



UPDATE ON ENAR PROGRAMMES

FEB 2020 – MAR 2020

Board Meeting – 27 March 2020

Under each strategic objective, we highlight the work areas and the projects/activities that we are undertaking to achieve these objectives.

STRATEGIC OBJECTIVE 1: SAFE AND SECURE LIVES FOR RACIALISED PEOPLE

Security

- **DARE Project.** Dialogue About Radicalisation and Equality (H2020 research project piloted by the University of Manchester).
 - Advocacy: ENAR has been tasked with the organisation of a series of community dialogue events (CDEs). Along this line, one CDE was organised in Norway within a school during the period. However, the two CDEs to be held in March 2020 in Germany had to be cancelled due to COVID 19.
 - Research: DARE/ENAR Belgium team has been given an extension by DARE lead coordinator to continue the ethnographic research in Belgian prisons until May 2020.
 - Project management: Partners have been reporting to the lead coordinator on their activities and finances for the last 18 months including ENAR, working on research and being the lead of two Working Packages (dialogue facilitation and dissemination).
 - Dissemination: ENAR has continued working on DARE final events with the lead coordinator.
- **Research on counter-terrorism and discrimination.** ENAR continues its work on researching the impact of counter-terrorism and counter-radicalisation policies and measures.
 - The research element of this project is drawing to a close as the fieldwork in France, Spain, Hungary, Germany and Poland is complete.
 - The national reports for each country are complete now including France.
 - Local research/advocacy meetings are being organized in each of the 5 Member States to reflect on findings and develop policy recommendations. These meetings are bringing together policy-makers, civil society representatives, academics and practitioners to discuss the emerging findings from their perspective countries and to discuss whether the *counter-terrorism and counter-radicalisation policies are consistent with international human rights obligations?* And, *What measures are needed to ensure counter-terrorism and counter-radicalisation policies do not contribute to increasing social polarisation and discrimination?* These closed roundtable events are being organised in partnership with local civil society organisations, universities and other independent bodies.
 - Berlin, Germany roundtables are planned for 10th and 11th February in partnership with the Centre for Intersectional Justice and German Marshal Fund.
 - Warsaw, Poland roundtables are planned for March 2020 in partnership with the office of the commissioner for Human Rights has been cancelled.
 - The EU report (+ national factsheets) are expected in the second quarter of 2020.

Policing

- **Study on police violence and community resistance.** ENAR has developed a proposal for a study into police violence and the community response in 5 countries. The study is due to work in partnership with NGOs in selected Member States. In December 2019 we launched an online survey to collect data on deaths in police custody and forms of community resistance. The survey closed in early January 2020 with few responses. We relaunched the survey in March 2020.

Racist crime and speech

- **Joint statement for European Day for victims of crime.** ENAR co-signed a [statement](#) initiated by Victim Support Europe on 22 February calling on EU member states to transpose and implement the EU Victims' Rights Directive.

Migration

- **Blue Card Directive review.** The Blue Card Directive is still in inter-institutional negotiations with the European Commission, the Council and the European Parliament. Discussions are set to clarify some controversies such as: eligibility for beneficiaries of/applicants for international protection; concept of Qualifications/skills; definition of labour market tests; the application of the principle of Equal treatment and the schemes for salary thresholds. Discussions are on hold until the launch of the next migration package.
- **European Migration Forum:** ENAR contributed to the 2 consultation rounds of the agenda setting in view of the next EMF, which is going to take place in June. The main theme of the 6th Forum is still under review but the EC wishes to cover labour market integration or one of the new potential axes of the upcoming migration package. The launch for application was launched but the EMF is currently not confirmed due to the pending COVID-19 decisions.
- **European Migration Package:** ENAR was invited to the closed meetings of the European Networks working on migration with Commissioner Johansson. ENAR is invited as an expert during the consultation launched by the European Commission since January. ENAR shared its advice on the need of a more intersectional approach in the new Plan for Migration and Integration, asking for a more action oriented outcome for cases of discrimination and racism faced by migrants (under forced or voluntary migration). ENAR also alerted of the risk of artificial intelligence in the cases of institutional or structural discrimination. Considering that data is not neutral, ENAR shared its concern on how digital tools for registration of asylum seekers and third country nationals could be used as firewalls against integration and migrants' demands. ENAR is invited to seat as an expert in the upcoming rounds of negotiations (currently on hold due to the COVID-19 protocols).

Human Rights Defenders

STRATEGIC OBJECTIVE 2: DISMANTLING STRUCTURAL INEQUALITY

National action plans against racism (NAPAR)

- **ENAR support of national advocacy in Belgium.** ENAR supports a broad coalition of Belgian anti-racist NGOs to organise advocacy action to call for the adoption of national action plan against racism. The coalition in Belgium planned a 4-days event in the occasion of the Anti-Racist week to raise awareness and to recall the urgent need for an inter-federal plan. The week was divided in a launch with the Federal Minister of Equal Opportunities and his counterparts at Brussels and Flemish levels. This would be followed by 6 Masterclasses to Belgian officials in cooperation with ENAR. Due to the COVID-19, the week is postponed to September.

- **ENAR support of national advocacy in Portugal.** ENAR is supporting Portuguese NGOs in planning advocacy work in coalition to call for a NAPAR. On March 12, ENAR hosted a NAPAR meeting in Porto with the view to decentralise and to expand the process of the coalition from the Lisbon region. Organisations attended a training on Intersectionality co-hosted with the University of Porto and were invited to join the processes of a future NAPAR. In another note, since the beginning of the year, members of the coalition or partners involved within this initiative, were victims of state violence in different occasions. ENAR seized the opportunity to meet with the Equality Body and with SOS Racismo to develop national strategies for a potential strategic litigation approach. CRIC (the national equality body) asked ENAR to train their officials on the concept of NAPAR and intersectionality. SOS Racismo asked ENAR a meeting to align national and European strategies against police abuse. A meeting will be organised after the COVID-19 crisis.
- **ENAR support of national advocacy in other countries.** ENAR is also in touch with other members and NGOs that are seeking support to advocate for effective NAPAR at national level (esp. in countries like Germany, Finland, Italy, Luxembourg, UK and Ireland). ENAR Secretariat is consulting these members to organise a meeting of NAPAR advocates to share expertise and move forward together. A date will be set up as soon as possible.
- **Advocacy for EU standards on NAPAR.** ENAR is exploring advocacy opportunities at different international level to call for strengthening standards/evaluation on NAPAR:
 - Two European Commission's High-level meetings on racism gathering NGOs and Member States' representatives have been postponed to later during the year. There could be opportunities to present our work on NAPAR.
 - We have published an [op-ed in the Parliament Magazine](#) on the need for standards at EU level and we will continue exploring what could be done with the European Parliament on this issue, including the organisation of an event in September.
 - We will explore the possibility to organise an event on this with the German Presidency.
- **Informal platform of cities against racism.** The EC organised a meeting with Eurocities, European Coalition of Cities against Racism, ENAR, Cities of Amsterdam and Barcelona and the FRA cities for Human Rights network. We discussed about a roadmap for action until, indicatively, November 2021 (Amsterdam's international conference on Tolerance). The objective of these activities could be to present at this conference a "manifesto for open cities" including political statements engaging cities to promote diversity and inclusion and with links to existing networks, tools, guidance and good practices. It was highlighted during meeting that there is no need to create other networks of cities but rather strengthen synergies among key stakeholders. ENAR offered its expertise in raising awareness of structural and intersectional dimension of racism.

EU advocacy on Intersectionality

- **EP working group on intersectionality.** ENAR and ARDI organised a first discussion with advisers and NGOs on setting-up an EP working group on intersectionality. Discussion led to the review of the concept note and agreement on next steps, which includes the organisation of a strategic workshop and the formal launch of the working group.
- **Future of the Gender Equality Strategy.** ENAR spoke at a conference in the European Parliament on intersectional feminism where the adviser of the Commissioner for Equality discussed the new strategy. ENAR published a [statement](#) on 5th March following the adoption of the new Strategy, highlighting the need for more concrete measures for racialised women at the intersections of multiple grounds of discrimination. We will follow up with the Commissioner Dalli and the European Parliament to ensure intersectionality is a key principle grounding initiatives and actions in the implementation phase.
- **Intersectionality report.** The report commissioned by ENAR to the Center for Intersectional Justice will be launched by mid-April. It will detail what an intersectional approach entails and what kind of

measures can be put in place to operationalise intersectionality and address the different dimensions of racism. This will feed into the work of ENAR in general.

- **Dress restrictions.** OSF organised a meeting exploring opportunities to launch infringement proceedings under EU law. Different avenues for requesting sanctions against Member States on the issue of dress restrictions have been explored and will become one of OSF priority actions (OSEPI, OSJI) when it comes to islamophobia. ENAR will be consulted as a key expert.

Diversity

- **Diversity in the EU institutions.** ENAR continues its 'Affinity Group for People of Colour in Brussels' to network, discuss and work toward solutions to the lack of diversity in the EU institutions. Our [press statement](#) to raise attention to the impact of Brexit on diversity in the EU institutions was covered in several media, including Politico, the Independent, Euronews.
- **Meetings with the Council of the EU.** ENAR has been asked to join a lunch discussion with employees of the Council and present tips on how to include targeted measures for racialised minorities in their internal diversity strategy. The presentation has been postponed to later on.
- **Equal@work toolkit.** An article on ENAR's [toolkit on race and mental health](#) in the workplace was [published on 'Social Europe'](#) in February.
- **Anti-Racism and Diversity Intergroup (ARDI) campaign.** The ARDI intergroup is planning a campaign in 2020 to call for action to ensure racial diversity in EU institutions, in particular targeting the European Parliament and European Commission. ENAR will be supporting this campaign through our own channels and by providing input and advice.

Race and Tech

- **Communications.** ENAR published an [article on data racism](#) on our blog, exploring how technologies - deployed in a range of fields - either primarily target or disproportionately impact migrants and people of colour. This article was also republished on a German digital rights platform '[Netzpolitik.org](#)'.

Climate Justice and Race

Mainstreaming anti-racism while keeping a focus on specific forms of racism

- **EU post-2020 Framework on national Roma integration strategies.** ENAR is supporting the Alliance against Antigypsyism to enhance advocacy efforts around the adoption of the new Framework. Together with a broader coalition of organisations, we submitted a feedback to the consultation on the [roadmap](#) for the adoption of the upcoming Roma Framework. Main recommendations include the need for a strong commitment from Member States and the need for an anti-racist approach to the strategies. ENAR is also engaged in discussion around the FRA indicators framework which will be supporting the national strategies' implementation and assessment. **The Roma week events** in Brussels have been postponed potentially to end of June.
- **European Coalition against Islamophobia.** ENAR is supporting the coalition in its coordination and EU advocacy efforts. New terms of reference (ToR) have been adopted and will be used as a basis to have a formal membership.
- **Institutional recognition of Islamophobia.** Using the reference paper on antigypsyism as a model, a small drafting group with NGOs and academics has been set up to write **a reference paper/working definition on islamophobia**, while ensuring continuous and broad consultations with stakeholders. Two online meetings are planned in April and May. We expect the paper to be ready by mid-2020. The aim is to build a strong front of NGOs and academics to push institutions to recognise islamophobia as a structural phenomenon. This work will be used to work with MEPs and ARDI to plan parliamentary

work to get to the adoption of a **resolution on Islamophobia**. A high-level meeting with Commissioner Dalli and Member States representatives and a training with national equality bodies and NGOs, were supposed to take place at the end of April in Brussels. Both events have been postponed.

General work with the European Institutions

- **Anti-Racism and Diversity Intergroup in the European Parliament.** We collaborated with the ARDI to table a parliamentary question to ask the European Commission about its general strategy to effectively fight against racism. It has been tabled mid-March by more than 40 MEPs. The answer by the European Commission will be one of the bases for our future work with the European Parliament and the European Commission.

STRATEGIC OBJECTIVE 3: AN EMPOWERED AND CONNECTED ANTI-RACIST NETWORK

Network Development

- **National Projects 2019.** A summary report compiling all the projects of 2019 has been written. Some of the outcomes are highlighted on ENAR's [website](#).
- **National Projects 2020.** The selection process of the 2020 projects has been finalized. 12 member projects have been selected. The list of the projects:

Name of the organisation	Country	Name of the project	Main areas covered by the project
FEMYSO	EU	FEMYSO-ENAR Advocacy Incubator	Muslim youth / capacity building
Centre for Peace Studies	HR	Cross-border free legal aid	Migration / asylum/ activist and volunteer education / legal aid
Minderhedenforum	BE	NAPAR BELGIUM - Week of Commitment Against Racism	NAPAR / Structural Racism
DJASS	PT	Virtual Support Office for Racialized Mothers	Migrant and racialised women with children / NAPAR
Dokustelle	AT	Capacity building training for young aspiring activists and community leaders	Intersectional and structural understanding of racism
Greek Forum of Migrants	GR	"Hate Crime Together" Guidance for Migrant and Refugee Communities	reporting racism crime and hate speech
European Race and Imagery Foundation	NL	Quotes of Resistance 2 - Resisting Blackface	Blackface / Imagery / antiracist voices
Migrabo LGBTI	IT		LGBTI migrants and refugees
European Forum of Muslim Women	EU	European Forum for Muslim Women Vision 2021 (phase 2)	Gendered Islamophobia, intersectionality

Kazumba	PT		anti-racist education/ gentrification / Afrophobia/ undocumented people
European Network of Women of African Descent	ES	Afrophobia & Intersectionality Conference	Afrophobia / PAD women / intersectionality
SOS Racisme Denmark	DK	Publication of SOS Racisme Danmark's Minileksikon 2020	Migration /data collection

- **Capacity building sessions.** A webinar for ENAR members on EU Funding has been held March 5.
- **General Assembly.** ENAR's annual General Assembly should take place on May 14-16, 2020 in Brussels, depending on how the coronavirus evolves. General Assembly Working Group has started the announcements in January 2020. The draft agenda of the GA is ready to be shared.
- **Network Development Strategy.** Network development strategy paper was drafted and presented to the ENAR staff. The collected feedback is being incorporated into the paper.
- **New Members:** The consultation documents regarding the new ENAR member organisations has been shared with the Board members. Depending on their feedback, ENAR will welcome its new members.
- **Membership Fees:** ENAR members has received the debit notes for the membership fees. The payments and the current membership list review is still ongoing.

Communication

- **International Day Against Racism and Covid-19.** We published a [statement](#) highlighting how the Covid-19 crisis is exacerbating structural racism and inequalities in society, with vulnerable and disadvantaged groups bearing the brunt of its impact, and calling to change a system that is failing to deliver equality and justice for the most marginalised and refocus on solidarity to tackle the deep challenges ahead of us. We also gathered the different online actions and initiatives by our members for International Day Against Racism on our [website](#), as well as a '[Corona Diaries' Voices from the ENAR Network](#) on our blog, gathering members' concerns and initiatives relating to the impact of Covid-19 on racialised communities.
- **New logo.** We are working on developing a new ENAR logo in 2020 to create a strong, dynamic and modern visual identity and ensure consistent branding for ENAR. It should be finalised in June-July.
- **Extranet/member's area.** We are finalising the development of a new online members' area which will facilitate communication with and within the ENAR network. It should be ready to use in the second quarter of 2020.
- **Blog.** ENAR's [blog](#) is updated regularly with articles by ENAR staff, members and guest contributions.
- **Weekly Mail and Equal@work.** The newsletters continue to be sent out in the new format and design.

For thematic updates on communication activities, see above.

Administration and finances

- **Finances.**
 - ENAR financial situation
 - ENAR ended up the year with a positive result which enable to settle its operational loss.
 - ENAR could as from end of 2020 start building a legal reserve (as not in a loss position anymore). Contribution to this reserve will be assessed at the end of the year / beginning of next year depending on ENAR finances and strategy.
 - ENAR does not foresee any co-funding issues for the financial year 2020.
 - Given the COVID-19, ENAR needs to review its 2020 REC budget.

- Audit
 - The internal audit related to the financial year 2019 occurred on the 10th and 14th February 2020. The internal auditor was globally satisfied and raised the following points:
 - Depreciation
 - ENAR already uses the prorata temporis method for depreciation. However, she strongly recommended ENAR to slightly change the method of calculation. The basis should be the number of days instead of the number of months. The Board agreement is required on this matter to implement this change as from 2020. This also means that the valuations rules (“règles d’évaluation”) need to be amended in the annual accounts.
 - A few items on the depreciation list 2019 might be rejected by the EC in case of external audit (they don’t relate to the depreciation period anymore).
 - Change in the Belgian legislation - “Code des Sociétés et des Associations” (CSA): she highlighted the changes and offered her colleague’s legal review of the statutes. This work has already started with the notary and is now suspended. The work will be continued next week.
 - EC travels policy
 - General rule
 - Staff members are expected to come just before the meeting and leave just after the meeting if there are still transports.
 - Meeting on day D: if a meeting starts early in the morning and finishes late in the evening, staff and members are allowed to travel on D-1 and D+1.
 - It is not allowed to travel a few days before and/or after the meeting without any justifications.

Why?

The EC expects us to keep costs as low as possible.

Risk

- If we don’t respect this rule (without justification), we risk to reimburse the part of the ticket that does not respect the rule.
- In case of external audit, it is possible that the auditor will claim the full amount. This really depends on the external auditor.

In practice

If you wish to go earlier/come later without justification, please make sure

- to compare the costs between the day you are supposed to arrive/leave and the day you want to arrive/leave
- to make print screens of this comparison of costs
- to give them to the admin team together with the boarding passes.

Please note that if the ticket you want to take is more expensive than the one you are supposed to take, you are expected to pay the difference. ENAR will not cover this.

Next steps

Mahmoud has updated the travel regulations policy together with Myriam. This was sent to Michael for review. Once finalised, this will be shared to Board members for approval.

- No external audit is foreseen at the present time.
- Application
 - The application to OSF for the period 2021-2022 is due by the 6th April 2020. We need to apply successfully to get the funding. They advanced the date because they are going to give the money from their current year's budget. They are reshuffling activities/funds and budgets allocations. They can't take commitment that AR will be part in the next year budget under the same conditions as for now. This application is only to secure funds for 2021 and 2022.
 - The upcoming application after the OSF one will be the REC application to the EC (deadline is beginning of September).
- Reporting
 - 2019 reporting to the EC was submitted at the end of February (for the financial year 2019).
 - 2019 reporting to OSF, SRT, JRCT were sent beginning of March (for the financial year 2019).
 - DARE second reporting is due by the end of March (the second reporting period covers 18 months, from September 2018 to February 2020 included).

Human resources.

- Sarah Chander, Advocacy officer left the organisation on 6 March 2020. The plan is to hire an advocacy officer for a year, to carry out the workplan and do the reporting. It will leave enough time to the secretariat to assess the actual need.

Update: reviews happened but because of the Covid-19 confinement, the interviews have been postponed to April