

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

**3<sup>rd</sup> meeting, 24 January 2022, Videoconference**

**Report**

1. The Bureau of the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its second meeting on 4-5 October 2021, with Triantafillos Loukarelis (Italy) in the Chair. The list of participants appears in [Appendix I](#).

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

2. The Bureau adopted the agenda as it appears in [Appendix II](#). The Chair gave an overview about the preparation of the 5<sup>th</sup> CDADI meeting, which is planned to be held on 15-17 March 2022 in Rome. He also recalled that the Italian Presidency of the Council of Europe's Committee of Ministers had introduced in its Presidency programme a high-level session to be organised at the occasion of the 5<sup>th</sup> CDADI meeting in Rome.

#### **ITEM 2: Developments since the 4th CDADI plenary meeting**

3. The Secretariat informed the Bureau that the abridged report of the 4<sup>th</sup> CDADI meeting was ready for transmission to the Committee of Ministers (CM) together with the First Implementation Report on the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025), which the CDADI had endorsed at its 4<sup>th</sup> meeting.
4. After the joint session that the CDADI had held at its 4<sup>th</sup> meeting with the Steering Committee on Media and Information Society (CDMSI), the CDMSI had also adopted the draft CM Recommendation on combating hate speech through a written procedure, and with the same amendment as the CDADI. It was planned to present this draft Recommendation and the draft Recommendation on multilevel policies and governance for intercultural integration to the CM Rapporteurs Group on Human Rights in March.

#### **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 new Terms of Reference for the CDADI and its substructures in November 2021. Stefano Valenti will serve as Co-Secretary to the new Committee of Experts on Hate Crime (PC/ADI-CH), which is under shared responsibility of the European Committee on Crime Problems (CDPC) and the CDADI.
6. Regarding the two working groups that the CDADI established at its 4<sup>th</sup> meeting, Eleni Tsetsekou will be responsible for the work of the CDADI working group on SOGI (GT-ADI-SOGI) and Wolfram Bechtel and a new colleague for the work of the working group in charge of preparing the draft CM Recommendation on active political participation of national minority youth and possibly other deliverables (GT-ADI-MIN).
7. At its forthcoming meeting, the CDADI should agree on a proposal for the working method for drafting, together with the Gender Equality Commission (GEC), the study on the impact of artificial intelligence systems, their potential for promoting equality – including gender equality - and the risks they may cause in relation to non-discrimination. A CDADI member would also be invited to the next GEC meeting in May to further finetune this working method. Once the CM Recommendation on combating hate speech adopted by the Committee of Ministers, the CDADI will also have to decide on the working method for the review of promising practices at national level with regard to the implementation of this recommendation.

##### **b. CDADI Workplan**

8. Given the deadlines foreseen in the terms of reference, the CDADI should start substantial work on 13 out of the 20 deliverables that it is tasked to prepare by 2025. 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. It would also serve as a basis for the planning of the four CDADI meetings in the current biennium 2022-2023. The Bureau agreed that it would be advisable not to overload the final, 8<sup>th</sup> CDADI meeting in the biennium, but to finalise some of those deliverables already at the previous, 7<sup>th</sup> CDADI meeting, including the study on the impact of artificial intelligence systems.

#### **ITEM 4: Preparation of the next CDADI meeting**

##### **a. Draft agenda including high level session**

9. The Bureau agreed with the outline for the draft agenda for the 5<sup>th</sup> CDADI meeting, which will take place from 15 to 17 March in Rome and scheduled the high-level session for the afternoon of 17 March. It is foreseen that this session covers all areas of the broad mandate of the CDADI, which serves to implement many of the key priorities of the Strategic Framework of the Council of Europe for the years 2020 to 2025, including the work of the GT-ADI-SOGI, which will hold its first meeting on 18 March.

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

10. Eleni Tsetsekou, head of the SOGI unit, informed the Bureau that the work on the first thematic review of CM Recommendation (2010)5 was finalised and that the draft had been sent to the members of the European Governmental LGBTI Focal Points Network (EFPN) for comments; the final draft would be ready for discussion and adoption at the 5<sup>th</sup> CDADI meeting. A document on the methodology for this pilot and the further thematic reviews would also be ready for discussion and adoption at the 5<sup>th</sup> CDADI meeting.
11. Stefano Valenti, Co-Secretary of the PC/ADI-CH informed the Bureau that the first meeting of this expert committee was scheduled for 16-17 February. The Secretariat had drafted background documents for its work. The preliminary outline of the draft recommendation will be discussed and revised during the meeting of the PC/ADI-CH and would form the basis for the discussions of the CDADI at its 5<sup>th</sup> meeting on this topic.
12. Thorsten Afflerbach, the Secretary of the ADI-ROM, informed the Bureau that the next meeting of the ADI-ROM had been postponed due to the pandemic. At the forthcoming CDADI meeting, two programmes run by the Roma and Travellers Team would be presented: the joint EU/CoE Programme Roma Women's Access to Justice (JUSTROM), which has also been implemented in Italy, and which ends with a final conference on 23-24 February; and the Roma Political Schools, which are run in several member states including Italy, and which consists of training courses aimed at improving the participation of Roma in the political life.
13. Ivana d'Alessandro, Secretary of the ADI-INT, explained that calls for nominations of candidates for the ADI-INT had been sent out. The first meeting of the Committee is foreseen for mid-June. Wolfram Bechtel, Co-Secretary of the CDADI, confirmed that the work on the draft CM Recommendation on active political participation of national minority youth is expected to start before the summer after the reinforcement of the Secretariat. Similarly, the joint work with the GEC on the study on the impact of artificial intelligence systems on equality and non-discrimination is planned to start before the summer, in close co-operation with the new Committee on Artificial Intelligence (CAI). For the 5<sup>th</sup> CDADI meeting, a presentation and discussion of the outcome of the work of the Ad hoc Committee on Artificial Intelligence (CAHAI) is foreseen. Subsequently, it could make sense to form a small taskforce composed of some CDADI and GEC members to oversee the development of the study.

#### **ITEM 5: Working methods**

14. The Bureau considers it useful to discuss at the upcoming meeting of the CDADI its working methods, based on the working document which had been updated following the initial discussion on this topic at the 3<sup>rd</sup> meeting. Delegations could be encouraged to put forward their expectations regarding the new deliverables early in the biennium to be able to duly take them into account during the preparation of the deliverables.

**ITEM 6: Requests for observer status**

15. The Bureau took up the discussion held at the 4<sup>th</sup> CDADI meeting on co-operation with civil society and the granting of observer status. It was recalled that the criteria compiled in the relevant working document had received wide support during that CDADI meeting. It was also underlined that there is a need to balance CDADI observers in a way that they cover all activities of the committee, including the field of national minorities, and that other committees had not admitted more than 10 to 15 observers. It was agreed that it could also be clarified that working groups involve civil society organisations in their work.

**ITEM 7: Date of the next Bureau meeting**

16. A preparatory meeting for the 5<sup>th</sup> CDADI meeting will take place on the morning of 15 March in Rome. The 6<sup>th</sup> CDADI meeting will take place in Strasbourg from 29 November to 1 December 2022. The 4<sup>th</sup> Bureau meeting would take place at the end of September or at the beginning of October 2022 and serve to prepare the 6<sup>th</sup> CDADI meeting.

**2. Any other business**

17. No other business was discussed

## Appendix I

3<sup>rd</sup> CDADI Bureau Meeting/ 3<sup>e</sup> réunion du Bureau de CDADI

24 January / janvier 2022

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

**BUREAU MEMBERS / MEMBRES DU BUREAU****GERMANY/ALLEMAGNE****Jürgen MERZ**

Head of Division VI4: European Law, International Law, Federal Ministry of the Interior, Building and Community, Berlin

**ITALY/ITALIE****Triantafillos LOUKARELIS (Chair)**

Director, National Office against Racial Discrimination – UNAR, 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

**UNITED KINGDOM/ROYAUME UNI****Josie YOUD**

International LGBT Policy Adviser, Department for Education, London

**excused****SECRETARIAT / SECRETARIAT****Directorate General of Democracy / Direction générale de la Démocratie**

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

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

Thorsten AFFLERBACH, 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*

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*

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

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

Irena GUIDIKOVA, Co-Secretary of the ADI-INT, Head of the Anti-discrimination and Cooperation Division / *Co-secrétaire du ADI-INT, Chef de la division Anti-discrimination et coopération*

Eleni TSETSEKOU, 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*

Ljiljana STOJISAVLJEVIC, Assistant to the Secretary of the CDADI, Personal Assistant of the Head of the Anti-Discrimination Department and the Roma and Travellers Team a.i. / *Assistante au secrétaire du CDADI, Assistante personnelle du Chef de service de l'anti-discrimination et de l'Equipe Roms et Gens du Voyage a.i.*

## **Appendix II**

### **Draft AGENDA**

1. Opening of the Bureau meeting and adoption of the agenda
2. Developments since the 4<sup>th</sup> CDADI plenary meeting, including on the current Committee of Ministers Presidency (information provided by Triantafillos Loukarelis, CDADI Chair and member representing Italy)
3. Overview about the work to be done during the biennium 2022/2023
  - a. CDADI Workplan
  - b. Planning for the CDADI meetings 2022/2023
4. Preparation of the next CDADI meeting
  - a. Draft agenda including high level session
  - b. Work on main deliverables by expert committees and working groups
    - i. Information on progress of the work of the GT-ADI-SOGI (implementation review of CM/Rec(2010)5)
    - ii. Information on progress of the work of the PC/ADI-CH by the secretariat
    - iii. Information on planning of work of the ADI-ROM by the secretariat
    - iv. Information on planning/preparation of the work of the ADI-INT by the secretariat
    - v. Information on progress of work on national minorities and AI by the secretariat
5. Working methods
6. Requests for observer status
7. Date of the next Bureau meeting
8. Any other business