

**FOR AN INCLUSIVE EUROPE:
EUROPEAN FUNDERS COUNTERING HATRED and DISCRIMINATION
based on RACIAL and RELIGIOUS BIAS**

EUROPEAN EVENT AGENDA

Brussels 25/06 -26/06
Philanthropy House
Rue Royale 94, 1000 Brussels

Organised by Ariadne in collaboration with the Diversity Migration and Integration (DMI) thematic network of the European Foundation Centre (EFC)

Monday 25/06

13:45 – 14:00 Welcome coffee and registration

14:00 – 14:15 Welcoming remarks by **Julie Broome**, Director of Ariadne, and **Sara Llewellyn**, Chief Executive of the Barrow Cadbury Trust and Chair of the DMI

14:15 – 15:45 **An open and inclusive Europe? Evidence-based insights on a multidimensional problem and what foundations can do about it** Panel introduced and facilitated by **Christal Morehouse**, Senior Programme Officer, OSIFE

- The reality of racism: **Ioannis Dimitrakopoulos**, Head of Department Equality and Citizens Rights at the Fundamental Rights Agency.
- The impact of structural discrimination on socio-economic exclusion: **Liz Fekete**, Director of the Institute of Race Relations (IRR).
- Understanding European attitudes: **Victoria Kupsch**, Project Lead at D|Part, Berlin-based think tank, leading OSEPI's Situation Room on-going research project, which monitors how the public understands the elements constituting an open society in six European countries.
- The influence of hate groups: **Nick Lowles**, Chief Executive of HOPE not hate.

15:45 – 16:15 Coffee break

16:15 – 17:45 **Racism and discrimination in Europe: insights from practitioners** of the affected minorities on the main issues, needs and opportunities of the field and what can foundations do about them. Facilitation by **Amel Yacef**, ENAR Chair

- **Alina Bricman**, President of the European Union of Jewish Students (EUJS)
- **Jessica de Abreu** board member at New Urban Collective (NUC) and member of the European Network of People of African Descent (ENPAD)
- **Hajib El Hajjaji**, Vice-President of the Collective Against Islamophobia in Belgium (CCIB)
- **Jamen Gabriela Hrabanova**, Executive Director of the European Roma Grassroots Organisations Network (ERGO)

17:45 – 18:45 Drinks and speed dating

19:00 – 21:30 Informal dinner for foundations at Brasserie de la Presse, Rue Royale 100, 1000 Brussels.

Tuesday 26/06

9:00 – 9:05 Welcoming remarks by **Gerry Salole**, Chief Executive of the European Foundation Centre

9:05 - 9:30 **Lessons from the recent past: What works or does not work in countering hatred.** Interviewed by **Esther Hughes**, Executive Director of Global Dialogue, **Avila Kilmurray** of The Social Change Initiative (SCI) will share a reflection on her past experience in the community sector and philanthropy in Northern Ireland since 1975 and her current collaboration with SCI.

9:30 – 11:00 **Investing to counter prejudice, racism and discrimination as a foundation in Europe** Facilitation by **Sara Llewellyn**

- Results from the national roundtables in France, Italy, The Netherlands and Germany: **Debora Guidetti**, Ariadne
- **Sonja Böhme**, Team Lead, Foundation Remembrance Responsibility and Future (Erinnerung, Verantwortung und Zukunft, EVZ)
- **Anna Dieterle**, Project Manager Centre for Integration, Mercator
- **Shenaz Bunglawala**, Assistant Director of the Aziz Foundation

11:00 – 11.30 Coffee break

11.30 – 12.45 **Moving forward: what collaboration looks like and what could we do?** Facilitation by **Julie Broome**

- Knowledge sharing & Aligned funding: DMI and Migration Exchange **Ayesha Saran**, Migration Programme Manager, Barrow Cadbury Trust
- Pooled Funding – the European experience: **Sarah Sommer**, Senior Programme Manager, European Programme for Integration and Migration
- Pooled Funding – the US experience: **Sally Smith**, Executive Director of [The Nexus Fund](#).
- The role of philanthropic infrastructure **Carola Carazzone**, Assifero Secretary General and Ariadne board member.

12.45 – 13.00 Concluding remarks by **Julie Broome**

13:00 – 14.00 Sandwich lunch

14:00 – 16:00 **Coffee and advanced working session** for those foundations interested in an aligned funding initiative. Aims, to discuss and possibly agree on:

- feed-back on white paper proposal on the potential format for a collaborative
- its mission and/or problem statement/s
- a process leading to a facilitated Theory of Change discussion (in the fall) on the focus of such a collaborative (issues, geographies, approach/methods)

Ariadne – European funders for social change and human rights

'Countering Racial and Religious Discrimination' project

Ariadne is a European peer-to-peer network of almost 600 funders and philanthropists who support social change and human rights. Ariadne helps those using private resources for public good achieve more together than they can alone by linking them to other funders and providing practical tools of support.

In 2017, Ariadne released its '[Seeking an Inclusive Europe' report](#) which revealed a lack of coordination among private donors and a shortage of funding going into addressing xenophobia and ethnic and religious bias affecting not only third country nationals, but also European citizens from ethnic or religious minorities, whether they have a migrant background or not.

From the spike in hate crimes following Brexit to advantageous electoral results for openly xenophobic parties, recent events only confirm the urgency to tackle these issues also in Europe. But how can funders address these issues more effectively? Through a series of national roundtables in The Netherlands, Italy, France and Germany, Ariadne has been exploring with donors the needs in this sector and the challenges facing donors trying to address racism and intolerance. Through this regional event, Ariadne hopes to sustain European donors' strategic thinking in this area, respond to appetite for greater collaboration, and ultimately generate more support for the field.

Biographies of the speakers

Julie Broome became Director of Ariadne in June 2016. Prior to that, she was Director of Programmes at the Sigrid Rausing Trust. She worked at the Trust for seven years in a number of capacities, most notably Head of Human Rights, before becoming Director of Programmes in 2014. Before joining the Trust, she was Programme Director at the CEELI Institute in Prague, where she was responsible for conducting rule of law-related trainings for judges and lawyers from countries undergoing transition. Previously, she was a Programme Manager for Central and Eastern Europe with the American Bar Association's Rule of Law Initiative, and a Programme Associate at the Henry M Jackson Foundation in Seattle.

Sara Llewelin is the Chief Executive of the Barrow Cadbury Trust in the UK. Her career has included ten years as Deputy Director of the City of London's largest foundation. Before that, she had a career in operating charities including as Chief Executive of a major homelessness charity and before that, ran a network of women's domestic violence refuge provision in South London.

Sara is a member of the Management Committee and Governing Council of the European Foundation Centre, the Chair of the European Foundation Council's Diversity, Migration and Integration Network, a Board member of the UK's social bank (Charity Bank) and has served on a number of other national Boards, including the lottery distributors and social investors. Her background is in activism, particularly in the domestic violence movement and in local community family provision.

The Barrow Cadbury Trust is the largest philanthropic foundation of the Cadbury family and is 100 years old. With strong Quaker roots, we seek structural changes in the areas of economic, racial, gender and criminal justice.

Christal Morehouse joined the Open Society Foundations in November 2015. She is senior program officer for the Opening Up European Debates portfolio at the Open Society Initiative for Europe.

From 2006 to 2015, Morehouse worked for the Bertelsmann Foundation in Brussels, Germany, and Washington, D.C. She worked for Bertelsmann for over eight years as a senior manager directing projects on migration issues, building think tank networks, and fostering high-level dialogue in Europe. Morehouse also conducted policy analysis and published on international higher education, talent, entrepreneurship, migration, and integration. Her recent publications include: *How to Keep a Competitive Edge in the Talent Game*; "Europe's Not Got Talent"; and "Europe Needs a Talent Offensive." In 2006, Morehouse was the head of office for Prof. Dr. Rita Süßmuth, the former president of the German Bundestag. From 2003 to 2004, she was research analyst for the Federal Office for Migration and Refugees.

Morehouse completed her PhD in political science at the Humboldt University in Berlin in 2008. She holds an MA in political science from the Free University in Berlin and a BA from Wittenberg University in Ohio. She is a member of Phi Beta Kappa and was a Fulbright Scholar.

Ioannis N. Dimitrakopoulos is Head of Department, Equality and Citizens' Rights at the Fundamental Rights Agency. He is a social scientist, educated in the UK. From 1984, he taught at the University of Ioannina and Athens College, and conducted or coordinated national and transnational EU funded research projects on a range of human rights issues, for example discrimination, racism, antisemitism, Roma, rights of the child, etc. He is the author of a textbook on Greek legal and political institutions and several articles. He started working for the Agency in 2003 (when it was still the EUMC) and since then has been responsible for many of its major reports.

Liz Fekete is Director of the Institute of Race Relations and head of its European Research Programme. She has worked at the IRR since 1982. She writes and speaks extensively on aspects of contemporary racism and fascism, refugee rights, EU counter-radicalisation and anti-terrorism policies and Islamophobia across Europe, and is author of *A suitable enemy: racism, migration and Islamophobia in Europe* published by Pluto Press. Liz was part of the CARF Collective, and an expert witness at the Basso Permanent People's Tribunal on asylum and the World Tribunal on Iraq. She is currently an associate of the International State Crime Initiative at Queen Mary University of London, and the Border Crossing Observatory at Monash University, Australia.

Victoria Kupsch Victoria Kupsch is Project Lead for dpart's and OSEPI's joint research project, the "Situation Room" which explores trends in openness and closure of society in six EU countries (France, Germany, Hungary, Poland, Italy and Greece) She is also Co-Founder of the European Democracy Lab, a think tank in Berlin, where she worked as Programme Officer and CEO until 2016. Her work focusses on political and economic questions within the EU and euro area, questions of democratic legitimacy, structural solutions to the European social question, as well as questions connected to generational dynamics in Germany, the euro zone, and Europe at large. Victoria Kupsch previously worked for the European think tank ESI (European Stability Initiative) in Istanbul and Berlin. She holds degrees in Communication Science, Politics, and International Relations from the University of Erfurt (Germany) and Bogazici University (Turkey) as well as an MSc. in Democracy and Comparative Politics from University College London (UK).

Nick Lowles is chief executive of HOPE not hate. Having experienced street racism as a child, Nick got involved with the anti-fascist movement as a student volunteer. He became a freelance investigative journalist, working in television, including on BBC Panorama, World in Action, Channel Four Dispatches and MacIntyre Undercover. Between 1999 and 2011 Nick was co-editor, and then editor, of 'Searchlight' magazine. In 2011 he founded HOPE not hate and has led the organisation in its subsequent growth. He is the author of 'White Riot: The Violent Story of Combat 18', 'Hooligans: The A-Z of Britain's Football

Hooligan Gangs', and co-author of 'Mr. Evil: The Secret Life of Pub Bomber and Killer David Copeland'. He has also written several special reports on extremism. Nick sits on various Home Office working groups and is regularly consulted on issues relating to extremism and community cohesion by the government, opposition and police. He turned down an opportunity to join the House of Lords in 2015, believing that he could be more effective continuing as CEO of a growing organisation, and was awarded an MBE in 2016 for his services in tackling extremism.

Amel Yacef is presently chairperson of ENAR EU, she works in the youth and community sector in Ireland and is originally from Algeria. A former youth worker she has been managing and coordinating projects in various areas promoting the voice, rights, health and potential of young people. She has significant experience working with separated children, minority ethnic young people and young people facing injustice and discrimination. Amel has always been very involved on a voluntary basis in various organisations that relentlessly defend the rights of women and minorities. She has been a voluntary board member of organisations such as Cairde (Migrant health organisation), Migrant Right Centre Ireland. She also chaired a migrant women network for five years and is presently on the board of ENAR Ireland and Amal Muslim Women Association. Amel also has extensive experience in contributing and facilitating processes to enable the voice of the grass roots to find its place and impact in the political discourse.

Alina Bricman is the elected president of the European Union of Jewish Students (EUJS) since August 2017. She studied Political Science in the National School of Political and Administrative Studies in Bucharest and at the Central European University in Budapest. She grew up in Bucharest, where she attended the Lauder-Reut Educational Complex and was one of the youth coordinators of the Bucharest Jewish community. She worked for the public relations department of the Representation of the European Commission in Romania and for the Median Research Centre, a Romanian civil society NGO focused on civil engagement and combating xenophobia. Before taking over her current role, Alina volunteered and then served as EUJS Program Officer in the 2015-2017 period.

Jessica de Abreu is an anthropologist and activist. She is a board member at New Urban Collective which is a social enterprise that contributes to strengthen the socio-economic position of Black youths in the Netherlands. She is also co-founder of The Black Archives in Amsterdam, which is one of the first historical archives in the Netherlands that focuses on Dutch Black history, and beyond. As member at European Network of People of African Descent (ENPAD), which is a network of organizations in Europe focused on advocacy and equality for people of African descent, she coordinated grassroots and advocacy work between different European countries.

Hajib El Hajjaji is the Vice-President of the Collective Against Islamophobia in Belgium (CCIB). He participates in European and international levels to educate, advocate and promote human rights principles (ODIHR, European Coalition against Islamophobia, European Islamophobia Report...).

Hajib El Hajjaji has a master's degree as Industrial Engineer and pursues another Master in social and economic politics in Leuven Catholic University, in Belgium. He is also diversity trainer for teachers and managers/unions and different organizations.

He was a political responsible at local level in Verviers and candidate for the last European election. Member of the think-tank Tayush, promoting inclusive society, he has a huge experience as a social activist in interfaith and intercultural dialogue and is engaged for social inclusion of Muslim communities in Belgium and Europe.

Jamen Gabriela Hrabanova is a human rights activist with an extensive experience in protection, promotion and advocacy of Roma rights. She has joined The European Roma Grassroots Organizations (ERGO) Network in 2011, where currently serves as a Director.

ERGO fights against antigypsyism, advocates for better policies for Roma in Europe, creates strong networks and empowers Roma activists. It strives to commit governments and European institutions to effective anti-discrimination and social inclusion policies for Roma. Jamen received BA in Society and Politics at New Anglo-American College in Prague (thesis: Roma Women initiative after 1999) and in 2006 after finishing the post gradual study of online Diplomacy program, she completed MA in International Relationships and Diplomacy at the New Anglo- American University (thesis: Anti-Gypsyism in 21st Century Europe: Hard Times for Roma). Yet, her big inspiration for work is coming from her high-school times when she studied Management and Marketing in Art and Advertisement and become engaged in the informal group of Romani students who later established Athinganoi. She was involved in the Decade of Roma Inclusion 2005 - 2015 from its start. For many years, she was working in the civil society sector, engaged either as Roma eRider, the rowing technology consultant for non-profit organizations or as a leader of Roma student association Athinganoi. Later she was employed by the Governmental Office as a Director of the Roma Office for the Council for Roma Minority Affairs in the Czech Republic where she was coordinating strategic and conceptual works related to Roma integration. She was highly involved in the Czech Presidency of the European Union when the EU accepted the 10 Common Basic Principles for Roma Inclusion and organized the first meeting of EU Roma Platform. She run two times as a candidate for the local election in the Prague municipality. She established digital platform RomaReact.org and she is one of the initiators of the Alliance Against Antigypsyism. She is a member of the board member of RomMedia Foundation and until June 2017 she was member of the Advisory Panel to the director of the Fundamental Rights Agency.

Carola Carazzone moved to the grant-making philanthropic sector as Secretary General of Assifero, the Italian national membership association of grant-making foundations in February 2014, after fifteen-year professional experience in 18 countries and in many diverse multicultural environments, working with civil society for the promotion and protection of human rights in different developing and humanitarian local contexts and at international level. She is an Italian lawyer specialized in human rights at the Renée Cassin International Institute of Human Rights in Strasbourg. In 2002 she established a Human Rights Coordination Office for VIS -*Volontariato Internazionale per lo sviluppo* – one of the ten biggest Italian development NGO in special consultative status with ECOSOC and in 2011 she became the first woman elected as President of VIS. From 2010 to 2014, she also served as Member of the Executive Board of the worldwide network of the Salesian of Don Bosco development NGOs. From 2006 to 2013, she acted as the Spokesperson of a network of 88 Italian human rights NGOs leading international and national advocacy before the Human Rights Council, different United Nations Treaty bodies and Special Procedures, the Italian Parliament, Government, Ombudsperson and Equality Bodies. Since 2003, she has constantly contributed as visiting professor on human rights to different international training centers and universities. In a personal capacity, she is currently also a member of the following boards: ARIADNE - European Network of Funders for Human Rights and Social Change ; ECFI- European Community Foundations Initiative – Advisory Board ; Alliance Magazine – Editorial Board.

Esther Hughes is Executive Director of Global Dialogue, an intermediary grant-maker promoting human rights and social change through innovative and collaborative philanthropy. Global Dialogue enables private donors to share knowledge and work together, aligning grants and pooling funds on critical issues of common concern - including migration, human rights in the UK, Syria, and the closing space for civil society. Global Dialogue is also the home of the Ariadne network of European Funders for Social Change and Human Rights.

Esther has extensive experience in the non-profit sector, beginning at Human Rights Watch, serving in Kosovo with MEDAIR, and going on to a consultancy career in the UK voluntary sector, before joining The Children's Society to lead The Good Childhood

Inquiry. Esther holds degrees from the Universities of London and Durham and was recently awarded a postgraduate certificate in Children's Rights. She is a fellow of the Royal Society of Arts and a member of the RSA's Global Advisory Panel.

Avila Kilmurray has worked in Northern Ireland since 1975, being active within the community movement, the women's movement and the trade union movement. She was Director of the Community Foundation for Northern Ireland (1994-2014), where her focus was on community activism, social justice and peacebuilding. CFNI managed EU PEACE funds for these areas of work as well as developing innovative approaches to marginalised groups and communities. While with CFNI, Avila was a founder member of the Foundations for Peace Network - a network of community-based funders working in contested societies; she maintains her involvement with FFP. Avila was also a founder member of the Northern Ireland Women's Coalition that had elected representatives at the peace talks in Northern Ireland. She was a member of the NIWC Negotiating Team. Over the period 2014-2016, Avila supported the work of the Global Fund for Community Foundations. Since early 2016 she has worked as an independent consultant, with a particular focus on supporting the work of The Social Change Initiative on migration and refugee issues, as well as transferring the lessons of peacebuilding. Avila has written extensively on her areas of interest, including 'Working in Conflict-Affected Societies: Notes for Grantmakers' (2017), and 'Community Activism in Contested Societies: The Story of Northern Ireland' (2017).

Debora Guidetti Debora Guidetti is an independent consultant who recently worked with partners like Fondazione Lang, More in Common France, OSJI, Eurocities, Fondazione Moressa or Citizens For Europe. For Ariadne, the network of European Funders for Social Change and Human Rights, she coordinated the Francophone community, and now she is now in charge of the Countering Racial and Religious Discrimination project. She also offers her skills pro-bono to civil society initiatives like Vox Public, ENAR or the Campaign Accelerator. Previously, she managed the anti-discrimination work of the Open Society Initiative for Europe (OSIFE) focusing on Western Europe for five years. From 2008 to 2011, she managed the European Programme for Integration and Migration (EPIM), a grant-making initiative of the Network of European Foundations. Formerly, she worked for UNESCO in Cuba and Mexico and for Handicap International Belgium. She studied international relations, political sciences, culture and development studies, in Italy (Padua), France (Sciences-Po Paris), and Belgium (University of Leuven).

Sonja Böhme is Team Lead in the activity area "Working for Human Rights" of the Foundation Remembrance, responsibility and Future" (EVZ), a Foundation under public law, established in 2000 by a federal law. Following the completion of disbursements to former forced labourers in 2007, the Foundation supports projects in the areas of "A critical examination of the past", "Working for human rights" and "Commitment to victims of National Socialism". The Foundation EVZ focuses its funding activities on its priority countries in Central and Eastern Europe and Israel. In the area "Acting for Human Rights", the Foundation EVZ promotes in particular projects against discrimination of minorities and for strengthening social cohesion. Sonja Böhme has worked at the EVZ since 2002 and she is currently responsible for funding programmes on different aspects of discrimination of and on hate against minorities like Antisemitism, Antigypsyism or discrimination of LGBTI, on the empowerment of minorities and on coalition building between minorities and with the majority.

Anna Dieterle works as Project Manager for Stiftung Mercator's Centre for Integration. She is responsible for a project portfolio dealing with anti-discrimination work and the public integration debate in Germany. She joined Stiftung Mercator in 2015, first working in the Centre for Science and Humanities with a focus on European cohesion. She holds an MA in political science from the University of Mannheim, Germany, and a BA in European Studies.

Shenaz Bunglawala is Assistant Director at the Aziz Foundation, London, with oversight of all Community Development and Public Engagement programmes. She was formerly head of research at MEND where she led research and policy advocacy into Islamophobia in the British media, racial and religious equality and the impact of counter-terrorism legislation on British Muslims. She is a Fellow of the Royal Society of Arts, Director of Byline Festival Foundation and a member of the Citizens UK Muslim Leadership Panel. Her work has been published in *Just War on Terror? Christian and Muslim Perspectives* (2010); *Race Matters: Widening Ethnic Diversity in Journalism* (2012); and *What is Islamophobia? Racism, Social Movements and the State* (2017).

Ayesha Saran works for the Barrow Cadbury Trust, an independent charitable trust based in London. She is the Trust's Migration Programme Manager, managing and actively contributing to the Trust's research and policy work as well as its grant-making in the UK and internationally.

Prior to joining the Trust in 2008, Ayesha worked for intergovernmental organisations for eight years, firstly at the International Organisation for Migration (IOM) in London. She then became a Foreign and Commonwealth Office secondee to the Organisation for Security and Co-operation in Europe (OSCE) in Albania. Ayesha's work there involved political analysis and reporting on issues such as elections, trafficking and human rights. Ayesha also spent some time working as a freelance journalist in London.

She currently works in a non-executive capacity for Minority Rights Group International, an international human rights organisation, and is a Trustee of British Future.

Sarah Sommer leads the European Programme for Integration and Migration (EPIM) of the Network of European Foundations (NEF) as Senior Programme Manager. She holds a Master of Arts in International Relations from the University of Kent and is a guest lecturer at the University of Applied Sciences Bremen and the College of Europe. Previous to her work in Brussels, Sarah worked in Berlin for a number of governmental and non-governmental institutions, including the Ministry for Labour and Social Affairs and the German Parliament.

Sally Smith is the Founder and Executive Director of The Nexus Fund, which aims to build and strengthen the global community to end mass atrocities internationally and to combat hate and division in the U.S. Her virtual reality film, *Behind the Fence*, about the Rohingya genocide in Myanmar, won the 2017 SXSW Grand Jury Prize, was nominated for an Emmy, and was screened at the United Nations.

Sally and The Nexus Fund recently launched #EndHateForAll, a pooled fund to support locally-led efforts to combat hate and division in the U.S. She also serves as the inaugural co-chair of the Conflict and Atrocity Prevention Funders Working Group, a joint project of the Peace and Security Funders Group and the International Human Rights Funders Group. Prior to her work with The Nexus Fund, Sally managed the Sudan Now campaign, led by Humanity United and six other major anti-genocide and human rights organizations.

Since 2003, Sally has worked for numerous campaigns, foundations and nonprofit organizations, including Humanity United, The Enough Project at the Center for American Progress, the Partnership for Public Service, Obama for America (2007-2008), Nick Lampson for U.S. Congress (2006), Walmart Watch, and EMILY's List. She has been a guest on Pod Save the World, and CNN International, and has written pieces for Crooked.com and the Washington Post. Sally is originally from Texas and now resides in Venice Beach with her dog, Franklin, and husband, Brandon Hurlbut. In her free time, she co-hosts The Riveters Podcast on Sirius XM with former Obama West Wing staffer Buffy Wicks.