

# ANNUAL REPORT 2019



**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



2019 was an intense year. First because we had an ambitious work plan to deliver on, seeking to increase the involvement of ENAR members, reinforce their capacities and connections while ensuring that we move lines in the current complex and challenging EU environment.

Second because, on top of this, the Staff and the Board of ENAR have embarked on a challenging journey to improve our governance, management and operations methods with a view to becoming a better employer, network and movement. As a new step in this direction, we have decided to hire an Impact and Process Officer, to better analyse and explain our impact, draw lessons and implement processes to improve and maximise our efforts.

We are striving to build a connected, empowered and resilient anti-racist movement and took steps in this direction by starting to develop a long-term network development strategy. This will be finalised in 2020 and shape how we build our network based on solidarity and intersectionality.

We achieved some important results in 2019. Our work to ensure EU Member States adopt comprehensive National Action Plans Against Racism, including by supporting national civil society coalitions in different countries, led to increasing attention and steps in this direction by national governments, in particular in Belgium and Portugal. We have also been calling on EU institutions to improve racial diversity within their ranks, and this issue received increased interest from HR departments in the institutions, but also other Brussels-based organisations and media outlets.

The adoption of a watershed European Parliament Resolution on the rights of people of African descent has enabled Afrophobia to be recognised as a threat to the cohesion of European societies, and will pave the way for future measures to tackle this form of racism. There were also some successes on Islamophobia, with the European Commission supporting the development of a working definition of Islamophobia led by civil society, and Antigypsyism, with the dissemination of a landmark ENAR book on contemporary dimensions of Antigypsyism in Europe, together with the Central Council of German Sinti and Roma.

2019 was also the year of the European elections. We sought to put racial equality at the heart of the EU election campaign and organised two anti-racist weeks in the European Parliament to put forward our demands to candidates and ensure they would put anti-racism as a priority on their agenda. This also led to the re-establishment of the Anti-Racism and Diversity Intergroup, which will be a loud and clear voice for anti-racism in the European Parliament.

In addition, we increased our visibility on social media, catering for an unprecedented dissemination of our messaging, in particular during the EU elections during which ENAR's calls for equality and an inclusive Europe reached a broad audience.

We keep moving forward, not surrendering one inch of confidence, pride and beauty to opponents of equality for all in Europe. In solidarity.

**Michael Privot**  
*ENAR Director*

# 2019 in numbers



**5**  
publications  
& reports



**11**  
press releases



**6**  
policy  
responses

spoke at **30** EU and national events



**6**  
key events  
organised



**4**  
mentions in the media  
per week on average



**80**  
advocacy  
meetings



**90,000**  
visits to our websites



**54**  
videos



**30,543**

followers on  
Facebook and Twitter



**52**  
high-level meetings

**4.5 million**  
impressions on Twitter

# Building a resilient anti-racist network



ENAR General Assembly, June 2019

ENAR is shifting its strategic approach to focus more on building the anti-racist movement and ensuring our network is more resilient and based on solidarity. In 2019, we undertook a mapping of our member organisations, their approaches and their needs and started developing a long-term network development strategy.

In line with this, we organised our annual [General Assembly](#) in June which gathered 90 member organisations to discuss “Solidarity & Movement”. Members had the opportunity to discuss and reflect on past achievements and

future plans of the network during a variety of workshops held by ENAR members and movement building sessions.

ENAR supported 12 [projects by member organisations](#) across the EU, covering ENAR’s priority areas such as intersectionality, migration, combating hate crime, Afrophobia and Islamophobia, as well as voter mobilisation for the EU elections.

We also organised two capacity-building sessions for ENAR members. The first session focused on national action plans against racism (NAPAR) and aimed to empower members to develop coalitions and national strategies for NAPARs. Given the increased pressure and violence against anti-racist activists and workers across Europe, the second session focused on anti-racist human rights defenders and gathered 20 activists to build their capacities in ensuring their individual and organisational security. Following this training, we published an [interview](#) with some activists present at the training on [what it means to be an anti-racist human rights defender](#). We also published an [article](#) on our blog showcasing the NAPAR NGO coalition in Belgium as a good practice.

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## 8 new dedicated anti-racist member organisations with an intersectional praxis

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**32 ENAR member organisations took part in capacity building sessions**

**Strategic steps towards a more engaged network**

# European Parliament elections and anti-racism



EU Anti-Racism Week, September 2019

ENAR initiated a series of activities to put racial equality at the heart of the EU election campaign and put forward our demands to candidates.

In March, together with our member organisation Each One Teach One and the European Parliament Anti-Racism and Diversity Intergroup, we organised the EU Anti-Racism Days, [a series of workshops](#) for activists and meetings with MEPs to better campaign around the EU elections in their national contexts.

It was also an opportunity to launch [ENAR's 10 EU election demands](#), calling on candidates for the European Parliament elections to tackle structural

inequality experienced by minorities across Europe. ENAR and members used them in their contacts with candidates and promoted them via social media channels in the run-up to the elections. We also launched a Twitter campaign to push our anti-racism agenda out ahead of EU elections in May, focusing specifically on the Flemish part of Belgium as a pilot project. ENAR published three campaign videos with 408,000; 250,000; and 196,000 views respectively.

Following the elections, ENAR co-organised the first ever [EU Anti-Racism Week](#) in the European Parliament in September, which featured events and debates bringing MEPs and activists together to call for racial equality to be at the top of the European Union's priorities. We met with over 60 MEPs during the week who pledged their support to tackling racism in the EU during the next mandate.

ENAR undertook a campaign, including through social media and formal meetings with political groups and MEPs, to ensure support for the re-establishment of the Anti-Racism and Diversity Intergroup in the new European Parliament. As a result, the Intergroup was officially established by the European Parliament leadership in December. It has a bureau of co-Presidents and counts 100+ members.

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**First EU anti-racism week organised  
in the European Parliament**

In addition, we engaged in the nomination of new EU Commissioners by sending an open letter to new Commission President Ursula Von der Leyen to raise concerns on the framing and content of Commission portfolios and call for an overall review of their structure. We also raised these concerns through social media around the Commissioner hearings in September. Following this, there was a slight improvement to the portfolio on 'Protecting the European way of life', which was renamed 'Promoting the European way of life'. ENAR was also invited to a meeting with Commissioner for Equality Helena Dalli where we had the opportunity to call for a renewed focus on race equality in the new European Commission's mandate.

ENAR further 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. This coalition organised several actions during the EU election campaign and jointly published an op-ed calling on new Commission President to ensure a fairer, greener, more inclusive Europe. Taking part in this group enables us to mainstream anti-racism issues in broader movements and societal discussions.



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## Securing the re-establishment of the Anti-Racism and Diversity Intergroup



# Tackling racist crime

ENAR launched its yearly shadow report in September, the first EU-wide report highlighting institutional racism within criminal justice systems. The report covers 24 EU Member States, provides data on racist crimes between 2014 and 2018, and documents institutional practice during the recording, investigation and prosecution of hate crimes with a racial bias. It received good media coverage and was widely shared on social media.



ENAR and its member organisations participated in the meetings of the EU 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 working group on hate crime recording and reporting, highlighting some of the barriers communities face when reporting crimes to the police.

## 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.

The European Commission in March publicly launched guidelines for EU Member States on improving the collection and use of equality data, emphasising disaggregation by race and a move toward self-identification principles. This has been a long-term demand of ENAR and is a major milestone in our advocacy on this issue.

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## New data on institutional racism in criminal justice systems

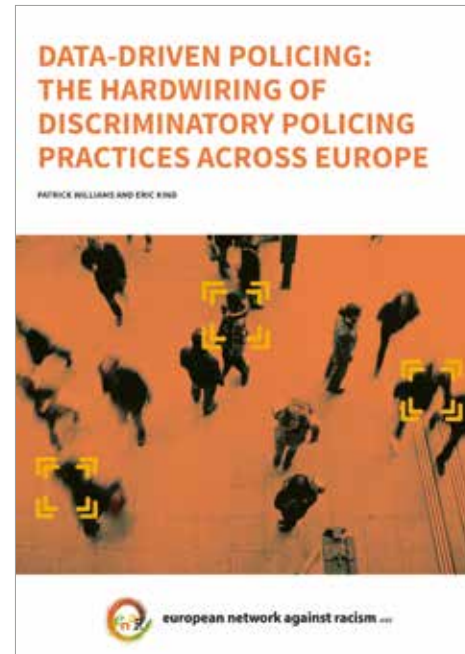
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## European Commission guidelines to EU Member States on collecting equality data

# Ensuring fair security and policing measures

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

In 2019, ENAR worked on a research project examining the impact of counter-terrorism and counter-radicalisation measures on groups at risk of racism in France, Spain, Hungary, Germany and Poland. Field work was completed and a series of national roundtable events were organised in the five EU Member States to reflect on findings and develop policy recommendations. We also participated in meetings and events with Brussels-based NGOs working on the EU counter-terrorism directive to share the emerging findings of the research and influence upcoming policy discussions. The EU report and national factsheets will be published in 2020, providing crucial evidence, data and analysis in this area.



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## Documenting structural racism in counter-terrorism measures and policing practices

ENAR teamed up with Open Society Justice Initiative to release a report on data driven policing in Europe, which enabled us to raise attention to the implications of the use of technology and data-driven profiling in law enforcement for racialised communities. We launched the report in the European Parliament, which led MEPs to acknowledge the need to take race aspects into consideration, including in discussions on the future EU digital agenda. We also organised a capacity building seminar with 20 activists from across Europe working on anti-racism and/or digital rights with the view to reach a common understanding of these issues.

We initiated work on a study into racist police brutality and community responses in five EU countries, which will be completed in 2020. To kick off of the research project we convened an expert advisory group and organised a roundtable event “Resisting at the Present, Building the Future” to exchange on experiences and strategies on how to hold police and related state authorities to account.



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. In 2019, ENAR organised a series of high-level advocacy meetings with European institutions to present the initial findings of the project on the correlation between socio-political deprivation as well as subjective inequalities and radicalisation.

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Putting a focus on the racial discrimination implications of the use of surveillance technologies in law enforcement

# Fighting structural and specific forms of racism

## National Actions Plans Against Racism

ENAR is calling EU Member States to develop strong and comprehensive strategies against racism. National Action Plans Against Racism are a unique tool to develop a framework which puts victims at the centre of the social justice and equality agenda, with an intersectional anti-racist perspective, to tackle structural dimensions.

National Action Plans Against Racism (NAPARs) are receiving increased attention from national governments, equality bodies and civil society organisations. Our 2018 publication providing [guidelines for effective NAPARs](#) has become a key reference document and has been used as a tool for inspiration for national coalitions. On the basis of this, we continued advocating for the adoption of EU guidelines on successful NAPARs by the European Commission. ENAR is increasingly working in close coordination with the UN Human Rights Commissioner representation in Brussels, which has decided to support national governments exploring the development of NAPARs. We have also started working with networks of cities such as Eurocities and the European Coalition of Cities against racism (ECCAR) to get more cities to adopt action plans against racism.



Training of ENAR members on National Action Plans Against Racism, May 2019

ENAR continued its support to national NGO coalitions in Belgium and Portugal to join forces and advocate for the adoption of a national action plan against racism. In Belgium, this has led to a commitment from ministries and political parties to develop a federal action plan and the adoption of a NAPAR by the Government of the Brussels Region. In Portugal, the coalition has been reinforced and the demand for a NAPAR is being mainstreamed in political and public debates. We are also supporting our members in other countries willing to enhance advocacy around NAPARs.

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## Increased interest in National Action Plans Against Racism

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## Key steps towards NAPARs thanks to coalitions in Belgium and Portugal

## Islamophobia

Following the [EU high level meeting on anti-Muslim hatred](#) at the end of 2018 which took on board several ENAR recommendations, the European Commission and Spanish Secretary of State for Migration organised a follow-up seminar in June with Member State authorities and civil society to discuss synergies and good practices on tackling anti-Muslim racism and discrimination.

ENAR and several of our members, including the Collective Against Islamophobia in Belgium (CCIB) and FEMYSO, co-organised and joined in a first-time event in the European Parliament for European Action Day Against Islamophobia, which included a statement by the European Commission coordinator on combating anti-Muslim hatred and MEPs.

The European Commission initiated a process with various stakeholders (civil society organisations, international organisations, national authorities and academia) to develop a working definition of Islamophobia, which was one of ENAR's key demands to support authorities, the judiciary, academics and activists to develop relevant measures of protection and redress.



European Day against Islamophobia  
in the European Parliament, September 2019

ENAR and a coalition of organisations actively contributed to this work, including to a seminar organised by the European Commission in December, the conclusions of which will be the basis for future work on a working definition in 2020.

We supported the coordination of the European civil society coalition against Islamophobia, especially its efforts to better structure its membership and advocacy work.

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## Increased political will to address Islamophobia at EU level

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## First European Day against Islamophobia in the European Parliament



Commemoration ceremony for Roma Holocaust Remembrance Day, 2 August, Poland

## Antigypsyism

ENAR's work in this area focused on putting the fight against antigypsyism at the core of future policies on Roma inclusion.

As a result of the work of the Alliance Against Antigypsyism, of which ENAR is an active member, the European Parliament adopted a [Resolution](#) on the need for a strengthened post-2020 Strategic EU Framework for National Inclusion Strategies and stepping up the fight against antigypsyism. This Resolution calls for measures to improve the EU Roma Framework after 2020 and is a step forward in the recognition of antigypsyism as the root cause of social exclusion of Roma.

ENAR took part in several advocacy meetings with the European Commission to discuss the post-2020 EU Roma Framework. The Alliance against Antigypsyism also

published two [position papers](#) to promote a comprehensive approach to combat Antigypsyism in the post-2020 Roma Framework and renewed national Roma policies.

In collaboration with the Central Council for German Sinti and Roma, ENAR also launched the book '[Dimensions of Antigypsyism in Europe](#)', which brings together a combination of academic and activist writing, based on practical experiences, to shed light on the multi-dimensional and complex phenomenon of antigypsyism. The book was widely shared on social media and presented at different events.

In addition, ENAR raised awareness of Roma Holocaust Remembrance Day on 2 August and the need to fight antigypsyism in Europe through a social media campaign, featuring several videos with decision makers (e.g. EU Commissioner Vera Jourova) and activists (e.g. Holocaust survivor Raymond Gurême and Rev. Jesse Jackson).

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## European Parliament commitment on antigypsyism

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## Dissemination of key publication on antigypsyism in Europe





European Parliament resolution on fundamental rights of people of African descent in Europe, (2018/2899(RSP)

## Afrophobia

Following the first EU People of African Descent Week in the European Parliament in 2018, and as a result of ENAR's work, the European Parliament in 2019 adopted a landmark [Resolution](#) on the fundamental rights of people of African descent in Europe. This Resolution contains provisions to uphold the fundamental rights of people of African descent in Europe, including on national action plans against racism, police violence and reparations for colonialism. It lays the ground for the European Commission and EU Member States to develop adequate prevention and redress measures.

In addition, ENAR highlighted the need to combat Afrophobia among key players at the EU level. ENAR was a partner in the [Black History Month EU](#) initiated by ACP Young Professionals Network in October. We spoke at a debate on actions for rights of people of African descent in the European Parliament. We also worked with CEJI to develop an online learning module on Afrophobic hate crimes as part of the Facing Facts project.

## Antisemitism

We took part in some meetings with Jewish organisations in different EU countries and took this opportunity to reach out to these organisations and inform them about the ENAR network and our work.

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.

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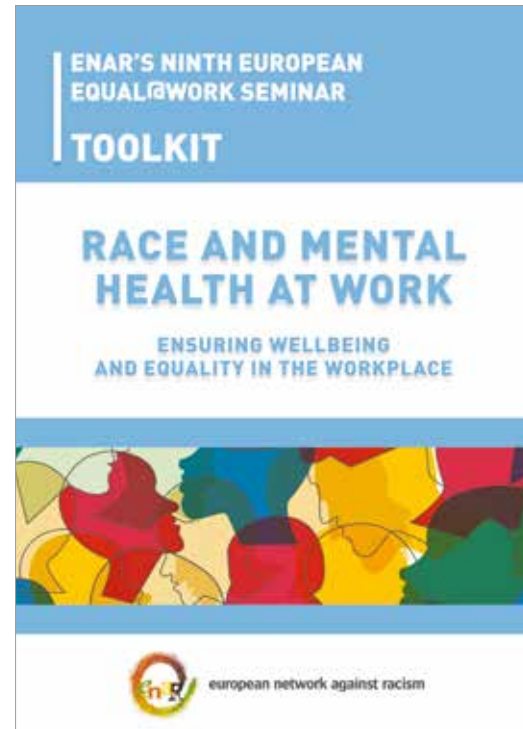
## Adoption of landmark European Parliament Resolution on people of African descent

# Promoting racial equality in employment

There are two main strands to our work in this area. One is building our expertise advising employers on diversity and inclusion with our [Equal@work platform](#). The other is calling on EU and other political institutions and parties to improve their diversity and representation.

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 race and mental health at work](#), which looks at how racism, discrimination and structural inequalities intersect with mental health and have an impact on the mental health of people of colour in the workplace. It also offers a step-by-step guide for employers looking to create a workplace that promotes wellbeing for all. It was launched on World Mental Health Day on 10 October and has been widely shared on social media.

We held the [11th European Equal@work seminar](#) on AI, algorithms and recruitment. With 40 attendees from civil society, digital experts and employers, we explored



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

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**Exploring emerging areas for racial equality at work: mental health; artificial intelligence**



algorithmic discrimination in the field of recruitment and its impact on diversity management.

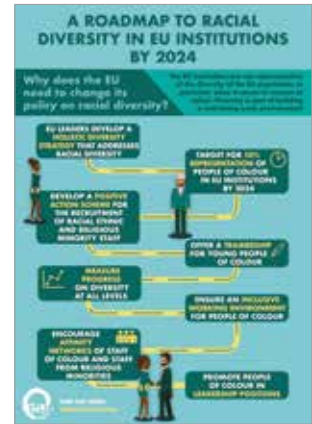
ENAR also produced a monthly newsletter on diversity management and racial equality at work for Equal@work partners and stakeholders in the field of employment.

Another important part of our work was devoted to calling for improved racial diversity and representation in the EU institutions in our advocacy and communications work, including through a visual roadmap to racial diversity in the EU institutions. There has been increased interest in this issue within HR departments of the European Parliament, European Commission and EU Council, as well as among MEPs. An increasing number of Brussels based NGOs, think tanks, advocacy organisations and media outlets are raising awareness and contributing to the conversation on the lack of diversity of EU institutions.

The European Parliament elections were another opportunity to raise the issue of diversity and representation in political structures. ENAR published two analyses,

pre- and post-elections, highlighting the lack of racial diversity among both candidates and elected MEPs. These analyses received wide media and social media coverage, enabling us to make the case for better representation of diversity in EU institutions.

We also continued to host an affinity group for people of colour working in the EU institutions and surrounding organisations, to network, discuss and develop solutions to the lack of diversity in the EU institutions and more broadly in Brussels policy making circles.



**Equal@work partners:**



**Supported the 2019 Equal@work seminar:**



**Increased interest in improving racial diversity in EU institutions**

# Calling for an anti-racism approach to migration

Our focus in this area is to ensure more awareness and understanding of the intersection of migrant status and racism among key EU decision and policy makers.

In our advocacy work, we engaged in consultations with the European Commission to bring an anti-discrimination approach to integration and migration policies and legislation, including in the upcoming migration package, which will review the future of asylum procedures, schemes on border management and control and future actions for the integration of migrants. We held meetings with MEPs and the Anti-Racism Intergroup to raise awareness of the need to combat structural and institutional discrimination in migration policies. In addition, ENAR took part in the consultations and agenda setting in view of the two European Migration Fora.

ENAR also contributed to several debates and exchanges with NGOs, EU stakeholders, ODIHR/OSCE and national authorities on the importance of developing innovative narratives on migration. We took an active role in the



Brussels-based NGO Platform on Migration and Asylum and joined common initiatives and demands.

In addition, ENAR initiated a reflection with its experts and partners in different platforms on the review of the nationality exemption in the EU Race Equality and Employment Equality Directives. This discussion will continue in 2020.

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**Prioritising a more action oriented approach to combat racism in the field of migration and integration**

# Advocating for an intersectional approach

Following ENAR's symposium on intersectionality in 2018, we continued to advocate for intersectional approaches in policy making and coalition building. We were invited on several occasions to make presentations on the issue of intersectionality and race, including at the Council of Europe and the UN Office of the High Commissioner on Human Rights.

MEPs and advisers in the European Parliament organised a strategic meeting with NGOs, including ENAR, to discuss intersectional discrimination, especially in the case of Muslim women. We also contributed to the future EU Gender Equality Strategy by providing recommendations for an intersectional approach in this strategy.

ENAR commissioned a report to the Center for Intersectional Justice, which focuses on key implications of the lack of intersectional approach in policies/legislation on equality and justice in the European Union, with a specific focus on race at the intersection with other grounds. It also provides recommendations on how to operationalise intersectionality in policy and legislation. It will be launched in 2020.



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## Increased awareness of intersectionality among EU policy makers

# Communication

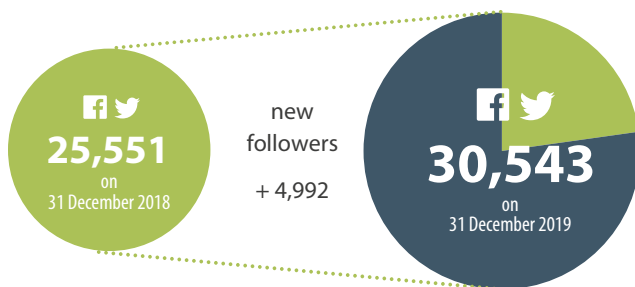
ENAR continued to make its key messages and demands heard through its communication tools and channels – media and social media, publications, website, e-newsletters and blog.

We have significantly improved ENAR's digital footprint, both in terms of volume of content and outreach. We have increased our production of videos, with a total of 54 videos produced in-house. This has enabled a wider dissemination of our messages, in particular during the EP elections during which ENAR's calls for equality and an inclusive Europe reached a broad audience thanks to a specific online campaign. ENAR has been contributing to a progressive narrative on racism and striving to address structural racism with its messaging.

ENAR issued 11 press statements and secured wide media coverage in particular on the EU elections, Afrophobia and racial diversity in the EU institutions, with a variety of media coming to us on these and other issues. ENAR's work and positions were showcased regularly in the media (print, online, radio and TV). Coverage has included mentions

in EU (including Politico Europe, Euractiv, Euronews) and national media (including The Guardian, La Libre Belgique, Financial Times, Radio France International). We also contributed 18 opinion pieces to various newspapers, online media, magazines and newsletters.

In addition, we organised two book presentations in Brussels to disseminate research findings and open discussions on anti-racism activism: "Back to Black", with Kehinde Andrews; and "Far-Right in International and European Law" with Natalie Alkiviadou.



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**Increased visibility on social media: 30,543 followers on Facebook and Twitter and 4,5 million impressions on our tweets**

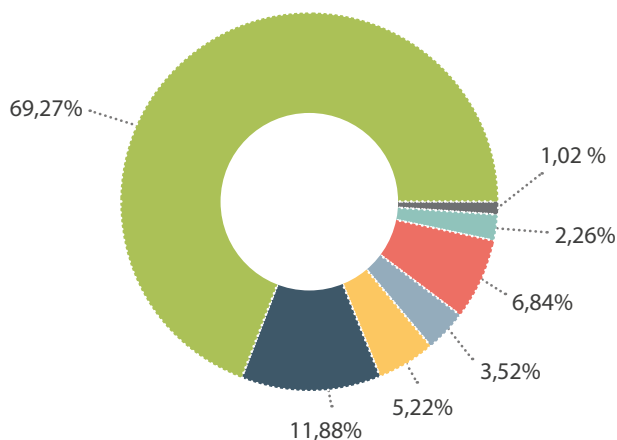
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**211 media mentions of ENAR's work and messages**

**90,000 visits to our websites**

# Finances

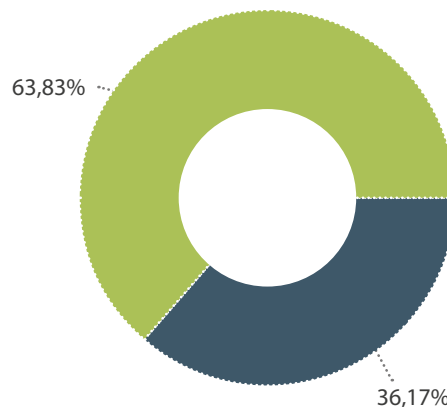
## Where our money came from



● European Commission Rights, Equality and Citizenship Programme (REC)	<b>69.27%</b>
● Open Society Foundations	<b>11.88%</b>
● Sigrid Rausing Trust	<b>5.22%</b>
● Joseph Rowntree Charitable Trust	<b>3.51%</b>
● European Union's Horizon 2020 Research and Innovation Programme (DARE)	<b>6.84%</b>
● Donations	<b>2.26%</b>
● Membership fees	<b>1.02%</b>

**Total income: 1,281,960 €**

## What we spent it on



● Staff	<b>63.83%</b>
● Office costs, travel, actions and events, etc.	<b>36.17%</b>

**Total expenditure: 1,245,073 €**

The European Network Against Racism's annual accounts were audited by Mrs. Danielle Quivy, registered company auditor, for the period January-December 2019 in February 2020.

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 2019.



SIGRID RAUSING TRUST



# Highlights of ENAR members' actions at national level

## *Greece*

### **Training migrant and refugee communities against hate crime**



The [Greek Forum of Migrants](#) “Against Hate Crime” project aimed to empower migrant and refugee communities to support victims of racist crime and enhance visibility of racist crime incidents. They organised workshops with the Greece Anti-Racist Police Department and the Racist Violence Reporting Network on reporting hate crime. They also published [guidelines for reporting hate crimes](#), which were distributed within their network of 40 migrant and refugee communities.

## *Croatia*

### **Legal aid and education to support groups at risk of racism**

The [Centre for Peace Studies](#) organised a non-formal education programme to educate citizens on combating racism and discrimination, with the concrete aim of supporting refugees and migrants. They formed a network of 10 volunteers, who offered free legal aid and information to people at risk of racism, mainly asylum seekers.

## *Ireland & United Kingdom*

### **The Nkyinkyim Project: Documenting Afriphobia, Structural and Institutional Racism**

Two ENAR members in Ireland and the United Kingdom teamed up to document institutional racism in these two countries, in particular Afriphobia. The ‘[No to Brain Waste Campaign](#)’ by [Africa Centre Ireland](#) campaigned to stop the underemployment of skilled and qualified workers of migrant and in particular of African descent. The [IDPAD Coalition UK](#) held roundtable meetings in different cities during which participants discussed their experience of Afriphobia, structural and institutional racism. The two organisations launched a [report](#) defining Afriphobia, drawing on contributions from the roundtable meetings, and putting forward recommendations for change.

## *Belgium & Finland*

### **Progress on National Action Plans Against Racism**

As a result of the work of the NAPAR Coalition in Belgium, an action plan against racism was adopted by Brussels government, although some important recommendations of the Coalition are missing. In Finland, the new Finnish government announced a national action plan against racism and discrimination in its government programme, following advocacy by ENAR member organisations in Finland and other anti-racist activists.

## Spain

### Conference “Afrophobia & Intersectionality – Social Cohesion”



The [European Network of Women of African Descent \(ENWAD\)](#) organised a [conference on Afrophobia](#) in Barcelona to raise awareness on the situation of people of African descent in Spain. ENWAD was able to gather a large number of women and young people of African descent who were able to give their own accounts of what it is like to be black in Spain to a wider audience – creating awareness on the racism, racial discrimination and exclusion they face. Several youth organisations tackling Islamophobia also participated in the conference.

## Cyprus

### Get into the Game Again: EU Elections 2019

This project aimed to raise awareness among the Cyprus population (in particular young people) of who the European elections candidates are and what values they stand for, in an online, easily accessible and youth-friendly way. [Aequitas](#) interviewed 21 candidates for the EU elections, including the majority of young candidates. The videos of the candidates were watched by thousands of people through [social media](#) and their website.

## Slovakia

### Documenting anti-Muslim hate speech

The [Islamic Foundation in Slovakia](#) monitored and documented cases of anti-Muslim hate speech by politicians, and in particular by candidates during all election campaigns in Slovakia in 2019. They published an annual [report on Islamophobia](#), and the findings were continuously published on their website and Facebook page.

## Slovenia

### Overcoming the culture of hate



The [Ljubljana Pride Parade Association](#) aimed to provide a critical and mobilising perspective to Slovenian civil society on standing against hate towards all marginalised groups, with special emphasis on racialised groups and those facing LGBTIQ+ hate and intersectional discrimination. They organised capacity building activities, a [public discussion](#), as well as a [training on anti-racism](#). These activities enabled them to build coalitions and mobilise different communities in the field of anti-racism work and addressing hate speech.



## Portugal

### Slavery memorial

The creation of a new slavery memorial was approved by the Lisbon municipality following an initiative of DJASS - Association of Afrodescendants. It aims to pay tribute to the memory of the millions of Africans enslaved by Portugal throughout its history, between the 15th and 19th centuries. It will promote the historical recognition of Portugal's role in slavery and evoke the legacies of this period in today's Portuguese society.

## Germany

### First German people of African Descent Week



The first People of African Descent Week took place in Berlin, Germany, thanks to many anti-racist organisations including ENAR members Each One Teach One (EOTO) and Initiative for Black People (ISD-Bund). More than 250 people from 35 organisations of African descent from all over Germany came together within the framework of the UN Decade to draw the attention of decision-makers to gaps in human rights protection, but also to the achievements of people of African descent in Germany.

## France

### March Against Islamophobia

A March Against Islamophobia took place in Paris on 10 November on the initiative of a collective of organisations, including some ENAR members such as the French Collective Against Islamophobia (CCIF), to denounce Islamophobic attacks and measures. It attracted tens of thousands of people in the streets of Paris.

## Ireland

### Anti-Racism Election Week



The Irish Network Against Racism's Anti-Racism Election Protocol is a declaration political parties and candidates for the 2019 local and European elections in Ireland could sign to demonstrate their commitment to anti-racism. It was signed by 12 political parties and 100+ candidates.



EU-wide

## Quotes of Resistance



The European Race and Imagery Foundation (ERIF) produced postcards with quotes from their Stories of Resistance Conference in 2016 and launched an Instagram campaign for dissemination. This project enabled a reconnection with many of the participants of the conference in 2016, and has strengthened ties between ERIF and anti-racism campaigners. The project has broadened awareness and dissemination of important anti-racism activism, scholarship and powerful thoughts.

EU-wide

## European Forum for Muslim Women Vision 2021

The European Forum for Muslim Women organised an advocacy training for civil society which aimed to enhance Muslim women civil society organisations' knowledge of advocacy and tools that can be used to challenge and fight the intersectional discrimination they face. The event enabled participants to learn about different approaches and take stock of good practices and challenges.

EU-wide

## Muslim Youth Act Up



This campaign aimed to increase the percentage of (young) Muslims in the voter turnout of the European Elections. The Forum of European Muslim Youth and Student Organisations (FEMYSO) produced a toolkit tailored to Muslim youth and students in the EU to guide them on what the European Parliament is, what the EU elections are, why it is important for them to vote, and organised a roundtable in Brussels. They published 12 films as part of a social media campaign. They also organised several grassroots mobilisation events across Europe.

# 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.



**Karen Taylor**  
Germany  
Chair



**Ghislain Vedeux**  
France  
1st Vice-Chair



**Amiirah Salleh-Hoddin**  
Finland  
2nd Vice-Chair



**Wouter Van Bellingen**  
Belgium  
Treasurer



**Giulia Frova**  
Italy



**Vilana Pilinkaite Sotirovic**  
Lithuania



**Zlakha Ahmed**  
United Kingdom



**Marcell Lörincz**  
Hungary



**Shaban Sidratu Jah Sesay**  
Spain



**Maria Dexborg**  
Sweden



**Laurentia Mariana Mereuta**  
Romania

We thank our former Chair Amel Yacef and board members Karen Kaneza, Claudia Mara and Enrique Tessieri for their dedication, commitment and valuable contributions to the ENAR Board from 2016 to 2019.

# ENAR Secretariat staff

ENAR's secretariat currently 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.



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