

**7<sup>th</sup> Plenary Meeting, 27-29 June 2023**

**Report**

**Summary**

1. The Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its 7<sup>th</sup> meeting in Strasbourg on 27-29 June 2023 with Sophie ÉLIZÉON (France) 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:
  - (a) submit to the Committee of Ministers for consideration with a view to its adoption, the draft Recommendation of the Committee of Ministers to member States on the active political participation of national minority youth;
  - (b) transmit to the Committee of Ministers for information the Second thematic implementation review report on Recommendation CM/Rec(2010)5 on Hate crimes and other hate-motivated incidents based on sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC) in Europe;
  - (c) transmit to the Committee of Ministers for information the thematic reports of the ADI-ROM on (1) How to stimulate governments to employ Roma and travellers in governmental institutions and public administration, North Macedonia, 20-22 June 2022, and on (2) Substance use: prevention and treatment in hard-to-reach communities, Warsaw, Poland, 21-23 February 2023.

#### 4. The CDADI:

- Appointed Nicolae RĂDIȚA (Republic of Moldova) as Rapporteur on Youth and Sean FINCH as Rapporteur on the Rights of the Child for the present and the next biennium;
- Took note of the outcomes of the 4th Summit of Heads of State and Government of the Council of Europe and of information on the preparation of the Programme and Budget for the years 2024-2027;
- Exchanged views with Bisera KOSTADINOVSKA-STOJCHEVSKA, Minister of Culture, North Macedonia;
- Assessed the working method chosen for the preparation of its first main deliverable on national minorities and agreed on the working method for the preparation of any future deliverables that it may be requested to produce subject to the adoption of its terms of reference in the field of safeguarding the rights of persons belonging to national minorities and the use of regional or minority languages;
- Adopted, as the Gender Equality Commission had already done in May 2023, the 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;
- Took note of the report of the 3rd meeting of the Committee of Experts on intercultural integration of migrants (ADI-INT) and encouraged member States to continue their efforts for the intercultural integration of migrants, including by translating into their languages and disseminating the standards and tools adopted by the CDADI and the Committee of Ministers in this field; adopted the second tool for migrant integration, namely the Training course on equality data collection and analysis to prevent and combat systemic discrimination; took note of the Intercultural Cities Index as a tool to promote self-learning and peer learning; took note of the progress made in respect of the fourth tool for migrant integration, namely the development of a Multilevel governance index; provided in this respect advice and guidance to the ADI-INT; and adopted the Feasibility study on a new instrument on comprehensive strategies for inclusion;
- Provided guidance to the PC/ADI-CH with regard to the completion of the draft Recommendation of the Committee of Ministers to member States on combating hate crime and its explanatory memorandum and invited it to take into account the Second thematic implementation review report on Recommendation CM/Rec(2010)5 on Hate crimes and other hate-motivated incidents based on sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC) in Europe, in particular for the PC/ADI-CH to consider the section regarding protection against hate crime in detention facilities;
- Took note of the draft study on preventing and combating hate speech in times of crisis, asked the members, participants and observers to submit written comments by 31 July 2023 and agreed to adopt it subsequently through written procedure before its next plenary meeting; decided to set up a working group in charge of supervising the work on the deliverables for the implementation of Recommendations CM/Rec(2022)16 on combating hate speech; adopted Terms of Reference for this working group; and agreed to appoint to this working group

members from Albania, the Czech Republic, Finland, Italy, Lithuania, Portugal, Ukraine and potentially Romania for the current biennium.

#### The CDADI

- Took note of the abridged report of the 7th ADI-ROM meeting; exchanged views with Timea JUNGHAUS, executive director of the European Roma Institute for Arts and Culture (ERIAC); thanked her and the Permanent Representations of Germany and the United Kingdom for the organisation of a cultural event after the first meeting day; provided guidance to the ADI-ROM and its drafting group with regard to the completion of the draft Recommendation of the Committee of Ministers to member States on equality for Roma and Traveller women and girls and its explanatory memorandum; took note of the preliminary key findings of the feasibility study on desegregation and inclusion policies and practices in the field of education including Roma and Traveller children; and took note of and endorsed the Terms of Reference for a Capacity Building Programme and Tools supporting the implementation of Recommendation CM/Rec(2020)2 on the inclusion of the history of Roma and/or Travellers in school curricula and teaching materials at national level;
- Took note of the progress made with the 3rd thematic review of Recommendation CM/Rec(2010)5 on LGBTI persons and access to healthcare, and of the preparations for the comprehensive review of Recommendation CM/Rec(2010)5; took note of the preparations for the drafting of a Committee of Ministers Recommendation on the equality of rights for intersex persons including a presentation of a Roadmap for the drafting of this Recommendation; and endorsed this Roadmap;
- Adopted the present abridged meeting report.

## **Meeting Report**

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

1. On 27 – 29 June 2023, the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its 7<sup>th</sup> meeting in Strasbourg, chaired by its President Sophie ÉLIZÉON (FRANCE). The CDADI adopted the agenda as it appears at Appendix I. A list of participants is available at Appendix II.

### **ITEM 2: Results of the summit and preparation of the programme and budget**

2. Hallvard GORSETH, Head of the Anti-Discrimination Department, informed the CDADI of the results of the 4th Summit of Heads of State and Government of the Council of Europe held in Reykjavík on 16 and 17 May 2023. The Reykjavík Declaration highlighted areas of work of the CDADI, including the promotion and protection of the rights of persons belonging to national minorities, the development of standards in the digital era to safeguard human rights online and offline, the combat against hate speech and the need to ensure equality and combat any kind of discrimination and to strengthen work towards inclusive societies without marginalisation, exclusion, racism and intolerance (paragraphs 18, 29, 30 and 32). The CDADI's attention was also drawn to Appendix III of the Declaration and the Reykjavík Principles for Democracy, especially the commitment to ensuring inclusion and full meaningful participation in public life, in particular for women and girls, free from violence, fear, harassment, hate speech and hate crime, as well as discrimination based on any ground.
3. Draft terms of reference for the CDADI and its subordinate committees had been drafted on the basis of the online exchange of views in March 2023 and the Reykjavík Declaration, and they were now being finalised. Finally, the CDADI was informed about an evaluation initiated by the Directorate of Internal Oversight (DIO) of the Council of Europe. Interviews with stakeholders was part of the methodology and so members should be aware that they may be contacted. One delegation provided additional information about the process for the preparation of the new Programme and Budget of the years 2024-2027, including the request for prioritisation of committee activities, the preparation of different scenarios and options and the provision of information to the Committee of Ministers on human and other resources needed, to facilitate the overall reprioritisation of the Council of Europe's work.

### **ITEM 3: Exchange of views with members of the government of North Macedonia, including on the Ninth International Roma Women's Conference**

4. The CDADI held an exchange of views with Bisera KOSTADINOVSKA STOJCEVSKA, Minister of Culture of North Macedonia about North Macedonia's contribution to anti-discrimination, inclusion and diversity, with a particular focus on antigypsyism and racism. The Minister expressed pride that Roma people in North Macedonia have been acknowledged in the Macedonian Constitution and have their own municipality, mayor, and local self-government. The Ministry of Culture highly valued the Roma culture and its specificity, and strongly supported the implementation of the Strategy for Roma Inclusion 2022-2030. The Minister for Culture expressed preparedness to engage in cooperation and to host the 9<sup>th</sup> International Roma Women's Conference. Members of the CDADI thanked the Minister for Culture for her intervention.

#### **ITEM 4: CM/Recommendation on the active political participation of young people from national minorities**

5. The draft Recommendation was presented by Adrienne TÓTH-FERENCI (HUNGARY) and Berill BARANYAI (PORTUGAL), members of the Working Group GT-ADI-MIN. Several delegations took the floor to acknowledge the excellent quality of the draft. All delegations were satisfied and the draft Recommendation was approved without further modification. The extensive consultation on the draft, including with national minority youth and other young people, was praised. The CDADI thanked the GT-ADI-MIN and the Secretariat. It was emphasised that this Recommendation would be important in the monitoring work of the Advisory Committee on the Framework Convention for the Protection of National Minorities. One member State made a declaration which is included at Appendix III of this report. The President of the CDADI invited all member states to apply the Recommendation once adopted, noting its paragraph 2, which encourages member States to apply the principles and guidelines of the Recommendation also to other groups with a common ethnic, cultural, linguistic and/or religious identity.

#### **ITEM 5: Evaluation of working methods relating to the expected results for national minorities**

6. The President recalled that the CDADI had been asked by the Committee of Ministers to assess its working methods in relation to the deliverables on national minorities in its Terms of Reference 2022-2025 and gave a summary of the working methods used and the aspects to be considered when assessing this working method. Based on the following discussion, CDADI assessed the working method chosen for the preparation of its first main deliverable on national minorities and agreed on the working method for the preparation of any future deliverables that it may be requested to produce subject to the adoption of its terms of reference in the field of safeguarding the rights of persons belonging to national minorities and the use of regional or minority languages. The evaluation is included at Appendix IV.

#### **ITEM 6: Study on the impact of artificial intelligence systems on equality, including gender equality and non-discrimination**

7. The Study was presented by Raphaële XENIDIS, Assistant Professor of European Law, École de droit de Sciences Po, Paris, an independent expert and co-author of the Study. The presentation covered changes that had been made responding to comments received from members, participants and observers in January 2023. Erik ADELL HELLSTRÖM (SWEDEN), Vice-President of the CDADI, briefed the CDADI on developments in the Committee on Artificial Intelligence (CAI). The President of the CDADI recalled that the Study had recently been adopted by the Gender Equality Commission. Following an exchange with members, participants and observers, the study was adopted and thanks were expressed to the taskforce and the experts for the high quality of the study. It was noted that work to draft a recommendation should, after the adoption of new terms of reference, start quickly and be carried out in close cooperation with the CAI.

#### **ITEM 7: Intercultural integration - Capacity building programme and tools for the integration of migrants supporting the implementation of CM/Rec(2022)10 at national level and ICC index**

8. Peter KARIUKI, Chair of the Committee of Experts on Intercultural Integration of Migrants (ADI-INT), reported on ADI-INT activities and its 3<sup>rd</sup> meeting held on 4 – 5 May 2023 in Strasbourg. It was noted that at its 6<sup>th</sup> plenary meeting in December 2022, the CDADI had adopted a model capacity building programme and the results seen since showed that it was working well. Finland and Cyprus were using it to manage diversity as an asset and the benefits were very visible. The Chair of the ADI-INT presented the Training manual on the collection and analysis of equality data to identify and prevent systemic discrimination, noting that this should be seen as a tool for the implementation of the capacity building programme; it was not a binding document to compel action. The CDADI adopted the Training manual.
9. The Secretary of the ADI-INT presented to the CDADI the Intercultural Cities Index (ICC Index), which is used as a peer-learning and self-assessment tool that provides an opportunity to cities to initiate a discussion on and shape their intercultural integration policies and measures. Carmine CONTE, an independent expert from the Migration Policy Group, presented the progress of work of the ADI-INT on a Multilevel Governance Index. The goal of this tool is to help member states to progress with the development and implementation of a multilevel governance of intercultural integration of migrants. The CDADI held an exchange and provided advice and guidance.

#### **ITEM 8: Roma and Travellers - Exchange of views with ERIAC**

10. The Executive Director of the European Roma Institute for Arts and Culture (ERAC), Timea JUNGHAS, presented ERAC's work and its contribution to preventing and combating anti-gypsyism by bringing visibility to Roma arts. ERAC had reached an outstanding level of engagement both at in person and online events and they had presented Roma art at very high-level events. This work was important in building a better perception of Roma and to fight against racism in the form of antigypsyism. In the following exchange, Bisera KOSTADINOVSKA STOJCEVSKA, Minister of Culture of North Macedonia, intervened to express support for ERAC's work and a wish to cooperate with ERAC in the context of the 9<sup>th</sup> international Roma women's conference. Several delegations expressed that they had already engaged or envisaged engaging in cooperation with ERAC. A good number of delegations took the floor and expressed the added value of existing cooperation and interest in future cooperation.
11. The Executive Director introduced a cultural event presenting Roma artists to follow the plenary meeting at the invitation of the German and United Kingdom Permanent Representations.

#### **ITEM 9: Intercultural integration - Feasibility study of a new legal or reference tool on global inclusion strategies**

12. The Chair of the ADI-INT presented the Feasibility study on a new instrument on comprehensive strategies for inclusion. This Study, which was adopted by the CDADI, contains recommendations regarding the further work of the ADI-INT on inclusion in the fields under its responsibility with the aim to stimulate dialogue, share learning, disseminate knowledge and mobilise mutual support.

#### **ITEM 10: Hate crime - Draft CM/Recommendation on combating hate crime, including investigation and assistance to victims**

13. The Chair of the Expert Committee on combating hate crime (PC/ADI-CH), Stephanie ÖNER, presented and gave an overview of the progress on the draft Recommendation and the 3<sup>rd</sup> meeting of the PC/ADI-CH on 30-31 March 2023. The CDADI provided guidance on the finalisation of the draft Recommendation and its explanatory memorandum. Among discussion points were intersectional and multi-ground discrimination as well as the list of protected characteristics. Several delegations mentioned the public consultation and it was noted that there would still be time to mobilise external stakeholders to participate until 7 July 2023. The importance of the public consultation was underlined.

#### **ITEM 11: GT-ADI-SOGI Review of the implementation of Recommendation CM/Rec(2010)5**

14. Georgia Wolff, Chair of the Working Group on Sexual Orientation and Gender Identity (GT-ADI-SOGI), presented the second thematic report reviewing the implementation of Recommendation CM/Rec(2010)5 on the topic of hate crimes and other hate-motivated Incidents based on sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC). There was an exchange among members following this presentation, including on the prevention of hate crime based on SOGIESC in detention facilities. The CDADI asked the PC/ADI-CH to take this aspect of the report in to account in its further drafting.

#### **ITEM 12: Hate speech - Implementation of Recommendation CM/Rec(2022)16 on combating hate speech**

15. Federico FALOPPA and Robert VAN DER NOORDAA, independent experts, presented the main content of the draft Study on combating hate speech in times of crisis. The Study investigated to what extent crises cause or are exacerbated by hate speech. The study is based on answers of the member states to a questionnaire, interviews with relevant stakeholders and analysis of social media content, which inform case studies, including regarding hate speech connected to the Russian Federation's war of aggression in Ukraine. The committee discussed the content of the presentation and the Vice-President of the Committee on Media and Information Society (CDMSI) expressed anticipation to receive the full report. The CDADI members, participants and observers were asked to submit comments to the written draft of the study before 31 July 2023 with a view to adoption by written procedure.
16. It was proposed that a working group be set up to take forward, subject to the Terms of Reference of the CDADI, deliverables relating to the implementation of Recommendation CM/Rec(2022)16 on combating hate speech. The group would be tasked to finalise the Study on hate speech in times of crisis so that it can be adopted through a written procedure. The CDADI adopted terms of reference for the working group, which is available at Appendix V and appointed members to it.

#### **ITEM 13: Roma and Travellers - Thematic reports**

17. An exchange of views was held with Pompidou Group representatives Janusz SIEROSLAWSKI (POLAND) and Thomas KATTAU, on substance use in general and on difficult to reach groups. The outcome was that there is not any research pointing to higher likelihood of drug abuse in certain groups, for example based on culture or ethnicity: addiction is triggered by other factors, notably exposure to adverse childhood experiences, and so can affect all parts of the population. Ensuring availability, accessibility, acceptability and sufficient quality of public services is key to avoiding

addiction. Eleftheria KOUMALATSOU, member of the Expert Committee for Roma and Traveller Issues (ADI-ROM), presented and discussed the thematic ADI-ROM report "Substance use: prevention and treatment in isolated communities", developed on invitation of Poland with partner countries Croatia, Hungary, Finland and Greece. The report investigated equality of access to services and support actions to prevent drug use and sought to identify good practices. It concludes that substance abuse is not related to ethnicity but more often to poverty, and lack of education and school drop-out are contributing factors and includes a list of recommendations.

18. The President recalled that at the last CDADI meeting in November 2022, the results of the second thematic visit of the ADI-ROM on how to encourage governments to employ Roma and Travellers in government institutions and public administration, Northern Macedonia, 20-22 June 2022 were presented to the CDADI. Since the written version had in the meantime been adopted by the ADI-ROM, the CDADI was asked to take note of this report and decided to forward both thematic ADI-ROM reports to the Committee of Ministers for information.

**ITEM 14: Roma and Travellers - Progress of work and draft CM/Recommendation on equality for Roma and Traveller women and girls**

19. The President of the ADI-ROM, Jan HERO, gave an overview of the progress of the ADI-ROM's work and presented the report of the 7<sup>th</sup> ADI-ROM meeting, which took place on 11 and 12 May 2023 in Strasbourg. Mabera KAMBERI, Vice-President of the ADI-ROM and member of the CDADI (North Macedonia), presented the draft CM/Recommendation on equality for Roma and Traveller women and girls, also on behalf of ADI-ROM member Eleftheria KOUMALATSOU. The presentation covered the areas in which Roma and Traveller women and girls face specific difficulties which are dealt with in the draft Recommendation. The draft was also discussed at the 15th dialogue meeting with Roma and Travellers, which took place on 6 and 7 June 2023. The drafting group in charge of the preparation of this Recommendation had met the day before the 7<sup>th</sup> plenary meeting of the CDADI and worked through the outcomes of the dialogue meeting and the comments received from member states and other stakeholders. Member states were invited to address any remaining issues. In the discussion, it was highlighted that the topic of data collection is particularly sensitive given the persecution that Roma suffered historically.

**ITEM 15: Roma and Travellers - Progress on other deliverables**

20. Mihai SURDU, consultant, University College Freiburg, presented the main content, preliminary conclusions and timetable for the feasibility study on desegregation and inclusion policies and practices in education, including Roma and Traveller children. He underlined that educational segregation manifests in multifaceted forms and that integrated policies should be developed to combat neighbourhood poverty and antigypsism. The lack of legal definitions in national legislation and the worrying situation with regard to segregation pointed towards a need for a CM Recommendation on this topic. The CDADI were invited to comment on the presentation. It was suggested to deal in the study with the situation of both, Roma and Traveller with and without an itinerant way of life.
21. Anette ÅKERLUND, member of the relevant ADI-ROM working group, presented the terms of reference for a capacity-building programme and tools supporting the



implementation of Recommendation CM/Rec(2020)2 on the inclusion of Roma and/or Traveller history in school curricula and teaching materials at national level. The deadline for this deliverable will probably be extended to June 2024. The objective is to build capacities of member states' institutions to design or adapt curricula. A working group had been established (comprising representatives of Finland, France, Greece, Hungary, the Slovak Republic, Switzerland and also IHRA and ERIAC). A mapping study would serve as a baseline and would identify existing good practices in member states. The second work package would include methodological guidelines for the inclusion of Roma and Travellers history in education. The third work package would consist of a practical tool for education on Roma history. Following a query by one member state, the Secretariat confirmed that participation in the mapping study would be on a voluntary basis.

#### **ITEM 16 : Elections and appointments**

22. The CDADI appointed Nicolae RĂDIȚA (Moldova) as Rapporteur on Youth and Sean FINCH (United Kingdom) as Rapporteur on the Rights of the Child for the present and the next biennium.

#### **ITEM 17: GT-ADI-SOGI - Progress with further deliverables**

23. The Chair of the GT-ADI-SOGI gave an update on the 3<sup>rd</sup> thematic review of Recommendation CM/Rec (2010)5 on LGBTI persons and access to healthcare. Member States had expressed that this topic was very difficult and broad, so several thematic roundtables that focus on specific aspects of health would be organised, in addition to a more general European roundtable. As regards the full comprehensive review of Recommendation CM/Rec (2010)5, the GT-ADI-SOGI together with assistance from experts was currently implementing the methodology approved at the 6<sup>th</sup> CDADI plenary meeting. Questionnaires would be prepared by Spring 2024.
24. The Chair of the GT-ADI-SOGI shared a roadmap to clarify the next steps towards the drafting of a CM Recommendation on equality for intersex persons. A drafting group was currently being established to build upon the background document. An outline would be presented for guidance from CDADI members, participants and observers at the 8<sup>th</sup> plenary meeting in December 2023.

#### **ITEM 18: Adoption of the abridged report and other matters**

25. A bilingual version of the draft abridged report was displayed and adopted. A list of upcoming meetings of the CDADI and its substructures was displayed and the document as appears as at Appendix VI was approved.

## **Appendix I**

### **AGENDA**

1. Opening and adoption of the Agenda
2. Outcomes of the Summit and preparation of the Programme and Budget
3. Exchange of views with members of the Government of North Macedonia including on the Ninth International Roma Women's Conference
4. CM/Recommendation on the active political participation of national minority youth
5. Assessment of the working methods related to the deliverables on national minorities
6. Study on the impact of AI systems on equality including gender equality and discrimination
7. Intercultural integration – Capacity building programme and tools for migrant integration supporting the implementation of CM/Rec(2022)10 at national level and ICC index
8. Roma and Travellers – Exchange of views with ERIAC
9. Intercultural integration – Feasibility study on a new legal or benchmarking tool on comprehensive strategies for inclusion
10. Hate crime – Draft CM/Recommendation on combating hate crime including its investigation and victim support
11. GT-ADI-SOGI – Review of implementation of Recommendation CM/Rec(2010)5
12. Hate speech – Implementation of CM/Rec(2022)16 on combating hate speech
13. Roma and Travellers – Thematic reports
14. Roma and Travellers – Progress of work and draft CM/Recommendation on equality for Roma and Traveller women and girls
15. Roma and Travellers – Progress with further deliverables
16. Elections and appointments
17. GT-ADI-SOGI – Progress with further deliverables
18. Adoption of the Abridged Report and other business

## **Appendix II**

### **LIST OF PARTICIPANTS**

<b>MEMBERS / MEMBRES</b>
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#### **ALBANIA/ALBANIE**

**Robert GAJDA**

Commissioner on Protection against Discrimination, Tirana

#### **ANDORRA/ANDORRE**

**Christel CODINA TORRES**

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

#### **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

#### **AUSTRIA/AUTRICHE**

**Kerstin SITTE**

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

#### **AZERBAIJAN/AZERBAÏDJAN**

**Anar ALIZADE**

Senior Consultant, Department of Humanitarian policy, 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**

**Adnan JASIKA**

Senior expert associate for cooperation with citizens' associations, NGOs and religious communities, Sector for Human Rights, Ministry of Human Rights and Refugees of Bosnia and Herzegovina, Sarajevo

**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

**ESTONIA/ESTONIE**

excused

**FINLAND/FINLANDE**

**Corinna TAMMENMAA**

Head of Unit, Unit for Autonomy and Equality, Department for Democracy and Public Law, Ministry of Justice, 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**

**Anuki BURDULI**

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

**GERMANY/ALLEMAGNE**

**Ulrike BENDER**

International and European Law, Federal Ministry of the Interior and Homeland, Berlin

**Lena REINSCHMIDT**

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

**GREECE/GRÈCE**

n/a

## **HUNGARY/HONGRIE**

### **Adrienn 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**

### **Gunnhildur GUNNARSDOTTIR**

Ministry of Social affairs and Employment and Ministry of Education and Children representative  
Iceland's mission to the EU, Brussels

## **IRELAND/IRLANDE**

### **Zara LAFFERTY**

Assistant 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**

### **Mattia PERADOTTO**

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

## **LATVIA/LETONIE**

### **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 Home Affairs, Security, Reforms and Equality, Paola

## **REPUBLIC OF MOLDOVA/REPUBLIQUE DE MOLDOVA**

**Victor LAPUȘNEANU**

Head of the Multilateral Cooperation Department, Ministry of Foreign Affairs and European Integration, Chișinău

**Nicolae RĂDIȚA**

Deputy of the Director General of the Agency for Interethnic Relations, Chișinău

**MONACO**

No nomination / Pas de nomination

**MONTENEGRO****Tatjana ANDELIC**

First Secretary, Mission of Montenegro to the EU, Brussels

**NETHERLANDS/PAYS-BAS****Basim al ALOUSI**

Ministry of the Interior, The Hague

**A.M.D.Y. (Asta) BREEDVELD**

Deputy to the Permanent Representative, Permanent representation of the Netherlands to the Council of Europe, Strasbourg

**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 Labour 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

**Patrícia SÃO JOÃO**

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

**ROMANIA/ROUMANIE****Ramona Maria CIUCĂ**

Deputy to the Permanent Representative of Romania to the CoE, Strasbourg

**Costin CIOBANU**

Deputy to the Permanent Representative of Romania to the CoE, Strasbourg

**SAN MARINO/SAINT-MARIN**

excused

**SERBIA/SERBIE**

**Boris MILICEVIC**

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

**SLOVAK REPUBLIC/REPUBLIQUE SLOVAQUE**

**Marián FILČÍK**

Head of Human Rights Division, Secretary of the Governmental Council for Human Rights, National Minorities and Equal Treatment, Ministry of Justice of the Slovak Republic, Bratislava

**SLOVENIA/SLOVÉNIE**

excused

**SPAIN/ESPAGNE**

**Nicolás MARUGÁN**

Deputy Director General, 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

**SWITZERLAND/SUISSE**

**Muriel TRUMMER**

Juriste, 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

**TÜRKIYE**

**Serhat YILMAZ**

Rapporteur Judge, Department of Human Rights, Ministry of Justice, Ankara

**UKRAINE**

**Ihor LOSOVSKYI**

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

**UNITED KINGDOM/ROYAUME UNI**

**Georgia WOLFF**

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

**Sean FINCH**

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

**Joel SALMON**

Team Leader – International, Communities and Integration directorate, Department for  
levelling up, housing and communities, London

<b>INVITEES TO THE 7th CDADI MEETING/ INVITES À LA 7EME RÉUNION DU CDADI</b>
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**Bisera KOSTADINOVSKA-STOJCEVSKA**, Minister of Culture, North Macedonia / *La  
Ministre de la culture, Macédoine du nord*

**Marija Magdalena PETKOVSKA**, Head of Minister's Office, Ministry of Culture / *Chef du  
Cabinet de la Ministre, Ministère de la culture*

**Natasha DIMESKA**, Head of Minister's Office, Ministry of Labour and Social Policy / *Chef du  
Cabinet de la Ministre, Ministère du travail et des affaires sociales*

**Peter KARIUKI**, Chair of the ADI-INT / *Le président de l'ADI-INT*

**Zahra NIAZI**, Vice-Chair of the ADI-INT / *La vice-présidente de l'ADI-INT*

**Carmine CONTE**, Independent expert for the ADI-INT / *l'expert indépendant pour l'ADI-INT*

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

**Jan HERO**, Chair of the ADI-ROM / *Le président de l'ADI-ROM*

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

**Anette ÅKERLUND**, Nominated expert to the ADI-ROM / *l'experte nommée à l'ADI-ROM*

**Berill BARANAYI**, ADI-ROM member and a member of the GT-ADI-MIN/ / *La membre de  
l'ADI-ROM et du GT-ADI-MIN*

**Raphaële XENIDIS**, Independent expert to the joint CDADI/GEC Task force / *l'experte  
indépendante du group de travail CDADI/GEC*

**Timea JUNGHAUS**, Executive Director of ERIAC, *Directrice exécutive de l'ERAC*

**Mihai SURDU**, Independent expert to the ADI-ROM WG on disintegration / *l'expert  
indépendant pour le GT sur la déségrégation de l'ADI-ROM*

**Janusz SIEROSŁAWSKI**, Polish member of the Pompidou Group / *membre du Groupe  
Pompidou de la part de Pologne*

**Thomas KATTAU**, Secretariat of the Pompidou Group / *Le secrétariat du Groupe Pompidou*

**Stephanie MARSAL**, Independent expert for the GT-ADI-SOGI / *l'experte indépendante du  
GT-ADI-SOGI*

**Federico FALOPPA**, Independent expert for Study on preventing Hate Speech / *l'expert  
indépendant pour l'étude sur la lutte contre le discours de haine*

**Robert van der NOORDAA**, Independent expert for Study on preventing Hate Speech/  
*l'expert indépendant pour l'étude sur la lutte contre le discours de haine*

**Richard ODEKERKEN**, Independent expert for Study on preventing Hate Speech/ *l'expert  
indépendant pour l'étude sur la lutte contre le discours de haine*



<b>PARTICIPANTS</b>
---------------------

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

n/a

**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

Elise CORNU, Executive Secretary of the FCNM / Secrétaire exécutive du FCNM

Ben FREEMAN, FCNM Secretariat / Secrétariat du FCNM

Jörg HORN, ECRML Secretariat/ Secrétariat de l'ECRML

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

Petra BAYR, General Rapporteur on combating racism and intolerance / Rapporteur général sur la lutte contre le racisme et l'intolérance

**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**

Patricia ÖTVÖS, Adviser, Division III/ Conseillère, Division no III

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

Giovanni Battista CELIENTO, Deputy Executive Secretary of the CEB's Organs/ Secrétaire adjoint exécutif des Organes de la Banque

**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**

Jan HERO, Chair 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, Chair/ 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

Jamie BROWN, 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**

Inge WELBERGEN, Vice Chair of the Steering Committee on Media and Information Society (CDMSI) / Vice-présidente du Comité directeur sur les médias et la société de l'information

Patrick PENNINCKX, Head of Department, Information Society Department/ *Chef du service, Société de l'information*

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

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

**Directorate of Internal Oversight / La Direction de l'Audit interne**

Malcolm COX, Senior Evaluator / *Évaluateur senior*

**HOLY SEE / SAINT-SIEGE**

Anne-Claire MULLER-PISTRE, Expert, solicitor for public law/ *l'experte, avocat spécialisé en Droit public*

**MEXICO**

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 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**

Rossalina LATCHEVA, Programme Manager - Fair and Equal Societies, Research & Data Unit / *Chargée du programme, - Sociétés justes et égalitaires, Unité de la recherche et des données*

**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)**

Andreas WISSNER, UNHCR Representative to the European Institutions in Strasbourg / représentant du HCR aux institutions européennes à Strasbourg

**OBSERVERS / OBSERVATEURS**

**EUROPEAN NETWORK OF EQUALITY BODIES (EQUINET) / RESEAU EUROPEEN DES ORGANISMES D'EGALITE (EQUINET)**

n/a

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

Meyeti PAYET, Project Consultant / consultante du projet

**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)**

excused

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

n/a

**SECRETARIAT / SECRETARIAT**

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

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

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

Wolfram BECHTEL, Secretary of the CDADI, Head of CDADI Division, Anti-discrimination Department / *Secrétaire du CDADI, Chef de la division CDADI, Service de l'anti-discrimination*

Charlotte GILMARTIN, Co-Secretary of the CDADI, CDADI Division, Anti-discrimination Department / *Co-Secrétaire du CDADI, La division CDADI, Service de l'anti-discrimination*

Petra NEUMANN, Seconded official, CDADI Division, Anti-discrimination Department / *Conseillère juridique, La division CDADI, Service de l'anti-discrimination*

Eleni TSETSEKOU, Secretary of the ADI-ROM, Head of Division of the Roma and Travellers Team, Anti-discrimination Department / *Secrétaire de l'ADI-ROM, Chef de la division pour l'Equipe Roms et Gens du Voyage, Service de l'anti-discrimination*

Oana TABA, Co-Secretary of the ADI-ROM, Roma and Travellers Team, Anti-discrimination Department / *Co-Secrétaire de l'ADI-ROM, Equipe Roms et Gens du Voyage, Service de l'anti-discrimination*

Valerie POPPE, Project manager, Roma and Travellers Team, Anti-discrimination Department / *Chargée du projet, l'Equipe Roms et Gens du Voyage, Service de l'anti-discrimination*

Denis DURMISH, Project manager, Roma and Travellers Team, Anti-discrimination Department / *Chargé du projet, l'Equipe Roms et Gens du Voyage, Service de l'anti-discrimination*

Thorsten AFFLERBACH, Head of the Anti-discrimination and Cooperation Division, Anti-discrimination Department / *Chef de la division Anti-discrimination et coopération, Service de l'anti-discrimination*

Ivana D'ALESSANDRO, Secretary of the ADI-INT, Head of the ICC Unit, Anti-discrimination and Cooperation Division, Anti-discrimination Department / *Secrétaire de l'ADI-INT, Chef de l'unité ICC, division Anti-discrimination et coopération, Service de l'anti-discrimination*

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

Menno ETTEMA, former Co-Secretary of ADI/MSI-DIS, No Hate Speech and Cooperation Unit, Anti-discrimination and Cooperation Division, Anti-discrimination Department / *ancien Co-Secrétaire de l'ADI/MSI-DIS, Unité Non au discours de haine et coopération, division Anti-discrimination et coopération, Service de l'anti-discrimination*

Nidaa BOTMI, No Hate Speech and Cooperation Unit, Anti-discrimination Department / *Unité Non au discours de haine et coopération, Service de l'anti-discrimination*

Evgenia GIAKOUMOPOULOU, Secretary of the GT-ADI-SOGI, Head of the SOGI Unit, Anti-discrimination and Cooperation Division, Anti-discrimination Department / *Secrétaire du GT-ADI-SOGI, Chef de l'unité SOGI, division Anti-discrimination et coopération, Service de l'anti-discrimination*

Ellsworth CAMILLERI, SOGI Unit, Anti-discrimination and Cooperation Division, Anti-discrimination Department / *l'unité SOGI, division Anti-discrimination et coopération, Service de l'anti-discrimination*

Ljiljana STOJISAVLJEVIC, Assistant to the Secretary of the CDADI, Senior Assistant of the CDADI Division, Anti-discrimination Department. / *Assistante au Secrétaire du CDADI, Assistante principale de la division CDADI, Service de l'anti-discrimination*

Aida-Diana FARKAS, Administrative Assistant, CDADI Division, Anti-discrimination Department / *Assistante administrative, division CDADI, Service de l'anti-discrimination*

Ellen FOURNIER, Administrative Assistant, Roma and Travellers Team, Anti-discrimination Department / *Assistante administrative, Equipe Roms et Gens du Voyage, Service de l'anti-discrimination*

Chaïma MOHAMED, Assistant to the Co-Secretary of the PC/ADI-CH, Administrative Assistant, No Hate Speech and Cooperation Unit, Anti-discrimination Department / *Assistante au co-secrétaire du PC/ADI-CH, Assistante administrative, Unité Non au discours de haine et coopération, Service de l'anti-discrimination*

Maddalena FORMICA, Assistante to the Head of the Anti-discrimination Department and of the Roma and Travellers Team / *Assistante au Chef de Service de l'anti-discrimination et de l'Equipe Roms et Gens du Voyage*

<b>INTERPRETERS /INTERPRETES</b>
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Pascale MICHLIN  
Corinne McGEORGE-MAGALLON  
Nicolas GUITTONNEAU

### Appendix III

#### Statement of Belgium regarding the adoption of the CM Recommendation on the active political participation of national minority youth

Belgium wishes to recall that it has not ratified the Framework Convention for the Protection of National Minorities and that when it was signed in 2001 Belgium made the following reservation:

*'The Kingdom of Belgium declares that the Framework Convention applies without prejudice to constitutional provisions, guarantees or principles and without prejudice to the legislative norms which currently govern the use of languages. The Kingdom of Belgium declares that the concept of national minority will be defined by the Inter-ministerial Conference on Foreign Policy.'*

There is currently no official definition of a national minority in Belgium that could be used in the context of this recommendation. This should not be an obstacle to the work that the other Member States, which have ratified this Convention, intend to carry out through the adoption of this recommendation by the Committee of Ministers.

#### En Français (original) :

La Belgique tient à rappeler qu'elle n'a pas ratifié la Convention cadre sur le droit des minorités nationales et que lors de sa signature en 2001 la Belgique a formulé la réserve suivante :

*'Le Royaume de Belgique déclare que la Convention-cadre s'applique sans préjudice des dispositions, garanties ou principes constitutionnels et sans préjudice des normes législatives qui régissent actuellement l'emploi des langues. Le Royaume de Belgique déclare que la notion de minorité nationale sera définie par la conférence interministérielle de politique étrangère.'*

Il n'existe pour l'instant en Belgique aucune définition officielle de ce qu'est une minorité nationale qui pourrait être utilisée dans le cadre de cette recommandation. Cela ne doit pas constituer un obstacle au travail que les autres Etats membres, qui ont ratifié cette Convention, ont l'intention de réaliser par l'adoption par le Comité des ministres de cette recommandation.

## **Appendix IV**

### **Assessment of the working methods related to the deliverables on national minorities**

#### **Introduction**

The Terms of Reference of the CDADI for the years 2022-2025 contain the following passage:

With a view to the efficient preparation of its three main deliverables on national minorities for the period 2022-2025, the CDADI is encouraged to form a working group; if the CDADI decides to do so, the Council of Europe will bear the travel and subsistence expenses of one representative each from seven member States designated by the CDADI. Other member States may send representatives without defrayal of expenses; the CDADI will assess the chosen working method in the light of its experience in the framework of the mid-term review.

Paragraph 4 of CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods states:

When deciding on the composition of subordinate bodies composed of a limited number of member States and/or independent experts, due regard shall be given by the parent committee to geographical representation and, where relevant, different legal systems, and periodic rotation of member States

During its 4th Plenary Meeting on 7-9 December 2021, the CDADI set up a working group to prepare a draft Recommendation on active political participation of national minority youth and, subject to an assessment of the efficiency of this working method in the framework of the mid-term review in 2023, prepare the two remaining deliverables on national minorities.

During its 4<sup>th</sup> meeting on 27 and 28 March 2023, this working group completed its work on the above draft Recommendation on active political participation of national minority youth. At the end of the meeting, participants' views were sought on the question of the future of the working group and its composition. The participants voiced their appreciation for the work done and the excellent spirit of co-operation in the working group. Several participants expressed readiness to continue their involvement in this work, while it was also mentioned that it could make sense to include into this strand of the CDADI work members from other member states and with specific knowledge on the next topic.

On this basis, the CDADI held an exchange of views during its 7th meeting on 27 to 29 June 2023, during which it noted that several proposals for future work on national minorities had been put forward and that it would make sense to have recourse to the format of a working group also for any future deliverables that it may be requested to produce in this field, given the positive experience with this method and the results it has produced so far. Whilst preserving some degree of continuity regarding this strand of the CDADI work, it is also desirable to review the composition of the working group before each new biennium; this will ensure that the members of the working group have experience and expertise that is relevant for the upcoming deliverables and that over time more countries are involved in this line of work.

Therefore, the CDADI intends, subject to the adoption of its Terms of Reference by the Committee of Ministers, to continue having recourse to a working group in charge of

preparing its deliverables on national minorities and to appoint the members of the working group for the upcoming biennium at its 8th meeting in December 2023.



## **Appendix V**

### **Terms of Reference of a CDADI Working Group for the preparation of deliverables on preventing and combating hate speech**

*Set up by the Council of Europe Steering Committee on Anti-discrimination, Diversity and Inclusion (CDADI) in accordance with Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.*

Terms of reference valid from 1 July 2023 – 31 Dec 2023

#### **Specific tasks:**

To prepare, together with the Secretariat, and subject to the Terms of Reference of the CDADI, deliverables relating to the implementation of Recommendation CM/Rec(2022)16 on combating hate speech.

#### **Composition:**

##### **Members:**

The working group shall be composed of members of the CDADI or other representatives of the member states. With regard to the composition, due regard shall be given to geographical distribution, where relevant different legal systems and to gender equality.

##### **Participants and observers:**

To secure the implementation of its tasks, the working group may invite to attend its meetings, without defrayal of expenses, observers and participants of the CDADI and its substructures and other international institutions, non-governmental organisations and representatives of the academic community and the private sector.

#### **Working methods:**

The working group will convene as needed, in particular through online meetings, and use information technology, written procedures and consultations as needed.

## Appendix VI

### List of upcoming meetings of the CDADI and its substructures

<b>Date</b>	<b>Name</b>
26/06/23 Strasbourg	ADI-ROM Ad hoc Drafting Group for the draft CM recommendation on equality for Roma and Traveller women and girls
<b>27-29/06/23 Strasbourg</b>	<b>7<sup>th</sup> CDADI meeting</b>
4/07/23 online	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
5-6/09/23 Strasbourg	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 online	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
<b>3-6/10/23 Strasbourg</b>	<b>Committee of Experts on Combating Hate Crime (PC/ADI-CH)</b>
<b>17-18/10/23 Strasbourg</b>	<b>Committee of Experts on Intercultural Integration (ADI-INT)</b>
<b>17-18/10/23 Strasbourg</b>	<b>Committee of Experts on Roma and Traveller Issues (ADI-ROM)</b>
<b>19-20/10/23 To be decided</b>	<b>CDADI Bureau meeting</b>
14-15/11/23 Strasbourg	Working Group on SOGI (GT-ADI-SOGI)
<b>5-7/12/23 Strasbourg</b>	<b>8<sup>th</sup> CDADI meeting</b>
<b>18-19/04/24 tbc</b>	<b>CDADI Bureau meeting</b>
<b>18-20/06/24 Strasbourg</b>	<b>9<sup>th</sup> CDADI meeting</b>