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24



Anti-Racism and Racial Justice

Growing as a values-driven philanthropic actor



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Introduction

The 2024 highlights

2024 was a year of consolidation, courage, and quiet evolutions.

While the ENAR Foundation continued maturing as a philanthropic actor dedicated to racial justice, it did so against the backdrop of rising political hostility, shrinking civic spaces, and a retraction of institutional support for anti-discrimination and equality.

Across Europe, racialised communities continue to bear the brunt of social, political, and economic fractures, yet their resilience, leadership, and vision remain undeterred.

In this difficult climate, we doubled down on our commitment to resourcing those leading the fight against structural racism.

We strengthened our core programme supporting the Anti-Racism Movement, including the Empowerment and Resilience Fund and the Emergency and Protection Solidarity Fund, ensuring grassroots organisations and human rights defenders could sustain and expand their work under increasing pressure.

If 2023 marked the spark, 2024 was the kindling. We look ahead to 2025 ready to light the way toward a more inclusive, just, and racially equitable Europe.

At the same time, 2024 was also a year of significant forward momentum:

- The **SPARK Communities** grew from one to three, establishing new cross-sector spaces of solidarity, leadership, and professional development for racialised individuals in academia, education, and the DEI sector.
- The **REJI Fund** transitioned from vision to infrastructure, hiring a Fund Coordinator, building a strategic roadmap, and laying the groundwork for a pan-European investment vehicle supporting racialised entrepreneurs and climate justice champions.
- Our **communications strategy** came to life, enhancing visibility across platforms and clarifying the ENAR Foundation's role as a bold, values-driven philanthropic actor.

Our donors, partners, and community of supporters played a crucial role in this work. Despite a more challenging fundraising environment, we continued to attract new and diverse funding sources, while deepening engagement with existing allies. We are not just resisting the retraction of rights, we are building the infrastructures and relationships necessary to achieve systemic change.

Anti-Racism Movement

Our Programmes

Empowerment and Resilience Fund

The Empowerment and Resilience Fund, established in 2022, is one of our main granting instruments. 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.

Aiming at a the decolonial approach, 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;
- Financing of organisational development initiatives;
- Assistance in further fundraising and project management of grants.

"The ER grant made this ambitious project possible. Above and beyond that, the ENAR and Foundation ENAR teams kept a watchful eye on our project throughout, providing a reassuring and welcoming presence,"
said Yasmine Choukairy,
member of the grantee AJAR's event organising team.

The successful applicants received grants up to 10 000 EUR to finance projects implemented across 2024 and 2025.

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

- Educational and cultural activities for both racialised communities and the majority population,
- Advocacy on anti-racism legislation at national and regional levels,
- Legal support to undocumented migrants,
- Visibility / campaigning activities giving voice to racialised people and promoting their political participation,
- Production of audiovisual material and educational tools,
- Online and in-person debates and conferences,
- Psychological and community care 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 build the Empowerment and Resilience Fund as a sustainable feature in the years to come.

Anti-Racism Movement

Our Programmes

The Lithuanian Centre for Human Rights,
Vote Human Rights Project

**In 2024 the ER Fund
awarded 20 grants,
supporting grassroots
organisations around
Europe.**



ENAR capacity development

ENAR Foundation provides structural support the ENAR network members which allows them to innovate and carry out activities that it would otherwise be unable to implement due to the restricted funding it receives. In 2024 this included support for specific network development and training activities, as well as co-financing staff costs, to strengthen the ENAR team capacity.

Commitment to the anti-racism cause, often in hostile environments, results in growing pressures on employees and activists. ENAR Foundation is strengthening ENAR's existing programmes for wellbeing and offer more opportunities to unwind and recharge for the challenges to come. The support of ENAR Foundation enables ENAR to offer retreats and learning activities to both the European secretariat and the grassroots membership.



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 professionals working in sectors where they are under-represented thereby building curative networks that help lift everyone's social capital.

“Spaces like SPARK matter because it allows for authenticity, a sense of belonging, and safety to share our lived experiences that are so often questioned, minimised or ignored in mainstream spaces,” said Mette Toft Nielsen, Chair of SPARK Teachers

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

Following the development of SPARK DEI in 2023, in 2024 we witnessed the launch of SPARK Academia and SPARK Teachers, all with the pan-European focus. By the end of the year, the three communities gathered more than a hundred racialised professionals from different countries.

The online sessions offered in each community contributed to improved wellbeing and resilience of SPARK members. The activities included on-demand thematic discussions (e.g. on intersection of racialisation with neurodiversity, impact of the war in Gaza etc.) which helped address current challenges racialised people face in different workplaces.

The first joint in-person meeting of the three SPARK communities in September 2024 brought together over 30 participants from different countries to Brussels, marking the start of cross-sectoral collaboration and exchange.

In parallel, new institutional relations have been established by SPARK Teachers with European stakeholders of the educational sector, increasing the potential for systemic change for racial justice in educational institutions.

SPARK communities offer:

- Virtual and in-person peer meeting spaces
- Networking and professional development opportunities
- Tailored thematic discussions and trainings
- Resource centre in the field
- Annual in-person meet-up
- Sharing practices and concerns



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 2024 the Platform welcomed two new members and offered numerous spaces for members to connect to grassroots experts from the ENAR network. The year's activities included a training on antiracist recruitment, a roundtable discussion on care work and a multi-stakeholder working group focused on integrating intersectional approaches to employment policies.

The annual Equal@Work Seminar, held in December 2024 in Brussels, marked the Platform's 15-year anniversary. With participants from both the businesses and the ENAR civil society membership, discussions critically assessed Equal@Work's progress, identified gaps in conventional Diversity, Equity, and Inclusion (DEI) approaches, and explored next steps for tackling structural racism in the workplace. Workshops gathered input on advocacy, partnership models, and concrete actions to shape the Platform's future.



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

REJI Fund

Racial and Economic Justice Investment (REJI) Fund is a catalyst for Climate and Economic Justice change for people who face historic disparities in access to capital and opportunity.

Actions Taken

In 2024, the Racial and Economic Justice Investment (REJI) Fund initiative made significant strides towards operationalising a pioneering investment vehicle dedicated to racialised and underserved communities across Europe fighting Climate Change and Social Justice.

- **Secured Leadership**

REJI recruited a dedicated Fund Manager to lead stakeholder engagement, design the product roadmap, and draft the strategic framework for its investment vehicle. This appointment significantly accelerated the initiative's readiness to launch targeted financial solutions for racialised and underserved entrepreneurs.

- **Co-Design in Practice**

Over the course of the year, we conducted in-depth consultations with more than 100 stakeholders, including racialised entrepreneurs, impact investors, grassroots organisations, and financial experts. These engagements ensured that all proposed financial products are co-designed with, and for, the communities they aim to serve.

- **Roadmap Established**

Insights from stakeholder consultations were translated into an actionable roadmap, guiding both product development and strategies aimed at dismantling systemic financial barriers.

- **Strategic Alignment**

To enhance credibility and reach, REJI cultivated alliances with influential networks and organisations. These collaborations bolstered its visibility and influence across Europe's climate and racial justice ecosystems.

REJI
fund



ImpactWeek | 29 Nov, 10:45 CET | Bright Innovators

**Overcoming Barriers to Financing
Minority-Led Enterprises**

with ENAR Foundation (European Network Against Racism)



Inclusive Societies

Our Programmes

Impact Achieved

REJI has begun to reshape Europe-wide conversations about inclusive finance, placing racial equity at the core of climate-finance debates. By embedding community voices in product design and reframing the narrative around economic justice, REJI is laying the foundation for long-term structural change.

Quantitative

Stakeholders engaged via surveys, interviews, and workshops	100+
Major international events where REJI elevated underrepresented entrepreneurs	6

Capacity Building & Advocacy

Knowledge Sharing

REJI hosted masterclasses and several roundtables and key notes at the Web Summit and Impact Europe, equipping peers with tools to embed racial and economic justice in investment practices.

Network Power

REJI joined two strategic platforms: Impact Europe (a network of impact capital providers) and Philea's impact-investment initiative, enhancing its advocacy capacity and opening pathways for future fund development.

Institutional Strengthening

The team advanced its Impact Measurement and Management capabilities through certification and research, reinforcing the credibility and effectiveness of its advocacy.

REJI remains committed to dismantling economic barriers, fostering inclusive innovation, and mobilising resources for underrepresented entrepreneurs. With growing recognition and solid partnerships, it is poised to drive measurable socio-economic impact—unlocking capital, empowering diverse founders, fighting Climate and Social Justice.

“To me REJI represents a long-awaited need for us. Different lived experiences lead to different solutions. That’s why funding diverse founders is not charity, it’s the foundation of real innovation,”
Chiara Liqui Lung, Founder of Monitri

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 2024, the ENAR Foundation supported two grassroots organisations which faced exceptional difficulties due to hostile political environment in their countries.



Communications

Growing as a philanthropic actor

Establishing EF

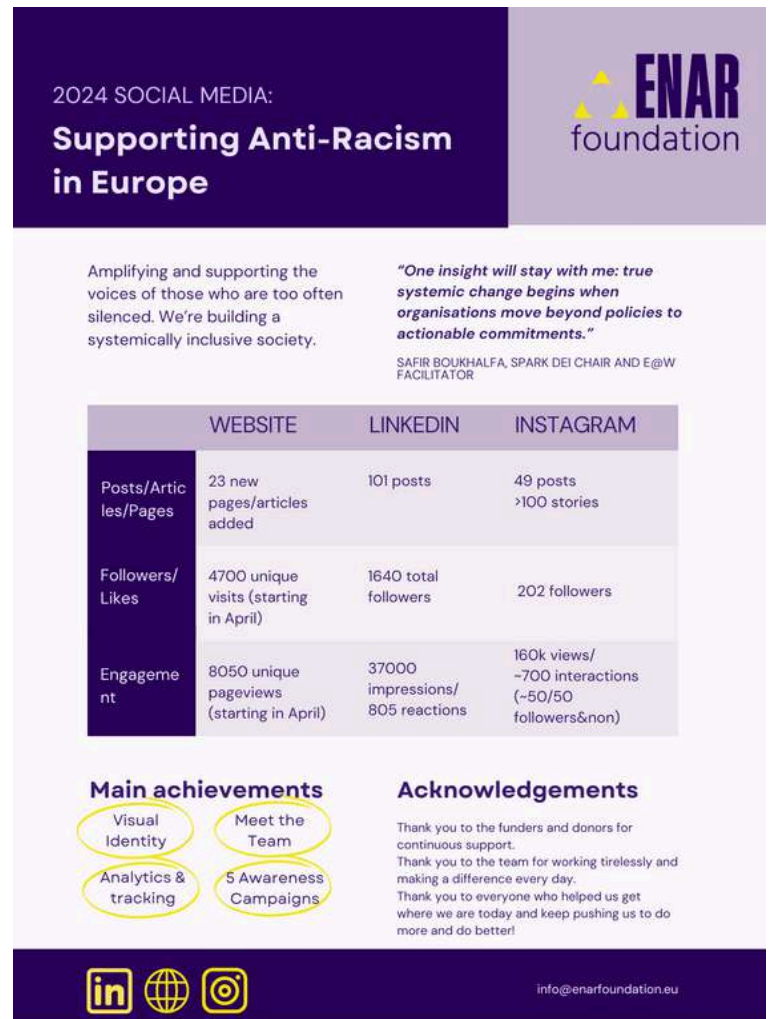
In 2024, the ENAR Foundation significantly advanced its communication strategy to strengthen its position as a growing philanthropic actor in the fight against racism across Europe. Building on the foundational work completed in 2023, the Foundation implemented a comprehensive communication roadmap designed to enhance visibility, engagement, and impact.

Strengthening Online Presence and Brand Identity

Following the full rebranding process finalised in 2023, which included a new logo and website, 2024 saw the ENAR Foundation consolidate its digital platforms. The website continued to serve as a dynamic hub, showcasing news, updates, and spotlighting projects that contribute to building systemically inclusive societies across Europe. The blog was regularly updated with interviews, personal stories, and expert articles, building a deeper connection with audiences.

The Foundation's social media presence was expanded and diversified. A LinkedIn awareness campaign, initially launched in late 2023, was further developed to highlight ENAR Foundation's mission and achievements, successfully increasing targeted engagement. Instagram was tested and launched. YouTube was used for Foundation-produced awareness videos and educational content from its communities.

Key Numbers and Initiatives



The hashtag #SystemicallyInclusiveSociety was adopted as the cornerstone of all communication campaigns, reinforcing the Foundation's commitment to systemic change and inclusion throughout its messaging and outreach efforts.

The revamped blog and storytelling approach brought forward diverse voices from the Foundation ecosystem.

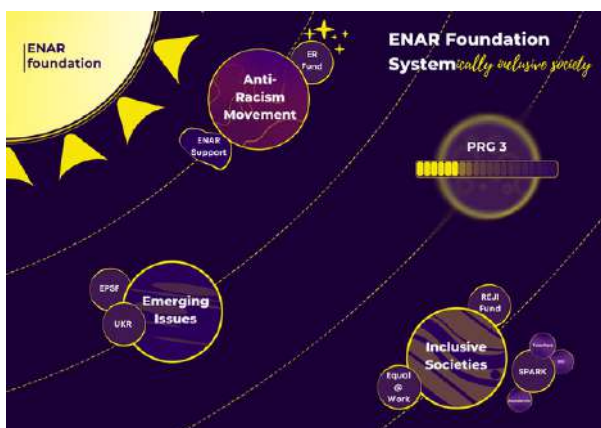
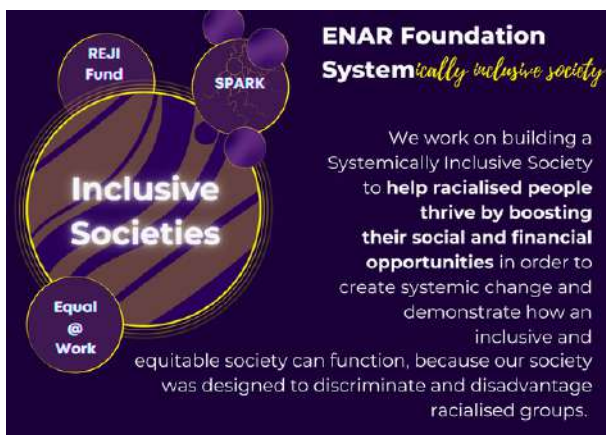
A communication style guide was developed to ensure consistency and clarity across all channels and materials, enhancing the Foundation's professional image and message coherence.

Campaigns

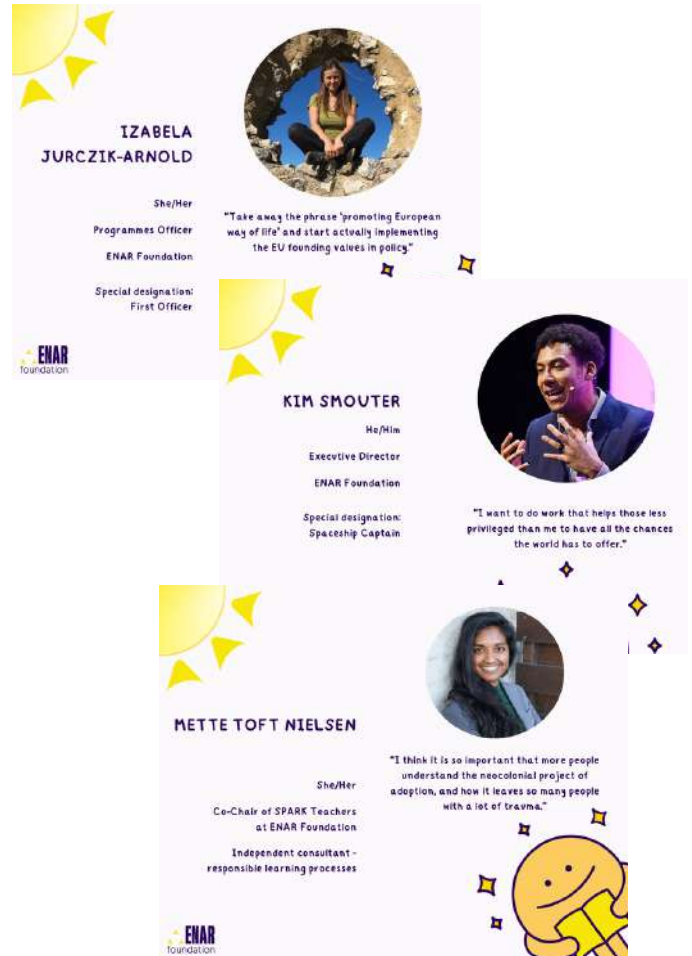
Growing as a philanthropic actor

An audit of ENAR Foundation's online channels conducted in late 2023, informed 2024's strategy implementation. This audit highlighted areas for improvement and shaped tailored actions to optimise content delivery, campaigns and audience engagement.

Visual Identity Campaign - Brand Identity and Programmes Awareness



Meet the Team Campaign - Awareness and Expertise



The communication roadmap developed in 2023 laid a solid foundation for sustained growth in 2024. The Foundation continues to refine its marketing and communication strategies, leveraging data and feedback to enhance outreach and impact. The focus remains on positioning ENAR Foundation as a central philanthropic actor supporting anti-racism initiatives across Europe, building a systemically inclusive society.

This communication overview reflects ENAR Foundation's achievements and strategic priorities in 2024, demonstrating a clear trajectory of growth and impact in its messaging and public engagement efforts.

Donors and partners

Developing as a philanthropic actor

Diversifying and strengthening

Our work and our results depend on the support of like-minded institutional donors, the socially responsible businesses and individuals concerned about social, racial and economic justice. They not only help us maintain and expand our programmes, but more importantly they support a broad network of anti-racist organisations to achieve real systemic change.

Equal@Work partners

Golden partners:

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

Basic partners:

- Procter&Gamble
- Dexcom

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.

In 2024, we have joined Philea, the European donor network and Impact Europe, in order to both learn and become a stronger voice for participatory and decolonial grant-making.

Key supporters in 2024 Grants and donations over 10 000 EUR

- Dr Martens Foundation
- Fondation de France
- Open Society Foundations
- State Street Foundation
- Workday Foundation



We would also like to express our gratitude for the generous contributions we have received through 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 2024.

Financial overview 2024

Our expenses in 2024

Empowerment and Resilience Fund	116 505 EUR
ENAR network activity support	207 066 EUR
Inclusive Societies initiatives (SPARKs, Equal@Work, & REJI)	128 122 EUR
Emerging Issues (Emergency Protection)	10 892 EUR
Direct cost: Program Staff	141 911 EUR
Operational and indirect staff cost	184 387 EUR
TOTAL	788 883 EUR

Our income in 2024

Grants	641 228 EUR
Donations	12 470 EUR
Individual donors	425 EUR
Services provision including E@W	70 172 EUR
TOTAL	724 295 EUR

The hearts and minds behind ENAR Foundation

Board



**Nyanchama
Okemwa**
Chair



Zlakha Ahmed
Vice Chair



Anne Nolan
Vice Chair



**Giulia
Frova**
Board Member



**Shaban Sidratu
Jah Sesay**
Treasurer

Office team



**Kim L.
Smouter-Umans**
Director



Liane Riscu
Communications
Expert



Louis-Georges Regis
REJI Fund
Coordinator



Izabela Jurczik-Arnold
Programmes Manager



Catalin Gheorghe
Partnerships Manager



Pakamile Mugogoshi
Operations and Finance
Officer

Vision for an inclusive Europe

Long-term commitment

As we look ahead to the coming year, we anticipate an increasingly complex environment for anti-racism work across Europe.



Anti-Racism Movement

Continuous support to civil society



Systemically Inclusive Society

SPARKs & REJI Fund development



Emerging Issues

Agile response to current developments & needs

The socio-political landscape continues to shift, with growing normalisation of far-right rhetoric, shrinking civic space, and intensifying global and European willingness of some donors and institutions to fund this work openly. In this context, the ENAR Foundation must remain both resilient and adaptive.

We envision the need to invest more and deliberately in protecting the people and organisations driving anti-racist change, particularly through emergency support mechanisms and capacity-building.

Strengthening the Emergency Protection and Solidarity Fund, the Empowerment and Resilience Fund, as well as the ENAR Network capacity building work will be key to ensuring continuity and safety for organisations and activists facing hostility.

The resource mobilisation environment may also become more volatile, especially as economic pressures mount globally and political sensitivities increase around funding racial equity.

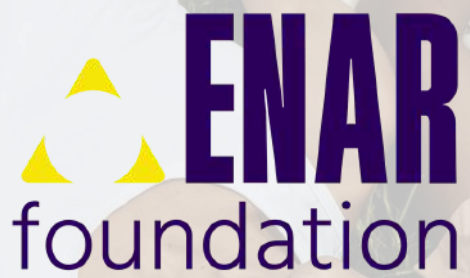
Diversifying our revenue streams, including through mission-aligned impact investing, engaging new philanthropic actors, and strengthening value based corporate partnerships, will be critical.

At the same time, the future presents us with opportunities to deepen our work in building a systemically inclusive society.

The rollout of the REJI Fund and expansion of SPARK Communities are tangible milestones. Their success will depend on our ability to secure investment but also to communicate a compelling vision that resonates across sectors.

We enter 2025 with clarity. Our role as a bridge between the anti-racism movement and the donor community is more vital than ever.

In the face of rising resistance, our commitment remains firm: to support, protect, and amplify the work of racialised communities striving for equity and justice across Europe.



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