



A UNION OF EQUALITY

EU ANTI-RACISM STRATEGY 2026 - 2030

The Anti-Racism Strategy:

A comprehensive framework to combat racism and racial discrimination

- Upholding EU values and fundamental rights
- Building on the EU Anti-Racism Action Plan 2020–2025
- A long-term strategy for equality, non-discrimination, inclusion and cohesion

Why an Anti-Racism Strategy?

- Racism remains widespread across the EU
 - Discrimination perceived as widespread by a majority of Europeans
 - Structural racism continues to impact access to opportunities of racialised people
- Racism undermines:
 - Fundamental rights
 - Social cohesion
 - Economic potential
- OECD estimates racial discrimination costs up to €12.7 billion in lost GDP annually
- Need for a long-term, structured and comprehensive EU framework beyond 2025

Key concepts underpinning the Strategy

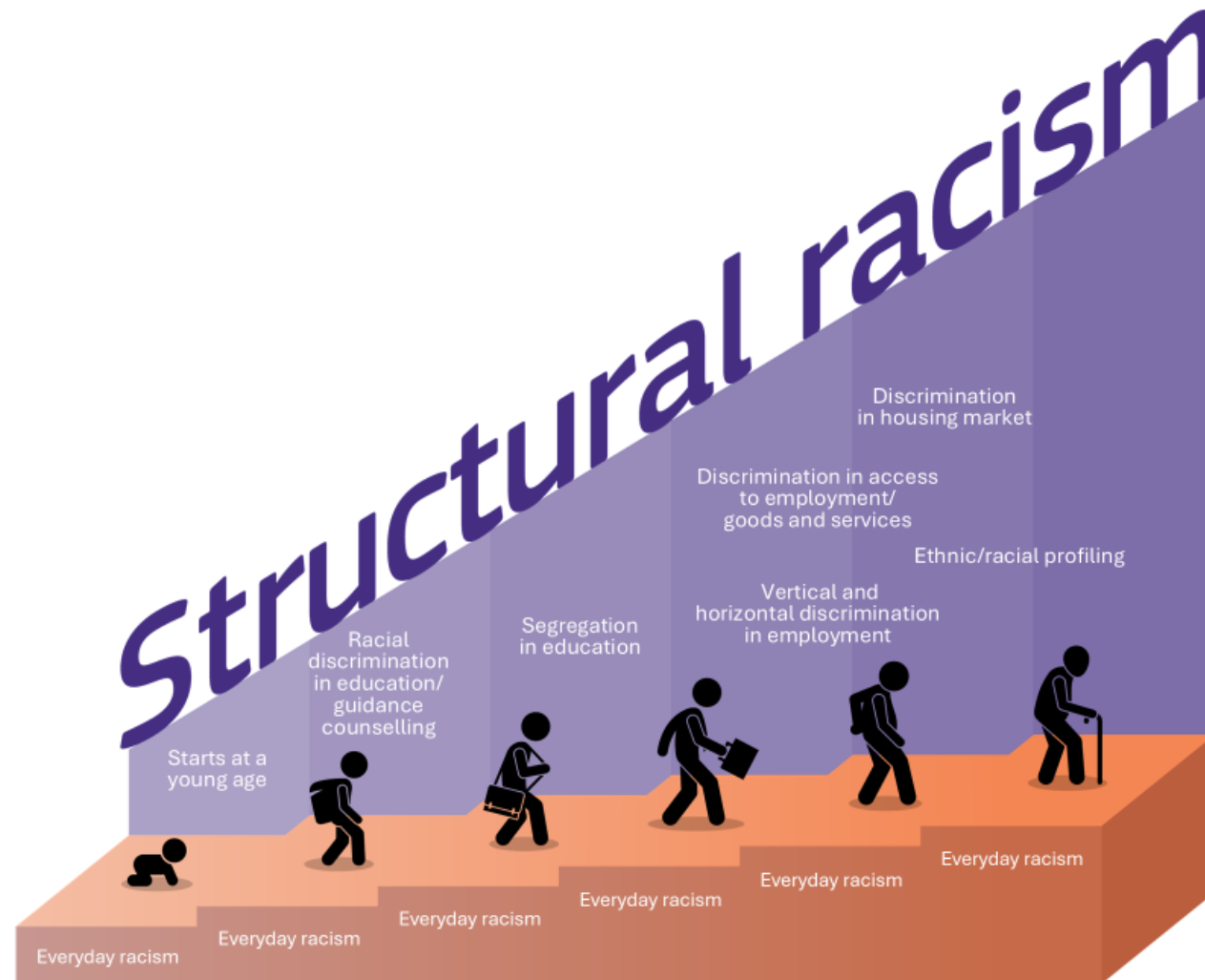
- ***Racism:*** individual, institutional and structural
- ***Different forms of racism:*** anti-Black racism, antigypsyism, antisemitism, anti-Asian racism, anti-Muslim hatred
- ***Intersectional approach:*** compound disadvantage that arises when racism intersects with other forms of discrimination
- ***Horizontal approach:*** Coordinated action across education, employment, health, housing, justice
- ***Comprehensive approach:*** Prevention, protection, enforcement and inclusion combined
- ***Mainstreaming:*** Integrating anti-racism across all EU policies

Chapter I – Tackling Structural Racism

- Structural barriers limit equal opportunities over a lifetime
 - Evidence of persistent inequalities across key areas of life
 - Addressing systemic and long-term patterns of exclusion
- Targeted action on specific forms of racism within a common framework

Measures:

- Raising awareness of structural racism
 - Shared understanding enables coherent policymaking
- Education, remembrance, and awareness-raising
 - Address root causes and stereotypes
- Research, foresight, and equality data collection
 - Better data supports evidence-based policies and monitor progress



Weaker socio-economic status is often debilitating to health



Weakening of social inclusion and sense of belonging



Racism and discrimination effects physical and mental health negatively



Judicial system and law enforcement



Pay gap

Chapter II – Enforcing Law and Protecting Against Racist Hatred

- Turning legal protection into real-life protection
 - Racism and hate crimes remain underreported
 - Uneven enforcement weakens trust and deterrence

Measures:

- Enforcement of the Racial Equality Directive
 - Effective sanctions deter discrimination
- Stronger equality bodies
 - Independent equality bodies support victims
- Tackling hate crime and hate speech, including online
 - Addressing online hate protects democratic participation and public debate
 - Better training and data improve responses to hate crime

Chapter III – Strengthening Social Equality and Cohesion

- Equality in education, employment, housing, health, and social protection
 - Racism limits life chances and social mobility
 - Inequalities accumulate over time and across generations
- Reduced inequalities support social cohesion and competitiveness

Measures:

- Inclusive education and citizenship education
 - Inclusive education unlocks talent and skills
- Anti-discrimination in employment
 - Fair labor markets strengthen economic resilience
- Housing inclusion and healthcare equity
 - Decent housing and equitable healthcare improve well-being

Chapter IV – Fostering Key Partnerships

- Whole-of-society approach to combating racism
 - Racism cannot be addressed by institutions alone
- Racism is experienced and addressed primarily at national and local level
 - Crucial role of Member States

Measures:

- Strengthened role of EC Anti-Racism Coordinator
- Renewed Civil Society Forum and Civil Society Platform
- International cooperation and external action
- Support and coordination of Member States' national and local action plans
- Mutual learning workshops and expert groups

Chapter IV – Fostering Key Partnerships

The Central Role of Member States

- Racism is experienced and addressed primarily at national and local level
- Member States are responsible for:
 - Enforcing anti-discrimination and criminal law
 - Education, employment, housing and healthcare policies
 - Policing, justice systems and public administration
- EU action supports, coordinates and complements national action

Measures

- Support and coordination of Member States' national and local action plans
- Mutual learning workshops and expert groups

Chapter V – Leading by Example

- Diversity and inclusion within EU institutions
 - Credibility requires internal consistency

Measures:

- Inclusive recruitment and outreach
- Diversity data collection (voluntary and anonymised)
- Anti-bias training and zero-tolerance policies

Conclusion – From Strategy to Implementation

- A comprehensive, long-term framework to combat all forms of racism combines:
 - Structural change
 - Legal enforcement
 - Social inclusion
 - Partnerships and accountability
- It requires sustained action at EU, national and local level.
- The Commission will monitor progress and report at mid-term.



Thank you for your attention!

For further information reach out to just-no-racism@ec.europa.eu