**Update on ENAR PORTFOLIOS**

**Board Meeting–24 September 2016**

**May 2016 – September 2016**

**Employment**

* ***The report on the 7th Equal@Work seminar is being drafted.*** It will cover the question of religious diversity in the form ofa 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.
* ***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 submitted amendments together with ARDI. The report was adopted in September and includes calls for national strategies against Antisemitism and Islamophobia.
* ***EU Social pillar.*** ENAR is inputting into a Social Platform response to the European Commission’s consultation on the European Social Pillarto ensure issues of discrimination and race equality are high on the agenda.
* 14 out 24 ENAR’s proposed amendments on the European Parliament’s report **Refugees’ social inclusion and integration into the labour market** were tabled by two ARDI co-Chairs and endorsed by ARDI. The rapporteur also endorsed 5 of the amendments.
* ***Discussion with business***. We are in regular contact with L’Oréal, Sodexo and Adecco. The conversation with Coca-Cola Company and Orange has resumed.
* ***Media***. ENAR published an op-ed on Euractiv on how EU institutions have failed race equality in their employment and diversity measures.

**Equality data**

* ***Study visit in Oxford University.*** In May,ENAR spent a couple of days with the team of Anthony Heath from the Oxford University to study his methodology on ethnic categories related to a European Social Survey.
* ***An advocacy note*** has been produced on the EU social survey and their possible modification towards Equality Data Collection schemes.
* ***Two factsheets*** on the role of employers and on giving the facts about equality data collection are currently being finalised and will be published/disseminated in October.
* ***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.
* ***Advocacy***. Now that the Commission handbook will be published, we are resuming advocacy together with OSF to push for guidelines from the Commission.

**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).
* ***Hate speech online.*** ENAR attended the IT Forum with 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. A [blog](http://enargywebzine.eu/spip.php?article437&lang=en) was published on this issue. A code of conduct was signed between the Commission and IT companies on hate speech online, whose implementation will be reviewed in December.
* ***Media.*** ENAR issued a press statement to react to the racist murder of a Nigerian asylum seeker in Italy, as well as a reaction to the surge of post-Brexit racist incidents in the United Kingdom.

**Migration**

* ***Meetings with the NGO European Platform on Asylum and Migration (EPAM).*** One EPAM meeting took place on 7th June. The meeting was organised to discuss the next European Migration Forum meeting, the consultations on the reform of the Asylum Procedures Directive, Qualification Directive and Reception Conditions Directive and the implementation of the Valetta Action Plan. EPAM was also drafting an ECI with other academic stakeholders to send the message that Border management does not work and there is an urgent needs to re-open legal channels. The difficulty of the exercise is to try to reduce all background information and set of recommendations in less than 500 characters (EC standard). EPAM wanted to launch it in July but nothing has been done so far.
* ***EU Integration Plan for Third Country Nationals***: The European Commission launched its Integration Plan on 22nd June. ENAR was invited to the Experts meeting for the first feedback. We provided recommendations to facilitate the integration of third country nationals in the programmes’ 5 phases (pre-departure, arrival/early integration, integration into education and vocational training, labour market and active participation). ENAR highlighted how the plan missed the opportunity to provide better access to justice for migrants victims of racism and discrimination.
* ***Blue Card Directive review***: ENAR met with rapporteur MEP Claude Moraes’ assistant to discuss about the Blue Card Directive review. ENAR reviewed the EC’s proposal and is currently finalising its amendments to be submitted to the rapporteur and the shadows in Sepetmber. The final hearing is scheduled for mid-November.
* ***ENAR’s strategy on migration***. ENAR drafted the outline of its three-year strategy on migration and integration. Further discussions and reflections were carried out with some members (Migrants Right Network, UKREN, People for Change Foundation, ENAR Chair) and other stakeholders (MPG) and during a GA session. Discussions also feed the content of the Shadow Report.
* ***Members’ survey for the next European Migration Forum***. ENAR has launched in September a survey to collect ENAR members’ insight on the topics for the next EMF. We received 16 complete responses from ENAR organisations based on Finland, Lithuania, Denmark, Ireland, UK, Belgium, Czech Republic, Macedonia, Hungary, Italy, Spain and Cyprus.
* ***Map of anti-migrant violence, hatred and sentiment in Europe:*** Our monitoring exercise was initiated last year and as leaders gather at the UN Summit for Refugees and Migrants in September 19, ENAR re-launched an update of its [interactive map](http://enar-eu.org/Map-of-anti-migrant-violence-hatred-and-sentiment-in-Europe) of incidents of racist discourse and violence against migrants in EU Member States.
* ***Meeting with Timmermans.*** On 6th June, ENAR participated to a joint NGO meeting with Frans Timmermans, VP of the European Commission, on migration and integration. The meeting was mainly on migrant children.

**Security and Policing**

* ***Counter-terrorism directive.*** The European Commission is working on a new directive to replace a framework decision on combatting terrorism. The directive raises numerous questions on criminalising offences such as travelling or training for purpose of terrorism, when the link with an actual act of terrorism doesn’t need to be proved. In addition, there is a lack of democratic safeguards when no consultation was held with NGOs and no impact assessment study was conducted by the European Commission. ENAR submitted, together with the EP Anti-racism and Diversity Intergroup (ARDI), amendments on non-discrimination to EP rapporteur and shadows. ENAR/ARDI’s most important proposed amendments were adopted, adding more reference to social inclusion, non-discrimination and oversight of police forces. This work follows a series of meeting with shadow rapporteurs, together with Amnesty International, the International Commission of Jurists (ICJ), OSF and EDRi (European Digital Rights). On 27th May, ENAR spoke during ICJ’s strategic session on counter terrorism and human rights.
* ***Speeches.*** On 1st June, ENAR spoke at the European Social and Economic Committee Civil Society Days on counter terrorism and human rights. On 17th September,ENAR delivered a presentation at AI Belgium Summer University on the discriminatory impact of counter-terrorism measures in Europe. In July, ENAR joined a Google workshop on radicalisation in Belgium. IN June, ENAR spoke at an OSCE conference on CVE-VERLT in Berlin on mainstreaming human rights in the fight against VERLT from a civil society perspective. ENAR was a panelist at a EEAS lunch debate over European Islam, Islam in Europe, perspectives for Muslim communities under the constraints of CVE.
* ***EP meeting.*** ENAR prepared and participated in an EMISCO event in the EP on the contribution of Muslims to the struggle against radicalization and terrorism.
* ***Meetings with Equality Bodies and Amnesty International.*** ENAR met with the office of the French Defender of Rights and the Belgian UNIA on their monitoring of discrimination complaints post attacks. ENAR also met with Amnesty Belgium researcher on counter terrorism.
* ***Round table between EEAS and US State Department on Islamophobia and CT/CVE policies.*** ENAR participated in the round-table in May. ENAR has been one of the initiators and designers of the meeting. The idea was to foster interinstitutional spaces for learning and sharing practices and views to counter the utterly negative narrative currently going on.
* ***Ethnic profiling.*** ENAR is co-organising together with the Open Society Justice Initiative a joint event to be hosted by ARDI in the EP in November. The goal is to gather representatives of police, communities and EU stakeholders to explore the feasibility of EU guidelines on fair and efficient policing. The FRA is currently planning to update its guide on ethnic profiling.

**Network development and community mobilisation**

* ***Network development.*** New applications for ENAR membership were received. The list of 8 new potential members will be circulated to the Board. So far, already 101 members paid the membership fee. 8 members benefited from the solidarity fund offered by 4 other organisations.
* ***National Projects –*** ***ENAR Strategies.*** 16 national members’ projects were selected. They are currently under implementation. Follow-up of the activities is conducted by the Network Development Team. Communication training was offered to ENAR’s National Projects and Forgotten Women Coordinators in September. The session was highly appreciated by the participants.
* ***Sigrid Rausing Trust project: community mobilization in the field of Jewish Muslim cooperation.*** On 8th August, ENAR launched a Call for projects on community mobilisation to reinforce current initiatives methodologies and to stimulate the transferability of explored techniques in other national and local constituencies, with extra financial support. ENAR aimed at selecting proposals to test community mobilisation methods onto current initiatives related to Jewish Muslim cooperation.

ENAR received 4 applications from the UK, France and the Netherlands. ENAR will supervise the implementation of these initiatives through telephone calls and e-mail follow-up and is also planning to attend few events, depending on demand.

* ***NDI project – Central and Eastern Europe: Interfaith/Interethnic coalition building to combat xenophobia and religious-base discrimination***. ENAR is partner with the National Democratic Institute for International Affairs (NDI) in a project to be implemented in the Visegrad countries on interfaith/interethnic community mobilisation. The programme aims at developing skills, relationships and objectives among civic groups combating religious-base discrimination and xenophobia. ENAR will provide training on EU advocacy and Support the structural development of coalitions at regional levels. Two online meetings took already place. ENAR will begin the recruitment process of the Project Assistant in the coming weeks.

**Research, data, Policy analysis**

* ***20 national factsheets*** ***(PAD, 2016)***, based on the shadow report questionnaire response, were published on the website and disseminated.
* ***Shadow Report national research (Migration, 2017).*** 26 contracts for the national research have been signed (one still outstanding) and the researchers/experts are due to submit their responses in September/October. The countries covered are: Croatia, Czech Republic, Greece, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Spain, Slovenia, Sweden, and UK.
* ***Centre for European policy Studies’ study on: “European policies and funds to combat Antigypsyism”.*** ENAR is a partner in this CEPS research funded by OSF to provide a critical overview on what kind of measures exist and why the scholars see them either beneficial or counterproductive. The State of Art research will focus on the practical interrelations and implications of the EU anti-discrimination and Roma integration policies into national practices rather than academic debate in this field.
* ***ENAR Antiracism Database:*** ENAR’s central database for staff and ENAR members will be relaunched to members this autumn. The database will store information and data collected and monitored by members as well as official data and statistics across Europe. The data is used for advocacy and media purposes. Over the summer months, 100s of articles documenting incidents of racial discrimination, hate crimes, hate speech, reports on migration, media articles and official statistics have been uploaded onto the database.

**Press and communication**

* ***ENAR’s annual report 2015*** has been published online and will be printed and disseminated to key stakeholders. A video of ENAR achievements is also being finalised and will be published and promoted shortly.
* ***Webzine:*** the latest [edition](http://www.enargywebzine.eu/?lang=en) focused on intersectionality and provided different perspectives on this topic.
* ***Website***: the thematic ‘our work’ pages are currently being revamped and restructured to enable easier and more in-depth access to information on each area of work.
* ***Comms training***: A communications training webinar was held in September for ENAR National Project Coordinators.
* ***Media***: ENAR has had around 150 mentions in the media in the first half of 2016, in both EU and national media – including a number of op-eds, and increasingly also in community media.

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

**Administration and finances**

* ***Finances***. In August and September, we have submitted four applications to funders including two to OSF (one on migration for 2016, one core support on 2017\_2018). 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. On 2016, we secured the total co-funding requirements. Our main challenge is the cash flow situation which forces us to make use of a bank loan and to find grants that are transferred early in the year. The bank agreed earlier in the year to provide us when required with a maximum of € 150000. Another major challenge remains the loss. On 2017, ENAR applied for multiannual grants with OSF, JRCT and Sigrid Rausing Trust. The EU application is due for mid October 2016. We are now moving to a new policy supervision unit, the Fundamental Rights Unit.
* ***Human resources***. A new Policy Officer, Sarah Chander, started on 22nd August. She will oversee the employment, hate crime/speech and equality data portfolio and is person of reference on Antisemitism. Julie Pascoët is on maternity leave and as of September on holidays. She will start again on 4th November. She is being replaced by Kahina Rabahi, who started at first at ENAR a professional traineeship paid by OSF.

**Forms of racism**

**Afrophobia**

* ***US Congressional Black Caucus delegation***. ENAR Board member Karen Kaneza, ENAR member Jallow Momodou and other ENAR members joined a European delegation to the US Congressional Black Caucus Annual legislative Conference. The visit was organized by the US Helsinki Commission and supported by the Open Society Foundations. Members of the delegation met with Congressmen, White house human rights advisers and explored ways to establish a transatlantic diversity caucus for legislators and NGOs.
* ***UN Decade event in Paris***. On 19th Sepetmber, Jallow Momodou represented ENAR during an UNESCO Frantz Fanon event on the UN Decade for People of African Descent. The event gathered high-level UN representatives.
* ***Advocacy meetings.*** ENAR held advocacy strategy meetings together with ARDI. MEP Kyenge has requested follow up from her political group. 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
  + a resolution of the European Parliament.

ENAR also met representatives of the Council of Europe (CoE) Commission against Racism and Intolerance (ECRI) and the CoE Commissioner for Human Rights to follow up on earlier visits and explore more engagement from these institutions against Afrophobia.

* ***Shadow Report (PAD, 2016)***. The Shadow Report for 2016 on Afrophobia was [published](http://www.enar-eu.org/Shadow-Reports-on-racism-in-Europe-203) in March. ***20 national factsheets*** ***(PAD, 2016)*** have been drafted based on the shadow report questionnaire response, are finalised and uploaded on the website.
* ***Statement on the UN Decade.*** In September, ENAR signed a joint statement on the need to maintain a vibrant UN Working Group for People of African Decsent.

**Antisemitism**

* ***Training.*** A training on Overcoming Antisemitism was organized for ENAR staff and board members on 20th May in Brussels. The training will be delivered by CEJI.
* ***Meeting with the European Commission Coordinator on Antisemitism.*** On 14th Augusts, a meeting took place between ENAR and the EC Coordinator, Ms Katharina von Schnurbein, to exchange about possible cooperation and demands.
* ***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.
* ***No Hate Speech Mouvement seminar on antisemitic speech.*** On 12th and 13th September, ENAR participated in a meeting to prepare a No Hate Speech Mouvement seminar on antisemitic speech in 2017, together with CEJI, Media Diversity Institute and the European Union of Jewish Students. The No Hate Speech Mouvement is a campaign of the Council of Europe.
* ***EP resolution on Antisemitism.*** ENAR will join ARDI in commenting a draft EP resolution on Antisemitism.

**Antigypsyism**

* ***Council Conclusion.*** ENAR,European Roma Grassroots Organisations Network, Amnesty International and the European Parliament Anti-Racism and Diversity Intergroup have prepared recommendations for the EPSCO Council Conclusions on Roma under the presidency of the government of the Slovak Republic.
* ***CEPS research on Anti-Gypsysism (see research portfolio).***
* ***OSCE High level meeting “Confronting Anti-Gypsyism - The Role of Political Leaders in Countering Discrimination, Racism, Hate Crimes and Violence Against Roma and Sinti Communities***” took place in Berlin on the 6th September. ENAR attended. The purpose of the meeting was to confront high-level States representatives with civil society and to discuss concerns, priorities and next step to tackle Antigypsyism**.**

**Islamophobia**

* ***Forgotten women project* *on the impact of Islamophobia on women*.** The European report was launched on 26th 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).
  + The report and national factsheets, as well as a video, were launched at a European symposium on 26th May. The symposium was well attended and received positive feedback. There was wide media coverage of the report in most of the project countries and a strong social media presence.
  + ***National projects on Islamophobia:*** 10 contracts have been selected and granted, covering 5 out of 8 countries of the Forgotten Women Projects. The implementation period has been extended to March 2017.
  + ***Project’s newsletters:*** March, April, May, June and July newsletters have been published to update partners and stakeholders about the project and inform them of news and events regarding Muslim women. ENAR Board member Intissar Kherigi, European researcher Djermana Seta and MEP Soraya Post have been interviewed for the newsletters.
  + ***ENAR was invited to present the preliminary findings of the project to the Brussels council for equality between men and women.*** Participants gathered trade-unions, employers and feminist NGOs. They would like to launch a study on the impact of intersectional discrimination on Muslim women.
  + ***Council of Europe.*** ENAR presented its findings in a high level seminar of the Council of Europe in June.
  + ***Lawyers and litigators workshop.*** On 26th October, ENAR is co-organising together with the Open Society Justice Initiative a lawyers and litigators workshop on Muslim women discrimination in employment. The objective will be to share and develop approaches and ideas for litigation and mobilisation to advance the rights of Muslim women. It is also an occasion to discuss how lawyers and civil society can work together in ways that advance the goals of the political struggle and help bring about meaningful social change. Strategies around reactions to the upcoming CJEU cases will be explored. ENAR is also co-drafting a legal brief with Amnesty International on this.
  + **Debunking myth on Muslim Women and Feminism:** it’s a common publication with EWL and the first draft of the “Debunking myth on Muslim women” is ought to be send to them.
* ***Informal NGO coalition*.** The coalition aims to focus on developing strategy both towards EU Commission and the European Parliament. We agreed the next meeting could emphasize on one topic to ensure meaningful discussions and impact on policy making. The coalition wants to provide inputs and recommendations to the current EP policy agenda (i.e. employment directive, counter-terrorism directive, motion for resolution on the role of coordinators, etc.). MEP Sajjad Karim called for a motion for resolution on the role of coordinators, including elements of definition of islamophobia and antisemitism (to be tabled soon).
* ***Meeting with David Friegeri, EC coordinator for Anti-Muslim Hatred:*** David Frigeri requested a new meeting with the informal coalition before the HLWG on Combating Racism, Xenophobia and others forms of racism. The purpose of the meeting was to reiterate the concerns and priorities to the coordinators, i.e impact of counter-Terrorism on Muslims and impact of islamophobia on Muslim Women.
* ***Media:*** ENAR published an op-ed on Mediapart and Huffington Post on the burkini bans in France. We also issued a press statement, jointly with other organisations fighting Islamophobia, on 21 September, European Day Against Islamophobia. An op-ed was also published on Euractiv in July regarding the cases in front of the European Court of Justice regarding wearing religious symbols in private companies. ENAR Director was interviewed live for Al-Jazeera Arabic in September.

**Other:**

* ENAR is amongst the 4 networks selected to be part of the NGO steering group on the **new High Level Working Group on Racism, Xenophobia and Intolerance**, replacing the High Level Working Group on the Framework Decision on Racism and Xenophobia. The launch of the new WG took place on 14th June 2016. ENAR Chair spoke in the morning session, raising the need to counter Afrophobia, among others, and ENAR also presented its Forgotten Women Project in the afternoon. The theme of the first meeting is the follow-up to the October 2015 Colloquium on Antisemitism and Islamophobia. The next HLWG plenary is foreseen for December and ENAR will join a preparatory meeting on 23rd September with the European Commission.
* In May, ENAR coordinated a statement calling for solidarity ahead of the Council Rule of Law dialogue on the “responsibilities of migrants to uphold EU values”. The statement was signed by CEJI, ILGA Europe and the European Women Lobby and distributed to the EU presidency and relevant delegations. ENAR joined an HRDN meeting with the presidency to debrief about the dialogue, focused on political statements on migrants, not on rule of law.
* ENAR co-signed amendments on civil society to the draft report on the Rule of Law mechanism (rapporteur Sophie Int’Veld – ALDE, NL) together with HRDN and other NGOs. The amendments were taken on board in the current version of the text.
* ENAR and 18 ENAR members signed a joint CSO statement on ‘A new Europe for people, planet and prosperity for all’ published ahead of the informal summit in Bratislava, as a reaction to Brexit. ENAR joined several preparatory meetings with Brussels based CSOs from the human rights, environment, development and social sectors to join forces on asking for a change in the status quo related to EU operating environment.
* ENAR put forward amendments related to race equality in coalition with ARDI to the European Parliament’s report on the State of Fundamental Rights in the EU.