

8th Plenary Meeting, 5-7 December 2023

Report

Summary

The Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its 8th meeting in Strasbourg on 5-7 December 2023 with Sophie ELIZÉON (France) as Chair. The meeting also comprised a joint session with the European Committee on Crime Problems (CDPC), during which the CDADI joined the CDPC via videoconference on 21 November 2023.

1. The agenda of the meeting is contained in Appendix 1. The list of participants and list of upcoming meetings of the CDADI and its substructures are available at Appendices 2 and 3.
2. 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 combating hate crime, together with the text of an explanatory memorandum of which it invited the Committee of Ministers to take note;
 - (b) 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 equality for Roma and Traveller women and girls, together with the text of an explanatory memorandum of which it invited the Committee of Ministers to take note;
3. The CDADI:

- elected for the calendar year 2024 the Chair Erik ADELL HELLSTRÖM (Sweden) the Vice-Chair Dominique STEIGER-LEUBA (Switzerland) and three Bureau members, Sean FINCH (United Kingdom) and Viktor KUNDRAK (Czech Republic) for the calendar years 2024 - 2025 and Alen TAHIRI (Croatia) for the calendar year 2024;
- appointed Käthlin SANDER (Estonia) as Rapporteur on Gender Equality, Axel VAN WEYNENDAELE (Belgium) as Rapporteur on the Rights of Persons with Disabilities, Nicolae RĂDIȚA (Republic of Moldova) as Rapporteur on the rights of Children and Young People for the calendar years 2024 - 2025;
- designated Belgium, Croatia, Finland, Italy, Luxembourg, North Macedonia, Portugal, Spain, Ukraine and United Kingdom as member States, Catalonia and Neuchâtel as regional authorities and Bilbao (Spain), Bradford (United Kingdom), Bursa-Osmangazi (Türkiye), Fuenlabrada (Spain), Lublin (Poland), Reggio Emilia (Italy), Reykjavik (Iceland) and Riga (Latvia) as local authorities participating in the Intercultural Cities Programme, which will appoint a member to the Committee of Experts on Intercultural Inclusion (ADI-INT);
- designated, with defrayal of travel and subsistence expenses, Bosnia and Herzegovina, Bulgaria, Estonia and Lithuania and without defrayal of travel and subsistence expenses, Germany, Spain and Sweden as member States, which appoint a member to the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI);
- decided to set up working groups on (1) deliverables regarding national minorities, (2) on deliverables regarding hate speech and hate crime, and (3) intersectional discrimination;
- designated Armenia, Austria, Azerbaijan, Croatia, Finland, Germany, Hungary, Latvia, Lithuania, Republic of Moldova, Romania, Switzerland, Ukraine and the United Kingdom as member States which appoint a member to the Working Group on national minorities and admitted ECMI to this group;
- designated Belgium, Estonia, France, Germany and Malta as members States which appoint a member to the Working Group on intersectional discrimination and admitted ECMI and LICRA to this group;
- designated Albania, Armenia, Azerbaijan, Bosnia and Herzegovina, Croatia, the Czech Republic, Finland, France, Georgia, Germany, Lithuania, the Republic of Moldova, North Macedonia, Norway, Poland, Portugal, Spain and the United Kingdom as members States which appoint a member to Working Group on deliverables related to hate speech and hate crime and admitted LICRA to this group;
- took note of information on the new Programme and Budget for the years 2024-2027;
- took note of the Information note regarding the compilation of promising practices at national level on combating hate speech;
- took note of the oral and written contributions of the members, participants and observers on the implementation of Recommendation CM/Rec(2022)16 on combating hate speech and provided guidance on the finalisation of the Compilation

of promising practices at national level on combating hate speech; and invited the members, participants and observers to transmit written contributions by 19 January 2024;

- took note of the report of the 4th 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 third tool for migrant integration, namely the Compendium of good practices on intercultural integration and multilevel governance and requested that the Secretariat publish the good practices in a suitable format, such as an electronic database, and update it regularly; took note of the progress made in respect of the fourth tool for migrant integration, namely the development of a Multilevel governance index; invited the ADI-INT to pilot this tool; and provided in this respect guidance to the ADI-INT;
- took note of the abridged report of the 8th ADI-ROM meeting; took note of the outcomes of the thematic visit of the ADI-ROM on Early Childhood Education, Athens & Nafplio, Greece, from 20-22 September 2023; took note of the progress made and provided further guidance for the finalisation of the Feasibility study on desegregation and inclusion policies and practices in the field of education of Roma and Traveller children; took note of the progress made with the preparation of 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 and provided further guidance for their finalisation; recalled that members of the ADI-ROM had received a questionnaire for the preparation of this deliverable on 18 September 2023 with a deadline for responses of 6 October 2023, and decided to re-launch the questionnaire with the members of ADI-ROM, to circulate it also to the members of the CDADI, and invited the member States to submit their final responses to ADI-ROM by 19 January 2024; and decided on the reimbursement rules for the ADI-ROM for the forthcoming biennium;
- exchanged views with Leyla KAYACIK, Special Representative of the Secretary General on Migration and Refugees;
- exchanged views on 'Antisemitism and other forms of intolerance and hatred based on religion' with the participation of Maria MAROUDA, Chair of the European Commission against Racism and Intolerance (ECRI), Alexandre GUESSEL, Special Representative of the Secretary General on Antisemitic, Anti-Muslim and other forms of religious intolerance and hate crimes, and Permanent Representatives of the member States and Observers; and invited the CDADI members, participants and observers to transmit written contributions on the questions considered during the exchange of views by 19 January 2024;
- exchanged views with Aleksandra OSZMIAŃSKA-PAGETT, Chair of the Committee of Experts of the European Charter for Regional or Minority Languages (COMEX);
- took note of the report of its Rapporteur for the rights of the child on the work of the Committee of Experts on the Prevention of Violence (ENF-VAE) on a Feasibility study on age-appropriate comprehensive sexuality education to strengthen responses for

inter alia preventing and combatting violence against children, including sexual violence and harmful or risky behaviour;

- 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 provided guidance for its finalisation; took note of the preparation for the comprehensive review of Recommendation CM/Rec(2010)5 and provided guidance for this review; endorsed the Outline of the Committee of Ministers Recommendation on the equality of rights for intersex persons and provided guidance for the drafting process; and decided on the reimbursement rules for the ADI-SOGIESC;
- adopted the present abridged meeting report.

Meeting Report

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

1. On 5-7 December 2023, the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its 8th meeting in Strasbourg, with Sophie ELIZÉON (FRANCE) as Chair. The meeting also comprised an online session on 21 November 2023, during which the CDADI joined with the European Committee on Crime Problems (CDPC) via videoconference. The CDADI adopted the agenda as amended under item 3 and as it appears at Appendix I. A list of participants is available at Appendix II.

ITEM 2: Hate crime – Finalisation of draft CM/Recommendation on combating hate crime

2. During the online meeting on 21 November 2023, the CDADI first held an internal online session with members, participants and observers of the CDADI. During that session, the Chair of the Expert Committee on combating hate crime (PC/ADI-CH), Stephanie ÖNER, presented the final drafts of the Committee of Ministers Recommendation on combating hate crime and its Explanatory Memorandum, and reported on the 4th and final meeting of the PC/ADI-CH on 4-6 October 2023, where the Committee had finalised the texts taking in to account the comments received from members, participants and observers of the CDADI and CDPC as well as those received in the framework of the public consultation held from 26 May until 7 July 2023.
3. The Chair of the PC/ADI-CH explained that the draft Recommendation adopted in its paragraph 2 a broad definition of “hate crime” with a purposefully open-ended list of grounds. This had been extensively discussed by the Expert Committee both at the 4th meeting and in earlier meetings. The Chair reported that at the 4th meeting the member States unanimously agreed on the definition, which was wholly consistent with the use of the term ‘bias motivation’, whilst also going further to also encompass additional models and related terminology thereby expanding protection and optimising implementation. This was clear also from paragraph 16 of the Explanatory Memorandum. The Chair of the PC/ADI-CH emphasised that the definition would be read in conjunction with paragraphs 17 and 18 of the Recommendation on legislative models and domestic implementation, which would give leeway to the member States in operationalising the definition in their national legal system. Indeed, paragraph 18 specifically referred to “hate motivation”.
4. The CDPC had considered the texts internally on 20 November 2023 during its plenary meeting and minor alterations to three paragraphs of the Explanatory memorandum, proposed by one member State, had been provisionally agreed upon. The CDADI supported the texts as presented and made no further remarks regarding these modifications.
5. The internal session was immediately followed by a joint session with the CDPC, which members, participants and observers of the CDADI joined online, where both the CDADI and the CDPC decided to 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 combating hate crime and to adopt the Explanatory Memorandum to this Recommendation and transmit it for information to the Committee of Ministers inviting it to take note of it.

ITEM 3: Opening of the in-person session

6. The Chair opened the in-person part of the meeting on 5 December in Strasbourg. In light of the current situation in Europe and beyond, the Chair and the Bureau suggested to add to the agenda an additional session comprising an exchange of views on antisemitism and other forms of intolerance and hatred based on religion, to take place on 6 December. The CDADI adopted the revised agenda.

ITEM 4: New Programme and Budget

7. Hallvard GORSETH, Head of the Anti-Discrimination Department, informed the CDADI that the Programme and Budget of the Council of Europe and the new Terms of Reference of the CDADI for 2024 - 2027 had been approved by the Committee of Ministers. The terms of reference had been circulated with the CDADI. The Head of the Anti-Discrimination Department presented the four expert committees that would work under the CDADI and mentioned that additional working groups could be set up by the CDADI. He then set out the deliverables of the Committee of Experts on Roma and Traveller Issues (ADI-ROM) and the Committee of Experts on Intercultural Inclusion (ADI-INT), explained that the Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC) would replace the former CDADI Working Group on Sexual Orientation and Gender Identity (GT-ADI-SOGI) and that there would also be a new Committee of Experts on Artificial Intelligence, Equality and Discrimination to draft a CM Recommendation on this topic (under the joint responsibility of the Gender Equality Commission, the GEC/ADI-AI). Finally, an overview was given of the cross-cutting deliverables that would be developed directly by the CDADI or working groups established under the CDADI.

ITEM 5: Roma and Traveller – Finalisation of Draft Recommendation on equality for Roma and Traveller women and girls

8. The Chair of the ADI-ROM, Manuel DEMOUGEOT, gave an overview of the progress of the ADI-ROM's work and presented the report of the 8th ADI-ROM meeting, which took place on 17 and 18 October 2023 in Strasbourg. Maberu KAMBERI, Vice-Chair and Gender Equality Rapporteur of the ADI-ROM and Eleftheria KOUMALATSOU, member of ADI-ROM, presented the final draft of the Committee of Ministers Recommendation on equality for Roma and Traveller women and girls and its Explanatory Memorandum. Several member States welcomed the draft Recommendation and the Gender Equality Rapporteur of the CDADI, Patricia SÃO JOÃO (Portugal) expressed her satisfaction and her support for the opportunities that its adoption would create. The CDADI took note of the abridged report of the 8th ADI-ROM meeting and decided to submit to the Committee of Ministers, for consideration with a view to its adoption, the draft Recommendation on equality for Roma and Traveller women and girls as well as to adopt the Explanatory Memorandum to this Recommendation and transmit it for information to the Committee of Ministers inviting it to take note of it.

ITEM 6: Hate speech deliverables – Promising practices regarding CM/Rec(2022)16

9. Menno ETTEMA, Head of the No Hate Speech and Cooperation Unit, gave an update from the online meeting of the CDADI working group on hate speech in September 2023, where it had finalised the Report on combating hate speech in times of crisis. This had been adopted by the CDADI by written procedure in October 2023. The Secretariat informed

the CDADI that events were being planned for 2024 around the United Nations International day for Countering Hate Speech on 18 June.

10. An information note regarding the report on promising practices at national level on combating hate speech was presented by consultant Jennifer JACKSON-PREECE. It was hoped that this report could be updated with any new measures that had been put in place subsequent to the survey issued over summer 2022, particularly any new legislation or updates to national action plans or strategies, through the Tour de Table scheduled as item 7 and follow-up written contributions. The Secretariat of the Steering Committee on Media Information and Society (CDMSI) expressed the CDMSI's support for this ongoing work. The CDMSI had taken note of the progress with the compilation at its plenary meeting one week earlier. The adoption of this deliverable by the CDADI was foreseen for the 9th plenary meeting in June 2024. The CDADI took note of the information note regarding the report on promising practices at national level on combating hate speech and provided guidance for its finalisation.

ITEM 7: Tour de Table on hate speech

11. As part of the following Tour de Table on hate speech, forty-one member States as well as several participants and observers took the floor and provided a short overview of recent measures and promising practices that they had taken on the topic of preventing and combating hate speech and how they contribute to the implementation of CM/Recommendation (2022)16. The Chair of the CDADI recalled that member States had been invited to submit written submissions on that topic, thanked the delegations that had already provided a written contribution and invited the other member States, participants and observers to transmit written contributions to the CDADI Secretariat by 19 January 2024. All contributions would be made available to other members, participants and observers and may also be used to contribute to the compilation of promising practices on CM/Recommendation (2022)16 which the CDADI was tasked with under its Terms of Reference.

ITEM 8: CDADI working groups

12. The Secretary of the CDADI recalled that at the 7th plenary meeting in June 2023 the CDADI had decided, subject to the adoption of the terms of reference for 2024-2027, to have recourse to a working group for the deliverables relating to national minorities and further recalled the Bureau's proposal to establish three working groups for the deliverables regarding national minorities, hate speech and hate crime, and intersectional discrimination. The members agreed with this proposal and expressed their interest in joining the groups, as set out in the summary report above.

ITEM 9: Intercultural integration – Capacity building programme and tools for migrant integration supporting the implementation of CM/Rec(2022)10 at national level

13. Peter KARIUKI, Chair of the ADI-INT reported on the 4th meeting of the ADI-INT held on 17-18 October 2023 in Strasbourg. The ADI-INT had discussed the 3rd and 4th tools of the capacity building programme for migrant integration supporting the implementation of CM/Rec(2022)10 at national level, namely the Compendium of good practices on intercultural integration and multilevel governance and the Multilevel Governance Index. The ADI-INT had approved the Compendium of good practices and decided to request the CDADI's agreement to publish it in a PDF version and to upload the practices included in

the Compendium into an online database with appropriate search function, to enable the continued collection, review and dissemination of good practices in this field at regular intervals. Several member States took the floor to share good practices, and some member States without membership of the ADI-INT expressed their wish to be consulted in the framework of future updating of the Compendium. The Compendium was adopted and the CDADI agreed on its regular update by the Secretariat. During its 4th meeting, the ADI-INT had also reviewed the list of questions for the future Multilevel Governance Index. The CDADI invited the ADI-INT to pilot this tool and provided in this respect guidance. Belgium, Bilbao, Bradford, Catalonia, Finland, Spain and the United Kingdom had volunteered in the ADI-INT to test the Multilevel Governance Index. They would report their findings back to the ADI-INT which would then share the results with the CDADI at one of the next CDADI meetings.

ITEM 10: Roma and Travellers – Work and deliverables

14. Eleftheria KOUMALATSOU, member of the ADI-ROM, presented the results of the Thematic Visit on Early Childhood Education in Athens & Nafplio, Greece, from 20-22 September 2023. The report, which would be submitted to ADI-ROM shortly after the CDADI meeting for adoption in written procedure, would recommend a variety of measures to ensure participation of Roma and Traveller children in quality early childhood education.
15. Mihai SURDU, Sociologist, Research Associate at University College Freiburg, Germany presented the progress made with the draft Feasibility study on desegregation and inclusion policies and practices in the field of education including Roma and Traveller children. The draft feasibility study had been revised to incorporate feedback received at the CDADI's 7th plenary meeting and the 8th ADI-ROM meetings.
16. The preparation of a Capacity building programme and tools on the inclusion of the history of Roma and/or Travellers in school curricula and teaching materials at national level was presented in three parts. Delia GRIGORE, researcher and ethnologist, presented the progress made with the mapping study of good practices. The CDADI recalled that members of the ADI-ROM had received a questionnaire for the preparation of this study on 18 September 2023 with a deadline for responses of 6 October 2023, and decided to re-launch the questionnaire with the members of ADI-ROM, to circulate it also to the members of the CDADI, and to invite the member States to submit their final responses to ADI-ROM by 19 January 2024. Paula O'DONOHUE (EuroClio) presented the progress made in preparing methodological guidance, and Oana NESTIAN-SANDU (Olga Lengyel Institute for Holocaust Studies) gave a presentation of the progress made with regard to a practical tool for teaching about the Roma Holocaust and other oppressions against Roma and Travellers.
17. The CDADI decided on the reimbursement rules for the ADI-ROM for the forthcoming biennium as set out in the working document CDADI(2023)25.
18. The CDADI Rapporteur on rights of the child, Sean FINCH (United Kingdom) shortly presented the outcomes of the second meeting of the Committee of Experts on the Prevention of Violence (ENF-VAE) in Strasbourg from 10-11 October as relevant to the draft feasibility study on age-appropriate comprehensive sexuality education. The CDADI took note of this presentation.

ITEM 11: Exchange of views with Special Representative on Migration and Refugees

19. The CDADI held an Exchange of views with the Special Representative of the Secretary General on Migration and Refugees, Leyla KAYACIK. The Special Representative on Migration and Refugees recalled her mandate, summarised her most recent activities and reiterated the importance of legal standards of the Council of Europe to her work, including CM/Recommendation (2022)10 on multilevel policies and governance for intercultural integration. Avenues for cooperation, particularly with reference to the CDADI's work on intercultural inclusion, were explored.

ITEM 11bis: Exchange of views on 'Antisemitism and other forms of intolerance and hatred based on religion

20. Against the background of recent developments in Europe and beyond, and on the proposal of the Bureau, the CDADI held an exchange of views on 'Antisemitism and other forms of intolerance and hatred based on religion'. The exchange of views gathered members, participants and observers of the CDADI, members of the European Commission against Racism and Intolerance (ECRI), the Special Representative of the Secretary General on Antisemitic, Anti-Muslim and other forms of religious intolerance and hate crimes, Alexandre GUESSEL, and Permanent Representatives and other staff of the Permanent Representations of member and observer states to the Council of Europe. Maria MAROUDA, Chair of ECRI, highlighted its recently revised General policy Recommendation No. 9 on preventing and combating Antisemitism and General Policy Recommendation No.5 on Preventing and combating anti-Muslim racism and discrimination. These recommendations provide comprehensive guidance on addressing, preventing and combating antisemitism and anti-Muslim racism and discrimination respectively. The Special Representative of the Secretary General provided insights from his role in enhancing and strengthening the Council of Europe's fight against all forms of religious intolerance. Many member States reported their initial assessments of a marked increase in antisemitism, whilst several also reported an increase in anti-Muslim racism and discrimination following recent events. Others stated that the situation remained relatively stable. States shared a variety of measures being taken as a priority to combat intolerance and hatred based on religion generally, including through national strategies or action plans, as well as specific measures taken to tackle recent spikes in antisemitic or antimuslim discourse, intolerance and crimes. Member States, participants and observers were invited to also submit written contributions to the CDADI Secretariat by 19 January 2024.

ITEM 12: Exchange of views with the Chair of the COMEX

21. Aleksandra OSZMIAŃSKA-PAGETT, Chair of the Committee of Experts of the European Charter for Regional or Minority Languages (COMEX), recalled that the Council of Europe celebrated in 2023 the 25th anniversary of the entry into force of the Charter and highlighted the possibility for member States to accept additional undertakings from the Charter's menu, thus upgrading their obligations and adapting them to the improved situations. She furthermore underlined that the Committee of Experts encourages states parties to adapt their Charter undertakings, so that updated ratification instruments could ensure that the Charter continues to serve as an instrument for tailor-made language policies. The Chair also highlighted the need to increase the number of ratifications of the Charter. In addition, she recalled that in its evaluation reports, COMEX had identified recurrent systemic difficulties that states are confronted with, including in the fields of

education, digital technologies and social media, and in their regular dialogue between authorities, minority language users and the Council of Europe. The Chair welcomed that, under its new Terms of Reference, the CDADI would embark in studying those problematic areas and identifying good practices in member States.

ITEM 13: Elections and appointments

22. The CDADI elected a Chair and Vice Chair for the calendar year 2024, Bureau members, for the calendar years 2024 - 2025 and 2024, and appointed Rapporteurs as set out in the Abridged report. Member states, participants and observers were designated to the various expert committees and working groups as set out in the summary report above.

ITEM 14: LGBTI persons – Thematic and full review of CM/Rec(2010)5, draft CM/Recommendation on intersex persons and reimbursement rules

23. Georgia Wolff, Chair of the CDADI Working Group on Sexual Orientation and Gender Identity (GT-ADI-SOGI), presented the outcomes of the 4th meeting of the GT-ADI-SOGI. The Chair presented the progress made with the 3rd thematic review of Recommendation CM/Rec (2010)5 on LGBTI persons and access to healthcare, which would provide an overview of the gaps in access to healthcare and provide recommendations to address them using examples of promising practice and drawing upon information gathered during online discussions, the European Roundtable, and a national event in Bosnia and Herzegovina. The Chair furthermore provided an update on the comprehensive implementation review of Recommendation CM/Rec (2010)5 including an update on the preparation of a questionnaire, which would be streamlined compared to that of 2019 and which contained some pre-filled responses to assist member States.
24. The Chair presented an outline of the Committee of Ministers Recommendation on the equality of rights of intersex persons. The drafting group would meet for the second time in the first quarter of 2024, with a first draft of the Recommendation planned to be presented to the ADI-SOGIESC in May 2024, to be discussed by the CDADI at its 9th plenary meeting in June 2024.
25. The CDADI decided on the reimbursement rules for the ADI-SOGIESC as set out in the document CDADI(2023)32.

ITEM 15 : Adoption of the Abridged Report and any other business

26. 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, which appears as at Appendix III.

Appendix I
AGENDA

1. Opening of the meeting and adoption of the agenda
2. Hate crime – Finalisation of draft CM/Recommendation on combating hate crime
3. Opening of the in-person meeting
4. New Programme and Budget
5. Roma and Traveller – Finalisation of Draft Recommendation on equality for Roma and Traveller women and girls
6. Hate speech deliverables – Promising practices regarding CM/Rec(2022)16
7. Tour de Table on hate speech
8. CDADI working groups
9. Intercultural integration – Capacity building programme and tools for migrant integration supporting the implementation of CM/Rec(2022)10 at national level
10. Roma and Travellers – Work and deliverables
11. Exchange of views with Special Representative on Migration and Refugees
- 11bis* Exchange of views on antisemitism and other forms of intolerance and hatred based on religion
12. Exchange of views with the Chair of the Committee of Experts of the European Charter for Regional or Minority Languages (COMEX)
13. Elections and appointments
14. LGBTI persons – Thematic and full review of CM/Rec(2010)5, draft CM/Recommendation on intersex persons and reimbursement rules
15. Adoption of the Abridged Report and any other business

Appendix II

LIST OF PARTICIPANTS

MEMBERS / MEMBRES

ALBANIA/ALBANIE

Almona BAJRAMAJ

Head of Human Rights and Reporting Unit, Directorate for International Organization, Ministry for Europe and Foreign Affairs, Tirana

Robert GAJDA

Commissioner on Protection against Discrimination, Tirana

ANDORRA/ANDORRE

Excused / excusé

ARMENIA/ARMÉNIE

Zoya STEPANYAN

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AUSTRIA/AUTRICHE

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AZERBAIJAN/AZERBAÏDJAN

Anar ALIZADE

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BELGIUM/BELGIQUE

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BOSNIA AND HERZEGOVINA/BOSNIE-HERZÉGOVINE

Nina MISKOVIC

Secretary of the Ministry, Ministry of Human Rights and Refugees of Bosnia and Herzegovina, Sarajevo

Kemo SARAC

Assistant Minister, 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

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CROATIA/CROATIE

Alen TAHIRI

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Jelena DOKŠA

Secretary in the Office for Human Rights and Rights of National Minorities

CYPRUS/CHYPRE

Aristos TSIARTAS

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

CZECHIA

Viktor KUNDRÁK, E.MA.,

Director, Department of Human Rights and Protection of Minorities
Office of the Government of the Czech Republic, Prague

DENMARK/DANEMARK

Magnus GULDBERG

Deputy Permanent Representative, Strasbourg

ESTONIA/ESTONIE

Käthlin SANDER

Head of the Equality Policies Department, Ministry of Economic Affairs and Communications,
Tallinn

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 de l'Ardèche

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

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Mark KAMPERHOFF

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

Lena REINSCHMIDT

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

GREECE/GRÈCE

Simon DANIILIDIS

Department of Human Rights, Ministry of Family and Social Cohesion, Athens

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Gunnhildur GUNNARSDOTTIR

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IRELAND/IRLANDE

Aoife BYRNE

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Strasbourg

ITALY/ITALIE

Mattia PERADOTTO

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

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LUXEMBOURG

Pierre WEISS

Sociologist, Ministry of Family Affairs, Solidarity, Living Together and Reception of Refugees,
Luxembourg

Anne GOSSET

Adviser, Ministry of Justice, Luxembourg

MALTA/MALTE

Clayton MERCIECA

Head of SOGIESC Unit, Human Rights Directorate, Ministry for Home Affairs, Security, Reforms and Equality, Paola

REPUBLIC OF MOLDOVA/REPUBLIQUE DE MOLDOVA

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

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Svetlana CVETKOVSKA

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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

Agency for Integration, Migration and Asylum -AIMA, Lisbonne

Patrícia SÃO JOÃO

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

ROMANIA/ROUMANIE

Catrinel BRUMAR

Minister-Counsellor, Ministry for Foreign Affairs, Bucharest

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 / excusé

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 / excusé

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

Ozan Muzaffer KÖSTÜ

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

UKRAINE

Ihor LOSSOVSKYI

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

INVITEES TO THE 8th CDADI MEETING/ INVITES À LA 8EME RÉUNION DU CDADI

Maria MAROUDA, Chair of ECRI / *Présidente de l'ECRI*

Alexandra OSZMIAŃSKA-PAGETT, Chair of the Committee of Experts of the European Charter for Regional or Minority Languages/ *Présidente du COMEX*

Leyla KAYACIK, Special Representative of the Secretary General on Migration and Refugees / *Représentante spéciale de la Secrétaire Générale sur les migrations et les réfugiés*

Alexandre GUESSEL, Special Representative of the Secretary General on antisemitic, anti-Muslim and other forms of religious intolerance and hate crimes / *Représentant spécial de la Secrétaire Générale sur les crimes de haine antisémites et antimusulmans et toute forme d'intolérance religieuse*

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

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

Manuel DEMANGEAUT, Chair of the ADI-ROM / *Président de l'ADI-ROM*

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

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

Delia GRIGORE, Researcher and ethnologist / *Chercheuse et l'ethnologue*

Paula O'DONOHUE, European Association of History Educators / *Association européenne des professeurs d'histoire (EuroClio)*

Oana NESTIAN-SANDU, Olga Lengyel Institute for Holocaust Studies / *Institut Olga Lengyel pour les études sur l'Holocauste*

Jenifer JACKSON-PREECE, Independent expert / *Experte indépendante*

PARTICIPANTS

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

Johan FRIESTEDT, Executive Secretary of ECRI/ *Secrétaire exécutif de l'ECRI*

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

David SMITH, Member on behalf of the United Kingdom / *Membre au nom du Royaume Uni*

European Charter for Regional or Minority Languages/ La Charte européenne des langues régionales ou minoritaires (ECRML)

Jorg HORN, ECRML Secretariat/ *Secrétariat de l'ECRML*

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

Marie MARTIN, member of the Secretariat to the Committee on Migration, Refugees and Displaced Persons / *Membre du Secrétariat de la Commission des migrations, des réfugiés & des personnes déplacées*

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*
Tara BEATTIE, Adviser, Division III/ *Conseillère, Division no III*

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

Manuel DEMOUGEOT, 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*
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

n/a

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

Giulia LUCCHESI, Media and Internet Governance Division / *Division de Médias et gouvernance de l'Internet*
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*
Camille GANGLOFF, Head of Policy Unit / *Cheffe d'unité des politiques*, Secretary to the Gender Equality Commission/ *Secrétaire auprès de la Commission pour l'égalité de genre*

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

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Eva PIZANO, Adjointe à l'Observatoire Permanent, Représentation du Mexique auprès du Conseil de l'Europe

**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 EUROPEENNE**

n/a

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

n/a

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

n/a

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

n/a

OBSERVERS / OBSERVATEURS

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

Patrick CHARLIER, Chair, Brussels, / *Le président*

Tamas KADAR, Co-Director, Operations, Policy & Legal, Brussels / *Co-directeur, Les opérations, les politiques et les affaires juridiques*

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

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**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

Francesca SANDERS, Senior Policy Officer

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

n/a

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

n/a

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

Gilbert FLAM, Président de la commission des affaires européennes et internationales de la LICRA

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 the CDADI Division, Anti-discrimination Department / *Secrétaire du CDADI, Chef de la Division CDADI, Service de l'anti-discrimination*

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Katia DI STEFANO
Morgane LAMOTHE
Clarissa WORSDALE
Charles SPEED
Celia RAWINSKI

Appendix III

List of upcoming meetings of the CDADI and its substructures

Date	Name
14-15/11/23 Strasbourg	Working Group on SOGI (GT-ADI-SOGI)
22/11/23 Online	Joint CDADI and CDPC session -possible adoption of the CM/Rec on Combating Hate Crime
5-7/12/23 Strasbourg	8th CDADI meeting
15/02/24 Online	Committee of experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC)
20-21/02/24 Strasbourg	Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI)
April 24 (tbc)	ADI-ROM Working Group on a Feasibility study and possible draft Recommendation on desegregation and inclusion policies and practices in the field of education of Roma and Traveller children
April 24 online	ADI-ROM Working Group for the capacity-building programme and tools supporting the implementation of Recommendation CM/Rec(2020)2 at national level
18-19/04/24 Paris	CDADI Bureau meeting
April 24 (tbc)	WG on deliverables regarding hate speech and hate crime (GT-AD-DCH)
April 24 (tbc)	WG on intersectional discrimination (GT-ADI-DI)
May 24 (tbc)	WG on deliverables regarding national minorities (GT-ADI-MIN)
14-15/05/24 The Hague	Committee of experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC)
14-15/05/24 Lublin	Committee of Experts on Intercultural Inclusion (ADI-INT)
15-16/05/24 Strasbourg	Committee of Experts on Roma and Traveller Issues (ADI-ROM)
18-20/06/24 Strasbourg	9th CDADI meeting
3-4/10/24 (tbd)	CDADI Bureau meeting
26-28/11/24 Paris/Versailles (tbc)	10th CDADI meeting