



## European Network Against Racism

The voice of the anti-racist movement in Europe

### ENAR Secretariat

ENAR Europe conducts the day-to-day work of the network at European level and combines its policy work with project management and media activities. ENAR Europe is based in Brussels, Belgium. It includes:

**Dr. Michael Privot** is ENAR Europe's Director since 2010 and an expert in Islamology. Michael runs the overall management of ENAR Europe, and is responsible for the strategic management of all aspects of ENAR Europe's work in close cooperation with the Board. Michael also contributes to fundraising, and represents the organisation externally. He has experience in community building of Muslim communities in Belgium and Europe, as well as consultancy on related issues. Michael is the author of several books and has published a wide range of articles in both academic journals and mainstream media.

### HR, FINANCE & ADMINISTRATION

**Myriam De Feyter** is the Deputy Director Human Resources, Finance and Administration. She is responsible for office management and administration, for the development of budgets and the running of the financial administration of ENAR Europe, and for the organisation of the staff. Myriam works in close cooperation with the Director and Board and oversees statutory meetings. She also supervises ENAR's communication and networking activities. Myriam has been working for about 20 years for international networks on human rights. In 2000, she set up December 18, the international advocacy and resource centre on the human rights of migrant workers. Before she worked for the Canadian Human Rights Foundation and the Canadian Network on International Human Rights.

### POLICY & ADVOCACY

**Claire Fernandez** is ENAR Europe's Deputy Director - Policy since July 2014. She manages the Policy department, by supporting and coordinating the implementation of ENAR's advocacy strategies. She is also responsible for ENAR's work on equality data collection. Claire joined the team as Policy Officer in February 2013. Her previous assignments include leading the Open Society Foundations' campaign on the reform of the European Court of Human Rights and revising the Council of Europe Commissioner for Human Rights' Report on the human rights of Roma. Previously, she worked as an adviser to the Council of Europe Commissioner for Human Rights. From 2008 to 2010, she served the Organization for Security and Cooperation in Europe (OSCE) in Bosnia and Kosovo, advising local authorities on good governance and minorities.

**Julie Pascoet**, ENAR Policy Officer, joined the ENAR team in April 2010. She is responsible for ENAR's work on Islamophobia, Anti-gypsyism, Afrophobia and anti-Semitism. She has been trained in human rights education and non-formal education by the Council of Europe. She has also collaborated on different projects dealing with social inclusion of Muslims, at European, national and local levels. Previously, she worked as communication and advocacy assistant for the humanitarian and development NGO Islamic Relief Worldwide and for the Assembly of European Regions, in their Brussels offices. She studied European Politics and International Relations at Paris 8-Saint-Denis University (France) and Southampton University (UK), with a focus on cultural policies and intercultural dialogue.

**Joël Le Déroff**, ENAR Policy Officer, joined ENAR in September 2014. He is responsible for ENAR's work on racist violence and crime. He previously worked for 5 years as Senior Policy & Programmes Officer with ILGA-Europe, the European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association, where he led advocacy strategies on policies and legislation related to equality, hate crime and asylum at OSCE, Council of Europe, EU and national levels. He also managed projects supporting national and local civil society organisations to build and reinforce their capacities. As an activist, Joël was one of the founders of Rainbow Rose, the network of European lesbian, gay and trans social-democratic activists. From 2006 to 2009, he worked as a civil servant in the French Employment and Social Affairs Ministries. Joël holds a Masters Degree in European Geopolitics and International Economy, as well as a Bachelor in History and Arabic language.

**Ojeaku Nwabuzo**, our new Shadow Report Officer, joined ENAR in June 2014. She is responsible for coordinating ENAR's research work, including yearly Shadow Reports on racism in Europe. She previously worked at Runnymede, a race equality think tank in the UK, as a research and policy analyst where she led on various projects including the Race Equality Scorecard and the Riot Roundtables. During her time at Runnymede Ojeaku also carried out research for the Deaths in Custody and mental health research project, the UK Race and Europe Network (UKREN) and developed various resources that captured individual and community histories on migration and belonging. Ojeaku has extensive experience of working in children and young people's charities including the National Children's Bureau where she provided advice and support to the Department for Education. Ojeaku holds a BSc in Politics from the University of Southampton and an MA in Political Communications from Goldsmiths, University of London.

## **COMMUNICATION & NETWORKING**

As communication and media relations are a vital part of ENAR's work, ENAR has a Communication and Press Officer, **Georgina Siklossy**, who joined ENAR in 2007. She previously worked during five years at BEUC, the European Consumers' Organisation, in the field of communications and relations with the European Parliament. She holds a degree in European History and German from the University of Edinburgh (UK) and a Masters in International Politics, with a focus on human rights, from the University of Brussels (ULB), Belgium. Georgina is responsible for ENAR's internal and external communications. She develops ENAR's offline

and online communication initiatives, as well as strategic relations with the media at EU level through close media contacts (mainly Brussels-based press corps), by issuing press releases and public statements, and by organising media related activities.

Since ENAR is a large membership-driven network, which is continuously expanding, ENAR Europe also has a Networking Officer, **Juliana Wahlgren**, responsible for liaising with and supporting ENAR's membership and developing ENAR's community mobilisation strategy. Juliana is in constant contact with ENAR National Platforms in order to enhance and promote membership of ENAR among other NGOs, at the regional and local levels. Juliana joined ENAR in July 2006. She previously worked as a legal counsellor for ASTI (Association de soutien aux travailleurs immigrés), one of ENAR's members in Luxembourg, during three years, and before that as a lawyer in a multinational oil and gas company in Brazil. She holds a Bachelor of Law from the Federal University of Rio de Janeiro (Brazil) and was an international Fellow at the Albert Ludwig University of Freiburg (Germany).

## **ADMINISTRATIVE SUPPORT**

**Anne-Sophie Marchant** joined ENAR in January 2014. Previously, she volunteered for the ENAR Foundation. She has a degree in event communication & marketing. After graduating, she worked in Beijing for Intel and in Belgium in the event field.

## **ENAR BOARD**

The Board is responsible for the governance of ENAR and overseeing the general functioning and longer-term strategy of the organisation. It supervises ENAR's director who is responsible for the day-to-day management of the organisation. The Board is empowered to enter into contracts for the purchase, alienation or pledging of property, the transfer of which must be registered publicly. The Board may delegate any of its powers.

The Board is **liable for all the decisions it takes**. The Board shall be knowledgeable about the remit of its responsibilities, individually and collectively.

The Board is composed of **11 members**. All Board members elected must be members of a Full Member Organization.

It is the role of the ENAR Board to lead, to direct and to govern and this is distinct from the role of the staff, which is to manage, to implement and to realise the organisation's mission under the Board's supervision and decisions.

### **Policy role of ENAR Board**

The ENAR Board:

- Defines the political strategy of the ENAR network in accordance with its mandate

- Monitors the implementation of the annual work programme and the tasks implied in the mandate of the organisation, as well as the proper use of European Community funds which justify ENAR's existence
- Represents ENAR at the political and institutional level in the national and European contexts
- Initiates and contributes actively to policy proposals and adopts strategic policy documents drafted by ENAR Secretariat
- Provides input into the political debates and work of ENAR on the national and EU levels
- Supports the implementation of ENAR's vision on the national and European levels
- In liaison with ENAR Secretariat, it defines the network policy in the medium and long terms

### **Other responsibilities**

Beside the operational role identified in the ENAR statutes, the ENAR Board has the following responsibilities:

#### **Strategic**

It formalizes the internal and external processes necessary for a transparent flow of information, documents and material to the National Platforms and ENAR Secretariat

- Strives for the smooth functioning of the network (internal regulation, evaluation and performance management system)
- Defines a code of conduct and agrees on standards for Board members which is monitored by the General Assembly
- Adopts "quality management" criteria enabling the professional work of the network to be developed and assessed
- Contributes constructively to debates

#### **Operational**

Individual members can additionally choose to be involved in Advisory Committees

- Defines the role and tasks of the Advisory Committees
- Takes legal and financial responsibility
- Is accountable to the membership and the ENAR Secretariat is accountable to the Board
- In the context of specific mandates (representative of ENAR at meetings or to other organizations) the individual Board member has a clearly defined task and is accountable to the Board
- Respects budgetary agreements
- Is prepared to contribute to agenda points of Board meetings
- Works in a co-operative spirit
- Is prepared to take on tasks at ENAR events as facilitator as appropriate

#### **Relationship with ENAR Secretariat**

- Gives authority to ENAR Secretariat to implement clearly defined plans
- Informs ENAR Secretariat about national developments

- Disseminates information, material and documents in a transparent manner to the national platform coordinators when necessary
- Hands over draft documents for consultation by the network members
- Responds to communications from ENAR Secretariat as appropriate

#### **Relationship with the National Platforms**

- Promotes the implementation of the annual work programme and actively supports this within the National Platform

#### **BOARD MEMBERS' PROFILES**

**Sarah Isal**, Chair of ENAR, was elected in June 2013. She was previously Deputy Director at the Runnymede Trust, the UK's leading independent race equality think tank. She ran Runnymede's European and international programme, including coordinating the UK Race & Europe Network - a network of UK based non-governmental organisations interested in European race equality policies. Sarah has led Runnymede's criminal justice work and written reports including Equal Respect: ASBOs and race equality and Preventing Racist Violence; Work with Potential Perpetrators: Learning from Practice to Policy Change.

**Nicoletta Charalambidou**, Vice-Chair of ENAR, is a lawyer specialised in European Union Law and particularly in social and employment law and policy, discrimination, asylum, migration, free movement of persons and human rights. She worked for more than ten years at the European Union Section of the Law Office of the Republic of Cyprus and currently practices law, particularly in the above mentioned fields, as a private lawyer in her own law firm. She is a member of the Steering Committee of KISA-Action for Equality, Support, Antiracism since 1999.

**Momodou Jallow**, Vice-Chair of ENAR, is the founder and chair of the Pan African Movement for Justice and spokesperson for the National Association of Afroswedens in Sweden. Since 2007, he is the chair of the Swedish Center Against Racism's ad hoc committee on Afrophobia that is responsible for the Center's overall advocacy efforts on issues affecting people of African descent (PAD) both nationally and internationally. In 2011, he led a landmark campaign against Afrophobia and hate crimes against PAD leading to the first guilty verdict for hate crimes against PAD in Sweden. He was also actively involved in the negotiations at the Durban Review conference in Geneva in his capacity as a civil society representative and expert on issues affecting PAD.

**Andreas Hieronymus**, Treasurer, is a researcher and scientific journalist and is active in the Institute Researching Migration and Racism (iMiR) in Hamburg, Germany, where he was the director for 11 years. His research areas focus on in- and exclusion in identity formations. He has worked as a researcher in a variety of different university and research projects. In 2009/2010, he worked in the Ministry of Justice in Hamburg, in the Equality and Anti-discrimination Unit ("Arbeitsstelle Vielfalt"). Andreas also works as a freelance scientific journalist, researcher and diversity trainer in the field of diversity change management.

**Julia Kovalenko**, Board Member, works for the Legal Information Centre for Human Rights in Estonia. Julia has coordinated a number of initiatives and projects, most of them addressing actions against discrimination of ethnic minorities, stateless persons, promoting accessibility of legal aid for vulnerable groups, developing services and situation monitoring for visible immigrants in Estonia, and improvement of awareness of various target groups with regard to equal treatment and mechanisms of protection. Additionally, Julia has been closely involved with the feminist movement in Estonia and for 2 years served as Board member and as the Estonian national coordinator of the European Women's Lobby.

**Eyachew Tefera**, Board Member, is the Director of the Institute for African Studies in Slovenia. He has a long experience as Manager of projects in the fields of integration, intercultural dialogue and anti-discrimination. He is also an expert on environmental and climate change migration. In 2013, he was elected representative of EU NGOs in the EU Integration Forum.

**Niels-Erik Hansen**, Board Member, is a Danish lawyer and Executive Director of DACoRD (Documentation and Advisory Centre on Racial Discrimination). He gives free legal support to victims of racial discrimination to court or administrative bodies or mediation. He was also a researcher in the field of discrimination in the labour market and in the field of asylum. Niels-Erik was also an Assisting Professor at the Faculty of Law of the University of Copenhagen for more than 13 years.

**Rokhaya Diallo**, Board Member, is a journalist involved as a volunteer in non-profit organizations for equality: for gender equality and for youth. In 2007, she founded "Les Indivisibles", an anti-racist organization that fights racism through the use of humour and irony. Rokhaya regularly contributes to RTL, the main radio station in France. She is also a columnist and commentator on the French TV channels Canal Plus and i-Tele. She has her own cultural show on the youth radio Le Mouv' (Fresh Cultures). Since September 2011 she is hosting and co-directing Egaux, mais pas trop (Equal but not too much), a series of reports about equality and diversity issues in France for LCP/AN-La Chaîne Parlementaire (the parliamentary channel). She also investigates and writes reports for the news magazine Les Inrockuptibles about international issues. Rokhaya holds a Master degree in law, a master in business and negotiation and ended her studies passing a master in marketing and distribution in TV and Cinema business. Before being a journalist, she worked for 8 years in the youth TV business working for various companies including Disney Television France.

**Jamie C. Schearer**, Board member, studied political science, North American studies and cultural anthropology. She is a board member of the Initiative Black People in Germany (ISD Bund). Her working fields are racial profiling, language and racism, community building as well as national, European and international networking. She is Co-founder of the Twitter project #Schauhin that aims to raise awareness of everyday racism in Germany and brings together perspectives of People of Colour and Black People from Germany on racism: <https://twitter.com/schauhin>. Jamie is also a movement worker with the Bewegungsstiftung.

**Marcell Lőrincz**, Board member, studied Russian language and literature at the University of Pécs. During his studies he was a radio-journalist, editor and later editor-in-chief at the local community radio station "Publikum". Since 2002 he has been working in Budapest in different civil society organisations - Center for Independent Media, Treasure House School Foundation, Artemisszió Intercultural Foundation - and is the Chair of the Subjective Values Foundation. The SVF aims to combat racism and runs many types of activities and projects (education, research, campaigns, event management, publications etc.). In 2012 Marcell received the "Miklós Radnóti Antiracist Award".

**Laurentia Mariana Mereuta**, Board member, studied EU law, international public law and international protection of human rights at various international and Romanian institutions and universities. She is a founding member and vice-president of the European Association for the Defense of Human Rights – AEPADO ([www.aepado.ro](http://www.aepado.ro)), a human rights NGO in Bucharest, Romania. She has a broad professional experience as a manager and coordinator both in the public sector (European Institute of Romania, Europe Direct Bucharest) and private sector (different human rights NGOs and entrepreneurial activities), with an experience of over 15 years in the NGO sector. Since 2012, she is a board member of the FLARE Network – Freedom, Legality and Rights in Europe ([www.flarenetwork.org](http://www.flarenetwork.org)) and since 2014 she is a member of the coordination team of ENYA - Ecumenical Network for Youth Action (<http://www.enyaorg.cz>).