Steering Committee on Anti-Discrimination, Diversity and Inclusion - CDADI

CDADI (2022)25

11.10.2022

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

**4th meeting, 6 – 7 October 2022**

**Council of Europe office in Paris 55, avenue Kléber, F - 75784 Paris Cedex 16**

**Report**

1. The Bureau of the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its fourth meeting on 6-7 October 2022, with Triantafillos Loukarelis (Italy) as the Chair. The list of participants appears in Appendix I.

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

2. The Bureau adopted the agenda as it appears in Appendix II.

**ITEM 2: Developments since the 5th CDADI plenary meeting**

3. The Chair recalled that his mandate would come to an end at the end of 2022 and reminded the Bureau of the planned elections during the 6th CDADI plenary meeting to choose a new president, vice-president as well as two bureau members, rapporteurs and a representative of regional authorities in the ADI-INT.

4. The Secretariat recalled recent changes to the Secretariat's composition and confirmed to the Bureau that Wolfram Bechtel will now serve as Secretary of the CDADI and that the former Secretary Hallvard Gorseth will remain responsible for the CDADI as Head of the Anti-discrimination Department. New staff were welcomed. The CDADI's transversal task-oriented approach to its work and the progress made in deliverables over the past few months was recalled.

**ITEM 3: Overview about the work to be done during the biennium 2022/2023**

**a. Terms of Reference**

5. The Secretariat recalled that the Committee of Ministers had adopted Terms of Reference for the CDADI and its substructures in November 2021 which were approved for the two biennial periods 2022-2023 and 2024-2025.

**b. CDADI Workplan**

6. Given the deadlines foreseen in the Terms of Reference, the Secretariat encouraged the CDADI to substantially advance its work on 14 out of the 20 deliverables required by 2025, so that a number of these could be ready for adoption earlier than the final, 8th CDADI meeting in December 2023. The Secretariat presented a draft workplan that it had prepared on that basis and the Bureau asked the Secretariat to distribute and present this draft at the next plenary meeting. The Bureau agreed that it would be advisable not to overload the final, 8th CDADI meeting in the biennium and to finalise some of those deliverables already at the previous, 7th CDADI meeting.

7. The Secretariat recalled that in March 2022, the CDADI had adopted observations regarding the aggression of the Russian Federation against Ukraine. This theme is also reflected in the work undertaken by the ADI-INT and in the work on the implementation of Recommendation CM/Rec(2022)16 on combatting hate speech, including online hate speech, which had been adopted by the Committee of Ministers in May 2022. The Secretariat further recalled the Advisory Committee on the Framework Convention's condemnation of the Russian Federation's invasion of Ukraine and its statement deploring its use of minority rights as a pretext for the invasion, and the similar statement made by the Committee of Experts for the European Charter on Regional or Minority Languages.

**ITEM 4: Preparation of the agenda for the 6th CDADI meeting**

**a. Work on main deliverables by expert committees and working groups**

8. Peter Kariuki, Chair of the Committee of Experts on Intercultural Integration of Migrants (ADI-INT), recalled that one seat for a representative of regional authorities in the ADI-INT was vacant and

that the second meeting of the ADI-INT was scheduled to take place in Skopje on the 18 -19 October 2022. Two deliverables are underway, namely: the capacity-building programme and tools supporting implementation of Recommendation CM/Rec(2022)10 on multi-level policies and governance for intercultural integration; and a feasibility study on a new legal and/or benchmarking instrument on comprehensive strategies for inclusion. With respect to the former, a final draft for the capacity building programme and a draft manual for the design of a training course on intercultural competence would be presented to the CDADI at the 6th plenary meeting for endorsement. It is expected that two further tools will be brought to the 7th meeting of the CDADI and at least one more tool to the 8th meeting of the CDADI. With respect to the second deliverable, a draft outline for a feasibility study had been discussed and an ad hoc working group was to be set up. It is hoped that an outline for the feasibility study and a questionnaire for member States in preparation for the feasibility study could be submitted for consideration and endorsement at the 6th meeting of the CDADI.

9. Stephanie Öner, Chair of the Committee of Experts on Hate Crime (PC/ADI-CH), informed the Bureau that the committee had discussed a first draft of the Recommendation at its second meeting, which had taken place on 29 and 30 September 2022 in Strasbourg. Based on written and oral comments from members, participants and observers, further revisions will now be made to the draft text of the Recommendation and the next step will be reporting in plenary sessions of the CDADI and the European Committee on Crime Problems (CDPC). The third meeting of the PC/ADI-CH is due to take place in March 2023.

10. The Bureau also discussed the relationship between Recommendation CM/Rec(2022)16 on combating hate speech and the new draft Recommendation of the Committee of Ministers on combating hate crime, that the wide definition of hate crime which is included in this draft covers criminalised forms of hate speech and that the CDADI could provide guidance to keep this wide definition.

11. Mabera Kamberi, Vice-President of the Committee of Experts on Roma and Traveller Issues (ADI-ROM), informed the Bureau of the progress made on the draft Recommendation on equality for Roma and Traveller women and girls. The members of the working group had met twice since the 5th ADI-ROM meeting of 17-18 May 2022 and had developed an outline and a rationale concerning the topics to be covered in the draft, which will be presented at the 6th CDADI meeting.

12. Petra Neumann, Co-Secretary to the ADI-ROM, gave an update of the status of the mid-term review report on the implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025). The report provides an overview of the achievements and activities under each priority area from the Plan's adoption on 22 January 2020 to 31 December 2022. Particular attention is paid to the activities and achievements from the beginning of the Covid-19 pandemic and its effects on Roma and Travellers. The report will be presented to the 6th meeting of the CDADI for adoption and transmission to the Committee of Ministers.

13. Marcos Andrade, Deputy Head of Division of the Roma and Travellers Team, informed the Bureau that the task force working on the feasibility study on desegregation and inclusion policies and practices in the field of education, including Roma and Traveller children, had met on 9th November in Strasbourg to discuss and define further the scope of the feasibility study and develop a more precise calendar. A consultant had been identified. The CDADI will be informed of the workplan for the preparation of the study at the 6th meeting. Research and analysis would be conducted until Spring 2023, with a view to having a first draft of the report ready by May 2023, which will then be presented at the 7th ADI-ROM and CDADI meetings.

14. Petra Neumann, Co-Secretary to the ADI-ROM, informed the Bureau of the progress of the working group established during the 5th ADI-ROM meeting regarding the capacity-building programme and

tools to support the Recommendation of the Committee of Ministers to member States on the inclusion of the history of Roma and/or Travellers in school curricula and teaching materials. The ADI-ROM will work on developing methodological guidelines. A concept note including a compilation of suggestions to move forward with a timeline for implementation will be submitted to the CDADI for consideration at its 6th meeting.

15. Marcos Andrade, Deputy Head of Division of the Roma and Travellers Team, explained that the ad-hoc working group for the Handbook on democratic governance and representation and participation of Roma and Travellers in public and political life would soon be convened and that several ADI-ROM members had expressed their interest to participate in that working group at the 6th ADI-ROM meeting.

16. Valerie Poppe, Project Manager in the ADI-ROM, informed the Bureau of the status of two thematic reports. The first report on legislation and policies related to begging, with special focus on children is based on a thematic visit carried out in Bosnia-Herzegovina in 2021; it was adopted at the 5th ADI-ROM meeting. . The second such report on the employment of Roma and Traveller in public services is based on the outcomes of a visit that had taken place in June 2022 in North Macedonia. Valerie Poppe informed the Bureau that this report was in the process of being finalised and that it was foreseen that the ADI-ROM adopts this report by written procedure. Both reports would be presented for discussion and endorsement at the 6th CDADI meeting.

17. Magdalena Butrymowicz, Policy and Legal Advisor in the CDADI, informed the Bureau of the meeting of the CDADI working group on the preparation of a Recommendation on the active political participation of national minority youth (GT-ADI-MIN) from 26-27 September 2022. The working group were positive about the draft recommendation and its structure and finetuned the draft further. The draft would be presented at the 6th CDADI meeting. It is then foreseen to send the draft for written public consultation and also for discussion with national minority youth in focus groups. It was proposed to present the Recommendation at the 7th CDADI meeting in June 2023 for adoption. The Bureau suggested to submit the draft to the CDADI members, participants and observers for written comments before the 6th CDADI meeting in order to move the issue forward.

18. Menno Ettema from the No Hate Speech and Cooperation Unit updated the Bureau about the review of promising practices at national level on the implementation of the CM Recommendation CM/Rec(2022)16 on combating hate speech. A survey to launch the work on reporting promising practices would be introduced this autumn. There would also be a study into support measures for those who are targeted by hate speech and further work would be undertaken in the field of hate speech in time of crisis. An update on the survey and preparation of the work on hate speech in crises would be given at the 6th meeting of the CDADI.

19. Georgia Wolff, Chair of the CDADI working group on sexual orientation and gender identity (GT-ADI-SOGI), informed the Bureau of the next working group meeting which would take place on 28 October in Ireland. There were three deliverables underway. First, the working group would discuss the outline of the second thematic implementation review report on CM/Rec (2010)5 on the topic Right to life, security and protection from violence: combating SOGIESC-based hate crime across Europe. Second, the GT-ADI-SOGI would discuss a methodology for the comprehensive review of CM/Rec(2010)5, which is due at the end of 2025. Finally, a concept note for the drafting of a CM/Recommendation on the equality of intersex persons would be discussed at the upcoming meeting of the GT-ADI-SOGI. The progress on all three deliverables would be presented at the 6th CDADI meeting.

20. Charlotte Gilmartin, Legal Advisor in the CDADI, informed the Bureau of the progress of the work of the joint task force with the Gender Equality Committee (GEC) on Artificial Intelligence systems

and their impact on equality, including gender equality, and the potential risks to non-discrimination. The task force had met on 3 October 2022 and reacted positively to the preliminary draft study prepared by two consultants. The preliminary draft study, without concrete Recommendations, would be presented at the 6th CDADI meeting for consideration and guidance. Concrete recommendations would then be drafted, and the study would be considered again by the task force in January 2023, with the aim of presenting the draft study for discussion and adoption at the 7th CDADI meeting in June 2023.

**ITEM 5: Draft Agenda for 6th CDADI meeting**

21. The Secretariat presented the draft agenda for the 6th CDADI meeting and the Bureau agreed that it was advisable to keep some reserve time for discussion of additional issues. The draft agenda was agreed by the Bureau.

**ITEM 6: Preparation of elections**

22. The Bureau noted that for the position of representative of regional authorities in the ADI-INT, there was a potential candidate to be confirmed. The Bureau agreed that an email should be sent to all CDADI members informing them of the timing of the elections for all positions and how to send an application for election. This would likely be sent with the other meeting documents. The Bureau agreed with holding the elections on the third day of the 6th meeting.

**ITEM 7: Requests for observer status**

23. Two requests for observer status had been received. The Bureau recalled the need to balance CDADI observers in a way that they cover all activities of the committee, and that they should primarily comprise international networks which were very representative. The Bureau recalled the document on cooperation with civil society and granting of observer status, which could be formally adopted at the upcoming CDADI meeting as a guidance document.

**ITEM 8: Date of the next Bureau (3-4 May 2023 and 19-20 October 2023)**

24. It was agreed that the meetings would, so far as possible, take place in person on the 3-4 May 2023 and the 19-20 October 2023.

**ITEM 9: Any other business**

25. No other business was discussed.

**Appendix I**

**4th CDADI Bureau Meeting/ 4*e réunion du Bureau de CDADI***

**6-7 October */le 6-7 octobre* 2022**

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

**BUREAU MEMBERS / MEMBRES DU BUREAU**

**ITALY/ITALIE**

**Triantafillos LOUKARELIS (Chair)**
Head of International Advocacy UNICEF Italy, Rome

**PORTUGAL**

**Cristina MILAGRE**
Adjointe du Cabinet de la Secrétaire d'état à l'intégration et aux Migrations

**UKRAINE**

**Olena BOGDAN (Vice-Chair)**
Head, State Service of Ukraine for Ethnic Affairs and Freedom of Conscience, Kyiv

**INVITED SPEAKERS / INTERVENANTS**

**Mabera KAMBERI**, ADI-ROM Vice-Chair

**Peter KARIUKI,** ADI-INT Chair

**Stephanie ÖNER,** PC/ADI-CH Chair

**Georgia WOLFF**, GT-ADI-SOGI Chair

**SECRETARIAT / SECRETARIAT**

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

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

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

Charlotte GILMARTIN, Legal advisor in the CDADI Division, Anti-discrimination Department / *Conseillère juridique dans la division CDADI*, *Service de l'anti-discrimination*

Magdalena BUTRYMOWICZ Legal advisor in the CDADI Division, Anti-discrimination Department / *Conseillère juridique dans la division CDADI*, *Service de l'anti-discrimination*

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

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

Ivana D'ALESSANDRO, Secretary of the ADI-INT, Head of the ICC Unit / *Sécretaire du ADI-INT, Chef de l'unité ICC*

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

Jamie BROWN, Co-Secretary of the PC/ADI-CH, DGI -Directorate General Human Rights and Rule of Law, Criminal Law and Counter-terrorism / *Co-secrétaire du PC/ADI-CH, DGI- Direction générale Droits de l'Homme et Etat de droit, Droit pénal et lutte contre le terrorisme*

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

Evgenia GIAKOUMOPOULOU, Secretary of the GT-ADI-SOGI, Head of the SOGI Unit, Directorate of Anti-discrimination / *Sécretaire du GT-ADI-SOGI Chef de l'unite SOGI, Direction de l'anti-discrimination*

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

**Appendix II**

**Draft AGENDA**

**6 October 2022**

1. Opening of the Bureau meeting and adoption of the agenda

2. Developments since the 5th CDADI plenary meeting

3. Overview about the work to be done during the biennium 2022/2023

   a. Terms of Reference
   b. CDADI Workplan
   c. UNSDG and annual exchange of views on priorities of CDADI

4. Preparation of the next CDADI meeting

   a. Work on main deliverables by expert committees and working groups

      i. Information on progress of the work of the ADI-INT:

         1. Capacity-building programme and tools supporting implementation of CM/Rec on multi-level policies and governance for intercultural integration
         2. Feasibility study on a new legal and/or benchmarking instrument on comprehensive strategies for inclusion

      ii. Information on progress of the work of the PC/ADI-CH.

      iii. Information on progress of work of the ADI-ROM:

         1. Draft CM/Rec on equality for Roma and Traveller women and girls
         2. Mid-term review report on implementation Strategic Action Plan for Roma and Traveller
         3. Feasibility study on desegregation and inclusion policies and practices in the field of education including Roma and Traveller children
         4. Capacity -building programme and tools supporting implementation of CM/Rec(2020)2 on the inclusion of the history of Roma and/or Travellers in school curricula and teaching materials
         5. Handbook on democratic governance and representation and participation of Roma and Travellers in public and political life
         6. Thematic reports of the ADI-ROM

      iv. Information on progress of work of the GT-ADI-MIN.

      v. Review of promising practices at national level on implementation of CM/Rec(2022)16 on combating hate speech.

      vi. Information on progress of the work of the GT-ADI-SOGI.

1. Second thematic implementation review report on CM/Rec(2010)5
2. Methodology for comprehensive implementation review of CM/Rec(2010)5
3. Background document: Towards a CM/Rec on the equality of rights of intersex persons

**7 October 2022**

5. Continuation of item 4 - Preparation of the next CDADI meeting

    vii. Information on progress of work of the joint task-force with GEC on AI, equality and discrimination by the Secretariat

6. Draft agenda for the 6th CDADI meeting

7. Preparation of elections
    a. President
    b. Vice-President
    c. Two Bureau members
    d. Rapporteurs
    e. One member to ADI-INT (representative of regional authorities)

8. Requests for observer status

9. Date of the next Bureau meeting (3-4 May 2023 and 19/20 October)

10. Any other business