

# ANNUAL REPORT 2017



**european network against racism** aisbl

The European Network Against Racism (ENAR) stands against racism and discrimination and works towards 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



2017 has been one more wonderful year for ENAR, with an amazing amount of things achieved thanks to an incredibly dedicated team, who has improved yet again its level of professionalism. This happened despite challenging conditions which saw the departure of Deputy Director

Myriam De Feyter, who has been a pillar at ENAR, accompanying us through every step of our financial recovery.

The Board has also been instrumental to this collective success: it provided support, guidance, but also encouragement and engagement with the team. And last but not least: ENAR members have been the power engine behind our achievements, inspiring the work of the organisation, defining priorities, bringing evidence from the ground, and drawing attention to early signals of policy and framework changes.

All this has made 2017 a further year of progress for equality and, of course, for ENAR. You will discover the breadth and depth of our work in this report. As a taster, I would just like to flag our Shadow Report on Migration, followed by a unique survey of more than 5,000 newly arrived migrants through social media that enabled a first hand documentation of their conditions through an anti-racist lens. We continued to build the momentum around the recognition of Afrophobia as a specific form of racism. Awareness raising activities, campaigning

and advocacy resulted in the #BrusselsSoWhite media splash that drew massive attention to the unwillingness of the European Commission leadership to address racial discrimination within its own workforce.

We undertook foundational work on intersectionality, in particular gender and race, through two specific and relevant areas: Muslim women and women of colour in employment. Again, we have been particularly visible on these issues, gaining credit for our expertise and facilitating transversal coalitions of progressives.

In terms of impact, our work on National Action Plans Against Racism is starting to bear fruit, with increased interest from Member States (Belgium, Portugal) and from the EU, which understands the importance of facilitating the development of such national measures.

When it comes to recognition, our Equal@work toolkit on integrating refugees in the workplace has been praised as one of the best documents on this issue by the UNHCR, offering a well-deserved recognition of ENAR's contribution to complex societal debates.

This is just a glimpse of our work in 2017. The increasingly hostile environment in which we operate, both politically and socially, makes it all the more commendable. The wind is not blowing our way, so let's not turn down the slightest opportunity to celebrate our collective achievements.

**Michaël Privot**  
**ENAR Director**

# 2017 in numbers



**3**  
publications  
& reports



**18**  
policy  
responses



**14**  
press  
releases



**4**  
key events  
organised

Spoke at EU and  
**100+** national  
events



**5**  
mentions in the media  
per week on average



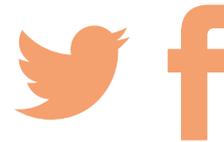
**60**  
advocacy meetings



**78,000**  
visits to our websites

**22**   
new member  
organisations

**59**   
high-level meetings



**23,000**  
followers on  
Facebook and Twitter

# Anti-racism community mobilisation

ENAR supported 14 projects by member organisations across Europe, covering ENAR's priority areas such as migration and integration; hate crime; Afrophobia and Islamophobia. We also organised two capacity-building sessions for ENAR members. The first provided members with an introduction to the main aspects of applying for EU funding. The second training session helped build understanding of ENAR's advocacy work and how to better streamline national and European actions; enhanced the capacity of



ENAR General Assembly, June 2017

members to apply for internal funding schemes; and included an introduction to effective communication strategies.

ENAR took part in a project on coalition building to combat xenophobia and religious discrimination in the Visegrad countries (Czech Republic, Hungary, Poland, Slovakia), led by the National Democratic Institute. We co-facilitated three workshops in Poland, Slovakia and Hungary on trust building, advocacy and community mobilisation. We also provided support to local projects and organised a study visit of 20 activists from the Visegrad countries to Brussels.

**40** ENAR member organisations trained on funding schemes and advocacy at EU level

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Over **60** activists in Visegrad countries given tools for trust-building between communities and strategies for action

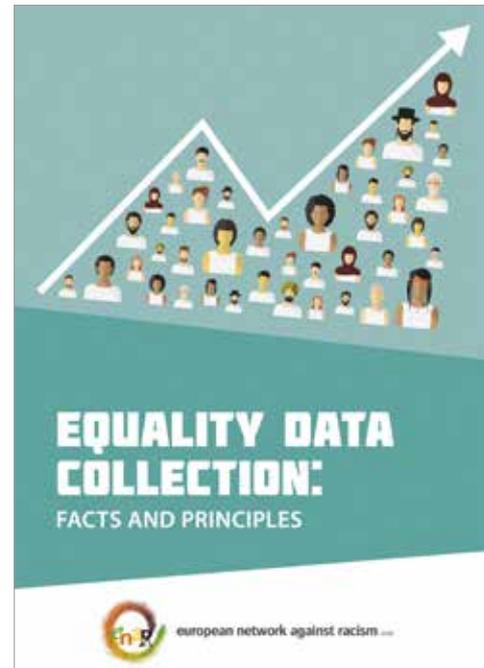
**40** % of our members engaged in ENAR advocacy work

# Equality data collection

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 for groups at risk of discrimination.

Following years of advocacy on the need for equality data collection, the European Commission published a new handbook on equality data collection in 2017, which includes concrete recommendations for EU Member States. ENAR also contributed to the drafting of this handbook. As a next step, we are advocating for the European Commission to produce guidelines on equality data in 2018.

At national level, three projects by ENAR members – in Germany, Portugal and the United Kingdom – focused on advocacy towards equality data collection. ENAR also gave a presentation at a community meeting in Berlin to discuss the legal standards and practices of data collection, and further advocacy steps.



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European Commission **recommendations** to EU Member States on collecting equality data as a result of ENAR's advocacy

# Promoting equality in employment

ENAR's pioneering Equal@work initiative brings together employers, trade unions, NGOs and public authorities to explore progressive ways to operate workplaces that are open, equal and free from discrimination. They share best practices and engage in a constructive dialogue to bring forward concrete solutions for promoting equality in employment.



Equal@work partners:

L'ORÉAL®

Adecco Group

sodexo  
Making every day a better day

Coca-Cola  
EUROPEAN PARTNERS

ENAR published and disseminated its Equal@work toolkit on refugees' inclusion in the labour market. It was also presented in the European Economic and Social Committee and promoted on two diversity management portals. The toolkit provides practical advice to employers on facilitating the hiring of refugees at national level, and presents good practices in the recruitment of refugees. This toolkit is the result of the 8th edition of ENAR's annual Equal@work meeting, and was quoted by the United Nations Refugee Agency UNHCR and the EU Fundamental Rights Agency as one of the best documents providing concrete steps for the labour market integration of migrants.

We held the 9th European Equal@work seminar on women of colour in employment, preceded by an expert group of women of colour. Participants explored discrimination in the workplace at the intersection of race and gender, and discussed ways to address women of colour's experiences of discrimination, exclusion and inequality in workplaces and in the wider European labour market.

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

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Reached out to **68** HR and Diversity managers, consultants, NGO representatives and public officials from across Europe

Another important part of our employment work in 2017 was devoted to the lack of racial diversity in the EU institutions, following the publication of the European Commission's diversity and inclusion strategy, which excludes ethnic and religious minority staff from the targeted measures. ENAR led an open letter signed by 28 EU equality groups calling for a revision of the strategy. In addition, we collaborated with Politico Europe on their #BrusselsSoWhite special report highlighting this issue. Our positions were quoted in several other media outlets across Europe. We also published a webzine edition on diversity and representation in EU institutions and organisations.

ENAR led a coalition of NGOs to react to a ruling of the European Union Court of Justice brought by women employees who were dismissed because they wore the headscarf. Our press statement reacting to the ruling was quoted in 90 media outlets. We held several advocacy meetings with the European Parliament and the European Commission to ask for inclusive implementation of the rulings. ENAR also supported strategic meetings organised in Belgium and the Netherlands to counter headscarf restrictions.

In addition, ENAR took part in advocacy meetings at EU level in relation to the new EU Social Pillar, and discussed how to include racial equality in EU social and employment policies.



Cover of Politico Europe #BrusselsSoWhite special report, December 2017

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## Increased awareness of lack of racial diversity in EU institutions

# Tackling racist crime and racist speech

Despite EU legislation on combating racist violence, there are gaps in the recording, reporting, investigation and prosecution of racist crimes across Europe. As for racist speech, it has devastating effects on the groups targeted and can lead to acts of violence, especially if spread by politicians or the media.

We had several advocacy meetings to call on the European Commission for guidelines on racist crime investigation and victim support. We provided input for the European Commission working documents on hate crime training and victims' rights which were published in 2017. ENAR and some of its member organisations also attended meetings of the European Commission sub-group on combating online hate speech, advocating for an improved response from IT companies to reported hate speech.

Following successful advocacy leading to sanctions for political hate speech in the European Parliament, ENAR and other NGOs worked to ensure these sanctions are applied effectively. This included asking for an official monitoring mechanism to record hate speech in the European Parliament.



ENAR was a partner of the new Facing All the Facts project led by CEJI, which explores EU Member State responses to hate crime. We supported their campaign to train 10,000 online activists on hate speech.

In addition, ENAR published an open letter with ENAR members from Italy and across Europe following circulation of a poster using fascist imagery and fuelling xenophobic and Afrophobic violence by the Italian far-right political party Forza Nuova.

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## Improved EU standards on racist crime and speech

# Security and counter-terrorism

The 2015-2016 terrorist attacks in Paris, Brussels and elsewhere have led the EU to adopt a Directive on counter-terrorism. Article 19 of the Directive foresees that the European Commission must report on the impact of the Directive on fundamental rights, including on non-discrimination. ENAR took part in the first workshop with Member States and the European Commission on the transposition of the new directive. This enabled us to raise attention to the discriminatory impact of the new offences. In addition, ENAR coordinated joint advocacy with other human rights NGOs and the European Parliament's Anti-racism and Diversity Intergroup with regard to the newly created ad hoc Committee on counter-terrorism of the European Parliament, to ensure that human rights concerns are taken into consideration.

We also worked on developing a toolkit for ENAR members on monitoring and documenting racial and religious discrimination related abuses linked to counter-terrorism and counter-radicalisation policies and practices, which was published in 2018.

On ethnic profiling, the round table we organised with the Open Society Justice Initiative at the end of 2016 built some momentum on the issue. It resulted in the EU Fundamental Rights Agency deciding to update its handbook on ethnic profiling in 2018. We also advocated for an expert seminar with Member States on ethnic profiling.

In addition, ENAR is a project partner of the EU-funded research project "Dialogue about Radicalisation and Equality" (DARE), coordinated by the University of Manchester. It will investigate young people's encounters with messages and agents of radicalisation, and how they respond to these. It aims to broaden understanding

of radicalisation, demonstrate that it is not located in any one religion or community, and to explore the effects of radicalisation on society. The specific role of ENAR is to host a researcher on radicalisation in radicalised milieus in Brussels, develop a toolkit on prevention of radicalisation, and steer the advocacy work of the consortium.



## Building momentum on ethnic profiling at EU level

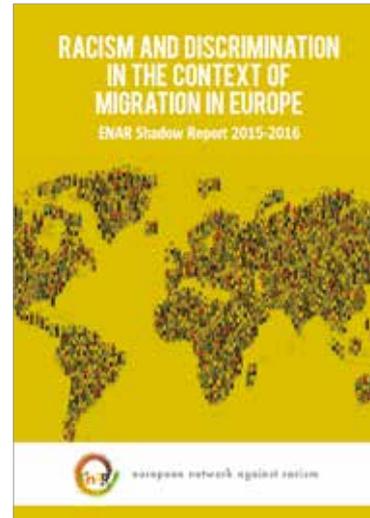
## Inclusion of non-discrimination in the reporting obligations of the European Commission on the Counter-Terrorism Directive

# Migration

2017 was an important year in terms of publishing new data on the links between migration and racism/racial discrimination. ENAR launched its shadow report on migration from an anti-racism perspective in the European Parliament, gathering MEPs, European Commission representatives and civil society. A video of testimonies and data visualisations were also produced. The report received wide attention in the media and on social media. ENAR was invited to present the findings to an EU Presidency conference on counter-narratives and an event of the Schwarzkopf Foundation in Germany. The UK Race and Europe Network also organised a successful UK launch of ENAR's Shadow Report on racism and migration.

In addition, we conducted and launched the results of a survey of more than 5,000 recent migrants in five EU countries reached through social media thanks to a robust methodology. It gave a picture of their dire living conditions and experiences. This is a unique survey, which enabled us to give a voice to the people behind the headlines.

In our advocacy work, we continued to push for the simplification of migration statuses with the same sets



of rights for all migrants. Several of ENAR's amendment proposals on the revised Blue Card Directive, providing a legal migration scheme for highly skilled migrants, were adopted by the European Parliament. ENAR also provided recommendations to the European Commission on its review of the EU legal migration directives.

## New data on migration from an anti-racism perspective

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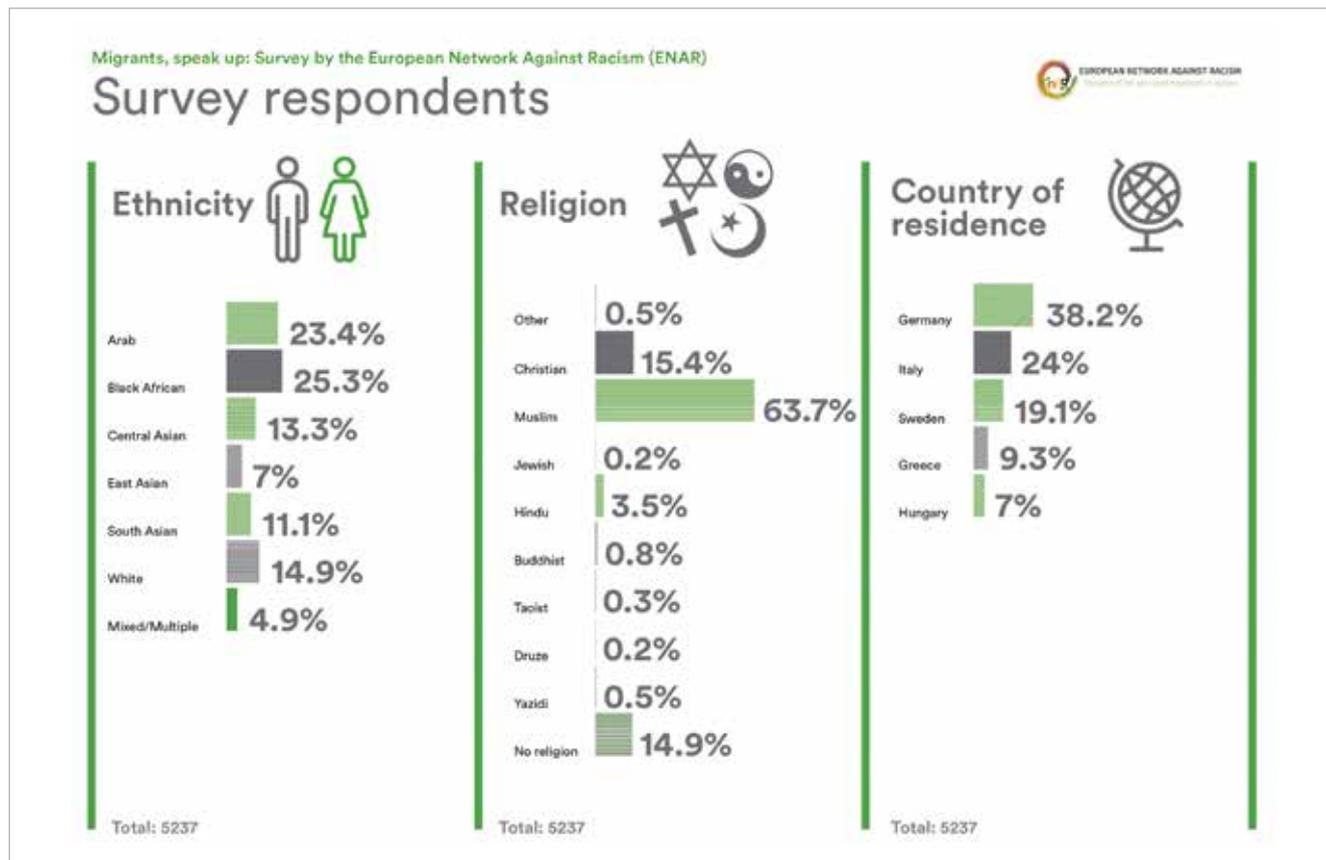
Quoted in **66** media on migration related issues

Enhanced protection and rights for highly skilled non-EU migrants

We took an active part in the Brussels-based NGO Platform on Migration and Asylum (EPAM) and participated in the European Migration Forum meeting in March, coordinating a workshop on how to build bridges between migrants and local communities.

In addition, ENAR is a partner of a project that aims to foster the inclusion of third country nationals

into higher education. We finalised an advocacy handbook and engaged in advocacy meetings to promote new curricula on migrants' inclusion in education as well as the earmarking of funds for the inclusion of refugee and asylum seeker students in higher education.



# Fighting specific forms of racism

ENAR commissioned research on National Action Plans Against Racism, assessing existing plans and providing recommendations for standards for good national action plans. As a result of our advocacy work on calling for stronger policies against racism and a growing interest in National Action Plans Against Racism from Member States, Ministries and NGOs have turned to ENAR for expertise on designing these plans, including in Belgium, Germany and Slovakia.

**Increased political will  
for National Action Plans  
Against Racism**

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## Antisemitism

ENAR met the EU Coordinator on Antisemitism and discussed how to move towards a European Commission roadmap for Member States on combating Antisemitism. The European Parliament also adopted a resolution on antisemitism, which establishes a roadmap for Member States and the European Commission. The resolution recommends the adoption of the definition of Antisemitism by the International Holocaust Remembrance Alliance and several measures in the field of security, hate crimes, hate speech and education.

ENAR coordinated a joint press statement on Holocaust Remembrance Day with several Jewish, Roma, Black and Muslim organisations. We also published a briefing on recent trends in Antisemitism on this occasion.



We took part in the No Hate Speech Movement's campaign on antisemitic hate speech, including by publishing an article on their blog for Action Day Against Antisemitism on 9 November. We also published an article on the French media portal Mediapart on this occasion. Another blog post was published following antisemitic elements during protests in Germany in December.

## Islamophobia

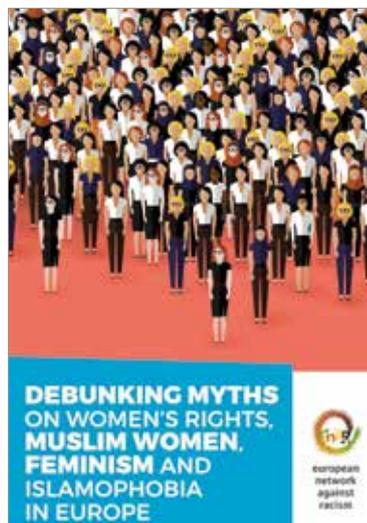
ENAR is leading efforts to strengthen a European civil society coalition against Islamophobia. Two roundtables with the European Commission coordinator on combating anti-Muslim hatred took place and discussed issues related to security of Muslim communities in Europe and discrimination against Muslim women. The coalition issued a joint statement following the second roundtable, calling for a strong commitment from the European Commission on this issue and putting forward key recommendations for action.

On European Day against Islamophobia on 21 September, ENAR successfully advocated for European Commission Vice-President Frans Timmermans to issue an official statement on this occasion. Key recommendations on combatting islamophobia were also presented to Commissioner Timmermans in the context of a discussion on the future of Europe.

ENAR spoke at the first high-level Forum on Islamophobia co-organised by the EU and the United Nations in January, as the only European civil society representative working on Islamophobia. The meeting resulted in a joint statement by the organising parties to tackle Islamophobia as a form of racism. We took this opportunity to publish a briefing on recent trends in Islamophobia.

In addition, ENAR trained 30 advisers of the Council of Europe on the issue of Muslim women and Islamophobia.

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. In 2017, ENAR supported nine projects in five countries which aimed to build alliances between anti-racism and feminist organisations at local level through trainings, safe spaces for discussion and events. We also published a booklet debunking myths on Muslim women and feminism, which was widely shared on social media.



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**High-level recognition of Islamophobia by European Commission**

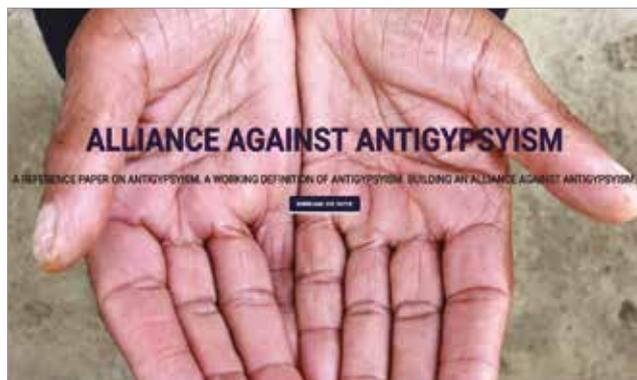
**Quoted in 124 media on issues related to Islamophobia**

## Antigypsyism

ENAR is calling for antigypsyism to be recognised as a specific form of structural racism targeting Roma, and for targeted measures to combat it.

In 2018, we strengthened efforts to build common strategic partnerships and actions with other organisations working on antigypsyism. This included organising an expert meeting on combating antigypsyism and formalising the Alliance against Antigypsyism, of which ENAR is a core member together with the European Roma Grassroots Organisation and the Central Council for German Sinti and Roma.

After several advocacy meetings with MEPs, the European Parliament adopted a report on antigypsyism, for the first time focusing on structural forms of antigypsyism and how to tackle them. The European Commission high-level group on racism also dedicated a session to antigypsyism, which enabled us to provide recommendations to Member States representatives.



In addition, ENAR was a partner of the EU Roma Week in the European Parliament, focusing on Roma inclusion policies and strategies to counter antigypsyism. ENAR also welcomed a group of young Roma activists to discuss how to ensure the fight against antigypsyism is mainstreamed in generalist anti-racism networks.

ENAR is also finalising the production of a book series on Antigypsyism in the European Union, in collaboration with Central Council for German Sinti and Roma. It will raise attention to the phenomenon of antigypsyism and how it affects Roma and society at large in various areas of life, focusing on strategies to tackle it.

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## Antigypsyism recognised as a structural form of racism by the European Commission and European Parliament

## Afrophobia

ENAR highlighted the need to combat Afrophobia, a form of racism that remains invisible in EU policies, among key players at the EU and national levels.

ENAR and seven of its member organisations took part in the Europe Regional Meeting of the UN International Decade for People of African Descent in November. We joined a wider civil society delegation to the conference and used this opportunity to raise Europe's involvement in the Decade.

For the first time, we succeeded in having Afrophobia debated during a meeting of the European Parliament Committee on Civil Liberties. The European Commission high-level group on racism also dedicated a session to Afrophobia in December and two ENAR members spoke at the meeting.

Following numerous ENAR-led meetings, and support to the draft, the Council of Europe's Commissioner for Human Rights published a blog on Afrophobia, calling on Europe to confront its legacy of colonialism and the slave trade. This is the first publication by a high-level human rights actor in Europe on the topic.

In addition, we held an expert steering group on Afrophobia with ENAR members and other experts to decide on concrete next steps including joint advocacy on a European Parliament resolution.

ENAR attended the annual US Congressional Black Caucus Assembly as part of a European delegation and met Members of Congress, government officials, private sector organisations and foundations, and civil society to facilitate a transatlantic exchange on inclusive and equitable policies and governance.

## Afrophobia on the map of the EU institutions

**15** advocacy meetings and high-level conferences at EU and national levels



ENAR delegation at the meeting of the European Commission high-level group on racism, December 2017

# Introducing an intersectional approach to anti-racism



Julie Pascoët ENAR Senior Advocacy Officer, at the European Commission Colloquium on women's rights, November 2017

ENAR was a prominent speaker at the European Commission annual Colloquium on Fundamental Rights, which this year focused on women's rights, on how to ensure intersectionality and discrimination against women of colour is addressed in gender equality policies. European Commission Vice-President Frans Timmermans directly answered the intervention by acknowledging that more needs to be done for women of colour. ENAR also submitted suggestions to include intersectionality in all workshops and recommendations for the conclusion document, and published an op-ed highlighting the need for an intersectional approach in EU gender equality policies. This coincided with our Equal@Work annual seminar dedicated for the first time to women of colour in employment.

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. This has resulted in the European Institute for Gender Equality highlighting this issue in its latest report on violence against women.

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Crucial analysis and positioning on **women of colour**

# Advocating for an equality and human rights framework

ENAR is part of the civil society steering group of the EU High-level Working Group on Racism, Xenophobia and Other Forms of Intolerance, which enabled us to set the agenda and present our positions to all Member State representatives, including on Afrophobia, Antigypsyism and racist crime.

ENAR is also an active member of the Human Rights and Democracy Network (HRDN), and submitted joint amendments with the European Parliament's Anti-racism and Diversity Intergroup on the European parliament report on the situation of fundamental rights in the EU. This work enables us to mainstream anti-racism issues in broader fundamental rights discussions and policies.

In addition, we engaged in coalition building and mobilisation on a broader narrative for the "Europe we want" with civil society organisations from the trade union, development, human rights, and environment sectors.

ENAR has been a key member of this wide coalition. We also engage with partners through the Civil Society Europe and SDG-Watch Europe civil society alliances.



European Commission high-level group on racism,  
December 2017

# Communication

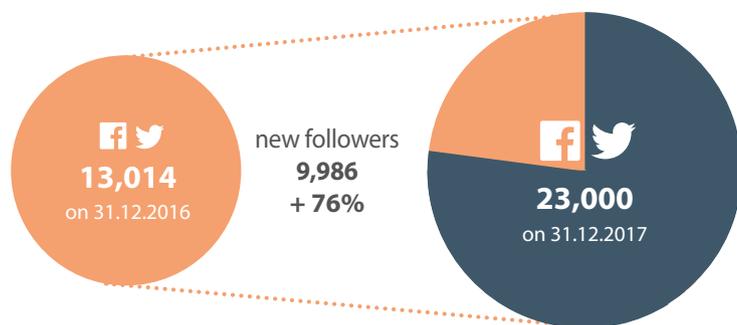
ENAR continued to make its key messages and demands heard through its communication tools and channels – publications, website, e-newsletter, webzine, blog, media and social media.

In 2017, ENAR issued 14 press statements and secured wide media coverage in particular on Islamophobia 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, with a 27% increase in our media coverage. We also contributed 17 opinion pieces to various newspapers, online media, magazines and newsletters, including in 'community' media.

Coverage has ranged from mentions of our work and positions in EU media (including Politico Europe, Euractiv, Euronews) and national media (such as Financial Times, Reuters, El Pais, Deutsche Welle, Irish Times, Mediapart, De Standaard, La Repubblica, Reuters), to interviews on BBC, Al Jazeera, Radio France International, the Belgian RTBF, among others.

Our social media engagement led to doubling the overall number of supporters on ENAR's Facebook page and to 1,286 new followers on Twitter. The average reach and interaction on our Facebook posts and tweets has been increasing steadily since last year, in particular around key ENAR publications and actions.

## Social media

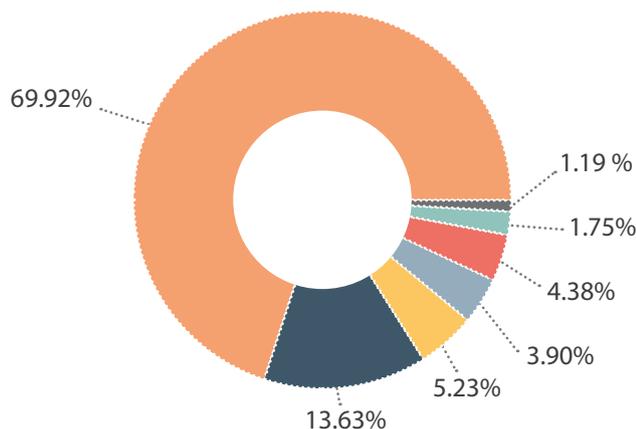


**78,000** visits to our websites

**263** media mentions of ENAR's work and messages

# Finances

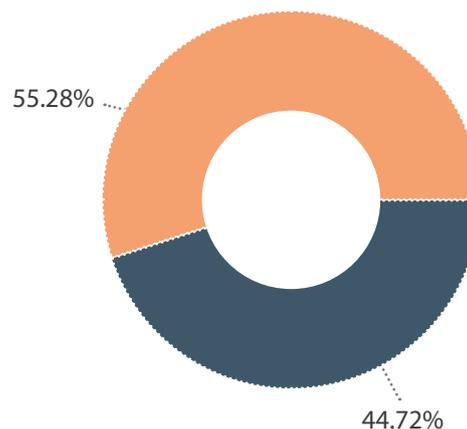
## Where our money came from



- European Commission Rights, Equality and Citizenship Programme **69.92%**
- Open Society Foundations **13.63%**
- Sigrid Rausing Trust **5.23%**
- Joseph Rowntree Charitable Trust **3.90%**
- Other projects **4.38%**
- Donations **1.75%**
- Membership fees **1.19%**

**Total income: 1,166,938 €**

## What we spent it on



- Staff **55.28%**
- Office costs, travel, actions and events, research and communications, etc. **44.72%**

**Total expenditure: 1,133,622 €**

The European Network Against Racism's annual accounts were audited by Mrs. Danielle Quivy, registered company auditor, for the period January-December 2017 in February 2018.

ENAR thanks the European Commission, the Open Society Foundations, the Sigrid Rausing Trust, the Joseph Rowntree

Charitable Trust and the ENAR Foundation for their financial commitment to the continuity of the network's activities. ENAR also expresses its gratitude to the National Democratic Institute and various donors for their valuable support of ENAR activities in 2017.



SIGRID RAUSING TRUST



# Highlights of ENAR members' actions at national level

## Guide on hate crime in the United Kingdom

The UK Race and Europe Network developed a guide to dealing with hate crime for victims and for NGOs helping victims, which includes online hate speech. In order to improve understanding, recording and prosecution of online hate crime, they also collaborated with the National Police Chiefs' Council, the Crown Prosecution Service (England and Wales), Crown Office (Scotland) and the Public Prosecution Service (Northern Ireland).

## Raising awareness of migrant women in the Czech Republic

SIMI, the Association for Integration and Migration, organised targeted advocacy and networking activities to raise awareness about the discrimination faced by migrant women as well as contribute to a better understanding of their needs. They for instanced highlighted the situation of migrant women at the Women's Congress. Three migrant women also shared their personal experiences with regard to "women and public space".

## Calling for equality data collection in Germany

The Bureau for the Implementation of Equal Treatment (BUG) organised a focus group including civil society actors and academia to discuss needs and possibilities for the systematic and comprehensive collection of equality data in Germany. The results of these discussions fed into a paper addressed to the new German government.

## Challenging stereotypical representations in Sweden

The Multicultural Centre (MKC) initiated a project aiming to educate about the impact of stereotypical representations of ethnic and religious minorities. They developed a set of three pedagogical exercises which were used together with an educational website portal and organised targeted trainings for librarians and education professionals.

## **Awareness raising campaigns on Day Against Racism in Italy and Greece**

Associazione Trepuntozero in Italy organised an awareness raising campaign “Turin wakes up anti-racist” during Week Against Racism, together with other civil society organisations, which featured a wide range of activities and was widely quoted in local media. The Greek Forum of Migrants organised a successful “Walk Against Racism” on 21 March 2017. More than 65 organisations responded to the call for a silent march on International Day Against Racial Discrimination.

## **Achieving reparations for slavery and colonialism in France**

The Council of Black Organisations in France (CRAN) achieved a new victory in its long-standing campaign for reparations for slavery and colonialism and restitution of colonial treasures. The French Prime Minister announced on 28 November 2017 that African heritage should be restituted to African states.

## **Tackling hatred together in the United Kingdom**

Nisa-Nashim, the Jewish-Muslim Women’s Network, mobilised its existing and emerging groups around the United Kingdom to not only strengthen their existing relationships but also to encourage them to combat Islamophobia and Antisemitism in their wider community. Activities involved developing a toolkit to encourage and enable groups to discuss and share their experiences of Antisemitism and Islamophobia with one another; and assisting groups in making contact with their local police officers to discuss how hate crime is being tackled in their local area.

# 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



**Karen Taylor**  
Germany



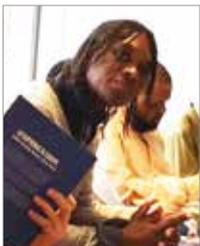
**Claudia Mara**  
Italy



**Vilana Pilinkaite Sotirovic**  
Lithuania



**Peter Pompa**  
Slovakia



**Ghyslain Vedeux**  
France



**Enrique Tessieri**  
Finland

We thank our former board members Intissar Kherigi (Board member from 2015 to 2017) and Jamie Schearer (Board member from 2014 to 2017) for their dedication, commitment and valuable contributions to the ENAR Board.

# ENAR Secretariat staff

ENAR's secretariat has ten 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 Privot**  
Director



**Claire Fernandez**  
Deputy Director -  
Programmes



**Julie Pascoët**  
Senior Advocacy Officer



**Sarah Chander**  
Advocacy Officer



**Juliana Wahlgren**  
Senior Network  
Development and  
Advocacy Officer



**Ojeaku Nwabuzo**  
Senior Research Officer



**Georgina Siklossy**  
Senior Communication  
and Press Officer



**Anne-Sophie Marchant**  
Administrator



**Axel Ruppert**  
Project Officer

**Ines Boughdene**  
Budget Officer

**Bayane Ahmadi**  
Secretary

We thank Myriam De Feyter, former Deputy Director of ENAR, for all the years of commitment to ensuring ENAR's finances and human resources were on track since 2005. We also thank the former interns who provided valuable support to the ENAR team in 2017: Axelle Asmar, Julia Boada Danés, Giulia Di Vita, Cristina Drey, Sarra Guellai, Harriet Leishman, Brian Hollingsworth, Mathilde Lentz, Hitomi Ogawa, Lisa Schaefer, Fateema Villani.





SIGRID RAUSING TRUST

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