

CDADI(2024)3

3 May 2024

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

**7th meeting, 18-19 April 2024**

**Report**

1. The Bureau of the Steering Committee on Anti-discrimination, Diversity and Inclusion (CDADI) held its seventh meeting on 18 and 19 April 2024 at the Council of Europe office in Paris. The Chair, Erik ADELL HELLSTRÖM, 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](#).

**ITEM 2: Developments since the 8th CDADI plenary meeting**

3. The Vice Chair, Dominique STEIGER LEUBA, updated the Bureau about her participation in the Second Meeting of the Secretary General of the Council of Europe with Presidents of Intergovernmental Committees on 1 February 2024. The participants had discussed a wide breadth of topics including working methods, equality, democracy, youth participation and civil society.
4. The Chair had participated in a Coordination meeting on addressing Anti-Muslim hatred in Strasbourg on 14-15 March 2024. The meeting discussed the growing trend of Anti-Muslim hatred in Europe and beyond, providing a forum for participants to share their expertise, as well as to discuss the state of affairs in their respective countries and exchange views on future work to combat Anti-Muslim hatred.
5. Recommendation CM/Rec(2024)1 of the Committee of Ministers to member States on Equality of Roma and Traveller women and girls was adopted by the Committee of Ministers on 5 April 2024.
6. The Secretariat updated the Bureau on the progress of the draft Committee of Ministers Recommendation on combating hate crime in the Committee of Ministers. The Bureau discussed the Framework Convention on Artificial Intelligence, which would be formally adopted by the Committee of Ministers on 17 May 2024. The Bureau agreed about the importance of pursuing a coherent approach for future contributions to other Council of Europe instruments containing

non-discrimination or equality provisions with a view to ensure that the discrimination grounds covered by the mandate of CDADI are mentioned in such instruments.

### **ITEM 3: Overview about the work to be done during the biennium 2024/2025 and onwards**

7. The Secretary of CDADI gave an overview of the Terms of Reference of CDADI and its substructures as well as the CDADI workplan for 2024-2025.

### **ITEM 4: Evaluation of CDADI initiated by the Council of Europe Directorate of Internal Oversight (DIO)**

8. The Secretary of CDADI gave an overview of the Evaluation report prepared by DIO and a draft management response. Overall, the Evaluation was perceived as very positive. The Bureau discussed and supported the proposed elements for the management response.

### **ITEM 5: Equality mainstreaming**

9. The Secretary of CDADI presented a briefing note on equality mainstreaming. The Bureau agreed that CDADI should discuss this concept at its next meeting and request authorisation from the Committee of Ministers to further develop and operationalise it.

### **ITEM 6: Preparation of the 9th CDADI meeting (18-20 June in Strasbourg)**

10. Menno ETTEMA, Head of the Hate Speech, Hate Crime and Artificial Intelligence Unit, updated the Bureau on the work related to the recommendations on combating hate speech and hate crime. At the meeting on 12 April 2024, the working group discussed the compendium of promising practices at national level of the implementation of CM/Rec(2022)16 on combating hate speech. CDADI would be invited to adopt this at its 9th plenary meeting. The working group had also discussed the future workplan and proposed sending a call for responses to member States , participants and observers regarding their work on combating hate crime. The 9th plenary meeting would coincide with Council of Europe No Hate Speech Week. There were several thematic sessions and networking opportunities planned for CDADI members during the 9th plenary meeting to take advantage of this.
11. Evgenia GIAKOUMOPOULOU, Head of the SOGIESC Unit, updated the Bureau on the progress of the Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC). The 1st meeting of ADI-SOGIESC would take place in the Hague on 14 May 2024. On 15 May the European IDAHOT+ Forum 2024, on the theme 'The Future of Freedom and Equality in Europe' would take place, and on 16 May there would be a joint meeting of ADI-SOGIESC with the EU LGBTIQ Equality Subgroup and the European Governmental LGBTI Focal Points Network (EFPN). The third implementation review report on CM/Rec(2010)5, the European report on the Right to the Highest Attainable Standard of Health and Access to Healthcare for LGBTI People in Europe, was being finalised and would be presented at the 9th CDADI plenary meeting for adoption. The comprehensive implementation review of CM/Rec(2010)5 was ongoing. A first draft of the CM/Recommendation on Equality of rights of intersex persons would be presented to CDADI at the 9th plenary meeting for discussion and further guidance.
12. The Chair of the Committee of Experts on Roma and Traveller Issues (ADI-ROM), Manuel DEMOUGEOT, updated the Bureau on the progress of its deliverables. A roadmap for

implementation of the Capacity-building programme supporting implementation of CM/Rec(2020)2 on the inclusion of the history of Roma and/or Travellers in school curricula and teaching materials, together with six tools, would be presented to CDADI for adoption at the 9th plenary meeting. The tools were as follows: 1) a Mapping study identifying good practices in Council of Europe member States in relation to the representation of Roma and/or Travellers in school curricula and teaching materials; 2) Recommendations for ensuring full participation of minority groups and in particular Roma and Travellers in the process of developing school curricula and teaching materials; 3) Historical Briefings - Roma and Travellers Communities Histories; 4) Using stories of the past to teach students about its complexity - Opre Roma - Reflections on the Romani movement in 1970s; 5) a Teaching Strategy – Object Biography; and 6) Teaching about the Roma Holocaust and other historical persecutions of Roma and Travellers from a human rights perspective. These would include good and promising practices that member States can use in these areas. There would also be a presentation of the Feasibility study on desegregation and inclusion policies and practices in the field of education for Roma and Traveller children and CDADI would be invited to provide guidance for its finalisation, and a presentation of the Joint Council of Europe and European Union programme INSCHOOL.

13. The Chair of the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI), Käthlin SANDER, informed the Bureau of the progress of the GEC/ADI-AI. At its first meeting on 20-21 February 2024, the GEC/ADI-AI discussed a preliminary outline which had been prepared by the Secretariat on the basis of the Study on the impact of artificial intelligence systems, their potential to promote equality, including gender equality, and the risks that they may pose to non-discrimination, which was published by CDADI and the Gender Equality Commission (GEC) last summer. The GEC/ADI-AI had provided further guidance to the Secretariat for preparing a first draft of a Committee of Ministers Recommendation on the basis of the outline. The next GEC/ADI-AI meeting would take place on 25 and 26 September, in person in Strasbourg, where the first draft of the Recommendation would be discussed.
14. The Head of Inclusion and Anti-discrimination programmes, Thorsten AFFLERBACH, updated the Bureau on the work of the Committee of Experts on Intercultural Inclusion, (ADI-INT). As one member had had to withdraw their membership, the Bureau approved the use of a written procedure to replace this member using the reserve list, so that this could be done in time for the 5th meeting. The 5th meeting of the ADI-INT would take place on 14-15 May 2024 in Lublin, Poland. The piloting of the Multilevel Governance Index regarding the intercultural, inclusive and multilevel governance approach for migrant integration, by six volunteer members of the ADI-INT would be discussed. The second deliverable was a guidance document on strategies for inclusion. ADI-INT would consider an outline and discuss this at its 5th meeting and CDADI would be asked for guidance during its 9th plenary meeting.
15. The Secretariat presented the progress of the working group on intersectional discrimination. The first meeting had taken place online on 12 April 2024. The working group had discussed a concept note prepared by the Secretariat and had broadly agreed on key themes and the structure of the study. The Bureau agreed that there could be a call to the CDADI members, participants and observers to respond to open questions about their national laws and practices to give them the opportunity to inform the working group of recent developments. The sending of this call for responses would be staggered with others, to avoid too heavy a workload for CDADI members, participants and observers.

16. The Secretariat presented the progress of the working group on national minorities and the preparation of a Study on recurrent problems in minority or regional language protection. The first meeting would take place on 22 May 2024 online. The Bureau agreed that any calls for responses to member States, participants and observers should be coordinated with those of other working groups.
17. The Secretary of CDADI presented a draft report of the CDADI Exchange of views on Antisemitism and other forms of intolerance and hatred based on religion of 5 December 2023, based on submissions from member States, participants and observers during the exchange of views and those subsequently received in writing. The Bureau approved the proposed follow-up.

#### **ITEM 7 - Draft agenda for the 9th CDADI meeting**

18. The Secretary of CDADI presented the draft agenda for the 9th CDADI meeting and gave an overview of each item. The Bureau agreed that in the tour de table on the impact of CDADI, member States, participants and observers should focus on working methods. The Bureau requested that the Secretariat upload documents to the shared website as soon as they are available.

#### **ITEM 8 – Requests for observer status in CDADI and the ADI-ROM**

19. Two expressions of interest for observer status had been received, one for CDADI and one for ADI-ROM.

#### **ITEM 9 - Date of the next Plenary and Bureau meetings**

20. The Bureau planned the dates for upcoming meetings as follows:
- 10th plenary: 26-28 November 2024 in Paris;
  - Bureau meeting: 3-4 October 2024 in Paris.

#### **ITEM 10 - Any other business**

21. None.

## Appendix I

### List of Participants / Liste de participant(e)s

#### **BUREAU MEMBERS / MEMBRES DU BUREAU**

##### **CROATIA/CROATIE**

**Alen TAHIRI**

Director

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

##### **CZECHIA/ TCHÉQUIE**

**Viktor KUNDRÁK, E.MA.,**

Director, Department of Human Rights and Protection of Minorities

Office of the Government of the Czech Republic, Prague

##### **SWEDEN/SUÈDE**

**Erik ADELL HELLSTRÖM (Chair)**

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

##### **SWITZERLAND/SUISSE**

**Dominique STEIGER LEUBA (Vice-Chair)**

Avocate, conseillère juridique

Unité Protection internationale des droits de l'homme, Office fédéral de la justice OFJ

Département fédéral de justice et police, Berne

##### **UNITED KINGDOM/ROYAUME UNI**

**Sean FINCH**

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

Government Equalities Office, Manchester

#### **INVITED SPEAKERS / INTERVENANTS**

**Manuel DEMOUGEOT**, ADI-ROM Chair

**Käthlin SANDER**, GEC/ADI-AI Chair

#### **SECRETARIAT / SECRETARIAT**

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

Hallvard GORSETH, Head of the Anti-discrimination Department / *Chef de Service de l'anti-discrimination*

Wolfram BECHTEL, Secretary to CDADI, Anti-discrimination Department / Secrétaire au CDADI, *Service de l'anti-discrimination*

Charlotte GILMARTIN, Co-Secretary to CDADI, Anti-discrimination Department / Co-Secrétaire au CDADI, *Service de l'anti-discrimination*; Co-Secretary to the GEC/ADI-AI, / *Co-secrétaire au GEC/ADI-AI*

Petra NEUMANN, Seconded Official, CDADI Division, Anti-discrimination Department / *Mis-a-disposition, Division de CDADI, Service de l'anti-discrimination;*

Eleni TSETSEKOU, Secretary to the ADI-ROM, Head of Division of the Roma and Travellers Team / *Sécretaire au ADI-ROM, Chef de division de l'Equipe Roms et des Gens du Voyage*

Oana TABA, Co-Secretary to the ADI-ROM, Roma and Travellers Team / *Co-Sécretaire au ADI-ROM, l'Equipe Roms et des Gens du Voyage*

Thorsten AFFLERBACH, Co-Secretary to the ADI-INT, Head of the Anti-discrimination and Cooperation Division / *Co-Sécretaire au ADI-INT, Chef de la division Anti-discrimination et coopération*

Menno ETTEMA, No Hate Speech and Cooperation Unit, Directorate of Anti-discrimination / *Unité Non au discours de haine et coopération, Direction de l'anti-discrimination*

Evgenia GIAKOUMOPOULOU, Secretary to the ADI-SOGIESC, Head of the SOGI Unit, Directorate of Anti-discrimination / *Sécretaire au ADI-SOGIESC Chef de l'unité SOGI, Direction de l'anti-discrimination*

Ellsworth CAMILLERI, Co-Secretary to the ADI-SOGIESC, SOGI Unit, Directorate of Anti-discrimination / *Co-Sécretaire au ADI-SOGIESC, l'unité SOGI, Direction de l'anti-discrimination*

Ljiljana STOJISAVLJEVIC, Assistant to the Secretary of CDADI, Anti-discrimination Department / *Assistante au secrétaire au CDADI, Service de l'anti-discrimination*

Eda UNER, Trainee to the CDADI, Anti-discrimination Department / *Stagiaire au CDADI, Service de l'anti-discrimination*

## **Appendix II**

### **Agenda**

#### **7<sup>th</sup> Bureau Meeting**

**18-19 April 2024**

1. Opening of the Bureau meeting and adoption of the agenda
2. Developments since the 8<sup>th</sup> CDADI plenary meeting
3. Overview about the work to be done during the biennium 2024/2025 and onwards
4. Evaluation of CDADI initiated by the Council of Europe Directorate of Internal Oversight
5. Equality mainstreaming
6. Preparation of the 9<sup>th</sup> CDADI meeting (18-20 June in Strasbourg; preparatory Bureau meeting on 17. June, 15.00 in Strasbourg) - Work on main deliverables by expert committees and working groups:
  - a. Work related to the recommendations on combating hate speech and hate crime
  - b. Information on progress of the work of the ADI-SOGIESC by its Secretariat
  - c. Information on progress of work of the ADI-ROM by its Chair Manuel DEMOUGEOT and the Secretariat
  - d. Information on progress of the work of the GEC/ADI-AI by its Chair Käthlin SANDER and the Secretariat
  - e. Information on progress of the work of the ADI-INT by the Secretariat
  - f. Follow-up to the Exchange of views on 'Antisemitism and other forms of intolerance and hatred based on religion'
  - g. Information on the progress of the work regarding a study on regional or national minority language protection and good practices by the Secretariat
  - h. Information on progress of the work on a Feasibility study on preventing and combating intersectional discrimination
7. Draft agenda for the 9<sup>th</sup> CDADI meeting
8. Requests for observer status in CDADI and the ADI-ROM
9. Date of the next Plenary and Bureau meetings
10. Any other business