

Call for a Consultant – Strengthening digital rights debates: meaningful participation of social and racial justice movements

ENAR is seeking a consultant to write a toolkit that will analyse the barriers preventing social and racial justice movements from engaging on digital rights topics as well as identifying ways that foster their meaningful participation.

Structural racism operates at multiple levels of society and the digital ecosystem is no exception. The use of algorithmic systems often conceals oppressive structures that thrive on their opacity and complexity. Therefore, it is important to ensure inclusive participation in digital spaces to shape tech policy and development around the needs and experiences of those most impacted. However, the participation of historically marginalised communities in this field remains limited. This is due to several factors such as the dominance of white and male voices, the prevalence of inaccessible tech jargon, and the lack of clear entry points into these discussions.

The toolkit aims to compile a set of resources and strategies to support the meaningful engagement of social and racial justice actors within the digital rights ecosystem. Rather than focusing on gaps in racialised and migrant-led organisations, we choose to highlight the invaluable contributions they bring as leaders of change, consistently demonstrated over decades of anti-racist organising.

This shift in perspective will also highlight how the anti-racism movement is often ahead of digital rights work in addressing racial profiling, structural inequalities, and in shaping robust policy recommendations.

The objectives of the report:

- **Identify the barriers preventing social and racial justice organisations from engaging in digital rights.**
Digital rights is a complex and often inaccessible field surrounded by multiple myths and jargon that can discourage active participation. As a result, only certain profiles tend to be engaged, not always those with an understanding of how technology exacerbates structural inequalities such as racism. The struggles and visions for a more equitable tech must centre the experience of racialised people and migrants while upholding fundamental rights.
- **Analyse the strengths of the anti-racism movement that can enrich the digital rights ecosystem.**
Moving away from traditional frameworks that focus on what social justice movements lack, we aim to highlight their extensive experience and leadership, especially the long-time work on exposing systemic oppressions. This objective focus on how both movements can mutually support and learn from one another.
- **Identify ways for engaging racial justice movements in the digital rights space.**
Taking into account the limited resources and capacity of many social justice movements, we aim at providing feasible and meaningful ways for them to engage in the digital rights ecosystem. It aims at showcasing their community expertise and their commitment towards systems (online and offline) free of racism.

Guiding questions:

- What are the barriers that CSOs and grassroots organisations working on racial justice face, which prevent them from engaging in digital rights issues, despite being among the most impacted communities?
- To what extent do social justice movements currently have a voice in the digital rights' ecosystem, particularly in terms of meaningful participation?
- What good practices and narratives from social and racial justice movements can serve as inspiration for digital rights organisations and activists?
- What tools and resources are available to support interested organisations in engaging with digital rights discussions? How do we ensure that this participation is meaningful?
- How can ENAR ensure the development of solidarity mechanisms between affected communities and technologists, digital rights activists and organisations?

Key activities and responsibilities:

- Conduct individual interviews with individuals, organisers from racialised communities in Europe and organisers from the digital rights movement.
- Conduct desk research on existing literature.
- Write a high-quality toolkit analysing the findings that support ENAR's anti-racism advocacy in the field of digital rights.

Person specifications:

- Highly skilled research consultant with expertise in applying decolonial, anti-racist, and intersectional frameworks to analyse the impact of automated systems and other technologies on racialised communities.
- Strong understanding of digital rights legal frameworks, human rights, and anti-racism.
- Proven research experience with the ability to design, conduct, and analyse qualitative interviews and focus groups, including recruiting participants.
- Experience of conducting desk research including literature reviews.
- Proven ability to draft toolkits that are accessible to activists, community organisers and other stakeholders.
- Strong writing skills in English.

Timeframe and compensation:

- The contract starts in **June** and the final toolkit must be submitted by **August**.
- The consultant will receive a fee of 4,999 euros and should include all compilation, analysis, transcription, translation, administrative costs, and VAT.

Applications:

Please send your application with the email subject line: **“Racial Justice in Digital Rights Debates – your name”** by **Sunday 18th May (23:59 CET)** to jobapplication@enar-eu.org and include:

- CV and motivation letter, including a statement of expertise on race equality, human rights, digital rights and research.
- Two relevant writing samples demonstrating your capacity to write clear, and actionable insights in the field of digital rights.
- One reference.

We encourage applicants who are racialised or have lived experience of the impact of digital technologies' impact to apply.