



ENAR foundation
for a racism-free Europe

ENAR
Foundation
Annual
Report

2021

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Key activities and highlights

2021 was the year when the anti-racism organisations faced increased challenges induced not only by the ongoing Covid-19 crisis but also by the shrinking civil society space in Europe and the growing xenophobic public discourse. The consequent redirection of public resources away from the antiracism CSOs put the members of the ENAR Network at strain and increased the importance of private funding sources to support the antiracism movement.

At the same time, in the aftermath of the George Floyd murder, we have observed a big growth of interest by the corporate sector to support the antiracism cause and to address racial equality in employment and at work. This increase, initially driven by US-based companies, continued also on the European continent.

As a consequence of this shift, and thanks to continuous effectiveness and visibility of the ENAR advocacy work, in 2021 the ENAR Foundation concluded several major agreements with corporate donors and initiated new funding conversations which should result in further partnerships in the future. The new grant agreements allowed not only for developing a robust re-granting scheme for grassroots antiracism organisations, but also gave a new boost to the Foundation as an independent entity with its own human resources. For the first time in many years, a dedicated employee – Development and Granting Officer – was hired (under ENAR aisbl structure) to manage ongoing and new donor commitments of the Foundation.

The increased interest of the private sector resulted also with new inquiries to join the Equal@Work initiative. The platform activities regained speed in 2021, after the Covid-related slowdown, with new initiatives on diversity in employment and equality data collection.

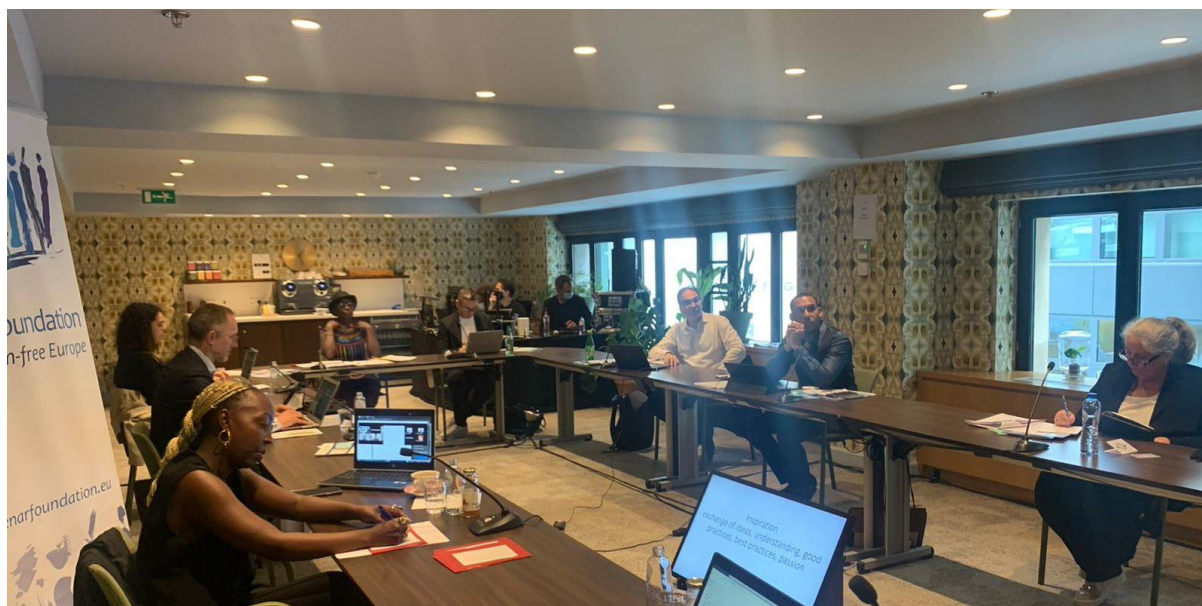
Overall, 2021 was a turning point for the ENAR Foundation, promising new exciting developments in the years to come.

Promoting racial equality and inclusion in employment

ENAR Foundation advises employers on diversity and inclusion through the Equal@Work Platform. The Foundation also supports ENAR aisbl, which calls on EU and other political institutions and parties to improve their diversity and representation, giving ENAR aisbl advice on the best practices and the findings of research and exchanges with corporates through this process.

ENAR aisbl and ENAR Foundation’s pioneering Equal@Work initiative brings together employers, trade unions, NGOs and public authorities to explore progressive ways to operate workplaces that are open, equal and free from discrimination.

In June 2021, the 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. In December 2021 we also organised the 13th seminar on “Intersectional discrimination in the labour market” with academics, civil society and business partners.



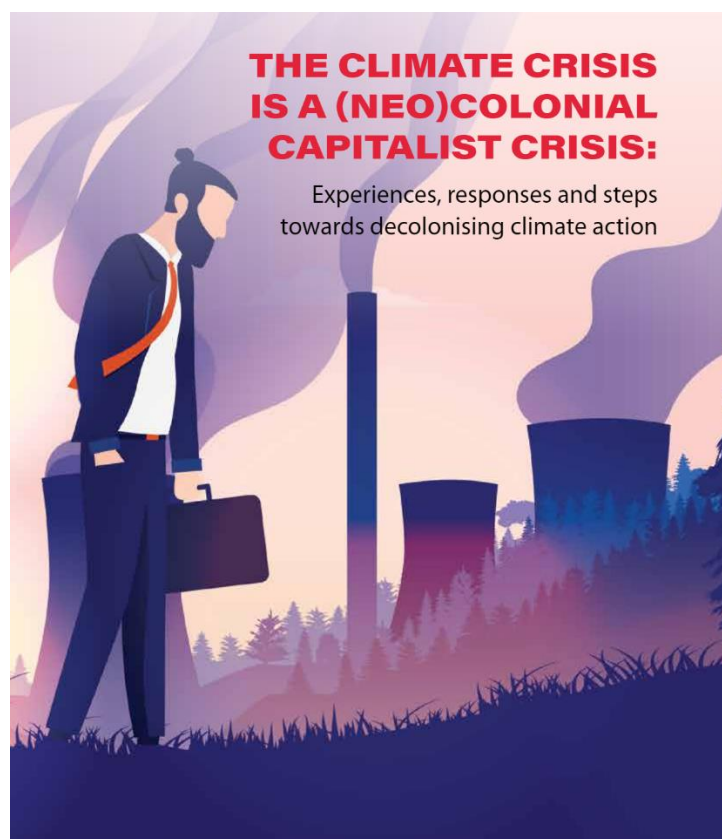
Themed toolkits and fact sheets based on both events are currently being developed for future use as a shared resource. Meanwhile, ENAR launched a toolkit on Artificial Intelligence in human resources which explores how AI reproduces and amplifies human biases and exacerbates bias in HR processes. With a partnership with the AI Fund already in place, we will be looking to do more work on AI over the coming years.

ENAR and the ENAR Foundation also set up a joint Working Group with Equal@Work Platform partners on Equality Data Collection who support making the subject a priority policy area.

One of the outcomes of the initiative was a joint letter on EDC signed by all Equal@Work partners and sent to European Heads of State, as well as European institutions. It called for conducive legal frameworks for companies willing to implement equality data collection in order to identify where discrimination takes place in the labour market. The answer by the European Commissioner for Equality promises a follow up on the matter, in line with our request. The Equality Data Collection Working Group will continue its work in 2022.

Thought leadership - support to ENAR work

In its important role to resource ENAR and its Members, the ENAR Foundation is the vehicle of their new initiatives setting the anti-racism agenda for the future. As part of an emerging issue, ENAR with the support of the ENAR Foundation launched an exploration into the links between climate and racial justice. The climate justice report, *The Climate Crisis is a (Neo)Colonial Capitalist Crisis: experiences, responses and steps towards decolonising climate action*, was drafted in 2021 with a launch foreseen in early 2022. The report, which explores the ways racialised communities are disproportionately impacted by the climate crisis, provided opportunities to engage with the climate justice movement and decision-makers to draw attention on the need to include an antiracism perspective in the conversation.



Re-granting: Building anti-racism CSOs resilience and capacity

In collaboration with ENAR aisbl, the ENAR Foundation deployed financial support to anti-racism CSOs members of ENAR. 15 projects were supported with grants of up to 6,000 EUR. Members also completed projects supported by the ENAR Foundation which were started in 2020, aimed at alleviating the impact of Covid-19.

The ENAR Foundation resources helped deploy support to the Members thanks to the grants received from Hunkemöller and Apple Inc. The supported projects were selected based on criteria of project design quality, as well as alignment with ENAR strategic objectives and the capacity building potential. A separate line of support was granted to projects focusing specifically on Black womxn empowerment in Europe.

The grants in 2021 supported Members based in Austria, Belgium, Croatia, Czech Republic, Germany, Greece, Finland, France, Netherlands, Portugal and the UK. The projects included activities ranging from training sessions for racialised communities and activists, through local advocacy and coalition building, monitoring human rights violations, as well as direct support to marginalised groups.

The ENAR Foundation has also engaged in fundraising work to raise more resources that can support anti-racism CSOs in 2022 and beyond. In this vein, a 2-year grant agreement has been signed with the State Street Foundation, which will enable the Foundation to substantially grow the re-granting as of 2022, in order to empower and resource the anti-racism movement. A new strategic re-granting framework is under development, based on needs assessment with ENAR Members.

Support to Human Rights Defenders

With an ever shrinking civic space in Europe, ENAR has led advocacy and support efforts in order to ensure that Human Rights Defenders (HRD) can continue their work on anti-racism. Our actions have increased awareness at the civil society and institutional levels to help mitigate threats and risks to HRDs. Our efforts have also increased solidarity actions and structural responses to HRDs as we are building a strategy to tackle the growing challenges that come with increased attacks from far-right leaning groups, media and government entities.

Over the year, we actively supported members in Cyprus and France, and a Portugal-based activist whose safety was at risk, by deploying a variety of actions, including networking, solidarity, and advocacy. ENAR, with the ENAR Foundation financial contribution, provided access to support mechanisms to avert the risks they were exposed to, including threats to their safety, judicial harassment, and defamation. We also assisted two of our members in France in reaching out to mainstream human rights NGOs and in mobilising them against protracted attacks and dissolution.

Communications

Our website www.enarfoundation.eu is an important window for the ENAR Foundation. The ENAR Foundation also has a Facebook page, LinkedIn and Twitter accounts, which are ways of making our work known to the wider public. At the same time, we used our direct communication channels to promote actions around improving racial diversity in EU institutions.

ENAR, with the support of the ENAR Foundation, produced newsletters on diversity management and racial equality at work for Equal@Work partners and stakeholders in the field of employment.

Finances

Where our money came from

GRANTS **EUR 86 568**

Key supporters (grants over 10 000 EUR):

State Street Foundation*

Apple Inc.*

Moody's*

Hunkemöller

CORPORATE DONATIONS **EUR 91 488**

Key supporters (donations over 10 000 EUR):

Viacom CBS*

Zendesk

Medline*

INDIVIDUAL DONATIONS **EUR 3 949**

EQUAL@WORK PARTNERSHIPS **EUR 77 500**

Premium partners:

Zendesk

Procter&Gamble

IKEA

PepsiCo

CCEP

Golden partners:

Inditex

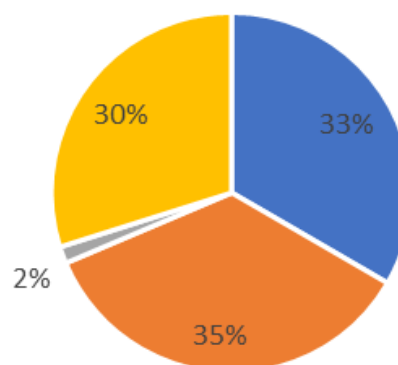
Adecco

Basic partners:

Sodexo

Total income: EUR 259 505

Income overview



■ Grants ■ Corporate donations
■ Individual donations ■ E@W partnerships

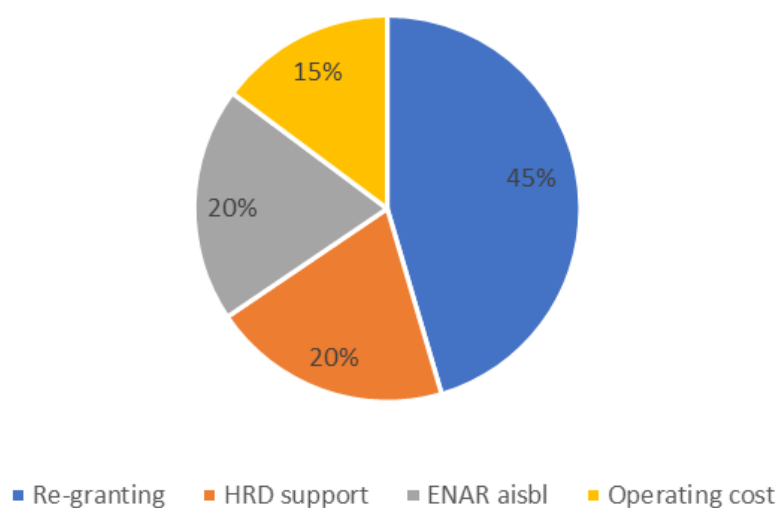
* With a major part of the support deferred to initiatives taking place as of 2022

What we spent it on

Re-granting to grassroots CSOs	EUR 57 840
Emergency support to Human Rights Defenders	EUR 25 542
Support to ENAR aisbl	EUR 25 000
Operating costs	EUR 18 848

Total expenses: EUR 127 230

Expenses overview



The positive year-end result amounts to EUR 132 266.

Board of the ENAR Foundation



Karen Taylor
Chair



Ghyslain Vedeux
Vice-Chair



Amirah Salleh-Hoddin
Vice-Chair



Shaban Sidratu Jah Sesay
Treasurer



Giulia Frova
Member

Support and Partnerships

Following the murder of George Floyd, a number of companies, company foundations and individuals have been donating to the ENAR Foundation to support antiracism work in Europe. A big part of the donations has been earmarked for regranting for local projects, human rights defenders or to support ENAR's work.

The EF has been working hard, with the support of ENAR, to develop a more robust granting scheme which will be implemented as of 2022 to the benefit of ENAR members.

ENAR Foundation thanks State Street Foundation, Apple Inc., Zendesk, Viacom CBS, Moody's, Hunkemöller, Medline, Procter&Gamble, PepsiCo, CCEP, IKEA, Adecco, Inditex, Sodexo and many individual donors who generously offered support to the ENAR Foundation and made a difference for anti-racism work in Europe in 2021.