



UPDATE ON ENAR PORTFOLIOS
BOARD MEETING – DECEMBER 2019
JUNE – NOVEMBER 2019

EU ELECTIONS & FOLLOW-UP

- **First EU Anti-Racism Week.** ENAR co-organised the first ever [EU Anti-Racism Week](#) in the European Parliament from 23 to 26 September, together with the EP's Anti-Racism and Diversity Intergroup and Each One Teach One (EOTO). The week featured a series of 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 in the next mandate, and to joining a strong Anti-Racism and Diversity Intergroup to ensure that MEPs maintain a focus on racial equality. The week also reached high visibility on social media.
- **Re-establishment of the ARDI Intergroup.** ENAR met heads of political groups and MEPs in the European Parliament to ensure the re-establishment of the Anti-Racism and Diversity Intergroup in the new mandate. We sent a factsheet on key achievements of ARDI to selected new MEPs and political group advisers, and launched a social media campaign to ensure MEPs vote for ARDI. We await the results of the intergroup decisions early December.
- **New European Commission.** ENAR sent 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.
- **Europe We Want coalition.** We continue to exchange and share initiatives through this informal coalition. A meeting took place on 28 June to evaluate the cooperation ahead of EU elections and reflect on future work of the coalition. A further strategic meeting for plans in 2020 is scheduled in January 2020. The coalition published an [op-ed](#) to call on new Commission President to ensure a fairer, greener, inclusive and prosperous Europe.

SECURITY AND POLICING

- **DARE Project.** Dialogue About Radicalisation and Equality (H2020 research project piloted by the University of Manchester).
 - The DARE project has produced two Policy Briefs, available on [ENAR's website](#): Youth radicalisation and inequality: what the evidence shows; and The effectiveness of counter-radicalisation policies in Europe: what the evidence shows.
 - The DARE researcher has known a breakthrough in his endeavour to access a milieu: he has started interviews with young persons in prison for radicalisations. Interviews are likely to be pursued until March/April 2020.
 - The organisation of Community Dialogue Events is moving forward – 2 CDEs will take place in French prisons (December 19), in Norway (1 CDE, date tbc), in the Netherlands (2 CDEs date tbc). Germany is still being explored. The preparation of the final conference has started.
- **Research on counter-terrorism and discrimination** (see research below).
- **Report and workshop of data-driven profiling.** ENAR teamed up with Open Society Justice Initiative to release a [report on data driven policing](#) and discriminatory application of technology in policing across Europe. We organised an event with 20 activists from across Europe working on anti-racism and/or data privacy. We launched the event in the European Parliament with MEPs Alexandra Geese,

Brando Benefei, Evin Incir and Cornelia Ernst. We are currently exploring whether we can make recommendations to European Union institutions and how this work can be continued next year.

- **Communications.** An article [‘Radicalisation in a new light: from security to social inclusion and equality’](#) was published on ENAR’s blog. ENAR also published an [opinion piece](#) on data-driven profiling on the blog about:intel.

NATIONAL ACTION PLANS AGAINST RACISM (NAPAR)

- **ENAR NAPAR report.** ENAR’s [report](#) providing recommendations on NAPARs is being used to support advocacy on this issue at national and EU level. A training was organised for members in May, based on the recommendations of the report.
- **ENAR support of national advocacy in Belgium.** ENAR supports a broad coalition of Belgian anti-racist NGOs to organise advocacy action to call for the adoption of national action plan against racism. The coalition met with several Ministries and political parties to advocate for a NAPAR to be adopted as soon as possible. It has updated its recommendations and prepare an advocacy and communications plan for 2020.
- **ENAR support of national advocacy in other countries.** ENAR is supporting Portuguese NGOs in planning advocacy work in coalition to call for a NAPAR. Meetings were organised in October in Lisbon to support these efforts. A governance model for the implementation of the NAPARs is currently being developed with an expert on public policies. ENAR is also supporting NGO advocacy efforts to call for adoption/improvement of national action plan against racism in other countries, such as Germany. ENAR is also exploring how to engage with the new government in Finland as NAPAR was mentioned in the government programme.
- **Eurocities event on how cities can fight racism.** The European cities network organised a working session on how cities can fight Islamophobia in Amsterdam, with participation of cities representatives from across Europe. ENAR took the opportunity to call for the adoption of action plans against racism, at national, but also regional and local levels, and will be working more consistently 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.

INTERSECTIONALITY

- **EP working group on intersectionality.** ENAR is leading discussions with advisers and MEPs to set up an intersectionality working group and explore how this issue feeds into EU policy.
- **Future of the Gender Equality Strategy.** ENAR attended a workshop organised by the European Commission and provided recommendations to feed into the future Gender Equality Strategy.
- **A presentation to the Council of Europe Equality group** on intersectional policymaking was made by staff in October, outlining to national politicians how best to explore equality policy beyond single issue non-discrimination measures.

EMPLOYMENT

- **Diversity in the EU institutions.** ENAR continues its ‘Affinity Group for People of Colour in Brussels’ to network, discuss and work toward solutions to the lack of diversity in the EU institutions. We published a visual [roadmap to racial diversity](#) in the EU institutions to call for improved diversity measures in the EU institutions, which was widely shared on social media. We drafted a letter to the new Commission president to ask her to make improving diversity on race a priority in her mandate. Our calls for more racial diversity in EU institutions have received good media coverage (including in The Guardian and Euronews).
- **Equal@work toolkit.** The Equal@work [toolkit on race and mental health](#) in the workplace was launched on World Mental health day on the 10th October. We are exploring how we can disseminate the toolkit with members. An article will be published on ‘Social Europe’ in December.

- **Equal@work seminar – [AI, algorithms and recruitment](#)** will take place on the 6th December in 2019. We will discuss how AI and other tech is increasingly used in recruitment, whether this is negatively impacting people of colour and how to best combat this with employers and policy responses.

RACIST CRIME AND SPEECH

- **Hate crime and online hate speech.** ENAR contributes as partner to the Facing All the Facts project, led by CEJI – A Jewish contribution to an Inclusive Europe, which explores Member State responses to hate crime in selected countries with a focus on data collection. We will support their campaign to train 10,000 online activists on hate speech. After working on developing their modules on anti-migrant racism, islamophobia and antigypsyism, we are working on developing a module on Afrophobic hate crime biases for the online trainings.
- **Shadow Report 2019.** See research below
- **European Commission Working Group on hate crime recording and encouraging reporting.** ENAR follows the hate crime reporting and recording group with member state police representatives. We inputted in the meeting in Den Haag in November to explain ENAR's upcoming work and some of the barriers communities face when reporting crimes to the police.

MIGRATION

- **Blue Card Directive review.** The Blue Card Directive is still in inter-institutional negotiations with the European Commission, the Council and the European Parliament. Discussions are set to clarify some controversies such as: eligibility for beneficiaries of/applicants for international protection; concept of Qualifications/skills; definition of labour market tests; the application of the principle of Equal treatment and the schemes for salary thresholds.
- **European Citizens Initiative (ECI) on Migration.** ENAR was invited by the Union of European Federalists, Stand up for Europe and Migration Policy Group to support an ECI campaign focusing on the right of private sponsorship of refugees, legal pathway for migrant workers and to increase the number of resettled refugees and regular migrants across Europe. Signatures are being collected by the local committees and online. More information can be found here: <https://weareawelcomingeurope.eu/en/>
- **EPAM and Social Platform.** Meetings continue with the NGO European Platform on Asylum and Migration (EPAM) and Taskforce on Migration of Social Platform. The EPAM working group on Communications also meets regularly.
- **Fitness check on Legal Migration.** ENAR participated in the consultation of the directives under the fitness check and provided feedback to the 8 frameworks under review, assessment and/or analysis in 2017 and 2019. The final results were shared by the European Commission with a meeting of experts on June 5. The EC is still exploring possible approaches to the categories of third countries currently not covered by EU legislation (gaps in personal and material scope) and studying the impact of the current situation in the fulfilment of the objectives of the EU legal migration legislative framework.

EQUALITY DATA

- **Advocacy.** Following the publication of the [European Commission handbook](#), the European Commission has published guidelines in March. This has long been an ENAR demand for the European Commission and so is a big achievement for our advocacy. Next steps for our portfolio on data collection need to be discussed.

FORMS OF RACISM

AFROPHOBIA

- **Black History Month EU.** ENAR was a partner in the [Black History Month EU](#) initiated by ACP-YPN. ENAR also spoke at the final Multi-Stakeholder Debate on Actions for PAD rights which took place in the European Parliament.
- **Facing Facts module.** ENAR is working with CEJI to develop an online learning module on Afrophobic hate crimes as part of the Facing Facts project.
- **Communications.** An [article](#) was published on our blog by ENAR member CRAN on slavery and reparations.

ANTISEMITISM

- **Training for the European Commission.** ENAR is working with CEJI to expand the Commission modules on training on understanding Antisemitism.

ANTIGYPSYISM

- **Policy papers by the Alliance against Antigypsyism.** Two [position papers](#) have been issued to promote a comprehensive approach to combat Antigypsyism in all its dimensions and manifestations. They offer guidance that can be used to develop the EU post-2020 Roma Framework and renewed national Roma policies.
- **European Commission workshop on the future policies for Roma.** ENAR attended this workshop which aimed to discuss priorities for the post-2020 EU Roma Framework. It was attended by representatives of EU and international institutions, National Roma Contact Points and civil society organisations. The Alliance against Antigypsyism published a position paper to recommend a future EU policy approach called “Policy Option 7” based on [the proposed options 3, 5 and 6 by the European Commission](#).
- **2nd August – Roma Holocaust Remembrance Day.** ENAR did a communications campaign – featuring several videos with decision makers (e.g. Commissioner Vera Jourova) and activists (e.g. Holocaust survivor Raymond Gurême and Rev. Jesse Jackson) – to raise awareness of Roma Holocaust Remembrance Day and the need to fight antigypsyism in Europe. The campaign reached a wide audience on our social media channels.
- **Info session on EU funds.** The European Commission organised an information session for Roma and pro-Roma NGOs presenting the different EU funds available and tips to access them.
- **Communications.** We published an [article](#) on our blog giving some insights on the dimensions of antigypsyism in Europe.

ISLAMOPHOBIA

- **European Coalition against Islamophobia.** A coalition meeting took place on 27 November with the aim to formalise and structure the coalition as well as to agree on a common action plan for 2020. 16 organisations were present and agreed to set up a secretariat and different working groups to move forward on EU advocacy. Terms of reference were discussed and will be adopted. If you would like to be part of this coalition, please contact Julie Pascoet julie@enar-eu.org.
- **Working definition on Islamophobia.** The European Commission has initiated a process with a diversity of stakeholders to come up with a working definition on Islamophobia. The European Coalition against Islamophobia is preparing a survey and a position paper to feed into future discussions. The survey will be widely disseminated to ensure it represents the views of different NGOs across Europe.
- **EP advocacy.** ENAR is working with MEP Magid Magid and ARDI to plan parliamentary work to get to the adoption of a **report and resolution on Islamophobia**. So far, there is no official document adopted by the European Parliament on this issue. On 24 September, ENAR and several of our members, including 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.

- **Partnership with OSF programmes.** OSEPI, OSJI and OSIFE organised an advocacy training for European and national NGOs to improve their strategies and engagement at national and European level. This also helped OSF to prioritise its actions on Islamophobia.
- **Info session on EU funds.** The European Commission organised an information session for NGOs working against islamophobia. The aim was to present the different EU funds available and tips to access them.

NETWORK DEVELOPMENT

- **National Projects 2019.** Most of the national projects have been completed. ENAR has attended several projects and supported the projects via conference calls, dissemination of information, and capacity building. ENAR is now collecting the final project reports and having evaluation calls with the members. A summary report will be written in January 2020.
- **Capacity building sessions/member visits.** ENAR staff and Board have visited four member projects to support their work and to contribute at their events: Pride Parade Association – *Ljubljana Pride Training on Anti-Racism* in (June 2019), European Network of Women of African Descent – *Afrophobia & Intersectionality-Social Cohesion Conference* (March 22), European Forum of Muslim Women – *Advocacy Training For Civil Society* (November 8), Associazione Culturale ZaLab – Training on Participatory Video Making (via Skype, June 6). A second **capacity building training** for ENAR members was held on 22-23 November in Brussels. The training *From Security to Resilience: Training for Anti-Racist Human Rights Defenders* focused on the security of activists. The main objectives of the training were: 1) Creating a better understanding of the key concepts around individual/organisational security 2) Sharing tools to navigate the security challenges of anti-racist engagement 3) Discussing about the relevance of the Human Rights Defenders framework as a way of protection 4) Strengthening the ENAR network of support by inquiring the practices of solidarity.
- **General Assembly.** ENAR hosted its General Assembly from 20th to 22nd June in Brussels. 90 member organisations attended this meeting. The theme of the GA was *Solidarity & Movement*. Members had an opportunity to discuss and reflect on the past achievements and the future plans of the network during a variety of workshops held by ENAR members, a panel discussion and movement building sessions.
- **Network Development Strategy.** A network development strategy paper is being drafted based on the mapping exercise ENAR has done by collecting (more) detailed information about member organisations.
- **Funding Fact Sheets.** The 5th edition of the Funding Fact Sheet was published in October 2019, including a list of current funding opportunities and reading materials on fundraising.

RESEARCH, DATA, POLICY ANALYSIS

- **Shadow Report – Racist Crime and institutional racism published.** The report covers 24 EU Member States. This report provides data on hate crimes with a racial bias between 2014 and 2018, and documents institutional racism during the recording, investigation and prosecution of hate crimes with a racial bias. It received good media coverage (including EUObserver, RTBF, Irish Times) and was widely shared on social media, including through the production of a video and visual quotes.
- **Research on counter-terrorism and discrimination.** Field work in France, Spain, Hungary, Germany and Poland is almost complete. A series of national roundtables events are being organised for the 5 EU Member States. The first roundtable event is taking place on 6th December in Budapest, Hungary and is hosted by National Public Services University (Nemzeti Közzolgálati Egyetem). The EU report (+ national factsheets) are expected in 2020.

- **Book presentation and discussion - Far-Right in International and European Law.** This event took place in Brussels on 21 November with the author, Natalie Alkiviadou, ENAR member. The event provided participants with an opportunity to discuss recent developments in the far right movement and the implications on hate speech/hate crime and EU (and international) law. It was a moment to revisit how anti-racism can challenge the far-right through and within the scope of EU law.
- **Study on police violence and community resistance.** ENAR has developed a proposal for a study into police violence and the community response in 5 countries. The study is due to work in partnership with NGOs in selected Member States.
 - An expert advisory group meeting took place in Brussels on 31 October 2019. The expert group includes ENAR members and academic scholars to help shape the study.
 - To launch the kick off of the police violence and community resistance project a roundtable event '**Resisting at the Present, Building the Future**' was organised in Brussels to exchange on experiences and strategies on how to hold police and related state authorities to account.

PRESS AND COMMUNICATION

- **Blog.** The ENAR webzine has been revamped into a [blog](#) format, which is now part of ENAR's main website. It is updated regularly with articles by ENAR staff, members and guest contributions.
- **Weekly Mail and Equal@work.** The newsletters continue to be sent out in the new format and design.
- **Annual report.** ENAR's [annual report](#) has been published, following adoption at ENAR's General Assembly in June.

For specific and thematic updates on communication activities, see other portfolios.

ADMINISTRATION AND FINANCES

- **Finances.**
 - ENAR financial situation
 - ENAR does not foresee any co-funding issues for this financial year (2019).
 - ENAR is still in touch with the Central European University (coordinator) for REIs. 5,419.80 euros were paid at the beginning of June. The remaining part is about 4,200 euros.
 - Audits
 - The outcome of the external audit related to the financial year 2017 is quite positive.
 - The auditors have found 1,390€ as ineligible costs (no-shows at the GA 2017) so ENAR needs to reimburse 1,112€ (80% of 1,390€).
 - The auditors decided not to reclassify the rent of the office (about 70,000€) likely thanks to EC grant officers who did not understand why it should be reclassified.
 - The internal audit related to the financial year 2019 will occur on the 10th and 14th February 2020.
 - Application
 - The application to Sigrid Rausing Trust (SRT) for 2020-2022 co-funding has been sent at the end of August. Michael discussed with Beth Fernandez. ENAR expects an answer in December.
 - The application to Joseph Rowntree Charitable Trust (JRCT) for 2020-2022 co-funding has been sent at the end of August. Esra and Sarah went to London to discuss with Michael Pitchford and JRCT Board of Trustees. Karen joined the meeting via skype. A note related to the National Project Contracts was sent to clarify ENAR's use of JRCT funding. ENAR expects an answer in December.
 - Reporting
 - The next reporting is to the EC at the end of February (for the financial year 2019).

- SRT, JRCT, OSF reporting will also be sent at the end of February or beginning of March (for the financial year 2019).
- The reporting for DARE is postponed to end of March or beginning of April.

Human resources.

- The IPO recruitment process has been completed. Mahmoud AbuRahma will start on the 2nd January 2020 with a 1-year contract (until 31 December 2020). The position and job description will be reevaluated at the end of the year.

OVERVIEW AND STATE OF PLAY OF RELEVANT EU LEGAL AND POLICY INSTRUMENTS

EU legal/policy instrument	Current state of play	Next steps
<p>Counter Terrorism Directive (replacing Framework decision on combatting terrorism) http://data.consilium.europa.eu/doc/document/PE-53-2016-INIT/en/pdf</p>	<p>Adopted by COREPER on 30th November and formally adopted by the Council on 7th March. Transposition and implementation in Member States. Transposition workshops between EC and Member States.</p>	<p>Transposition deadline passed (14th September) Transposition report by the European Commission (2020), Added-value report by the European Commission (2021)</p>
<p>TERR report</p>	<p>On 13 November 2018, the work of the Special Committee on Terrorism was finalised with a committee vote on its findings. Subsequently the political recommendations were adopted in a plenary vote in Strasbourg on 12 December 2018. The report by Monika Hohlemeier (EPP) and Helga Stevens (ECR) was adopted with 474 votes in favour, 112 against and 75 abstentions.</p>	
<p>Terrorism regulation http://www.europarl.europa.eu/legislative-train/theme-area-of-justice-and-fundamental-rights/file-preventing-the-dissemination-of-terrorist-content-online</p>	<p>The proposed Regulation has 24 articles and 43 recitals https://ec.europa.eu/commission/sites/beta-political/files/soteu2018-preventing-terrorist-content-online-regulation-640_en.pdf It focuses on online terrorist content removal and contains an annex with a removal order and a template for a reply to the removal order https://ec.europa.eu/commission/sites/beta-political/files/soteu2018-preventing-terrorist-content-online-regulation-640_en.pdf</p>	<p>Discussions in European parliament and Council</p>

	online-regulation-annex-640_en.pdf	
<p>Blue Card Directive (Review) http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/background-information/docs/20160607/factsheet_revision_eu_blue_card_en.pdf</p>	<p>Proposal from the Commission</p> <p>Report voted on by the LIBE and EMPL committees. Ongoing triologue</p>	Interinstitutional negotiations.
<p>REFIT on the 8 legal migration directives (evaluation existing EU legislation on legal migration)</p> <ul style="list-style-type: none"> - Family reunification Directive (2003/86/EC) - Long-Term Residents Directive (2003/109/EC) - EU Blue Card Directive (2009/50/EC) - Single Permit Directive (2011/98/EU) - Seasonal Workers Directive (2014/36/EU) - Intra-Corporate Transferees Directive (2014/66/EU) - Students 2004/114/EC Recast Directive (EU)2016/801 applied from 2018 - Researchers Directive (2016/801). <p>http://ec.europa.eu/smart-regulation/roadmaps/docs/2016_home_199_fitnesscheck_legal_migration_en.pdf</p> <p>http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160406/towards_a_reform_of_the_common_european_asylum_system_and_enhancing_legal_avenues_to_europe_-_20160406_en.pdf</p>	<p>Assesses application of current legislation and overlaps/gaps/obsolete measures (PICUM leading on undocumented and low-skilled migrants)</p> <p>Report on summary of consultations (December 2017)</p> <p>Meeting presenting the final results to be published took place on June 5.</p>	<p>Final results of fitness check to be published early 2019 and will provide the basis for simplifying and streamlining the current EU framework in this area.</p> <p>EC to study Possible approaches to the categories of third countries currently not covered by EU legislation (gaps in personal and material scope)</p> <p>EC to analyse the impact of the current situation in the fulfilment of the objectives of the EU legal migration legislative framework; and possible options for follow-up actions at EU level.</p>
<p>Package 1 of the Asylum directives (ENAR not involved)</p> <ul style="list-style-type: none"> - Dublin IV regulation 	In discussions in EU Council	Final agreement in EU Council

<ul style="list-style-type: none"> - Eurodac Regulation - EASO http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160406/towards_a_reform_of_the_common_europe_an_asylum_system_and_enhancing_legal_avenues_to_europe_-_20160406_en.pdf 	<p>Adopted November 2018: https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2017/0145(COD)&l=en</p> <p>Modified proposal published September 2018: https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2016/0131(COD)&l=en</p>	<p>Awaiting adoption</p>
<p>Package 2 for the Asylum directives (ENAR not involved)</p> <ul style="list-style-type: none"> - Asylum Procedures Directive - Qualification Directive - Reception Conditions Directive <p>http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/proposal-implementation-package/docs/20160406/towards_a_reform_of_the_common_europe_an_asylum_system_and_enhancing_legal_avenues_to_europe_-_20160406_en.pdf</p>	<p>EP report adopted – now in interinstitutional negotiations</p> <p>Interinstitutional negotiations – informal provisional agreement between EP and EU Council</p> <p>Interinstitutional negotiations – partial provisional agreement between EP and EU Council</p>	<p>Final agreement</p> <p>Final agreement</p> <p>Final agreement</p>
<p>EP resolution on Afrophobia http://www.europarl.europa.eu/news/en/press-room/20181210IPR21420/stop-racism-and-discrimination-against-afro-european-people-in-the-eu-urge-meps</p>	<p>Adopted in plenary in March 2019</p>	
<p>EP resolution on Antisemitism http://www.europarl.europa.eu/sides/getDoc.do?type=TA&reference=</p>	<p>Adopted</p>	

P8-TA-2017-0243&language=EN&ring=B8-2017-0383		
EU Council Declaration on Antisemitism http://data.consilium.europa.eu/doc/document/ST-15213-2018-INIT/en/pdf	Adopted December 2018	European Commission to propose steps to ensure the EU Declaration is implemented
EP report on Antigypsyism http://www.europarl.europa.eu/sides/getDoc.do?pubRef=-//EP//NONSGML+COMPARL+PE-606.242+02+DOC+PDF+V0//EN&language=EN	Adopted – rapporteur: Soraya Post	
EC Mid-term review on National Roma Integration Strategies	Published December 2018: https://ec.europa.eu/info/policies/justice-and-fundamental-rights/combating-discrimination/roma-and-eu/mid-term-evaluation-eu-framework-nris_en	Post 2020 framework. There should be a European Parliament report coming up
CJEU decision on two questions regarding interpretation of Employment Equality Directive http://curia.europa.eu/jcms/upload/docs/application/pdf/2017-03/cp170030en.pdf	Final decision issued on 14 th March	Influencing practices of employers Implementation in court cases