



EUROPEAN NETWORK AGAINST RACISM

The voice of the anti-racist movement in Europe

UPDATE ON ENAR PROGRAMMES

MARCH 2020 – JUNE 2020

Under each strategic objective, we highlight the work areas and the projects/activities that we are undertaking to achieve these objectives.

STRATEGIC OBJECTIVE 1: SAFE AND SECURE LIVES FOR RACIALISED PEOPLE

Security

DARE - Dialogue About Radicalisation and Equality (H2020 research project piloted by the University of Manchester).

- **Advocacy:** New research work is now available on the DARE and ENAR websites
 - Report on the relationship between inequality and youth radicalisation from existing survey datasets: <http://www.dare-h2020.org/research-reports.html>.
 - A Policy Brief on the drivers of self-radicalisation and digital sociability as well as the associated country level reports: <http://www.dare-h2020.org/self-radicalisation-and-digital-sociability.html>.
- DARE Senior Advocacy Officer is leaving her position on 19 June 2020. Replacement will be put in place in the coming months according to the project's needs.
- **Research:** DARE/ENAR Belgium team has been given a new extension by DARE lead coordinator to continue the ethnographic research in Belgian prisons until June 2020. The researcher will hand over his final report on 31/08.
- **Dissemination:** ENAR and DARE lead coordinator have now finalised the draft agenda of the final DARE events to be discussed with the Committee of the Regions, possible host of the events, the week starting 29 March 2021(TBC).

Research on counter-terrorism and discrimination. ENAR continues its work on researching the impact of counter-terrorism and counter-radicalisation policies and measures.

- The fieldwork in France, Spain, Hungary, Germany and Poland is complete and national reports submitted.
- Local research/advocacy meetings Spain, Hungary, Germany and Poland have taken place. Due to COVID 19 we will not organise a meeting for France.
- The drafts for all national factsheets have been submitted to ENAR for comment.
- The EU comparative report is currently been drafted.
- Planning for the launch of the report will take place over the summer for a potential physical launch in October 2020.
- The emerging findings were presented at the Roundtable with civil society organisations on tackling anti-Muslim hatred (29 May 2020).

Policing

- **Study on police violence and community resistance.** ENAR has recruited researchers for this study into police violence and the community response in France, Belgium, Bulgaria, Croatia and Sweden. The researchers are starting the first step of the research and data collection in June. The online survey to collect data on deaths in police custody and forms of community resistance closed at the end of March 2020, we are reviewing the responses.
- **Open letter to European Commission.** ENAR coordinated an open letter to European Commission President Ursula von der Leyen to raise our serious concerns regarding the lack of reaction of EU leaders regarding police brutality against people of colour in Europe as well as institutional and

structural racism. It was co-signed by 150+ organisations across Europe, including many ENAR members.

- **[Policing briefing with recommendations highlights that:](#)**
 - The police and law enforcement officers, across the EU, are responsible for the deaths of racialised people during and following arrests and also in custody.
 - The use of force and other law enforcement techniques such as racial profiling have been disproportionately used against racialised groups.
 - During the COVID 19 confinement period, governments have given more powers to the police and law enforcement.
 - Policing and law enforcement are used as a method of social control and police violence is a key manifestation of institutional and structural racism.
- **Communications.** ENAR issued a [press statement](#) following the death of George Floyd in the US and highlighting the reality of police violence in Europe, in particular in the context of Covid-19. We and several of our member organisations have been responding to many media interviews in the wake of George Floyd's killing and the mobilisations taking place in Europe, including in [Politico](#), [Al Jazeera](#), [Euronews](#), [Voice of America](#), [Deutsche Welle](#), [DPA](#), [EUObserver](#), [Euractiv](#).
- **Online discussions on police brutality.** ENAR has organised a series of discussions mostly with ENAR members in response to the killing of George Floyd and the Black Lives Matters uprising in Europe. Events have been streamed online and just one episode was viewed by 13,000 people. [Episode one](#), [Episode two](#), [Episode three](#), [Episode four](#) are available online.

Migration

- **European Migration Package:** ENAR was invited to the closed meetings of the European Networks working on migration with Commissioner Johansson. ENAR is invited as an expert during the consultation launched by the European Commission since January. ENAR shared its advice on the need of a more intersectional approach in the new Plan for Migration and Integration, asking for a more action oriented outcome for cases of discrimination and racism faced by migrants (under forced or voluntary migration). ENAR also alerted of the risk of artificial intelligence in the cases of institutional or structural discrimination. Considering that data is not neutral, ENAR shared its concern on how digital tools for registration of asylum seekers and third country nationals could be used as firewalls against integration and migrants' demands. ENAR is invited to sit as an expert in the upcoming rounds of negotiations (currently on hold due to the COVID-19 protocols). More information on the New Pact for Migration consultation to be shared before end of June.

Impact of Covid-19 on racialised groups

- **Interactive Map on the impact of COVID-19 on racialised minorities:** After a consultation with the membership and a collection of media reports, ENAR collected more than **200** cases and showcased these incidents on the violations of fundamental rights in our [interactive map](#). **This tool highlights the impact of Covid-19 on racialised communities across Europe** in a range of areas, including healthcare, housing, police violence, racist violence and speech. The cases underline how this pandemic is exacerbating and shining a light on existing structural racism. Several media outlets also covered our map and the impact of Covid on racialised communities in Europe.
- **Position paper** highlighting the impact of Covid19 on racialised communities: in this paper, in which ENAR produces an analysis of the research conducted during the pandemic, ENAR calls on the EU and Member States to **change their approach and focus on structural racism in anti-racism policies**. For the European Commission, a first step would be to organise **an EU Summit on structural racism**, as a way to review the situation linked to the crisis, including to the increase of police violence in the EU. Our policy paper provides further recommendations for concrete measures to be adopted to respond to the structural inequalities exacerbated by the Covid19 crisis.
- **EC High Level Group meeting on the impact of Covid19 in racialised groups: On May 20, DG Justice No Hate Team** organised an online meeting with CSOs expert to hear from the anti-discrimination

networks about the specific impact the crisis has in terms of racism and xenophobia, discrimination and intolerance, and the input/worries collected from their members and within their networks. ENAR had the opportunity to contribute with a presentation of our interactive map key findings and to present recommendations for the EU institutions.

- **Covid-19 and the impact on racialised communities webinar:** ENAR organized on 25 May with the EP's Anti-Racism & Diversity Intergroup (ARDI) on the impact of COVID19 on racialised communities, **viewed more than 5,000 times**. You can watch the livestream on our [Facebook page](#).
- **Special page on Covid-19 on ENAR's website:** All the content which ENAR and its members have published in response to Covid19 is available on this dedicated page: <https://www.enar-eu.org/Covid19andracialisedcommunities>.

STRATEGIC OBJECTIVE 2: DISMANTLING STRUCTURAL INEQUALITY

National action plans against racism (NAPAR)

- **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 remains advancing its demands via bilateral meetings with government officials and MPs in Brussels, Flanders and Wallonia. An Interfederal meeting to discuss the next steps towards a NAPAR is scheduled for September.
- **ENAR support of national advocacy in Portugal.** ENAR is supporting Portuguese NGOs in planning advocacy work in coalition to call for a NAPAR. A big step was achieved in June: the Portuguese Parliament is passing a resolution demanding the government to initiate the discussions around a NAPAR. A meeting with the coalition and SOS Racismo is scheduled in the first week of June.
- **ENAR support of national advocacy in other countries.** ENAR is also in touch with other members and NGOs that are seeking support to advocate for effective NAPAR at national level (esp. in countries like Germany, Finland, Italy, Luxembourg, UK and Ireland). ENAR Secretariat is consulting these members to organise a meeting of NAPAR advocates to share expertise and move forward together. This should take place on 6th July. Opportunity to create a permanent members' working group on NAPAR will be discussed.
- **Advocacy for EU Framework/standards on NAPAR.** There is an increasing public call from ARDI MEPs to adopt such a framework. This has become one of the priorities of the intergroup. It is one of the key demands in the resolution on anti-racism adopted on 19th June.

EU advocacy on Intersectionality

- **Intersectionality report.** The report commissioned by ENAR to the Center for Intersectional Justice will be launched in July. It will detail what an intersectional approach entails and what kind of measures can be put in place to operationalise intersectionality and address the different dimensions of racism. This will feed into the work of ENAR in general.
- **Dress restrictions.** Different avenues for requesting sanctions against Member States on the issue of dress restrictions are being explored and will become one of OSF priority actions (OSEPI, OSJI, OSIFE) when it comes to islamophobia. ENAR will be consulted as a key expert.

Diversity

- **Racial diversity in the EU institutions.** The 'Affinity Group for People of Colour in Brussels' initiated by ENAR to network, discuss and work toward solutions to the lack of diversity in the EU institutions is now self-coordinated by its members. We have also been quoted in several media outlets highlighting the lack of representation of racialised groups in the EU institutions including in Washington Post, The Guardian, Finnish News Agency, Le Monde, among others.

- **Meeting with EU Commissioner Dalli.** ENAR had a meeting with the EU Commissioner for Equality and her cabinet to discuss steps for the European Commission to improve its internal racial diversity and equality strategies and policies. Very encouraging steps are being taken.
- **Meetings with the Council of the EU.** ENAR has been asked to join a lunch discussion with employees of the Council and present tips on how to include targeted measures for racialised minorities in their internal diversity strategy. The presentation has been postponed to September.

Race and Tech

- **Consultation on the White Paper on Artificial Intelligence – A European Approach:** On June 14, ENAR has submitted a response to the Consultation for experts and civil society organisations. With the support of EDRI, our feedback highlighted the need for more regulation in the Tech sector and exemplified with the results of our previous report, how algorithms are not neutral and are affecting disproportionately racialised groups. There is no section on Human Rights impact and protection in the White Paper. We demanded a review of the White paper for the inclusion of fundamental rights and racial justice perspective.

Climate Justice and Race

- A [concept note](#) for the report on the link between climate change and racism has been shared and discussed within the staff team. The call for consultants will be published in the week of June 22.

Mainstreaming anti-racism while keeping a focus on specific forms of racism

- **EU post-2020 Framework on national Roma integration strategies.** ENAR continues to support the Alliance against Antigypsyism to enhance advocacy efforts around the adoption of the new Framework.
- **Institutional recognition of Islamophobia.** Using the reference paper on antigypsyism as a model, a small drafting group with NGOs and academics has been set up to write **a reference paper/working definition on islamophobia**, while ensuring continuous and broad consultations with stakeholders. We expect the paper to be ready by the end of 2020. The aim is to build a strong front of NGOs and academics to push institutions to recognise islamophobia as a structural phenomenon. This work will be used to work with MEPs and ARDI to plan parliamentary work to get to the adoption of a **resolution on Islamophobia**.
- **High Level group meeting on Fighting Discrimination on Grounds of Religion and Ethnicity: Addressing the Vulnerabilities of Muslim Communities in the EU. On June 18, DG Justice Coordinator on combating Anti-Muslim Hatred** organised a joint conference with the Croatian Presidency of the Council of the EU and the European network of Equality bodies, EQUINET. It was attended by representatives of national authorities, representatives of equality bodies, international organisations as well as of civil society organisations working on the ground. A group of civil society, including many of our members presented their demands. Our Chair Karen Taylor had the opportunity to be one of the speakers of the event and highlighted the perspective of racialised minorities on the inequalities, breaches of fundamental rights and police brutality during COVID-19 crisis and beyond.

General work with the European Institutions on structural racism

- **High Level Group meeting on the impact of Covid19 in racialised groups.** See above.
- **Anti-Racism and Diversity Intergroup in the European Parliament.** We collaborated with the ARDI to advance the discussions about structural racism, Covid-19 impact and police brutality and responded the solidarity protests in solidarity with the murder of George Floyd to push for more progression on the anti-racist agenda. As a follow-up of the webinar with ARDI, on June 10, ENAR was invited by the Intergroup and its members to a closed meeting where we could discuss the next steps to put a demand for more effort against structural and institutional racism in the agenda. Our Chair Karen

Taylor had the opportunity to present our key findings from covid-19 impact data collection project and on police brutality and asked for a greater systemic approach to the issue. It was agreed that a resolution tackling the issue of structural racism would be submitted by ARDI in close consultation with civil society.

- **Renew motion for a resolution in response to the protests and Black Lives Matter movement.** A draft resolution was put on the table by the Renew group for amendments on June 12 but without proper consultation for contribution of CSOs and groups affected by racism. A debate followed and the resolution has been adopted on June 19. Our [statement](#) highlight key points (e.g. NAPAR, measures against police brutality) but also major gaps (e.g. violence against migrants).
- **Intense briefing activity.** We have sent a number of briefings and have been consulted by a number of institutional stakeholders from different EU institutions on our main demands to end structural and institutional racism in Europe.
- **Speaking roles.** In the past 3 weeks, there has been an increase of request to speak about structural racism in events organised by NGOs and institutions, including the European Commission, the Council of Europe, Center of European Policy studies, US Helsinki Commission, etc.

STRATEGIC OBJECTIVE 3: AN EMPOWERED AND CONNECTED ANTI-RACIST NETWORK

Network Development

- **National Projects 2020.** The contracts have been signed and the first installments of the project budget have been transferred to the members. Most of the projects have been initiated. However, many of them have paused the planned activities due to lock-downs. ENAR has given all the projects the flexibility of adjusting their plans and timeline according to the needs of the member organisations given the unusual circumstances.
- **Toolkits.** A toolkit called "[Resources for organisers in times of COVID-19 crisis](#)" was shared with the network.
- **General Assembly.** ENAR's annual General Assembly was organised on May 15, 2020 as an online statutory session with the participation of 50 member organisations and 12 staff members. Evaluation of the meeting by the members can be found [here](#).
- **Network Development Strategy.** Network development strategy paper has been shared with the Board members. In line with the strategy, ENAR team is aiming at increasing the members' engagement and building stronger relationships within the network.
- **New Members:** In April 2020, ENAR has welcomed 9 new organisations to the network: AMDH (Spain), ERRC (EU), La voix des Rroms (France), Yezidi Center for Human Rights (Armenia), Amal Women Association (Ireland), GHETT'UP (France), Spanish Network of Immigrants and refugees' Aids (Spain), Grupo EducAR (Portugal), FEM-R (Finland)
- **Online Discussions on Black Lives Matter with ENAR members.** ENAR organised a series of online events providing a platform to its members to discuss the global BLM movement and what it means for Europe: see details above in the policing section.
- **ENAR Café:** Since the General Assembly on May 15, ENAR is holding an informal online space to bring members together, build relationships, share thought and experiences. These bi-weekly gatherings are taking place on Friday afternoons and open to all members.
- **1-to-1 Meetings:** In line with the network development strategy, ENAR is trying to build strong relationships with the members and potential member organisations. 1-to-1's are important to understand the needs and motivations of the network and encourage members to take part in the collective work. In the first half of the year, 30 1-to-1's have been held - 23 with members and 7 potential members. (In total, this number is much higher as it only includes the calls between the members and the NDO.)

Communication

- **ENAR rebranding.** We have initiated a rebranding process which should aim to ensure a strong and clear identity for ENAR that conveys ENAR's 'DNA', what it stands for and the organisation's values, and to ensure ENAR brand consistency, both visually and in terms of messaging. It will involve consultations with the ENAR membership. This process will be ongoing through 2020 and should be finalised in 2021.
- **Extranet/member's area.** We are finalising the development of a new online members' area which will facilitate communication with and within the ENAR network. It should be ready to use in the third quarter of 2020.
- **Blog.** ENAR's [blog](#) is updated regularly with articles by ENAR staff, members and guest contributions. The ongoing live blog '[Corona Diaries' Voices from the ENAR Network](#) gathers members' concerns and initiatives relating to the impact of Covid-19 on racialised communities.
- **Annual report.** ENAR published its [2019 annual report](#) detailing our activities and the impact of our work during 2019 in our key areas of work.
- **Weekly Mail and Equal@work.** The newsletters continue to be sent out in the new format and design.

For thematic updates on communication activities, see above.

Administration and finances

- **Finances.**
 - ENAR financial situation
 - Given the COVID-19, ENAR reviewed its 2020 REC budget following the team review of the workplan.
 - The finances team will present to the Board the reviewed REC budget and the expenses overview during the next Board (likely in September).
 - A message with our proposed amendments (mainly regarding the changes in budget allocation) has been sent to the EC. They agreed on the principle. However, official amendments still need to be sent (from our side) and validated (from the EC side).
 - Audit
 - No external audit foreseen for the moment.
 - Application
 - The team started to work on the REC application due early September. It is led by the ENAR 2.0 WG.
 - The application to OSF was sent in April. ENAR still awaits the outcome.
 - Reporting
 - The DARE second financial reporting has been postponed. ENAR should have access to the EC portal the week of the 15th June.
 - No other reporting is due in this period.

Human resources.

- DARE:
 - Delphine Michel is leaving the organisation on the 19 June 2020. She will need to be replaced.
 - Chaïb Benaïssa's contract finishes at the end of June 2020.
- REC: Sarah Chander replacement has been postponed due to the Covid-19 and now is suspended following the announcement of Michael departure. It will allow the team and board to assess the needs and gaps in the organisation.

ENAR 2.0 process:

- **Work regulations:** priority given to urgent elements. Progress with safety and wellbeing at the workplace and prevention of harassment, harmonising travel costs regulations with EC guidelines, selection of a person of trust, recording of online meetings and response Covid-19 crisis, which covered a wide area of issues such as work from home vs work from office, new ways of planning, reporting and staff meetings, support to staff during work from home, proposals to adjust work hours/days for approval, and preparation for safe return to work from office.
- **WP 2020 review:** under significant impact of the Covid-19 crisis, the review took place in April/May. The WP was overhauled to fit the current new reality (no physical meetings, large events...etc.) and provide a program response to the crisis. The WP was validated by agreement among the Team.
- **Funding Applications - REC App and WP 2021:** Ongoing. ENAR 2.0 WG gauged the Team's views via a survey and personal interviews and proposed a process to develop the WP's general directions, areas of work and activities for 2021, which will serve as a basis for the REC application, which is due in September.
- **Skills, Needs and Desires:** WG formed, produced and validated a concept note, and processing a call for consultants, to be circulated in the last week of June.
- **Projects vs Portfolios and Early involvement of comms and Team:** The two WGs informed that they finished their work and handed over to ENAR 2.0 WG, which developed draft guidelines for further consultation with the two WGs.
- **Recruitment process:** finished before last Board meeting, except for the diversity advantage. ENAR 2.0 worked on it and to present to the Team a grid or a rule to ensure that candidates from racialised groups are not disadvantaged in the recruitment process.
- **Internal assessment and monitoring tools:** discussed in ENAR 2.0 WG meeting; to follow the development of 2021 WP due to strong links between the two tasks.

Strategic Planning process:

- **External impact assessment:** the assessment is at an advanced stage, with the final draft report and presentation shared in early June. Since the last Board meeting, the consultants scored progress and made two presentations of their findings to the SPWG and the GA.
- **SP next steps:** The SPWG held five meetings since the last Board meeting; two of which after the GA. The WG discussed the next steps and the scope of the SP process. The SPWG will come to the Board meeting with an update on SP and proposals for validation.