



INPUT TO CONSULTATION

ANTI-RACISM STRATEGY

GENDERACTIONplus welcomes the opportunity to contribute to the EU Anti-Racism Strategy from the perspective of research and innovation (R&I) and gender equality policy, where racialised individuals remain structurally underrepresented and underserved.

Across the EU, racial and ethnic inequalities persist in R&I and higher education. Racialised researchers often experience hypervisibility and exclusion (Settles et al., 2018). Discrimination based on language, nationality, or migration status—especially among non-dominant language speakers or individuals from non-EU or Eastern European backgrounds—limits access to opportunities and exposes individuals to exploitation (EUA, 2022). Education access is also limited for some ethnic minorities, especially Roma, with persistent underrepresentation across generations (OECD, 2021).

Mobility remains unequal: racialised researchers face systemic barriers, including discriminatory visa processes and unequal recognition of credentials (Gusejnova et al., 2024). Racialised individuals, particularly women, are underrepresented in international R&I cooperation, facing compounded discrimination (GENDERACTION, 2020). Structural racism in research funding also persists, with disaggregated data lacking and racialised researchers underrepresented among grant recipients.

Exclusion impacts mental health: data show increased anxiety and depression among individuals facing intersecting discrimination (GenderSAFE, 2024). Colonial legacies in international research cooperation often perpetuate unequal partnerships, with feminist scholars from the Global South warning against externally imposed agendas and extractive knowledge practices (GENDERACTION, 2020).

The current EU Anti-Racism Action Plan refers to promoting equality in funding, but lacks targeted measures for structural racism in R&I and higher education. Instruments such as Gender Equality Plans must better address race, ethnicity, and migration through an intersectional lens. Dedicated EU funding is urgently needed to support research on structural racism and epistemic injustice, including the exclusion of non-dominant knowledge systems.



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Recommendations for the new Anti-Racism Strategy:

- **Mainstream anti-racism in Horizon Europe and policy tools**
Ensure anti-racism is a visible, measurable objective across Horizon Europe and institutional requirements, including Gender Equality Plans and monitoring frameworks.
- **Support underrepresented groups in education and academia**
Introduce and fund positive measures to increase access and retention for underrepresented minorities, especially Roma students and researchers.
- **Address mobility-related discrimination**
Review EU and national visa/residency policies to ensure equitable access to mobility programmes regardless of nationality or background.
- **Guarantee equitable access to research funding**
Improve outreach and transparency in calls; collect disaggregated data on race/ethnicity to assess disparities. Address intersectional barriers affecting women from racialised or marginalised backgrounds.
- **Ensure ethical international cooperation in research**
Promote equitable collaboration and support local leadership, especially among researchers from the Global South
- **Revise the EU's international cooperation policy in R&I**
Update the EU's Global Approach to Research and Innovation to reflect structural racism, epistemic injustice, and intersectional barriers, and unequal access to funding and mobility, with concrete measures to address intersectional inequalities, particularly those related to race and ethnicity. Align with EU commitments to diversity and inclusiveness in partnerships.

