-makers. Interesting academic contributions to “fertilize” our future work were made.
* ***The 7th Equal@Work seminar took place in Brussels on 4th December, on the question of religious diversity.*** The session took the form of a training for participants representing the Muslim, Sikh, Hindu, Jewish communities (others, including Christians and non-believers, were invited but couldn’t come) and representatives of companies, employers’ organisations and trade unions. This will provide the basis for a work on a practices toolkit, based on a needs assessment that goes through a list of documented problems relating to different phases of professional life: securing employment, daily life at work, career progression, etc.
* ***Meetings with European Training Union Confederation (ETCU - confederal secretariat level) and ETUI (European Train Union Institute) took place in December and January.*** Following the recent change in the direction of European Trade Unions, there is a renewed commitment to work on diversity and openness to ENAR’s proposals and input. As a result, ENAR and ETUC are associate partners in a project proposal made to the EC by a number of national trade unions. We’ll also now regularly discuss our work programmes to identify mutual possible interventions/participations.
* ***ENAR contributed to the draft of the European Parliament’s report on the implementation of the Employment Equality Directive 2000/78/EC,*** led by MEP Renate Weber (ALDE, Romania). We are currently working on drafting amendments, together with ARDI, and will work towards MEPs and advisers to get them adopted.

**Equality data**

* ***Advocacy initiatives and material.*** In November, ENAR contributed to a Commission’s consultation on the EU social surveys (all EU-wide data collection schemes on employment, health, income, etc.) – the core concern of the Commission was to understand how to make their work more relevant. This was for us a first opportunity to send a strong message on the need for more categories for disaggregation by ethnicity.
* ***Employers.*** ENAR has re-worked the structure of the publication on the 6thEqual@Work seminar dedicated to equality data collection, and [published](http://enar-eu.org/Equality-data-collection-in) it as an advocacy document targeting employers and social partners. The report was also promoted on two diversity portals: the [JUMP blog](http://www.blogjump.eu/?p=30656http://www.blogjump.eu/?p=30656) and [Diversity Mine](http://en.diversitymine.eu/doing-the-impossible-an-encouraging-report-to-measure-ethnicity-and-origin-in-di/).
* Two fact sheets/advocacy notes have been produced, on the EU social survey and their possible modification towards Equality Data Collection schemes; and on the role of employers.
* ***Consortium***. ENAR is a partner of the Migration Policy Group (MPG) in a consortium that will in 2016 review and update the Commission’s 2006 Handbook on data collection. Work has started on MPG’s side at the end of 2015.

**Racist crime and speech**

* ***Advocacy coalition and actions.*** The NGO coalition forms in 2015 (other equality networks, Amnesty, Victim Support Europe) is now consistently working with ARDI and the LGBTI Intergroups. Two strands of work are prioritised:
	+ - Internal Rules of Procedures of the EP to be reviewed to better tackle hate speech internally; a number of advocacy meetings have taken place between ENAR/OSF and MEPs who cooperate to a Rules of Procedure Working Group (in the Constitutional Affairs Committee of the EP). By early February, we got evidence that this question was now part of the agenda of the WG.
		- Steps to be undertaken to flesh up the EP’s position on better EU legislation on hate crime/speech (cover all grounds, clarify rules on investigation, prosecution).
* ***Documenting racist crime.*** The 2015 projects funded by ENAR in Hungary, Romania and Bulgaria were the opportunity to start a dialogue on the implementation of the secretariat’s tool on case documentation. This work needs to be continued to produce results in 2016.
* ***Hate speech online.*** ENAR was invited to a close discussion between NGOs, IT companies and the European Commission, and will inform its position on the role of intermediaries to report online hate speech, based on a consultation on members.

**Migration**

* ***Meetings with EPAM and UNCHR***. An EPAM Meeting took place on September 8 to discuss about the latest updates on the situation in the Mediterranean with UNHCR. Further information on the resettlement and relocation plans was shared by UNHCR Reception Officers. ECRE introduced the update on EC proposals on safe countries of origin.
* ***Humanitarian aid.*** ENAR supported Social Platform, EPAM and CONCORD #WeApologize campaign which is aimed at raising awareness on the lack of coordinated humanitarian aid for the reception of the new asylum seekers and refugees.
* ***European Migration Forum.*** ENAR sent its contribution to the European Migration Forum Consultation in view of the second annual meeting which will take place in February 2016. ENAR recommended that violence against migrants should be one additional topic of discussion.
* ***Steering group meeting***. A Steering Group on anti-migrant racism took place by the end of November. It was composed of ENAR members working on the field, PICUM, CCME, UNCHR and the ARDI Coordinator. The Steering Group recommended that ENAR should better develop its strategy towards integration, violence against migrants, xenophobic discourses and the impact on other vulnerable minorities.
* ***EPAM position paper on integration***. Following a discussion with MPG on the need to step up visibility on integration, EPAM migration sub-group decided to produce a joint paper on this; ahead of the Second European Migration Forum in April. ENAR submitted its recommendations to EPAM’s paper on non-discrimination and integration. The collective reflections promoted EPAM’s members suggestion on the topic of labor migration.
* ***EP report on labour integration of refugees***. ENAR was invited by ARDI Coordinator to provide initial ideas to the EP report on labour integration of refugees to be written by MEP Brando Benifei (S&D, Italy). An initial meeting took place with the MEP’s assistant in February. ENAR will send suggestions and contribute to amendments. ENAR had the opportunity to discuss with MEP Cecile Kyenge to some recommendations on the report on holistic approach to migration. ENAR’s concerns on the need to have a mainstream approach of anti-discrimination on integration was shared with the MEP. ENAR also raised the issue of support to victims of anti-migrant hate crimes with the support of the new Victims’ Directive.
* ***Meeting with Timmermans on integration***. In February, ENAR participated in a joint NGO meeting with VP Frans Timmermans. ENAR was mandated to speak on behalf on the coalition on the need for strong commitment to non-discrimination and protection from violence. ENAR also discussed about data collection on integration and the need to talk about universal human rights rather than “EU values”. A follow up letter will be sent to Timmermans on behalf of the coalition. This process should inform the drafting on the EU Integration Action Plan, led by DG Home.
* ***Comms***. ENAR published a [policy statement](http://www.enar-eu.org/IMG/pdf/jha_meeting_-_15.09.15_final.pdf) and an [interactive map](http://enar-eu.org/Anti-migrant-violence-hatred-and-912) of anti-migrant incidents across Europe in September, which is being updated on a regular basis. It was quoted in an article in [Politico](http://www.politico.eu/article/toxic-news-refugees-migrants-eu/). An ENARgy [webzine edition](http://www.enargywebzine.eu/spip.php?rubrique51&lang=en) on migration and anti-racism was published in October. We also published a [blog](http://enargywebzine.eu/spip.php?article428&lang=en) by one of our German member organisations, reacting to the debate around the Cologne sexual attacks.

**Security and Policing**

* ***EP Prevention of Radicalisation report***. ENAR met with 4 shadow rapporteurs (Greens, S&D, GUE and ALDE) on the [prevention of radicalisation report](http://www.europarl.europa.eu/sides/getDoc.do?type=REPORT&reference=A8-2015-0316&language=EN) and sent them a short briefing specifically on the prevention of radicalisation ahead of the LIBE [hearing on counter-terrorism](http://www.europarl.europa.eu/committees/en/libe/events.html?id=20150414CHE00192). We submitted 24 amendment proposals in LIBE, commented on the compromise amendments, sent voting recommendations to LIBE members and advisers, worked on plenary amendments with friendly groups and sent plenary voting recommendations to friendly groups. Most of our amendments, including the call for national strategies, were taken on board.
* ***Meetings***. Outside of the EP, in 2015 ENAR participated in 38 meetings or conferences on countering violent extremism at national level (mainly in Belgium but also France, UK, Austria and Norway), 19 at EU level, including with the EU counter-terrorism coordinator Gilles de Kerchove and 7 at international levels including with the OSCE.
* ***Comms***. A [webzine](http://www.enargywebzine.eu/spip.php?rubrique49&lang=en) on counter-terrorism and counter-radicalisation from an equality perspective was also published. ENAR published a [press statement](http://enar-eu.org/Mixed-results-on-European) and [op-ed](https://www.theparliamentmagazine.eu/blog/right-safety-must-not-come-expense-other-human-rights) reacting to the European Parliament vote on the preventing radicalisation report. We also published an [op-ed](http://www.euractiv.com/sections/global-europe/why-singling-out-ethnic-and-religious-minorities-will-not-end-terrorism) on Euractiv on human rights day in December, focusing on the impact of counter-terrorism policies on ethnic and religious minorities, and another [op-ed](http://esharp.eu/debates/external-action/racial-profiling-at-borders-will-not-help-counter-terrorism) in February on the risks of racial profiling in the context of border controls. Following the Paris terrorist attacks in November, ENAR issued a short [press statement](http://enar-eu.org/Terror-attacks-in-Paris-no-place) and reacted in several media EU-wide.
* ***Joint NGO statement on counter-terrorism and human rights***. In December, ENAR initiated a meeting of human rights NGOs working at EU level to initiate a joint statement on the impact of counter-terrorism on human rights. The joint statement should be issued the week of 29th February.
* ***Counter-terrorism directive.*** The European Commission is working on a new directive to replace a framework decision on combatting terrorism. ENAR will submit general points on non-discrimination to EP rapporteur and shadows, which could influence the trialogue. ARDI will cooperate with us on that, and we might joint Amnesty International, OSJI and ICJ on their rights-oriented amendments.
* ***Ethnic profiling.*** ENAR participated in a meeting of police officers on good practices on fair and efficient policing organised by OSF in December in Barcelona. We are planning a joint event on this issue to be hosted by ARDI in the EP.

**Network development and community mobilisation**

* ***Network development:*** At the end of 2015, ENAR was strong of 190 members, including 31 new members. In the fall 2015, ENAR was joined by the Turkish Association for Monitoring Equal Rights (AMER). At their request (on their own funding), ENAR delivered a training on human rights documentation (13 to 15 November). We are now helping them to make their way to the EU (EC and EP) mechanisms on reporting on the situation in accession countries. Membership fees are being collected, but there is generally a discrepancy between number of paying members and all partners and members who are failing to pay.
* ***Strategy for 2016:*** ENAR has initiated a brainstorming on the next steps of its Network Development. Reflections on enlargement of the membership, profile, finances, sustainability, members satisfaction and capacity building will be discussed with the board.
* ***Mapping activities in the field of community work between Muslims and Jews:*** ENAR continues to map best practices in the field of community organizing that can serve as model of impactful intra-communities cooperation in the combat against discrimination at local level.
* ***Sigrid Rausing Trust project:*** ENAR project on community organising to reduce polarisation and violence between local communities was approved last November. With this project ENAR will map existing local practices of collaboration between Muslim and Jewish communities that work to achieve social change. We will analyse the mechanisms developed to enhance cross-communities cooperation and achieve social change in each local context. The first European Meeting, with a training on community mobilization, is scheduled to take place in March 2015.
* ***Meeting of the Community mobilisation Steering Committee:*** ENAR hosted the first meeting of the Steering Committee in December 2015. 7 experts across the EU were invited to share their view on ENAR’s Community mobilisation strategic objectives. A first joint action took place in February around the EU-wide Pegida movement protests.
* ***Webzine.*** ENAR published a [webzine](http://www.enargywebzine.eu/?lang=en) on community mobilising and organising, providing different approaches and examples that could inspire the anti-racism movement.

**Research, data, Policy analysis**

* ***Shadow Report (PAD, 2016)***. The Shadow Report for 2016 focuses on People of African Descent and Black Europeans. Researchers in 20 countries have been contracted in Austria, Belgium, Bulgaria, Cyprus, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Malta, Netherlands, Spain, Sweden and the UK. All countries have submitted a first draft with 14 countries having submitted a second draft based on comments. The European Shadow Report is almost finalised and will be launched in the European Parliament on 22nd March.
* ***20 national factsheets*** ***(PAD, 2016)*** have been drafted based on the shadow report questionnaire response.
* ***A short film*** using video content submitted by some activists within the ENAR network is in development. The film content will be edited and include data and findings from the Shadow Report and disseminated alongside the report.
* ***The anti-racism database*** was launched to members and is regularly updated with incidents and cases relevant to our work.
* ***An online [interactive map](http://www.enar-eu.org/Anti-migrant-violence-hatred-and-912)*** of anti-migrant violence, hatred and sentiment in the European Union was developed and published on the ENAR website.
* ***Racist crime briefs and Employment briefs*** based oninformation from previous shadow reports have been drafted and will be finalised and published on the ENAR website shortly.
* ***Meeting with FRA.*** A meeting was held in November withthe Senior Programme Manager - Statistics and Surveys at the FRA to discuss current research projects and developments in particular EU-MIDIS II.

**Press and communication**

We secured a wide coverage in 2015 in particular on counter-terrorism, racist crime and Islamophobia, with a variety of media coming to us on these issues. ENAR was mentioned in the media a total of 234 times during 2015. Noteworthy mentions/interviews in media include: Newsweek, New York Times, Politico Europe, Al Jazeera, El Pais, RTBF, Reuters, Radio France International and Deutsche Welle. We also increased our outreach to and presence in community media (20 community media in total), which will be further developed in 2016. ENAR’s social media activities led to 846 new supporters on Facebook and 1,126 new followers on Twitter. Our average reach on our posts on Facebook was 1,026 people. While this is a slower progression than in 2014, on a few posts we had as many as 20,000 people reached and the more successful posts ranged between 2,000 and 8,000 people reached. We also had a 25% increase in traffic to our website coming from our social media accounts.

For specific and thematic updates on communication and press activities, see other portfolios.

**Administration and finances**

* ***Finances***. We have made inroads in reaching out to new funders (Sigrid Rausing Trust granted us a core support) and continue to work with business partners to generate income. In 2015, ENAR secured all required co-funding from OSF, JRCT and the ENAR members. ENAR’s accountancy will be finalised by the end of February 2016 but we project a total of expenses of about € 1,000,000 for which € 200,000 co-funding is required. We have secured the total co-funding requirements for 2016. Our main challenge is the cash flow situation which forces us to find grants that are transferred early in the year. We will most likely have to take a credit at the very end of February. Another major challenge remains the loss. The outcome of the 2015 EC audit on the work year 2012 is not confirmed yet but the refused amounts will not exceed 0.25% of the total budget of 2012 or about € 2,750. ENAR’s total loss also includes interest and administrative costs paid for credit lines and legal protection costs. To date, we did not obtain any separate incomes eligible to cover our loss.
* ***Administration***. ENAR’s office move was completed by the end of January.

**Forms of racism**

**Afrophobia**

* ***Black Caucus event.*** Four Black activists, members of the ENAR steering group on Afrophobia, including 3 ENAR members, participated in the 45th Annual Legislative Conference of the Congressional Black Caucus Foundation from 16 to 20 September 2015. U.S. Helsinki Commission organised bi-lateral advocacy meetings with Congressmen, Foundations, American officials, etc. to advocate for the need to act at European level against Afrophobia. A follow up letter by Congressmen was sent to Juncker. A [joint press statement](http://enar-eu.org/Global-Summit-to-address-root) was issued as well as a [blog](http://www.enargywebzine.eu/spip.php?article406&lang=en) by one of the delegates on the outcomes.
* ***Advocacy meetings.*** ENAR held a series of advocacy meetings in September-February. We met the Dutch Presidency of the EU, the FRA, the EEAS, several times with MEPs Bjork and Kyenge and twice with DG Justice. Next steps in the EP include:
	+ the possibility to have an exchange of views with the Chair of the UN Working Group on PAD (Mireille Fanon) or someone from UN decade Secretariat + NGOs working on combating Afrophobia in the European Parliament LIBE before the summer.
	+ an oral question with debate and a resolution of the European Parliament
* ***Council of Europe.*** As a follow up to a December 2014 visit with activists in Strasbourg, ENAR arranged an exchange of views between the chair of the UN Working Group on PAD and the ECRI plenary assembly with Member States in Strasbourg, which took place in December in Strasbourg. ECRI agreed to pay special attention to PAD/BE in its country visits. We also met in February the Council of Europe Commissioner for Human Rights who agreed to issue a human rights comments on Afrophobia and potentially organize a meeting of Black human rights defenders.
* ***Steering group meeting***: ENAR’s steering group meeting on Afrophobia will take place on 21st March.
* ***Communication.*** ENAR published a [blog](http://www.huffingtonpost.co.uk/claire-fernandez/racism-afrophobia_b_8449966.html) on two UN reports addressing Afrophobia in The Netherlands and Sweden. We also published two op-eds in Belgian [English](http://www.xpats.com/saint-nicolas-and-black-pete-belgian-tradition-racist-undertones) and [Flemish](http://www.demorgen.be/opinie/zwarte-piet-traditie-met-racistische-ondertoon-b98e6e5a/) media on Black Pete ahead of Sinterklaas celebrations in December. A [webzine edition](http://www.enargywebzine.eu/spip.php?rubrique50&lang=en) focusing on the issue of past abuses against minority groups and reparations was issued in November, with two articles by members on reparations.
* Supported and presented at the Vienna ***Invisible Visible Minority Book Launch*** at which Chair of the UN Working Group on PAD (Mireille Fanon) gave a lecture.
* Supported the first stage of the B(l)ack to the future project in partnership with Dr Rob Berkeley and the Bruno Kreisky Forum for International Dialogue in February.

**Antisemitism**

* ***Advocacy.*** In September, as a follow-up of ENAR advocacy, [the LIBE Committee of the EP adopted a question to the Commission](http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//TEXT+OQ+O-2015-000101+0+DOC+XML+V0//EN), explicitly asking whether the Commission envisages asking Member States to adopt specific national strategies to combat Antisemitism, Islamophobia and other forms of racism. On 1 and 2 October, ENAR chair and members [spoke](http://ec.europa.eu/justice/events/colloquium-fundamental-rights-2015/files/interventions/sarah_isal-enar_en.pdf) during the first European Commission [colloquium on fundamental rights](http://ec.europa.eu/justice/events/colloquium-fundamental-rights-2015/index_en.htm) dedicated to Antisemitism and islamophobia this year (see also Islamophobia strategy below). ENAR had sent a [written contribution](http://ec.europa.eu/justice/events/colloquium-fundamental-rights-2015/contributions_en.htm) to the Commission’s consultation ahead of the event, based on a consultation of members. After the Colloquium, ENAR also met the Luxembourgish and the Dutch permanent representations to push for a Council endorsement of the Colloquium conclusions.
* ***Communication.*** A joint [press statement](http://enar-eu.org/Joint-press-statement-International-Holocaust-Remembrance-Day-Combating) was published on Holocaust Remembrance Day with other anti-racism organisations. ENAR participated in a joint [OSF voice](https://www.opensocietyfoundations.org/voices/mapping-path-tolerance-during-time-fear) on the follow-up to the EC Colloquium.
* ***Debunking myths about Jews and Antisemitism***. ENAR, with the support of CEJI, published and disseminated a [Debunking Myths leaflet](http://www.enar-eu.org/IMG/pdf/debunkingmyths_lr.pdf) (411 downloads) on Jews and Antisemitism in October. The leaflet might be translated into French.

**Antigypsyism**

* ***Consortium on shadow reporting on antigypsyism***. ENAR was identified as an expert on anti-Gypsyism in a proposal to the call for tender “Pilot project - capacity building for Roma civil society and strengthening its involvement in the monitoring of national Roma integration” submitted by the Central European University, in partnership with ERGO, European Roma Rights Center, Roma Education Fund and Fundación Secretariado Gitano (FSG). The objectives of this pilot project are to contribute to the creation and capacity building of local Roma civil society as well as a monitoring mechanism regarding Roma integration and inclusion in 27 EU Member States (Malta is not included). This includes in particular the production and dissemination of ‘shadow reports’ where civil society or NGO coalitions could supplement or present alternative information and data to the reports submitted by Member States concerning the implementation of their national Roma integration strategies. Delays in the beginning of the project implementation, due to negotiations between the EC and the consortium.
* ***European Parliament’s hearing on forced evictions***. ENAR co-organised a hearing on forced evictions of Roma in the European Parliament, together with OSF, Amnesty International and ERGO. A [joint op-ed](http://www.euractiv.com/sections/social-europe-jobs/roma-driven-homelessness-across-europe-319123) was also published on Euractiv. ENAR actively contributed in the production of recommendations sent to MEPs. As a follow-up of the hearing, Associazione 21 luglio (Italy), La Voix De Rroms (France), Equal Opportunities Association (Bulgaria), Legal Defence Bureau for National and Ethnic Minorities (Hungary), Amnesty International - European Institutions Office and ENAR, sent a letter to Commissioners Cretu, Jourova and Thyssen to express concern over Member States’ systematic discrimination of Roma in the area of housing.
* ***Working-group on antigypsyism.*** ENAR takes part in a working group set up by ERGO network which primary objective is to develop an EU “reference paper” defining the concept and manifestations of antigypsyism. This document could serve as a basis to develop a concrete monitoring framework for the monitoring of the National Roma Integration Strategy’s implementation. The drafting process will include broad consultation of different stakeholders in Europe.

**Islamophobia**

* ***Forgotten women project* *on the impact of Islamophobia on women*.** The European report will be launched in May during the European Symposium. Read the full description of the project [here](http://www.enar-eu.org/IMG/pdf/presentation_forgotten_women_enar-project_2015.pdf).
	+ ***National and European reports:*** final versions of the 8 country reports are being edited and used to draft the European comparative report. The new European research team coordinator has been appointed (Dr. Djermana Seta from Bosnia and Herzegovina) women. Meet the research team [here](http://www.enar-eu.org/IMG/pdf/research_team-2.pdf). 4-pager factsheets for each report and a video will be also produced to ease the dissemination for the findings.
	+ ***The national roundtables and advocacy on Islamophobia, Muslim women and feminism****.* 8 national round tables were held in Paris, Berlin, London, Rome, Copenhagen, Brussels, Stockholm and Utrecht. Round tables were facilitated by professionals to be conducive to dialogue, trust and cooperation between representatives of anti-racism, Muslim and feminist organisations. During the events, participants were consulted on preliminary findings of the relevant national report, exchanged on common myths on feminism and on Muslim women and explored common avenues to work together to challenge Islamophobia and sexism. Several advocacy meetings were organised before or after the roundtables to present the projects and its key findings as well as to raise the issue of intersectional discrimination. Among others, in Italy, the project team met the national anti-discrimination office (UNAR). In France, the project team met the DILCRA (Interministerial delegation against Racism and Antisemitism), the Défenseur des Droits (Equality Body) and the Ministry for Women affairs. In the Netherlands, the team met with the Ministry of Employment and Social Affairs, the National Human Rights Institution and two MPs. In Belgium, we met the equality body and the cabinet of the regional minister for employment and social affairs. Read the report of the roundtables [here](http://www.enar-eu.org/IMG/pdf/rt_4_pager_final.pdf).
	+ A first monthly ***[newsletter](http://us6.campaign-archive1.com/?u=d93e1d899af7673a4e7fd4e9e&id=f2bb36fe9a&e=d3a54a870f)*** has been published in February to update partners and stakeholders on the project and inform them of news and events on Muslim women.
* ***EP event on European day against Islamophobia***. ENAR spoke at this [event](http://www.femyso.org/News/EAD/post-event) organised the working group on the occasion of the International Day Against Islamophobia in September
* For development regarding the colloquium on Antisemitism and islamophobia, see Antisemitism above.
* ***EP event on the follow-up of the colloquium.*** ENAR has liaised with ARDI coordinator to prepare an event on the follow-up to the Colloquium in February 2016*.* ENAR supported different NGOs to prepare their speeches including key recommendations. ENAR took the floor as one of the civil society organisation respondents and highlighted major issues that needed to be tackled, including the disproportionate impact of terrorism and counter-terrorism measures on some communities as well the impact of Islamophobia on women.
* ***Informal NGO coalition*.** ENAR led a NGO coalition meeting with David Friggieri, the newly appointed European Commission coordinator on anti-Muslim hatred and drafted a joint advocacy brief. The meeting led to commitments to holding several similar consultation meetings and to explore work on the impact of counter-terrorism policies on Muslims and gendered aspects of Islamophobia. The coalition also met MEP Afzal Khan, newly appointed S&D Special Representative to Muslim Communities. We published [an article](http://www.enargywebzine.eu/spip.php?article431&lang=en) as a follow-up of these meetings. More activities in coalition will be planned soon.
* ***ENAR presented its work during the*** [***EQUINET seminar***](http://www.equineteurope.org/Equinet-Seminar-A-question-of) ***on religion and belief*** in the work of Equality bodies. As the result of previous meetings with EQUINET where ENAR’s [Forgotten Women project](http://enar-eu.org/IMG/pdf/presentation_forgotten_women_enar-project_2015.pdf) was presented, **intersectional issues where mentioned in the seminar and in EQUINET’s** [**report**](http://www.equineteurope.org/A-Growing-Agenda-The-Work-of).
* ***OSCE-ODIHR***. ENAR was invited to speak at the OSCE’s annual **Human Dimension Implementation Meeting** (HDIM, 29 September). ENAR introduced the plenary session on discrimination and hate crime. We were also invited to participate in side events organized by ODIHR’s secretariat on intolerance against Muslims, and EMISCO (European Muslim Initiative for Social Cohesion).
* ***Communication.*** An [op-ed](https://euobserver.com/opinion/130517) by ENAR chair was published on EUObserver during the EU Colloquium on fundamental rights. ENAR participated in a joint [OSF voice](https://www.opensocietyfoundations.org/voices/mapping-path-tolerance-during-time-fear) on the follow up to the EU Colloquium.We also published a [joint blog](http://enargywebzine.eu/spip.php?article431&lang=en) with other civil society organisations on follow-up actions following a meeting with the EU coordinator on Islamophobia.

**Others:**

* ***Advocacy work on Equal Treatment Directive***. Two meetings took place on the basis of our position on Article 3(2) of the Directive, on restriction to wearing of religion symbols. The first meeting was with the European Commission (November), which helped us to identify which States, in the negotiation, could be open to softening the text. The Commission also said that proposing a “compromise” amendment could be a way to work, although we have not started working on this assumption. In December, we met with the Swedish permanent representation. Sweden is possibly open to our discourse, the question being whether opportunities to discuss this will happen. The feeling is that the Directive in general is too stuck at the moment to force exchanges on one more difficult point. We continued dialogue with the German Federal Anti-Discrimination Agency. However, beyond Germany, new risks have appeared following the Polish election (and possibly the Danish one). Poland, with Hungary, has already blocked texts in the Council due to mentions of sexual orientation.
* ***Anti-racism and diversity intergroup in the EP***. The Intergroup is now functioning full-speed, and ENAR stopped being in the position of having to spend a lot of energy on making it move and react. There is now a website, a capacity for public communication (logo, press releases, etc.) and autonomous activities. Some points the Board has been in a position to directly observe:
	+ A roundtable on combating Afrophobia in the European Union, where ENAR Vice-Chair Jallow Momodou spoke;
	+ The launch event in Brussels on 26 January, with a speech by ENAR Chair Sarah Isal;
	+ On 16 February, the follow-up event 5 months after the Commission’s Fundamental Rights Colloquium.
* Consultation by Member States on **National Action Plans Against Racism (NAPR)**. ENAR submitted recommendations to the Swedish, Dutch and Belgian governments on how to include specific objectives for groups at risk of racism in NAPR, as well as lessons learnt from past generations of plans. ENAR was also auditioned by the French National Human Rights Institution (CNCDH) on anti-racism in a comparative perspective and submitted a written consultation for the institution’s annual report on racism and xenophobia.