



ANNUAL 2020 REPORT



european network against racism aisbl

2020, A

springboard

for the future

of ENAR

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Michael Pivot
ENAR Director



A WORD FROM THE DIRECTOR

A year of **transformation** amidst challenges

2020 has been a rough year. For the whole society certainly, due the Covid-19 pandemic that has pushed everyone and every organisation to review its modes of operations. For racialised communities in particular, which – unfortunately, expectedly – paid an even harder price to the failure of our societies to protect us all, irrespective of who we are and our background. (Structural) racism did not only manifest itself in access to healthcare or decent housing, but also in overpolicing, which led to the death of a number of racialised men and women at the hand of the police as ENAR's research has demonstrated. Most deaths barely made it to the headlines in the countries where they happened. Except the cold murder of George Floyd, which became a breaking point, through the resurrection and global spread of the Black Lives Matter movement.

ENAR was at the crossroad of these two global phenomena: we have been the first to document and ring the bell of the impact of Covid-19 on racialised communities, and we have been instrumental in bringing the voice of the Black Lives Matter movement to the EU institutions, harnessing this powerful popular energy and awakening moment to longstanding policy recommendations that we had been preaching in a desert of indifference for years. Suddenly, many doors opened, in an exceptional conjunction of political will at the highest decision-making level, of high-quality activist input, of popular support and of readiness of the private sector to finally take consistent and impactful measures. Thanks to the impressive work of ENAR and its members, ENAR was at the right time and the right place to shape decisively the unprecedented game changer that the EU Action Plan Against Racism constitutes.

In those times of Covid, when working relations had to be realigned, while trying to open breathing spaces for staff, themselves personally impacted by the global context of racial violence and injustice, and while still trying to improve our methods of operations (ENAR 2.0 process), the staff and the board piloted – successfully – two massive exercises: an assessment of ENAR's work and impact over the previous 5 years and, based on the results of this very instructive exercise, a large consultation aiming to ensure that ENAR's strategic priorities for 2022-2025 are rooted in the lived experiences and needs of our constituencies.

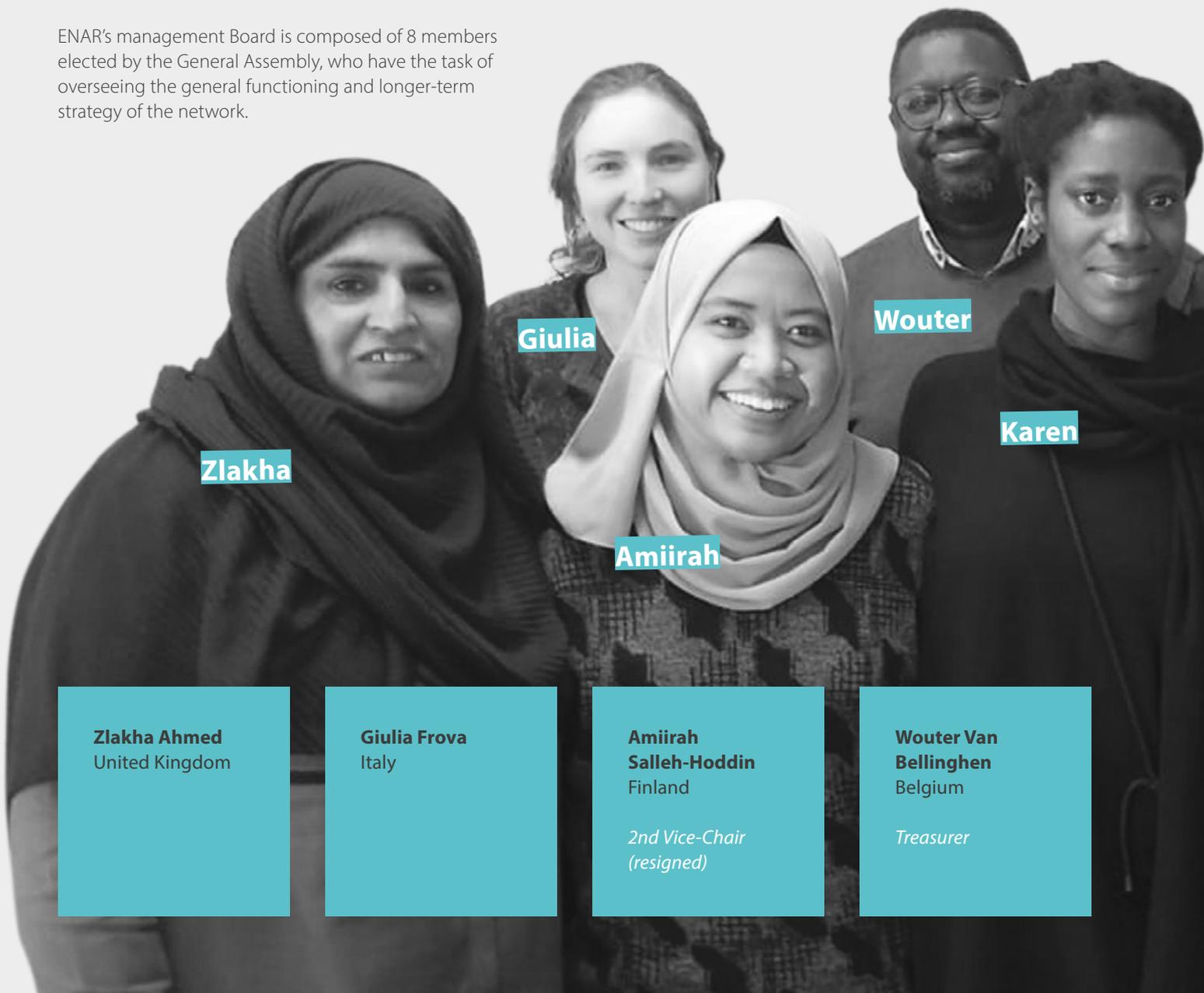
ENAR also faced an upsurge in demands from private companies and organisations willing to start or move forward on their journey towards greater diversity, which led to a soaring demand for the expertise developed under the Equal@work platform. The positive side of the decade long engagement with the private sector materialised through an unprecedented amount of donations made to ENAR, via the ENAR Foundation, to further support and develop the capacities of its members. This support will be implemented through various calls for projects in 2021.

2020 was a rough year for ENAR, by all means, but it was also an unprecedented year in terms of achievements, with a team that overperformed beyond all standards and in spite of all the challenging moments we have been through. The present and past members of the ENAR Team deserve a massive Thumbs Up! 2021 will be a further year of consolidation and change, stay tuned!

PEOPLE AND ROLES

ENAR's Management Board

ENAR's management Board is composed of 8 members elected by the General Assembly, who have the task of overseeing the general functioning and longer-term strategy of the network.



Zlakha

Giulia

Wouter

Karen

Amiirah

Zlakha Ahmed
United Kingdom

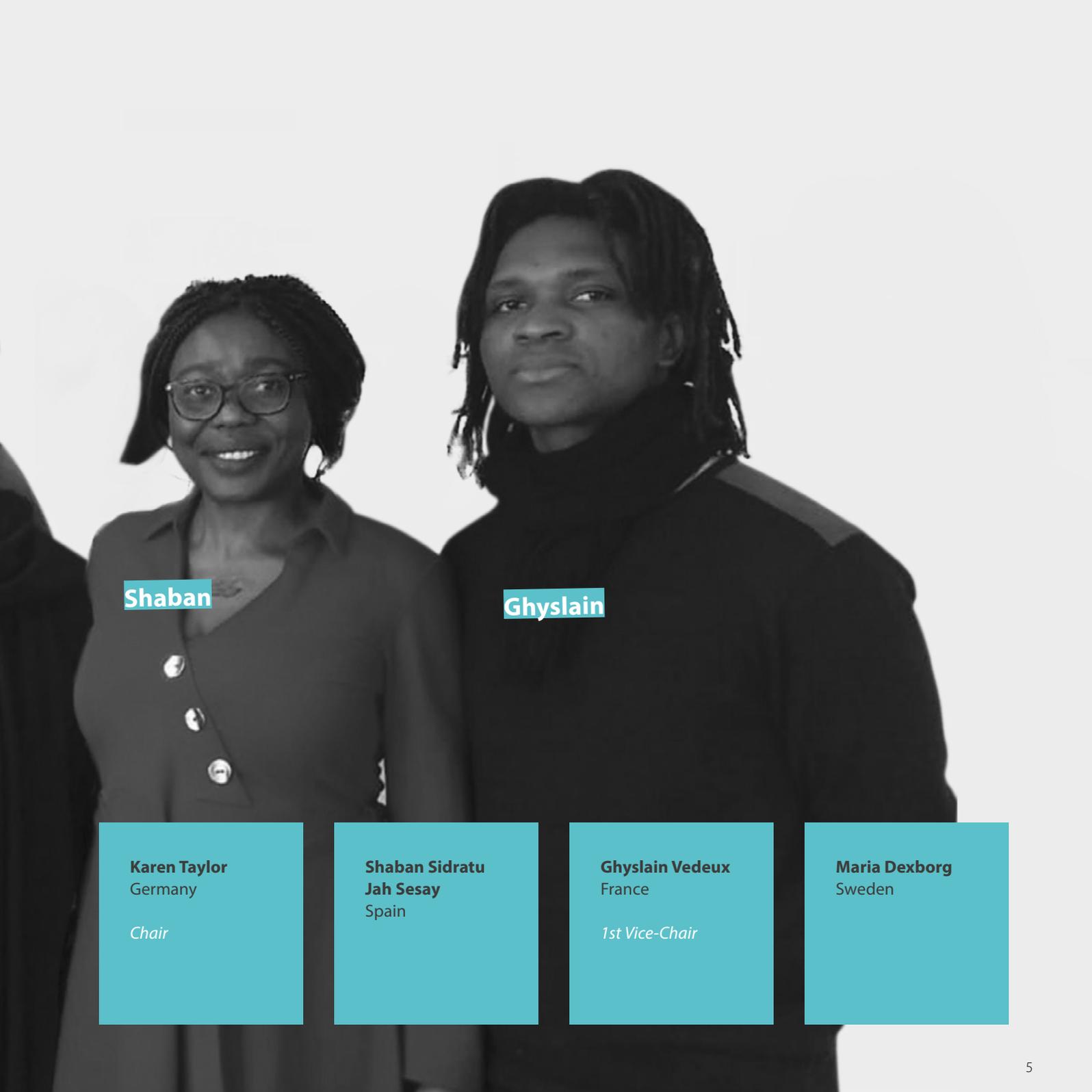
Giulia Frova
Italy

**Amiirah
Salleh-Hoddin**
Finland

*2nd Vice-Chair
(resigned)*

**Wouter Van
Bellinghen**
Belgium

Treasurer



Shaban

Ghyslain

Karen Taylor
Germany

Chair

**Shaban Sidratu
Jah Sesay**
Spain

Ghyslain Vedeux
France

1st Vice-Chair

Maria Dexborg
Sweden

ENAR Secretariat staff

ENAR's secretariat currently has 11 full staff members. It ensures the day-to-day work of the network and is the hub of all its activities at European level.

In 2020, ENAR said good-bye to its staff members Esra Özkan, Sarah Chander, Delphine Michel, Chaïb Benaïssa and Georgina Siklossy.

Michael Privot
Director

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Mahmoud AbuRahma
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Climate and Race, Decolonisation,
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Juliana Wahlgren

Senior Advocacy
Officer

juliana@enar-eu.org



Ojeaku Nwabuzo

Senior Research
Officer

ojeaku@enar-eu.org



Delphine Michel (Left ENAR)

Senior Advocacy Adviser –
DARE project (Dialogue About
Radicalisation and Equality)

Chaïb Benaïssa (Left ENAR)

DARE Researcher

Georgina Siklossy (Left ENAR)

Communication Officer
and Press Officer

Sarah Chander (Left ENAR)

Senior Advocacy Officer

Esra Ozkan (Left ENAR)

Network Development officer

2020 A YEAR IN NUMBERS



9

new member organisations



150

people from different sectors trained



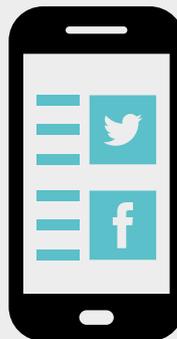
1035

people engaged in events for cooperation



163

mentions in the media per week on average

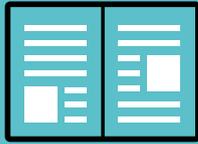


33,000

followers on Facebook and Twitter

3.5 MILLION

impressions on Twitter



3

publications & reports



105

advocacy meetings



12

press releases



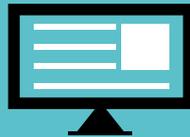
12

policy responses



240,000

video views



80,000

visits to our websites



6 episodes in
the series of
discussions on
“What does #BLM
mean in Europe?”,
with

22

speakers and

14

collaborating
organisations

IMPROVING OUR WORKING METHODS AND PLANNING FOR THE FUTURE

In these challenging times of Covid-19, the board and staff piloted – successfully – two massive exercises: an assessment of ENAR's work and impact over the previous 5 years and, based on the results of this very instructive exercise, a large consultation aiming to ensure that ENAR's strategic priorities for 2022-2025 are rooted in the lived experiences and needs of our constituencies.

The impact assessment included consultations with members and relevant stakeholders and was presented at the General Assembly in May. Together with a thorough analysis of our strengths and weaknesses, it constituted the basis for ENAR's strategic planning 2022-2025.

Becoming very experienced in working online during this special year, 12 online consultation sessions were organised

for our members to input into the planning of our work for the next three years. While the strategic plan will only be voted at the General Assembly in April 2021, we can be sure that many of the lessons learnt will be taken on board, especially in light of the pandemic crisis and the #BLM mobilisation. The new strategic plan is likely to bring the members to the core of the network and decision-making through creating more spaces for their contributions, while also bringing ENAR closer to the national level.

A separate, yet connected process continues within the ENAR staff team with the ENAR 2.0 process. It will result in a flatter structure and collaborative decision-making, which will support the team in better reaching ENAR's goals in years to come.

FIGHTING STRUCTURAL RACISM EXACERBATED BY A GLOBAL PANDEMIC

Collecting data via
COVID diaries and
research

The COVID-19 crisis greatly exacerbated structural racism and inequalities in society, with vulnerable and disadvantaged groups bearing the brunt of its impact and their fundamental rights violated: Racialised groups are disproportionately affected by the virus as such, suffer more heavily under the economic impact, work more often on the frontlines and

were even blamed for outbreaks of the virus. Additionally, these disparities are exacerbated by racism in the healthcare system, which leads to higher risks of illness and lower standards of care for racialised groups, particularly for undocumented migrants who are being denied access to basic healthcare services.

The current pandemic has revealed the hypocrisy of the European migration system when the supply does not meet the demand for workforce and its tendency to deliberately privilege the rights of some while excluding the great majority.

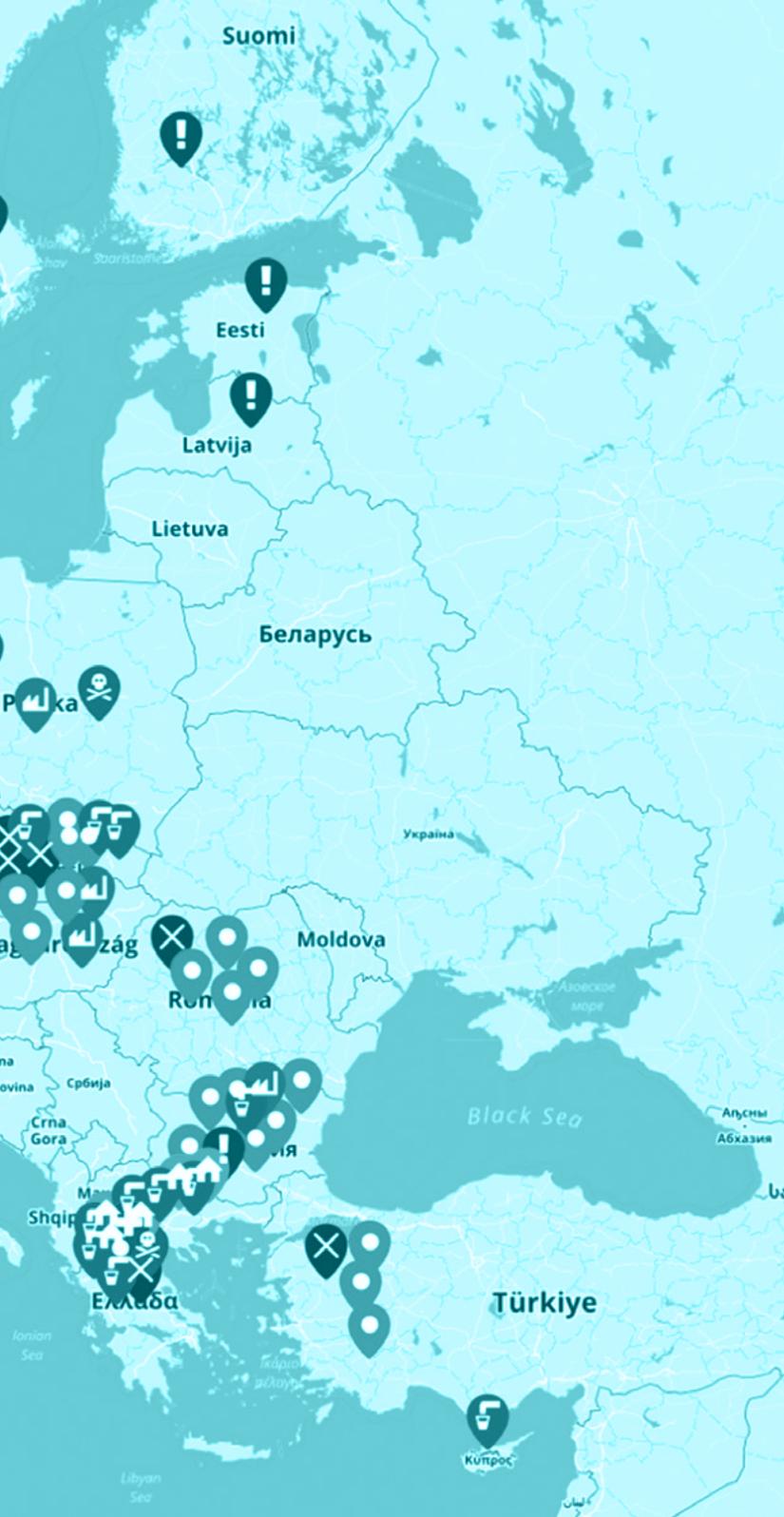
Elizabeth Arquinigo Pardo
Razzismo Brutta Storia, Italy

Mapping the scale of the Covid impact on minorities.

Our interactive map collected data on the impact of COVID-19 on racialised groups and displays **191 cases collected between January and April 2020**. The cases have been reported by NGOs and in media reports. It includes cases of violations of racialised groups' fundamental rights by country in a range of key areas including healthcare, housing, employment, racist violence and speech, as well as racial profiling and police brutality.

Many ENAR members are doing their part to ensure that solidarity and justice are upheld in these difficult times. In our "COVID diaries" we shared their stories of discrimination during the pandemic, and how they showed solidarity.





ENAR's Policy Paper *#COVIDIMPACT Lifting Structural Barriers: A Priority in the Fight Against Racism* cites the following dangerous impacts of COVID-19 on racialised communities:

- Disproportionate numbers of deaths within racialised communities in some areas
- More precarious lives for all those who are already racially discriminated against
- Scapegoating racialised minorities as being the cause of the disease
- Closing or reducing remaining support services to victims of racial discrimination
- Governments and authorities enforcing racially discriminatory policies
- More power to the police to control social behaviours, especially in areas where many racialised groups live

#COVIDIMPACT
calls for a change in the approach to racism/racial equality data in the EU, to address structural racism as a priority to ensure a fair, equal and inclusive society for all.

SUPPORTING THE WORK OF OUR MEMBERS

Each year, ENAR gives small grants to a number of member organisations in order to support their work on national and local level. While the pandemic forced everyone to adapt to new circumstances, our members still continued their crucial work for racial equality on the ground.

“Cross-border free legal aid” - Centre for Peace Studies (CPS) - Croatia

The supported project of CPS provided quality and continuous legal support to groups at risk of racism, focusing on migrants, refugees, asylum seekers and persons experiencing discrimination based on their race, ethnicity and/or religion. CPS also established a regional network of legal experts and organisations on topics of migration.

“Training for Young Activists” - Dokumentations- und Beratungsstelle Islamfeindlichkeit & antimuslimischer Rassismus (Dokustelle) - Austria

Dokustelle empowered young people to actively shape and transform their communities and society at large. Through online trainings, a peer-to-peer network and the development of a training manual and resources, they equipped participants to tackle racism and promote intersectional justice and to raise participants' awareness on the intersectional manifestations of racism.

“Fight Hate Crime Together” - Greek Forum of Migrants (GFM) - Greece

GFM is a trusted channel for Migrant and Refugee Communities, and this project aimed to continue the series of informative trainings on existing tools and procedures to report and combat racist crime and hate speech episodes that GFM implemented with the support of ENAR in 2019. In 2020 GFM disseminated information to external audiences with the aim to increase their capacity to adopt the necessary tools and procedures to support victims as well as enhance the public visibility of racist crime episodes against refugees and migrants in Greece.

“Quotes of Resistance 2 – Resisting Blackface” - European Race and Imagery Foundation (ERIF)

“Resisting Blackface” was already the second wave of the successful, ENAR funded multimedia project “Quotes of Resistance” that ERIF conducted in 2019. By focusing on visibilising words against blackface, expressed by artists, activists and scholars in a leading online critical journal, the project nurtured ongoing efforts against racist imagery and helped to decolonise knowledge in Europe.

MORAR - Movimento de Rua Antirracista - EducAR - Anti Racist Education and AKAz - Kazumba Association (Kazumba) - Portugal

Kazumba works with Africans and people of African descent in the Mouraria area in Portugal. The majority of them are undocumented and suffer from racism from the wider community and frequent police actions. This project provided a dialogue space with the community and with public authorities – especially the police to equip them with tools to deal with systemic racism.

“Publication of SOS Racisme Danmark’s Minileksikon 2020”- SOS Racisme Denmark

Thanks to ENAR’s support, SOS Racisme Denmark reviewed and edited their mini encyclopedia that breaks down myths about ethnic minorities and refugees, and contains figures on refugees, immigrants and discrimination with demographic tables and statistics. The encyclopedia has first been published 25 years ago and is regularly updated.

“Afrophobia & Intersectionality Conference” - European Network for Women of African Descent (ENWAD)

Through webinars and conferences, ENWAD engaged women’s associations to promote equal opportunities, fight against structural racism, promote gender equality and fight against violence against women. All of this from the perspective of empowerment and from a gender perspective. The webinars fostered dialogue and a friendly space of trust, respect and acceptance has been created, in which participants have been able to express their ideas and experiences, and put them to good use.

BRIDGING THE EU AND THE GRASSROOTS

Black Lives Matter and EU Action Plan Against Racism

2020 marked a watershed moment for the anti-racism agenda in Europe. Millions took to the streets following the murder of George Floyd, forcing the EU to act. ENAR took the demands for justice and racial equality of the grassroots #BLM movement from across Europe to the EU level. The widespread public mobilisation of the Black Lives Matter and anti-racism movement, channeled in Brussels through ENAR's advocacy, called on the EU to tackle racism through a comprehensive strategy – and the EU institutions answered our call.

ENAR demands the EU to show solidarity with the BLM movement:

When the BLM protests took off in Europe, ENAR published a joint letter signed by 40+ civil society organisations, asking the European Commission to take concrete action against racism in policing and to prioritise tackling structural racism. Urged to act by civil society and the European Parliament, the European Commission announced the development of an EU Action Plan against Racism.

In the letter and a more in-depth position paper, ENAR called **on the European Commission to ensure that the Action Plan is a meaningful EU tool to address structural racism with adequate resources and expertise, by strengthening the following processes:**

1. A structured and permanent participatory mechanism for civil society
2. An operational and anti-racism expert profile for the EU coordinator against racism
3. Clear coordination of anti-racism work within the European Commission
4. Dedicated funding.

In the height of the BLM movement ENAR published a comprehensive roadmap for EU institutions to address structural racism. This roadmap highlighted key approaches and concrete steps to be taken into account by EU institutions in order to move forward meaningfully and support Member States in tackling structural racism. This roadmap was followed by comprehensive communication and advocacy efforts.

This included over 30 speeches and participation in three high-level consultations in a period of two months as well as a second joint letter to the President of the European Commission Ursula von der Leyen. We also created spaces for

THE EU NEEDS TO BREAK ITS DEAFENING SILENCE!

members to exchange views, organize and mobilise for joint action on the EU APAR, with 4 online meetings organized to share updates and take collective action.

Our efforts have been successful: The EU Anti-Racism Action Plan by the European Commission marks the first time that the EU gives high-level recognition of the need to fight structural racism and ENAR key recommendations are included in this historic document. For the first time, the EU explicitly acknowledges the existence of structural, institutional and historical dimensions of racism in Europe and the need to address them through wide-ranging, proactive policies.



EUROPEAN NETWORK AGAINST RACISM

The voice of the anti-racist movement in Europe

A ROADMAP FOR EU INSTITUTIONS TO ADDRESS STRUCTURAL RACISM

TOWARDS RACIAL EQUALITY AND JUSTICE

This roadmap highlights **key approaches and concrete steps** to be taken into account by EU institutions in order to move forward meaningfully and support Member States in tackling this issue. If the EU is serious about tackling structural racism, it should follow this comprehensive roadmap in close consultation with racial justice movements.



BUILDING ON THE BLACK LIVES MATTER CAMPAIGN

In 2020, the world was rocked by the Black Lives Matter campaign, reinvigorated by the death of George Floyd on May 25. Tens of thousands of people mobilised in cities across Europe in solidarity against the murder of George Floyd, a Black American man, and to raise awareness that the same level of racism exists in Europe, too.

ENAR organised a six-episode series of discussions on “What does #BLM mean in Europe?”, with 22 speakers and 14 publishing partners. The live-streamed events were widely viewed and received media coverage on #BLM and policing, bringing the voice and position of ENAR and member organisations to the fore.

With 2020’s increased focus on police brutality, ENAR also embarked on a qualitative research on police brutality and community resistance in 5 EU Member States: France, Belgium, Croatia, Sweden and Bulgaria, which will be concluded and launched in 2021. We issued a policing briefing with specific recommendations and highlights in relation to police brutality and relevant practices, such as racial profiling and the

instrumentalisation of policing in institutional and structural racism in the EU.

In response to the developments and mobilisation around #BlackLivesMatter, ENAR intensified communications around police brutality, publishing an opinion piece on data-driven profiling in [The Parliament Magazine](#) and a press statement following the death of George Floyd, and coordinated an [open letter to the European Commission President](#) regarding the lack of EU reaction to police brutality against people of colour in Europe as well as institutional and structural racism. ENAR and member organisations engaged with the media, including in Politico, Al Jazeera, Euronews, Voice of America, Deutsche Welle, DPA, EUObserver, Euractiv.

Thanks to the strong mobilisation of the grassroots #BLM movement and ENAR’s successful channelling of the protest voice to the EU institutions, the European Commission was pushed to respond to our demands for tackling structural racism in the EU. This led to the EU Anti-Racism Action Plan, a historic document for the anti-racist movement in Europe.

CHAMPIONING EMERGING ISSUES:

Decolonization and anti-Asian racism

ENAR is constantly working on identifying and monitoring new emerging issues that influence the anti-racist agenda of Europe. We are working on issues ranging from the far-right threat to

overlooked racialised minorities such as people of Asian origin, to decolonization of Europe and its institutions.

Anti-Asian Racism

Racism against people perceived as Asian always existed, and currently grows exponentially due to political Anti-China tendencies in Europe and the US. Scapegoating Asians for the outbreak of Covid-19 provided a cover for numerous attacks against Europeans of Asian descent.

ENAR was the first pan European organisation to call out anti-Asian racist attacks and to show solidarity at EU level, for example through joining the **#JeNeSuisPasUnVirus** campaign in France. As a consequence, since 2020 Anti-Asian Racism is a stand-alone area of our portfolio. This has put ENAR in a strong position to offer solidarity and amplify community demands for justice of Europeans of Asian descent at EU level in the coming years.



#Decolonisation

During the last year, decolonization was put more and more into the focus by anti-colonial organisations in the EU. ENAR gave space to calls for reparations and supported demands for the return of looted artifacts to their country of origin. In 2020, with the support of our partner Twitter, ENAR initiated a campaign plan that will help member organisations to raise awareness on their understanding of decolonization in 2021.

ENAR's "climate and race" report, to be launched in 2021, for the first time explores the topic in relation to climate justice. ENAR's work on decolonization mainly aims at understanding the European institutional framework from a decolonial perspective. Our growing voice and increasing attempts by EU Member States such as Germany, France and the Netherlands to respond to calls for restitution of looted artifacts puts ENAR in an ideal position to advance the decolonial agenda at EU level.



CLIMATE AND RACE

Understanding climate implications for minorities and racialized people

The world is heading towards a climate disaster, exacerbated by the unwillingness of richer countries to make necessary commitments and set an example in supporting adaptation and mitigation worldwide. Colonialism, strengthened by capitalism, created the current exploitative manner we look at the earth. This is at the root of the climate crisis.

The intersectional nature of social and economic conditions that drive vulnerabilities is not adequately addressed within the European Union. In 2020, ENAR started to address this gap by providing a framework for decolonising, antiracist climate action. To do so, ENAR commissioned a report titled “Climate and Race: the climate crisis is a colonial crisis: experiences, responses and steps towards decolonising climate action”.

By exploring how racialised communities in Europe are impacted by the climate crisis, this report shows how colonial capitalism belies their adverse

exposure. The disparities in access to decision-making are also a result of this oppressive, extractive mechanism. It offers a summary of ways in which colonial capitalism ensures racialised communities are heavily exposed to and impacted by the climate crisis. This should give readers the ability to better recognise colonial capitalist dynamics. It then offers decolonising, anti-racist and justice-centred ways forward, inspired by the work and responses of racialised communities in Europe.



Antiracism demonstration in March 2019 in the Netherlands; ‘climate racism is killing lives, Decolonize.’ Photo courtesy of Climate Liberation Bloc (CLuB)

ENSURING FAIR SECURITY AND POLICING MEASURES

Counter-terrorism measures and discriminatory policing practices have a disproportionate and damaging impact on ethnic and religious minorities and migrants in Europe. ENAR is calling for fair and inclusive security and policing policies and practices grounded in human rights and equality.

Security

ENAR conducted a dialogue about radicalisation and equality under the DARE - Horizon2020 research project piloted by the University of Manchester. We organised a series of community dialogue events with young adults designed as safe and open spaces for candid discussion on radicalisation and about significant issues of concern to them. The DARE/ENAR team also conducted ethnographic research in Belgian prisons. Final events of the project will be organised in 2021.

Counter terrorism

Research on counter-terrorism and discrimination: ENAR also researched the impact of counter-terrorism and counter-radicalisation policies and measures in France, Spain, Hungary, Germany and Poland. Research and advocacy at the national level, which aim to deliberate on research findings, compliance with international human rights obligations, and policy recommendations in each national context, are ongoing, with participation from civil society, academics and practitioners. With local partners we organised roundtable events in Barcelona, Berlin, Warsaw, Croatia and Hungary. 5 country factsheets and an EU comparative report will be launched in 2021.

We closely followed the **EU Counter Terrorism agenda** and engaged with institutions, CSOs and ENAR members on the topic, for example in the Counter Terrorism coalition and with DG Home and the UN Special Rapporteur on freedom of religion or belief. Two statements were released on this issue in **November 2020** and **December 2020**. Moreover, ENAR organised two online meetings with members to create a space to share information and strengthen civil society alliances.

Policing

With policing issues taking a centre stage following the murder of George Floyd in the United States and also putting a spotlight on racist policing in Europe, ENAR's work on policing became ever more relevant. We conducted a study into police violence and the community response in France, Belgium, Bulgaria, Croatia and Sweden, which will be concluded and launched in 2021. We also issued a **Policing Briefing** with specific recommendations and highlights in relation to police brutality and relevant practices, such as racial profiling and the instrumentalisation of policing in institutional and structural racism in the EU.

In response to the developments and mobilisation around #BlackLivesMatter, ENAR intensified communications around police brutality, publishing an **opinion piece** on data-driven profiling in The Parliament Magazine, a **press statement** following the death of George Floyd, and coordinated an **open letter** to European Commission President regarding the lack of EU reaction to police brutality against people of colour in Europe as well as institutional and structural racism. ENAR and member organisations engaged with the media, including in **Politico**, **Al Jazeera**, **Euronews**, **Voice of America**, **Deutsche Welle**, **DPA**, **EUObserver**, **Euractiv**. Moreover, ENAR organised six **online discussions on police brutality** in response to the #BlackLivesMatter movement in Europe, watched by close to 72,000 viewers. The six episodes can be accessed online on official Facebook page of ENAR: **Episode 1**, **Episode 2**, **Episode 3**, **Episode 4**, **Episode 5** and **episode 6**.

National Plan of Action against Racism - Belgium, Portugal and beyond

National Action Plans against Racism are crucial in our members' work for racial equality on the ground.

Thanks to our successful advocacy with members in the Belgian NAPAR Coalition, the Belgian Prime Minister announced that the government will work on a federal Action Plan against Racism. In the process, ENAR was invited by the Minister of Justice to provide reflections on intersectionality training models for public servants, and sits on the Expert Committee for the evaluation of racism in Belgium.

Also in Portugal our efforts were successful: The Portuguese Parliament passed a resolution demanding the government to initiate consultations around NAPAR and a NAPAR is expected to be launched in 2021. ENAR supported the national NAPAR coalition's advocacy, organizing and training efforts that led to this success.

Supporting Human Rights Defenders in the anti-racism movement

2020 saw an increase in the threats and attacks on Human Rights Defenders who are active in the anti-racism movement. ENAR stepped in to prompt solidarity actions and mobilised support for protection and advocacy to face these threats. As part of the wider civil society in Europe, ENAR remains concerned by the increasingly shrinking civic space, which affects member organisations, and have increased our work on this area.

Migration

In our advocacy towards the **European Migration Package**, ENAR shared advice on intersectionality in the new Plan for Migration and Integration, and recommended action-oriented outcome for discrimination and racism faced by migrants; e.g., under forced or voluntary migration. ENAR also highlighted the risk of artificial intelligence in institutional or structural discrimination and raised the concern on how digital tools for the registration of asylum seekers and third country nationals could be used as firewalls against integration and permits' demands. ENAR is invited to

the upcoming rounds of consultations, which are currently on hold due to the COVID-19.

The **EU Pact on Migration** was launched in September, with overwhelming engagements and a disregard to racism and xenophobia that is embedded in some Member States' practices, putting migrants in danger, and further contributing to framing migrants as threats to Europe. ENAR continued to call for consistency in policy and for racial equality mainstreaming in line with the EU action plan against racism.

We also engaged with the **EC Integration and Inclusion Plan for migrants**, conducted a consultation with member organisations to gather views and best practices and challenges on migrants' integration in the EU. The EC Integration and Inclusion Plan for migrants was launched in November 2020 and included anti-racist measures throughout the plan, which also requests Member States to align inclusion measures with NAPARs. An ENAR staff member sits on the EC Expert Group on migration, integration and asylum and is contributing with recommendations on safeguards.

EQUAL@WORK: PROMOTING RACIAL EQUALITY AT THE WORKPLACE

Since 2009, ENAR has been developing an impressive body of expertise on the management of diversity and inclusion at the workplace, in the private and public sectors. Over the years, ENAR has been producing a number of cutting-edge toolkits designed to support employers on various aspects of their journey towards more inclusivity at the workplace.

Based on the 2019 Equal@work seminar on the potential discriminatory impact of Artificial Intelligence in recruitment, in 2020 ENAR produced a new toolkit. It guides HR and DI managers to ask from the outset the right questions that will avoid development of algorithms that will have biased effects on racialised people. The toolkit empowers HR & D&I

managers to engage in a fruitful conversation with developers.

The impact of the #BLM movement following the murder of G. Floyd was also felt at the level of our Equal@work platform through an unprecedented number of companies joining the Platform as Premium members (Pepsico, Zendesk, Procter&Gamble), as well as other companies exploring ways to engage more decidedly on their D&I journey. In total, ENAR had 48 bilateral meetings with companies and participated actively in 12 webinars, where we could put forward our expertise and give advice on how to become more inclusive and diverse.

Together with our partner Zendesk ENAR co-hosted a fruitful conversation

on equality data collection and how companies are engaging in this issue proactively to ensure that their D&I policies are effective. The yearly seminar was replaced by a successful online meeting between the Equal@Work partners and about 15 ENAR members actively engaged in D&I and/or contributing to raising the employment level of racialised communities in the EU.

This area of work has been extremely successful as it brings together ENAR's different areas of activities in order to motivate change in some of Europe's largest corporations, helping ENAR move towards its objective of full inclusion for all.



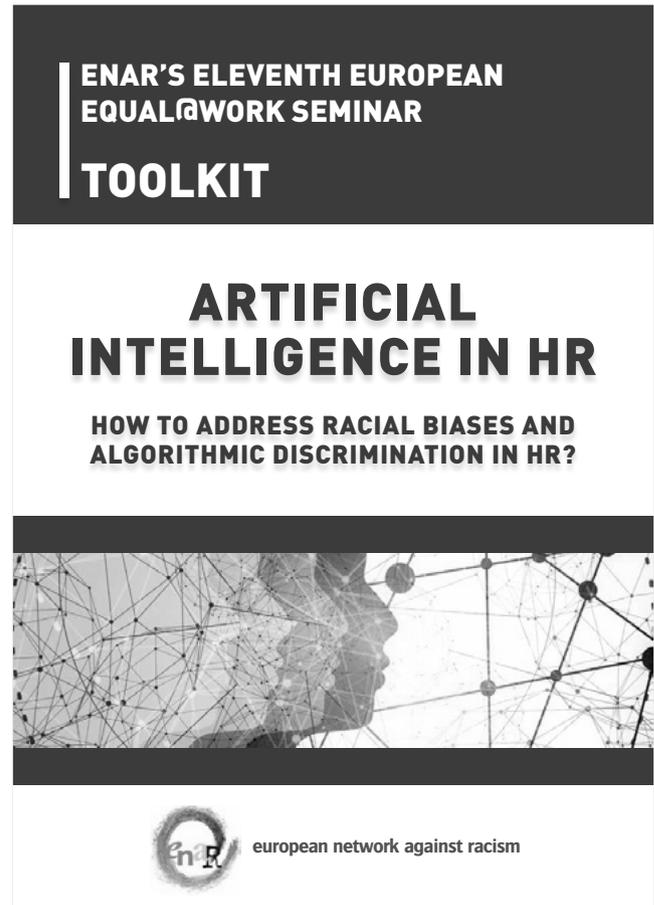
ARTIFICIAL INTELLIGENCE IN HR

Addressing racial biases and algorithmic discrimination

Since 2015, businesses have increasingly adopted Artificial Intelligence (AI) solutions in Human Resources, for example for candidate engagement, hiring and promotion, disciplinary procedures and terminations.

Many employers assume that automated decision making is more effective at reducing racial bias than human hiring managers. However, there have been notable problems with AI in this area that illustrate that bias is built into algorithms, consciously and unconsciously. Algorithmic technology is currently more likely to further embed, rather than disrupt, biases which have excluded whole categories of applicants from employment in certain sectors and roles.

Based on the 2019 Equal@work seminar on the potential discriminatory impact of Artificial Intelligence in recruitment, ENAR developed a new toolkit designed for Human Resources and Diversity & Inclusion Managers, as well as Programmers. It explores the role of human bias and structural discrimination in discriminatory or unethical AI programmes, and provides clear and practical steps that will support HR teams in effectively transferring existing knowledge of discriminatory hiring practices and building diverse workplaces to the responsible deployment of intelligent systems to aid in those objectives.



REPORT: INTERSECTIONAL DISCRIMINATION IN EUROPE

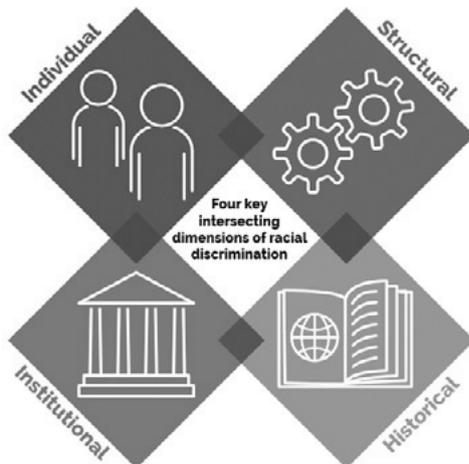
Relevance, challenges and ways forward

In September, ENAR launched a report on “Intersectional discrimination in Europe: relevance, challenges and ways forward”, in collaboration with the Center for Intersectional Justice.

This publication explains how the concept of intersectionality can help policy makers, lawyers and sociologists to **approach discrimination and social inequalities from a systemic and structural perspective**, but also to capture discrimination patterns which tend to be invisibilised or overlooked in the current legal and policy frameworks for anti-discrimination.

It provides recommendations on **measures and strategies to implement an intersectional approach and reach equality in policy and legal frameworks** at EU and national levels.

This report aims to shift the understanding of discrimination from a largely individual to a more structural level, and addresses racial discrimination at the intersections of different grounds of discrimination, going beyond rigid categories.



REPORT: HATE CRIME PROVISIONS IN EU MEMBER STATES

The importance of an **intersectional approach** to ensure victims' rights

Hate crime legislation in EU countries is often ill-equipped to ensure the rights of victims of intersectional hate crimes. ENAR published a brief that outlines why it is important to have an intersectional approach to victims' rights. Based on the data of ENAR's Shadow Report, this brief intends to offer a frame to understand institutional failures in 24 EU Member States. It presents good practices and outlines the importance of an intersectional approach to design legal frameworks that protect and provide remedy to those experiencing hate crimes on intersecting grounds; implement recording practices that capture the complexity of hate crimes; conduct investigations that consider different nuances of harm and needs of victims and develop policies that cater to the needs of people positioned at the intersection of protected groups.



Also our advocacy on intersectionality with the EU institutions continued and is bearing success: We contributed to discussions with MEPs to explore how intersectionality can feed into EU policy. We contributed to the European Commission's internal work on mainstreaming of all equality grounds and were at the forefront to react on the new EU Gender Equality Strategy, highlighting the need for an intersectional approach. Finally, ENAR produced a factsheet on hate crime and intersectionality which focuses on an intersectional approach to hate crime legislation in order to ensure victims' rights and engaged with other CSOs to challenge dress restrictions for Muslim women.

Intersectionality describes how **interlocking systems of oppression** (racism, colonialism, capitalism, patriarchy) shape people's experiences and lives. The concept has been developed out of the need to expose the experiences of women of colour, which had been rendered invisible by anti-discrimination laws assessing discrimination on single and separated grounds. Intersectionality as an analytical tool can help to assess which group differentiation warrant protection as it directs our focus on the **structural and institutional dimensions of discrimination**.

RAISING THE PROFILE OF THE ANTI-RACIST AGENDA THROUGH COMMUNICATIONS

2020 was an important year for ENAR in terms of its outreach. The Covid pandemic, the #BLM movement and the emergence of new anti-racist topics opened opportunities for ENAR to push the European Anti-Racist agenda to new heights.

Communication work played a critical role in bridging ground level realities of minorities in the EU with the EU institutions. The organisation successfully adapted to new realities for advocacy by implementing a more movement centric approach in its communications work and acting as a multiplier for racialised communities across the European Union.

The cornerstone of ENAR's outreach in 2020 was marked by the successful "What does Black Lives Matter mean in Europe" panel discussion series that brought together ENAR members, partners and activists to provide a strong narrative of the demands of the BLM movement. Our example is now seen

as best practice model for other civil society organisations working on social development issues.

ENAR also carried out a successful communication campaign in support of our Roadmap to address structural racism in the EU and its institutions. Our extensive campaign resulted in joint demands of ENAR and its partners being the core pillar of the EU anti-racism action plan.

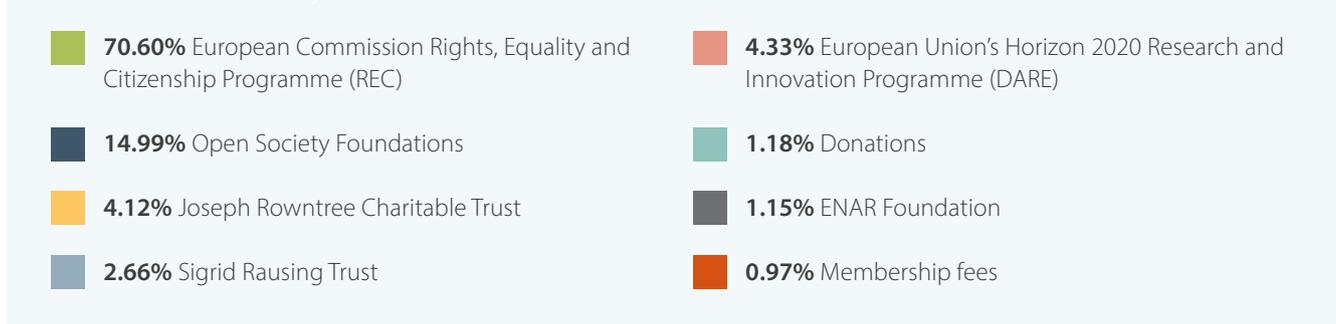
Last, but not least, ENAR played an important role in highlighting the colonial and racist nature of Anti-Asian attacks throughout Europe. Social media campaigns on reparations and decolonizing the European institutional framework, too marked new frontiers for ENAR, strongly positioning the movement to provide new narratives and understandings for the future of the European anti-racist agenda.



FINANCES



Where our money came from



What we spent it on



The European Network Against Racism's annual accounts were audited by Mrs. Danielle Quivy, registered company auditor, for the period January-December 2020 in February 2021.

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