

# ANNUAL REPORT 2018



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



2018 has been a year of consolidation and development for ENAR. Following ENAR members' request for improved communication inside and outside of the Network, we increased the capacities of the Secretariat to carry out these missions successfully: a full time Network Development Officer and a full time Communication Officer dedicated to social media joined the team in the second half of 2018. Their presence has already been noticed through more sustained internal communication with members and an improved follow-up of projects, as well as an enhanced digital footprint. This is also meant to reinforce our fundraising strategy by becoming a more coherent, solid and visible network.

Many years of advocacy work finally delivered crucial results: the European Commission published guidelines for EU Member States on equality data collection and implementing EU racist crime legislation, which are two key stepping-stones for national work in these areas. Work on the recognition of racism faced by people of African descent and Black Europeans got unprecedented attention from European institutions, notably through the organisation of a first EU Week for People of African Descent in the European Parliament, which led to the adoption of the first comprehensive resolution on this issue.

Work on Islamophobia and Antigypsyism also led to some successes: a high-level meeting with Commissioners in December 2018, leading to two Member States committing to pursue the work on Islamophobia after the end of the European Commission's mandate and a European Commission policy document on countering Islamophobia; and recognition of Antigypsyism as a major cause of the

hurdles faced by Roma in all walks of life at EU level, with a clear commitment from the European Commission to include specific measures and dedicate resources to that effect in the future framework for Roma inclusion.

ENAR carried out a significant review of its shadow report process and developed a research, analysis and data collection strategy for 2018-2021 in line with ENAR's theory of change. We are developing research projects and reports that provide a voice to grassroots anti-racist organisations towards the EU but also support the work at national and local level.

On another front, ENAR's Board and Secretariat have engaged in an in-depth review of internal governance and management systems to improve the well-being of all in the organisation, better definitions of governance and management, improved communication between the Secretariat, the Board and the membership.

Thanks to higher co-funding income, ENAR was also able to make better use of the European Commission's funding, and spend more resources on activities dedicated to the development of members' capacities, laying the ground for a stronger and more focused ENAR. 2018 was a year full of unexpected challenges, but also a year that delivered crucial results, paving the way for our future successes.

Finally, after five years of brilliantly serving the organisation, our Deputy Director Programmes Claire Fernandez moved to the next step of her career by becoming the Executive Director of another European platform. We thank her for her dedication, her sense of duty, justice and rule of law, as well as the exceptional quality of her work. We wish her all the best in her new career.

**Michaël Privot**

# 2018 in numbers



**5**  
publications  
& reports



**5**  
policy  
responses



**13**  
press  
releases



key events  
organised

Spoke at EU and  
**50** national  
events



mentions in the media  
per week on average



**60**  
advocacy meetings



**60,000**  
visits to our websites



**25**  
new member  
organisations



**22**  
high-level meetings

**25,500**  
followers on  
Facebook and Twitter

# Building the anti-racism movement



ENAR General Assembly, June 2018

2018 was a special year for ENAR as it was the organisation's 20<sup>th</sup> anniversary. Our General Assembly in June, which gathered over 100 anti-racist activists from across Europe, was therefore an opportunity to celebrate past victories and reflect on future challenges. It took place in Lisbon to celebrate the 20 years of ENAR in the city where it was founded. On this occasion, a booklet exploring the history and development of ENAR was

produced. We also moved further towards implementing an intersectional approach in our work. ENAR members committed to make ENAR a feminist anti-racist organisation that will keep addressing compounded forms of discrimination within and outside the movement, using an intersectional approach.

In addition, ENAR supported 15 projects by member organisations in 13 EU Member States, covering areas such as intersectionality, migration, racist crime, Afrophobia and Islamophobia. We also organised a series of capacity building sessions for ENAR members. One training day provided members with an introduction to the main aspects of applying for EU funding. There was a full day of capacity building workshops as part of the General Assembly, among others on police violence, strategies to fight Islamophobia or Afrophobia, advocacy strategies. Two webinars on social media in the run-up to the EU elections also took place.

**Celebration of 20 years of the anti-racist movement  
in Europe and renewed mobilisation of ENAR members for an  
intersectional approach to anti-racism**

---

**120** ENAR member organisations offered capacity building on various topics

**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.

A newly created European Commission sub-group on equality data collection was initiated by the EU High-Level Group on Non-discrimination, Equality and Diversity to facilitate the exchange of good practices in equality data collection. ENAR attended and advised members of the sub-group and high-level group, which in 2018 produced guidelines for Member States encouraging the collection of equality data, emphasising disaggregation by race and a move toward self-identification principles.

In addition, ENAR supported members and other civil society organisations to better understand how to advocate for equality data collection in their national context. At national level, a project by ENAR members in Finland focused on advocacy towards equality data collection.



---

European Commission publishes **guidelines 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. In this context, ENAR published and disseminated its Equal@work toolkit on women of colour in the workplace, which looks at how to address racism and sexism against women of colour at work and gives employers tools for an intersectional approach to gender equality and diversity management. It was presented to civil society employers in November 2018 and has been widely shared on social media.

We held the 10th European Equal@work seminar on race, mental health and well-being at work. With 40 attendees from civil society, mental health practitioners, and business, we explored specific mental health issues facing people of colour in the workplace, and how employers can implement HR policies based on the concept of well-being.

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

ENAR'S NINTH EUROPEAN EQUAL@WORK SEMINAR  
TOOLKIT

## WOMEN OF COLOUR IN THE WORKPLACE



European network against racism

INDITEX



sodexo  
Making every day a better day

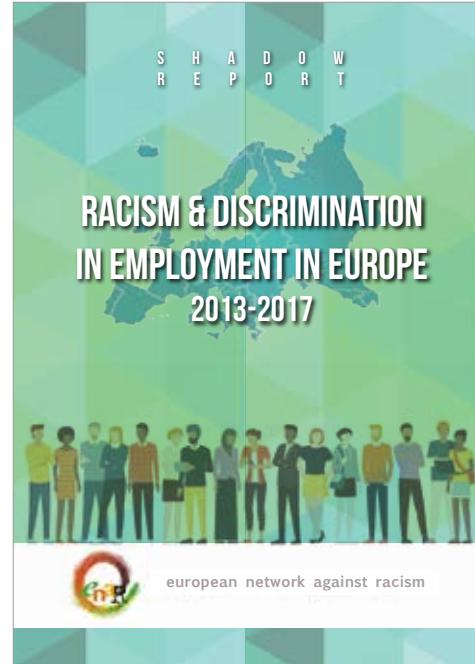
Coca-Cola  
EUROPEAN PARTNERS

Equal@work partners:

Reached out to **40** HR and Diversity managers, consultants, NGO representatives and public officials from across Europe

Another important part of our employment work in 2018 was devoted to calling for improved racial diversity and representation in the EU institutions in our advocacy and communications work. In February ENAR set up an affinity group for people of colour working in the EU institutions and surrounding organisations, which meets regularly to strategise on how to improve the level of representation of people of colour in Brussels policy making circles. The lack of racial diversity in the EU institutions was covered in several media articles, including in The Guardian.

In addition, we published new data on racism in employment. ENAR launched its Shadow Report providing an update on racial discrimination in employment over the period 2013-2017, including country profiles of 22 EU Member States. For the first time, the report included a section dedicated to women of colour. It was widely shared on social media and received some media coverage.



---

**Sustained attention to racial diversity in EU institutions**

**New data on racial discrimination in employment**

# Tackling racist crime and speech

Despite EU legislation on combating racist crime, 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.

Following ENAR's advocacy for improved recording, investigation and sanctioning of hate crime, the European Commission published guidelines for EU Member States on the implementation of the Framework Decision on Racism and Xenophobia. ENAR's recommendations were reflected in the Commission's suggestions to EU Member States in the areas of law enforcement training, hate crime recording methodologies, victim support and recognition of Afrophobia and Antigypsyism, as well as in the official guidelines. These guidelines will support our members' advocacy efforts at national level. Three projects by ENAR members in the Czech Republic, Slovakia and Ireland focused on this area of work.

ENAR and its member organisations regularly participated in the High-Level Group on combating racism, xenophobia and other forms of intolerance, providing input on the



state of play of racism and the response to hate crimes. ENAR also participated and provided input in the sub-groups on methodologies for recording hate crimes, and on combating hate speech online.

ENAR was a partner of the new Facing All the Facts project led by CEJI, which explores EU Member State responses to hate crime. During 2018, we developed a series of bespoke modules with CEJI and PAD civil society about the specifics of hate crimes against people of African descent in Europe. This module will be rolled out to national authorities and police across Europe to raise awareness about racism against black people, and suggest how to improve accountability and relations between police and communities.

In addition, ENAR coordinated research in 24 EU Member States for the upcoming ENAR Shadow Report on racist crime and institutional racism, which will be, in part, an update of the Shadow Report published in 2014, with a more substantial focus on the recording, investigation and sentencing of hate crimes with a racial bias.

In related work, ENAR issued a press statement welcoming the European Parliament resolution on neo-fascist violence in Europe. The European Parliament also took down a racist advertisement for the EU elections as part of its 'This time I'm voting' campaign, following social media actions by ENAR.

---

## European Commission publishes new guidelines on implementing the EU Framework Decision on Racism & Xenophobia

# Migration

ENAR analysed the comments by respondents to a survey conducted in 2017 with more than 5,000 migrants in five EU countries. The report, which provides another opportunity to amplify the voices of migrants and highlight the important issues they are facing, was published on International Migrants' Day on 18 December and widely shared on social media. ENAR also published a blog article reviewing political developments in the area of migration at the same time.

In our advocacy work, we engaged in consultations and strategic discussions with different stakeholders to bring forward the anti-discrimination approach to integration and migration policies/legislation. We had a number of meetings with MEPs to discuss the Blue Card Directive review (EU employment scheme for highly skilled migrant workers) and monitor the adoption process. ENAR also contributed to the consultation on the fitness check of the legal migration framework of the European Commission.

We took an active part in the Brussels-based NGO Platform on Migration and Asylum and participated in the European Migration Forum meeting in March, coordinating a workshop on the advantages of a multi-stakeholder approach for the integration of migrants in the labour market. ENAR also supports a European Citizens Initiative on Migration, which calls for the right of private sponsorship of refugees, legal pathways for migrant workers and to increase the number of resettled refugees and regular migrants across Europe.



In addition, ENAR was a partner of a project that aimed to facilitate the social and economic integration of refugees and newly arrived migrants and foster their inclusion into higher education. We published an advocacy toolkit and engaged in advocacy meetings and trainings to promote new curricula on migrants' inclusion in education as well as the earmarking of funds to inclusion of refugee and asylum seekers students in higher education.

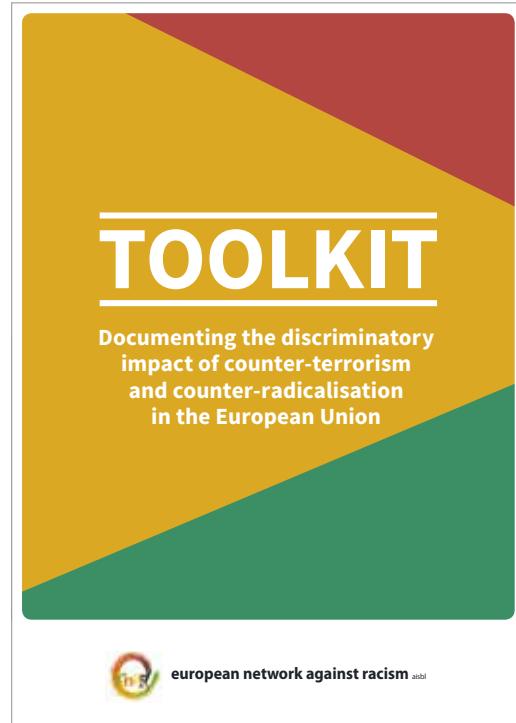
---

**Voice of migrants highlight the challenges they face in Europe**

# Security and counter-terrorism

ENAR is the only European level organisation striving to highlight the racial discriminatory impact of counter-terrorism and prevention policies adopted since 2015. Article 19 of the EU Directive on counter-terrorism foresees that the European Commission must report on the impact of the Directive on fundamental rights, including on non-discrimination. ENAR took part in several workshops with Member States and the European Commission on the transposition of the directive. This enabled us to raise attention to the potential collateral discriminatory impact of the definition of new offences. ENAR contributed to and coordinated a number of advocacy meetings with other human rights NGOs to mitigate the negative language of the European Parliament's special Counter-Terrorism Committee's report, bringing in particular the anti-discrimination dimension.

ENAR also published a toolkit to support civil society organisations and activists to document discrimination linked to counter-terrorism and counter-radicalisation policies and practices. In two events held at ENAR's offices, experts from academia, civil society and policy making came to discuss these issues with ENAR and its partners.



---

**Increased awareness of the racial discriminatory impact of counter-terrorism and security policies**

In addition, ENAR initiated research on the impact of counter-terrorism legislation on groups at risk of racism. Pilot research was conducted in Germany and Poland. Three more countries will be explored in 2019, and will lead to a comparative report providing crucial evidence, data and analysis.

On ethnic profiling, ENAR ensured that an anti-discrimination and racial equality perspective was included in the EU Fundamental Rights Agency's new handbook on unlawful profiling. We continued to call for EU standards on fair and effective policing.



In addition, ENAR is a project partner of the EU-funded research project "Dialogue about Radicalisation and Equality" (DARE) from 2017 to 2021, coordinated by the University of Manchester, and leads the advocacy work for this project. It investigates 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. ENAR participated in two consortium meetings and supported researchers to think about how to maximise the impact of their research. We disseminated a policy brief giving preliminary research findings and recommendations from European experts and practitioners in prevention of radicalisation and counter-terrorism. ENAR also hosted a two-day workshop on ethnographic research in radicalised milieus in November for the whole consortium, as well as the first policy dialogue event which gathered 35 European policy makers and think-tankers at ENAR's premises.

---

**Research looks into the correlations  
between (in)equality and (non)radicalisation**

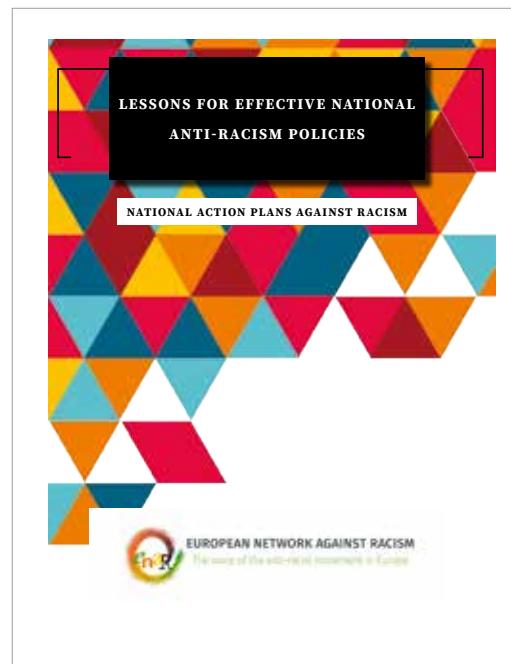
# Fighting structural and specific forms of racism

## National Action Plans Against Racism

ENAR has long been engaged in calling EU Member States to develop strong strategies against racism. National Action Plans Against Racism can be a unique tool to develop a comprehensive framework which puts victims at the centre of the social justice and equality agenda, with an intersectional anti-racist perspective, and ensures coherence across different areas to tackle structural racism.

ENAR published a report assessing existing National Action Plans Against Racism (NAPARS) and providing recommendations for standards for good national action plans. On the basis of this, we advocated for the adoption of guidelines on successful NAPARs by the European Commission.

We also continued to provide expertise to Member States and/or national NGOs engaged in the design of NAPARs, including in Belgium and Portugal where innovative national coalitions are taking the lead. ENAR supported the convening of these two coalitions, gathering a broad range of NGOs beyond its membership. Belgium's coalition gathers more than 40 NGOs from all backgrounds and is becoming fully autonomous. Portugal's coalition gathers more than 20 NGOs and brings members towards more strategic advocacy.

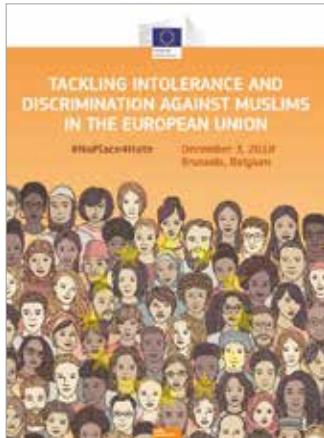


---

**Increased interest in and political will for National Action Plans Against Racism**

**2 successful coalitions developed in Belgium and Portugal**

## Islamophobia



mandate for the European Commission Coordinator on anti-Muslim hatred, published in July.

The meeting produced concrete recommendations and the commitment of the Netherlands and Spain representatives to secure and build on the legacy of the present Commission after the 2019 European elections, with the view to develop concrete measures against Islamophobia.

ENAR's advocacy and media efforts, in collaboration with a stronger coalition of European and national NGOs against Islamophobia, led to the organisation of a European Commission high-level meeting in December, attended by Member State representatives. This meeting was in part the result of an ENAR open letter on the need for a meaningful

ENAR is leading efforts to strengthen a European civil society coalition against Islamophobia. Steps have been taken to develop a common NGO working definition on Islamophobia to support policy and advocacy work, and meetings were held with the European Commission Coordinator on combating anti-Muslim hatred.

With regard to discrimination experienced by Muslim women specifically, our advocacy work led to a first hearing of the European Parliament's Women's Rights Committee on the situation of Muslim women in Europe. Videos published around the hearing were viewed more than 150,000 times. In parallel, MEPs submitted two pilot project ideas on intersectionality and empowerment of Muslim women to the Budget Committee. In addition, in an initiative led by ENAR, more than 100 Muslim women called, in an opinion piece, for a real European model of inclusion and pluralism giving everyone access to employment and education, which also received a lot of attention internationally.

## New steps towards institutional recognition of Islamophobia

**Reinforced civil society  
coalition against Islamophobia**

**Quoted in 34 media on issues  
related to Islamophobia**

## Antisemitism

ENAR met the EU Coordinator on Antisemitism and discussed how to move towards a European Commission roadmap for Member States on combatting Antisemitism. The EU Fundamental Rights Agency published a major survey on antisemitism in Europe in December. ENAR attended the launch event and reacted to the survey results in a press statement.

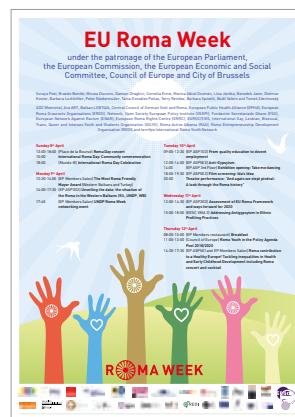
ENAR published a blog article and video on 9 November, the commemoration of Kristallnacht, and did a small social media campaign around this date. We also produced a video interview with Dr. Steven Luckert who is the Curator of the Permanent Exhibition at the United States Holocaust Memorial Museum.

## Antigypsyism

As one of the driving forces of the Alliance Against Antigypsyism, which is increasingly quoted as a source in EU documents, ENAR contributed to setting the fight against this structural form of racism as a key feature of any future policy framework on Roma inclusion. In addition, as a result of the work of the Alliance and of other stakeholders, such as the European Parliament's Anti-Racism and Diversity Intergroup, antigypsyism is acknowledged by EU institutions as a root cause of discrimination and social marginalisation of Roma, which calls for a comprehensive approach to prevent and combat antigypsyism.

In addition, ENAR was a partner of the EU Roma Week in the European Parliament, focusing on putting the fight against antigypsyism at the forefront of efforts for the social and economic inclusion of Roma, and published a blog article on this occasion.

ENAR, in collaboration with the Central Council for German Sinti and Roma, finalised the production of a book on dimensions of antigypsyism in Europe, which brings together a combination of academic and activist writing to shed light on the multi-dimensional and complex phenomenon of antigypsyism, as well as strategies to tackle it.



## Antigypsyism at the core of negotiations for the post-2020 Framework for National Roma Integration Strategies

## 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 co-organised the first EU Week for People of African Descent in the European Parliament. This event, including a series of hearings, advocacy moments and panels, was designed to draw greater attention among EU policy makers to the need for recognition of the issues faced by people of African descent and Black Europeans, particularly with respect to the criminal justice system, education, housing, racial violence, and migration policy. The week received wide media coverage.

ENAR also drafted, in collaboration with a range of civil society actors, a European Parliament Resolution on

the fundamental rights of people of African descent in Europe, which was adopted in March 2019, as a cornerstone for further advocacy work at European and national levels.

In addition, ENAR's advocacy has led the EU Fundamental Rights Agency to publish its own findings on Afrophobia, further increasing institutional awareness of this issue and the legitimacy to address it with targeted measures.

As a direct development from our work, research and involvement in the AfroEuropeans 2017 conference, ENAR has been asked to partner with Vrije Universiteit Brussel (VUB) to develop preparation of events in 2019/2020 and the international conference that will take place in Belgium in 2021.

## Increased recognition of Afrophobia as a form of racism in EU institutions

## First ever EU Week for People of African Descent in the European Parliament

## Quoted in 22 media on issues related to Afrophobia



EU Week for People of African Descent, May 2018

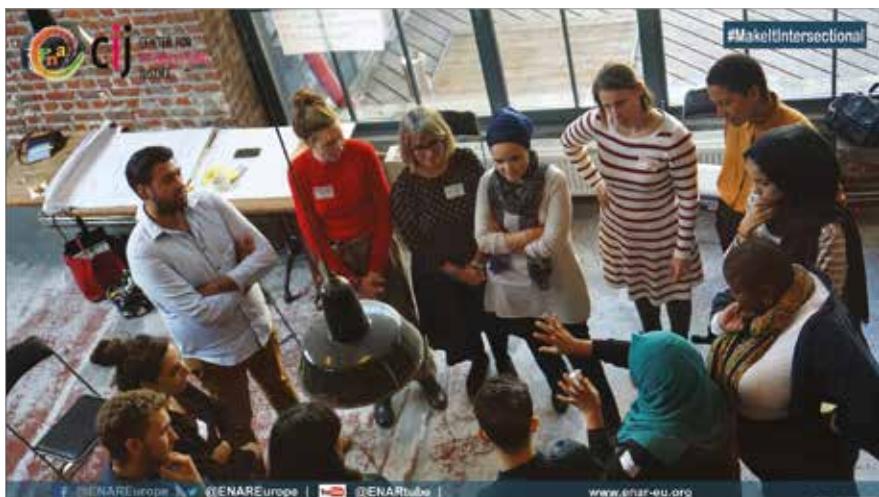
# Advocating for an intersectional approach to anti-racism

One of the highlights of 2018 was ENAR's European symposium on intersectionality in October, gathering over 100 participants from EU institutions, NGOs, equality bodies, governments and academia, and organised in partnership with the Center for Intersectional Justice. It produced concrete steps to initiate intersectional approaches in policy making and coalition building, profiling ENAR as a central contributor to the European conversation on this issue.

Other activities in this area included a briefing on intersectionality on International Women's Day; a toolkit on Women of Colour in the Workplace; and a specific section in ENAR's Shadow Report, looking at the intersectional nature of discrimination in the labour market for women of colour.

In parallel, we organised a Board and Staff training on intersectionality and how to mainstream LGBTQI\* issues in anti-racism work, leading to an increased awareness of the key bodies of the Network.

ENAR's work in this area has been acknowledged by major stakeholders (UN Office of the High Commissioner for Human Rights, Women's March movement, European Parliament Women's Rights Committee, and the EU Fundamental Rights Agency) and has resulted in the European Commission's gender equality unit committing to work on intersectionality in 2019.



European Symposium on Intersectionality, October 2018

## Increased mainstreaming of intersectionality

# 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 also spoke at the High-Level Group meeting in October, co-organised with the Austrian Presidency of the EU. We drew attention to issues with the far-right government in Austria and put forward recommendations for the future of the high-level group.

ENAR is a 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, ENAR took an active part in an informal coalition on a broader narrative for the "Europe we want" with civil society organisations from the trade union, development, human rights, and environment sectors. The coalition launched a call to EU leaders and governments to uphold democracy ahead of the EU colloquium on fundamental rights on 26-27 November, and handed it to Commission Vice-President Frans Timmermans just before the colloquium.



'Europe we want' coalition meeting with  
Frans Timmermans, November 2018

# Communication

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

In 2018, ENAR issued 13 press statements and secured wide media coverage in particular on the far right and xenophobia, Afrophobia and Islamophobia, 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. ENAR was for instance interviewed on the new Spanish far-right party Vox, which stirred a much larger conversation in Spain. We also contributed 15 opinion pieces to various newspapers, online media, magazines and newsletters.

Coverage has included mentions of our work and positions in EU media (including Politico Europe, Euractiv, Euronews) and national media (The Economist, El País, The Guardian, La Libre Belgique, Tageszeitung, Radio France International, among others).

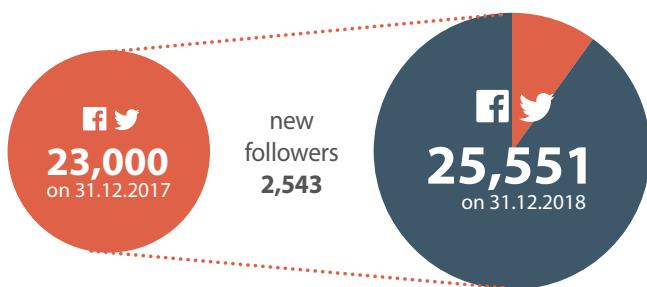
We have increased our social media engagement and production of videos, with a number of videos scoring

**Increased visibility and engagement on social media**

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

more than 1,000 views on our channels, and a record of 150K views for a video on Islamophobia. 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. We had some successes in our online campaigning; for instance bringing the European Parliament to take down an EU election advert with anti-migrant and Islamophobic undertones.

In particular in view of the 2019 European elections, ENAR organised a first meeting with European experts on strategic narrative development which will nurture the work of ENAR, also beyond the EU elections.

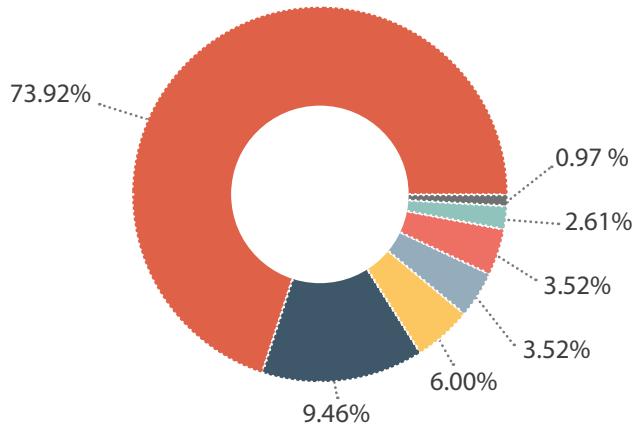


**150K views of an ENAR video on Islamophobia**

**60,000 visits to our websites**

# Finances

## Where our money came from

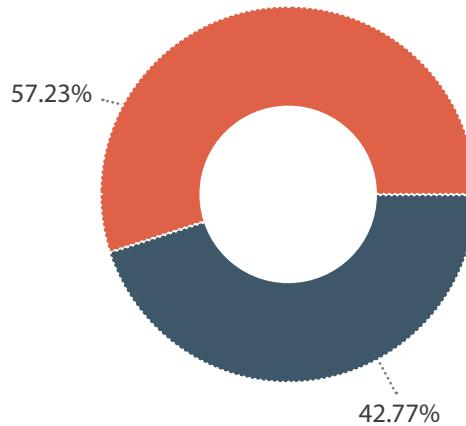


● European Commission Rights, Equality and Citizenship Programme (REC)	<b>73.92%</b>
● Open Society Foundations	<b>9.46%</b>
● Sigrid Rausing Trust	<b>6.00%</b>
● Joseph Rowntree Charitable Trust	<b>3.52%</b>
● European Union's Horizon 2020 Research and Innovation Programme (DARE)	<b>3.52%</b>
● Donations	<b>2.61%</b>
● Membership fees	<b>0.97%</b>

**Total income:** **1,262,958 €**

The European Network Against Racism's annual accounts were audited by Mrs. Danielle Quivy, registered company auditor, for the period January-December 2018 in February 2019.

## What we spent it on



<b>Total expenditure:</b>	<b>1,279,347 €</b>
● Staff	<b>57.23%</b>
● Office costs, travel, actions and events, etc.	<b>42.77%</b>
● Not covered by income 2018	<b>1.28%</b>

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 various donors for their valuable support of ENAR activities in 2018.



SIGRID RAUSING TRUST



# Highlights of ENAR members' actions at national level

## A civil society coalition for a National Action Plan Against Racism in Belgium

A broad coalition of Belgian anti-racism NGOs, made up of over 50 civil society organisations including several ENAR members, was established to call for the adoption of a national action plan against racism. The coalition launched 11 proposals for a national action plan against racism, which were presented to parliamentarians of all Belgian government levels in May 2018. Following advocacy and media work, the coalition met with three different Ministries, including the cabinet of the Federal Secretary of State in charge of designing the national action plan. As a result of their work, most political parties have committed in their programmes to implement an inter-federal plan to combat racism.

## Hate crime monitoring in the Czech Republic

The organisation In Iustitia undertook a hate crime and speech monitoring in order to document and raise awareness on hate violence in the Czech Republic, and support communities at risk of hate violence and to empower them to report cases of hate crime to both official and unofficial reporting system and help to advocate on behalf of the victims. They published four quarterly reports on the results of this monitoring and were able to initiate a public discussion on Czech NGO activists and human rights defenders facing death threats and attacks motivated by hatred. For the first time, a Czech court convicted a perpetrator of committing a hate crime because the assault was directed against a human rights defender for performing such work.

## Raising awareness on racism and discrimination in employment in Cyprus

KISA – Action for Equality, Support, Antiracism organised a campaign to disseminate and promote the findings of ENAR's Shadow Report on racism and discrimination in employment, with the aim of raising awareness about discrimination and racism experienced by migrants and refugees in employment. They organised an event and press conference to launch the Shadow Report in Cyprus and raise awareness of the impact of policies on migrant workers, with a specific focus on migrant women, as well as several bilateral meetings with relevant stakeholders, in particular public services, independent institutions and employer associations.

## Joining forces against Islamophobia in the Netherlands

This initiative by the Collective against Islamophobia and Discrimination, of which ENAR member Muslims for Progressive Values is a member, aimed to promote further collaboration on combating anti-Muslim hatred, and share best practices and experiences with key stakeholders. They launched a public manifesto which was signed over 400 times, including by NGOs, mosques, researchers, and other stakeholders. They also organised two successful events, one with the European Commission Coordinator on combating anti-Muslim hatred, and a second one with local authorities, youth and community representatives.

## **Securing the rights of second generation migrants in Greece**

Generation 2.0 campaigned for the insurance rights of second generation migrants, including by filing a report to the Greek Ombudsman, publishing notices and sending letters to the Ministry of Labour. As a result, an amendment was tabled in Parliament and includes a regulation ensuring equal social security rights for the children of migrants as for those of the children of Greek citizens. Based on this regulation, children of migrants will be able to be insured under their parents as dependents.

## **“Breaking the Boxes” in Italy**

Altera conducted a project aiming to counter xeno-racist narratives and biased political programmes through the dissemination of evidence-based resources and to build cross-sectoral coalitions, with a particular focus on ensuring an intersectional approach. They organised a training on intersectionality as well as a Summer School for people working in the social and cultural sectors, which was dedicated to anti-racism. These activities enabled them to consolidate actions and reflections on intersectionality among civil society organisations and activists, together with LGBTQI+, youth and refugee organisations.

## **Towards official recognition of antigypsyism in Germany**

The advocacy work of the Central Council for German Sinti and Roma (Zentralrat Deutscher Sinti und Roma) to ensure state recognition of antigypsyism has led to the establishment by the German federal government of a national independent expert commission on antigypsyism. This commission will investigate the diverse causes, manifestations and effects of antigypsyism in politics and society; develop strategies to combat antigypsyism and make policy proposals and recommendations to policy makers.

# 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



**Maria  
Dexborg**

Sweden



**Karen  
Kaneza**

Portugal



**Claudia  
Mara**

Italy



**Vilana  
Pilinkaite  
Sotirovic**

Lithuania



**Karen  
Taylor**

Germany



**Ghislain  
Vedeux**

France



**Enrique  
Tessieri**

Finland

We thank our former board member Peter Pompa for his dedication, commitment and valuable contributions to the ENAR Board from 2015 to 2018.

# ENAR Secretariat staff

ENAR's secretariat has 13 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  
Pivot**  
Director  
[michael@enar-eu.org](mailto:michael@enar-eu.org)



**Julie  
Pascoët**  
Senior Advocacy  
Officer  
[julie@enar-eu.org](mailto:julie@enar-eu.org)



**Sarah  
Chander**  
Senior Advocacy  
Officer  
[sarah@enar-eu.org](mailto:sarah@enar-eu.org)



**Juliana  
Wahlgren**  
Senior Advocacy  
Officer  
[juliana@enar-eu.org](mailto:juliana@enar-eu.org)



**Esra  
Özkan**  
Network  
Development Officer  
[esra@enar-eu.org](mailto:esra@enar-eu.org)



**Ojeaku  
Nwabuzo**  
Senior Research  
Officer  
[ojeaku@enar-eu.org](mailto:ojeaku@enar-eu.org)



**Georgina  
Siklossy**  
Senior Communication  
and Press Officer  
[georgina@enar-eu.org](mailto:georgina@enar-eu.org)



**Sanka  
Abayawardena**  
Digital  
Communication  
Officer  
[sanka@enar-eu.org](mailto:sanka@enar-eu.org)



**Anne-Sophie  
Marchant**  
Administrator  
[anne-sophie@enar-eu.org](mailto:anne-sophie@enar-eu.org)



**Myriam  
De Feyter**  
Administrator  
[info@enar-eu.org](mailto:info@enar-eu.org)



**Delphine Michel**  
Senior Advocacy  
Adviser – DARE  
project  
[delphine@enar-eu.org](mailto:delphine@enar-eu.org)



**Chaïb Benaïssa**  
Researcher – DARE project  
[chaib@enar-eu.org](mailto:chaib@enar-eu.org)

We thank our former Deputy Director Programmes Claire Fernandez for her dedication, commitment and important contributions to ENAR from 2013 to 2018. We also thank the former staff members and interns who provided valuable support to the ENAR team in 2018: Bayane Ahmadi, Axel Ruppert, Anna Dau Hvas Sandvad, Hicham El Bekkali, Sarah Gane, and Ashley Lushinsky.

# Notes



SIGRID RAUSING TRUST

This publication has been produced with the financial support of the Rights, Equality and Citizenship Programme of the European Union, the Open Society Foundations , the Joseph Rowntree Charitable Trust and the Sigrid Rausing Trust. The contents of this publication are the sole responsibility of ENAR and can in no way be taken to reflect the views of the European Commission, the Open Society Foundations , the Joseph Rowntree Charitable Trust, or the Sigrid Rausing Trust.

 / ENAREurope •  @ENAREurope •  [www.enar-eu.org](http://www.enar-eu.org)



european network against racism aisbl  
Rue Ducale 67, 5th floor, B-1000 Brussels  
Tel: +32(0)2 229 3570 • [info@enar-eu.org](mailto:info@enar-eu.org)