



**European Network
Against Racism**

The voice of the anti-racism
movement in Europe

EU anti-racism Action Plan

A New horizon for racial justice in Europe?

9th June 2021



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The time is now





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New leverages for action: the EU ARAP includes:

- A comprehensive framework for action (existing policies/new + strengthened process)
- A definition/recognition of structural/institutional forms of racism (incl. specific forms)
- Racial equality mainstreaming / intersectionality in all EU policies
- A tool to push EU institutions and Member States to prioritise anti-racism via National action plans against racism



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- Unclear and weak participatory and governance processes
- Hardly mention racism in the police, including related to migration and counter-terrorism policies (data, accountability)
- Weak proposal on equality data collection

-> good framing but institutional racism hardly addressed concretely



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- Assessment of existing equality legislation
- New legislation on racism in law enforcement and equality bodies
- Framework on National Action Plans against Racism
- Equality Data collection disaggregated by race
- Racial equality mainstreaming in policies on social rights, digital services, AI, Green Deal, etc.
- Racial diversity in institutions and companies

Activities foreseen in the plan**Advocacy objectives**

Appointment of EU coordinator and organisation of the EC work
2021

Secure strong participatory processes of racialised groups and civil society

EU anti-racism summit
MARCH 2021

Test moment to set the ambitions of the EU

NAPAR subgroup on common EU principles for NAPAR
MARCH 2021 – JUNE 2021

Secure CSO participation and strong indicators in a Council document

Equality directives' implementation report
MARCH 2021

Key issues to be highlighted to ensure strong follow-up actions

Guidance note on Collection of Data based on racial and ethnic origin
SEPT 2021

Key issues to be highlighted to ensure strong follow-up actions + CSO participation

High-level roundtable on Equality Data
SEPT 2021

Key issues to be highlighted to ensure strong follow-up actions + CSO participation

New legislation (law enforcement/Equality Body)
BY END 2022

Secure strong legislation against racism

First EC report on NAPAR
2023

Monitoring of structural/institutional racism



Success factors

- Strong participatory structures in institutions
- Clear governance model and budget allocated
- Push for political will to address structural and institutional racism and need to decolonise power and minds
- Reinforced alignment and engagement with:
 - Local/national anti-racist organisations from different racialised groups
 - Human rights organisations/social movements
 - European Parliament
 - Cities (ECCAR)



Challenges

- ❑ **Meaningful implementation of NAPAR:** there is a risk to lose the momentum and political will to act against racism and tackle structural/institutional forms, especially due to mainstreaming of far-right ideas
- ❑ **Equality data collection:** no public mechanisms to disaggregate data by race in Europe so how to measure/plan/act ? + no intersectional data
- ❑ **Intersectional approach:** proliferation of equality strategies but how to link them? How to make these policies intersectional?
- ❑ **Institutional and ideological resistance:** political attacks on concepts of intersectionality, structural racism, wokism, etc. towards CSO/academics, etc.
- ❑ **Attacks on anti-racist civil society organisations** (+ lack of capacity and resources)



Main ENAR reports on structural racism

- [Equality data collection: Measure/plan/act](#)
- [Two factsheets on Equality data collection factsheet](#)
- [Intersectional discrimination in Europe](#)

(written by CIJ for ENAR)

- [Roadmap for EU institutions to tackle structural racism](#)
- [Key recommendations for EU anti-racism action plan](#)
- [Policing racialised groups in the EU - briefing](#)
- [Impact of counter-terrorism policies on racialised groups](#)
- [Artificial intelligence in HR](#)

+ Upcoming reports on climate justice and police brutality



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Thank you!

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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

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