

6th Plenary Meeting, 29 November – 1 December 2022

Report

Summary

1. The Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its 6th meeting in Strasbourg on 29 November-1 December 2022 with Triantafillos Loukarelis (Italy) as 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 transmit to the Committee of Ministers for information:
 - (a) The Mid-Term Review Report on the Implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025); and
 - (b) the thematic report of the ADI-ROM on Legislation and policies related to begging, with special focus on children (Sarajevo, Bosnia and Herzegovina, 13-15 October 2021).
4. The CDADI:
 - elected for the calendar year 2023 the President Sophie ÉLIZÉON (France), the Vice-President Erik ADELL HELLSTRÖM (Sweden) and two Bureau members, Georgia WOLFF (United Kingdom) and Alen TAHIRI (Croatia);
 - appointed to the Committee of Experts on Intercultural Integration of Migrants (ADI-INT) as representative of regional authorities Conny BRÄNNBERG (Västra Götaland, Sweden);
 - took note of the abridged reports of the 1st and 2nd meetings of the Committee of Experts on intercultural integration of migrants (ADI-INT); adopted the Capacity building programme for migrant integration supporting the implementation of CM/Rec(2022)10 at national level; adopted the first tool for the implementation of this programme, which is the Manual for the design of an intercultural competence course; took note of the progress made with the development of the remaining tools; approved the Outline for a feasibility study on a new instrument on comprehensive strategies for inclusion; and adopted the Questionnaire for member states in preparation of this feasibility study;

- provided guidance to the PC/ADI-CH with regard to the further drafting of the Recommendation of the Committee of Ministers to member States on combating hate crime; approved that the PC/ADI-CH drafts an explanatory memorandum to this draft CM Recommendation; and agreed to hold a public consultation on the draft CM Recommendation on combating hate crime;
- took note of the Roadmap of activities to support implementation of CM/Rec(2022)16 on combating hate speech;
- took note of the abridged report of the 5th and 6th ADI-ROM meetings; took note of and approved the Rationale for the elaboration of a CM/Recommendation on Equality for Roma and Traveller Women and Girls; provided guidance to the ADI-ROM and its drafting group on the further drafting of this Recommendation; and took note of the results of the thematic visit of the ADI-ROM on how to stimulate governments to employ Roma and Travellers in governmental institutions and public administration (North Macedonia, 20-22 June 2022);
- provided guidance to the CDADI working group in charge of preparing a CM/Recommendation on the active political participation of national minority youth (GT-ADI-MIN) with regard to its further drafting; and agreed to hold a public consultation and focus groups with relevant civil society organisations on this draft CM Recommendation;
- Took note of, exchanged views on and provided guidance for the completion of the Study on the impact of artificial intelligence, its potential for promoting equality, including gender equality, and the risks to non-discrimination;
- adopted the document CDADI(2021)20rev on Cooperation with civil society and granting of observer status; and admitted the European Centre for Minority Issues (ECMI) as observer to the CDADI and the Organisation Intersex Europe e.V. as observer to the CDADI working group on sexual orientation and gender identity (GT-ADI-SOGI);
- took note of the presentation on the progress made with the second thematic implementation review report on Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity on the topic Right to life, security and protection from violence: combating SOGIESC-based hate crime across Europe; agreed on the topic of the third thematic implementation review on Recommendation CM/Rec(2010)5; approved the methodology for the full comprehensive review of Recommendation CM/Rec(2010)5; and approved the Background document: Towards a CM Recommendation prepared by the CDADI on the equality of rights for intersex persons;
- took note of a presentation of contributions of the CDADI and the Anti-Discrimination Department of the Council of Europe to the achievement of the United Nations Sustainable Development Goals; and evaluated its activities and expressed its views on the priorities in its sector;
- Adopted the present abridged meeting report.

Meeting report

1. On 29 November – 1 December 2022, the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its 6th meeting in Strasbourg. The agenda and the list of participants appear in Appendices I and II. Appendix III contains a list of upcoming meetings of the CDADI and its substructures.

Item 1: Opening, Agenda and Information on Elections

2. Triantafillos LOUKARELIS, President of the CDADI, opened the meeting and expressed his satisfaction that so many members, participants and observers were able assist the meeting in person in Strasbourg, recalling that it is crucial for the discussions and for the adoption of deliverables to meet in person. The President noted that a small number of member States were represented by their Permanent Representation or online in order to secure the quorum for all items on the agenda.
3. Jeroen SCHOKKENBROEK, Director of the Directorate of Anti-Discrimination, gave an opening address, thanking the President of the CDADI for his hard work and excellent leadership. The Director pointed to the CDADI's ambitious work programme and remarkable accomplishment of duties since its inception despite the considerable delays caused by the Covid-19 pandemic, and underlined the constructive spirit of members, participants, and observers. The Director recalled the adoption of Recommendation [CM/Rec\(2022\)10 on Multilevel Policies and Governance for Intercultural Integration](#) in April 2022 and [CM/Rec\(2022\)16 on Combating Hate Speech](#), which the CDADI had prepared together with the CDMSI, and which was adopted at the highest possible level during the meeting of the Foreign Ministers of the 46 Member States in Turin in May 2022. The Director highlighted, *inter alia*, two deliverables on intercultural integration to be presented by the Committee of Experts on Intercultural Integration of Migrants (ADI-INT), namely the Capacity building programme for the implementation of CM/Rec(2022)10 at national level and the Manual for the design of a training course on intercultural competence, as well as the Mid-term review report on the implementation of the strategic action plan for Roma and Traveller Inclusion, all of which the CDADI would be invited to adopt during its 6th meeting, among discussion of many other important deliverables on the agenda.
4. The President expressed his deep regret regarding the Russian Federation military attack against Ukraine and informed the CDADI about the statements that other bodies of the Council of Europe had adopted in this context, namely: [that of the European Commission against Racism and Intolerance \(ECRI\)](#) on 5 April 2022; [that of the Advisory Committee on the Framework Convention for the Protection of National Minorities \(ACFCNM\)](#) of 23 May 2022; and [that of the Committee of Experts of the European Charter for Regional or Minority Languages \(COMEX\)](#) of 15 June 2022. The President also recalled that the CDADI has adopted observations on the consequences of the aggression of the Russian Federation against Ukraine, in which it had identified several areas of work which were particularly important to help member States to cope with this war and its effects. Those are: 1. The work on the implementation of the CM/Recommendation on combating hate speech, 2. The work on intercultural integration in general and 3. The work on the implementation of CM/Recommendation (2010)5 regarding discrimination of LGBT persons.
5. The President informed the Committee that the abridged report of the 5th CDADI meeting had been transmitted to the Committee of Ministers in spring together with the CDADI observations

on the consequences of the aggression of the Russian Federation and the First thematic implementation review report on Recommendation CM/Rec(2010)5 on the topic of legal gender recognition, which the CDADI had adopted at its 5th meeting.

6. The President recalled that the 4th Bureau meeting had taken place in person in Paris on 6-7 October 2022 and that the meeting report was available on the CDADI website. He informed the Committee that the 7th meeting would take place from 27 to 29 June 2023, likely in Strasbourg.
7. The CDADI adopted the agenda as it appears in Appendix I.

Item 2 Intercultural integration – Capacity building programme and tools for migrant integration supporting the implementation of CM/Rec(2022)10 at national level

8. Peter KARIUKI, President of the ADI-INT, presented the reports of the 1st and 2nd meetings of the ADI-INT together with two deliverables: a Capacity-building programme for migrant integration supporting the implementation of CM/Rec(2022)10 at national level; and a first tool for migrant integration, a manual for the design of a training course on intercultural competence. The President of the ADI-INT explained that the first deliverable, the Capacity-building programme, aimed to contribute to the effective integration of migrants into member States by creating an understanding of diversity as an advantage and creating a sense of wellbeing and trust. The ADI-INT had paid particular attention to the situation in Ukraine and to people fleeing the country in developing this programme. The second deliverable, the Manual for the design of a training course on intercultural competence, is aimed at assisting member States in creating such training courses: it consists of a description of the main features of intercultural integration followed by modules and examples of model exercises. The ADI-INT President further confirmed that work on the other tools for migrant integration was progressing well.
9. Member States subsequently exchanged regarding their practices relevant to this topic and acclaimed the approach of the ADI-INT for combining high level expertise and practical tools to assist member States. The CDADI President encouraged as many member States as possible to implement the model capacity building programme and to improve its visibility. The CDADI took note of the abridged reports of the 1st and 2nd meetings of the ADI-INT, adopted the Capacity building programme for migrant integration supporting the implementation of CM/Rec(2022)10 at national level, and adopted the first tool for migrant integration, the Manual for the design of a training course on intercultural competence.

Item 3: Intercultural integration – Feasibility study on a new legal or benchmarking tool on comprehensive strategies for inclusion

10. Peter KARIUKI, President of the ADI-INT, presented to the CDADI the progress made in the preparation of the feasibility study and a possible new legal and/or benchmarking instrument on comprehensive strategies for inclusion together with a draft questionnaire on that topic. He stressed that the ADI-INT proposed consultation at all levels of government when completing the questionnaire to ensure that the views of regional and local levels were taken into account. The CDADI approved the outline for a feasibility study and discussed and finalised the questionnaire and the CDADI President called upon member States to ensure prompt feedback on the questionnaire.

Item 4: Hate crime – Draft CM/Recommendation on combating hate crime including its

investigation and victim support

11. The CDADI President recalled that the Committee of Experts on combating hate crime (PC/ADI-CH) in charge of preparing a Draft Recommendation of the Committee of Ministers to member States on Combating Hate Crime had met for the second time in September 2022 to discuss the first draft of the Recommendation. Stephanie ÖNER, President of the PC/ADI-CH, introduced, explained and gave an overview of the draft Recommendation and highlighted that the high quality of the draft had been praised in the PC/ADI-CH and facilitated its discussions. Several topics had featured strongly in the PC/ADI-CH's discussions, including: the scope, definition and approach of the Recommendation; its compatibility with Recommendation CM/Rec(2022)16 on Combating Hate Speech; the need to draft an explanatory memorandum; the section of the Recommendation concerning legislative models and offences; and the sections relating to the criminal justice system and to victim support. The PC/ADI-CH wished to take a strong approach for victim support. Stephanie ÖNER explained that the draft seeks to adopt a broad definition of hate crime and to maintain strict coherence with Recommendation CM/Rec(2022)16 on Combating Hate Speech, while providing appropriate leeway in implementation.
12. CDADI members and participants discussed the list of characteristics in paragraph 2 of the draft and suggested the inclusion of gender and a complete list of SOGIESC grounds and welcomed the broad definition that encompasses also criminalised hate speech. The victim impact statement and victim support measures were also discussed, and clarification was sought as to how this would operate in practice. Members and participants also exchanged on how to ensure that intersectionality was sufficiently addressed by the Recommendation. The CDADI approved that the PC/ADI-CH drafts an explanatory memorandum to the draft CM Recommendation and agreed to hold a public consultation on the draft CM Recommendation on combating hate crime.

Item 5: Hate speech – Implementation of CM/Rec(2022)16 on combating hate speech

13. The CDADI President recalled that the implementation review of the recently adopted Recommendation CM/Rec(2022)16 on combating hate speech is a shared deliverable with the Steering Committee on Media and Information Society (CDMSI) and that the CDADI had stated in its observations on the consequences of the aggression of the Russian Federation against Ukraine that it was ready to give priority to the elements of this implementation review that are related to this aggression. The Bureaux of the CDADI and the CDMSI had asked the Secretariat to send out a short survey on that topic that aims inter alia to compile experiences and challenges faced by member States with combating hate speech in times of crisis, including the aggression of the Russian Federation against Ukraine. The President asked CDADI members to all answer the short questionnaire within the deadline of 16 December 2022 and not to hesitate to contact the Secretariat, and in particular Menno ETTEMA, if they have further questions about the survey.
14. Menno ETTEMA, of the No Hate Speech and Cooperation Unit, presented a Roadmap of activities to support implementation of CM/Rec(2022)16 on combating hate speech and focused on two studies: the first one aims to explore hate speech in times of crisis including the Russian Federation's aggression against Ukraine and the second deals with effective support measures for those affected by hate speech. The first study could be supported through a consultation group composed of CDADI members. The CDADI took note of the Roadmap of activities to support implementation of CM/Rec(2022)16.

Item 6: Roma and Travellers

1. Overview of ADI-ROM work and Draft CM/Rec on equality for Roma and Traveller women

15. The President of the Committee of Experts on Roma and Traveller Issues (ADI-ROM), Ján HERO, provided an overview of the work of the ADI-ROM and reported on its 5th and 6th meetings which were held on 17-18 May and 14-15 September in Strasbourg and Galway (Ireland).
16. Eleftheria KOUMALATSOU, member of the ADI-ROM, presented a rationale for the draft CM Recommendation on equality for Roma and Traveller women and girls, which outlines the approach to the drafting of this Recommendation, which is to focus on the specific vulnerabilities of Roma and Traveller women and girls that result from intersectional discrimination on the grounds of racism and gender.
17. The CDADI took note of the abridged report of the 5th and 6th ADI-ROM meetings and took note of and approved the Rationale for the elaboration of a CM/Recommendation on Equality for Roma and Traveller Women and Girls.

2. Thematic report of the ADI-ROM on Legislation and policies related to begging

18. The President of the CDADI recalled that the ADI-ROM had, as soon as the Covid-pandemic permitted the resumption of travel, undertaken two thematic visits. The first of those visits concerned the topic “Legislation and policies related to begging with a special focus on children”. It was organised in Sarajevo, Bosnia and Herzegovina, and took place from 13-15 October 2021. The report resulting from this visit, which was presented by Jean-Paul BACHELOT, focuses on ways to implement more effective protection of children and ways to improve their position without resorting to punishment. The CDADI took note of and transmitted the report to the Committee of Ministers for information.

3. Thematic report on employment of Roma and Travellers in governmental institutions

19. The President of the CDADI informed the Committee that the second thematic visit of the ADI-ROM focussed on the topic “How to stimulate governments to employ Roma and Travellers in governmental institutions and public administration”, and that the visit had taken place in North Macedonia from 20-22 June 2022. Mabera KAMBERI, Vice-President of the ADI-ROM, presented the results of the visit, which demonstrated that education including early childhood education was essential to stimulating employment of Roma and Travellers in the public sector. The report also examines existing institutional structures, legislation and special measures for promoting the employment of Roma and Travellers in public institutions. The CDADI took note of the oral presentation of the results of the thematic report, which had been adopted by the ADI-ROM in written procedure shortly before the presentation.

4. Mid-Term Review Report on Strategic Action Plan for RT inclusion (2020-2025)

20. Petra NEUMANN, Co-Secretary of the ADI-ROM, presented the Mid-term review report on the implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025), which provides an overview about the progress made with the implementation of actions in its three priority areas and with the mainstreaming of Roma and Traveller issues across the entire work of the Council of Europe. Among the main achievements are the strengthening of the capacities of local authorities to respond to needs of the Roma and Travellers; capacity building and

empowerment for Roma women; enhancing effective participation in decision making processes; and monitoring the situation of Roma and Travellers. Member States expressed their appreciation for the review report and the implementation of the strategy. The CDADI adopted the Mid-Term Review Report and transmitted it to the Committee of Ministers for information.

Item 7: Draft CM/Recommendation on the active political participation of national minority youth

21. The President informed the CDADI that the working group in charge of preparing a Draft Recommendation of the Committee of Ministers on the active political participation of national minority youth had agreed on the text of the first draft during its meeting in September 2022. The working group had again met the week before the CDADI meeting in order to work through the comments received from CDADI members, participants and observers on the first draft. The result was an updated draft with modifications in track-changes, which was distributed as document CDADI(2022)20rev.
22. Two members of the working group, the Vice-President of the CDADI Olena BOGDAN (Ukraine) and Adrienn TÓTH-FERENCI (Hungary) introduced, explained and gave an overview of the draft recommendation. Member States discussed a number of amendments, including on language education, and agreed on a revised text, that this revised draft would be submitted to a stakeholder consultation and discussed with representatives of national minority youth. The Committee agreed that member States would have the opportunity to submit additional written comments after the 6th CDADI meeting. It was recalled that the working group would update the draft after the consultation and the discussions with representatives of national minority youth and that it was planned to adopt the draft recommendation at the 7th meeting of the CDADI in June 2023.

Item 8: Study on the impact of AI systems on equality and discrimination

23. The President recalled that the Committee of Ministers had tasked the Committee on Artificial Intelligence, CAI, to draft a Framework Convention on the design, development, and application of artificial intelligence systems. In parallel, the CDADI and the Gender Equality Commission (GEC) of the Council of Europe had been tasked to draft a study on the impact of artificial intelligence, its potential for promoting equality, including gender equality, and the risks to non-discrimination. This study could in the future lead to the drafting of a specific legal instrument on this topic.
24. The President recalled that the CDADI and the GEC had established a joint taskforce to overview the drafting of the study. For the CDADI, Tatjana ANDELIC (Montenegro), Carlos MORÁN FERRÉS (Spain), Erik ADELL HELLSTRÖM (Sweden) and the Gender Equality Rapporteur Patrícia SÃO JOÃO (Portugal) are part of this task force. Two experts had been selected for the drafting of the study: Raphaële Xenidis, Lecturer in EU law at the University of Edinburgh, School of Law; and Marie Curie Fellow at the University of Copenhagen, who joined the CDADI meeting online, and Ivana Bartoletti, Global Chief Privacy Officer at “Wipro”, a leading technology services and consulting company; and Visiting Policy Fellow at the Oxford Internet Institute of the University of Oxford and co-founder of the “Women Leading in AI Network”. Raphaële Xenidis presented the draft feasibility study to the CDADI, which took note of the study, exchanged views, and provided guidance for the completion of the Study including the drafting of a section with recommendations for adoption at the 7th CDADI meeting.

Item 9: Elections and appointments

25. The CDADI elected Sophie ÉLIZÉON (France) as its President, Erik ADELL HELLSTRÖM (Sweden) as its Vice-President and Alen TAHIRI (Croatia) and Georgia WOLFF (United Kingdom) as Bureau members for the term from 1 January 2023 to 31 December 2023. The CDADI furthermore designated Conny BRÄNNBERG of Västra Götaland, Sweden, as representative of a regional authority to the ADI-INT. The President noted that no candidatures were received for the appointment of CDADI Rapporteurs on the rights of persons with disabilities, children and young persons and called on delegations to come forward with candidatures.

Item 10: Cooperation with civil society and requests for observer status

26. The President noted that in previous CDADI meetings, many delegations had highlighted the importance of co-operation with civil society. During the 3rd CDADI meeting, the Secretariat was asked to update the relevant working document in the light of the discussions had at that time. Taking into account that the criteria for granting observer status compiled in this document (CDADI(2021)20rev) had received very broad support during the last meeting, the CDADI adopted this document as guidance for finding a common line and informed consensus when deciding on future requests for observer status.
27. The CDADI admitted the European Centre for Minority Issues (the ECMI) as observer to the CDADI and the Organisation Intersex Europe e.V. (OII Europe) as an observer to the CDADI working group on sexual orientation and gender identity (GT-ADI-SOGI). As OII was also a member of ILGA, which has observer status in the CDADI, it was agreed to ensure the presence of OII in the CDADI during its discussions on the upcoming CM/Recommendation on the equality of rights of intersex persons by an OII representative exceptionally joining the CDADI meeting as a second representative of ILGA.

Item 11: Review of implementation of Recommendation CM/Rec(2010)5

28. Georgia Wolff, President of the GT-ADI-SOGI, presented three items: first, the progress made with the second thematic implementation review report on Recommendation CM/Rec(2010)5 on the topic “Right to life, security and protection from violence: combating SOGIESC-based hate crime across Europe”; second, the topic of the third thematic review; and finally, the proposed methodology for the full comprehensive review of Recommendation CM/Rec(2010)5. The CDADI discussed the methodology of the questionnaire for the comprehensive review, took note of the progress made with the second thematic implementation review report, agreed on the topic of the third thematic implementation review on Recommendation CM/Rec(2010)5, which will be “LGBTI+ persons and access to healthcare” and could cover access to healthcare of LGBTI+ refugees including from Ukraine, and approved the new methodology for the comprehensive review of this recommendation.
29. The President of the GT-ADI-SOGI also presented the “Background document: towards a CM Recommendation prepared by the CDADI on the equality of rights for intersex persons”. She explained that for 2023 the intention was to focus on research and collecting data for the drafting and that there would be a conference on the topic of advancing the human rights of intersex persons on 24 January 2023 in Strasbourg. The CDADI approved the background document.

Item 12: Overview of contribution to UN Sustainable Development Goals and of the progress of CDADI work

30. The President recalled that according to its Terms of Reference, the CDADI had the following two tasks: to contribute to the achievement of the UN Sustainable Development Goals (UNSDGs) and to review progress toward their achievement; and to hold an exchange of views annually in order to evaluate its activities and advise the Committee of Ministers and the Secretary General on future priorities in its sector. As the UN has its own reporting system on the implementation of the UNSDGs and member States report directly to the UN, the CDADI concluded in February 2021 that it would not make sense to duplicate this system and that it would be preferable to focus on the contribution that is made at Council of Europe and CDADI-level to the achievements of those goals. The CDADI took note of the presentation of contributions of the CDADI and the Anti-Discrimination Department of the Council of Europe to the achievement of the UNSDGs, evaluated its activities and expressed its satisfaction with the priorities in its sector.

Item 13: Adoption of the Abridged Report and other business

31. The CDADI adopted the Abridged Report and Marja RUOTANEN, Director General of Democracy and Human Dignity, closed the meeting. The Director General noted that the CDADI and its deliverables contribute to the implementation of the majority of the twelve strategic key priorities of the Strategic Framework of the Council of Europe and highlighted also the importance of the CDADI's work to the implementation of the UNSDGs. The Director General noted several of the CDADI's successes within the short time of its existence, including the adoption of the two CM Recommendations on combating hate speech and on intercultural integration, and praised the ongoing work on several other important deliverables, in particular the three further recommendations on hate crime; the active political participation of national minority youth; and equality for Roma & traveller women and girls, the latter of which was very important for its strong gender component and focus on intersectional discrimination. CDADI members, participants and observers were congratulated for their ability to navigate politically sensitive issues in a constructive manner, and the Director General reiterated her full support for the CDADI in the event of debate on such issues at the level of the Committee of Ministers. The President thanked her for her message and invited the newly elected President to take up her duties.

Appendix I

Annotated agenda and order of business

1. Opening, Agenda and Information on Elections
2. Intercultural integration – Capacity building programme and tools for migrant integration supporting the implementation of CM/Rec(2022)10 at national level
3. Intercultural integration – Feasibility study on a new legal or benchmarking tool on comprehensive strategies for inclusion
4. Hate crime – Draft CM/Recommendation on combating hate crime including its investigation and victim support
5. Hate speech – Implementation of CM/Rec(2022)16 on combating hate speech
6. Roma and Travellers
7. Draft CM/Recommendation on the active political participation of national minority youth
8. Study on the impact of AI systems on equality and discrimination
9. Elections and appointments
10. Cooperation with civil society and requests for observer status
11. Review of implementation of Recommendation CM/Rec(2010)5
12. Overview of contribution to UN Sustainable Development Goals and of the progress of CDADI work
13. Adoption of the Abridged Report and other business

Appendix II

List of Participants / Liste des participants

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| MEMBERS / MEMBRES |
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ALBANIA/ALBANIE

Sokol GJOKA

Head of Human Rights Sector, Ministry for Europe and Foreign Affairs, Tirana

ANDORRA/ANDORRE

excused

ARMENIA/ARMÉNIE

Hambardzum MINASYAN

Head of International Human Rights Cooperation Division, Human Rights and Humanitarian Issues Department, Ministry of Foreign Affairs of the Republic of Armenia

Davit ASOYAN

Deputy to the Permanent Representative Permanent Representation of Armenia to the Council of Europe

AUSTRIA/AUTRICHE

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

BOSNIA AND HERZEGOVINA/BOSNIE-HERZÉGOVINE

excused

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

Aristos TSIARTAS

Head Officer of the Human Rights Section, Ministry of Justice and Public Order

Costa GAVRIELIDES

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

ESTONIA/ESTONIE

Kaisa KNIGHT

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

Brit TAMMISTE

Public Law Department, Ministry of Justice

FINLAND/FINLANDE

Päivi ROTOLA-PUKKILA

Legal Counsellor, 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

GEORGIA/GÉORGIE

Guliko MATCHARASHVILI

Specialist at the Human Rights Protection Secretariat, Administration of the Government of Georgia, Tbilisi

GERMANY/ALLEMAGNE

Mark KAMPERHOFF

Head of EU division, EU coordination, International Affairs, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, Berlin

GREECE/GRÈCE

Aikaterini ZAHARAKI

Department of Human Rights, Hellenic Ministry of Justice, Athens

HUNGARY/HONGRIE

Adrienne TÓTH-FERENCI

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

Ágnes OSZTOLYKÁN

Deputy to the Permanent Representative to the CoE

ICELAND/ISLANDE

excused

IRELAND/IRLANDE

Jane Ann DUFFY

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

Tamara DEMPSEY

Department of Children, Equality, Disability, Integration and Youth (DCEDIY), Dublin

ITALY/ITALIE

Triantafillos LOUKARELIS

Head of International Advocacy, UNICEF Italy

Mattia PERADOTTO

Director, National Office against Racial Discrimination – UNAR, Presidency of the Council of Minister, 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

Nicolae RĂDIȚA

Advisor to the Prime-Minister on Human and Minority Rights, Chişinău

MONACO

No nomination / Pas de nomination

MONTENEGRO

Tatjana ANDELIC

First Secretary, Mission of Montenegro to the EU, Brussels

NETHERLANDS/PAYS-BAS

excused

NORTH MACEDONIA/ MACÉDOINE DU NORD

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

POLAND/POLOGNE

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

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SAN MARINO/SAINT-MARIN

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Secretary, Government Office for National Minorities, Ljubljana

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Deputy Director, Ministry of Employment, Stockholm

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

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Sean FINCH

Head of LGBT+ International, Workplace, Asylum and Resettlement, and Hate Crime Policy Government Equalities Office

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| INVITEES TO THE 6th CDADI MEETING/ INVITES À LA 6EME RÉUNION DU CDADI |
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Peter KARIUKI, President of the ADI-INT / *Le président de l'ADI-INT*

Stephanie ÖNER, President of the PC/ADI-CH / *La présidente du PC/ADI-CH*

Ján HERO, President of the ADI-ROM / *Le président de l'ADI-ROM*

Eleftheria KOUMALATSOU, ADI-ROM member / *La membre de l'ADI-ROM*

Jean-Paul BACHELOT, Nominated expert to the ADI-ROM / *Expert nommé par l'ADI-ROM*

Raphaële XENIDIS, Independent expert to the joint CDADI/GEC Task force / *Experte indépendante au groupe de travail CDADI/GEC*

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| PARTICIPANTS |
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European Commission against Racism and Intolerance (ECRI) / Commission européenne contre le racisme et l'intolérance

Vasilika HYSI, Member on behalf of Albania / *Membre de la part de l'Albanie*

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

Emma LANTSCHNER, Member on behalf of Italy / *Membre de la part de l'Italie*

Ben FREEMAN, FCNM Secretariat / *Secrétariat de la FCNM*

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

n/a

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

n/a

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

n/a

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

Ján HERO, President of the ADI-ROM/ *Le président de l'ADI-ROM*

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

Stephanie ÖNER, President/ *la présidente*, Committee of Experts on Hate Crime / *Comité d'experts sur les crimes d'haine*

Stefano VALENTI, Co-Secretary of the Committee / *Co-secrétaire du comité*

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

Louise RIONDEL, Secretariat to the CAI / *Secrétariat 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 / *Membre du CCJ* and / *et Youth of European Nationalities (YEN)*,
Gdansk, Poland / *Membre du CCJ et 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, President of the Gender Equality Commission / *Présidente de la Commission pour l'égalité de genre*

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Christa JAKOBSEN, Gender Equality Division / *Division d'égalité entre les femmes et les hommes*

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

n/a

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

n/a

HOLY SEE / SAINT-SIEGE

n/a

MEXICO

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

n/a

EUROPEAN COMMISSION, DG FOR JUSTICE AND CONSUMERS / COMMISSION EUROPÉENNE, DG POUR LA JUSTICE ET DES CONSOMMATEURS

n/a

EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS (FRA) / AGENCE DES DROITS FONDAMENTAUX DE L'UNION EUROPÉENNE

n/a

**OSCE OFFICE FOR DEMOCRATIC INSTITUTIONS AND HUMAN RIGHTS (ODIHR)/
CONTACT POINT FOR ROMA AND SINTI ISSUES (CPRSI) /
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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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| OBSERVERS / OBSERVATEURS |
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EUROPEAN NETWORK OF EQUALITY BODIES (EQUINET) / RESEAU EUROPEEN DES ORGANISMES D'EGALITE (EQUINET)

n/a

The International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) / L'Association internationale des lesbiennes, gays, bisexuels, trans et intersexes (ILGA)

Cianán B. RUSSELL, Ph.D., Senior Policy Officer, ILGA-Europe / *Chargé de mission principal, ILGA-Europe, Brussels*

Transgender Europe -TGEU / Transgenre Europe

n/a

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

n/a

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

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

n/a

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| SECRETARIAT / SECRETARIAT |
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Directorate General of Democracy and Human Dignity / Direction générale de la Démocratie et la dignité humaine

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| INTERPRETERS /INTERPRETES |
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Jean-Jacques PEDUSSAUD

Appendix III

List of upcoming meetings of the CDADI and its substructures

| Date | Name |
|--------------------------------------|---|
| 23/01/23 Online | Task force for the Study 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 |
| 24-25/01/23 Strasbourg | ADI-ROM Ad hoc Drafting Group for the draft CM Recommendation on equality for Roma and Traveller women and girls |
| 01/03/23 online | 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 |
| 01/03/23 online | Task force for the Study 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 |
| 27-28/03/23 Paris | Working Group on National Minorities (GT-ADI-MIN) |
| 30-31/03/23 Strasbourg | Committee of Experts on Combating Hate Crime (PC/ADI-CH) |
| 3-4/05/23 Paris | CDADI Bureau meeting |
| 4-5/05/23 Strasbourg | Committee of Experts on Intercultural Integration (ADI-INT) |
| 10/05/23 Reykjavik | Working Group on SOGI (GT-ADI-SOGI) |
| 11-12/05/23 Strasbourg | Committee of Experts on Roma and Traveller Issues (ADI-ROM) |
| 27-29/06/23 Strasbourg | 7th CDADI meeting |
| September 23 Strasbourg | Committee of Experts on Combating Hate Crime (PC/ADI-CH) |
| September 23 To be decided | ADI-ROM Ad hoc Drafting Group for the draft CM recommendation on equality for Roma and Traveller women and girls |
| September 23 online | 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 |
| September 23 (tbc) | ADI-ROM WG on Feasibility study and possible draft Recommendation on desegregation and inclusion policies and practices in the field of education including Roma and Traveller children |
| 19-20/10/23 To be decided | CDADI Bureau meeting |
| October 23 Strasbourg | Committee of Experts on Roma and Traveller Issues (ADI-ROM) |
| October 23 Strasbourg | Committee of Experts on Intercultural Integration (ADI-INT) |
| October 23 Strasbourg | Working Group on SOGI (GT-ADI-SOGI) |
| 5-7/12/23 Strasbourg | 8th CDADI meeting |