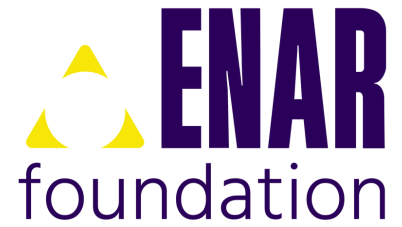


20



22

Annual Report

Building a systemically inclusive society

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Introduction

The 2022 highlights

A tipping point, we are living a paradox in time. It has been a long time since so much public focus has been placed on the topic of Anti-Racism, but also a long time since racialised communities have faced so much scapegoating. The urgency of our essential work is crystallised.

How did we respond?

- 1** In response, our partners have empowered us to strengthen our support to Anti-Racism.
- 2** We have launched innovative initiatives to bring to life systemically inclusive societies.
- 3** We adopted a new strategic workplan to better structure our work and funding

Driven by our primary mission to support Anti-Racism, we have provided funding through ENAR to 36 projects across Europe and to ENAR to further deepen pan-European bonds of Anti-Racism.

The Empowerment and Resilience Fund's support to Anti-Racism has become a cherished line of support for grassroots organisations who struggle to secure their financial base whilst fending off attacks designed to derail their work to support marginalised communities.

The Ukraine war reminded us starkly of how pervasive racism can be even in the face of humanitarian disasters. Our Emergency Protection and Solidarity Fund rose to the challenge and confirmed the need for its further development as a rapid action response for victims of racism.

We are also continuing to look at the future, anticipating next tipping points by concentrating our effort on deploying purposeful networks that help racialised communities strengthen their social capital and ability to affect change in society.

Our new Strategic Work Plan structures our work around specific pillars of activity that will help us to ensure our limited resources remain focused on one overarching goal: building the systemically inclusive society we all deserve.

Anti-Racism Movement

Our Programmes

Empowerment and Resilience Fund

The Empowerment and Resilience Fund, established in 2022, is one of our main granting instruments to the ENAR Network. It supports ENAR Members' projects, thereby ensuring that we reach and resource the Anti-Racism grassroots all across Europe. The Fund is implemented in close collaboration with ENAR aisbl and the eligible grantees are exclusively organisations that are full ENAR members in good standing.

Following the needs assessment conducted with the ENAR membership, the ER Fund was set up with a very broad scope, enabling the grassroots organisations to focus on structural needs and innovation. It supports beneficiaries with:

- Contributions towards operating or project costs;
- Funding for Communities of Practice to share expertise;

- Technical assistance in responding to competitive calls for proposals;
- Technical assistance for effective project management of grants.

The successful applicants received grants up to 10 000 EUR to finance projects implemented across 2022 and 2023. The projects included activities ranging from provision of services to racialised communities, through advocacy initiatives, educational events, till internal organisational development and growth.

The long-term partnerships with key donors have enabled the Foundation to not only give a one-time boost to organisations which were particularly strained in post-Covid, financially and politically challenging period, but also to plan the Fund as a sustainable initiative in the years to come.



Emergency Protection and Solidarity Fund

A growing number of activists whose work revolves around anti-racism are exposed to threats and risks that emanate from policies and practices which hinder their ability to defend human rights and access funding sources. As a response to this worrying phenomenon, the ENAR Foundation has set up a support scheme to respond to emergency needs and threats experienced by Human Rights Defenders, which as of 2022 is known as the Emergency Protection and Solidarity Fund.

The Foundation accepts applications from the ENAR Network's member organisations, as well as from individual activists involved in the ENAR Network.

The fund can be used to address emergency needs such as:

- Supporting an organisation targeted by authorities; e.g. via judicial harassment, deregistration etc.
- Supporting an organisation that is unable to access public funding due to political landscape
- Keeping an organisation afloat while its assets are frozen
- Supporting anti-racist activists facing persecution or threats to safety and life (e.g. relocation, surveillance etc.)

In 2022 the ENAR Foundation supported two grassroots organisations which struggled to survive due to hostile political environment in their countries.

ENAR structural support

ENAR Foundation provides structural support to its founding organisation through funding that allows ENAR to innovate and carry out activities that it would otherwise be unable to carry out due to the restricted funding it receives. In 2022 this included support for specific network development and training activities, as well as financing a fellowship programme to strengthen the ENAR team capacity.

Following COVID-19, pressures on employees has continued to grow. ENAR Foundation stepped up in 2022 to strengthen ENAR's existing programmes for wellbeing and offer more opportunities for ENAR's secretariat to unwind, bond, and recharge for the challenges to come. The support of ENAR Foundation enables ENAR to offer its employees Lunch & Learns, team social outings, and to celebrate individual colleagues' milestones.



In recent years, the collective efforts of ENAR and ENAR Foundation have allowed the structural support to focus less on addressing shortfalls and more on preparing the future by focusing on strengthening the capacity of ENAR's social and operational reserves so that it can continue to maintain its activities for the foreseeable future.

Inclusive Societies

Our Programmes

Equal@Work

ENAR and ENAR Foundation have been working side by side with employers to improve the diversity, equity and inclusion (DE&I) in the workplace. The Equal@Work platform is a unique cross-sector partnership that informs employers of DE&I best practice emerging from civil society grassroots organisations and supports employers on their journeys to create best-in-class DE&I programmes that deliver positive and impactful change for racialised individuals across Europe.

In 2022 the Platform welcomed three new members, continued the discussions within the Equality Data Collection Working Group and offered numerous spaces for member companies to connect to grassroots experts from the ENAR network.

The 14th annual Equal@Work Seminar took place on the 9th of December 2022, focusing on solidarity and movement building between stakeholders seeking to progress from “allyship to coalition” against racism. It gathered representatives of the member employers together with anti-racism practitioners from the ENAR network, to discuss realities on the ground and visioning for the future.



Based on the previous Equal@Work events, a new Toolkit “Structural racism in the labour market” was published at the end of 2022. The Toolkit maps the background, current problems and various solutions in place, to then focus on recommendations and better paths for the future.



SPARK DEI Community

SPARK Communities aim to counteract the social capital gap racialised individuals have accumulated by creating inspiring pan-European networking spaces for racialised individuals working in sectors where they are under-represented thereby building curative networks that help lift everyone's social capital.



Whilst we hope to branch out to many sectors, our first SPARK community is addressing racialised individuals who are active Diversity Equity & Inclusion professionals working in Europe. We hope to connect individuals who are natural multipliers shaping organisations' efforts to build more inclusive workplaces.

The SPARK DE&I community is spearheaded by Tamara Makoni, an expert DE&I consultant herself. Under her leadership, the community was launched in the autumn 2022, attracting an initial group of racialised DE&I professionals from all corners of Europe.

This pioneering community now not only brings people together to help them thrive in the DE&I, but is also a space for experimentation and feedback, to help the Foundation shape future SPARK communities in other professional fields.

SPARK communities offer:

- Virtual and in-person peer meeting spaces
- Networking and professional development opportunities
- Resource centre in the field
- Business development options

Launching PAD Scholarships

The cumulated effect of racism impacts generation after generation and makes closing the gaps formed difficult. As research shows, one of the best ways to break the cycles of disadvantage and poverty is through education. That is why ENAR Foundation looks to support high-potential individuals who can later on serve as inspirational role models for other racialised individuals to be their own agents of change.

In 2022 the Foundation launched a scholarship fund for People of African Descent in Europe to support life-changing educational projects. From a huge number of applicants eight grantees were selected to implement educational initiatives across Europe in 2023. These range from master programmes, through summer courses, to research projects.

Making our voice heard

Communications

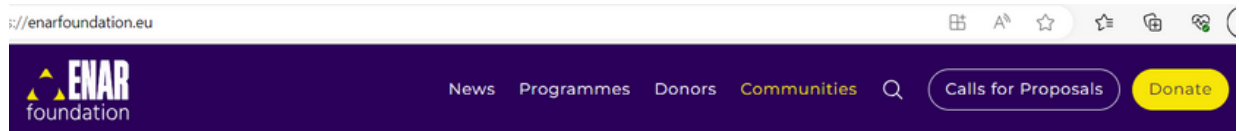
A refreshed brand

The rapid development of the ENAR Foundation called for a new look and an improved approach to communication.

A full rebranding process with an external web development agency was started in 2022, to conclude in 2023.



The new EF brand includes a new logo and website - all conceived in synch with the recently refreshed look of the ENAR network.



Let's build a systemically inclusive society...

Systemic problems, like racism and its enduring effects, require systemic solutions.

We mobilise people, ideas, and resources in support of the Anti-Racism movement, and implement programmes and initiatives that will build tomorrow's systemically inclusive society.

[LEARN MORE](#)

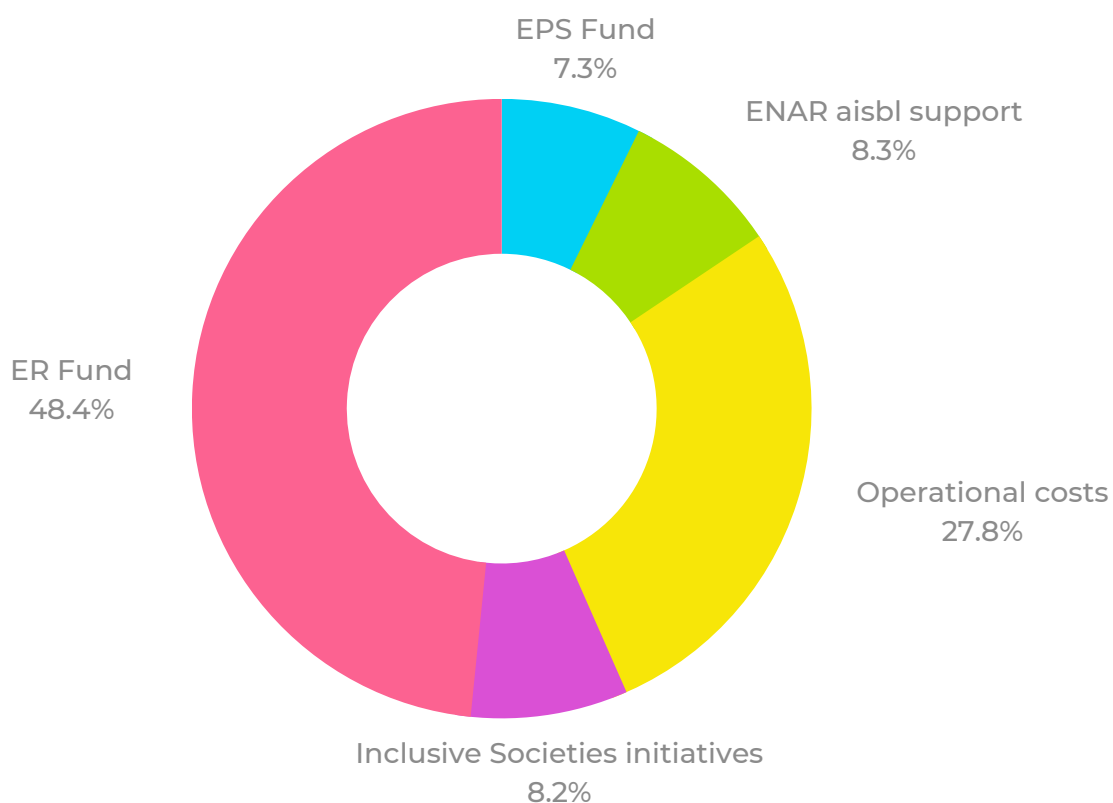


The ENAR Foundation website will be showcasing the Foundation's news and updates, as well as spotlighting individual projects demonstrating efforts to build systemically inclusive societies across Europe. From inspiring resources to online communities known as SPARK communities, website visitors will be able to get inspired, to participate and contribute financially to the Anti-Racism movement in Europe.

Next to the new website, the Foundation also launched an internal communication platform on GlueUp. The tool features include managing online campaigns, payments, events, as well as community interactions. The GlueUp platform will be an important basis for peer communication within future SPARK communities and a hub for resources and Foundation events.

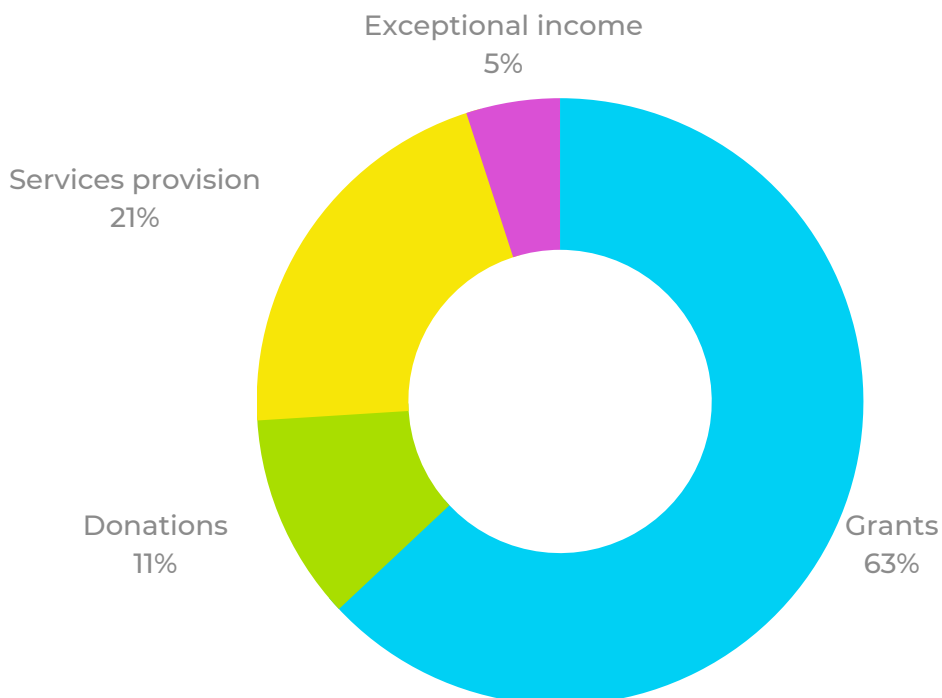
Our expenses in 2022

Empowerment and Resilience Fund	204 676 EUR
Emergency Protection and Solidarity Fund	31 000 EUR
ENAR aisbl structural support	35 122 EUR
Inclusive Societies initiatives (SPARK, Equal@Work)	34 662 EUR
Operational costs	117 503 EUR
TOTAL	422 964 EUR



Our income in 2022

Grants	365 912 EUR
Donations	66 444 EUR
Services provision including E@W	123 635 EUR
Exceptional income	28 416 EUR
TOTAL	584 407 EUR



The positive year-end result amounts to 161 443 EUR.

Continuous & new supporters

To be able to do what we do, we depend on generous donations from individuals and organisations to maintain our programmes and expand their impact. In doing so, we're funding grassroots Anti-Racism organisations to achieve real systemic change.

Several long-term donor partnerships were successfully continued in 2022, financing in particular the Empowerment and Resilience Fund. In addition, three new major grants have been pledged, with implementation coming into motion in 2023.

In 2022, the Foundation also successfully obtained the Equivalency Determination Certification by the NGOSource. Thanks to this recognition, the ENAR Foundation can be treated like a US-based entity, which largely facilitates receiving donations and grants from across the Atlantic.

Key supporters in 2022 grants and donations over 10 000 EUR

- **State Street Foundation**
- **Apple Inc.**
- **Hunkemöller**
- **Moody's**
- **Asphaltgold GmbH**

Equal@Work partners

Premium partners:

- Zendesk
- PepsiCo
- Procter&Gamble
- IKEA

Golden partners:

- Adecco
- Alteryx
- Inditex
- SAP
- Avanade

Basic partners:

- Sodexo

ENAR Foundation thanks State Street Foundation, Apple, Moody's, Hunkemöller, Asphaltgold, Procter&Gamble, Zendesk, PepsiCo, SAP, Alteryx, IKEA, Adecco, Inditex, Sodexo, Avanade and many individual donors who generously offered support to the ENAR Foundation and made a difference for anti-racism work in Europe in 2022.

People

Board



**Karen
Taylor**

Chair



**Amiirah
Salleh-Hoddin**

Vice Chair



**Ghyslain
Vedeux**

Vice Chair



**Shaban Sidratu
Jah Sesay**

Treasurer



**Giulia
Frova**

Board Member

Office team



**Kim L.
Smouter-Umans**

Director



**Izabela
Jurczik-Arnold**

Development and Granting
Officer

Future outlook

As we look forward to 2023, we are inspired by the strengthening support being made for Anti-Racism work across Europe, but also with the painful knowledge that intolerance generally and racism specifically are on the rise and becoming increasingly popular amongst voters.

The need for a strong Anti-Racist Foundation capable of supporting a more resilient Anti-Racist movement is increasing. We will work tirelessly to mobilise the whole of society to support systemic inclusion will be a critical contribution to building a world free of racism.



Systemically Inclusive Society

We will continue to develop our SPARKs



Anti-Racism Movement

Continue to fundraise for grassroots



Inclusion Think Tank

Develop Anti-Racism Research

We are continuing our efforts to become a unique philanthropic actor bridging between donors and the Anti-Racist movement

With our new programmatic approach, we hope to establish strong lasting links with prospective donors and provide a clear strategic focus for our work.

We continue to further our organisational development to increase our capacity to support those who champion Europe's most marginalised communities.

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