Minutes 25th Board Meeting

Brussels, 18 May 2018

Present: Amel, Marcell, Wouter, Enrique, Claudia, Karen T, Karen K

Apologies: Laurentia, Peter, Vilana, Ghyslain

Team: Michael, Claire, Anne-Sophie, Juliana, Bayane, Sarah

**1. Adoption of Agenda**

**DECISION:**

* **The agenda is adopted.**

**2. Adoption of Minutes of the previous Board Meeting**

* Exchange with Adam of the European Roma Rights Centre (ERRC) should be taken out of the minutes for confidentiality reasons.
* Exchange on the Board learning about the visit to Budapest to be taken out of the minutes for confidentiality reasons.

**DECISION:**

* **The minutes are adopted upon inclusion of the above changes.**

**3. GA update**

* Introduction by Claire
* Amel: This discussion aims to find out where the team needs support during the GA.
* Anne-Sophie: Presentation of the agenda (see annexed document)

*Thursday AM:*

* Preferably migrant-led organisations should be part of the delegation to the high commissioner + 4 Board Members (Amel, Enrique, Claudia and Karen K).
* 10 June is the deadline for the final establishment of a list (4 BM, JW + 5 members)

*Thursday PM:*

* Proposed visits of different NGOs by Juliana: Djass (PAD community); APAV (support to victims of all hate crimes, with specific section on racist crime); Jewish community of Lisbon; Casa de Brazil (Brazilian community + hub for less represented communities (Russian, Roma)); colonial tour.
* 20-25 people for each group.
* JW will provide a description of the different NGOs and set up an online registration form. First 20 interested persons are registered.
* One Board member should be in each group + staff member where possible.

*Thursday Evening:*

* Launch of ENAR 20-year history booklet;
* Start with check-in; reflect on ENAR history (achievements, lessons learned) => presentation of milestones in an interactive way (Prezi as a red thread, then videos or testimonies of people present during the session); maybe to be done it in the form of interviews of people present in the room;
* Human bingo game to get to know each other;
* Followed by working group to identify the main challenges of the next years, so as to nurture the learnings and reflections of the next day.
* Next steps for the preparations:
* Decrease the activities during the evening session? People are going to be tired after the visits?
* Do we need a longer break after the visits?
* We should not work in small groups without having set the ground rules of the meeting => it is not great to put people in such a space without preparation;
* => maybe have only the history part (45’-60’ max) followed by the Human bingo depending on the energy levels before moving to dinner.
* How to tell the story? Maybe have younger members reading quotes of older members => can be quite emotional?
* Timeline with important moments in the history of racism + internal events + quotes connected to the timeline => how to organise the sharing of wisdom? Would you do the same things today? Make this coincide with the history?
* Booklet: we have the story, therefore we could go into the more anecdotal, personal stories of courage, challenging order, grassroots perspective, coming together and getting ENAR on a new track (e.g. Bashy and Mohammed on Islamophobia);
* Ask members to send a little message (video, tweet); messages of former staff and interns;
* Amel will check with Anastasia if she can attend or record a message.

*Friday AM:*

* Only Reni as a keynote speaker, but we need an “in-conversation” format (Bayane for the conversation; “How we do we negotiate those spaces as non-white young women?”);
* Portuguese officials are not coming.

Workshops:

* 27 proposals received;
* Feel the empowerment (compared to 13 proposals last year);
* Presentation by Juliana (check annexed document);
* Suggestions: white supremacy; EP elections; gender issues;
* Anti-racism media campaigning tool could be great;
* Sexualisation of women and faith-based feminism => maybe not this session as we have the whole afternoon session on empowering women in the movement;
* Marwan to take the lead on the counter-terrorism toolkit/racial profiling
* White supremacy, white privilege – what does whiteness mean? Getting a common understanding (Amirah, Shane + Reni)
* EP elections: framing and messaging for local campaigns. This session should also help us know what members are planning (Wouter, Marcell and Karen).

*Saturday morning:*

* Adoption of agenda/minutes;
* Activity report (have more involvement of Board => have a staff-board pair for the presentation);
* Financial report Q&A;
* Market place of achievements;
* Adoption of activity and financial reports;
* Discharge of Board and Treasurer;
* Work plan presentation + request for mandate to the Board for following up;
* Future challenges;
* Explore the possibility of having graphic reporting and a professional photographer (Amel to ask in PT).

Safety team:

* They should not be only board members, maybe members could be requested to join a safety team?
* Claudia and Marcell are willing to be part of the safety team.

On the elections:

* Give a space for presentation on Friday + tables + FB presentation as in previous years => we leave the agenda as it is (presentation of candidates at 13:15-13:30);
* Leave the elections on Friday evening;
* Evaluate the process for next year.
* 5 candidates: 3 from UK, 1 from Lithuania, 1 from Sweden.
* On the Board renewal: proposal: C/2VCs/T step down in 2019; Claudia, Enrique, Karen K. do one more year until 2020 to avoid replacing 7 persons in a row. Board to agree on this by June so as to inform the GA.

**4. Well-being at work – session led by Mental Health Europe**

Joint awareness raising session for the Staff and the Board of ENAR on mental health and well-being at work.

This session is part of the plan of the Board to improve the overall well-being at work for the team.

See annexed notes and documents.

**5. Update on recruitment process**

Michael informs that 2 persons have been recruited:

* Sanka Abayawardena, as Communication Officer, to start on 1st June;
* Esra Özkan, as Network Development Officer, to start on 2nd July.

**6. AOB**

* Wouter suggests a Board visit to Italy and Greece. It will have to be decided at the Board meeting of September;
* Karen T. will not be attending meetings before the Board of December (maternity leave). The Board congratulates her.

**DECISIONS:**

* **Board congratulates Sarah for her outstanding work on the PAD week;**
* **Board to think about a way to thank outstanding team members.**