ENAR General Assembly
Statutory session

15 May 2020

Racial justice in light of the Covid-19 crisis

2020 & 2021 ENAR workplans

What will change in 2020

Shift in our work due to the crisis

Key reasons for change

- Travel and physical meetings forbidden and too risky
- Work that is not linked to urgent and current needs of our communities
- Emerging needs that require new activities
- Less resources in the team
- More difficulty to do direct advocacy

Major shifts include

- Postponement of the General Assembly meeting (content part) and the summer school **to 2021**
- Physical visits of national projects/members **replaced by enhanced online and regular contacts with members**
- Physical trainings for members replaced **by shorter online sessions**
- No study visits in the ENAR office
- Less priority given to certain advocacy campaigns such as calling for more diversity in EU institutions, and **more given to impact of Covid-19 crisis (data collection, online map and advocacy)**
- **Strategic planning process** adapted

What will we do in 2021

Some initial ideas

Strategic objectives 2019-2022

1. Contribute to safe and secure lives for racialised people in Europe
2. Dismantle structural inequality in Europe
3. Build a more effective and resilient anti-racist network

Our 2021 workplan ideas include

- Activities postponed from 2020 to 2021
- Activities extended to 2021
- New ideas of activities linked to emerging priorities in light of the crisis

The backbone of ENAR's work: administrative, finance and logistical priorities

- Applications and reporting to funders
- Human resources
- Budget and finance
- Logistical organisation of meetings

I- Contribute to safe and secure lives for racialised people in Europe

- **Document institutional and structural racism**: researches on counter-terrorism, police brutality and community resistance.
- **Advocate for EU and national policies**: advocacy/communication strategy for fair and inclusive policing and to establish firewalls between law enforcement and immigration control.
- **Work with communities and activists resisting discrimination**: new and stronger ways of network support for anti-racist activists.

II- Dismantle structural inequality in Europe

- **Improve the framing of structural racism** in the network, via our communication/ advocacy channels and our researches; Shadow report.
- **Organise and advocate for policies to address structural inequality.** EU advocacy/communication for common sets of indicators (equality data collection) and actions to be included in NAPAR; Support to national advocacy to get/improve NAPAR; Mainstream racial equality in key policy areas, i.e. gender equality, climate justice, digital agenda/artificial intelligence.
- **Build alliances to achieve racial equality in the labour market.** Equal@work platform; Diversity in EU institutions.

III- Build a more effective and resilient anti-racist network

- **Create spaces for strategising and exchange.** Anti-racist summer school, members' digital network, strategic planning process.
- **Intersectional analysis and practices.** Discussions on the principles of the network based on intersectionality and solidarity.
- **Deeper engagement with the members.** Membership working groups, rebranding of ENAR.
- **Deepen our Secreatariat’s change management process (ENAR 2.0).** To embody our values and vision of reducing structural inequalities starting with our own institution, walking the talk as a pilot for the antiracist sector.

ENAR General Assembly
Statutory session

15 May 2020

Thank you!

With the support of the Rights, Equality & Citizenship Programme of the European Union,
the Open Society Foundations, the Joseph Rowntree Charitable Trust & the Sigrid Rausing Trust

FUNDED BY
EUROPEAN UNION
OPEN SOCIETY FOUNDATIONS
SIGRID RAUSING TRUST
ENAR foundation
THE JOSEPH ROWNTREE CHARITABLE TRUST