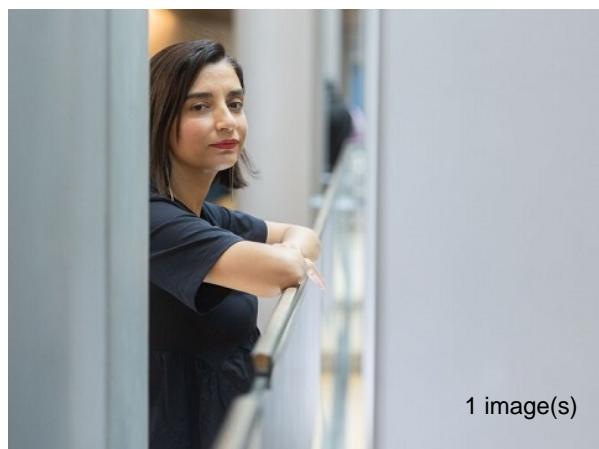


NEWS HOUND

Télègue, voiture russe à quatre roues, quand elle part, - et à deux roues, quand elle arrive. – Jules Verne

[People](https://newshound.in.ep.europa.eu/Welcome/people.html) (https://newshound.in.ep.europa.eu/Welcome/people.html)

International Day for the Elimination of Racial Discrimination 2022



Interview with MEP Evin Incir, co-president of the Anti-Racism and Diversity Intergroup (ARDI)

The Equality, Inclusion and Diversity Unit of DG PERS organised a round table on Tuesday 22 March to mark the [International Day for the Elimination of Racial Discrimination](https://www.un.org/en/observances/end-racism-day) (https://www.un.org/en/observances/end-racism-day) . *Newshound* spoke to Evin Incir, co-chair of the European Parliament's [Anti-Racism and Diversity Intergroup](https://www.ardi-ep.eu/about/our-bureau/) (https://www.ardi-ep.eu/about/our-bureau/) (ARDI), who explains the Intergroup's role and the different challenges in removing barriers to racial diversity within civil society as well as the EP.

Could you explain the role and action of Parliament's Anti-Racism and Diversity Intergroup (ARDI)?

ARDI strives towards creating an equal union that is truly united in diversity. We work tirelessly to push anti-racist EU policies, such as the EU Roma strategic framework 2020-2030 and the 'National Action plan against Racism 2020-2025'. We also arrange events on relevant topics, write articles and letters of concern to highlight issues, and work to create a consensus in all of the EU institutions that anti-racism and diversity need to be a top priority for the EU as a whole.

The round table on 22 March looked at the issue of racism at the level of European society; what can you tell us about it?

As rapporteur for the report on racial justice in the Committee on Civil Liberties, Justice and Home Affairs (LIBE), I want to invite civil society organisations from all over Europe to hear about the differences and the similarities between expressions of racism in our different member states. The report that I have proposed aims to push the Commission and the Council in the right direction when it comes to implementing the first ever EU Anti-Racism Action Plan 2020-2025. I therefore highly value input from organisations about their experience with anti-racist work.

What are the barriers to diversity in the workplace in our society, according to the ARDI?

On a personal level, biases can prevent employers from employing the best candidate, because of prejudice. On a structural level, discrimination in the field of education can hinder people of colour and minorities. Employers have to make a real effort to see the whole package of what a candidate brings to the table and really see the value of creating a diverse team. However, we must also take into account socio-economic barriers.

Representation is also important, without diversity it is hard to picture yourself in a position that already feels hard to achieve. I experienced this myself early on in my life and political career. Due to the lack of diversity, I thought for a long time that people like me wouldn't be able to make their voice heard in the political field.

And in the Parliament, according to the ARDI?

It is true that when you look around in the European Parliament, the hashtag #BrusselsSoWhite rings a bell. I am one of the very few MEPs of colour in the Parliament. On a staff level, the composition of the employees doesn't mirror the diverse composition of the European societies. I consciously work to improve the diversity of my staff; I hope other MEPs strive towards doing the same, to break the barriers many people are facing.

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