

CDADI(2026)4

15 May 2026

BUREAU OF THE STEERING COMMITTEE ON ANTI-DISCRIMINATION, DIVERSITY AND INCLUSION

11th meeting, 6-7 May 2026

Report

1. The Bureau of the Steering Committee on Anti-discrimination, Diversity and Inclusion (CDADI) held its 11th meeting on 6 and 7 May 2026 at the Council of Europe office in Paris. The Chair, Kätlin SANDER (Estonia), chaired the meeting; the participants in attendance are listed in [Appendix I](#).

ITEM 1: Opening of the meeting and adoption of the agenda

2. The Bureau adopted the agenda as it appears in [Appendix II](#) and welcomed the newly appointed Head of the Anti-Discrimination and Inclusion Department, Aurora AILINCAI, who introduced herself and outlined the department's evolving mandate focused on inclusion and anti-discrimination.

ITEM 2: Developments since the 12th CDADI plenary meeting

3. The Secretary of CDADI updated the Bureau on the Committee of Ministers meetings of 21 January and 4 March 2026, during which the following deliverables were adopted: Recommendation CM/Rec(2026)1 of the Committee of Ministers to member States on equality and artificial intelligence and the Council of Europe Strategy for Roma and Traveller inclusion 2026-2030. The Committee of Ministers also took note of the Final evaluation report on the implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025), two thematic reports prepared by the Committee of Experts on Roma and Traveller Issues (ADI-ROM) on relations between Roma communities and the police and on the inclusion of Roma history in school curricula, as well as the Study on certain aspects of regional or national minority language protection and identification of good practices in member States.
4. The Bureau took note of the developments regarding the New Democratic Pact for Europe. In this regard, the Chair and the Secretariat updated the Bureau about the drafting process of the "Statement on fundamental importance of equality, gender equality, diversity and inclusion for the New Democratic Pact for Europe", which was initiated by the "Reflection Group" established within CDADI and subsequently adopted jointly by CDADI and the Gender Equality Commission (GEC) in written procedure on 30 April 2026. It was recalled that this joint statement emphasises the imperative of placing the protection and advancement of equality, gender equality, diversity, and inclusion at the heart of the New Democratic Pact for Europe for securing future-ready, peaceful, prosperous, sustainable, safe and trusted democracies. The Bureau welcomed the joint statement.

5. Finally, the Bureau took note of the contribution of CDADI, through an intervention of its Vice-Chair during the meeting of the European Committee on Crime Problems (CDPC), to the possible elaboration of a Council of Europe legal instrument on foreign information manipulation and interference (FIMI). His intervention focussed on the fact that foreign interference often involves hate speech directed at persons exposed to discrimination, and that the possible instrument should therefore cover this aspect.

ITEM 3: Overview about the work to be done in 2026 and 2027 and onwards

6. The Secretary of CDADI gave an overview of the CDADI workplan for 2026-2027. All work streams were on track.

ITEM 4: Development of new Terms of Reference for 2028-2031

7. The Secretary of CDADI provided an overview about the timeline, process and framework for the elaboration of new Terms of Reference (ToR) for the 2028-2031 period. CDADI would be required to approve a proposal for those draft ToR for itself and the expert committees (Committee of Experts on intercultural inclusion (ADI-INT), Committee of Experts on Roma and Traveller Issues (ADI-ROM) and Committee of Experts on Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (ADI-SOGIESC)) by early 2027. The Head of Anti-Discrimination and Inclusion Department outlined the broader organisational context and the anticipated alignment of areas of focus with the three pillars of the New Democratic Pact for Europe, which is expected to serve as basis for the Council of Europe's programme and budget for the years 2028-2031, and thus for the ToR of CDADI and its substructures.
8. The Bureau and the Chairs of the three expert committees shared their initial thoughts on possible priorities and areas of focus for the future ToR, emphasizing the importance of focussing on the implementation of standards in the coming years. The Chairs of the expert committees also shared preliminary suggestions for deliverables in the new ToRs for their respective committees. Subsequently, the Secretariat shared ideas it had compiled in the workshop in preparation of the Bureau. It was agreed that the Secretariat prepares a background document for the 13th CDADI meeting in June, which would compile relevant information on the process, the strategic framework, implications from existing strategies and proposals for a set of deliverables. The comments from the Bureau would be collected by 22 May and integrated into the final version of this discussion document. This would inform the exchanges on this topic during the 13th meeting of CDADI and the subsequent finalisation of draft ToR at the 14th CDADI meeting.

ITEM 5: Preparation of the 13th CDADI meeting - Work on main deliverables by expert committees and working groups

9. The Chair of the ADI-ROM, Iulian PARASHIV (Romania), updated the Bureau on the progress of deliverables of the ADI-ROM and the 13th ADI-ROM meeting, which took place on 1 and 2 April 2026. Joint sessions were held with Roma and Traveller civil society as part of the ongoing dialogue and consultation on their role in the New Democratic Pact for Europe, and an exchange of views was held with the Council of Europe's Commissioner for Human Rights. The Handbook for democratic governance and participation of Roma and Travellers in public and political life was advancing well and would be presented to CDADI for written comments during its 13th meeting. The working group on desegregation had advanced on the draft recommendation on desegregation and inclusion policies and practices in the field of education of Roma and Traveller children, along with its explanatory memorandum, and these texts were circulated for written comments. In addition, a thematic visit on data collection on Roma and Travellers was proposed by Spain, and an update was provided about the events planned for the Opre Roma! Month, which was launched on 1st April in Strasbourg, within a side-event to the 50th session of the Congress of

Local and Regional Authorities of the Council of Europe. Progress also made with the development of a concept note on the compilation of good practices and tools for the implementation of relevant aspects of CM/Rec(2024)1 on Equality for Roma and Traveller women and girls.

10. The Chair of the Committee of Experts on Intercultural Inclusion (ADI-INT), Karoline FERNÁNDEZ DE LA HOZ ZEITLER (Spain) updated the Bureau on the progress of work since the 8th ADI-INT meeting, which took place on 14 and 15 October 2025 and on the items that will be discussed in the upcoming 9th ADI-INT Meeting on 12 and 13 May 2026. A draft concept and methodology were developed for the Peer-learning and benchmarking tool on inclusion strategies with a view to providing clear instructions, templates, and good practice examples to enable self-assessment, indicator design, and effective peer learning, ultimately supporting authorities in measuring progress, identifying gaps, and fostering inclusive policy development. The development of a study on spatial segregation was under way.
11. The ADI-INT furthermore made progress with the online implementation of the self-assessment tool on multilevel governance for intercultural inclusion, which was adopted by CDADI in November 2025. This online tool is foreseen to be complemented by a repository of relevant tools and standards, as well good practices. A high-level event was planned to be organised for ADI-INT's 10th meeting in October in cooperation with the Spanish Ministry of Inclusion, Social Security and Migration through the Spanish Observatory on Racism and Xenophobia (OBERAXE) in Spain. For this occasion, "10 Principles for Inclusive Societies" are being developed to enhance the visibility and influence of the work Council of Europe work on intercultural inclusion and contribute to the New Democratic Pact for Europe. These principles, which are subject to consultations, would undergo parallel rounds of written comments by ADI-INT and CDADI, and would be approved by both committees by written procedure before October.
12. The Chair of the ADI-SOGIESC, Aaron Lee GIARDINA (Malta), updated the Bureau on progress ahead of the 5th meeting of ADI-SOGIESC, which will take place on 20 and 21 May 2026 in Copenhagen. This meeting, hosted by the Government of Denmark as part of the 13th edition of the IDAHOT Forum, under the theme "Pushing for Progress: Addressing Challenges and Shaping the Future of LGBTI Equality in Europe", was being co-organised by the Nordic Council of Ministers in partnership with the Council of Europe's SOGIESC Unit. The Draft Council of Europe strategy for the equality of rights of LGBTI persons (2027-2032) will be examined during this meeting, with a view to its finalisation and transmission to CDADI for approval at its 13th meeting. In addition, it is foreseen that ADI-SOGIESC finalises the thematic review report on 'Combatting hate speech on grounds of SOGIESC' at its upcoming meeting with a view to transmit it to CDADI for adoption at its 13th meeting. Work was also progressing on a Study on the risks and impediments to the full access to rights resulting from discrimination and violence on grounds of gender expression; an expanded outline would be presented to CDADI at the forthcoming plenary meeting.
13. The Secretariat updated the Bureau on the work of the working group on hate speech and hate crime (ADI-HS/HC), whose 5th meeting took place online on 13 April 2026. During this meeting, the outline of the review report on the implementation of selected aspects of Recommendation CM/Rec(2022)16 on Combating hate speech, developed together with the Steering Committee on Media and Information Society (CDMSI), was agreed upon. As a follow up to Recommendations CM/Rec(2024)24 on Combating hate crime and CM/Rec(2022)16 on Combating hate speech, an academic conference entitled *Challenging Hate: Protecting Human Rights and Strengthening Democracy* was being organised by the European Centre for the Study of Hate in association with CDADI, and will take place on 28-29 May 2026 in Limerick, Ireland. The CDADI Chair and Vice-Chair along with the CDADI Secretary will participate in this conference as speakers and moderators. An overview of the programmes of the Democracy Hackathon as well as the No Hate Speech Week 2026, both of which will run in parallel to CDADI's 13th meeting, was also provided. The Bureau agreed on the participation of CDADI in selected segments of the No Hate Speech Week 2026.

14. The Secretariat updated the Bureau on the work of the working group on intersectional discrimination (GT-ADI-ID). During the first meeting, held in person in Paris on 16 and 17 April 2026, the preliminary outline of the draft CM Recommendation on preventing and combating intersectional discrimination was extensively discussed and further developed. The working group had reached a consensus to use “multiple discrimination” as the general term and overarching concept, with “intersectional” and potentially “cumulative” discrimination recognised as distinct forms, pending further clarification of definitions and practical implications on national policies and legal frameworks. The Bureau discussed the related terminology, emphasised the importance of clear conceptual frameworks and of a common understanding of the concepts under discussion, while recognizing the substantive focus of the draft recommendation.
15. The Secretariat updated the Bureau about the progress of the working group on deliverables regarding national minorities (GT/ADI-MIN) with the preparation of a Study containing practical guidance on data collection in relation to the rights of persons belonging to national minorities and the use of regional or minority languages, including through population censuses. The first meeting of the working group took place online on 26 March 2026, during which the concept note setting out the scope and methodology for the study was agreed upon. Two external consultants will support the drafting of the Study, and the next working group meeting is scheduled for 30 September 2026.
16. The Secretariat informed the Bureau about the progress of the working group on equality and artificial intelligence (GT-ADI-AI), whose first meeting took place online on 13 April 2026. Tasked to prepare a compilation of promising practices and/or tool(s) for the implementation of relevant aspects of the Committee of Ministers Recommendation CM/Rec(2026)1 on equality and AI, the working group agreed to map existing international and national tools and practices on several chapters of the recommendation by its next meeting, which would take place on 12 October 2026.
17. The Secretariat updated the Bureau on the drafting of a Study on the impact of the environmental crisis on persons exposed to discrimination and measures to prevent and alleviate such impact. The consultant in charge has prepared a draft for discussion at the 13th meeting of CDADI. The final version would be adopted at the 14th CDADI meeting.
18. The Secretariat updated the Bureau on the progress regarding the work on equality mainstreaming (GT-ADI-AIE). The working group finalised the revised draft Guide and checklist for implementing equality mainstreaming during its 3rd online meeting with a view to their adoption at the 13th meeting of CDADI. The next working group meeting will take place on 7 July 2026.

ITEM 6 – Colloquium on the root causes of racism organised by CDADI and the French authorities at the 13th CDADI meeting

19. The Secretariat of CDADI presented the draft agenda of the colloquium on the root causes of racism which will take place in the morning of 17 June 2026 and will also form part of the No Hate Speech Week 2026 programme. The Secretariat informed the Bureau about the support of the Permanent Representation of France to the Council of Europe, which will host a reception for CDADI members on the eve of the colloquium.

ITEM 7 - Exchanges of views during the 13th CDADI meeting

20. The Secretary of CDADI informed the Bureau about the exchanges of views that were planned for the 13th CDADI meeting. These include sessions with the Chair of ECRI, the Chair of the Steering Committee for Education (CDEDU) and with the Drafting Committee on Human Rights and Drug Policies (DH-PDA). The Bureau also proposed inviting other bodies of the Council of Europe, including the Parliamentary Assembly and the European Commission for Democracy through Law (Venice Commission) to attend future meetings.

ITEM 8 – Draft agenda for the 13th CDADI meeting

21. The Secretary of CDADI presented the draft agenda for the 13th CDADI meeting and gave an overview of each item. The Bureau was happy with the ambitious work programme.

ITEM 9 – Evaluation of CDADI initiated by the Council of Europe Directorate of Internal Oversight (DIO)

22. The Secretary of CDADI gave an overview of the progress made in implementing the recommendations contained in the Evaluation report prepared by the Council of Europe's Directorate of Internal Oversight.

ITEM 10 - Date of the next Plenary and Bureau meetings

23. The Bureau planned the dates for upcoming meetings as follows:

- 14th plenary: 1-3 December 2026, Strasbourg;
- 12th Bureau meeting 22-23 October 2026, Paris or Tallinn (tbc);
- 15th plenary: 16-18 June 2027.

ITEM 11 – Any other business

24. None.

Appendix I

List of Participants

BUREAU MEMBERS

AUSTRIA

Kerstin SITTE LL.M.
Deputy Head of Department for National Minority Affairs
Federal Chancellery

CZECHIA

Viktor KUNDRÁK, E.MA. (Vice-Chair)
Director, Department of Human Rights and Protection of Minorities
Office of the Government of the Czech Republic

ESTONIA

Käthlin SANDER (Chair)
Head of Equal Opportunities Policy
Ministry of Economic Affairs and Communications

FINLAND

Corinna TAMMENMAA
Senior Adviser for legislative Affairs
Unit for Public Law
Department for Democracy and Public Law
Ministry of Justice

ITALY

Mattia PERADOTTO
Director General
National Office Against Racial Discrimination (UNAR)

INVITED SPEAKERS

Karoline FERNÁNDEZ DE LA HOZ ZEITLER, ADI-INT Chair

Iulian Costel PARASCHIV, ADI-ROM Chair

Aaron Lee GIARDINA, ADI-SOGIESC Chair

SECRETARIAT

Directorate General of Democracy and Human Dignity

Aurora AILINCAI, Head of Anti-discrimination and Inclusion

Wolfram BECHTEL, Secretary of CDADI, Anti-discrimination and Inclusion, Standards and Intercultural Inclusion Division

Zeynep USAL-KANZLER, Co-Secretary of CDADI, Anti-discrimination and Inclusion Department, Standards and Intercultural Inclusion Division

Cristina MILAGRE, Seconded Official, Policy Advisor, CDADI Unit, Anti-discrimination and Inclusion Department, Standards and Intercultural Inclusion Division

Eleni TSETSEKOU, Secretary of the ADI-ROM, Head of Division of the Roma and Travellers Division, Anti-discrimination and Inclusion Department

Oana TABA, Co-Secretary of the ADI-ROM, Roma and Travellers Division, Anti-discrimination and Inclusion Department

Thorsten AFFLERBACH, Head of the Equal Rights and Hate Prevention Division, Anti-discrimination and Inclusion Department

Rita MARASCALCHI, Secretary of the ADI-INT, Head of Intercultural Inclusion Unit, Standards and Intercultural Inclusion Division, Anti-discrimination and Inclusion Department

Aytek CINTIGAS, Co-Secretary of the ADI-INT, Intercultural Inclusion Unit, Standards and Intercultural Inclusion Division, Anti-discrimination and Inclusion Department

Yanna PARNIN, Secretary of the ADI-SOGIESC, Head of the SOGIESC Unit, Equal Rights and Hate Prevention Division, Anti-discrimination and Inclusion Department

Ellsworth CAMILLERI, Co-Secretary of the ADI-SOGIESC, SOGIESC Unit, Equal Rights and Hate Prevention Division, Anti-discrimination and Inclusion Department

Menno ETTEMA, Head of Hate Speech, Hate Crime and Artificial Intelligence Unit, Equal Rights and Hate Prevention Division, Anti-discrimination and Inclusion Department

Matteo TRACCHI, Senior Adviser, Hate Speech, Hate Crime and Artificial Intelligence Unit, Equal Rights and Hate Prevention Division, Anti-discrimination and Inclusion Department

Ljiljana STOJISAVLJEVIC, Assistant to the Secretary of CDADI, Anti-discrimination and Inclusion Department

Appendix II

Agenda

11th Bureau Meeting

6 May 2026, 14.00-17.30 and 7 May 2026, 09.30-13.00

Room 3 of the Council of Europe office in Paris 55, avenue Kléber, F - 75784 Paris Cedex 16

6 May 2026, 14.00-17.30

1. Opening of the Bureau meeting and adoption of the agenda
2. Developments since the 12th CDADI plenary meeting
3. Overview about the work to be done in 2026 and 2027 and onwards
4. Development of new Terms of Reference for 2028-2031 (with participation of Chairs of Expert Committees)
5. Preparation of the 13th CDADI meeting (16-18 June 2026) - Work on main deliverables by expert committees and working groups
 - a. Information on progress of the work of the ADI-ROM by its Chair Iulian PARASCHIV and the Secretariat
 - b. Information on progress of work of the ADI-INT by its Chair Karoline FERNÁNDEZ DE LA HOZ ZEITLER
 - c. Information on progress of work of the ADI-SOGIESC by its Chair Aaron Lee GIARDINA

7 May 2026, 09.30-13.00

5. (continued) Preparation of the 13th CDADI meeting (16-18 June 2026) - Work on main deliverables by expert committees and working groups
 - d. Information on progress of work on a draft CM/Recommendation on intersectional discrimination
 - e. Information on progress of work related to the recommendations on combating hate speech and hate crime
 - f. Information on the progress of work regarding the preparation of the draft study containing practical guidance on data collection in relation to the rights of persons belonging to national minorities and the use of regional or minority languages, including through population censuses
 - g. Information on the progress of work regarding the implementation of CM/Rec(2026)1 on equality and AI
 - h. Information on the progress of work regarding equality mainstreaming

i. Information on the progress of work regarding equality and environment

6. Colloquium on the root causes of racism organised by CDADI and the French authorities at the 13th CDADI meeting
7. Exchanges of views during the 13th CDADI meeting
8. Draft agenda for the 13th CDADI meeting
9. Evaluation of the CDADI initiated by the Council of Europe Directorate of Internal Oversight
10. Date of the next Plenary and Bureau meetings (14th plenary: 1-3 December 2026 in Strasbourg; 15th plenary TBC; 12th Bureau meeting 22-23 October 2026, in Paris)
11. Any other business