**22nd BOARD MEETING**

**Minutes**

**Brussels, 2 December 2017**

**Participants:** Amel, Marcell, Peter, Enrique, Claudia, Wouter, Karen K., Karen T., Ghislain, Laurentia

**Apologies**: Vilana

**Participants ENAR Secretariat:** Michael, Claire

**Venue & Accommodation: ENAR office and Motel One**

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| Saturday, 2 December 2017 | | |
| **No** | Matter |
|  | 1) Agenda   * Amel congratulates the Team for the great Equal@Work meeting of 01/12 on Women of Colour. * Changes: ToR for the PAD/BE SG to be postponed to next Board meeting in February. * To add instead: membership criteria and report of SG on Media * To add under GA 2018: EP19 elections * AOB: Karen, upcoming BM dates, Elena   **DECISION:**   * **Agenda adopted with above changes**   2) Minutes   * ToR PAD document: Amel received only one feedback; 2 members are missing today => better to postpose the conversation and decision to next Board meeting; * Meeting secured with EWL on 18/04/2018, with 3 Board Members and 3 Team members. MP and Joanna from EWL are developing the agenda; * EU FR Colloquium on gender equality in November: Julie did a great impact through her intervention on intersectionality; most of the women of colour we suggested were invited and did great contributions. ENAR’s impact has really been crucial to the success of the Colloquium; * ENAR will organise a symposium on intersectionality next year. There is also in the budget some funding for a specific research to help us frame our stand on intersectionality and deepen our understanding of it. We will also maybe try to have a Board training on this issue by the Center for intersectional justice.   **DECISIONS:**   * **Allocation of portfolios: postponed to next Board Meeting;** * **ToR PAD/BE SG: conversation postponed to next Board Meeting;** * **Minutes are adopted**. |
|  | 3) Finances, Staffing, Safety  A) Finances update:   * MP presented the overview of the incomes and expenses to date (see annexed document); * ENAR still underspending. Amendments to the EC sent. * IT/Desk investments: Migration to Office 365 + possibility to have a software/platform for managing database and meetings * Two funders are paying in pounds (JRCT and SRT), this means less income because the pound is low. * Next year, we will be missing some co-funding if we spent the full budget, need to fundraise with Equal@Work or new projects. * 4 year contract: Procedure suspended because of legal issues, now only proceeding next year budget. * Travel and office costs have been reduced to be able to recruit two more staff next year.   B) Staff update:   * Ines and Bayane started November 6. The ENAR staff is really happy to have them on board. * Axel leaving end of December. * DARE project: after issues in Turkey. Researcher based in ENAR – MP to manage the person. * Problem of adding management. Coaching and management – add time to the management team * Decrease areas of work? Delegate * Discussion to be added in the SFSC. Check in with the management team   C) Safety procedures:   * Procedure presented by Claire (see annexed document); * Wouter: have we thought about contact with the police (what is the process, is the police aware of us and that we are an organisation at risk, do we have contact with the next police station?); * Amel: suggests improvement by clearly identifying the different procedures: a) health and safety; b) harassment, violence, attacks; * Differentiate what is for staff and board, and what is for members attending our events; * Frontline Defenders is ready to make a training for us; * Take care in particular to the micro-aggressions that all women are confronted to everyday; embed the presence of safety officers in our meetings; make clear that all types of harassment are forbidden (need to be common practice; check list of what needs to be in place); * From now on: ENAR will demand to inviters how they do ensure a safe space to welcome speakers and participants from ENAR – otherwise we don’t participate (+ the demand for non-all-male panels); * MP participate in an all-male affinity group of directors and HR managers who are allies: training organised on 12/12 + launch of affinity group. Potential outcome: all participants will review their OM and guidelines and apply highest possible standards.   **DECISIONS:**   * **Amel: prepare draft for code of conduct, demanding a safe space (protection of race, sex, gender, etc.) – All will feed in the draft (to be adopted by next BM) => will be the standard document to be send to inviters;** * **ALL: only accept speaking roles if the organisers can demonstrate that they have been taking adequate preventive measures;**   4) GA  A) Upcoming GA:   * Presentation by Michael (see annexed working document) * Wouter: what is our strategy? Strengthen the network with the view to fundraise, develop the capacity (then another location might be useful)? Or fill in the gap, looking for new members and good practices (Lisbon)? * Marcell: can do both by being in Lisbon (look for new members, strengthen the current membership by working with present members, by exposing them to good practices, by reinforcing solidarity with the grass-roots); * Prepare a plan B (Brussels) if it does not work in Lisbon; * Wouter: we need to send out a signal of positivity and strength (in view of the upcoming elections) so that people will bring energy back home; * Seeing what is happening in Visegrad countries, it would be important to organise at least Board Meetings in these countries to support CSOs.   B) Feedback on GA17:   * Amel reports on the fact that 2 female participants complained of harassment during the GA by a member. It was dealt with by Amel and Wouter as safety officers. The participants thanked ENAR for managing appropriately the situation to their satisfaction, feeling protected. * Amel also reported on what triggered the presentation on the struggle of Irish women: a number of female participants came to Amel to share awful stories of abuse within the antiracist movement.   **DECISIONS:**   * **Two spaces for men and women to discuss gendered roles within antiracist movement (with intersectional perspectives) + workshops on whiteness;** * **Organise a launch during/after the GA (i.e. the document on intersectionality)** * **ASM: check for next meeting if we can organise baby-sitting on site (depending the cost: we will ask members to let us know what their needs are upon registration);** * **Board agrees about the location of the GA in Lisbon (both for broadening and strengthening);** * **Board agrees that the GA is from Thursday afternoon (21) until Saturday (23/06) evening, when the festivities will take place;** * **Board agrees that 2-3 slots will be left to members to propose topics; all sessions should be ideally led by members (including on the issues of whiteness, gendered impact);**   C) EP2019   * Marcell: it’s the good timing to start working with the members – set up a SG to better coordinate the work; * Claire and Michael update on the current initiatives at European level (Equality networks; The Europe we want; SDG Watch; Civil Society Europe; On Our Watch); * Wouter suggests the idea of a digital forum, and encourage coordination with the GAFA; as well with companies;   **DECISIONS:**   * **Team: Set up a SG on EP19: 1st meeting before the GA to prepare the GA session on elections;** * **Team & Board: involve the members in deciding about the campaign;** * **Marcell: provide “dos & donts” about the project he led during EP14 campaign.**   D) Criteria for membership   * What kind of membership do we want? NGOs with very specific focus parallel to ENAR’s concerns or a very diverse network, with various interests? * We need to ensure that members understand what ENAR’s antiracism is, our values, the way we operate so that know exactly what to get out of their participation or not; * The new model of membership was meant to be as open and flexible (easy in/easy out) as long as organisations subscribe to ENAR’s values, statutes and codes of conduct.   **DECISIONS:**   * **Further develop the “Friends of ENAR” scheme (can be useful to get recommendations to investigate in new sectors);** * **Develop our offer (training, support to companies and other stakeholders: e.g. offer training on Afrophobia, etc.);** * **Leave it open to any organisation adhering to our statutes and values, keeping in mind that the balance of the membership should remain on antiracism;**   5) Fundraising projects  - Follow-up of the training on strategic fundraising by Hans and Damien;  A) Project on anti-racist trainings for public bodies (see annexed document)   * CEJI could help us in developing the training; * Expect to develop a training department, parallel but separate to the advocacy work of ENAR (making clear the different roles); * List of countries outlined in the document is linked to the existence of NAPARs in the countries, but it’s not limitative; * Need to develop a business plan for the project (foreseen income; market analysis, benchmarking, USP); * Should be developed under the ENAR Foundation – develop a pool for trainer with franchising, which could allow trained members to also get extra funding (it would also help differentiate between training and advocacy); * Should train our members, need really to go European-wide; * We could start with a lower budget and a pilot phase before extending the concept;   B) Building the ENAR youth movement (see annexed document)   * It’s about developing work and activities, not workload for the staff (we will get more staff); * The idea is also to get money into ENAR to compensate for the increased need of co-funding to RRAC; * There are already a lot of activities supported by EC (Erasmus+) and CoE => we should look at the added-value of what we can bring (e.g. offer youth a space where they are not youth only – some sort of “next level”). Get them out of the “youth” category, to young anti-racists; * Country list not closed yet, just a sketch; * Amel is interested to give support on both projects. Board Members invited to give a thought about where they could be helpful.   **DECISIONS:**   * **Board agrees on both project and that there is no pressure on the staff to develop them;** * **Staff to present update at next Board meeting about the state of development;** * **JP: in charge of the training project;** * **SC: in** charge of the youth project.   6) Communication strategy:   * Brief update by Enrique (see annexed document); * Structured conversation to take place at February Board meeting; * Recommendations are very dense, but they are not done to be all implemented in one go: implementation should be gradual.   AOB   * Elena Dyankova passed away yesterday.   **DECISION:**   * **Board sends condolences in most appropriate way.**   B) Amel contacted by an individual accusing Karen Kaneza of having supported fraud in ADYNE   * Karen wished that fellow Board Members are aware of this issue in case they would be contacted by this person. Karen is looking forward to taking steps to make that defamation stop. * There is no action to be taken by ENAR as long as there is no formal complaint against Karen.   C) Next Board meetings: 03/02 in Brussels; 13-14/04 in Budapest (arrival on 12 evening);   * Next SFSC: 02/02/18   D) Portfolio updates: direct update to the Board on 2-3 topics per Board meeting. |
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