EUROPEAN NETWORK AGAINST RACISM
The voice of the anti-racist movement in Europe

THEORY OF CHANGE 2018-2021

VISION

A Europe with full equality, solidarity and well-being for all – citizens and residents

AIM

End structural racism in the EU

State of denial

Euro-scepticism and multiple European crises

Rise in hate crime and speech

Mobilising for social change

Far right spread

STRATEGIC OBJECTIVES

Anti-racism policies and measures that recognise structural and specific forms of racism are adopted

Member States collect reliable and comparative equality data in line with fundamental rights and data protection standards

States effectively respond to racist crime and speech and implement right-based and inclusive security and policing policies

Employment gap for ethnic minorities and migrants is reduced & Member States guarantee equal rights to residents irrespective of status and nationality

OUTCOMES

- The EC adopts EU-wide standards on National Action plans Against Racism that take into account intersectionality and specific forms of racism.
- Targeted objectives for the inclusion and equality of outcomes of different groups affected by racism are developed in close cooperation with minority-led NGOs and NGOs working on specific forms of racism (Antisemitism, Afrophobia, Islamophobia, Antigypsyism and anti-migrant racism).
- At least 5 Member States have national strategies or specific objectives in their NAPR which recognize specific forms of racism.
- There is greater reference to specific, intersectional and structural racism in media and policy debates.

- The EC publishes guidelines on equality data collection disaggregated by race, ethnicity and religion.
- Equality data based on self-identification are more widely collected (FRA, Member States, equality bodies, NGOs) including on evaluating equality policies.
- More members of minority communities support equality data collection, challenge wrongful labels and data abuses and are empowered to advocate for data collection at their level.
- Equality data collection is included in policy planning and data populate indicators including on National Action Plans Against Racism or national strategies against different forms of racism.

- The EC publishes guidelines on the enforcement of the EU Framework Decision on Racism and the Victims' Rights Directive and opens infringement proceedings in case of systemic violation of EU law.
- More States put in place comprehensive standardised data collection, to timely and effectively investigate, prosecute and sanction bias motivation including multiple biases and support victims of hate crime.
- CSOs document the impact of counter-terrorism and counter-radicalisation policies on victims of racism and advocate for independent civilian oversight of law enforcement agencies.
- The EU Fundamental Rights Agency issues guiding principles on combatting ethnic profiling by the end of 2018.

- European networks and platforms on migration, employment and human rights reflect the anti-racism perspective in their positions and advocacy.
- The Equal@Work platform recruits more business members and its toolkits and standards for race equality are recognised as good practice by EU and national institutions and CSOs.

Movement building

Technical Advocacy

Research

Communications

Partnership

Participation & empowerment

Governance