**Concept Note**

**15 years of Equal@Work: Antiracist Progress, Challenges & the Road Ahead**

**BACKGROUND**

As the Equal@Work Platform marks its 15th anniversary, the European Network Against Racism is excited to invite you to join us for a special seminar that celebrates our journey, critically examines the progress made and addresses the gaps that remain in the fight against racism in employment. Since its inception in 2009, the Equal@Work Platform has stood at the forefront of advocating for structural and systemic change, advancing antiracist and intersectional tools and practices in workplaces across Europe.

This year’s seminar is not just a celebration – it is a call to action. We will reflect on 15 years of achievements, honor the voices that have shaped our work, and set the stage for the next phase of our journey towards racial and social justice in the field of labor.

**OBJECTIVES**

1. **Celebrate 15 Years of Antiracist Advocacy**: we will highlight key milestones that have defined the platform’s work in advancing antiracist approaches within workplaces DEI initiatives.
2. **Critical Self-Reflection**: we will reflect on the shortcomings of conventional DEI practices, particularly their failure to address structural racism, and discuss how Equal@Work fits in this landscape.
3. **Envision the Future of Antiracist Workplaces**: we will explore together new ideas, strategies and tools that will guide the platform’s next chapter, including innovative approaches to advocacy, partnership models, and concrete actions to dismantle racism at work.

**WHY ATTEND**

This seminar is a critical moment for reflection, learning and ways forward. Whether you are a long-standing partner / ENAR member or new to the Equal@Work community, your voice is essential in shaping the future of this Platform. Together, we will not only celebrate the strides made over the past 15 years but also commit to tackling the complex challenges that lie ahead.

Join us as we continue to challenge the status quo, build solidarity and amplify the needs and well-being of racialized groups in employment.