

ANNUAL REPORT 2016



european network against racism aisbl

A word from the Director



What a year! Expectedly, 2016 remained focused for a large part on the impact of terrorism and counter-terrorism as well as security policies on ethnic, religious minority and migrant communities. The more so as Brussels, like many other cities, from Manchester to Paris, from Berlin to London, from

Kabul to Istanbul, has faced the dire impact of terrorist violence. The 22nd of March was emblematic for us in many ways: we were meant to launch the first ever pan-European report on Afrophobia after nearly two years of hard data collection work from all sides of the ENAR Network and beyond. However, due to the terrorist attacks and the havoc the city was facing, the event was understandably cancelled. Yet this is a kind of unwilling symbol of the reality faced by victims of racism: 1) making equality a reality is not seen as a policy priority, contrary to the reinforcement of security measures (which are often discriminatory, if not in their intent, at least in their implementation); 2) making the connection between the denial of equality and the quest for revenge motivating some of the criminals behind these attacks is impossible in some policy making circles because it questions the very assumptions on which they base their decisions.

We had to move on and the report on Afrophobia was well received, as was our report on Islamophobia targeting Muslim women in employment and in the area of hate crime. In one year, we managed to publish two landmark reports, the policy impact of which is continuing to this day. 2016 was also largely dedicated to advocacy work to dismantle racism and racial discrimination in migration policies, to improve internal regulations against hate speech in the European Parliament, and to make equality data collection a reality. On all these fronts, we have been making sizeable progress as you shall read in the present report.

We know the road ahead is very long. We also share this strange feeling of living in a world that is falling apart while trying to save what can be from the wave coming upon us. Let's keep moving – we also meet people sharing our ideas and ideals on a daily basis, who are ready to be on the frontline, at their own risk, for the sake of equality, justice and human rights. Actually, we are a majority. But we have not come to realise it yet. Contributing to this collective awareness raising will continue to be part of our mission.

Michaël Privot
ENAR Director

2016 in numbers



3
publications
& reports



6
policy
responses



15
press
statements



6
key events
organised

Spoke at EU and
91 national
events



4
mentions in the media
per week on average



143

advocacy meetings



78,000

visits to our websites

8



new member
organisations



13,000

followers on
Facebook and Twitter

15



high-level meetings

Anti-racism community mobilisation

ENAR's members are its strength – they are part of ENAR to build a strong platform and maximise their advocacy impact at European level. ENAR supported **16 projects by member organisations** across Europe, covering priority areas such as migration and integration; hate crime; Afrophobia and Islamophobia. We also organised two training sessions for project coordinators on counter-terrorism measures and communication.

ENAR conducted a pilot **project on community mobilisation applied to Jewish-Muslim cooperation**. Civil society organisations in the Netherlands, France, the United Kingdom, Sweden and Belgium were trained in community mobilisation techniques, and two projects were then selected to develop impactful inter-community cooperation in the fight against discrimination at the local level (Nisa-Nashim in the UK and Coexister in France).

Together with Hope not Hate and other organisations, ENAR joined the “Together1Europe” Thunderclap against a European-wide Pegida mobilisation day on 6 February. The initiative reached 320,688 people and was picked up by journalists and on social media.



ENAR General Assembly, June 2016

16 national anti-racism projects by ENAR member organisations

More than **50** anti-racism activists trained on community mobilisation

40 % of our members engaged in ENAR advocacy work

Tackling racist crime and speech

Every day ethnic and religious minorities as well as migrants are victims of racist crime and violence across the EU. They are not targeted randomly by perpetrators, but simply because of who they are or perceived as. Racist crimes must be recorded, reported, investigated, prosecuted and result in criminal sanctions.

We had several advocacy meetings with relevant staff in the European Commission to call for **guidelines on racist crime investigation and victim support**, and presented some good practices on hate crime training and recommendations to the EU High-level Group on Racism and Xenophobia. ENAR also led an advocacy coalition in the European Parliament, asking the European Parliament to commission a study on the legal basis of a new legislation on hate crime.

Seven of our member organisations launched projects on hate crime, including in Bulgaria, Ireland and Spain.

Following over a year of joint advocacy efforts with the European Parliament's Anti-Racism and Diversity Intergroup, Open Society Foundations and ILGA-Europe,

the European Parliament adopted new rules of procedure in December 2016 which include stricter **sanctions against MEPs engaging in hate speech**. MEPs will now be sanctioned if they use defamatory, racist or xenophobic language or undertake actions to disrupt parliamentary activity.

We also shared our concerns on **hate speech online** with social media companies and digital rights organisations, and published a blog reacting to the new code of conduct signed between the European Commission and IT companies.

In addition, ENAR issued an open letter to react to racist comments by Commissioner Oettinger, as well as a joint statement with the European Women's Lobby and ILGA-Europe calling for his resignation.

Quoted in **15 media** on racist crime & speech

Stricter rules on hate speech in the European Parliament

5 advocacy meetings on racist crime & speech

Security, counter-terrorism and policing



The 2015-2016 terrorist attacks in Paris, Brussels and elsewhere have led to a new set of security and counter-terrorism measures at both EU and national levels.

ENAR worked intensively to ensure a rights-based approach in a new **EU Directive to replace a framework decision on combatting terrorism**. We coordinated statements with other human rights organisations including Amnesty International, Open Society European

Policy Institute, EDRI (European Digital Rights) and the International Commission of Jurists calling for counter-terrorism measures to comply with the rule of law and human rights obligations under European Union and international law. ENAR proposed amendments on non-discrimination, some of which were included in the Directive adopted in December 2016.

ENAR also advocated for EU guidelines on **ethnic profiling**. We co-organised a joint event with the Open Society Justice Initiative in the European Parliament in December, gathering representatives of police, communities and EU institutions to explore the feasibility of EU standards on fair and efficient policing. Outcomes of the event were presented at the EU High Level Group on Racism. In this context, we developed a series of infographics on ethnic profiling, which were widely shared on social media. ENAR also published a webzine on security and policing from an anti-racism perspective, and their impact on ethnic and religious minority communities.

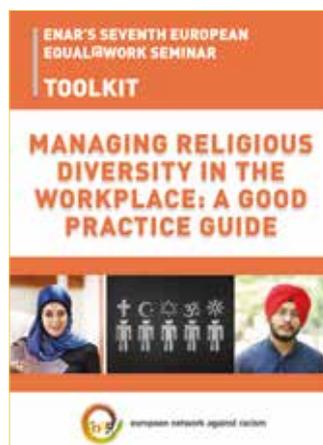
More than **50** advocacy meetings and high-level conferences on counter-terrorism and policing at the national and EU levels

Quoted in **43** media on this topic

Promoting equality in employment

Employment discrimination remains widespread. We are advocating for the removal of labour market barriers affecting ethnic and religious minorities, including migrants.

ENAR's pioneering **Equal@work initiative** brings together employers committed to diversity and inclusion, trade unions, NGOs and public authorities to improve participation of ethnic and religious minorities in the labour market. They 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.



Equal@work meeting. The toolkit was also promoted on two diversity management portals.

ENAR published and disseminated an Equal@work **toolkit on managing religious diversity in the workplace**. It aims to support employers to identify the main challenges and barriers of accommodating religious minorities in European workplaces and to practically respond to those challenges. This toolkit is the result of the 7th edition of ENAR's annual

We held the 8th European Equal@work **seminar on the integration of refugees in the labour market**. The meeting enabled participants to discuss support mechanisms to facilitate the hiring of refugees at national level, measures to speed up recruitment of refugees by public and private employers, and good practices by employers in the recruitment of refugees.

ENAR also produced a monthly newsletter on diversity management for Equal@work partners and stakeholders in the field of employment.

In addition, ENAR took part in several **advocacy meetings at EU level** in relation to the EU Social Pillar, diversity within the EU institutions, as well as a European Parliament report on the implementation of the Employment Directive. Following ENAR's work, the report included calls for national strategies against Antisemitism and Islamophobia.

Reached out to **51** HR and Diversity managers, consultants, NGO representatives and public officials from across Europe

Migration

ENAR is calling for migrant workers' right to non-discrimination and is working to tackle anti-migrant racism and hate crime against migrants, asylum seekers and refugees. Our advocacy work focused in particular on the European Parliament, which voted on a number of reports on migration issues. Several of ENAR's amendment proposals were for instance included in the EP report on labour integration of refugees. We held meetings with MEPs and political group advisors to put forward recommendations on the **Blue Card Directive review** (EU employment scheme for highly skilled migrant workers). We also provided recommendations on the **EU's Integration Action Plan for Third Country Nationals**, launched in June. In addition, we published a joint statement on the rule of law in relation to migrant integration, with the European Women's Lobby, ILGA-Europe and CEJI-A Jewish Contribution to an Inclusive Europe, recalling that EU Member States must live up to their obligations to promote human rights for all.

We took an active part in the Brussels-based NGO Platform on Migration and Asylum (EPAM) and participated in the European Migration Forum meeting on legal and labour migration in April. We also continued to update and promote our interactive **map of racist incidents targeting migrants** across Europe, which documents these incidents and highlights the importance of addressing xenophobic violence and speech. The map was widely shared on several occasions during the year: Refugee Day on 20 June, the UN Summit for Refugees and Migrants on 19 September, and International Migrants' Day on 18 December. ENAR also issued a webzine edition on migration and employment.

ENAR conducted and compiled research for its 2015-16 Shadow Report, which focuses on racism and discrimination in the context of migration in Europe.



Non-discrimination included in **3** European Parliament reports on migration policies

29 advocacy meetings with national and EU decision makers

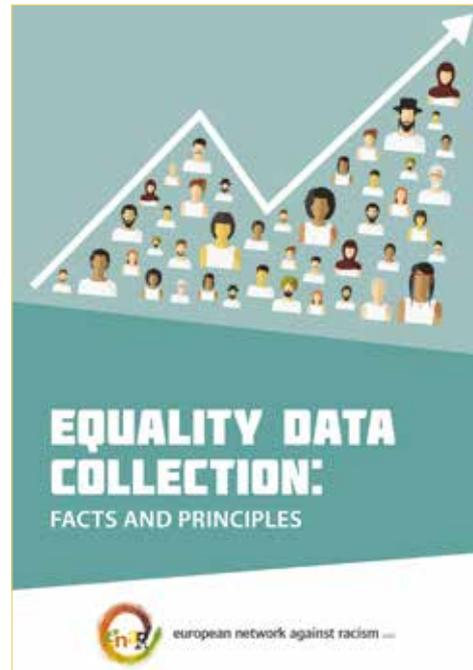
Quoted in **16** media on migration related issues

Equality data collection

'Equality data' can provide powerful tools against discrimination and exclusion, shedding light on the situation of groups that are at risk of discrimination. ENAR is calling for the collection of Europe-wide equality data to measure discrimination, assess and improve equality policies and ultimately ensure equality in outcome.

In 2016, we met a number of decision and policy makers in the European Commission and the European Parliament, to make our case for the need for equality data collection. Equality data collection was part of several amendments to European Parliament reports on relevant policy areas. In addition, ENAR contributed to the drafting of the European Commission's handbook on equality data collection, which was published in 2017.

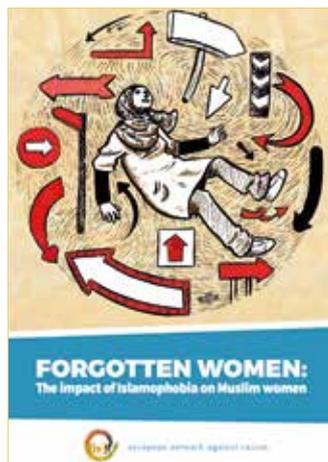
ENAR also produced two factsheets, one on the role of employers and the other on facts and principles on equality data, as well as an advocacy briefing on EU social surveys and how they could include equality data collection schemes.



Supported **3 member organisations** in their advocacy on equality data collection at national level

Fighting specific forms of racism

Recognition of Islamophobia in the EU



ENAR's project "**Forgotten women: the impact of Islamophobia on Muslim women**" aimed to document the disproportionate effect of Islamophobia on Muslim women and develop alliances between the anti-racist and feminist movements in order to better address the intersectional discrimination affecting Muslim women. As part of this project, ENAR

launched national reports (Belgium, Denmark, France, Germany, Italy, the Netherlands, Sweden and the United Kingdom) and a European report on Muslim women's experiences of discrimination in employment and of racist crime. The reports were launched during a European Symposium gathering 90 participants, which was a unique opportunity for different stakeholders, including anti-racist and feminist organisations, to meet and discuss cross-group strategies. The report's findings drew a lot of attention and were also presented in a number of international fora and events. In addition, a video was produced to highlight voices of Muslim women as well as key findings from the report.

ENAR also co-organised a lawyers and litigators workshop on Muslim women's discrimination in employment, together with the Open Society Justice Initiative. Approaches and ideas for litigation and mobilisation to advance the rights of Muslim women were developed. In addition, we published a joint legal briefing with Amnesty International on discrimination based on religion in the Achbita and Bougnaoui cases before the Court of Justice

of the European Union, which concerned the dismissal of two employees in private companies because they were wearing a headscarf.

Thanks to the Forgotten Women project, there has been an increased awareness of Islamophobia as a form of racism with a gender specific impact. The European Commission coordinator on Islamophobia set the discrimination and exclusion of Muslim women as a priority. The project was also unique in that it initiated a dialogue with feminist organisations across Europe and increased connections between feminist organisations, Muslim organisations and anti-racist organisations, at national and European levels.

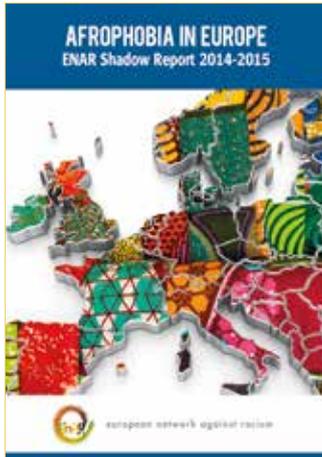
ENAR coordinated a round table with civil society organisations and the **EU coordinator for combating anti-Muslim hatred** and put forward a number of recommendations relating to counter-terrorism policies, discrimination of Muslim women and political hate speech.

Increased awareness of Islamophobia as a form of racism with a gender specific impact

18 advocacy meetings with national and EU decision makers

Quoted in 88 media on the issue of Islamophobia

Putting the focus on Afrophobia in Europe



ENAR launched its **Shadow Report on Afrophobia in Europe**, the first pan-European report on this form of racism, in March, and thereby contributed to raising awareness of the specific racism and discrimination faced by people of African descent in Europe. 20 country briefings were also published based on the Shadow

Report questionnaire responses, as well as two videos to promote the findings. Report findings were widely shared and presented in a range of fora and meetings, both at national and EU levels, including to the EU High-Level Group on Non-discrimination, Equality & Diversity, the UN Working Group on People of African Descent, and Dutch and German conferences on the UN Decade for people of African descent.

ENAR spoke at a number of events and meetings to highlight the need to combat Afrophobia among key players at the EU and national levels.

An ENAR-led delegation attended the annual **US Congressional Black Caucus Assembly** and met Members of Congress, students and professors, State officials from the White House, to explore ways to establish a transatlantic diversity caucus for legislators and NGOs.

In addition, we held an expert steering group with ENAR members and other experts in this field in order to finalise and refine ENAR's strategy on combating Afrophobia.

Increased awareness of Afrophobia at EU level and in some Member States

8 advocacy meetings and high-level conferences at the national and EU levels

Combating Antigypsyism

ENAR called for Antigypsyism to be recognised as a specific form of structural racism targeting Roma, and for measures to combat it, in several EU-level events and advocacy meetings.

ENAR and other organisations prepared recommendations for **EU Council Conclusions on Roma** adopted under the Slovakian EU Presidency, which included Antigypsyism, participation, monitoring and indicators, including the lack of any progress of governments in the areas of employment and housing.

ENAR took an active part in organising the different events that took place during **EU Roma Week** in the European Parliament. A manifesto on combating Antigypsyism was drafted and signed by around 20 MEPs. We were also closely involved in drafting a reference paper aiming to better



define Antigypsyism and building an Alliance against Antigypsyism, which counts more than 90 signatories.

ENAR also contributed to the design and dissemination of a questionnaire on a study on Antigypsyism by the Centre for European Policy Studies, which was published in 2017.

Increased awareness of Antigypsyism at the level of EU institutions

Targeted action on Antisemitism



ENAR is calling for concrete European, national and local policy commitments to tackle Antisemitism in all areas of life. We put our demands for-

ward in several advocacy meetings and events at EU level, including with the **EU Coordinator on Antisemitism**. ENAR coordinated a joint press statement on Holocaust Remembrance Day with several Jewish, Roma, Black and Muslim organisations. We also took part in the No Hate

Speech Movement's campaign for **Action Day Against Antisemitism** on 9 November on social media and published a blog on this occasion.

In addition, ENAR staff and Board members took part in a training session on overcoming Antisemitism delivered by CEJI, A Jewish contribution for an inclusive Europe.

2 meetings with the European Commission Coordinator on Antisemitism

Advocating for an equality and human rights framework



EU High Level Working Group on Racism, December 2016

Contacts established with MEPs, European Parliament political advisors, European Commission and permanent representations' staff, and Commissioners' teams have largely increased and improved. This has also led to increasing the number of high-level advocacy meetings. ENAR is also part of the steering group of the EU High Level Working Group on Racism, Xenophobia and Other Forms of Intolerance, which enabled us to present our positions and demands to all Member States representatives, including on Afrophobia, Muslim women, counter-terrorism, and ethnic profiling.

Thanks to work and close cooperation with the European Parliament's Anti-Racism and Diversity Intergroup, several of ENAR's calls for action and recommendations were included in European Parliament reports, including on the implementation of the EU Employment Equality Directive, the EU Counter Terrorism Directive, and on the fundamental rights situation in the EU. ENAR is also a member of the Human

Rights and Democracy Network and participated in several meetings with Member State, European Commission and European Parliament representatives, calling for a strengthened rule of law framework and for an internal EU fundamental rights strategy. This work enables us to mainstream anti-racism in broader fundamental rights discussions and policies.

In addition, ENAR is part of a European coalition to end violence against women which calls for the ratification of the Istanbul Convention by the EU, where we have raised concerns on intersectional aspects of violence against ethnic minority women. We also published a webzine edition on intersectionality and its implications for anti-racism and other movements.

We engaged in post-Brexit mobilisation on a broader narrative for Europe with civil society organisations from the trade union, development, human rights, and environment sectors. We contributed to and signed a joint statement on "A new Europe for people, planet and prosperity for all". ENAR has been a key member of this wide coalition. We also published a webzine edition on the post-Brexit European Union from a race equality perspective.

**2 meetings with EU Vice-President
in charge of fundamental rights,
Frans Timmermans**

**Ethnic and religious minorities' concerns better reflected in
the European Parliament's policy and legislative work**

Communication

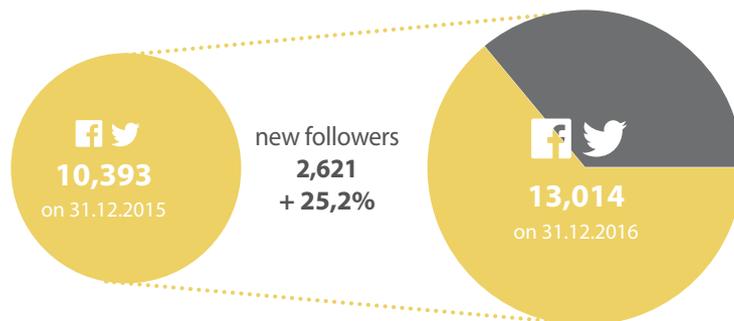
ENAR continued to make its key messages and demands heard through its communication tools and channels – publications, website, e-newsletter, webzine, blog, media and social media.

In 2016, ENAR issued 15 press statements and secured wide media coverage in particular on counter-terrorism and security issues, Islamophobia, Afrophobia and migration, with a variety of media coming to us on these issues. 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 19 opinion pieces to various newspapers, online media, magazines and newsletters, and increased our presence in 'community' media.

Coverage has ranged from regular mentions of our work and positions in EU media (including Politico Europe, Euractiv, New Europe) and national media (such as The Independent, El Pais, Deutsche Welle, Mediapart, Le Soir, La Stampa), to interviews on BBC, Al Jazeera, France 24, the Belgian RTBF and RT TV, among others.

We boosted our social media audiences and activities, with 1,045 new supporters on Facebook and 1,457 new followers on Twitter, a 23% and 30% increase respectively. Our reach and the number of engagements increased significantly compared to the previous year.

Social media

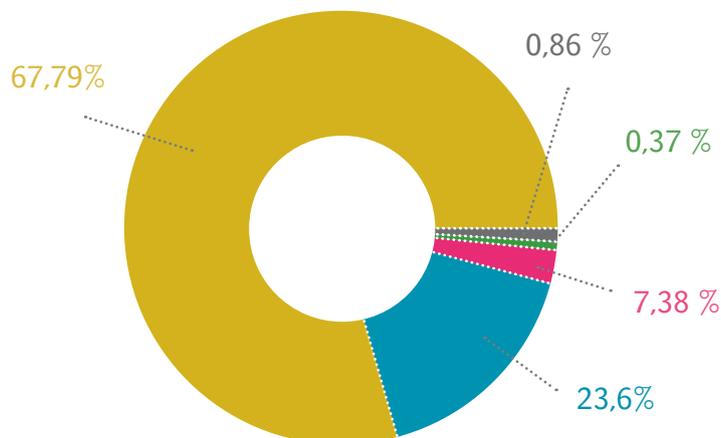


78,000 visits to our websites

207 media mentions of ENAR's work and messages

Finances

Where our money came from

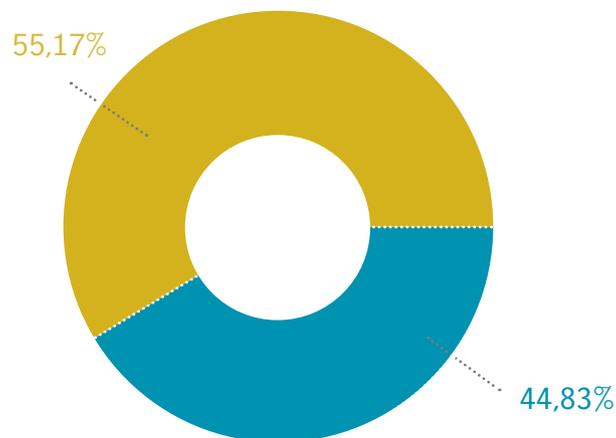


European Commission DG Justice 67,79%
Open Society Foundations 23,6 %
Sigrid Rausing Trust 7,38 %
Donations 0,37 %
Membership fees 0,86 %

Total income: 1.151.264

The European Network Against Racism's annual accounts were audited by Mrs. Danielle Quivy, registered company auditor, for the period January-December 2016 in February 2017. The full details are available on our web page: www.enar-eu.org/Annual-and-financial-reports-1127.

What we spent it on



Staff 55,17%
Office costs, travel, actions and events, etc. 44,83%

Total expenditure: 1.119.453

ENAR thanks the European Commission, the Open Society Foundations and the Sigrid Rausing Trust for their financial commitment to the continuity of the network's activities. ENAR also expresses its gratitude to various donors for their valuable support of ENAR activities in 2016.



SIGRID RAUSING TRUST

Highlights of ENAR members' actions at national level

#LoveNotHate campaign in Ireland

ENAR Ireland's #LoveNotHate campaign launched in 2016 calls for hate crime legislation in Ireland. It has galvanised large sections of society in Ireland, with a petition to the Minister for Justice gathering thousands of signatures, and over 60 civil society organisations endorsing the campaign. #LoveNotHate has been responsible for provoking a much needed national conversation on hate crime and now enjoys the support of the broadest swathe of civil society organisations working for justice and equality. The campaign has led directly to the formation of the National Steering Committee on Hate Crime, coordinated by ENAR Ireland, which is currently working closely with parliamentarians to ensure the passage of an effective Hate Crime Bill.

"ENAR's support has been vital to the #LoveNotHate campaign, bringing a European dimension to our work on hate crime, helping to shine a spotlight on Ireland's non-compliance with the Framework Decision on Racism and Xenophobia and its non-transposition of the EU Victims Directive. ENAR's support to ENAR Ireland in terms of advice, publicity, resources and contacts has been crucial to our successes."

Raising awareness on Afrophobia in Austria

Radio Afrika TV organised a round table discussion on Afrophobia, its manifestations and its recognition gathering civil society actors, media experts and academics. It enabled a presentation of ENAR's Shadow Report on Afrophobia in Europe, and focused on the areas of education, cultural rights and data collection. This debate was part of ongoing work by the organisation to raise awareness of Afrophobia among different actors. They are advocating for a national action plan against racism, which would include a focus on Afrophobia, and planning another roundtable with policy makers on the national level in 2017.

"The work that ENAR does was vital to this activity, especially by providing data on which to base our activities and presenting ENAR's report on Afrophobia."

Ethnic minorities beyond migration in Malta

The People for Change Foundation successfully developed the project "Ethnic Minorities Beyond Migration", which aimed to collect data on the experience and needs of ethnic minorities in Malta, and use this data to put forward recommendations to policy makers. The resulting study, published in 2017, sheds new light on minority experiences in Malta and has increased understanding among Maltese authorities and civil society organisations of these experiences and race dynamics beyond first generation migrants.

Tackling Islamophobia in Cyprus

AEQUITAS initiated and successfully implemented a project entitled “Combating Islamophobia in Cyprus”. The project included a series of surveys among members of Muslim communities in order to illustrate the experience of Muslims living with Islamophobia; an educational seminar to develop participants’ knowledge and attitudes to address Islamophobia; and a round table gathering relevant stakeholders, community and civil society organisations putting forward recommendations for competent authorities and civil society organisations.

“The project on Islamophobia in Cyprus was the first of its kind in the country, combining research, training activities and discussions with stakeholders. ENAR’s financial and structural support was really important for the implementation of this project.”

Shifting public narratives on Roma in Lithuania

The Lithuanian Centre for Human Rights launched a project entitled “Positive public discourse - shifting public narratives on Roma” to tackle stereotypical representations and hate speech targeting Lithuania’s most discriminated group in the media. They issued a series of articles aiming to raise awareness of Roma communities in Lithuania, and organised public discussions on relevant topics such as the Roma Holocaust and integration in the labour market. They also monitored the National Roma Integration

Strategy and made recommendations for its implementation to policy makers.

“The Lithuanian Centre for Human Rights’ work on anti-racism benefits from the collaboration with ENAR and its members in sharing experiences and promoting its activities.”

By women, for women, with women – Women unite against sexism and Islamophobia in Belgium

This project by the Collective Against Islamophobia in Belgium (CCIB), in collaboration with Pax Christi Belgium, aimed to create a safe space for dialogue between women from all walks of life, and a specific space for Muslim women to talk about racism/Islamophobia and sexism. They organised several meetings with women from all walks of life to discuss their visions of feminism and sexism and move beyond stereotypes to create a convergence of struggles against sexism and multiple discrimination. They managed to agree on a common definition of feminism and to build bridges between anti-racism and feminist organisations. They also produced a series of short videos of participants’ testimonies, which are now being used as an educational tool for wider audiences.

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.



Amel Yacef
Ireland
Chair



Laurentia Mariana Mereuta
Romania
1st Vice-Chair



Marcell Lörincz
Hungary
2nd Vice-Chair



Wouter Van Bellingen
Belgium
Treasurer



Karen Kaneza
Portugal



Intissar Kherigi
Belgium



Claudia Mara
Italy



Vilana Pilinkaite Sotirovic
Lithuania



Peter Pompa
Slovakia



Jamie Schearer
Germany



Enrique Tessieri
Finland

We thank former Chair Sarah Isal, Vice-Chairs Nicoletta Charalambidou and Jallow Momodou, and Treasurer Andreas Hieronymus for their commitment and valuable contributions to the ENAR Board from 2013 to 2016.

ENAR Secretariat staff

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



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We thank the former staff members and interns who provided valuable support to the ENAR team in 2016:

Joël Le Déroff, Kahina Rabahi, Brian Adeleye, Vera Cortese, Tirza Emmering, Nadia Khedachi, Mia Kisic, Harriet Leishman, Deborah Riccetti, Axel Ruppert, Lisa Schaefer.



SIGRID RAUSING TRUST

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