

5th Plenary Meeting, 15-17 March 2022

Report

Summary

1. The Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its 5th meeting in person and via videoconference in Rome on 15-17 March 2022 with Triantafillos Loukarelis (Italy) in the Chair.
2. The agenda of the meeting is contained in Appendix I and the list of participants in Appendix II.
3. At this meeting, the CDADI decided to:
 - (a) transmit to the Committee of Ministers for information the First thematic implementation review report on Recommendation CM/Rec(2010)5 on the topic of legal gender recognition;
 - (b) transmit to the Committee of Ministers for information and possible follow-up decisions the CDADI observations on the consequences of the aggression of the Russian Federation against Ukraine, which are attached in Appendix III.
4. The CDADI:
 - Exchanged views on the current international context and possible advice it could provide to the Committee of Ministers in the present situation on the questions covered by its terms of reference; and agreed on the observations attached to this meeting report;
 - Thanked the Italian Presidency of the Committee of Ministers, the Italian Minister for Equal Opportunities and Family Elena BONETTI, the Secretary of State of the Italian Ministry of Foreign Affairs and International Cooperation Benedetto DELLA VEDOVA and the Chair of the CDADI for having invited the CDADI to Rome, for having hosted the 5th CDADI meeting and for the organisation and their contribution to the High level event “Promoting equality and combatting discrimination” at the 5th CDADI meeting;
 - Appointed to the Committee of Experts on Intercultural Integration of Migrants (ADI-INT) as representatives of member states Tom DE BRUYN (Belgium), Peter KARIUKI (Finland), Alain REGNIER (France), Nadan PETROVIC (Italy), David MARQUES (Luxembourg), Robert ALAGJOZOVSKI (North Macedonia), Pia Buhl GIROLAMI (Norway), Cecília MENDES (Portugal), Karoline FERNANDEZ DE LA HOZ ZEITLER (Spain) and Ben GREENER (United Kingdom); as representative of regional authorities Tània VERGE MESTRE (Catalonia, Spain); and as representatives of local authorities participating in the Intercultural Cities

Programme Sølve SAETRE (Bergen, Norway), Claudia EMMANUEL LAREDO (Bilbao, Spain), Ian DAY (Bradford, United Kingdom), Şenol DÜLGER (Bursa-Osmangazi, Turkey), Francisco Javier AYALA ORTEGA (Fuenlabrada, Spain), Damien EGAN (Lewisham, United Kingdom), Krzysztof STANOWSKI (Lublin, Poland) and Luca COLOMBO (Reggio Emilia, Italy);

- Took note of and approved the CDADI work plan for 2022 and 2023;
- Took note of and approved the content of the revised document on the CDADI working methods;
- Took note of and supported the dissemination of the results of the joint EU/Council of Europe programme Roma Women's Access to Justice (JUSTROM); and took note of and expressed its support for the Roma Political Schools;
- Adopted the methodology for the thematic review of Recommendation (2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity; adopted the First thematic implementation review report on Recommendation CM/Rec(2010)5 on the topic of Legal Gender Recognition in Europe; agreed that the second thematic review of this Recommendation will cover the theme 'Right to life, security and protection from violence'; welcomed that the European Commission against Racism and Intolerance (ECRI) had started the drafting of a new general policy recommendation on preventing and combating intolerance and discrimination against LGBTI persons; and underlined the need for consistency of this document with CM/Rec(2010)5 and the future Committee of Ministers Recommendation on the equality of rights of intersex persons that the CDADI is mandated to prepare;
- Took note of a presentation by Stephanie ÖNER (Austria), Chair of the Committee of Experts on Hate Crime (PC/ADI-CH), of the preliminary outline of the draft Recommendation on combating hate crime; exchanged views with Kishan MANOCHA, Head of the Tolerance and Non-Discrimination Department of OSCE/ODIHR, on recent developments at the international level in the field of hate crime; and provided guidance to the PC/ADI-CH on the development of the draft Recommendation on combating hate crime;
- Took note of the framework for the joint work of the CDADI and the GEC for the preparation of a study on the impact of artificial intelligence systems, their potential for promoting equality - including gender equality - and the risks they may cause in relation to non-discrimination; agreed to set up a task force with the GEC for the preparation of this study; appointed to this task-force Erik ADELL HELLSTRÖM (Sweden), and Carlos MORÁN FERRÉS (Spain); and asked the Secretariat to involve one or several consultants and to consider elaborating a short questionnaire in the framework of the preparation of that study;
- Admitted the International League Against Racism and Anti-Semitism (LICRA) as observer to the PC/ADI-CH and invited the European Committee on Crime Problems (CDCP) to also take a decision regarding this request; noted for the remaining request for observer status (Alliance Européenne Russophone (EU Russian-speakers Alliance)) that it was neither accepted nor referred to the Committee of Ministers (cf. paragraph 8 of Resolution CM/Res(2021)3);
- Adopted its abridged meeting report.

Meeting report

1. On 15 to 17 March 2022, the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its 5th meeting in Rome. Due to the Covid-19 pandemic, some members participated via videoconference. The list of participants appears in Appendix II.

Item 1: Opening, Agenda and Information on Elections

2. Triantafillos LOUKARELIS, Chair of the CDADI, opened the meeting and informed the CDADI that the Committee of Ministers had decided on 25 February 2022 to suspend the Russian Federation from its rights of representation in the Committee of Ministers (CM) and in the Parliamentary Assembly with immediate effect as a result of the Russian Federation's armed attack on Ukraine. During the meeting, the CDADI also took note of the further decision of the Committee of Ministers of 16 March 2022 that the Russian Federation ceased to be a member of the Council of Europe as of that date.
3. The CDADI discussed this international context and possible advice it could provide to the Committee of Ministers in the current situation on the issues covered by its terms of reference. In conclusion of this exchange, it adopted the CDADI observations on the consequences of the aggression of the Russian Federation against Ukraine, which are attached to this meeting report as Appendix III.
4. The Chair furthermore informed the CDADI members that Committee of Ministers (CM) had taken note of the abridged report of the 4th CDADI meeting and of the First Implementation Report on the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025) in February 2022.
5. After the joint session the CDADI held at its 4th meeting with the Steering Committee on Media and Information Society (CDMSI), the CDMSI had also adopted the draft CM Recommendation on combating hate speech by written procedure and with the same amendment as the CDADI. This Recommendation and the draft Recommendation on multilevel policies and governance for intercultural integration had been transmitted to the Committee of Ministers' Rapporteurs Group on Human Rights.
6. The CDADI was reminded that the 3rd Bureau meeting had been held online on 24 January 2022 and that the report of that meeting was available on the website of the CDADI. The CDADI took note of information on elections and appointments and adopted the agenda as it appears in Appendix I.

Item 2 CDADI terms of reference and work plan for 2022/2023

7. The Chair recalled that on 24 November 2021, the Committee of Ministers had adopted the new Terms of Reference for the Council of Europe's intergovernmental committees for the period 2022-2025, including those for the CDADI and its substructures. The Terms of Reference largely reflect the proposals that the CDADI members, participants and observers had made at the exchange of views on future priorities of the CDADI at its 2nd meeting in February 2021.
8. The Chair recalled that three expert committees and two working groups had been established under those new terms of reference, that the CDADI would discuss under item 8 the establishment of a working structure with the Gender Equality Commission (GEC), and that a further working structure for the Review of promising practices on combating hate speech (deliverable 7 of the CDADI Terms of Reference) should be established once that the CM Recommendation on combating hate speech had been adopted.

9. The Secretariat presented a draft work plan for the CDADI that covers the deliverables to be prepared by the Committee in accordance with its new Terms of Reference during the years 2022 and 2023. The CDADI revised the work-plan considering the discussions held under item 1, approved it and asked the Secretariat to update it regularly.

ITEM 3: Working methods

10. The CDADI took note of the draft document on working methods, which had been revised after its last discussion at its 3rd meeting and approved this document without further modifications.

ITEM 4: Presentation of the results of the programmes JUSTROM and Roma Political Schools

11. The CDADI took note of presentations of two programmes run by the Roma and Travellers Team (RTT), which make important contributions to the implementation of the Council of Europe's Strategic Action Plan for Roma and Travellers Inclusion (2020-2025).
12. Nadim VRABIC from the RTT presented the Joint EU/Council of Europe programme Roma Women's Access to Justice (JUSTROM), which had been implemented in four member states (Bulgaria, Ireland, Italy and Romania) with a focus on facilitating the access of Roma women to justice. The programme comprised the training of more than 2 800 legal practitioners and other participants on antidiscrimination, a mentoring programme for 47 Roma women leaders, and it led to more than 7 500 legal consultations and 2 600 submissions. Maja BOWA, the national JUSTROM coordinator for Italy, then reported on the concrete impacts of the programme in Italy, such as facilitating Roma women's access to health facilities and the mobilisation and important contribution of the European Legal Students Association ELSA Italia to the programme.
13. Subsequently, Marcos ANDRADE of the RTT presented the Roma Political Schools programme, which aims to motivate and prepare Roma to participate in political institutions. Under the programme, politicians from different institutions and political parties, academics and local representatives trained Roma leaders in political work; several of them subsequently ran for political office and were successful in elections. Dijana PAVLOVIC, Coordinator of the Roma Political School in Italy and President of the Kethane Movement, reported on the results of the programme in Italy, where 63 young Roma from different backgrounds had benefited from training, skills development, networking and exchange on a wide range of issues. The programme has resulted in a stable network of about 30 young activists who participate and contribute to the political and social life in their cities. It also helped bringing high-level politicians into contact with young Roma activists and convince them of the exceptional potential of the participants.

Item 5: Review of implementation of Recommendation CM/Rec(2010)5

14. Josie YOUNG, Bureau member of the CDADI and member of the CDADI working group on sexual orientation and gender identity (GT-ADI-SOGI), presented the methodology for the preparation of the annual thematic reviews of CM/Recommendation (2010)5 to combat discrimination on grounds of sexual orientation or gender identity, which had been elaborated following an oral presentation and discussion on the methodology at the 4th CDADI meeting. The methodology aimed to ensure quality and consistency in the thematic review process and provide a flexible and adaptable framework for the preparation of the reviews, which were intended to identify gaps between CM/Recommendation (2010)5 and national legislation and policies, and to provide recommendations to improve the situation and close those gaps. After an exchange of views, the CDADI adopted the document.
15. Stephanie MARSAL, consultant, presented the first thematic implementation review report on Recommendation CM/Rec(2010)5 on the topic of legal gender recognition and reported on the national round-tables that had taken place in four member states (Cyprus, Lithuania, North

Macedonia and Spain) and the subsequent European round-table. During the exchange of views that followed, delegations welcomed the draft, and the CDADI amended and adopted the report.

16. Josie YOUD furthermore presented the proposal of the GT-ADI-SOGI for the topic of the second thematic review process, which was to review the first section of CM/Recommendation (2010)5 on the “Right to life, security and protection from violence”. The CDADI agreed to this proposal.
17. Jean Paul LEHNERS (European Commission against Racism and Intolerance, ECRI) informed the CDADI that ECRI had started the drafting of a new general policy recommendation on preventing and combating intolerance and discrimination against LGBTI persons. Delegations underlined the need for consistency of these new monitoring standards with CM/Rec(2010)5 and the future CM Recommendation on the equality of rights of intersex persons that the CDADI is mandated to prepare in 2024 and 2025.

Item 6: Draft CM Recommendation on combating hate crime

18. The Chair recalled that the Committee of Ministers had decided in November 2021 to entrust the newly established Committee of Experts on Hate Crime (PC/ADI-CH) to prepare by the end of 2023 a comprehensive draft recommendation on combating hate crime. The Committee’s work was overseen by two steering committees: The European Committee on Crime Problems (CDPC) and the CDADI.
19. Kishan MANOCHA, (Head of the Tolerance and Non-Discrimination Department of OSCE/ODIHR), presented to the CDADI the latest developments in the field of hate crime at the international level. Stephanie ÖNER, the newly elected Chair of the PC/ADI-CH, then presented to the CDADI the progress of the PC/ADI-CH’s work, including a preliminary outline of the draft recommendation on combating hate crime. In the ensuing discussion, the need to ensure coherence between the draft recommendation on combating hate speech and the new draft recommendation on combating hate crime was underlined. The CDADI agreed to request the PC/ADI-CH to ensure this coherence and to include into the draft a concrete list of personal characteristics and statuses that can be at the basis of hate crimes.

Item 7: Cooperation with civil society and requests for observer status

20. The CDADI Chair recalled that the Secretariat had updated the working document Cooperation with civil society and granting of observer status in the light of the discussions held at the 3rd CDADI meeting. Delegations again expressed support for this document and the criteria for granting observer status compiled in it. The CDADI then admitted the International League Against Racism and Anti-Semitism (LICRA) as observer to the PC/ADI-CH and invited the European Committee on Crime Problems (CDPC) to also take a decision on this request. The request for observer status of the Alliance Européenne Russophone (EU Russian-speakers Alliance) was neither accepted nor referred to the Committee of Ministers.

Item 8: Artificial intelligence, equality and discrimination

21. Erik ADELL HELLSTRÖM, CDADI Rapporteur on Artificial Intelligence, and Kristian BARTHOLINS, Secretary to the Committee on Artificial Intelligence (CAI) and Head of the Council of Europe’s Digital Development Unit, informed the CDADI about the outcome of the work of the Ad hoc Committee on Artificial Intelligence (CAHAI) in 2020 and 2021 and in particular its feasibility study and its document on possible elements of a legal framework for artificial intelligence. Both speakers underlined that those two documents form the basis for the work of the new Committee on Artificial Intelligence (CAI) on a framework convention on artificial intelligence in 2022 and 2023 and for the joint work of the Council of Europe’s Gender Equality Commission (GEC) and the CDADI

on a study on the impact of artificial intelligence systems, equality and discrimination, to be completed by the end of 2023.

22. The CDADI exchanged views on the appropriate working structure for this study and agreed to set up a task force with the GEC for the preparation of this study. It appointed to this task force Erik ADELL HELLSTRÖM (Sweden) and Carlos MORÁN FERRÉS (Spain), enquired whether additional CDADI members would like to join the task force, and asked the Secretariat to involve one or several consultants into the drafting process and to consider elaborating a short questionnaire in the framework of the preparation of the study.

Item 9: Designation of members to the ADI-INT and appointment of CDADI Rapporteurs

23. The CDADI appointed to the Committee of Experts on Intercultural Integration of Migrants (ADI-INT) as representatives of member states Tom DE BRUYN (Belgium), Peter KARIUKI (Finland), Alain REGNIER (France), Nadan PETROVIC (Italy), David MARQUES (Luxembourg), Robert ALAGJOZOVSKI (North Macedonia), Pia Buhl GIROLAMI (Norway), Cecília MENDES (Portugal), Karoline FERNANDEZ DE LA HOZ ZEITLER (Spain) and Ben GREENER (United Kingdom); as representative of regional authorities Tània VERGE MESTRE (Catalonia, Spain); and as representatives of local authorities participating in the Intercultural Cities Programme Sølve SAETRE (Bergen, Norway), Claudia EMMANUEL LAREDO (Bilbao, Spain), Ian DAY (Bradford, United Kingdom), Şenol DÜLGER (Bursa-Osmangazi, Turkey), Francisco Javier AYALA ORTEGA (Fuenlabrada, Spain), Damien EGAN (Lewisham, United Kingdom), Krzysztof STANOWSKI (Lublin, Poland) and Luca COLOMBO (Reggio Emilia, Italy).
24. In the absence of candidates, no Rapporteur on the rights of persons with disabilities, Rapporteur on the rights of the child, or Rapporteur on youth could be appointed.

Item 10: Adoption of the Abridged Report and other business

25. The CDADI adopted the Abridged Report.
26. The Chair announced that the next Bureau meeting would take place in September or October 2022 to prepare the 6th CDADI meeting, which was scheduled from 29 November to 1 December 2022, in Strasbourg. An overview about the upcoming meetings of the CDADI and its substructures is compiled in Appendix IV to this report.
27. The Chair invited all members, participants and observers to the High level event "[Promoting equality and combatting discrimination](#)" of the Italian Presidency of the Committee of Ministers of the Council of Europe, which took place on invitation of Elena Bonetti, the Italian Minister for Equal Opportunities and Family, immediately after the CDADI meeting; the programme is contained in Appendix V.

Appendix I

Annotated agenda and order of business

1. Opening, Agenda and Information on Elections

Working documents:
CDADI(2022)3prov Draft Annotated Agenda and Order of Business

2. CDADI terms of reference and work plan for 2022/2023

Working documents:
CM(2021)131-addfinal Terms of reference of the CDADI and its subordinate bodies 2022-2025
CDADI(2022)5 CDADI work plan for 2022 and 2023

3. Working methods

Working documents:
CDADI(2021)21rev CDADI working methods

4. Presentation of the results of JUSTROM and of the Roma Political Schools

Working documents:
CDADI(2022)6 Description of the JUSTROM programme and of the Roma Political Schools

5. Review of implementation of Recommendation CM/Rec(2010)5

Working documents:
Recommendation CM/Rec(2010)5 [on measures to combat discrimination on grounds of sexual orientation or gender identity](#)
CDDH(2019)24Addendum4 [Report on the implementation of Recommendation CM/Rec\(2010\)5 of the Committee of Ministers to member States on measures to combat discrimination on grounds of sexual orientation or gender identity](#)
CDADI(2022)7 Methodology for the pilot and further thematic reviews of Recommendation (2010)5 of the Committee of Ministers to member states
CDADI(2022)8 First thematic implementation review report on Recommendation CM/Rec(2010)5 on the topic of legal gender recognition

6. Draft CM Recommendation on combating hate crime

Working documents:
PC/ADI-CH(2022)3 Preliminary outline of the draft Recommendation on combating Hate Crime
PC/ADI-CH(2022)4 Background document on the draft Recommendation on combating hate crime

7. Cooperation with civil society and requests for observer status

Working documents:
CDADI(2021)20rev Cooperation with civil society and granting of observer status
CDADI(2022)4 Requests for observer status in CDADI

8. Artificial intelligence, equality and discrimination

Working documents:

CAHAI(2020)23 [Feasibility study](#) on a legal framework on AI design, development and application based on CoE standards, adopted by the CAHAI on 17 December 2020
CAHAI(2021)09rev Possible elements of a legal framework on artificial intelligence, based on the Council of Europe's standards on human rights, democracy and the rule of law (not yet publicly accessible)

9. Designation of members to the ADI-INT and appointment of CDADI Rapporteurs

Working documents:

CDADI(2022)9 Election of representatives of member states and regional authorities to the ADI-INT

CDADI(2022)10 Information on representatives of local authorities to the ADI-INT

10. Adoption of the Abridged Report and other business

Working documents:

CDADI(2022)11 Abridged Report of the 5th CDADI meeting

Appendix II

List of Participants / Liste des participants

MEMBERS / MEMBRES

ALBANIA/ALBANIE

Aida SAKJA

Head of Sector for Human Rights and Reporting, Department of International Organization, Ministry for Europe and Foreign Affairs, Tirana

ANDORRA/ANDORRE

Christel CODINA TORRES

Psychologist and desk officer, Equality Policy Department, Ministry of Social Affairs, Youth and Equality, Andorra la Vella

ARMENIA/ARMÉNIE

Excused/excusé

AUSTRIA/AUTRICHE

Susanne PFANNER

Head of Department IV/13 -National Minorities, Federal Chancellery, Vienna

Kerstin SITTE

Department II/5 – National Minorities, Federal Chancellery, Vienna

AZERBAIJAN/AZERBAÏDJAN

Etibar NAJAFOV

Senior Adviser, Department of Humanitarian policy, Diaspora, Multiculturalism and Religious issues, Presidential Administration of the Republic of Azerbaijan, Baku

BELGIUM/BELGIQUE

Isabelle LECLERCQ

Cheffe de service a.i., Service Égalité des Chances, Equal Opportunities Team, SPF Justice, Bruxelles

Tom De BRUYN

Policy officer, Government of Flanders, Agency for Home Affairs, Department Equal Opportunities, Integration and Civic Integration, Brussel

BOSNIA AND HERZEGOVINA/BOSNIE-HERZÉGOVINE

Joško MANDIĆ

Expert Advisor, Agency for Gender Equality of Bosnia and Herzegovina, Ministry of Human Rights and Refugees of Bosnia and Herzegovina, Sarajevo

BULGARIA/BULGARIE

Rositsa IVANOVA

Secretary and Senior Project Officer, Secretariat of the National Council for Cooperation on Ethnic and Integration Issues, Council of Ministers, Sofia

CROATIA/CROATIE

Alen TAHIRI

Director, Government Office for Human Rights and Rights of National Minorities, Zagreb

CYPRUS/CHYPRE

Costa GAVRIELIDES

Adviser to the President of the Republic of Cyprus for issues relating to Multiculturalism, Acceptance and Respect to Diversity, Nicosia

CZECH REPUBLIC/REPUBLIQUE TCHEQUE

Jakub MACHAČKA

Head of Unit, Secretariat of the Government Council for Human Rights, Department of Human Rights and Protection of Minorities, Office of the Government of the Czech Republic, Prague

DENMARK/DANEMARK

Andrea BONDE STÜRUP SCHARLING

Head of Section, Department of Gender Equality, Ministry of Transport, Copenhagen

Jeppe Holm NIELSEN

Department for Gender Equality, Ministry of Transport, Copenhagen

ESTONIA/ESTONIE

Kaisa KNIGHT

Head of Equal Treatment Policy, Ministry of Social Affairs, Tallinn

FINLAND/FINLANDE

Mia LEISTI

Legal Officer, Unit for Human Rights Courts and Conventions, Legal Service of the Ministry for Foreign Affairs of Finland, Helsinki

FRANCE

Sophie ELIZÉON

Préfète, déléguée interministérielle à la lutte contre le racisme, l'antisémitisme et la haine anti-LGBT (DILCRAH), Paris

Laurence VILLETTE-RICHARD

Conseillère justice et relations internationales, Délégation interministérielle à la lutte contre le racisme, l'antisémitisme et la haine anti-LGBT (DILCRAH), Paris

Léovanie DAS

Délégation interministérielle à la lutte contre le racisme, l'antisémitisme et la haine anti-LGBT (DILCRAH), Paris

GEORGIA/GÉORGIE

Lia GIGAURI

Deputy State Minister for Reconciliation and Civic Equality, Tbilisi

Tinatin GOGHELIANI

Head of Civic Equality Department, Office of the State Minister of Georgia for Reconciliation and Civic Equality, Tbilisi

Rusudan ASATIANI

Deputy Head of Civic Equality Department, The Office of the State Minister of Georgia for Reconciliation and Civic Equality

GERMANY/ALLEMAGNE

Jürgen MERZ

Head of Division VI4: European Law, International Law, Federal Ministry of the Interior, Building and Community, Berlin

GREECE/GRÈCE

Athanasios PANAGIOTOU

Director of the Office of the Deputy Minister, Hellenic Ministry of Justice, Athens

Aikaterini SAMONI

Special Advisor to the Deputy Minister, Ministry of Justice, Athens

Aikaterini ZAHARAKI

Department of Human Rights, Hellenic Ministry of Justice, Athens

HUNGARY/HONGRIE

Adrienn TÓTH-FERENCI

Head of Cabinet, Ministerial Commissioner for Neighbourhood Policy, Ministry of Foreign Affairs and Trade, Budapest

ICELAND/ISLANDE

Excused/excused

IRELAND/IRLANDE

Jane Ann DUFFY

Principal Officer, Department of Children, Equality, Disability, Integration and Youth, Dublin

Fiachra BYRNE

Justice Attaché / Deputy Permanent Representative, Permanent Representation of Ireland to the Council of Europe, Strasbourg

ITALY/ITALIE

Triantafillos LOUKARELIS

Director, National Office against Racial Discrimination – UNAR, Rome

Nadan PETROVIC

Professor, Coordinator of the Centre for migration and refugee studies, Rome

Roberto BORTONE

Advisor, UNAR- National Anti-Racial Discrimination Office, Rome

LATVIA/LETTONIE

Sandra KAULINA

Lawyer, Second Secretary, Human Rights Division, Department of International Organisations and Human Rights, Ministry of Foreign Affairs, Riga

LIECHTENSTEIN

No nomination / Pas de nomination

LITHUANIA/LITUANE

Kristina VYŠNIAUSKAITĖ-RADINSKIENĖ

Advisor of Human Rights Division; UN, International Organizations and Human Rights department, Ministry of Foreign Affairs of the Republic of Lithuania, Vilnius

LUXEMBOURG

Pierre WEISS

Sociologist, Integration Department, Ministry of Family Affairs, Integration and the Greater Region, Luxembourg

MALTA/MALTE

Alexander TORTELL

Head of the Integration and Anti-Racism Unit, Human Rights and Integration Directorate, Ministry for European Affairs and Equality, Paola

Gabriella CALLEJA

Head of the SOGIGESC Unit, Human Rights and Integration Directorate, Ministry for European Affairs and Equality, Paola

REPUBLIC OF MOLDOVA/REPUBLIQUE DE MOLDOVA

Excused/excusé

MONACO

No nomination / Pas de nomination

MONTENEGRO

Tatjana ANDELIC

ADI-ROM Chair/Présidente ; Chief of the Cabinet of the Minister
Ministry of Justice, Human and Minority Rights of the Government of Montenegro, Podgorica

NETHERLANDS/PAYS-BAS

Richard de GROOT

Senior Jurist Specialist, Ministry of the Interior and Kingdom Relations, The Hague

NORTH MACEDONIA/ MACÉDOINE DU NORD

Svetlana CVETKOVSKA

Head of the Department for Protection and Prevention of All Forms of Discrimination, Sector for Equal Opportunity, Ministry of Labour and Social Policy, Skopje

Mabera KAMBERI

Head of Department for coordination and technical assistant to the minister, Ministry of labor and social policy, Skopje

NORWAY/NORVÈGE

Petter SØRLIEN

Senior Adviser, Department of Equality, Non-discrimination and International Affairs, Ministry of Culture and Equality, Oslo

Juliet Namuli Birabwa HAVELAND

Policy Director, Department for Equality, Non-discrimination and International Affairs, Ministry of Culture and Equality, Oslo

POLAND/POLOGNE

Iwona RZYMOWSKA

Director, Office of the Government Plenipotentiary for Equal Treatment, Ministry of Family and Social Policy, Warsaw

Paweł KOSMULSKI

Office of the Government Plenipotentiary for Equal Treatment, Ministry of Family and Social Policy, Warsaw

PORTUGAL

Cristina MILAGRE

Adjointe au Cabinet de la Secrétaire d'état à l'intégration et aux migrations, Lisbonne

Patrícia SÃO JOÃO

Spécialiste technique, Cabinet du Secrétaire d'État à la Citoyenneté et à l'Égalité, Lisbonne

ROMANIA/ROUMANIE

Dragoș HOTEA

Director, Department for Human Rights, Protection of Minorities and CoE, Ministry of Foreign Affairs, Bucharest

SAN MARINO/SAINT-MARIN

Arianna SCARPELLINI

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SERBIA/SERBIE

Boris MILICEVIC

Assistant Minister for Human and Minority Rights and Social Dialogue, Belgrade

SLOVAK REPUBLIC/REPUBLIQUE SLOVAQUE

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Olga PIETRUCHOVA

Human Rights Department, Ministry of Justice of the Slovak Republic, Bratislava

SLOVENIA/SLOVÉNIE

Stanko BALUH

Director, Government Office for National Minorities, Ljubljana

Marčela NOVLJAN LOVRINCIC

Secretary, Government Office for National Minorities, Ljubljana

SPAIN/ESPAGNE

Carlos MORÁN FERRÉS

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Alejandro Dominguez LA ROSA

Directorate General for LGBTI Rights, Ministry of Equality, Madrid

SWEDEN/SUÈDE

Erik ADELL HELLSTRÖM

EU- and International Affairs Coordinator, Division for Discrimination Issues, Human Rights and Child Rights Policy, Ministry of Employment, Stockholm

Marie EK

Division for Discrimination Issues, Human Rights and Child Rights Policy, Ministry of Employment, Stockholm

SWITZERLAND/SUISSE

Nathalie MARTI

Ambassadeur, Vice-directrice de la Direction du droit international public DDIP, Département fédéral des affaires étrangères, Berne

Sophie HEEGAARD-SCHROETER

Avocate, conseillère juridique, Direction du droit international public DDIP, Département fédéral des affaires étrangères, Berne

Dominique STEIGER LEUBA

Avocate, conseillère juridique ; Unité Protection internationale des droits de l'homme, Office fédéral de la justice OFJ, Département fédéral de justice et police, Berne

TURKEY/TURQUIE

Öner AYDIN

Head of Department, Department of Human Rights, Ministry of Justice, Ankara

UKRAINE

Olena BOGDAN

Head, State Service of Ukraine for Ethnic Affairs and Freedom of Conscience, Kyiv

UNITED KINGDOM/ROYAUME UNI

Josie YOUD

International LGBT Policy Adviser, Department for Education, London

Georgia WOLFF

Senior International LGBT+ Policy Adviser, Government Equalities Office, London

INVITEES TO THE HIGH LEVEL EVENT AND THE 5th CDADI MEETING/ INVITES À L'ÉVÈNEMENT DE HAUT NIVEAU ET À LA 5EME RÉUNION DU CDADI

Elena BONETTI, Minister for Equal Opportunities and Family, Italy / *Ministre de l'égalité des chances et de la famille, Italie*

Bjørn BERGE, Deputy Secretary General of the Council of Europe / *Secrétaire Général adjoint du Conseil de l'Europe*

Benedetto della VEDOVA, Secretary of State of the Ministry of Foreign Affairs and International Cooperation, Italy / *Secrétaire d'État auprès du ministère des affaires étrangères et de la coopération internationale, Italie*

Pina PICIERNO, Vicepresident of the European Parliament / *Vice-présidente du Parlement européen*

Francesco Verducci, Vice-President of the Extraordinary Commission for the fight against intolerance, racism, anti-Semitism and incitement to hatred and violence of the Italian Parliament / *Vice-Président de la Commission extraordinaire pour la lutte contre l'intolérance, le racisme, l'antisémitisme et l'incitation à la haine et à la violence du Parlement italien*

Krzysztof ŻUK, Mayor of the City of Lublin, Poland / *Le Maire de la ville de Lublin, Pologne*

Maria Daniella MAROUDA, Chair / *Présidente*, European Commission against Racism and Intolerance (ECRI) / *Commission européenne contre le racisme et l'intolérance*

Fabrizio PETRI, Special Envoy of the Ministry of Foreign Affairs and International Cooperation for the Human Rights of LGBTIQ+ people in the world, Italy / *Envoyé spécial du ministère des affaires étrangères et de la coopération internationale pour les droits de l'homme des personnes LGBTIQ+ dans le monde, Italie*

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Mehret TEWOLDE, Executive Director Italia Africa Business Week / *Directrice exécutive Italia Africa Business Week*

Marco GIUSTA, Coordinator of the Torino Pride and of the Annual General Meeting of EPOA 2022 / *Coordinateur de la Torino Pride et de l'assemblée générale annuelle de l'European Pride Organisers Association (EPOA) 2022*

Kishan MANOCHA, Head of Tolerance and Non-Discrimination Department, OSCE Office for Democratic Institutions and Human Rights, Warsaw / *Chef du département de la tolérance et de la non-discrimination, OSCE - Bureau des institutions démocratiques et des droits de l'homme, Varsovie*

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Robert RUSTEM, ECRI Secretariat / *Secrétariat de l'ECRI*

Advisory Committee of the Framework Convention for the Protection of National Minorities (ACFCNM) / Convention-cadre pour la protection des minorités nationales

n/a

Parliamentary Assembly of the Council of Europe (PACE) / Assemblée parlementaire du Conseil de l'Europe (APCE)

Sarah BURTON, Secretary / *Secrétaire, PACE Committee on Equality and Non-Discrimination / Commission de l'APCE sur l'égalité et la non discrimination*

Congress of Local and Regional Authorities of the Council of Europe / Congrès des Pouvoirs Locaux et régionaux du Conseil de l'Europe

Inge HANNON, Secretary a.i. to the Current Affairs Committee / *Secrétaire a.i. de la Commission des affaires courantes*

Council of Europe's Office of the Commissioner for Human Rights/ Bureau du Commissaire aux droits de l'homme du Conseil de l'Europe

n/a

Council of Europe Development Bank (CEB) / Banque de Développement du Conseil de l'Europe

n/a

Conference of INGOs of the Council of Europe / Conférence des OING du Conseil de l'Europe

n/a

Steering Committee for Human Rights (CDDH)/ Comité directeur pour les droits de l'homme

Elias KASTANAS, Member of the Steering Committee for Human Rights (CDDH) on behalf of Greece, Representative to the CDADI / *Membre du Comité Directeur pour les Droits de l'Homme (CDDH) au nom de la Grèce, Représentant auprès du CDADI*

Sarah BELHADJ MILED, Assistant Lawyer/ *Juriste assistante*, Human Rights Intergovernmental Cooperation Division / *Division de la coopération intergouvernementale en matière de droits de l'homme*

Committee of Experts on Roma and Traveller Issues (ADI-ROM) / Comité d'experts sur les questions relatives aux Roms et aux Gens du voyage

Tatjana ANDJELIC, member and former Chair of the ADI-ROM / *Membre et ancienne présidente de l'ADI-ROM*

Committee of Experts on Hate Crime (PC/ADI-CH) / Comité d'experts sur les crimes de haine

Stephanie ONER, Chair of the PC/ADI-CH / *présidente du PC/ADI-CH* ,

Jamie BROWN, Co-Secretary of the of the PC/ADI-CH / *Co-secrétaire du of the PC/ADI-CH*

Jennifer SCHWEPPE, Consultant for the of the PC/ADI-CH / *Consultante pour le of the PC/ADI-CH*

Steering Committee on the rights of the child (CDENF) / Comité directeur pour les droits de l'enfant

n/a

Committee on Artificial Intelligence (CAI) / Comité sur l'intelligence artificielle

Kristian BARTHOLIN, Secretary to the CAI / *Secrétaire du CAI*

Steering Committee on Media and Information Society (CDMSI) / Comité directeur sur les médias et la société de l'information

n/a

Advisory Council on Youth (CCJ) / Conseil consultatif sur la jeunesse

Pia SLOGAR, Member of the CCJ and of Youth of European Nationalities (YEN), Gdansk, Poland / *Membre du CCJ et de YEN*

Joint Council on Youth (CMJ) / Conseil mixte sur la jeunesse

n/a

Gender Equality Commission (GEC)/ Commission pour l'égalité de genre

Andreia Lourenço MARQUES, Vice-Chair of the Gender Equality Commission / *Vice-présidente de la Commission pour l'égalité de genre*

Christa JAKOBSEN, Gender Equality Division / *Division de l'égalité de genre*

European Committee of Social Rights (ECSR)/ Comité européen des Droits sociaux

Rita SKREBISKIENE, President of the European Social Cohesion Platform (PECS) / *Présidente du PECS*

North-South Centre of the Council of Europe / Centre Nord-Sud du Conseil de l'Europe

n/a

HOLY SEE / SAINT-SIEGE

Alessandra SILVI, Dicastery for Promoting Integral Human Development, Vatican City State /
Dicastère pour la promotion du développement humain intégral, État de la Cité du Vatican

**EUROPEAN CENTRE FOR MINORITY ISSUES (ECMI) / CENTRE EUROPEEN POUR LES
QUESTIONS RELATIVES AUX MINORITES**

n/a

**DELEGATION OF THE EUROPEAN UNION TO THE COUNCIL OF EUROPE / DÉLÉGATION DE
L'UNION EUROPÉENNE AUPRES DU CONSEIL DE L'EUROPE**

n/a

**EUROPEAN UNION, EUROPEAN COMMISSION, DG FOR JUSTICE AND CONSUMERS / UNION
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**OSCE OFFICE FOR DEMOCRATIC INSTITUTIONS AND HUMAN RIGHTS (ODIHR)/
CONTACT POINT FOR ROMA AND SINTI ISSUES (CPRSI) /
BUREAU DE L'OSCE POUR LES INSTITUTIONS DEMOCRATIQUES ET LES DROITS DE
L'HOMME (BIDDH)/ POINT DE CONTACT POUR LES QUESTIONS ROMS ET SINTI**

n/a

**UNITED NATIONS HIGH COMMISSIONER FOR HUMAN RIGHTS (OHCHR) / HAUT-
COMMISSARIAT DES NATIONS UNIES AUX DROITS DE L'HOMME (HCDH)**

n/a

**UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR) / HAUT COMMISSARIAT
DES NATIONS UNIES POUR LES RÉFUGIÉS (HCR)**

n/a

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Milla VIDINA, Operations, Policy & Legal Unit / *Unité Opérations, politique et juridique*

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Europe, Brussels*

Transgender Europe -TGEU / Transgenre Europe

Richard KÖHLER, Senior Policy Officer/ *Chargé de mission principal*

ENAR - European Network against Racism / Réseau européen contre le racisme

Juliana SANTOS WAHLGREN, Senior Advocacy Officer / *Chargé de plaidoyer principal*

Assembly of European Regions / Assemblée des Régions d'Europe (AER)

Gisela GUARI CAÑADA, Institutional Relations & Advocacy Officer / *Chargé des relations
institutionnelles et de plaidoyer*

Ligue internationale contre le racisme et l'Antisémitisme (LICRA)

Gilbert FLAM, Chairman of the European and International Affairs Committee of LICRA / *Président de
la commission des affaires européennes et internationales de la LICRA*

SECRETARIAT / SECRETARIAT

Directorate General of Democracy / Direction générale de la Démocratie

Jeroen SCHOKKENBROEK, Director of Anti-Discrimination / *Directeur de l'anti-discrimination*

Hallvard GORSETH, Secretary of the CDADI, Head of the Anti-discrimination Department and of the Roma and Travellers Team a.i. / Secrétaire du CDADI, *Chef de Service de l'anti-discrimination et de l'Equipe Roms et Gens du Voyage a.i.*

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Stefano VALENTI, Co-Secretary of the PC/ADI-CH, Head of No Hate Speech and Cooperation Unit, Directorate of Anti-discrimination/ *Co-secrétaire du PC/ADI-CH, Chef de l'unité Non au discours de haine et coopération, Direction de l'anti-discrimination*

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INTERPRETERS /INTERPRETES

Gregoire DEVICTOR
Amanda BEDDOWS-LARIVIERE
Marta ERCOLANI

Appendix III

Observations

CDADI observations on the consequences of the aggression of the Russian Federation against Ukraine

The Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) refers to the [statement of the leaders of the Council of Europe](#) condemning in the strongest possible terms the unprovoked aggression of the Russian Federation against Ukraine, an unjustified military attack by one Council of Europe member State against another, and calling on the Russian Federation to stop its aggression, return to the path of diplomacy and fully recommit to European and worldwide values.

Mindful of its task to continuously advise the Committee of Ministers and the Secretary General on priorities in its field of responsibility as outlined in its terms of reference, the CDADI stresses that Council of Europe values and principles are more important than ever and in particular that full use should be made of standards and tools to prevent and combat hate speech, hate crime and discrimination on any ground such as "race", colour, language, religion, nationality, national or ethnic origin, gender identity and sexual orientation.

The CDADI commends the local, regional and national authorities of the member States for the unprecedented efforts that many of them are undertaking to accommodate the extraordinarily high number of refugees resulting from the attack on Ukraine. In this context, it recalls the need to ensure that all those fleeing the war in Ukraine have equal access to protection and assistance, especially those particularly vulnerable to discrimination and hatred. The Committee furthermore underlines the need to implement for all refugees, from the outset, intercultural integration measures such as language learning, schooling, vocational training, recognition of qualifications and sustainable social integration in order to facilitate their inclusion into their new environment.

The CDADI refers to the draft Recommendations on combating hate speech and on multilevel policies and governance for intercultural integration recently transmitted to the Committee of Ministers, underlines the high relevance of these standards in the current situation and looks forward to their possible adoption by the Committee of Ministers.

The CDADI stands ready to give priority to the speedy preparation of the deliverables foreseen in its terms of reference for the implementation of the two Recommendations, in particular the review of promising practices at the national level on combating hate speech, in co-operation with the Steering Committee on Media and Information Society, and the development and implementation of a capacity-building programme and tools for migrant integration.

Appendix IV

List of upcoming meetings of the CDADI and its substructures

Date	Name
17-18/05/22 Strasbourg	Committee of Experts on Roma and Traveller Issues (ADI-ROM)
14-15/06/22 Strasbourg	Committee of Experts on Intercultural Integration (ADI-INT)
23/06/22 Online	Working Group on National Minorities (GT-ADI-MIN)
22/06/22 Online	ADI-ROM Ad hoc Drafting Group for the draft CM recommendation on equality for Roma and Traveller women and girls
27/06/2022 Online	Working Group on the impact of AI systems, their potential for promoting equality – including gender equality – and the risks they may cause in relation to non-discrimination
June 2022 (tbc)	ADI-ROM Ad hoc Working Group for the capacity-building programme and tools supporting the implementation of Recommendation CM/Rec(2020)2 at national level
14-15/09/22 (Galway, Ireland)	Committee of Experts on Roma and Traveller Issues (ADI-ROM)
Sep/22 Strasbourg	Working Group on National Minorities (GT-ADI-MIN)
29-30/09/22 Strasbourg	Committee of Experts on Combating Hate Crime (PC/ADI-CH)
6-7/10/22 Paris	CDADI Bureau meeting
12-13/10/22 (venue tbc)	Committee of Experts on Intercultural Integration (ADI-INT)
28/10/22 Dublin	Working Group on SOGI (GT-ADI-SOGI)
Sep-Oct/22 Strasbourg	Working Group on the impact of AI systems, their potential for promoting equality – including gender equality – and the risks they may cause in relation to non-discrimination
29 Nov-01 Dec/22 Strasbourg	6th CDADI meeting

Appendix V

Promoting equality and combatting discrimination Initiatives at the Council of Europe and in Italy

17 March 2022, 14h30

Italian premises of the European Parliament, Via IV Novembre, 149, Roma
and online

PROGRAMME

Introduction and moderation Triantafillos Loukarelis

14h30 Opening statements

- **Elena Bonetti** Minister for Equal Opportunities and Family, Italy
- **Bjørn Berge** Deputy Secretary General of the Council of Europe
- **Benedetto della Vedova** Secretary of State of the Ministry of Foreign Affairs and International Cooperation, Italy
- **Pina Picierno** Vicepresident of the European Parliament
- **Francesco Verducci** Vice-President of the Extraordinary Commission for the fight against intolerance, racism, anti-Semitism and incitement to hatred and violence of the Italian Parliament (tbc)

14h50 Promoting equality and combatting discrimination in Europe

- **Krzysztof Żuk** Mayor of the City of Lublin, Poland
- **Maria Daniella Marouda** Chair of European Commission against Racism and Intolerance (ECRI)
- **Fabrizio Petri** Special Envoy of the Ministry of Foreign Affairs and International Cooperation for the Human Rights of LGBTIQ+ people in the world, Italy
- **Triantafillos Loukarelis** CDADI Chair and Director, National Office against Racial Discrimination (UNAR), Italy
- **Hallvard Gorseth** Head of the Anti-Discrimination Department and of the Roma and Travellers Team a.i., Council of Europe
- **Olena Bogdan** Vice-Chair of the CDADI

15h20 Promoting equality and combatting discrimination in Italy

UNAR activities, national strategies and fight against hate speech

- **Agnese Canevari** UNAR – The National Strategy for LGBTI persons
- **Roberto Bortone** UNAR – The National Strategy for Equality, Integration and Participation of Roma and Sinti persons
- **Nadan Petrovic** UNAR – The National Strategy Against Racism, Xenophobia and Intolerance
- **Paola Barretta** Carta di Roma association – the REASON (React Against Online hate Speech) Project

Experiences of associations for the advancement of human rights in Italy

- **Djiana Pavlovic** President of the Kethane Movement and winner of the CIDU Diritti Umani Prize 2021
- **Mehret Tewolde** Executive Director Italia Africa Business Week
- **Marco Giusta** Coordinator of the Torino Pride and of the Annual General Meeting of EPOA 2022

16.15 Conclusions