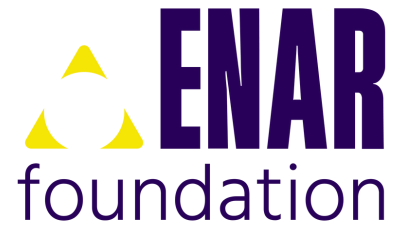


20



23



Annual Report

Building a [#SystemicallyInclusiveSociety](#)



Contents

Introduction and highlights	3
Anti-Racism Movement	4
Inclusive Societies	6
Emerging Issues	9
Communications	10
Donors and Partners	11
Finances	12
People	14
Future Outlook	15



Introduction

The 2023 highlights

2023 was a year of stark contrasts for the ENAR Foundation. We embarked on the implementation of our Strategic Work Plan inspired to contribute towards building a systemically inclusive society. That meant putting the focus on building the essential infrastructures that will enable ENAR Foundation to deliver on our ambition of concrete impact for the communities we are tasked to resource. An enlarged team will reinforce the Foundation to leverage the opportunities for fostering an even more impactful ecosystem.

We remain primarily focused on supporting the Anti-Racism Movement, disbursing in 2023 more support than ever before, both to ENAR and to its member organisations. This is enabling organisations across Europe to develop and deploy empowering projects, strengthening their resilience so that they can move from worrying about keeping the lights on to championing transformative change effectively. This essential support is proving more needed as the civic space in which Anti-Racist organisations operate is increasingly under pressure, or outright under direct attack by forces who seek to blame societal ills on racialised communities' presence.

A series of initiatives under our Systemically Inclusive Society programme aims to demonstrate how a better society can come to be. We're looking at its underlying

components – the socio-economic ladder, the distribution of wealth, and other barriers to upward mobility that perpetuate cycles of oppression and disadvantage. Our SPARK initiative which aims to build pan-European supportive professional networks to plug the social capital gap of racialised individuals is one such example. Our explorative work is underway to establish a Racial and Economic Justice Investment Fund that aspires to direct impact investment for racialised entrepreneurs and the communities that have nurtured them, to unlock their potential for the benefit of all.

A year of contrast... Whilst the Foundation is maturing as a philanthropic actor supporting racialised communities and their civil society champions, we are also directly witnessing a growing backlash on all of the recent efforts deployed. Politically and monetarily we see a rapid retracting of support for the causes of equality and non-discrimination. Conflict and war have also awoken old traumas and many of our beneficiaries are at the frontlines of addressing the aftermath. ENAR Foundation's role, together with partners and donors, is to ensure that such retraction does not endanger further the excellent work of our beneficiaries. If 2023 was a year to set our snowball rolling, we look forward to 2024 being the year we accelerate and strengthen our changemaking agenda.

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 association 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 further fundraising and project management of grants.

”

We really appreciate the simplicity of application, the friendly check-ins and helpful advice when required. This supports the organisations in a holistic and caring way.

Klaudia Wieser, Dokustelle (Austria)

The successful applicants received grants up to 10 000 EUR to finance projects implemented across 2023 and 2024.



These projects focused on different services benefitting racialised communities in Europe, such as:

- Legal support to undocumented migrants,
- Advocacy on anti-racism legislation at national and regional levels,
- Educational and cultural activities for both racialised communities and the majority population,
- Visibility / campaigning activities giving voice to racialised people,
- Production of audiovisual material and educational tools,
- Media and hate speech monitoring,
- Online and in-person debates and conferences,
- Psychological support for racialised individuals,
- Organisational development for community-led organisations.

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

Anti-Racism Movement

Our Programmes



ENAR capacity development

ENAR Foundation provides structural support to its founding organisation through funding which allows ENAR to innovate and carry out activities that it would otherwise be unable to implement due to the restricted funding it receives. In 2023 this included support for specific network development and training activities, as well as co-financing staff and fellowship costs, to strengthen the ENAR team capacity.

Commitment to the anti-racism cause, often in hostile environments, results in growing pressures on employees. ENAR Foundation is strengthening ENAR's existing programmes for wellbeing and offer more opportunities 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

SPARK Communities

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.

In 2023 the pioneering SPARK DEI community enjoyed an in-person gathering which took place in October in Barcelona, Spain. By the end of the year the community gathered more than 40 members from across Europe and received a nomination for the ESAE award which recognises meaningful contributions to society.

Following the success of SPARK DEI, the foundations were laid for next two communities: SPARK Teachers and SPARK Academia, to be launched in 2024.

” *SPARK Communities provide a space for racialised professionals to be in solidarity with each other and engage in activities that promote joy, mutual support and healing.*

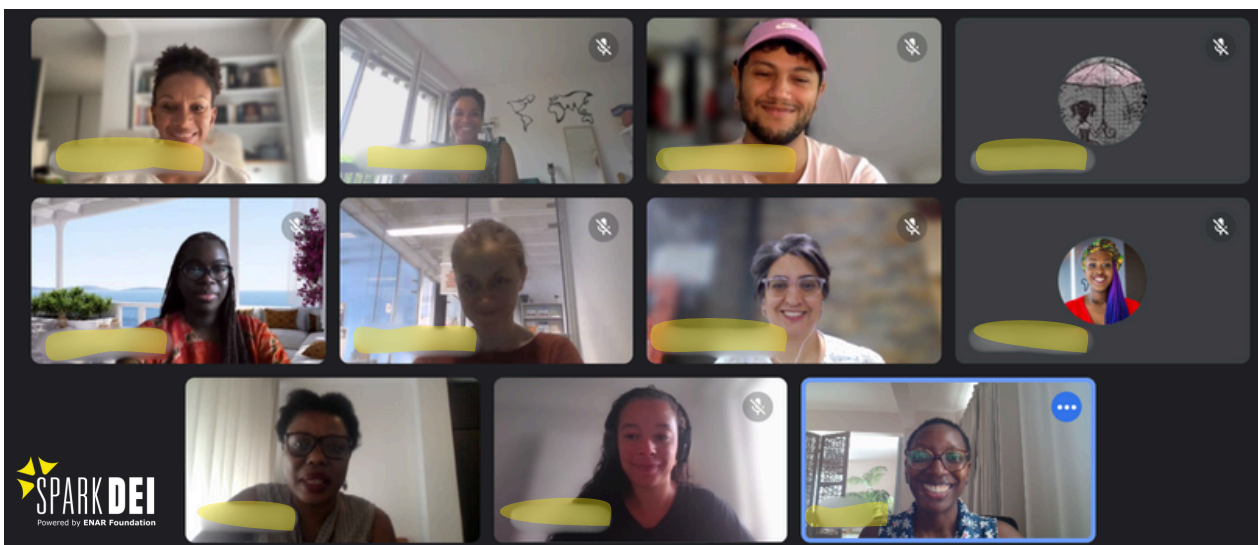
Tamara Makoni, SPARK DEI Chair

SPARK communities offer:

- Virtual and in-person peer meeting spaces
- Networking and professional development opportunities
- Resource centre in the field
- Sharing practices and concerns

Whilst we hope to branch out to many sectors, our first SPARK communities focus on three key professional areas: Diversity Equity & Inclusion, Academia and School Teaching. The communities are chaired by racialised professionals active in the respective sector.

We chose 'SPARK' as a name, because it captures the energy and excitement of something new. It also recognises racialised people's innate worth and ability to ignite change together.



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 2023 the Platform welcomed two new members, continued the discussions within the Equality Data Collection Working Group and offered numerous spaces for members to connect to grassroots experts from the ENAR network. A strategic dialogue was held on religious attire in the workplace, engaging Platform partners and CSOs. Additionally, a factsheet and blog post were produced based on the 2022 seminar.



The 15th annual seminar was organised by the Equal@Work Platform in December 2023, focusing on "Operationalising Intersectionality: Methods and Challenges" over two days. The seminar convened Equal@Work partners from the business sector and ENAR members from civil society and grassroots organisations.

This year's seminar aimed to deepen understanding of the theoretical concept of intersectionality and to highlight its practical application in diversity, equity, and inclusion (DEI) at workplaces.

By focusing on anti-racist practices, in close partnership with grassroots civil society organisations and the communities they serve, the Equal@Work platform goes beyond the usual DEI. It connects committed employers with the Antiracism movement, making them actors of the systemic change.



Inclusive Societies

Our Programmes

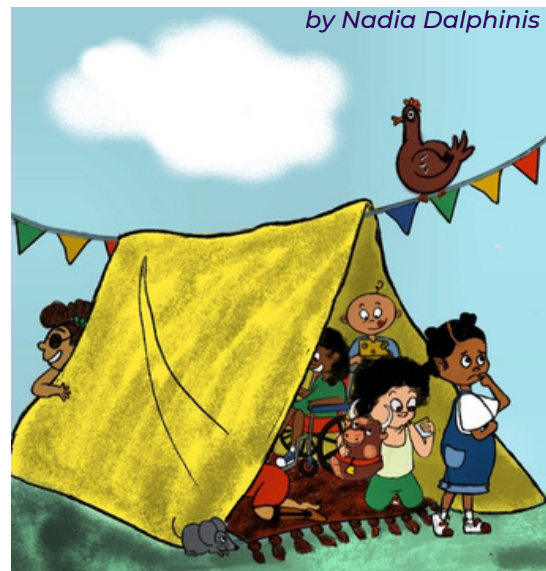
PAD Scholarships

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 the 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 2023 the Foundation awarded nine scholarships to People of African Descent in Europe to support life-changing educational projects. From nearly 200 applicants the strongest candidates were selected to implement educational initiatives, ranging from master programmes, through summer courses, to research projects.

“ *As I continue to develop my skills and gain work as an illustrator, I look forward to inspiring others to pursue what brings them the most joy and fulfilment.*

Nadia Dalphinis
ENAR Foundation Scholarship holder for Pathways into Children's Publishing study programme



Building the new REJI Fund

The Racial and Economic Justice Investment Fund aims to offer a pan-European vehicle for social investing aimed at marginalised, racialised communities and supporting changemakers promoting business models that integrate social, environmental dimensions and maintain capital and wealth in marginalised communities where it is needed the most. In 2023 we have secured an initial investment of 1 million USD over 4 years from the Climate Finance Fund and have launched the recruitment process for the fund coordinator position.

In November we have attended the WebSummit Lisbon in order to introduce the initiative to potential allies and investors.

“ *The Climate Finance Fund recognises Europe is lagging behind in analysing, understanding, and repairing the significant investment gaps in racialised communities that need to be at the heart of climate transition efforts.*

Marilyn Waite
Managing Director, The Climate Finance Fund

Emerging Issues

Our Programmes

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 2023 the ENAR Foundation supported two grassroots organisations which faced exceptional difficulties due to hostile political environment in their countries.

Support to students of African descent fleeing Ukraine

The outbreak of war in Ukraine forced an unprecedented number of refugees to seek protection in the European Union. Racialised people within this group have been particularly vulnerable: facing additional discrimination at different steps of the process and often being excluded from support frameworks as non-Ukrainian citizens.

Alongside ENAR's advocacy work on pointing out double standards in treatment of different refugees in Europe, the Foundation stepped up to enable students of African descent who left Ukraine to pursue their studies in other countries.

Within this initiative, four young people were supported to continue their master courses in EU countries, in fields ranging from IT to medicine.



Communications

Developing as a philanthropic actor

Building an online presence

After a full rebranding process with an external web development agency was started in 2022 and concluded in 2023, a website was developed showcasing the Foundation's news and updates, as well as spotlighting individual projects demonstrating efforts to build systemically inclusive societies across Europe.

As a next step, a Communication Expert was hired. During November and December 2023, the basics for an online presence have been developed.

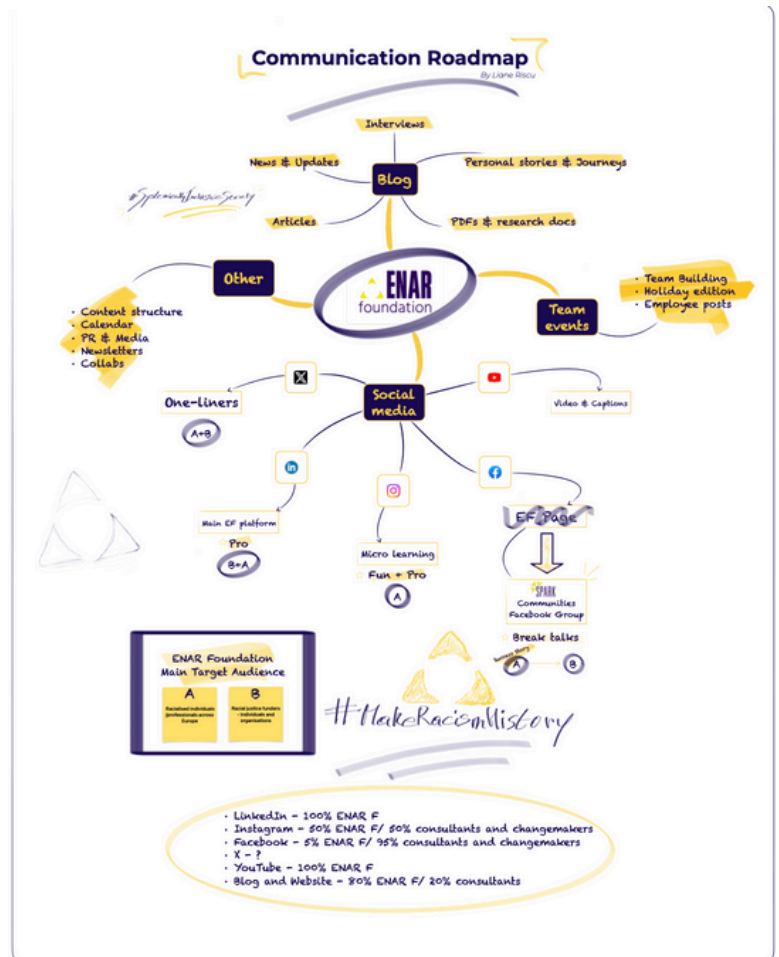
An audit of the ENAR Foundation's online channels has been carried out, as well as internal communications' analysis.

As a result, a LinkedIn awareness campaign was developed and implemented to showcase who ENAR Foundation is and what it's trying to achieve.

Following the external and internal communications audit, the creation of a communication style guide was started.

ENAR Foundation's blog was revamped, awareness videos filmed and shared, Instagram profile set up.

In November-December 2023, a communication roadmap was developed to be implemented in 2024.



A communication and marketing strategy was being developed while testing the existing channels, resources and other online presence of ENAR Foundation.

#SystemicallyInclusiveSociety has been chosen as ENAR Foundation's hashtag to be used in campaigns with the objective of establishing ENAR Foundation as a main pan-European philanthropic actor.

Donors and partners

Developing as a philanthropic actor

Diversifying and strengthening

Our work and our results depend on generous donations from institutional donors, the business sector and individuals. They help us maintain and expand our programmes, but mainly to support a broad network of anti-racist organisations to achieve real systemic change.

A healthy mix of continuing supporters and new donors from corporate foundations and businesses, as well as hundreds of individual donations ensure that we are developing and diversifying our funding base sustainably. A new position of Partnerships Manager will further contribute to nurturing existing donors and exploring new ones.

Equal@Work partners

Golden partners:

- Adecco
- Inditex
- SAP
- Avanade
- Medecins Sans Frontieres
- Dentons

Basic partners:

- Zendesk
- Procter&Gamble

Key supporters in 2023 Grants and donations over 10 000 EUR

- Dr Martens Foundation
- State Street Foundation
- Workday Foundation
- Climate Finance Fund
- Apple Inc.
- fritz-kola
- Moody's



We would also like to express our gratitude for the generous contributions we have received from Asphaltgold and Revolut, as well as for the donation platforms offered by Paypal and Revolut that were used by many individual supporters.

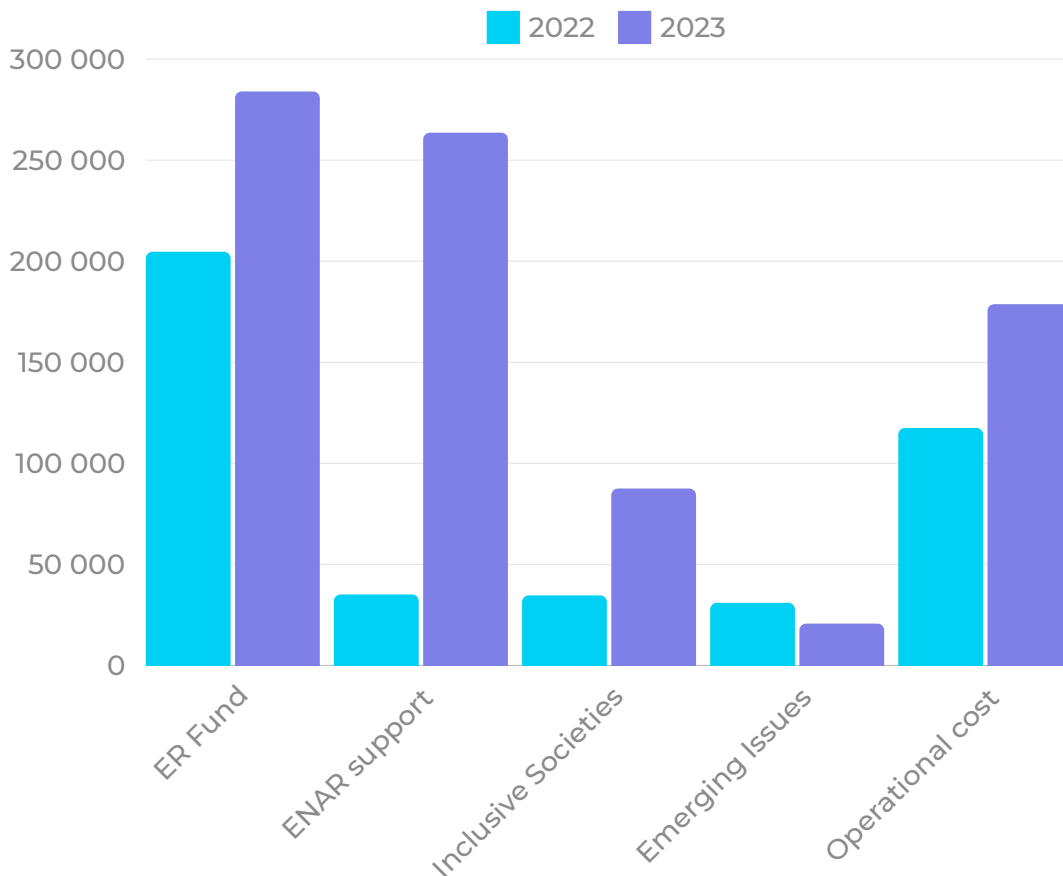
Their contributions made a difference and motivated us in our anti-racism work across Europe in 2023.

Our expenses in 2023

Finances

Empowerment and Resilience Fund	283 973 EUR
ENAR network activity support	263 580 EUR
Inclusive Societies initiatives (SPARKs, Equal@Work, Scholarships, REJI)	87 528 EUR
Emerging Issues (Emergency Protection, Ukraine support)	20 700 EUR
Operational costs	178 727 EUR
TOTAL	834 508 EUR

Expense trends:

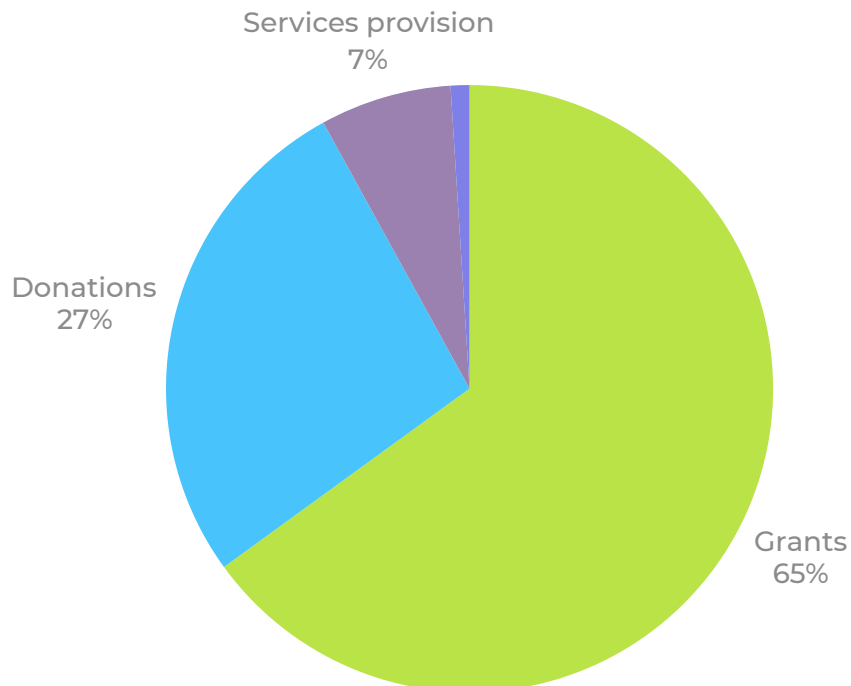


Our income in 2023

Finances

Grants	547 456 EUR
Donations	229 188 EUR
Individual donors	9 838 EUR
Services provision including E@W	60 037 EUR
TOTAL	846 519 EUR

The positive year-end result amounts to 12 011 EUR.



The hearts and minds behind ENAR Foundation

Board



Nyanchama Okemwa

Chair



Zlakha Ahmed

Vice Chair



Anne Nolan

Vice Chair



Shaban Sidratu Jah Sesay

Treasurer



Giulia Frova

Board Member

Office team



Kim L. Smouter-Umans

Director



Izabela Jurczik-Arnold

Programmes Officer



Liane Riscu

Communication Expert



Catalin Gheorghe

Partnerships Manager

Vision for an inclusive Europe

Long-term commitment

The need for a strong Anti-Racism Foundation capable of supporting a more resilient Anti-Racist movement is urgent and essential - today more than ever.

We are working tirelessly and will continue doing so to mobilise the European society to support systemic inclusion and to be a critical contribution to building a world free of racism.

We are aware of the support given to Anti-Racism work across Europe, but also have the painful knowledge that intolerance generally and racism specifically are on the rise, and becoming increasingly popular across the continent.

That is why we are strengthening our efforts to become a unique pan-European philanthropic actor connecting donors and the Anti-Racism movement.



Systemically Inclusive Society

SPARKs & REJI Fund development



Anti-Racism Movement

Continuous support to civil society



Emerging Issues

Agile response to current developments & needs

Putting things in motion in 2023 with launching SPARK DEI and getting a first investment into the REJI Fund, we are now ready for the next step of developing more SPARK Communities, getting the ball rolling on the REJI Fund, as well as implement communication and fundraising strategies to create awareness around our work, attract potential donors, and start a bigger conversation on impact and social investment for racialised initiatives.

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

With a bigger team, professional diverse voices, and growing recognition of ENAR Foundation's work, we want to become the go-to philanthropic actor for Anti-Racism campaigns, initiatives and investment across Europe.

Contacts



+32 (0)2 240 57 21



info@enarfoundation.eu



Avenue des Arts 3-4-5, 1210 Brussels



www.enarfoundation.eu

