

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



CDADI (2023)22

10.11.2023

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

**6<sup>th</sup> meeting, 19-20 October 2023**

**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 sixth Bureau meeting on 19 and 20 October 2023 at the Council of Europe office in Paris. The Vice-Chair, Erik ADELL HELLSTRÖM, chaired the meeting; the participants in attendance are listed in [Appendix I](#).

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

2. The Bureau adopted the agenda as it appears in [Appendix II](#).

#### **ITEM 2: Developments since the 7<sup>th</sup> CDADI plenary meeting**

3. The Secretary of the CDADI recalled that at its 7<sup>th</sup> plenary meeting from 27-29 June 2023 the CDADI had transmitted the following to the Committee of Ministers: the Recommendation on the active political participation of national minority youth, adopted without modification in the Committee of Ministers on 4 October 2023; the Second thematic review report of the implementation of 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), of which the Committee of Ministers had taken note; and the Committee of Experts on Roma and Traveller Issues (ADI-ROM)'s thematic reports on How to stimulate governments to employ Roma and Travellers in governmental institutions and public administration, and on Substance use: prevention and treatment in hard-to-reach communities, of which the Committee of Ministers had also taken note. The CDADI had taken note of and approved the publication of the Study on preventing and combating hate speech in times of crisis by written procedure.

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

4. The Secretary of the CDADI gave an update on the adoption process in the Committee of Ministers for the new draft Terms of Reference for 2024-2027. The draft was based on the CDADI's online exchange of views on the workplan of 23 March 2023 (meeting report attached as [Appendix III](#)).
5. The Secretary to the CDADI presented the CDADI's work plan, highlighting that two draft Recommendations, on combating hate crime and on equality for Roma and Traveller women and girls, were due to be adopted by the CDADI at the 8<sup>th</sup> plenary meeting.

#### **ITEM 4: Elections, appointments, working structures and reimbursement rules**

6. The Bureau discussed the forthcoming elections of the Chair, Vice-Chair and three Bureau members at the 8<sup>th</sup> CDADI meeting, as well as the appointment of Rapporteurs on gender equality, the rights of persons with disabilities, children, and young persons.
7. The Secretary explained that, pending the adoption of the new draft terms of reference, the CDADI would be invited to designate ten member States and two regional authorities to nominate a member and possibly a deputy member to the Committee of Experts on Intercultural Integration of Migrants (ADI-INT) and also to endorse the list of 8 local authorities participating in the Intercultural Cities Programme that would designate a member and possibly a deputy member to the ADI-INT. Additionally, the CDADI would be asked to designate 4 member states to nominate a member to the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI), and to designate member states which would nominate members to the different CDADI working groups. To prepare the deliverables foreseen in the draft terms of reference, three working groups could be established: on hate speech and hate crime; on national minorities; and on intersectional discrimination. The Secretariat would prepare information for CDADI members, participants and observers on this package of positions.

8. The Bureau discussed reimbursement rules for the ADI-ROM and ADI-SOGIESC, which would be presented at the 8<sup>th</sup> CDADI plenary meeting and which members would be invited to approve.

#### **ITEM 4: Preparations for the 8<sup>th</sup> CDADI meeting (5-7 December in Strasbourg)**

9. The Chair of the Committee of Experts on Hate Crime (PC/ADI-CH), Stephanie ÖNER, updated the Bureau on the status of the draft Recommendation of the Committee of Ministers on combating hate crime following the fourth and final meeting of the PC/ADI-CH from 4-6 October 2023 in Strasbourg. The committee examined the texts of the Recommendation and the Explanatory Memorandum, taking into consideration all comments received from the European Committee on Crime Problems (CDPC) and CDADI and those received during the public consultation which took place from 26 May – 7 July. The PC/ADI-CH unanimously agreed on the changes made. A joint session of the CDPC and the CDADI was planned for 21 November to ensure that both steering committees could smoothly approve the Recommendation and adopt the Explanatory Memorandum. The CDPC and the CDADI would first have an opportunity to independently discuss the text before coming together for the joint adoption process.
10. The newly elected Chair of the ADI-ROM, Manuel DEMOUGEOT updated the Bureau on the progress of deliverables of the ADI-ROM and the 8<sup>th</sup> ADI-ROM meeting, which took place on 17-18 October 2023. The ADI-ROM had endorsed the draft Recommendation on Equality for Roma and Traveller women and girls and its explanatory memorandum and agreed to send them to the CDADI with a view to presenting them at the 8<sup>th</sup> CDADI meeting for approval and transmission to the Committee of Ministers. The 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 was advancing well and a questionnaire had been distributed to ADI-ROM members on that topic. Work had also begun on a mapping study and the elaboration of methodological guidelines for the inclusion of Roma and Travellers history in schooling. Two meetings of the Task Force for the Feasibility study on desegregation and inclusion policies and practices in the field of education including Roma and Traveller children had taken place and another was planned for November 2023. ADI-ROM members had been asked to inform the Committee regarding developments on Roma and Travellers equality policies and how national policies contribute to the implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025). The final evaluation of the Strategic Action Plan would be based on this information. On 20-22 September 2023, the ADI-ROM experts nominated by Cyprus, France, Hungary, Ireland, North Macedonia and Türkiye were hosted by Greece for the thematic visit on early childhood education, the findings of which would be presented at the 8<sup>th</sup> CDADI meeting. Finally, the European Union/Council of Europe Joint Project “Inclusive Schools: Making a Difference for Roma Children” (INSCHOOL 3) would be presented at the 8<sup>th</sup> CDADI meeting.
11. The Chair of the Working group on sexual orientation and gender identity (GT-ADI-SOGI) Georgia WOLFF, updated the Bureau on its progress. The 4<sup>th</sup> working group meeting would take place on 14 November 2023 in Strasbourg and the European Roundtable on LGBTI people’s access to healthcare would take place on 15 November. Regarding the 3<sup>rd</sup> thematic review of Recommendation CM/Rec (2010)5 on LGBTI persons and access to healthcare, Bosnia and Herzegovina would host a national roundtable on 12 December in Sarajevo and the SOGI unit was organising a number of roundtables on specific topics with a view to gathering good practices for the European report. The first such online event had been a great success. The European Roundtable would delve in to cross-cutting issues and the CDADI would be updated on the progress made at its 8<sup>th</sup> meeting. A first draft of the Recommendation on the equality of rights of intersex persons would be produced in spring 2024.

12. Menno ETTEMA, of the No Hate Speech and Cooperation Unit, updated the Bureau on the work related to CM/Rec(2022)16 on combating hate speech. The first meeting of the working group established at the last CDADI meeting was held in early September. The working group worked through the comments received and agreed the contents of the Study on combating hate speech in times of crisis; the CDADI had now taken note of and approved the publication of this study by written procedure. The group had also discussed developing a fact sheet for publication. In addition, the compilation of promising practices on combating hate speech was underway. A roundtable discussion on this topic was planned for the 8<sup>th</sup> CDADI plenary meeting and would give an opportunity for member states to exchange on practices in this field. The report with the final compilation was expected to be ready for the meetings of the CDADI and CDMSI in spring 2024. Finally, the Bureau discussed which working structure would be appropriate for preparing deliverables on hate speech and the related topic of hate crime under its new mandate.
13. The Vice-Chair of the ADI-INT, Zahra NIAZI, provided an update on the progress of the work of the ADI-INT and its fourth plenary meeting on 17-18 October 2023 in Strasbourg. The ADI-INT had advanced with the development of the tools for the Model capacity building programme, which the CDADI adopted in December 2022, to support the implementation of Recommendation CM/Rec(2022)10 on multilevel policies and governance for intercultural integration. The ADI-INT had approved the Compendium of Good Practices on intercultural integration and multilevel governance, which contained inspiring and practical policies and projects from the national, regional and local level. The Compendium would be forwarded to the CDADI for adoption at its 8<sup>th</sup> meeting in December. The ADI-INT had also discussed and reviewed the list of questions for the future Multilevel Governance Index, the 4<sup>th</sup> and final tool of the capacity building programme. Certain delegations had volunteered to test the questionnaire in a pilot and report their findings back to the ADI-INT. The ADI-INT furthermore discussed the follow-up to the Feasibility study on a new instrument on comprehensive strategies for inclusion, and asked the Secretariat to prepare a preliminary draft outline of a Guidance document for inclusion in the fields under the responsibility of the CDADI, possibly with the help of consultants. The ADI-INT also discussed the upcoming designation of ADI-INT members by the CDADI for the years 2024-2025 and the possible deliverables under the new terms of reference. The Committee informed the Bureau that it had been invited to attend a Ministerial Conference hosted in the context of the Belgian EU Presidency on the integration of newcomers on 8-9 February 2024, and a Conference on local governance approaches to diversity on 19 April 2024. The Committee has agreed to hold its 5<sup>th</sup> meeting on 14-15 May 2024.

#### **ITEM 5 - Draft agenda for the 8<sup>th</sup> CDADI meeting, in particular exchanges of views**

14. The Secretary to the CDADI presented the draft agenda for the 8<sup>th</sup> CDADI meeting and gave an overview of each item. The Bureau agreed that it would be important to provide an overview of the Terms of Reference and the proposed new substructures at the beginning of the meeting. It was planned to have an exchange of views with the Chair of the Committee of Experts of the European Charter for Regional or Minority Languages, Aleksandra OSZMIAŃSKA-PAGETT and with Leyla KAYACIK, Special Representative of the Secretary General on Migration.

#### **ITEM 6 – Date of the next Plenary and Bureau meetings**

15. The Bureau discussed travel expenses when attending CDADI meetings and planned the dates for upcoming meetings as follows:
  - 9<sup>th</sup> plenary meeting of the CDADI: 18-20 June 2024, to take place in Strasbourg.
  - 7<sup>th</sup> Bureau meeting: 18-19 April 2024, to take place in the Paris office of the Council of Europe.
  - 10<sup>th</sup> plenary meeting of the CDADI: 26-28 November 2024, location to be confirmed.

## Appendix I

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

**BUREAU MEMBERS / MEMBRES DU BUREAU****FRANCE****Sophie ÉLIZÉON, PRÉSIDENTE**

Préfète de l'Ardèche, Délégation interministérielle à l'encadrement supérieur de l'État

*Excused***SWEDEN/SUÈDE****Erik ADELL HELLSTRÖM, VICE CHAIR**

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

**CROATIA/CROATIE****Alen TAHIRI**

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

**PORTUGAL****Cristina MILAGRE**

Researcher, Observatory of Roma Communities, AIMA – Agency for Integration, Migration and Asylum

**UNITED KINGDOM / ROYAUME UNI**

**Georgia WOLFF**, Senior International LGBT+ Policy Adviser, Government Equalities Office, London, GT-ADI-SOGI Chair

**INVITED SPEAKERS / INTERVENANTS**

**Manuel DEMOUGEOT**, ADI-ROM Chair

**Zahra NIAZI**, ADI-INT Vice-Chair

**Stephanie ÖNER**, PC/ADI-CH Chair

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

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

Charlotte GILMARTIN, Co-Secretary of the CDADI, Anti-discrimination Department / Co-Secrétaire du 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*

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'unité SOGI, Direction 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*

Petra NEUMANN, Petra NEUMANN, Seconded official, Legal advisor in CDADI Division, Anti-discrimination Department / *Mis à disposition, conseillère legal dans la division CDADI, Service 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*

Aida-Diana FARKAS, Assistant to the CDADI, Anti-discrimination Department / Assistante au CDADI, *Service de l'anti-discrimination*

## Appendix II

### Agenda

1. Opening of the Bureau meeting and adoption of the agenda
2. Developments since the 7<sup>th</sup> CDADI plenary meeting
3. Overview about the work to be done during the biennium 2022/2023 and onwards
  - Terms of Reference including new draft Terms of Reference
  - CDADI Workplan
4. Elections, appointments, working structures and reimbursement rules
5. Preparation of the 8<sup>th</sup> CDADI meeting (5-7 December in Strasbourg)
  - i. Progress of the work of the PC/ADI-CH on the CM/Rec on combating hate crime
  - ii. Progress of work of the ADI-ROM
    1. Draft CM/Rec on equality for Roma and Traveller women and girls
    2. Feasibility study on desegregation and inclusion policies and practices in the field of education including Roma and Traveller children
    3. Presentation of project IN-SCHOOL
    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. Thematic report of the ADI-ROM on early childhood education
  - iii. Progress of the work of the GT-ADI-SOGI
    1. Third thematic implementation review report on CM/Rec(2010)5
    2. State of play of the comprehensive implementation review of CM/Rec(2010)5
    3. Preparation of the drafting of a CM/Recommendation on the equality of rights of intersex persons
  - iv. Work related to CM/Rec(2022)16 on combating hate speech
    1. Study on preventing and combating hate speech in times of crisis
    2. Review of promising practices at national level of the implementation of CM/Rec(2022)16
    3. Working structure on hate speech and hate crime
  - v. **11.00** 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. Progress made in the development of a Compendium of examples of good practice
  3. Progress made in the development of a Multilevel Governance Index
6. Draft agenda for the 8<sup>th</sup> CDADI meeting, in particular exchanges of views
  7. Date of the next Plenary and Bureau meetings
  8. Any other business



## Appendix III

### Report

CDADI (2023)1

#### Exchange of views on CDADI future priorities and Terms of Reference

23 March 2023

#### I. Opening of the meeting and introduction

1. The Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held an exchange of views on its priorities and terms of reference for the years 2024-2027 via videoconference hosted from Strasbourg on 23 March 2023.
2. The Vice-Chair of the CDADI, Erik ADELL HELLSTRÖM, chaired the meeting and recalled that it had been organised to exchange suggestions for the work programme of the CDADI and its substructures for the years 2024-2027.
3. Hallvard GORSETH, Head of Anti-Discrimination Department, provided further information on the process of developing the mandate for the years 2024-2027. It was recalled that the 4th Summit of Heads of State and Government of the 46 member states of the Council of Europe would take place in May 2023 in Reykjavik, Iceland. The Committee of Ministers had asked the Secretary General to prepare a new Programme and Budget for the organisation, including new terms of reference for the intergovernmental committees from 2024 – 2027.

#### II. Discussion of suggestions of minor changes for the period 2024-2025

4. The Vice-Chair invited CDADI members, participants and observers to express in the first part of the exchange their views on the existing mandate for the period 2024-2025. During the subsequent discussion, CDADI members, participants and observers made the following contributions:
  - (i) Overall, delegations expressed their continued support for the existing terms of reference for 2024 and 2025 and suggested that only minor changes would be needed.
  - (ii) It was suggested that the new mandate of the CDADI should contain a link to democracy, for example in the introduction, to explicitly communicate the important contribution of the CDADI's work to the functioning of democracy and to ensuring that minority groups can participate in public life.
  - (iii) Delegations stressed the need to continue the work on hate speech. Following the adoption of Recommendation CM/Rec(2022)16 of the Committee of Ministers to the member States on combating hate speech, the CDADI should continue to support member states with its implementation, including developing tools and reviewing good practices. The links between hate speech and hate crime were acknowledged and suggestions were made to work on the implementation of the recommendation on combating hate crime as soon as it was expected to be adopted, namely, from 2024 onwards.
  - (iv) Delegations emphasised the importance of the CDADI's work in the field of artificial intelligence systems, their potential for promoting equality – including gender

equality – and the risks they may cause in relation to non-discrimination (jointly with the GEC) and in particular the foreseen drafting of a Committee of Ministers recommendation on this topic by an expert committee. It was suggested that one of the topic to explore could be equal access to technology.

- (v) The importance of the continuation of the work in the field of intercultural integration and inclusion was stressed. In particular, the Committee of Experts on Intercultural Integration of Migrants (ADI-INT) should continue its work on the Capacity building programme and tools for migrant integration supporting the implementation of CM Recommendation (2022)<sup>10</sup> on Multilevel policies and governance for intercultural integration at national level and take initiatives and awareness-raising activities for their dissemination and implementation. Its broader work on strategies for inclusion would also be very useful and important for member states.
- (vi) Support was expressed for the continuation of GT-ADI-SOGI's deliverables as planned. The ongoing work on the comprehensive review of the implementation of Recommendation/CM Rec (2010)<sup>5</sup> of the Committee of Ministers to member States on measures to combat discrimination on grounds of sexual orientation and thematic reviews, and the draft recommendation on the equality of rights of intersex persons, were important. Several delegations emphasised their wish to see the working group transformed into an expert committee.
- (vii) Delegations underlined the need to continue the work related to Roma and Travellers, including by contributing to the implementation of the Council of Europe's Strategic Action Plan for Roma and Traveller Inclusion (2020-2025), the preparation of a new Council of Europe strategic action plan for Roma and Traveller inclusion (2026-2030), the ongoing work on promoting equality for Roma and Traveller women and girls and through thematic visits and reports.
- (viii) Delegations and participants also stressed the importance of the CDADI's work in the field of national minority and minority language protection. It would be important to carry on the work currently undertaken as part of the drafting of a Committee of Ministers Recommendation on the active political participation of national minority youth. Several delegations and the representative of the Committee of Experts of the European Charter for Regional or Minority Languages underlined the importance of intergovernmental work on national minority language protection and the identification of good practices in member States, as foreseen in the current terms of reference. Referring to the recent changes in the Council of Europe membership, several members suggested deleting the foreseen study on the risk of discrimination and impediments to full access to rights resulting from statelessness.

### **III. Discussion of suggestions for the mandate for the period 2026 – 2027**

5. The Vice-Chair subsequently invited CDADI members, participants and observers to express their views on the future priorities and mandate for the period 2026-2027. During the subsequent discussion, CDADI members, participants and observers made the following contributions:
  - (i) Delegations expressed support for a study into intersectional discrimination to pave the way for a potential Committee of Ministers Recommendation in this field. This

was an important issue which played a role in many areas under the CDADI's mandate. It was suggested that intersectional discrimination should also be an aspect in the work on other deliverables.

- (ii) Delegations stressed the need to continue the work on hate speech, in particular in continuing to support member states by developing tools and reviewing good practices. Once the draft Committee of Ministers recommendation on combating hate crime was adopted, it was suggested that deliverables should focus on promising practices and tools for implementation at national level by member States.
- (iii) It was felt that further work in the field of artificial intelligence systems, equality and non-discrimination was important and that subject to a recommendation being adopted in this field, tools to assist member states in implementation would be beneficial.
- (iv) Delegations supported the continuation of the ADI-INT's broader work on inclusion, including through developing a guidance document for strategies for inclusion and working on the concept and methodology for a peer learning and benchmarking tool on strategies for inclusion. It was proposed that desegregation, including spatial and other forms of segregation in the framework of intercultural integration policies should be studied.
- (v) It was proposed that the GT-ADI-SOGI should develop a new strategy on equality of the rights of LGBTIQ+ persons and explore discrimination and violence on grounds of gender expression. It was also suggested to explore how to strengthen social participation by LGBTI persons in various fields including sports, education and democracy.
- (vi) Delegations expressed support for the continuation of the ADI-ROM's work, and notably to its preparing of a new Council of Europe strategic action plan for Roma and Traveller inclusion (2026-2030) and preparing a mid-term review report of that strategy.
- (vii) Several delegations supported a study on data collection and good practices in this area in relation to the rights of persons belonging to national minorities and the use of regional or minority languages.
- (viii) An observers also proposed to explore institutional or structural discrimination, which could be relevant for more than one of the deliverables, and to explore equality impact assessments, plans and duties, the environmental crisis and its impact on minority/disadvantaged groups, and sanctions in discrimination cases.

#### **IV. Any other business and closing remarks**

6. The Vice-President informed the committee that a new ADI-INT member should be appointed before the next ADI-INT meeting on 4 and 5 May 2023 and suggested to submit the Secretariat's proposal for tacit approval in writing. No interventions were made.
7. The Vice-Chair thanked members, participants and observers for a rich exchange to develop the new mandate of the CDADI and its substructures.