

A photograph of several hands of different skin tones stacked on top of each other, symbolizing unity and teamwork. The image is overlaid with a semi-transparent purple filter.

ANNUAL REPORT

2022

The European Network Against Racism (ENAR aisbl) stands against racism and discrimination and advocates for equality and solidarity for all in Europe. We connect local and national anti-racist NGOs throughout Europe and voice the concerns of ethnic and religious minorities in European and national policy debates.

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A WORD FROM THE DIRECTORS

To say that 2022 was a year of transition and change for ENAR would be an understatement by any measure. As the world returned from its post-COVID19 daze, so too did 'back to normal' mean a renewed need to stay vigilant in the face of rising intolerance and backlash aimed at anti-racist activists across Europe.

The topic of the shrinking civic space became not just a theoretical concern, but a real practical one for our members both organisationally, as our members faced new forms of attacks targeting their funding and their ability to operate with the aim to silence them, but also individually as individual activists became the targets of vociferous attacks targeting their persons on social media, but also in person. The need for pan-European solidarity and pan-European support has never been more meaningful when the fight against racism has become so personal and taxing on individual wellbeing. This informed one of our flagship activities of 2022, our Summer retreat, which was a unique space to re-energize.

To face the looming dark clouds, ENAR's Board presented to the General Assembly the new Co-Directorship aiming to provide a more cooperative leadership model drawing inspiration from our values. Our appointments in March and June completed ENAR's efforts to refresh the leadership and make it fit for the future. Throughout the year, the ENAR team saw many

departures and arrivals but nonetheless maintained their focus on safeguarding and serving members. A team which has delivered across the board as champions of the anti-racist work carried out by members day-in and day-out all across Europe, but not just as indeed this year saw a great deal of effort being deployed to connect our work with the UN and other world bodies.

2022 was also the year when Russia brought Europe to the brink by unleashing a new armed conflict leading to levels of solidarity not seen in decades. It also unfortunately reminded starkly that how we deal with migration and refugee crises very much depends on the colour of your skin or the faith you follow. But here too, ENAR's voice was critical to bring Europe back to its ideals and values leading ultimately to a more humane approach to the unfolding crisis. It was and is an imperfect response, and recalled the need to combat what is at its heart a racist migration policy.

The team's accomplishments and milestones across the board cannot be understated, from our active participation and leadership organising the People's Summit as the citizens platform to the EU's own historic Forum but also the publication of flagship reports like *The Climate Crisis is a (Neo) colonial Capitalist Crisis: Experiences, Responses and Steps Towards Decolonising Climate Action* which have helped position ENAR as a leading actor in new emerging policy discussions bringing

critical perspectives. We were also delighted to strengthen our capacity as a secretariat to begin work to explore the intersection between digital rights and anti-racism.

A year of transition, change, and growth but also a year where we committed ourselves to supporting our network's resilience, the Empowerment and Resilience Fund, a Fund we carry out in partnership with ENAR Foundation and its own network of donors, was an incredibly important lifeline for our members to use. Over EUR 200.000 worth of grants were disbursed supporting our grassroots members to execute a wide range of projects targeting organisational capacity, emergency support, but also looking at innovative approaches, developing new content to shape the minds and hearts and sharpen our collective resolve to combat anti-racism.

And whilst we look forward to a future where Europe will be freed from racism, we know that much work remains to be done. That work can only be carried out by ENAR's member and ENAR. We stand ready, in solidarity, to make Europe a better home for all racialised individuals and communities.

That is why we look towards 2023, our 25th Anniversary year, with great anticipation as a year where our efforts in 2022 will have prepared us to be even better positioned to work to #MakeRacismHistory.



Kim Smouter
Director General



Ojeaku Nwabuzo
Director (Policy, Advocacy, and Network Development)

2022 YEARLY HIGHLIGHT IN NUMBERS



17
New member
organisations

2 Policy
responses



36
member projects
supported



3 ENAR Network
trainings



1 Summer
School



6
board
meetings



16
press
releases



media mentions



3
publications
& reports



36,235
Twitter and
Facebook followers



1
General Assembly

2,173,800
social media impressions

MOVEMENT BUILDING WITHIN THE NETWORK

Empowerment and Resilience Fund

In 2022, ENAR launched the Empowerment and Resilience Fund with the aim of strengthening the network's resilience and capacity for action. Two calls were launched, allowing us to support 36 member-led projects throughout the year. Due to rising intolerance and political mainstreaming of far-right ideology, ENAR anticipates that the necessity for funding will only increase further as members face growingly difficult situations in their individual countries.

Civil Society Organisation (CSO) Coalitions

Continuing our work on the EU Anti-Racism Action Plan (EU ARAP), ENAR coordinated an active informal CSO coalition to support and monitor the implementation's progress. In that respect, regular meetings were held among the coalition coordinators, and four larger meetings were held with the whole coalition.

ENAR also supported a CSO coalition working with the UN on the impact on People of African Descent of violations of human rights by law enforcement, widening the work on policing and criminal justice.



Providing Input

In an effort to guide formal proposals stemming from institutional bodies, ENAR led efforts to gather contributions from various stakeholders including our members and partner CSOs. These included inputs on a range of topics such as the future of the Race Equality Directive, EC proposal on minimum standards for National Equality Bodies, the European Commission workshop on combating antisemitism and fostering Jewish life, shrinking space, and many more. Our collected contributions were reflected in reports, including the Fundamental Rights Agency, the Rule of Law, the European Parliament, and UN reports.

Wellbeing and Healing

When working in spaces devoted to human rights, the concepts of wellbeing and healing often take a backseat to more pressing matters. As such, ENAR organised a summer retreat for members to provide a space for learning, reflection and healing. The activity was organised in Poland and targeted members in Central and Eastern Europe, where work on antiracism faces unique challenges.

Membership training

ENAR continuously strives to ensure member organisations can benefit from trainings to enhance their work. For that reason, we organised 3 thematic trainings for members on climate justice, NAPAR and AI, and policing and race. A bi-monthly ENAR Café is also held to give members a safe space to come together and exchange on various topics.

ENAR also delivered thirteen trainings and presentations throughout the year including at CSO, UN, EU and corporate partners' events, accessing thousands of people.

PLATFORMING UNDERREPRESENTED VOICES



EU Anti-Racism Action Plan

Ensuring that racialised communities and CSOs could provide direct inputs towards the EU ARAP remained a priority for ENAR in 2022. We organised the People's Summit specifically around the European Parliament's Anti-Racism Week to offer a space for the grassroots to provide tangible recommendations to the European Commission on the EU ARAP, EU Summit, and Anti-Racism Forum. ENAR members participated strongly in the European Commission workshop on the common guiding principles on NAPAR. Members were supported to access consultations and platforms to share information, analysis and views on racial equality, migration, and shrinking space.

National Action Plans Against Racism

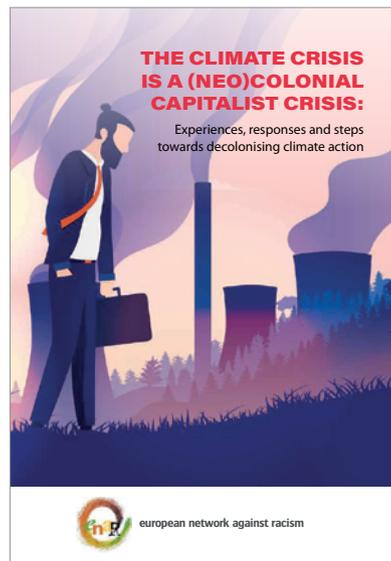
ENAR continued to support work on the National Action Plans Against Racism (NAPAR) in Member States by advising and training national CSO coalitions and national equality bodies. In addition to supporting members and NAPAR coalitions, ENAR NAPAR work also touched on the role of European regions in Germany and France and their engagement with civil society movements.

While the work with coalitions in Belgium, Portugal and Ireland continued, networking with CSOs and national and regional governments has led to opening new avenues for work in Italy, Germany, Sweden and Finland. These initiatives will widen the work on the national level in 2023. This is supported by the work with the EU institutions on NAPAR, for example on strengthening civil society, especially ENAR members, involvement in the development of NAPAR common standards and the monitoring of progress at the local and national levels.

Solidarity on social justice and climate issues

As part of a new and emerging strategic priority, ENAR launched a research project to assess and document the disproportionate impact of climate disruption on racialised communities in Europe. The resulting report, *'The Climate Crisis is a (Neo)colonial Capitalist Crisis: Experiences, Responses and Steps Towards Decolonising Climate Action'*, centres the experiences and responses of impacted communities, and outlines models for decolonising and anti-racist climate action to achieve true climate justice.

Initiated new projects on important emerging strategic priorities, including the intersections of climate, economic justice, and racial inequality. ENAR has strengthened the work of its network with stakeholders who specifically work on these areas and has been taking joint actions with them to help bring their expertise into our work, but also ensure that a racial equality perspective is considered in theirs.



CHALLENGING SHRINKING SPACE THROUGH SOLIDARITY

In 2022, ENAR broadened the collaboration with human rights CSOs focusing on shrinking space and the protection of human rights defenders. In December 2022, ENAR, together with Frontline Defenders and Protection International, organised a seminar on shrinking space and the threats to human rights defenders (HRDs) who work with racialised people in Europe. The seminar was organised in reaction to an increase in threats and violations experienced by racialised HRDs and the sense of a narrowing civic space in Europe affecting especially HRDs who work on racial inequality, migration and non-discrimination. This work strengthened solidarity in our network and the wider civil society, in addition to producing a position paper entitled '*Racialisation and Shrinking Space*'.

The issues raised by ENAR and human rights CSOs resonated into formal EU reports and European Parliament resolutions that created opportunities for action towards securing protection for defenders in our movement and protecting the safety of the space we work in.

Overall, ENAR continued highlighting the threats and risks impacting the safety and wellbeing of racialised people in Europe. We devoted particular attention to topics of

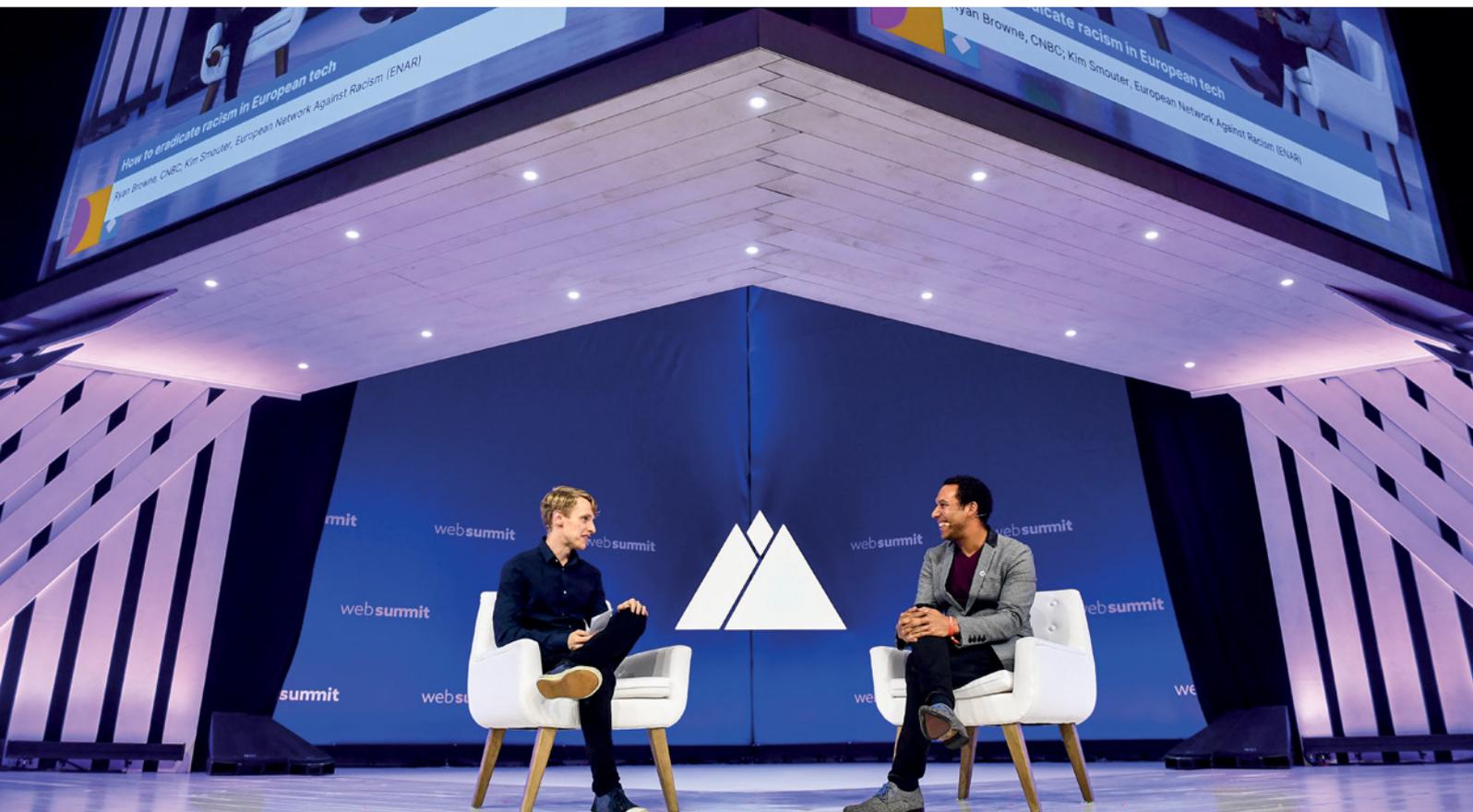
concern such as racist policing, the impacts of existing counterterrorism policies on criminalising racialised people, migration (including the racist treatments experienced by racialised people feeling the Ukrainian conflict) and shrinking space.



EQUALITY DATA COLLECTION

ENAR continued its efforts advocating for adequate equality data collection (EDC) across Europe in 2022. This has included actions around the proposed directive on binding standards for equality bodies which also engaged allies among our Equal@Work partners. We also held specific seminars highlighting how EDC can be credibly done and dispelling myths about the inability to collect such information.

ENAR participated at the Web Summit conference in Lisbon which welcomes 70,000 attendees. Over 2 panels, ENAR spoke about the importance of EDC and the need for tech to be an ally in adopting an anti-racist perspective at all levels including representation, algorithms reproducing discrimination, and content moderation on social platforms.

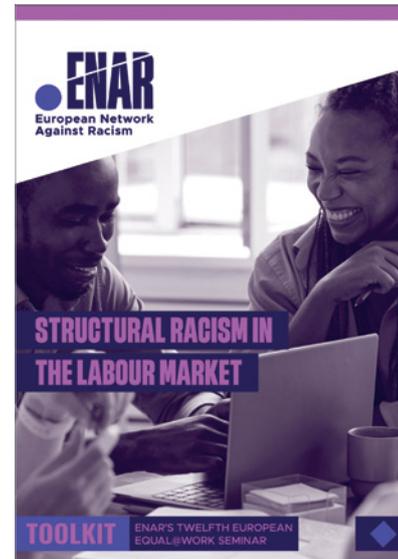


EMPLOYMENT

Equal@Work is a multi-stakeholder initiative bringing together employers from the private and public sectors as well as trade unions, academia and civil society organisations committed to diversity and inclusion, to find innovative solutions and share best practices to improve access and participation of racialised minorities within the labour market. In 2022, we saw interest in the partnership grow with new partner organisations from civil society, law, tech, and retail applying to join.

In June 2021, ENAR hosted the 12th annual Equal@Work seminar on “Structural racism in the private sector”. The event, which focused on the gaps and barriers to reaching racial equality in the workplace, also welcomed EU Commissioner for Equality, Helena Dalli, and EU Anti-Racism Coordinator, Michaela Moua. As a result of the seminar, ENAR launched a new toolkit: ‘Structural Racism in the Labour Market’.

The toolkit challenges traditional diversity management practices by addressing structural racism in the labour market and uncovering structural discrimination patterns based on deep-seated social hierarchies. It requires a method that examines power structures within the workplace to generate new organisational management styles.



Equal@Work Partners:





Inspiration
exchange of ideas, understanding, good
practices, best practices, passion

n.eu

FINANCES

Where our money came from

● European Commission: Citizens, Equality, Rights and Values programme (CERV) - core grant	58,14%
● Open Society Foundations - Co-funding	7,34%
● Sigrid Rausing Trust - Co-funding	5,47%
● Joseph Rowntree Charitable Trust- Co-funding	1,73%
● Sigrid Rausing Trust	0,03%
● Joseph Rowntree Charitable Trust - UK cost (non eligible under the European Commission)	0,39%
● Joseph Rowntree Charitable Trust (NPC and non eligible costs)	3,69%
● European Commission: Equality For All Malta	0,11%
● Open Society Foundations - Artificial Intelligence project	0,68%
● Network of European Foundations - European Artificial Intelligence Fund -Artificial Intelligence project	0,37%
● ENAR Foundation - Money used through ENAR (including regranteeing the members)	18,76%
● ENAR Foundation - Unrestricted donation	1,44%
● Donations	0,60%
● Membership fees	0,96%
● Others	0,29%

Total income:

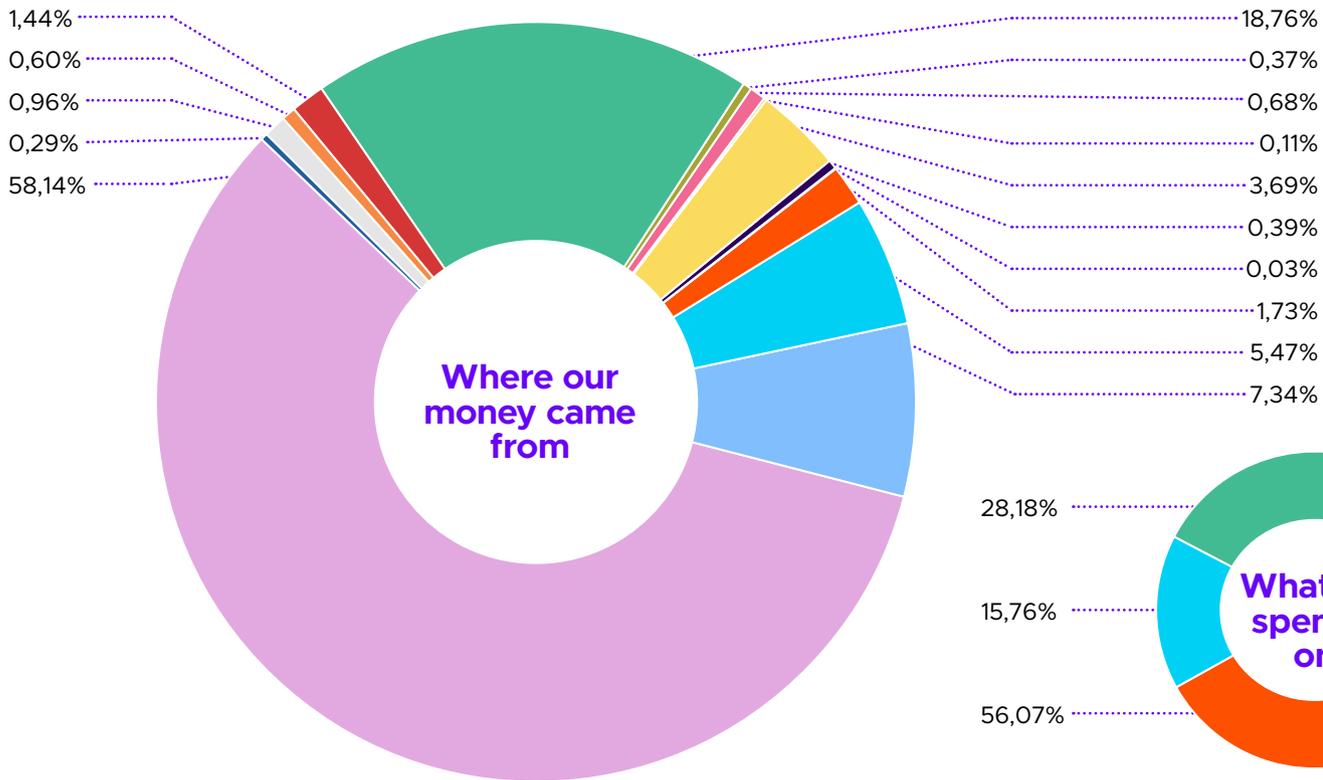
1.737.460,13 €

What we spent it on

● Staff	56,07%
● Support to members	15,76%
● Office and operation costs	28,18%

Total expenditures:

1.657.576,84 €



The European Network Against Racism's annual accounts were audited by Mrs. Danielle Quivy, registered company auditor, for the period January-December 2022 in February 2023.

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 2022.



SIGRID RAUSING TRUST



NOTES

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**European Network
Against Racism**

www.enar-eu.org
info@enar-eu.org