**15th BOARD MEETING**

**Minutes**

**Brussels, 23 June 2016**

**Participants:** Sarah, Nicoletta, Jallow, Marcell, Amel**,** Vilana, Laurentia

**Regrets:** Intissar, Jamie, Peter

**Participants ENAR Secretariat:** Michael, Claire, Myriam,

**Venue:** ENAR Office, 67, rue Ducale, 1000 Brussels

**Accommodation:** Renaissance Hotel, Rue du Parnasse 19, 1050 Brussels

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| Thursday, 23 May 20159:00-12:30 |
| **No** | Matter |
| **09:00-09:15** | **1. Adoption of the Agenda****DECISION:*** **The agenda is adopted upon inclusion of the following AOB:**

**Project on Afrophobia and PAD/BE youth employment in Belgium (MP)****2. Adoption of the minutes and follow up of the minutes of the 14th Board Meeting****DECISIONS:*** **The minutes are adopted**
* **Sarah will take responsibility to be the contact person for harassment cases during the GA**
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| **09:15-10:15** | **3. Review of the GA agenda*** See annexed documents (last version of GA programme; last version of the detailed programme guidelines for staff and Board) presented by Claire.

**DECISION:*** **The Board approves the last version of the agenda**
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| **10:15-10:30** | **4. Finances and staffing** * The Board congratulates Myriam for the exceptional damage control management with the external audit on 2012 (less than 4000€ considered as ineligible).
* Jallow suggests that Myriam’s salary be increased and that his suggestion be minuted.
* Sarah Chander, ENAR’s new Advocacy Officer, is introduced to the Board and welcomed by the Chair.
* Austria: Camelius Konkwo case: Michael quickly reminds the Board of the ongoing case (CK fired in June 2011; brought a case against ENAR in the labour court in Vienna in July 2011, which led to a settlement of 15.000€ in his favour. In 2014, he brought a case against Michael in the civil court of Vienna for slander and ruining his reputation. ENAR won in first instance, but CK appealed. The last hearing of the appeal took place in May 2016. The judgement is expected to be communicated in the fall. CK could appeal again.

Against this backdrop, CK lodged a new complaint against Chibo Onyeji, Chair of ENAR in 2011, and witness in Michael’s civil court case, in the criminal court on 15/06/2016: he accuses Chibo of perjury in front of the civil court (false testimony) and of slander (ruining his reputation), using a copy-paste of the case against me. As Chibo had to be heard by the police on 22/06, the Board agreed to emergency support to cover the cost of the lawyer accompanying him to the audition. Chibo expresses his most sincere thanks to the Board for that gesture. But what’s next? Nicoletta asks to check with our lawyers: if Chibo was considered a credible witness by the civil court, how come that he can then be accused of perjury if the case is not judged yet?**DECISIONS:*** **The Board agrees that ENAR should extend its protection to all former Board or staff members who would have to face legal charges during or after their mandates for decisions that they have made in the remit of their mandates and for which the GA has voted a discharge;**
* **The Board agrees to the fact that the basic principle of action is to stand by the side of any Board (or staff) member in such a situation;**
* **The Board recognises that a financial analysis needs to take place on a regular basis to ensure that the legal expenses remain under control; pro bono work also needs to be explored;**
* **MP: explore with our lawyers possibilities of counter-attacking CK to cease his harassment in court against ENAR and inform the September Board meeting.**
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| **10:30-10:45** | **Introduction of new Advocacy Officer Sarah Chander****Brief coffee break** |
| **10:45-11:30** | **5. Presentation of the work plan 2017*** Claire presents the highlights for 2017 – see document in annex.

Excerpts from the conversation:* Nicoletta: how are we dealing with Golden Dawn in the EP? It is important to draw lessons from the EP when far-right parties are gaining ground in an increasing number of national parliaments. In the EP, President Schulz is tough on the far-right, but we have no data on the level of fines that are imposed, nor about the political positioning of groups. Checking Votewatch can help to track this. We are working with HRDN on hate speech guidelines for the EP.
* Employment: we might want to look into discrimination against undocumented migrants in the labour force.
* Security: Jallow reminds of the Swedish case (Roma police file – Civil rights defender won case) and of the possibility to liaise with police officers for a connection at the EU level?
* Afrophobia: Jallow asks about the next steps of the recognition strategy by other stakeholders? Claire indicates that an EP resolution is the next step: recognition of Afrophobia and demand for national action plans/strategy.
* Book on Antigypsyism: Laurentia ask if we could translate the book into Romanian and/or Romanes and launch it in partnership at national level, Romania in particular. It could generate a lot of interest. This might be considered in 2018 because the book project has not started yet.
* Roma: could ENAR initiate transnational projects on Roma? Some projects are already underway (connection between Marcell and Vilana which helped shift the conversation about Roma from policing to social inclusion in Lithuania – the work continues). ENAR will not directly initiate projects, but is there to help members develop something together. As the Secretariat, we mainly focus on advocacy. We will focus on the upcoming Slovak presidency conclusions and the large Roma meeting in Berlin (October?). We will see how we can ensure members are included in the conversation.
* Michael: We’re already trying to trim down the workload for next year.

**DECISION:*** **The Board agrees with the highlights for 2017.**

**6. AOB**1. FRA Fundamental Rights Forum: Amel was at the Forum. She noticed a lot of respect and good reputation for ENAR. There were problems with the choice of speakers: Amel will address this in writing to the FRA. There was a good contact with the new director of FRA.
2. Project on Afrophobia: Michael presented the outline of the project (see annexed document): ENAR’s role would be to conduct research on Afrophobia in the Brussels labour market as well as a connection with other members working on similar issues in Europe.

**DECISIONS:*** **MP: can continue to develop the project (deadline 04 July) ensuring the good interests of ENAR. Attention must be paid to the fact that this project does not contribute to the relocation of young PAD/BE Belgians to African countries part of the project.**

**7. Closing words:**Sarah:* Thanks to the Board members for their presence and support;
* Thanks to the staff for the professionalism;
* Really appreciates the work that has been carried out.

Jallow:* Thanks to the Board members and staff;
* If said anything offensive, please accept apologies;
* Has grown a lot being in ENAR.

Nicoletta* Will still be part of ENAR for any support you need;
* Thanks staff for support.

END of the meeting |
| **11:30-12:00** | **Coffee/tea and Sandwich lunch** |
| **12:00-12:45****12:00-13:00** | **Meeting with MEP Benifei at the European Parliament at 12:45 (Sarah, Nicoletta, Jallow)****Move to the European Parliament by 13:00 (Marcell, Peter, Amel, Vilana, Laurentia)** |