

Anti-Racism Strategy Post-2025

Reply to Call for Evidence

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Introduction

Pearle*- Live Performance Europe, representing over 13,000 organisations and companies in the music, performing arts, and live event sectors, supports the European Commission's initiative to combat racism through the development of the EU Anti-racism Strategy 2026-2030. As a European employers' association, Pearle* takes part in the European sectoral social dialogue.

In general, Pearle* welcomes the consultation of social partners on the anti-racism strategy, whilst it underlines that it is necessary to include it in the broader objective of diversity and inclusion. It should therefore also align with existing policies such as on LGBTIQ, disability, and gender equality.

Comments

Pearle* aligns with the broad objectives outlined for the new EU Anti-racism Strategy 2026–2030. We agree that tackling structural racism and xenophobia requires continuous and collective efforts across all levels of society. Promoting equality for racialised communities is essential, and the cultural sector—where representation and storytelling shape public perceptions—can be a powerful driver of social change.

We welcome the focus on key areas such as employment, education, and housing, as these are critical for achieving meaningful and lasting inclusion. Structural barriers in these domains must be addressed with both legislative and practical tools, in partnership with national and local authorities.

Pearle* particularly supports the intersectional approach, which recognises that racism is often experienced in combination with other forms of discrimination. Individuals from racialised communities may face compounded inequalities based on gender, religion, disability, or socio-economic status. Tackling these overlapping challenges is essential to designing effective, inclusive policies.

Moreover, we highlight the need for strategies that encourage diversity in leadership and decision-making roles across sectors. Policies that incentivise participation, representation, and leadership among racialised individuals help ensure that institutions reflect the diversity of society and foster equitable workplace cultures.

In the cultural sector, this can translate into incentivising and rewarding inclusive programming, providing equitable access to funding opportunities, specific support for racialised artists and cultural professionals, and representation in governance structures. These actions not only promote fairness but also enrich the creative ecosystem.

Conclusion

Pearle* fully endorses the EU's efforts to combat racism through the development of the Anti-racism Strategy 2026–2030. We believe that the cultural and creative sectors are uniquely placed to contribute to this goal by amplifying marginalised voices, fostering empathy through artistic expression, and challenging harmful stereotypes.

Through the active engagement of social partners and civil society, the strategy can help bring about lasting, structural change. Pearle* stands ready to support the implementation of the new strategy and to work with EU institutions, Member States, and stakeholders in creating a more equal, inclusive, and democratic Europe.