



#SOTEU

## EU ANTI-RACISM ACTION PLAN 2020-2025

# Stepping up action for a Union of Equality

September 2020



“Progress on fighting racism and hate is fragile – it is hard won but very easily lost. So now is the moment to make change. To build a truly anti-racist Union – that goes from condemnation to action. And the Commission is putting forward an action plan to start making that happen.”

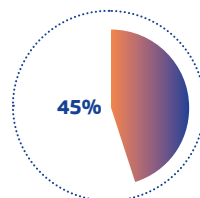
President von der Leyen, European Parliament, 16 September 2020

### There is a need to step up EU action

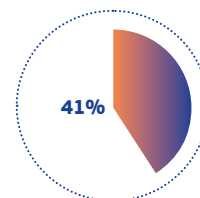
In the European Union, discrimination on grounds of racial and ethnic origin is prohibited under the Treaties and the Charter of Fundamental Rights. We also have European laws against racism, racial discrimination and hate speech, such as Racial Equality Directive and Framework Decision on combating forms of expressions of racism and xenophobia.

But more action is needed to tackle the persistent inequalities in our Union. The EU **Anti-Racism Action Plan** 2020-2025 sets out a series of measures to step up action and to bring together actors at all levels to address racism more effectively in the EU.

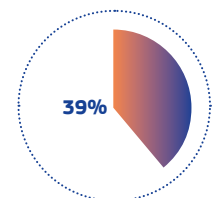
### HAVE ALREADY FELT DISCRIMINATION



North African descent



Roma



Sub-Saharan African descent

### PEOPLE FEEL MOSTLY DISCRIMINATED BASED ON THEIR ETHNIC ORIGIN IN ACCESS TO



29%

Work



23%

Housing



12%

Education



22%

Goods & services

# Tackling racism and racial discrimination across society

## EU legal framework



- Implementation report on the Racial Equality Directive in 2021 with any possible legislation by 2022.
- Enforcement of the Framework Decision on combating racism and xenophobia, including infringement procedures.
- The upcoming Artificial Intelligence proposal to address the risk of bias and discrimination of AI systems.

## Fair policing and protection



- Training and sharing of best practice at EU level to prevent discriminatory attitudes, including racial and ethnic profiling, in law enforcement.
- Gathering of data on police attitudes towards minorities.

## Education and remembrance



- Awareness raising seminars on racial and ethnic stereotypes for journalists and civil society.
- Mainstreaming inclusion and awareness in education policies.
- Marking key commemorative days linked to racism.

## Economy, employment, housing, healthcare



- EU funding in areas such as the labour market, social protection, healthcare and housing to promote diversity and inclusion.

## Extremism and hate speech



- Working with Member States to identify gaps & best practices in tackling violent extremism by 2021.
- Working with IT companies to counter online hate speech & promote acceptance of diversity.

## Better data collection

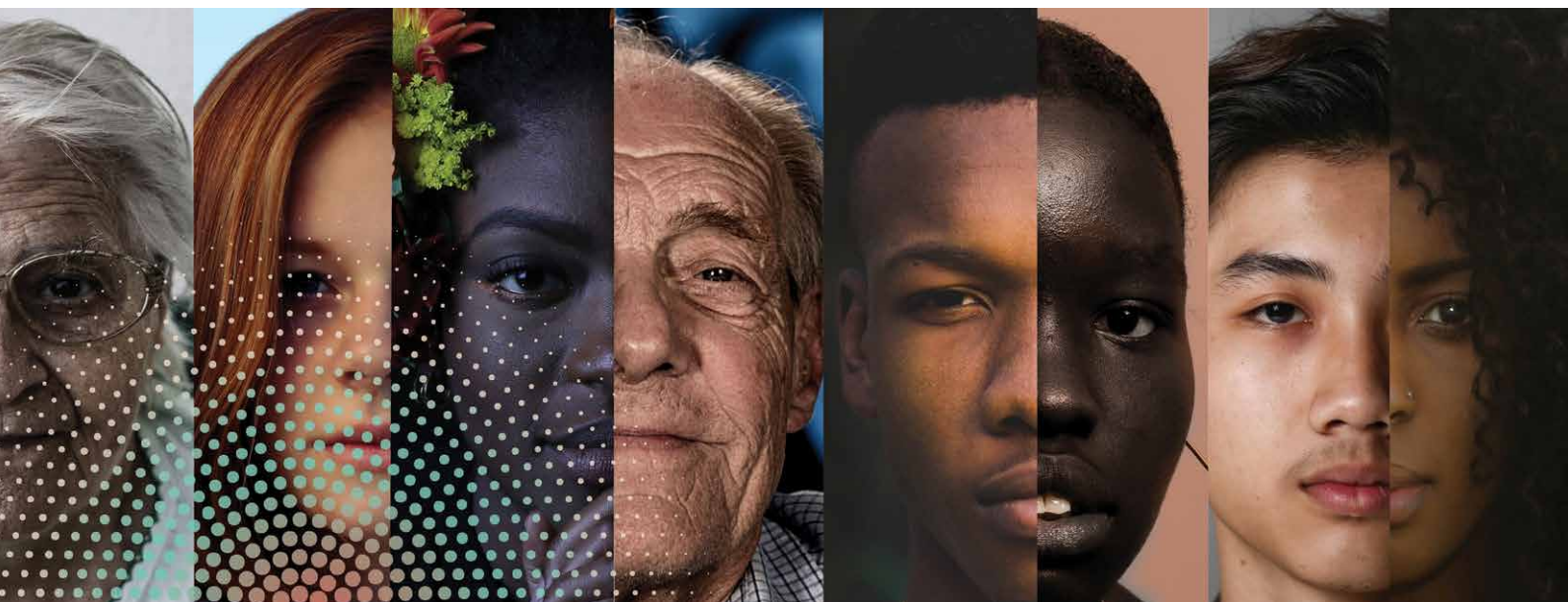


- Consistent approach for EU and Member States on equality data collection for more and better data disaggregated by racial or ethnic origin.

## Diversity in the European Commission



- First-ever dedicated survey to assess diversity of Commission staff.
- Creation of a Diversity and Inclusion Office within the Commission.
- Increased diversity of Commission staff to improve representativeness.
- A strategy for the Commission's traineeships programme with specific diversity objective.



## Working at all levels with all actors:

### NATIONAL LEVEL

Working towards national action plans against racism & racial discrimination in all Member States by the end of 2022.

The Commission will deliver a first report on progress at the end of 2023.



### LOCAL LEVEL

Cooperation with cities through networks such as URBACT and the Covenant of Mayors.

Annual European capital(s) of inclusion & diversity.



### GLOBAL LEVEL

Further strengthen partnerships with key international, regional and bilateral partners towards a new revitalised approach to the anti-racism agenda.



### COMMISSION COORDINATOR FOR ANTI-RACISM

The newly appointed coordinator will act as focal point for all representatives so that the voices of people with a racial or ethnic background are heard and mainstreamed into all EU policies.



### BUSINESS SECTOR

Event in May 2021 with CEOs of Diversity Charter signatories to promote corporate diversity strategies.

Development of an online toolkit on inclusion and diversity for companies.



### CIVIL SOCIETY & STAKEHOLDERS

Strong partnership culture with civil society actors and equality bodies to promote social inclusion, fundamental rights and equality from the policy design to the implementation.

Organisation of a Summit against racism in spring 2021 with the involvement of EU Institutions, Member States, civil society, equality bodies and grassroots organisations.

