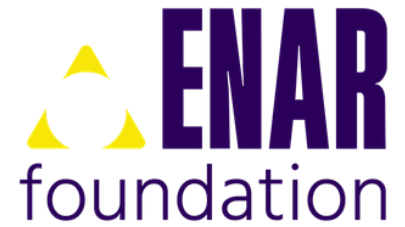


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Anti-Racism and Racial Justice

Resisting in a charged political environment



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Introduction

The 2025 highlights

2025 was a year of resilience, solidarity, and collective resistance.

Across Europe, anti-racism organisations faced mounting challenges. The continued rise of far-right narratives, increasing attacks on Diversity, Equity and Inclusion initiatives, shrinking civic space, and growing uncertainty around public and private funding created an increasingly hostile environment for racial justice work. Grassroots organisations reported greater pressure on their staff, volunteers, and communities, while racialised professionals faced growing isolation across workplaces, educational institutions, and public life. Yet amidst these challenges, the anti-racism movement demonstrated remarkable strength and determination.

Throughout the year, the ENAR Foundation continued to invest in the infrastructures that sustain racial justice work. Through the Empowerment and Resilience Fund, we supported 20 grassroots projects across Europe, helping organisations deliver education, employability, legal aid, community-building, and advocacy initiatives reaching thousands of beneficiaries and more than one million people online. We also continued support for ENAR's network development activities, enabling regional gatherings, wellbeing initiatives, and capacity-building opportunities for anti-racist activists and organisations.

At the same time, 2025 was a year of important growth and consolidation:

- The SPARK Communities continued to expand, bringing together more than 130 racialised professionals working in academia, education, and Diversity, Equity and Inclusion across Europe.
- The Empowerment and Resilience Fund further established itself as a critical source of flexible funding for grassroots organisations operating in increasingly difficult political and financial environments.
- The Foundation strengthened its position within the European philanthropic ecosystem through new partnerships and increased engagement with networks advancing equality, participation, and social justice.

Our donors, partners, and supporters played a crucial role in sustaining this work. At a time when many funders and institutions are stepping back from racial justice commitments, their solidarity enabled communities and organisations to continue building alternatives rooted in dignity, equity, and collective care.

If 2024 was about strengthening foundations, 2025 was about proving their necessity. We look ahead with renewed commitment to supporting those who continue to imagine and build a more just, inclusive, and anti-racist Europe.

Anti-Racism Movement

Our Programmes

Empowerment and Resilience Fund

The Empowerment and Resilience Fund (ER Fund) remains one of the ENAR Foundation's flagship programmes and a cornerstone of our commitment to strengthening the anti-racism movement in Europe. Established to provide flexible and accessible support to grassroots organisations, the Fund continues to ensure that racialised communities have the resources and autonomy needed to respond to local realities and emerging challenges.

In 2025, the Fund supported 20 grassroots projects across Europe and Türkiye. Grants of up to €10,000 enabled organisations to implement activities focused on education, employability, legal empowerment, cultural participation, advocacy, and community resilience.

The supported initiatives reflected the diversity of the anti-racism movement. They included digital literacy and AI awareness training for migrant women in Spain, language and employability programmes for refugees in Cyprus and Poland, legal counselling for Roma communities in Türkiye, labour rights education in Northern Cyprus, anti-racism trainings for civil society organisations, community dialogue spaces in Greece and Slovakia, and Black History Month programming in Luxembourg reaching over one million people through in-person and digital activities.

The successful applicants received grants up to 10 000 EUR to finance projects implemented across 2025 and 2026.

The Fund continued to embrace a decolonial and trust-based approach to philanthropy, allowing organisations to respond flexibly to rapidly changing contexts. For many grantees operating in restrictive political environments or facing severe funding shortages, the ER Fund represented not only project support but a vital source of organisational stability.

The long-term commitment of our partners and donors has enabled the Fund to evolve from a short-term intervention into a sustainable mechanism for strengthening Europe's anti-racism infrastructure. In a year marked by uncertainty and backlash, this support proved more important than ever.

"This funding is not just financial support, it's a recognition of value [...] It's about naming the emotional labour our communities have carried for years and affirming that our expertise deserves recognition."

Queerstion Media, Sweden

Anti-Racism Movement

Our Programmes



ENAR capacity development

Alongside direct re-granting, the Foundation continued to provide structural support to ENAR's network development work. Increased staff capacity enabled stronger engagement with grassroots organisations through regional meetings, training activities, wellbeing initiatives, and tailored support responding to members' evolving needs.

In 2025, regional gatherings brought together 68 organisations across Europe, creating opportunities for peer learning, coalition-building, and collective reflection.

Training activities focused on topics identified by members, including climate justice, fundraising, communications, and coalition-building.

Online town halls and exchanges also provided important spaces for discussion and solidarity in response to evolving political developments and their impact on racialised communities. As anti-racism organisations face increasing pressure from shrinking funding opportunities and growing political hostility, these spaces for connection, mutual support, and strategic collaboration have become essential components of movement resilience.



Inclusive Societies

Our Programmes

SPARK Communities

SPARK Communities continue to address one of the less visible consequences of structural racism: the unequal access to professional networks, mentorship, and opportunities that enable people to thrive and influence change within their sectors.

“SPARK was created to nurture antiracism work within various spaces where institutional state apparatuses are affected. As one of the SPARK Academia members, Samia Kotele calls it, ‘we need to hold onto good anger as a strategy of resistance’,”
said Nadira Omarjee, Chair of SPARK Academia

Through pan-European communities for racialised professionals working in DEI, academia, and education, SPARK creates spaces of solidarity, wellbeing, leadership development, and collective learning. The communities are led by racialised professionals with lived experience.

By the end of 2025, SPARK Communities brought together 137 active members across 16 European countries, with more than 160 individuals directly benefiting from activities throughout the year. Monthly online meetings, peer mentoring, resource sharing, and thematic discussions provided members with practical support as they navigated increasingly hostile professional environments.

As anti-DEI backlash intensified across Europe and beyond, SPARK became an important protective infrastructure for many participants. SPARK DEI supported practitioners facing growing political pressure and professional isolation. SPARK Teachers continued to strengthen networks among racialised educators, while engaging with teacher unions and European stakeholders and contributing to anti-racism educational frameworks. SPARK Academia provided a crucial space for scholars facing institutional marginalisation, budget cuts, and increasing attacks on critical race and decolonial scholarship.

The annual in-person gathering in Brussels brought together more than 30 members from the three communities, strengthening cross-sector collaboration and creating new opportunities for shared learning and collective action. Throughout the year, members also participated in webinars and discussions on topics such as anti-racist education, workplace inclusion, professional wellbeing, and navigating backlash against racial justice initiatives.

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

REJI Fund

The Racial and Economic Justice Investment (REJI) Fund is building investment pathways for underrepresented entrepreneurs advancing climate, circular economy, and social innovation solutions. REJI works to address structural barriers to capital while creating the conditions for a more inclusive and resilient climate economy across Europe.

- **Building the Investment Thesis**

REJI conducted one of the most inclusive ecosystem research efforts focused on racialised entrepreneurs in Europe. More than 60 entrepreneurs, alongside policymakers, impact investors, financial institutions, foundations, and ecosystem leaders contributed to the development of REJI's investment thesis, Theory of Change, and strategic roadmap.

These consultations identified persistent barriers to capital, procurement opportunities, investment readiness support, climate-aligned financing, and network access. The findings directly informed REJI's long-term investment strategy and future fund design.

- **Expanding Ecosystem Influence**

Throughout 2025, REJI participated in major international convenings including Black Tech Fest, OMek Summit, Impact Week, Web Summit Qatar, Web Summit Lisbon, Impact Europe, and the Global Climate Finance Forum.

These engagements positioned REJI as an emerging voice on the intersection of racial equity, climate finance, and inclusive capital allocation. REJI increasingly received invitations to contribute insights on social justice, climate justice, entrepreneurship, and impact investing within European and international forums.

- **Strategic Partnerships & Fund Readiness**

REJI strengthened relationships with key actors across philanthropy, impact investing, climate finance, and innovation ecosystems.

REJI engaged in conversations regarding racial equity strategies and future pathways toward EIB-supported financing mechanisms. ESADE Business School invited REJI to contribute to future impact investing curriculum development, helping embed intersectionality into the education of future investors and financial leaders.

Additional partnerships and engagement pathways were developed with Corporate foundations and other ecosystem actors

REJI invested significantly in organisational readiness and future fundraising capacity. Key milestones included the development of frameworks, impact measurement systems, fundraising processes, investor materials.

The team also developed a fundraising intelligence system. By year-end, more than 250 qualified foundations, investors, and philanthropic organisations had been identified, as fundraising activities accelerate.

Inclusive Societies

Our Programmes

Impact Achieved

In 2025, REJI moved from concept to ecosystem actor.

The initiative established itself as a recognised contributor to conversations on climate justice, racial equity, and inclusive finance. Through research, advocacy, partnership building, and ecosystem engagement, REJI helped elevate the need for investment models that address both climate and economic inequalities.

Beyond research and visibility, REJI increasingly played a market-building role by connecting corporate foundations, philanthropies, impact investors, policymakers, and racialised entrepreneurs. These engagements helped strengthen stakeholder relationships and create pathways for more inclusive capital allocation.

REJI is now regularly invited to contribute insights and perspectives to discussions shaping the future of climate finance, entrepreneurship, and impact investing.

Capacity Building & Impact Investment

Knowledge Sharing

REJI strengthened its investment readiness and impact management capacity through IMM 360° certification, ecosystem research, and engagement with impact investors, foundations, and climate finance experts. Insights from more than 60 entrepreneurs and 20 institutional stakeholders directly informed REJI's investment approach.

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.

Quantitative

Indicator	2025
Entrepreneurs engaged through research and consultations	60+
Policymakers, investors, foundations and ecosystem leaders consulted	20+
Strategic stakeholder engagements (surveys, interviews and workshops)	100+
Major international conferences and ecosystem events attended	7+
Investor and foundation leads identified	250+

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.

Communications

Deepening community

Growing influence

In 2025, the ENAR Foundation's communications work moved beyond visibility-building and became a stronger strategic tool for positioning the Foundation as a credible philanthropic actor in European anti-racism.

Across LinkedIn, Instagram, and the website, communications helped articulate a coherent story about decolonised and trust-based philanthropy, the importance of movement infrastructure, and the role of SPARK communities and grantee partners in building resilient, systemically inclusive societies.

Strengthening our digital presence and public narrative

The Foundation's digital channels matured significantly over the year. LinkedIn consolidated its role as the Foundation's main institutional and funder-facing platform, supporting thought leadership on anti-racism, philanthropy, and systemic inclusion while growing visibility among philanthropic networks, civil-society actors, and peer organisations.

Instagram continued to develop as a community-facing storytelling space, bringing forward the voices, experiences, and expertise of racialised professionals, grantees, teachers, authors, and activists. SPARK-related content proved especially effective in connecting complex structural issues with human-centred storytelling.

The website further established itself as the Foundation's authoritative communications home. Through articles such as **Why fund Foundation ENAR**, **Beyond traditional philanthropy**, **Building resistance in uncertain times**, and the **Supporting Racialised Teachers** report, the Foundation deepened its public narrative and made its funding model, political analysis, and ecosystem role more legible to external audiences.

Main achievements

- Sharpened a coherent cross-channel narrative linking anti-racism, philanthropy, and systemic inclusion.
- Strengthened LinkedIn as a key platform for funder-facing visibility and sector influence.
- Grew Instagram into a more credible storytelling space for movement audiences and SPARK communities.
- Used the website to present a clearer case for Foundation ENAR's distinctive philanthropic model and programme architecture.
- Produced signature content assets that can continue to support fundraising, partnerships, and community-building beyond 2025.

In a year marked by political backlash, shrinking civic space, and increasing pressure on racial justice work, communications helped the Foundation do more than report on its activities. They helped show why anti-racist infrastructure matters, why proximity- and trust-based funding are necessary, and why communities and organisations must remain visible, connected, and supported.

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.

As many donors have retreated or limited their support for racial justice work we have relied on our long-term institutional partners, as well as hundreds of individual donations ensure that we are developing and diversifying our funding base sustainably.

In 2025, we have continued our presence and participation in philanthropy and and impact investment networks like Philea and Impact Europe with the goal of improving our practice but equally contributing to a more participatory grant-making process.

Equal@Work partners

Golden partners:

- Adecco
- Inditex
- SAP
- Avanade
- Illinois Tool Works Inc.

Key supporters in 2025 Grants and donations over 10 000 EUR

- Dr Martens Foundation
- Fondation de France
- Open Society Foundations
- State Street Foundation
- Climate Finance Fund



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 2025 .

Financial overview 2025

Our expenses in 2025

Empowerment and Resilience Fund	205 000 EUR
ENAR network activity support	54 070 EUR
Inclusive Societies initiatives (SPARKs, Equal@Work, & REJI)	93 579 EUR
Emerging Issues (Emergency Protection)	5 476 EUR
Direct cost: Program Staff	137 152 EUR
Operational and indirect staff cost	335 791 EUR
TOTAL	831 068 EUR

Our income in 2025

Grants	677 880 EUR
Donations	19 946 EUR
Individual donors	647 EUR
Services provision including E@W	65 782 EUR
TOTAL	764 255 EUR

The hearts and minds behind ENAR Foundation

Board throughout 2025

**Nyanchama
Okemwa**

**Moussa
Sangare**

**Sedra
Arab**

**Toyin
Agbetu**

**Zlakha
Ahmed**

**Rahel Wealdeab
Sebhatu**

**Giulia
Frova**

**Sandra
Alloush**

Office team



**Kim L.
Smouter-Umans**
*Director
(until March 2025)*



Liane Riscu
*Communications
Expert*



Louis-Georges Regis
*REJI Fund
Coordinator*



Izabela Jurczik-Arnold
*Programmes Manager
(until May 2025)*



Catalin Gheorghe
Partnerships Manager



Pakamile Mugogoshi
*Operations and Finance
Officer*

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