



**ANNUAL
REPORT 2013**



european network against racism aisbl

The European Network Against Racism (ENAR) stands up against racism and discrimination and advocates for equality, solidarity and well-being for all in Europe. We connect local and national anti-racist NGOs throughout Europe and act as an interface between our member organisations and the European institutions. We voice the concerns of ethnic and religious minorities in European and national policy debates.

A word from the Director



2013 was the last year of our triennial strategic plan. In 2010, ENAR members decided to engage in a reform of ENAR's structure to adapt it to the challenges of the time: being more responsive, focused, more democratic and more efficient. ENAR members ended up being more ambitious than

they had hoped to be and engaged in a massive overhaul of the governance and membership structures of ENAR – taking the risk of “firing” the entire membership to reboot our constituency from scratch. It was a courageous, risky, yet well-prepared bet, which proved to be the right one. ENAR's constituency is now composed of motivated and dedicated activists displaying impressive expertise and grassroots knowledge of all aspects of racial equality.

Parallel to these changes, ENAR has been working hard to hammer out a concrete anti-racist strategy contributing to the advent of a society where “Full Equality, Solidarity and Well-Being for All” are realised. It took weeks of hard work to elaborate our theory of change, the ways to go about it, to build logical frameworks and indicators of progress, to devise activities and European advocacy targets, and to start putting things into motion. A lot of this has happened behind the scenes but the impact of all these changes increasingly started to be felt in 2013, as readers will notice in this annual report. ENAR's coverage in the media has certainly been impressive, with a 65 % rise compared to 2012. We are increasingly becoming the European civil society reference point on anti-racism and far-right issues, seen as a driver for change in a world that often lacks vision.

We feel this is only the beginning of a new chapter for ENAR that confirms all the assumptions on which we have been working since 2008. We are convinced that the rest of our analyses also hold true and that we'll be able to revert the toxic trends at play in Europe with regard to growing inequalities and increased scapegoating and violence against ethnic and religious minorities and migrants. There is no fatality, no natural laws here, but power relations, political compromise and a lack of desire to make change happen. But we will make it happen, no matter how and when. This fantastic success of an organisation on delivering its promises is due to an incredibly committed Board, to members driven by a burning determination to achieve full equality for all, and a wonderfully dedicated team. Keep moving ENAR, your time has come!

Michaël Privot

ENAR Director

“We have seen the development of Islamophobic, anti-Semitic and white supremacist ideology in far-right groups. These groups are also anti-democratic, intolerant, and violent. They are divisive, using one another to create suspicion and hatred between communities. These groups are behind a mounting wave of harassment and violence targeting asylum seekers, immigrants, ethnic minorities and sexual minorities in many European countries. Hate crime is an issue which deserves political involvement at the highest level to bring home the message that it is not acceptable, anywhere in the EU.”

Cecilia Malmström, EU Commissioner for Home Affairs, 12 November 2013

Impact in 2013



4

major
publications
issued



17

policy
responses
issued



30

press
releases
issued



6

key events
organised



mentions in the
media per week on
average

Fighting specific forms of racism



- ✓ Increased recognition of Afrophobia in the European Parliament
- ✓ Mobilisation of 40 ENAR member organisations (20% of the ENAR membership) working on Afrophobia
- ✓ The need to fight Islamophobia was highlighted for probably the first time by a high-level EU official, Viviane Reding, Vice-President of the European Commission
- ✓ Adoption of a senatorial resolution in Belgium on the need to fight Islamophobia; and a public declaration by Belgium's Prime Minister recognising Islamophobia as a threat to social cohesion
- ✓ Adoption of an EU Council Recommendation on the implementation of the National Roma Integration Strategies

Eradicating structural discrimination in employment



- ✓ Improved legislative standards on the seasonal employment of migrants
- ✓ Stronger cooperation with business representatives in removing barriers in access to and progression in the labour market for migrants and ethnic minorities



50%
increase
in likes on
Facebook

Equality data collection



- ✓ ENAR becomes a crucial stakeholder on this issue
- ✓ The European Commission's report on the implementation of the equality directives mentions the lack of equality data as one of the main obstacles to implementation

Spoke at EU and
56 national
events



73,350
visits to our websites



140%
increase in
followers
on Twitter

65



new member
organisations

Setting a dynamic anti-racist movement in motion

Following the overhaul of ENAR's governance and membership structure in 2012, we have now re-launched a strong anti-racism movement in Europe, based on a vibrant and committed membership. As a result, ENAR and our members across Europe are more focused and more impactful, by pooling our multiple and varied resources and expertise.

In 2013, we focused on rebuilding a sense of community and ownership among our new membership. The General Assembly in June gave all ENAR members the opportunity to meet for the first time after the restructuring of the network. It provided a space for member organisations to discuss, exchange and make concrete strategic and operational decisions. A new European Board of 11 members was elected, with Sarah Isal as the first female Chair in more than a decade. 27 National Platform Coordinators were also appointed by the members and first activities and meetings took place across the EU.

By the end of 2013, ENAR had 134 full members in 28 EU and EEA Member States, 55% of which are totally new to the network.



ENAR's new Board elected at the General Assembly in June 2013

“It is imperative to increase the level of political representation and participation of ethnic minorities as a means to give them power to end discriminatory policies that prevent their right to equality and full inclusion in European societies”

17 October 2013

Highlights of the year

Raising awareness of (in)visible diversity in the European Parliament

ENAR, together with Cultureghem/Mixtus and Album Network, organised a photo exhibition in the European Parliament in October to raise awareness about the structural lack of representation of ethnic and religious minorities in employment, including in the European Parliament. The week-long exhibition featured 12 portraits of a selection of people with diverse backgrounds working in different sectors/positions in the European Parliament and aimed to show diversity - or the lack thereof - in this European institution. We also held a series of European debates in the context of the exhibition. The opening debate reflected on how structural discrimination affects ethnic and religious minorities in employment, how it is manifested, and which solutions can be applied to counter this. The two other debates focused on the realities of Afrophobia in Europe (see p. 8 for more details), and on the political participation and empowerment options of ethnic and religious minorities in the context of the European elections.

Advocating for equality data collection

Without measuring and quantifying the extent of discrimination and inequalities in Europe, it becomes very difficult to tackle them effectively. That's why we are calling for collecting data to measure discrimination and ensure equality in outcome.

ENAR therefore set up a steering group of 10 committed and renowned international experts and representatives of our member organisations to develop and refine our advocacy strategy on equality data collection.



Exhibition '(In)visible diversity: Mixtus in the European Parliament'

We also organised the first Brussels-based EU level symposium on equality data collection in October, in cooperation with the Open Society Foundations. The symposium gathered participants representing EU institutions, NGOs, private businesses, universities, equality bodies, UN treaty bodies, trade unions and Member States (including the Belgian Federal Minister of Employment). Panels tackled the need for data in the fields of justice, employment and education. The steering group experts also organised debates in their respective countries (in Ireland, Germany and Denmark). These meetings enabled ENAR to initiate debates on the need for equality data both at the EU and national levels.

An ENARgy webzine edition on equality data collection further contributed to the debate on the importance of measuring and addressing discrimination and inequalities in Europe. It included articles by the EU Fundamental Rights Agency, as well as national experts on equality data collection.

In addition, we held regular meetings with key EU representatives, including from the EU Fundamental Rights Agency, the European Commission and the European Data Protection Supervisor, to increase their awareness of this issue and of the need to develop a European framework in this area.

Key impact:

- ✓ Strong coalition on the way
- ✓ Mapping of the obstacles and opportunities completed
- ✓ Confirmation that this project is realistic in a more mature context

**Monitoring racism in Europe:
ENAR Shadow Reports**

ENAR's yearly Shadow Reports on racism in Europe are a compilation of data collected by our member organisations and thus fill the gaps in the official and academic data. They offer an NGO perspective on the realities of racism in the EU and its Member States.

We launched our 2011-12 European Shadow Report on 20 March, a day before International Day Against Racism, by organising a press conference and a launch event in the European Parliament.

ENAR's 2011-2012 Shadow Reports cover 26 countries. They identify communities vulnerable to racism and present an overview of manifestations of racism and discrimination in a range of areas, as well as an assessment of the legal and political context. They also include a specific focus on Muslims and Islamophobia.



Launch of ENAR's Shadow Report 2011-12 on racism in Europe, 20 March 2013

The launch was hosted by MEP Saïd El Khadraoui and was attended by civil society representatives, MEPs and MEP assistants, EU officials and journalists. The report was also widely covered in the media, with more than 70 articles and interviews.

“Anti-Muslim and anti-immigration discourses, promoted and exacerbated by both extremist and mainstream political parties, are fuelling discrimination and preventing ethnic and religious communities from participating fully in the European society and economy.”

20 March 2013

Eradicating structural discrimination in employment

Today, employment remains the main gateway to social inclusion. Yet structural discrimination on the grounds of race, ethnicity and religion is a key hurdle for ethnic minorities and migrants to access decent jobs, in highly ethno-stratified labour markets.

ENAR raised awareness on structural discrimination in employment among its members and stakeholders by launching a survey on this issue. This survey aimed to assess different approaches and perceptions of structural discrimination among European civil society organisations, legal practitioners and decision makers. A similar survey will be conducted in a number of years to assess if levels of understanding of structural discrimination have changed.

Ensuring equal rights to work for third country nationals

ENAR led a coalition of seven NGOs working on the EU Seasonal Workers Directive, which produced a joint statement in May calling on EU legislators to guarantee a uniform and extensive sets of labour rights for third-country workers across the EU. We also met advisors of the Lithuanian permanent representation, then holding the rotating EU Presidency, and represented anti-racist civil society at a joint press conference with the European Parliament rapporteur on the Directive ahead of the vote on this draft legislation. As a result of this work, some of our recommendations were included in the Directive, especially those on housing standards.

We also published an ENARgy webzine edition on the benefits of granting third country nationals equal rights to work, which included contributions by the Rapporteur on the Seasonal Workers Directive, the European Trade

Union Confederation and the Centre for European Policy Studies. It helped raise awareness about this issue among the larger anti-racist European civil society.

Key impact

- ✓ Improved legislative standards on the seasonal employment of migrants

Developing solutions for the participation of ethnic minorities and migrants in the labour market

ENAR's pioneering Equal@work initiative brings together businesses committed to diversity and inclusion, trade unions, public employers, EU institutions, academics and ENAR members to find solutions to improve the inclusion level of ethnic and religious minorities in the labour market. These actors share best practices and engage in a constructive dialogue to bring forward concrete solutions for promoting equality in employment, from the local to the European level.

“Migrants and ethnic minorities contribute hugely to Europe’s economic, social, political and cultural life. But failing to recognise and value this contribution – or worse, setting barriers to migrants’ participation in society – results in a waste of these many talents.”

9 April 2013

ENAR hosted its 5th European Equal@work meeting on the “glass ceiling for minorities in employment” in Brussels in December. The conference gathered participants from trade unions, NGOs, EU institutions and private businesses. It contributed to close the knowledge gap on the glass ceiling affecting ethnic minorities in Europe.

We also published and disseminated the report of the 4th Equal@work meeting on “How EU policies support or hinder the hiring of migrants in Europe”. It presents an overview of the discussions and puts forward key recommendations for supporting the hiring of third country nationals.

In addition, ENAR organised the first European conference on ethnic, cultural (and social) origins in business, in collaboration with L’Oréal and the Association Française des Managers de la Diversité, in Paris in October. It was attended by approximately 60 participants, including 15 representatives of private businesses and a high level European Commission official. The conference raised awareness among business representatives that race and culture are the least promoted diversity aspects within diversity management policies and that good practices in the field are very scarce, requiring further work with ENAR.

Key impact

- ✓ Growing partnership with private businesses in removing barriers in access to and progression in the labour market and increased contacts with private companies and SMEs
- ✓ Bringing private employers to start addressing constructively the issue of ethnic origin in the workplace.



The poster for the ENAR 5th Equal@work European Conference features a central graphic with the ENAR logo (a stylized 'enar' in a circle) and the text 'ENAR 5th Equal@work European Conference' and 'Glass ceiling for ethnic minorities'. Below this, the dates '5-6 December 2013' and location 'Brussels' are listed. A photograph shows a man and a woman in professional attire. At the bottom, a list of sponsors includes the European Union, Open Society Foundations, Adecco Group, L'Oréal, and sodenb.

**ENAR 5th Equal@work
European Conference**

**Glass ceiling for
ethnic minorities**

5-6 December 2013
Brussels

A meeting organised by the European Network Against Racism (ENAR) and the Association to Encourage Professional Integration (AFIP) with the support of the European Commission (Community Programme for Employment and Social Solidarity - PROGRESS), Adecco Group, L'Oréal, Sodexo and the Open Society Foundations.

Logos: European Union, OPEN SOCIETY FOUNDATIONS, Adecco Group, L'OREAL, sodenb

Developing strategies to fight specific forms of racism

After many years of advocacy, the EU finally recognised the need to adopt a comprehensive and targeted strategy to foster the inclusion of Roma in Europe. However, other communities face specific discrimination that also requires specific actions. While keeping its universal and generalist approach to anti-racism, ENAR is advocating for the EU to adopt targeted strategies for other widely excluded communities, such as Black Europeans and people of African descent; Muslims; and Jewish communities.

Increasing visibility of Afrophobia in the EU

ENAR organised the first European meeting of Black European activists to take stock of the particular forms of racism and discrimination faced by people of African descent/Black Europeans throughout Europe and to strategise our advocacy approach on this issue to ensure the adoption of an EU strategy for the social inclusion of people of African descent and Black Europeans. This meeting served as a platform to launch a new space for long-term and strategic cooperation on this issue.

In addition, more Black European organisations joined the network in 2013, showing the demand for NGOs to work on this issue, and the increasing visibility of ENAR as the core European stakeholder on the topic.

We also launched a General Policy Paper on Afrophobia, which frames ENAR's position on this issue and puts forward clear policy recommendations for more targeted EU policies for the inclusion of people of African descent/Black Europeans in Europe.

Moreover, ENAR organised a debate on the realities of Afrophobia in cooperation with Jean-Jacob Bicep MEP and the Vice-Chair of the European Parliament's



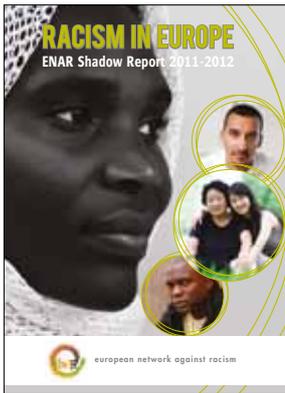
Debate on Afrophobia in the European Parliament, 16 October 2013 - Sarah Isal, ENAR Chair, Rokhaya Diallo, ENAR Board member, and Jean-Jacob Bicep MEP

Anti-Racism and Diversity Intergroup, on the occasion of the exhibition "(In)visible Diversity: Mixtus in the European Parliament". Around 50 activists, EU officials, MEP assistants and journalists attended this event. The then Italian Minister for Integration Ms. Cecile Kashetu Kyenge sent a video message. The success of this event triggered follow-up actions in 2014.

Key impact

- ✓ Increased recognition of the issue of Afrophobia in the European Parliament
- ✓ Mobilisation of 40 organisations working on Afrophobia - 20% of our member organisations closely work on or represent the interest of people of African descent

Raising awareness of the situation of Muslim communities and the rise of Islamophobia in the EU



ENAR launched the first pan-European qualitative report on Islamophobia, as part of its 2011-2012 Shadow Reports on racism. It concludes that Islamophobia, or discrimination against Muslims, is widespread in many European countries and that prejudice towards Muslims is often more visible than that affecting other religious or ethnic minority

groups. ENAR's report contributed to an important shift in political discourses, towards an unprecedented political legitimisation of the issue of Islamophobia as a threat to social cohesion in Europe.

“We are witnessing alarming incidents of anti-Roma rhetoric at the highest political level in many European countries. How can the National Roma Integration Strategies put forward by EU Member States be properly implemented if public figures representing the government make openly racist statements?”

8 April 2013

Key impact

- ✓ The need to fight against Islamophobia was highlighted for probably the first time by a high-level EU official, Viviane Reding, Vice-President of the European Commission
- ✓ Adoption of a senatorial resolution in Belgium on the need to fight Islamophobia; a public declaration by Belgium's Prime Minister recognising Islamophobia as a threat to social cohesion; and adoption of a resolution by the Greens in the Brussels regional parliament in 2014

Advocating for better implementation of the EU Roma integration strategy

ENAR advocated for the improved implementation of the EU Framework for National Roma Integration Strategies, including by playing an active role in the European Roma Policy Coalition (ERPC). In this context, ENAR advocated for the adoption of a Council Recommendation on Roma integration proposed by the European Commission, finally adopted in December 2013, in which ENAR is quoted.

We also took part in the Roma Day activities initiated by Amnesty International on 8 April. In this context, we moderated a panel on “anti-Roma racism and racially motivated violence” during a public hearing in the European Parliament, which was widely attended, especially by Roma activists.

ENAR was regularly invited by the European Commission to their task force meetings open to civil society organisations and consulted on progress in the implementation of the National Roma Integration Strategies.

Key impact

- ✓ Adoption of an EU Council Recommendation on the National Roma Integration Strategies

Developing expertise and mobilisation on anti-Semitism

ENAR contributed to the consultation process on the first-ever survey, coordinated by the EU Fundamental Rights Agency (FRA), to collect comparable data on Jewish people's experiences and perceptions of anti-Semitism, hate-motivated crime and discrimination across a number of EU Member States, specifically in Belgium, France, Germany, Hungary, Italy, Latvia, Sweden and the United Kingdom. We took part in the FRA stakeholder meeting together with key Jewish organisations from across Europe. We were also invited to contribute at the second stakeholder meeting organised on the occasion of the launch of the publication. ENAR was the only generalist anti-racist organisation present at these meetings.

We also strengthened contacts with key Jewish organisations. Attending the Symposium on anti-Semitism in the European Parliament and the European conference on anti-Semitism in Kiev were major occasions where relationships were initiated.

Advocating for EU equality legislation

ENAR contributed to the European Commission's assessment of the implementation of the racial equality and employment equality Directives by providing data collected from ENAR's Shadow Reports and members. We also continued our advocacy work on the proposed horizontal equal treatment Directive, in collaboration with the other anti-discrimination European networks. On the 5th anniversary of the European Commission's proposal, we undertook advocacy actions to call on the EU Council to finally adopt this directive, which would ban discrimination on grounds of religion or belief, age, sexual orientation and disability in access to goods and services, housing and education. Thanks to our actions, most political groups in the European Parliament signed a call to EU Member States to move forward on this issue.

“There continues to be a complacent acceptance of Afrophobia in European societies. To end discrimination against Blacks in Europe, political leaders and representatives must publicly recognise anti-Black racism both as a specific form of racism and as a pan-European problem, stemming from a shared heritage of colonial abuses.”

23 August 2013

Delegitimising and countering racist and xenophobic discourses

To ensure that progressive political debates about equality and solidarity can take place again in Europe, we need to de-legitimise racist and xenophobic discourses in the political and media arenas. This is the core of ENAR's "progressive narrative on equality and diversity".

The development of sound legislation fostering racial equality cannot be achieved without the support of a "progressive narrative" that ensures the generation of a culture of human rights and respect within the broader community by telling the forgotten "positive side of the story" of our diverse Europe, the story of the ongoing contribution of migrants and ethnic and religious minorities to Europe.

As ENAR, we want to embrace and promote the notion of a heterogeneous and inclusive society, which acknowledges and values diverse cultures, ethnicities, races, religions, genders, as well as many other distinguishing "characteristics of difference". We want to attain full equality and solidarity, allowing all members of society, whatever their skin colour, gender, religion, disability or sexual orientation, to participate and be included in society.

During 2013, we further promoted our progressive narrative, which was mentioned in dozens of speeches and framed most of ENAR's press releases and public interventions during the year. It has impacted ENAR's representation in the wider public as a committed, grassroots based organisation with a materialist anti-racism perspective, linking racial and socio-economic equality as a powerful leverage for change.

We also published a webzine edition on "delegitimising hate and stigmatising discourses". It included contributions by the Council of Europe Commissioner for Human Rights, the Director of the Ethical Journalism Network and the Amadeu Antonio Stiftung.

In addition, we started working on our campaign in view of the European elections in May 2014 and establishing contacts with our partners and members to engage in local campaigning actions in eight countries.

Increasing the recognition of the positive contribution of migrants and minorities in public and political discourses

We launched our publication "Hidden Talents, Wasted Talents? The real cost of neglecting the positive contribution of migrants and ethnic minorities" in the European Parliament in April, with the participation of EU Commissioner for Home Affairs Cecilia Malmström. This publication provides evidence of the positive contributions migrants and ethnic and religious minorities make to Europe culturally, socially, politically and economically. Several MEPs were present at the event, both as speakers and participants. The publication was also widely covered in the media.



Key impact

- ✓ European Commission representatives and MEPs are increasingly adopting a discourse promoting the positive contributions of migrants and minorities to European society
- ✓ The publication is now one of the background documents of the European Integration Forum

Responding to racist violence and hate crime

Many individuals with a migrant, ethnic and/or religious background are victims of racist violence in Europe. To ensure that everyone benefits from full equality, racist violence needs to be eradicated. But until this happens, victims must be strongly protected at all levels of society.

ENAR organised a debate in the Lithuanian Parliament, together with its member organisation the Lithuanian Centre for Human Rights, on “challenges and concerns regarding racially motivated hate violence in Europe” in May. The debate contributed to understanding the needs of victims of hate crime, challenges in identifying hate crime and the gaps in current protection standards in Lithuania.

We submitted evidence of inconsistencies in the implementation of the EU Framework Decision on Racism and Xenophobia to the European Commission, also highlighting remaining gaps in the legislation.

In addition, we published an ENARgy webzine edition on individual and community impacts of racist crime, which included testimonies by victims of racist violence and a focus on the wider institutional racism involved in racist violence, as well as best practices in support to victims.

ENAR is also a partner organisation in the “Light on” project, which aims to tackle the normalisation of racism and its related images and symbols, providing a set of tools for the community, but also for law enforcement professionals, to put discrimination in the spotlight and combat it.



“Far-right ideologies are a danger for the whole of society, not only for minorities. It is now becoming increasingly urgent that European leaders address the rise and appeal of these ideologies, which they have neglected, or worse, have pandered to.”

7 June 2013

Communication



ENAR continued to raise visibility of its priorities through its current communication tools.

ENAR revamped its website to make it more dynamic, professional and user-friendly. The new Members' Area also provides members with a dedicated space to communicate and interact both with ENAR Europe and members across Europe.

The electronic Weekly Mail was sent each week and kept our public informed of the latest European news and developments related to anti-racism. It contains an additional focus on members' activities at the national and local level.

The ENARgy webzine and its blog section continue to provide analysis on a thematic basis and to stimulate debate on anti-racism and equal rights.

Increased visibility in the media

Media coverage is critical for getting our message across. In 2014, ENAR issued 32 press releases and statements

on a wide range of issues and continued to improve relations with the Brussels-based media. As a result, ENAR's publications and positions were showcased regularly in the media (print, online, radio and TV), both at EU and national levels. We also contributed articles and letters to various newspapers, online media, magazines and newsletters, and increasingly cooperated with community media channels.

Coverage has ranged from appearances on Euronews, BBC World, Radio France, Russia Today and Al-Jazeera English, to mentions of our work and positions in European Voice, New Europe, EU Observer, Euractiv, Global Post, Irish Examiner, Metro, La Libre Belgique, Die Presse, Svenska Dagbladet, among others.

Key impact

- ✓ Media coverage increase by 65% compared to 2012

Increasing and improved outreach via social media

We boosted our audience and activity on both Facebook and Twitter, and increasingly posted short opinions on topical issues. This increased and more structured presence on social media enabled us to raise ENAR's profile both towards our members, our larger constituency, but also external stakeholders, such as policy/decision makers and journalists.

Key impact

- ✓ Increase in the number of followers on Facebook by 50% and on Twitter by 140%.

Finances

January - December 2013			
Income		Expenditure	
European Commission DG Justice	€ 854.361,44	Staff	€ 609.008,50
Open Society Foundations	€ 136.093,70	Travel	€ 169.565,53
The Joseph Rowntree Charitable Trust	€ 25.000,00	Services	€ 225.037,08
Centre for European Policy Studies	€ 3.000,00	Administration	€ 126.738,29
European Coordinations	€ 44.496,66		
Adecco	€ 5.000,00		
European Commission DG Justice-FRC	€ 15.905,00		
Not engaged/transferred to 2014	€ -4.250,38		
Open Society Foundations	€ 94.167,34		
Not engaged/transferred to 2014	€ -43.457,34		
Membership fees	€ 10.605,90		
Donations	€ 25.000,00		
Bank interests	€ 4.327,35		
	€ 1.170.249,67		
Income of the exercise/transferred to Social Fund	€ 39.900,27		
Total income	€ 1.130.349,40	Total expenditures	€ 1.130.349,40

This financial statement was audited and approved by CdP De Wulf & co scrl for the period January-December 2013 in March 2014 - full details upon request.

ENAR would like to thank the European Commission for their financial commitment to the continuity of the network's activities. ENAR would also like to express its gratitude to the Open Society Foundations, the Joseph Rowntree Charitable Trust, the Centre for European Policy Studies and Adecco Group for their valuable support of ENAR activities in 2013. We also wish to thank the law firms McDermott Will & Emery and Dechert LLP for their pro bono work for ENAR during this year.



ENAR's Management Board

ENAR's management Board is composed of 11 members elected by the General Assembly, who have the task of overseeing the general functioning and longer-term strategy of the network.



Dr. Chibo Onyeji,
Austria
Chair



Ms. Sarah Isal,
United Kingdom
Treasurer



Ms. Adla Shashati,
Greece
Representative of
the southern region



Ms. Nicoletta Charalambidou,
Cyprus
Vice-Chair



Dr. Andreas Hieronymus,
Germany
Representative of
the northern region



Ms. Julia Kovalenko,
Estonia
Representative of
the eastern region



Ms. Nicoletta Charalambidou,
Cyprus
Vice-Chair



Dr. Andreas Hieronymus,
Germany
Representative of
the northern region



Ms. Julia Kovalenko,
Estonia
Representative of
the eastern region



Ms. Nicoletta Charalambidou,
Cyprus
Vice-Chair



Dr. Andreas Hieronymus,
Germany
Representative of
the northern region

CONTENT
MISSING

Who's who in the Secretariat?

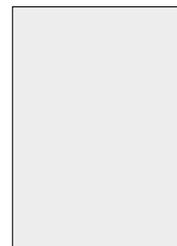
ENAR's secretariat now has 9 full staff members. It ensures the day-to-day work of the network and is the hub of all its activities at European level.



Michaël Privat
Director
michael@enar-eu.org



Myriam De Feyter
Deputy Director -
Human Resources,
Finance and
Administration
info@enar-eu.org



Deputy Director -
Policy



Julie Pascoët
Policy Officer
julie@enar-eu.org



Claire Fernandez
Policy Officer
claire@enar-eu.org



Ojeaku Nwabuzo
Shadow Report
Officer
ojeaku@enar-eu.org



Georgina Siklossy
Communication
and Press Officer
georgina@enar-eu.org



Juliana Wahlgren
Networking Officer
juliana@enar-eu.org



Anne-Sophie Marchant
Administrative
Assistant
anne-sophie@enar-eu.org



europa
european network against racism aisbl
60 Rue Gallait, 3rd Floor, B-1030 Brussels
Tel: +32(0)22293570 • Fax: +32(0)22293575
info@enar-eu.org • www.enar-eu.org