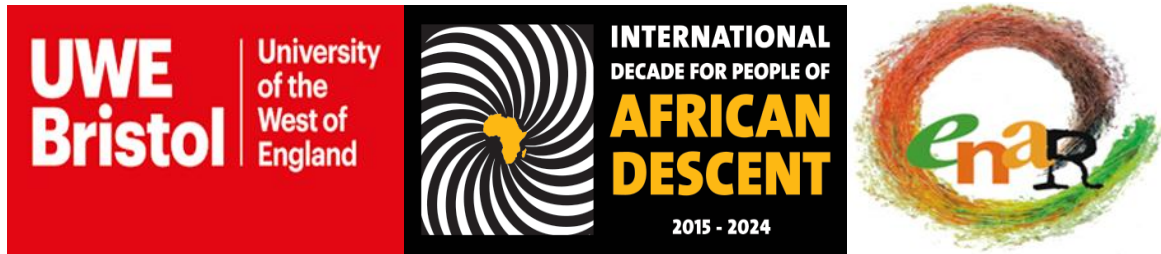


**A REPORT ON KEY ACHIEVEMENTS
REALIZING THEMATIC OBJECTIVES OF
THE INTERNATIONAL DECADE FOR PEOPLE OF AFRICAN
DESCENT - (EDITED)**



“Ise L’ogun Ise” ... (“work sets you free”, from a classic Yoruba poem)

INTRODUCTION

2015-2024 International Decade for People of African Descent (IDPAD) was launched at the United Nations Headquarters, New York in September 2014, by representatives of UN member states, international civil society and other stakeholders. This report briefly summarizes achievements made in the UN OHCHR Region of Europe, Central Asia, and North America, during the first five years of the decade, despite global challenges of fiscal austerity and rising nationalist populism faced by the African diaspora.

For expediency’s sake I have chosen section headings according to IDPAD’s thematic objectives of recognition, justice and development. I discuss briefly achievements made at the regional, national, and local level. For example, the role of successful collaborations between European public bodies and civil society, to achieve justice at the regional level is highlighted; in contrast only a handful of state parties have implemented national action plans for IDPAD’s Programme of Action.

With respect to the local level, I focus on the African diaspora’s experience of IDPAD in the city of Bristol, which coincidentally was awarded European Green Capital in 2015. In 2016, Marvin Rees, reportedly became the first elected Black Mayor of a British city. The city’s administration includes other leaders of African descent including the Queen’s Lord Lieutenant of Bristol, the former Lord Mayor Cleo Lake, the Deputy Mayor Cllr Asher Craig, and city councillors. These civic leaders have been made aware of IDPAD, and to varying degrees have included its thematic objectives in their mandate for local policy development.

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1. RECOGNITION

The Durban Declaration and Plan of Action (DDPA) recognises

“colonialism has led to racism, racial discrimination, xenophobia and related intolerance, and that Africans and people of African descent (...) were victims of colonialism and continue to be victims of its consequences. And that the effects and persistence of these structures and practices have been among the factors contributing to lasting social and economic inequalities in many parts of the world today,” (World Conference Against Racism, 2002).

Trans-Atlantic discourse on the adverse effects of European colonial rule is therefore necessary.

1.1 REGIONAL

In 2015, Cecile Kyenge MEP identified the need for the European Parliament’s Anti-Racism and Diversity Intergroup (ARDI) to have a dialogue with civil society, about the situation of Afro-Europeans. African diaspora immigrants are affected by the “ius solis” vs “ius sanguinis” rules on nationality, which is cause for concern, as illustrated by the Windrush Scandal in the UK. Self-determination is therefore key to our survival and development, for many Pan Africanists globally, in the face of challenges such as climate change, fiscal austerity, and populist nationalism in former European colonial powers. Notably in November 2017, the UN OHCHR Regional Meeting between civil society from Europe, Central Asia and North America, and the UN Working Group of Experts on People of African descent (WGEPAD), took place in Geneva. This highlighted commendable effort being made by civil society to legally advocate universal human rights in accordance with the DDPA 2001 and IDPAD's thematic objectives. In that regard, Rojas Davila (in Carneiro, 2018, pp.11-12) considers it “fundamental to perceive IDPAD as the perfect opportunity to debate racism and racial discrimination (...), repositioning the question of race at the centre of the regional agenda on human rights”. Regional meetings and consultations highlight shared concerns, e.g. reparations, health, education, employment and access to justice affect the African diaspora globally, often requiring Pan Africanist solutions. For example, in 2019 IDPAD Coalition UK collaborated with Africa Centre Ireland to produce a report documenting Afriphobia in both countries.



1.1.1 UNITED NATIONS AGENCIES, FUNDS AND PROGRAMMES

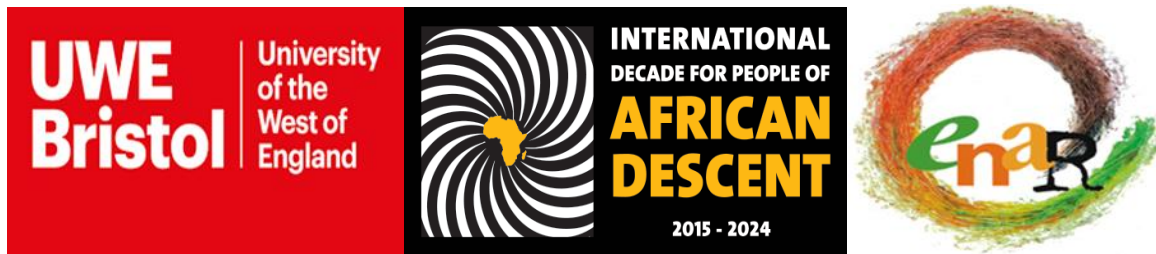
The UN OHCHR, Working Group of Experts on People of African Descent, and other UN agencies advocate state parties implement national action plans to address Afriphobia/Afrophobia as recommended by the Committee for the Elimination of Racial Discrimination. The WGEPAD facilitates the IDPAD Fellowship for youth, and also employs reporting mechanisms for monitoring Afrophobia/Afriphobia, and country visits at the invitation of state parties, and civil society. In the first half of the Decade, advances made by regional public bodies include the European Parliament's recognition of IDPAD and efforts to address Afrophobia/Afriphobia in collaboration with civil society. Members of civil society including the European Network Against Racism (ENAR) and European Network for People of African Descent (ENPAD) successfully co-hosted events to raise awareness of IDPAD and Afrophobia. Moreover, positive action to reduce marginalisation of African migrant communities from universal human rights, e.g. advocacy for fully disaggregated statistical data has achieved a measure of success in the EU. Similarly, the United States Human Rights Network (USHRN) successfully organised a Mid-Decade Summit in collaboration with Thurgood Marshall Civil Rights Center, the Leadership Conference Education Fund, and ENPAD, which was hosted at Howard Law School, Washington D.C. in November 2019.

1.2 NATIONAL

USHRN is proactive in raising awareness of IDPAD's thematic objectives in North America, through social media and online fora involving various stakeholders; USHRN and the Leadership Conference also ensured the interests of the African diaspora in North America at regional meetings and consultations. IDPAD Coalition UK has also been instrumental in raising awareness of projects to achieve IDPAD's thematic objectives in the United Kingdom. Political concepts of citizenship and identity differ between countries, which can impact on social cohesion, law enforcement and border controls; Afro-Europeans national identity (i.e. Belgian, French, Irish or British) demonstrably differs from their cultural identity (as a member of the African diaspora). For example, in 2019 the European Network of Women of African Descent (ENWAD) organised a conference in Barcelona to raise awareness about on Afrophobia in Spain.

1.2.1 NATIONAL ACTIONS PLANS OR POLICIES

Michael (2017) alludes to IDPAD as the policy framework that uses the term Afrophobia to describe "all forms of anti-Blackness, meaning hostility and discrimination towards people identified as Black". In that respect, Kumah-Abiwu (2016, p.15) acknowledges IDPAD as global recognition of the challenges of racial



and social injustice faced by people of African descent, and advocates Afrocentric, i.e. African centred theory, policies and pedagogy in response to the widespread negative portrayal of Black identity. The 2030 Agenda for Sustainable Development advocates implementation of SDG Targets that are inclusive of all humanity including marginalised African diaspora communities. For example, SDG Targets 10.2 and 10.3 advocate reducing inequality of outcomes in access to universal human rights and are therefore key to achieving IDPAD’s thematic objectives of recognition, development and justice.

Most UN member states have made some effort to comply with the 2030 Agenda although not with IDPAD’s Programme of Action to implement national action plans. Advocating an inclusive and holistic approach to the 2030 Agenda can achieve thematic objectives of IDPAD by enabling social, economic and environmental development of marginalised African diaspora communities. Panellists in the second plenary of IDPAD’s Mid-Decade Summit held in 2019 therefore recommended that it is necessary to push an African centred Agenda within other agendas such as the 2030 Agenda. For example, in the United Kingdom, policy interventions to address disproportionately poorer educational outcomes for people of African descent, illustrate efforts to achieve IDPAD’s thematic objective of development, as well as SDG 4 targets for equitable quality education. Notably, fully disaggregated equality data collection for analysis and policy development is advocated to British universities applying for the successful award of Race Equality Charter Marks. This highlights disproportionate student and staff attainment gaps in UK higher educational institutions, and prompts some stakeholders to address this, e.g. more inclusive student recruitment policies in Oxbridge universities are being implemented. However, the state party still has not implemented a national action plan for IDPAD.

1.3 ONE CITY APPROACH (BRISTOL)

People of African descent account for approximately 6% of Bristol’s population, but disproportionately “experience greater disadvantage than in England and Wales as a whole, (CODE, 2017, p.1). In Summer 2016, Marvin Rees was elected the first Black British Mayor of Bristol and of any urbanism in the UK. Subsequently, Bristol’s One City Approach to implementing the 2030 Agenda for Sustainable Development has entailed review of local structures and processes that can be related to IDPAD’s thematic objectives. For example, in 2017, the number of African heritage academics in UK higher education was disproportionately lower than for other ethnicities. Moreover in 2018, narratives collected through participatory research observation included, “school to prison pipelines (exist) where Black children are identified as troublemakers as soon as they begin schooling”, according to Black Bristolians in a statement



to the UN Special Rapporteur on Racism. The One City Plan therefore engages local place-based leaders including people of African descent, in implementing SDG targets. Notably, the One Bristol Curriculum is being developed by local place-based leaders including people of African descent, to decolonise educational curricula and pedagogy in Bristol's educational institutions. In 2019, the Centre for Black Humanities at University of Bristol employed its first Afro-European and female Professor of History. This is worthy of note given the disproportionately low levels of Black academics employed in senior roles within British higher educational institutions.

1.3.1 LOCAL POLICY INTERVENTIONS

Scholarly articles advocate the 2030 Agenda as a human rights approach to development, which is illustrated in cities of the USA where meaningful participation of marginalised communities affected by human rights concerns is encouraged, e.g. Baltimore and New York, (Kaufman, 2017, p.116). Bristol leads in implementation of SDG Targets amongst UK urbanisms, and encourages community participation in the guise of it's One City Plan. This illustrates implementation of SDG Targets 10.3 and 16.b i.e. implementing anti-discrimination policies at the local level, to promote human rights, social justice and equality, see (Kaufman, 2017, p.117-119). In that regard I concur with Winkler and Satterthwaite (2017, p.1076), that

“Focusing monitoring efforts on marginalised groups helps break the vicious cycle of invisibility and neglect. All too often, marginalised communities are not part of monitoring efforts because they are excluded from data gathering and rendered invisible in the resulting analyses. By collecting data on, and analysing disparities and inequalities between groups, these dynamics start to shift, and policy-makers are pressured to redress the impacts of marginalisation and discrimination.”

In 2016, Bristol's AfriKan ConneXions Consortium held a conference to raise awareness of IDPAD following the election of the new Mayor, and the social enterprise African Voices Forum subsequently themed its AGM in 2017 on IDPAD, and launched a book called *Inspirational Women* in 2018. Having successfully advocated IDPAD to civil society in Bristol since 2015, I organised a Roundtable on Afriphobia in collaboration with IDPAD Coalition UK in summer 2019, that was hosted by UWE Bristol and attended by Bristol's Deputy Lord Mayor Cleo Lake, and other local place-based leaders. Attendees wrote Mayor Rees, requesting the urbanism's local policies refer to and address Afriphobia. In February 2020, UWE Bristol agreed to host an IDPAD Summit in collaboration with African Voices Forum and other stakeholders later in the same year. This has been postponed till 2021 due to the COVID-19 pandemic.



2 JUSTICE

The Durban Declaration and Plan of Action (DDPA) 2001 states, “we recognise that colonialism has led to racism, racial discrimination, xenophobia and related intolerance, (...) we acknowledge the suffering caused by colonialism and (...) further regret lasting social and economic inequalities in many parts of the World today” (World Conference against Racism, 2002). Supranational public bodies including the United Nations therefore imperatively advocate SDG Target 16.b, to promote and enforce non-discriminatory policies, in accordance with the International Convention for the Elimination of all forms of Racial Discrimination (ICERD) 1965. In that regard, noteworthy efforts were made in the first half of the Decade to achieve racial, social and reparatory justice for African diaspora communities globally.

2.1 REGIONAL

Empirical evidence of the extent to which African diaspora communities are marginalised and excluded in Europe, was made available with the launch of ENAR’s Shadow Report on Afrophobia in 2016. In that respect, some members of civil society argue the European Union (EU)’s anti-discrimination Council Directive 2000/43/EC, or Race Equality Directive (RED) 2000 provides inadequate human rights protection for people of African descent. Less than a handful of European state parties, implement policies that specifically address structural invisibility of Afrophobia. Roundtable meetings to address Afrophobia, hosted by the Anti-Racism and Diversity Intergroup (ARDI) of the European Parliament in collaboration with other EU public bodies and civil society, therefore raised awareness of IDPAD and the need for racial justice. The EU established a High-Level Working Group on Racism in June 2016 to look at racism, xenophobia and other forms of intolerance, which addresses Afrophobia within its competence; e.g. by requiring civil society look at added value of nationally or thematic based working groups, tied to the 2030 Agenda. In 2018, the ARDI hosted a weeklong programme of activities in Brussels, celebrating People of African Descent in Europe, for the first time in the European Parliament’s history.

2.1.1 LEGISLATIVE MEASURES

ENAR’s Steering Group on Afro-phobia illustrates good practice through regional partnership with EU institutions and other stakeholders, e.g. to implement SDG Target 16.3 that promotes the rule of law at national and international levels and ensures equal access to justice for all (ECOSOC, 2016). ENAR’s lobbying of EU public bodies led to inclusion of the term Afro-phobia within the rhetoric and internal policies of the European Parliament and other EU public bodies; its’ representatives also launched ENAR’s



Shadow Report on Afrophobia in the EU in 2016, which is claimed to be a historic first in addressing inequalities in Europe.

Between 2016 and 2019, members of ENAR Steering Group on Afrophobia participated in drafting the **EU's Resolution on the Fundamental Rights of People of African Descent and Black Europeans in Europe**. This Resolution acknowledges historical and contemporary manifestations of Afrophobia/Afriphobia in its rhetoric, and for the first time adopts this concept in the EU's lexicon to advocate racial, reparatory and social justice. The European Parliament adopted the Resolution in March 2019, following collaboration between the ARDI, the European Commission, civil society, and other stakeholders.

ENAR also collaborates with other members of international civil society in drafting the proposed **UN Declaration on the promotion and full respect of human rights for people of African descent**, which strengthens existing human rights provisions for racial and social justice and claims for reparatory justice. These actions emphasize agency is critical for democratic participation in decision-making processes pertaining to the African diaspora's universal human rights to self-determination and development. The Council of Europe held its first ever hearing on combatting Afrophobia in February 2020, signalling continued "efforts to create a racism and discrimination free Europe for people of African descent". ENAR's former Vice Chair, Momodou Jallow who is currently the Council of Europe's General Rapporteur on Combatting Racism and Intolerance, has been tasked with writing the first Council of Europe parliamentary report on Afrophobia, which he hopes will lead to another Resolution. Mr Jallow is a Member of the Swedish Parliament and vocal Pan Africanist who helped facilitate official recognition of IDPAD by state parties in Sweden, as well as in the European Parliament.

2.2 NATIONAL

In 2015, the Netherlands was the first EU government to officially recognise IDPAD by implementing a National Plan of Action, including the launch of financial grants to channel funds to civil society, and monthly/annual events to increase visibility and voice of PAD. Canada, Switzerland, Belgium, Germany and Sweden are also amongst UN member states that have officially implemented measures. For example, Swedish Pan Africanists hosted several conferences in Malmo to raise awareness of IDPAD's thematic objectives, and successfully lobbied for Afrophobia to be addressed in the Sweden's national plan to address racism.



Afro descendant representatives of civil society in Africa, Europe, and the Americas have participated in Regional Meetings and consultations with the WGEPAD, who have also been hosted by some in country visits. This has facilitated data collection, knowledge sharing and networking to achieve thematic objectives, e.g. policy development to address Afrophobia. Nonetheless, panellists at the Mid-Decade Summit clarified official recognition of IDPAD by European and North American state parties remains elusive, with less than a handful of governments implementing IDPAD's programme of action.

2.2.1 LEGISLATIVE MEASURES

African diaspora members are sometimes faced with imprisonment or the death sentence because of same sex orientation, e.g. in African Union (AU) states including Sudan, Mauritania, Somalia and Nigeria. This occurs despite calls for concerted response to

“continuing, serious and widespread human rights violations perpetrated, too often with impunity, against individuals based on their sexual orientation and gender identity (...) hundreds of people have been killed and (...) violations include torture, arbitrary detention, denial of rights to assembly and expression, and discrimination in health care, education, employment and housing” (UNGA, 2015).

In that regard, limited progress has been made by some AU state parties, to protect universal human rights for people of African descent belonging to sexual minorities, who are generally criminalised without legal protection from discrimination and harassment. Moreover, regardless of whether they are Commonwealth citizens, Afrikan LGBTQ+ migrants are also criminalised and discriminated against by British border controls because of their intersectionality. In addition, LGBTQ+ rights in some EU states e.g. Poland and Hungary are under threat. The *UN Declaration on the promotion and full respect of human rights for people of African descent* therefore provides an opportunity for stakeholders to advocate repeal of discriminatory domestic legislation, in accordance with A/HRC/29/23 which states

“the African Commission on Human and Peoples’ Rights resolution in 2014, condemns violence and other human rights violations based on real or imputed sexual orientation and gender identity (...) and the European Court of Human Rights and the Inter-American Court of Human Rights several judgements affirming the rights of LGBT persons to equal treatment and protection under the law,” (UNGA, 2015).



2.3 ONE CITY APPROACH

In Summer 2019, UWE Bristol's Social Sciences Research Group hosted a Roundtable on Afriphobia in collaboration with IDPAD Coalition UK. Attendees included the Deputy Lord Mayor Cleo Lake, who was a vocal advocate of IDPAD during her term of office as Lord Mayor of Bristol, and local African diaspora place-based leaders such as representatives of the Avon and Somerset Constabulary. Community leaders voiced discontent on issues pertaining to Afriphobia (the Coalition's preferred term used for Afrophobia), highlighting the importance of implementing SDG 16 Targets for peace, justice and good governance.

2.3.1 ESTABLISHMENT OF MONITORING AND COMPLAINT MECHANISMS

Bristol's newly established Commission on Race Equality (CORE) spearheads the local quest for equality and social justice, by aiming to be representative of Bristol's diverse ethnicities, and encourages public debate on racial inequality and discrimination. Claims have also been made of the establishment of monitoring and complaint mechanisms, through a major drive to increase diversity in the workforce and leadership of Bristol's criminal justice system, that commenced in 2019. The Queen's Lord Lieutenant of Bristol, Mrs Peaches Golding OBE, herself of African ancestry, in collaboration with the Mayor's Office and existing BAME Magistrates, successfully engaged in an initiative to increase diversity of the urbanism's Magistracy. It is claimed this exercise resulted in swearing in of one of the UK's most diverse (as regards ethnicity, religion, age and gender) group of Magistrates. In addition, outgoing Police and Crime Commissioner Sue Mountstevens states Avon and Somerset Constabulary has been proactive in diversifying its workforce to be more representative of the population it serves. Ms Mountstevens acknowledges BME representation in policing remains low (3.4%) despite enhanced outreach work including for recruitment, and the existence of a dedicated Black Police Association for staff. These actions illustrate SDG Target 16.b being implemented to promote and enforce non-discriminatory policies that achieve universal human rights, race equality, and social justice for Bristol's African diaspora communities.

3 DEVELOPMENT

Resolution 69/16 identifies education as key to implementing IDPAD's Programme of Action (UNGA, 2014, p.9). **SDG 4** aims to achieve inclusive quality life-long education for all and is an over-arching goal of the 2030 Agenda for Sustainable Development. It therefore goes without saying that education is key to achieving IDPAD's thematic objectives of recognition, justice and development.



3.1 REGIONAL

Successful outcomes achieved at the regional level include generating cross sectoral awareness of IDPAD through activities such as roundtables, consultations, and workshops at the European Parliament, United Nations, and Mid-Decade Summit. Some European Union (EU) states such as France, the UK, and the Netherlands are former colonial powers with sizeable metropolitan African diaspora communities. Within the EU, “the ARDI advocates replication of the Dutch government’s Plan of Action in other EU states, including financial grants, and monthly/annual events to increase visibility of PAD and give them voices”. This has not been forthcoming in most EU states including the UK prior or subsequent to BREXIT, although some success has been achieved nationally by civil society and other stakeholders in the field of education.

3.1.1 RESEARCH, DATA COLLECTION, COMMUNITY ENGAGEMENT

My doctoral research links IDPAD to the 2030 Agenda for Sustainable Development for community empowerment of people of African descent. In that regard, Akom (2011) advocates "a model for Youth Participatory Action Research [which] was developed in an American high school Africana Studies class, and named Black Emancipatory Action Research (BEAR) to focus on the implications of "racing research and researching race" in education (Tintiangco-Cubales, 2015). I argue BEAR methodology is appropriate to conduct ethical postgraduate research because the identifiable problem is structural racialisation that disempowers people of African descent i.e. Afriphobia/Afrophobaia. BEAR's theoretical and methodological framework,

"is rooted in Ethnic Studies, which develops students' critical consciousness through questioning objectivity and re-examining the researched-researcher relationship, while emphasizing principles of self-determination, social justice, equity, healing, and love" (Tintiangco-Cubales, 2015).

This facilitates community participation and community empowerment of African diaspora members to achieve social justice and equality in universal human rights, e.g. through discourse and achieving agency in decolonising education, arts, and heritage in former European colonial powers. BEAR is therefore appropriate to interpret and create original and new knowledge for understanding and critical evaluation of normative theory.



3.1.1.1 OTHER MEASURES OR ACTIVITIES

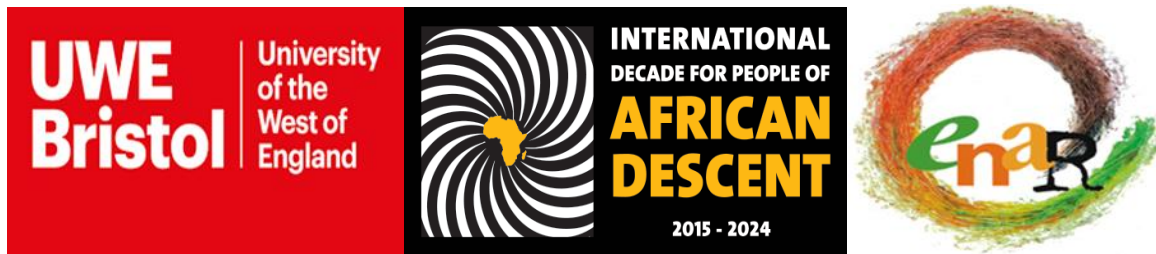
Research activities such as the Black Mediterranean Symposium hosted by Birmingham City University in 2017, raised awareness of links between IDPAD’s thematic objectives and the SDGs, which enabled knowledge exchange between academia and front-line organisations working with African migrants. For example, a representative of a nongovernmental organisation claimed asylum seekers and refugees from African countries of origin such as Eritrea and Sudan do not qualify for relocation by Greek authorities, as do their Syrian counterparts. Despite conflict leading to displacement from these countries, they were not all treated the same. In that regard although the Joint AU-EU Valletta Plan since 2017 has led to a fall in African immigrants to Europe, human rights abuses in Mediterranean countries remain critical. According to narratives from the field, “the EU response to the Mediterranean Crisis has been to enlarge its borders; African governments in the Maghreb have been given 55 million euros to keep Africans away from Europe”. Networking facilitated by IDPAD enables interventions by civil society, to promote and protect universal human rights of documented and non-documented African migrants, in their countries of origin, transit countries and destination countries.

3.2 NATIONAL

The DDPA “encourages States to promote education on the human rights of migrants and to engage in information campaigns to ensure that the public receives accurate information regarding migrants and migration issues, including the positive contribution of migrants to the host society and the vulnerability of migrants, particularly those who are in an irregular situation” (World Conference Against Racism, 2002). Claims made by Afro-Europeans that educational curricula in former European colonial powers do not adequately address subjects affecting the African diaspora, such as the enslavement of Africans and colonialism, warrant discourse for Afrocentric solutions. For example, the Black Curriculum is a new initiative, which advocates British schools include an Afrocentric narrative throughout the year and not only in Black History Month. Similarly, Le CRAN has made progress towards more inclusive French educational curricula.

3.2.1 RESEARCH, DATA COLLECTION, COMMUNITY ENGAGEMENT

Good practice in addressing Afrophobia in education is advocated by civil society and other stakeholders as well as human rights bodies. In France Le CRAN has successfully advocated Art. 2, Loi Taubira 2000, which asserts “school curricula and research projects in the fields of history and the human sciences



should accord to the subjects of the Negro slave trade and slavery the important place they deserve”. Similarly, the UK’s Equality Charter Unit’s Race Equality Charter Mark monitors and addresses race inequality in UK higher educational institutions’ student and staff outcomes, including for people of African descent, as well as curricula and pedagogy. These and other national policy interventions can be strengthened by international norms such as the EU Resolution on the fundamental rights of people of African descent in Europe and proposed UN Declaration.

3.2.1.1 OTHER MEASURES AND ACTIVITIES

The DDPA 2001 asserts, “any doctrine of racial superiority is scientifically false (...) and must be rejected along with theories which attempt to determine the existence of separate human races” (World Conference Against Racism, 2002). Nonetheless, people of African descent remain sometimes dehumanised and marginalised from access to universal human rights because of Afriphobia. In that regard, IDPAD Coalition UK achieves a measure of success in advocating use of terms such as Afriphobia, and African, Asian, and Minority Ethnic, by political parties and progressive mainstream allies in British race and racism discourses.

3.3 ONE CITY APPROACH

At the local level, Bristol’s One City Plan illustrates citywide cross-sectoral collaboration between the SDG Alliance, public bodies such as Bristol City Council and the City Office, and private sector organisations such as Burgess Salmon, to address inequalities including Afriphobia. African diaspora led nongovernmental organisations are increasingly given agency in developing and implementing new structures and processes. Collaboration between academia, policymakers, and representatives of local African diaspora communities contributes to development and implementation of the One Bristol Curriculum for schools, as well as review of structures and processes in local education institutions. In addition, the Global Goals Centre is an educational initiative that seeks to raise youth awareness of the SDGs through scenarios that are being developed primarily for and by Bristol’s local communities.

3.3.1 RESEARCH, DATA COLLECTION, COMMUNITY ENGAGEMENT

Participatory research observation at roundtable meetings and other events in Bristol, as well as semi-structured interviews with local policy actors, highlight efforts to address Afriphobia in the field of



education. For example, Bristolian youths of African descent highlighted the need for equal access to training opportunities and paid employment, amongst their aspirations at a recent Youth Conference. Disproportionate gaps in student attainment occur at all stages of education, between African diaspora youth and their white peers. Academic sources collected through desk research warrant these claims of Afriphobia in Bristol's educational institutions, (Carden-Noad et al, 2017) and (CODE, 2017). For example, sample of organisations researched by the University of Bristol identified 100% of SDG 4 Targets as relevant to Bristol; only 54% of the urbanism's children received a 'Pass' grade in their secondary education which highlights socioeconomic disparities (Carden-Noad et al, 2017).

Narratives collected from semi-structured interviews, participatory research observation, and desk research also claim unequal outcomes for African diaspora staff employed in education. This contributes to disproportionately low levels of Black teachers in Bristol despite Black students representing 80% of the student population in some of the city's schools. Moreover, under-representation of people of African descent in the urbanism's public sector workforces and leadership teams, also reflects wider inequality in employment patterns. The Race Equality in Education Group (REEG) and One Bristol Curriculum therefore have a been established with primary focus in addressing student exclusion and attainment gaps for local African diaspora youth at all levels of education. REEG and the One Bristol Curriculum facilitates community participation by local members of the African diaspora and development of African diaspora educators, e.g. in a dynamic and coordinated local response to the COVID-19 pandemic and lockdown.

3.3.1.1 OTHER MEASURES AND ACTIVITIES

Bristol's One City Approach reflects awareness of links between IDPAD and the SDGs. This is illustrated by local place-based leaders innovative attempt, to map SDGs into the urbanism's blueprint for social, economic, and environmental development. Many "Afro-Bristolians" live in the UK's 10% most deprived wards, some of which have high levels of environmental pollution. Collaboration between public, private, and third sector stakeholders addresses marginalisation of these populations, e.g. by reducing carbon emissions and paying special attention to air quality in accordance with SDG 11. Bristol's Commission on Race Equality (CORE) recognises environmental inequality on the grounds of ethnicity, whilst civil society actors are instrumental for awareness raising and institutional strengthening activities. I concur that a holistic, human rights-based approach to the 2030 Agenda for Sustainable Development, through agreed themes of Bristol's One City Plan including Learning and Skills, Connectivity, and the Environment. However, greater commitment to IDPAD's Programme of Action by public bodies is called for.



POTENTIAL CHALLENGES IN THE IMPLEMENTATION OF IDPAD

SDG 10 of the 2030 Agenda aims to reduce inequality within and between countries. However, global risks such as socioeconomic polarization and inequality within countries pose a significant risk to social, economic, and environmental development of the African diaspora, whether we live in "Developed" or "Developing Regions". Various factors therefore pose potential challenges to implementation of IDPAD in the remaining years of the Decade including: -

1. Fiscal Austerity

Subsequent to the 2008 global financial crisis, African diaspora led organisations in western European democracies such as the United Kingdom have had to cease or downsize operations as a result of withdrawal of government funding. This not only affects service provision to African diaspora communities but also reduces their employment opportunities and money for circulation in Black businesses. Moreover, UN member states funding of IDPAD has reportedly not been forthcoming, and national action plans have generally not been implemented.

2. Populism

Growing inequality and polarization since the 1980s is linked to populism, e.g. as a result of nationalism and anti-immigrant sentiment within neoliberal western economies (UNGA, 2019, p.2). This is noteworthy with the rise of populist nationalism in former European colonial powers, where "racism is especially relevant with regards to emergence of opposition toward immigrants belonging to ethnic and racial minorities" (Gorodzeisky, & Semyonov, 2019, p.3). For example, a recent study in Holland found higher levels of intolerance towards immigrants with dual citizenship than to emigrants with dual citizenship, because of national identification and ethnic exclusionism (Vink, Schmeets, and Mennes, 2019, pp.96-97). This indicates different groups with the same nationality experience racial discrimination based on their ethnicity. Populist nationalism and anti-immigrant sentiment exacerbates global risks posed by urban migration, polarisation within states, and climate change.

3. Policy vs Praxis

Despite anti-discrimination policies such as the UK Equality Act 2010, imperative evidence of race inequality in employment at all levels still needs to be responded to in former European colonial powers.



For example, the Parker Review Committee recently found 31 of 83 FTSE 100 companies in the UK had no BAME representation on their boards, and 119 of 173 FTSE 250 companies had no ethnic diversity. Moreover, Black African 25year olds still have lower chances of being in permanent employment than their white peers, and unstable employment is claimed to affect their mental health. Furthermore, Black African millenials are more likely to do shift work in comparison with their White or Indian peers.

4. Migration and Integration Policies

Both immigrants & citizens of African heritage within the region are adversely impacted by policies where there is structural invisibility, due to lack of fully disaggregated statistics that monitor outcomes for key social indicators, such as access to justice, education, employment, health and housing. For example, the WGEPAD calls for state parties to promote access to decent work for people of African descent in key occupations and economic sectors without any discrimination as required by ILO Convention 111. However, narratives from nongovernmental organisations working in European transit and destination countries indicate qualifications and experience of African migrants are generally not recognised within labour markets. This illustrates violations of the right to adequate employment i.e. Article 23, UDHR 1948. It is also claimed that the term 'migrant' is derogatively used to describe all Black people in some Mediterranean states, e.g. Cyprus, Greece and Malta even if they are born in those countries or have a European citizenship, (Nwabuzo, 2015). Disproportionately high numbers of African diaspora members incarcerated by European and North American law enforcement, border controls, and mental health institutions, illustrates the failure of migration and integration policies to be inclusive. This is further illustrated by disproportionately high levels of homeless Afrikans in North American urbanisms such as Los Angeles, as well as in Europe.

5. COVID-19 Pandemic

In March 2020, Lord Simon Woolley, CEO of Operation Black Vote in the UK, stated Covid-19 poses a threat to the health and financial wellbeing of BAME minorities including people of African descent. I address this in the addendum to this report which was subsequently completed in April 2020.



RECOMMENDATIONS FOR ACTION IN THE NEXT FIVE YEARS

I recommend policy interventions to address existing gaps between theory and praxis of anti-discrimination legislation should aim to achieve IDPAD's thematic objectives, and where human rights breaches occur, provide adequate access to justice or redress for victims of Afro-phobia/Afriphobia.

1. Reparatory Justice

In 2019, the final plenary of the Mid-Decade Summit focused on the issue of reparatory justice, which is a fundamental objective for IDPAD. The Summit's organisers identified the need for a transnational conversation around reparations for formerly enslaved and colonized Afrikan peoples. European, North and South American panellists agreed this to be the case, given the overwhelming failure of UN member states to fulfil their pledges and obligations for implementation of IDPAD's Programme of Action and thematic objectives. Acknowledging the growing movement for reparatory justice and reparations on both sides of the Atlantic, I therefore recommend the discourse on reparations continues to be facilitated by the UN WGEPAD, and establishment of the Permanent Forum for people of African descent.

2. Structures and Processes

The DDPA 2001 "urges States to facilitate the participation of people of African descent in all political, economic, social and cultural aspects of society and in the advancement and economic development of their countries, and to promote a greater knowledge of and respect for their heritage and culture" (World Conference Against Racism, 2002). In keeping with the decisions made at the Mid-Decade Summit held in Washington D.C., I recommend the proposed **Permanent Forum for people of African Descent** is established ASAP, regardless of which UN organ it falls within. Establishing the Permanent Forum is key to completing the final draft for the proposed **UN Declaration on the promotion and full respect of human rights of people of African Descent**. It is also recommended the Declaration should refer to the African Union's Sixth Region and Agenda 2063, e.g. the Pan African nature of the African Renaissance. The Permanent Forum and Draft Declaration are structures and processes recommended to also strengthen the E.U. Resolution on the Fundamental Rights of People of African Descent 2019. Furthermore, for the remainder of the Decade the Summit recommended state parties employ tactics in their national action plans, to ensure the UN Draft Declaration is adopted. This could include the use of mainstream and social media, or as illustrated by the One City Approach in Bristol, adapting the SDGs in national and local policies to address national and local needs.



3. The 2030 Agenda for Sustainable Development

Kaufman (2017, p.120) correctly argues, SDG indicators can be used by civil society and independent human rights institutions to monitor state parties' progress in respecting and promoting universal human rights. I therefore recommend a holistic approach to implementing the 2030 Agenda, highlighting links between SDG Target 10.2, SDG Target 16.b and SDG Target 17.18 to address Afrophobia/Afriphobia and gaps in implementation of anti-racist discrimination policies, to empower African diaspora communities.

Wilson (2017, pp.432-433) argues, it is essential to re-centre race in dominant discourses challenging inequality and racialization of material development processes for the achievement of the SDGs. In that regard, SDG Target 16.7 advocates community empowerment and community participation in local, national, regional, and international policy development and decision-making. Agency is critical for the African diaspora's inclusive social, economic, and environmental development as outcomes of the 2030 Agenda for Sustainable Development, as well as for achievement of IDPAD's thematic objectives.

Bristol's One City Approach facilitates collaboration between local place-based leaders from the private, public, and voluntary sectors to achieve mutual goals. Connections have therefore been established between various organisations such as UWE Bristol, African Voices Forum, the SDG Alliance, REEG, and CORE to ensure inclusion of the African diaspora in development of the urbanism's local policies. In that regard, SDG Target 16.7 is implemented for greater community participation in policy development to address Afriphobia; e.g. the One Bristol Curriculum addresses educational inequalities experienced by the urbanism's Black youth.

In addition, implementation of SDG Target 16.b is recommended for public bodies and other stakeholders, to promote and enforce non-discriminatory policies that achieve social justice and equality for marginalised African diaspora communities. This enables reports of race hate crime to be addressed by law enforcement as well as human rights bodies and civil society. Furthermore, implementation of SDG Target 17.18 is recommended for fully disaggregated equality data collection and analysis in policymaking. This is proven to facilitate monitoring Afriphobia in access to universal human rights, and to hold public bodies accountable for adopting more inclusive and dynamic sustainable development policies locally, nationally, regionally, and internationally.



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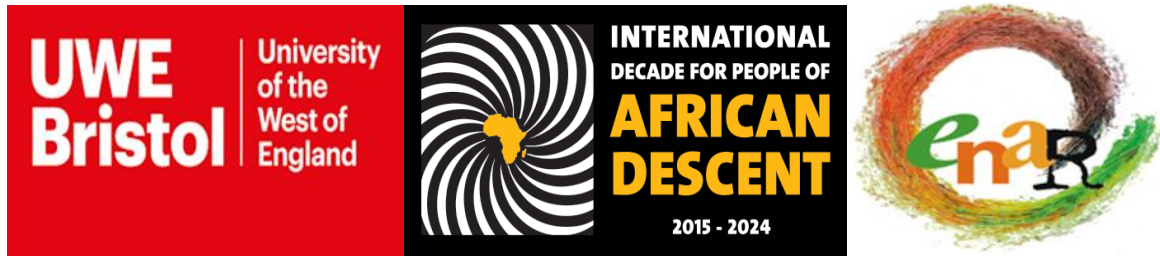
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*... with thanks to the Ancestors and Fellow Activists of the African Diaspora, Past, Present, and Future,
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