

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



CDADI(2024)38rev

10th Plenary Meeting, 27-28 November 2024

Report

Summary

The Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) held its 10th meeting in Strasbourg on 27-28 November 2024 with Erik ADELL HELLSTRÖM (Sweden) as Chair.

The agenda of the meeting is contained in Appendix I. The list of participants and list of upcoming meetings of CDADI are contained in Appendices II and III.

At this meeting, CDADI decided to invite the Committee of Ministers to take note of this abridged report of the 10th meeting of CDADI (27-28 November 2024).

CDADI:

- thanked the French authorities for having co-organised with the Council of Europe the High-level Event “Curbing hate speech and hate crime” at the Arab World Institute on 26 November 2024 to mark the 5th anniversary and the 10th meeting of CDADI;
- elected for the calendar year 2025 the Chair Erik ADELL HELLSTRÖM (Sweden), the Vice-Chair Dominique STEIGER-LEUBA (Switzerland) and the Bureau member Kristina VYŠNIAUSKAITĖ-RADINSKIENĖ (Lithuania);
- took note of the report of the 10th ADI-ROM meeting; adopted the Feasibility study on desegregation and inclusion policies and practices in the field of education for Roma and Traveller children and expressed the intention to prepare a draft Committee of Ministers Recommendation on this topic; took note of the preparation for the final evaluation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025) and the development of a Council of Europe strategy for Roma and Traveller inclusion 2026-2030; and took note of the preliminary conclusions in respect of the thematic visits on combating

antigypsyism in Berlin (Germany) and on National Roma Inclusion Strategies - Design, Monitoring and Implementation in Zagreb, (Croatia);

- exchanged views with intersex persons and organisations working with intersex persons; took note of the report of the 2nd meeting of ADI-SOGIESC and of the work on the report on the comprehensive review of the implementation of Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity and on the development of a Council of Europe strategy for the equality of rights of LGBTI persons; provided guidance to the ADI-SOGIESC and its drafting group for the completion of the draft Committee of Ministers Recommendation on the equality of rights of intersex persons and its explanatory memorandum, invited its members, participants and observers to submit written comments to the explanatory memorandum by 13 January 2025 and agreed to carry out a consultation on the draft Recommendation, including with the CDBIO in the light of the Oviedo Convention;
- took note of the updated work plan for 2024 and 2025 and the outlook on the years 2026 and 2027;
- took note of the management response to the CDADI evaluation; approved the stakeholder analysis of CDADI; provided guidance to its Secretariat on communication about CDADI and its deliverables; and called on its members, participants and observers to continue their efforts for the distribution, explanation and promotion of the outcomes of CDADI work, including by translating into their languages and disseminating the standards, studies and tools adopted by CDADI and the Committee of Ministers relating to the mandate of CDADI;
- took note of the draft conceptual framework and methodology on equality mainstreaming and agreed to map and further develop elements of equality mainstreaming at national and European level;
- took note of the Briefing note on environment and equality and agreed to further explore this topic; and invited its members, participants and observers to provide comments on the Briefing note by 31 December 2024;
- took note of the report of the 6th meeting of the Committee of Experts on Intercultural Inclusion (ADI-INT); took note of the work on the Tool on multilevel governance for intercultural integration, which is aimed at supporting the implementation at the national level of CM/Rec(2022)10, and provided guidance for the further work on this deliverable; took note of the state of play in the preparation of a Guidance document on strategies for inclusion in the fields under the responsibility of CDADI, provided guidance to the ADI-INT for the further work on this deliverable and asked its members, participants and observers to provide written comments on the draft Guidance document by 31 December 2024; and adopted the updated Compendium of good practices on intercultural integration and multilevel governance and requested the Secretariat to publish it on the CDADI website;
- admitted the European Pride Business Network (EPBN) as an observer to the ADI-SOGIESC; and noted for the remaining request for observer status to

ADI-ROM (European Yewish Council) that it was neither accepted nor referred to the Committee of Ministers (cf. paragraph 8 of Resolution CM/Res(2011)24);

- provided guidance to the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI) for the completion of the draft Committee of Ministers Recommendation on equality and artificial intelligence, and its explanatory memorandum; asked its members to provide comments on the draft Recommendation by 13 December; and agreed to carry out a stakeholder consultation on the draft Recommendation;
- provided guidance to its working group on intersectional discrimination on the development of the feasibility study on preventing and combating intersectional discrimination;
- exchanged on the revised concept note; and provided guidance to its working group on deliverables regarding national minorities on the development of the Study on recurrent problematic areas in the field of regional or national minority language protection and identification of good practices in member States;
- provided guidance for the further work of the CDADI working group on hate speech and hate crime;
- adopted the present abridged meeting report.

Meeting Report

ITEM 1 - Opening and Adoption of the Agenda

1. On 27-28 November 2024, CDADI held its 10th meeting in Paris with Erik ADELL HELLSTRÖM (Sweden) as Chair. The meeting was preceded by a High-level Event “Curbing hate speech and hate crime” at the Arab World Institute on 26 November 2024 to mark the 5th anniversary and the 10th meeting of CDADI, at the invitation of the French authorities.
2. The agenda was adopted as it appears in Appendix I. The Chair expressed gratitude to the French authorities for inviting CDADI to Paris for its 10th meeting and for organising the High-level Event, and to members, participants, and observers of CDADI for their attendance. The list of participants and list of upcoming meetings of CDADI and its substructures are contained in Appendices II and III.
3. The Chair provided an overview of significant developments since the last meeting. Key points included the presentation of two thematic reports and of the 9th CDADI meeting report to the Committee of Ministers Working Group on Human Rights (GR-H), which had expressed support for CDADI’s work on equality mainstreaming. The Committee of Ministers had also taken note of the third thematic report on Recommendation CM/Rec(2010)5 on the Right to the Highest Attainable Standard of Health and Access to Healthcare for LGBTI People in Europe and the Thematic report on Early childhood education of the Committee of Experts on Roma and Traveller Issues (ADI-ROM). In this context, the Chair encouraged timely submission of comments on deliverables by CDADI members, participants and observers, in particular on draft Recommendations, to ensure comprehensive consideration of such comments by working groups and expert committees. The Chair also informed CDADI of his presentation of CDADI’s work to the Parliamentary Assembly Committee on Equality and Non-Discrimination on 12 September; of his participation in the Human Dimension Conference of the Organization for Security and Co-operation in Europe (OSCE) in Warsaw on 8 October 2024 and his moderation of a side event on Comprehensive approaches to combating hate speech and crime; and, finally, of his moderation of a Forum talk at the World Forum for Democracy on 7 November in Strasbourg on “How to counter discrimination and promote equality and diversity to transcend divides in a society?”.
4. CDADI members, participants and observers were invited to continue disseminating the standards, reports and tools prepared by CDADI in their member States, including by using the newly published summary versions of standards.

ITEM 2: Roma and Traveller – Overview of the Work and Finalisation of the Feasibility Study on Desegregation and Inclusion

5. The Chair of the ADI-ROM, Manuel DEMOUGEOT, gave an overview of the progress of the ADI-ROM's work and the report of its 10th meeting, where it had discussed the final evaluation of the Strategic Action Plan for 2020-2025 and development of a Council of Europe strategy for Roma inclusion for 2026-2030. Both deliverables were on track to be adopted by the end of 2025.
6. Fortini VLACHAKI, member of the ADI-ROM (Greece), presented the draft Feasibility study on desegregation and inclusion policies and practices in the field of education including Roma and Traveller children. The study concludes that a combination of structural factors,

including socioeconomic inequality, antigypsism, and educational segregation, impede inclusive quality education. The study recommends the drafting of a Recommendation on desegregation and inclusion policies and practices in the field of education of Roma and Traveller children. The working group and the independent consultant had taken into account the feedback received at the 9th CDADI plenary meeting and the 9th ADI-ROM meeting when finalising the study.

7. Caroline JAUSS, member of the ADI-ROM (Germany), presented the preliminary conclusions from the Thematic visit on combating antigypsism in Berlin, Germany (9-10 September 2024) and Alen TAHIRI (Croatia) presented the preliminary conclusions from the Thematic visit on National Roma Inclusion Strategies - Design, Monitoring and Implementation in Zagreb, Croatia (24-26 September 2024). The Chair of the ADI-ROM shared reflections on the interesting and important points experienced and learned during these visits.

ITEM 3 - Exchange of views on challenges faced by intersex persons

8. An exchange of views was held on the human rights situation of intersex persons. The Chair recalled that this item served as an opportunity to ground CDADI's work on a draft Recommendation on the equality of rights of intersex persons within both the lived realities of intersex individuals and the broader international human rights framework. The exchange provided CDADI with critical insights into the challenges faced by intersex persons, alongside the progress made and the gaps that still exist within legal and medical framework.
9. Presentations were made by Mauro CABRAL GRINSPAN, an Argentinian intersex and trans activist who works with the Global Philanthropy Project; Kitty ANDERSON, an Icelandic intersex activist, who has served as co-chair of the European intersex organisation OII Europe; Michael VAN GELDEREN, Human Rights Officer at the Women's Human Rights and Gender Section of the Office of the United Nations High Commissioner for Human Rights (OHCHR); Lianne GONSALVES, Scientist in Sexual Health from the Department of Sexual and Reproductive Health and Research, working on a Special Programme of Research, which is run by several UN agencies (UNDP-UNFPA-UNICEF-WHO-World Bank); and Tara BEATTIE, Adviser at the Office of the Council of Europe's Commissioner for Human Rights. Velina TODOROVA, a member of the UN Committee on the Rights of the Child from Bulgaria intervened via video message. Several members, participants and observers of CDADI took the floor to welcome the presentations and express support for the continuing work in this field.

ITEM 4: LGBTI persons – Draft Recommendation on the equality of rights of intersex persons and full review of CM/Rec(2010)5

10. Yuri DE BOER, the Chair of the Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC), presented the ongoing work of the ADI-SOGIESC and the report of its 2nd meeting which took place on 29 and 30 October in Strasbourg. Regarding the comprehensive implementation review of Recommendation CM/Rec(2010)5, the ADI-SOGIESC had provided considered the responses on the questionnaires and the related feedback from member States and had agreed to proceed with the available data. A final report would be developed and shared with the ADI-SOGIESC at its next meeting in 2025. Several member States had expressed interest in participating in roundtables in 2025 as part of the thematic review on the topic

of combating hate speech on SOGIESC grounds. Preliminary work on the draft Council of Europe strategy for the equality of rights of LGBTI persons for 2027-2032 had commenced, based on an initial draft concept presented to the ADI-SOGIESC.

11. The Chair of the ADI-SOGIESC presented the preliminary draft Committee of Ministers Recommendation on the equality of rights of intersex persons and its explanatory memorandum, followed by a discussion by members, participants and observers of CDADI. Several member States expressed gratitude to the ADI-SOGIESC for producing a very valuable and balanced text and provided guidance for further drafting.

ITEM 5: CDADI Mandate and Work Plan

12. The Secretary of CDADI presented the updated work plan for 2024-2025 and the outlook for the years 2026 and 2027. All deliverables were on schedule; it was clarified that for deliverable no. 2 (draft CM/Recommendation on equality and AI) a second draft would be prepared. As part of the annual exchange of views on the activities of CDADI, its terms of reference for 2026-2027 were considered, which had been prepared on the basis of the outcomes of the extraordinary CDADI meeting in March 2023 and approved by the Committee of Ministers on a provisional basis. No suggestions for modification were made, and those topics were discussed with a focus on continuity and new possible areas of work such as equality mainstreaming and equality and the environment.

ITEM 6: CDADI Evaluation, Stakeholder Analysis, and Communication

13. The Chair recalled that the Directorate of Internal Oversight's evaluation of CDADI was overall perceived as very positive. The Head of the Anti-discrimination Department, Hallvard GORSETH, presented the management response which included many activities which were already ongoing. The Secretary of CDADI presented a stakeholder analysis of CDADI and communication activities. Members, participants and observers were invited to continue their efforts to promote and distribute CDADI's outcomes extensively, in particular the new summary versions of the five Committee of Ministers Recommendations. The Chair presented a proposal of the Bureau to organise sessions on communication in human rights matters, to be potentially organised with the Council of Europe's Directorate of Communication.

ITEM 7: Equality mainstreaming

14. The Secretariat presented a draft conceptual framework and methodology for equality mainstreaming, prepared following the exchange of views of CDADI on this topic. Several member States took the floor to give positive feedback and to support the further mapping and development of elements of equality mainstreaming at national and European level.

ITEM 8 - Equality and the environment

15. The Chair recalled that this work could contribute to the Council of Europe's follow-up to the Reykjavik declaration of the Heads of States and Governments of May 2023. The Secretariat presented a briefing note on equality and the environment. Members, participants and observers exchanged on three questions that had been circulated ahead of the meeting, namely on the topics of: challenges regarding equality and the environment in their member state; whether the environmental crisis contributes

to discrimination based on the grounds covered by the CDADI mandate (“race”, colour, language, religion, national/ethnic origin, nationality, sexual orientation, gender identity and expression or sex characteristics); and whether any measures were being implemented with regard to the topic of equality and the environment. Members, participants and observers agreed to further explore this topic and asked the Secretariat to integrate the insights shared into the existing briefing note.

ITEM 9: Intercultural Inclusion – Tool on Multilevel Governance and Guidance Document on Strategies for Inclusion

16. The Chair of the Committee of Experts on Intercultural Inclusion (ADI-INT), Karoline FERNÁNDEZ DE LA HOZ ZEITLER, reported on the 6th ADI-INT plenary meeting which took place on 10 and 11 October 2024 in Strasbourg. The ADI-INT would invite a representative from ADI-ROM to its next meeting to present the Feasibility study on desegregation and inclusion policies and practices in the field of education including Roma and Traveller children. The ADI-INT had agreed to update the compendium of good practices on intercultural integration and multilevel governance to include new good practices of ADI-INT and CDADI members.
17. Christian ÅHLUND, independent consultant, former Chair of the European Commission against Racism and Intolerance (ECRI) presented the draft Guidance document on strategies for inclusion in the fields under the responsibility of CDADI. The purpose of this document is to provide the Council of Europe member States at the central, regional and local level with guidance on how to achieve inclusion in a comprehensive way. It also aims to inspire the central, regional and local level authorities to adopt comprehensive and implementable solutions for achieving such inclusion. The purpose is to focus on comprehensive strategies and measures that work for all groups, not group-specific approaches. Inclusion would be understood as a holistic approach that enables the full and active participation of all individuals and groups in society, which is characterised by values and based on the idea of enabling the exercise and enjoyment of human right and individual freedoms. Member states, participants and observers were invited to provide written feedback by 31 December.

ITEM 10: Cooperation with civil society and requests for observer status

18. The Chair recalled that two requests for observer status were pending: European Pride Business Network (EPBN) for ADI-SOGIESC and the European Yenish Council for ADI-ROM. The ADI-SOGIESC had recommended at its 2nd meeting to accept the request of the EPBN. Several member states took the floor to share their experience of the EPBN and to support the request. The ADI-ROM at its 10th meeting had recommended rejecting the request but had agreed to invite the European Yenish Council to its next meeting for an exchange of views, to ensure that the ADI-ROM can benefit from information related to this particular group. CDADI admitted the European Pride Business Network (EPBN) as observer to the ADI-SOGIESC, while the request of the European Yenish Council for observer status to ADI-ROM was neither accepted nor referred to the Committee of Ministers.

ITEM 11: Elections

19. CDADI re-elected the Chair and Vice Chair for the calendar year 2025 and elected one new Bureau member for the calendar year 2025 as set out in the Abridged report.

ITEM 12: Draft CM Recommendation on equality and artificial intelligence

20. The Chair of the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI), Käthlin SANDER, presented the draft Recommendation on equality and artificial intelligence. The GEC/ADI-AI had met for the second time on 25 and 26 September in Strasbourg and worked through an initial draft of the Recommendation. The feedback provided during the meeting as well as in comments received in writing from members of the GEC/ADI-AI both before and shortly after the meeting had been taken into account in the current draft. The Secretariat would draft an explanatory memorandum to accompany the draft Recommendation in advance of the 3rd GEC/ADI-AI meeting for consideration by the Expert Committee. The Chair emphasised that member States should provide their written comments on the draft Recommendation before 13 December notwithstanding that possible coordination of the member States of the European Union was ongoing. Members, participants and observers provided feedback on the draft. Some delegations expressed support for the proposal of the Gender Equality Commission to align the list of discrimination grounds with that of the Gender Equality Strategy.

ITEM 13: Intersectional discrimination

21. Shreya ATREY, Associate Professor in International Human Rights Law, University of Oxford, presented the responses to the call for responses and preliminary conclusions on the topic of intersectional discrimination which would form the basis of the Feasibility study on preventing and combating intersectional discrimination. The first draft of the Study would be discussed by the working group on intersectional discrimination at its 2nd meeting on 16 January 2025. CDADI members, participants and observers provided guidance and discussed the need for a practical and broad approach to the study.

ITEM 14: Regional or Minority Languages – Draft study

22. Elin Haf GRUFFYDD JONES, Professor at University of Wales Trinity Saint David, and Emyr LEWIS, Emeritus Professor at Aberystwyth University, presented the first two draft chapters of the Study on recurrent problems in the field of regional or minority language protection and the identification of good practices in member States, namely, the use of regional or minority languages in new and social media and member State actions to monitor the measures taken and progress achieved in establishing or developing the teaching of regional or minority languages and to ensure the teaching of history and culture reflected by these languages. The Working group had met on 14 November 2024 to consider the draft Study and revise the concept note as needed. The Secretariat presented the proposed methodology for the three remaining chapters identified in the concept note, including contacting member State delegations with regard to encouraging ratification of the European Charter for Regional or Minority Languages and organising a tour de table at a future CDADI meeting.

23. Some delegations expressed support for this methodology. One delegation, supported by several others, noted that CDADI had not made a decision on the concept note regarding the Study on recurrent problems in the field of the protection of regional or minority languages and the identification of good practices in the member States, which would guide the working group. It further argued, among other points, the following: the CM had mandated CDADI to conduct a study, which could not extend to recommendations on monitoring or cooperation. Further pursuit of individual aspects of the study would

require an additional CM mandate. Giving monitoring mandates to partial agreements regarding the implementation of legally-binding Council of Europe instruments is outside the former's mandate, risks creating duplications with existing mechanisms, future contradictory conclusions from the two, would require amending the latter's provisions and might thus indirectly weaken existing monitoring mechanisms. There have been no shortcomings voiced in regard to those monitoring mechanisms, either by experts attached to them or by States Parties, that would warrant such reflections. On the contrary, their results are appreciated. CDADI could study and identify common challenges in ratifying the Charter or updating existing Charter ratifications, but not address individual situations of member States. Some other proposals in the revised concept note would also fall outside of the provisions of existing instruments, while several others might restrict the margin of appreciation of State Parties. According to the CM agreement, the study should address the situation in all 46 member States, if they were interested to participate, and the study should not be restricted to parties to one or the other legal instrument. That delegation recalled that many of these comments had been made by several delegations also during the previous CDADI meeting. In their opinion, the revised draft concept note does not address those comments.

24. It was noted that, due to connection problems, some of those points had not been raised and discussed during the consideration of the concept note in the latest online working group meeting. It was clarified that the concept note covered national monitoring under Article 8.1.i of the European Charter for Regional or Minority Languages (the Charter) and not the Council of Europe's monitoring under Article 16 of the Charter. The discussion of the concept note would again be put on the agenda of the next working group meeting.

ITEM 15: Hate speech and hate crime deliverables

25. The Chair recalled that the High-level event that had taken place on 26 November had demonstrated the need for additional measures to implement the standards compiled in the Committee of Ministers Recommendations on combating hate speech and hate crime. The CDADI working group on hate speech and hate crime had met on 27 November to discuss the way forward regarding work on the implementation of these two Committee of Ministers Recommendations. The group had considered the progress made in undertaking a mapping of current tools and resources which correspond to the chapters of Recommendation CM/Rec(2024)4 on combating hate crime to assist practitioners and policy makers. The working group had stressed that this should be an online database which was searchable and easy to use. A survey would be launched among members of CDADI and CDPC to compile information, including on the topic of criminalised hate speech.

ITEM 16: Adoption of the Abridged Report and any other business

26. A bilingual version of the abridged report was adopted. No other business was discussed.

Appendix I

AGENDA

1. Opening and Adoption of the Agenda
2. Roma and Traveller – Overview of the work and finalisation of the Feasibility study on desegregation and inclusion
3. Exchange of views on challenges faced by intersex persons
4. LGBTI persons – draft Recommendation on equality of rights of intersex persons and full review of CM/Rec(2010)5
5. CDADI mandate and work plan
6. CDADI evaluation, stakeholder analysis and communication
7. Equality mainstreaming
8. Equality and the environment
9. Intercultural inclusion – Tool on Multilevel Governance and Guidance document on strategies for inclusion
10. Cooperation with civil society and requests for observer status
11. Elections
12. Draft Recommendation on equality and artificial intelligence
13. Intersectional discrimination
14. Regional or Minority Languages – draft Study
15. Hate speech and hate crime deliverables – compilation of resources regarding CM/Rec(2022)16 and CM/Rec(2024)4 and work programme
16. Adoption of the Abridged Report and other business

Appendix II

LIST OF PARTICIPANTS / LISTE DES PARTICIPANT·ES

MEMBERS / MEMBRES

ALBANIA/ALBANIE

Robert GAJDA

Commissioner on Protection against Discrimination, Tirana

ANDORRA/ANDORRE

Excused / excusé

ARMENIA/ARMÉNIE

Zoya STEPANYAN

Head, International Human Rights Cooperation Division, Department for Human Rights and Humanitarian Issues, Ministry of Foreign Affairs, Yerevan

AUSTRIA/AUTRICHE

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AZERBAIJAN/AZERBAÏDJAN

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to the Council of Europe, Strasbourg

BELGIUM/BELGIQUE

Isabelle LECLERCQ

Cheffe de service a.i., Service Égalité des Chances, Equal Opportunities Team, SPF Justice, Bruxelles

BOSNIA AND HERZEGOVINA/BOSNIE-HERZÉGOVINE

Nermina DZEPAR GANIBEGOVIC

Head of Department, Ministry for Human Rights and Refugees, Sarajevo

BULGARIA/BULGARIE

To be appointed / Á nominer

CROATIA/CROATIE

Alen TAHIRI

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

Jelena DOKSA

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

CYPRUS/CHYPRE

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Head of the Department, Human Rights, Anti-Crime, Correctional Policy and Combating Gender-Based Violence Department, Ministry of Justice and Public Order, Nicosia

CZECH REPUBLIC/RÉPUBLIQUE TCHÈQUE

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DENMARK/DANEMARK

Mads Reiselbach MADSEN

Head of Section, Department of Gender Equality, Copenhagen

ESTONIA/ESTONIE

Käthlin SANDER

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FINLAND/FINLANDE

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FRANCE

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

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Lena REINSCHMIDT

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

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

HUNGARY/HONGRIE

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ICELAND/ISLANDE

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Iceland's mission to the EU, Brussels

IRELAND/IRLANDE

Clare FARRELL

Assistant Principal, EU and International Unit, Department of Children, Equality, Disability, Integration and Youth, Dublin

ITALY/ITALIE

Mattia PERADOTTO

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

LATVIA/LETTONIE

Anta RUTKA-KRIŠKALNE

Head of Human Rights Division, Department of International Organisations and Human Rights, Ministry of Foreign Affairs, Riga

LIECHTENSTEIN

No nomination / Pas de nomination

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Kristina VYŠNIAUSKAITĖ-RADINSKIENĖ

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Elisabeth KNEIP

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MALTA/MALTE

Alexander TORTELL

Head of Integration and Anti-Racism Unit, Human Rights and Integration Directorate, Ministry for Home Affairs, Security, Reforms and Equality, Paola

Nicolae RĂDIȚA

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

MONACO

No nomination / Pas de nomination

MONTÉNÉGRO

NETHERLANDS/PAYS-BAS

Basim al ALOUSI

Policy Advisor, Ministry of the Interior, The Hague

NORTH MACEDONIA/ MACÉDOINE DU NORD

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Head of Department for Equality Protection, Sector for Equal Opportunity, Ministry of Labour and Social Policy, Skopje

NORWAY/NORVÈGE

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José Manuel TAVARES DOS REIS

Director, Department for Equality and Against Racism, Xenophobia and Discrimination
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Ministry of Foreign Affairs, Bucharest

SAN MARINO/SAINT-MARIN

Maria GIACOMINI

Second Secretary, Ministry of Foreign Affairs, San Marino

SERBIA/SERBIE

Boris MILICEVIC

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

SLOVAK REPUBLIC/RÉPUBLIQUE SLOVAQUE

Katarína ROSKOVÁNYI

State Secretary of the Ministry of Justice of the Slovak Republic, Bratislava

Petra BUNČEKOVÁ

State Counsellor, Office of the State Secretary, Ministry of Justice of the Slovak Republic

SLOVENIA/SLOVÉNIE

Stanko BALUH

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SPAIN/ESPAGNE

Alejandro DOMÍNGUEZ LA ROSA

Head of Area in the Deputy Directorate-General for LGBTI Rights. Ministry of equality, Spain

SWEDEN/SUÈDE

Erik ADELL HELLSTRÖM

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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

Volkan MÜFTÜOĞLU

Head of Division, Human Rights Department of the Ministry of Justice, The Ministry of Justice, Kızılay – Ankara

UKRAINE

Ihor LOSSOVSKYI

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

UNITED KINGDOM/ROYAUME-UNI

Sean FINCH

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

**INVITEES TO THE 10th CDADI MEETING AND THE HIGH-LEVEL EVENT /
INVITÉ-ES À LA 10^E RÉUNION DU CDADI ET À L'ÉVÉNEMENT DE HAUT NIVEAU**

Jeroen SCHOKKENBROEK, Director, Equal Rights and Dignity Directorate / *Directeur, Direction de l'égalité en droits et en dignité*

Jack LANG, President of the Arab World Institut / *Président de l'Institut du monde arabe*

Bjørn BERGE, Deputy Secretary General of the Council of Europe / *Secrétaire Général adjoint du Conseil de l'Europe*

Jean-Marc BERTHON, Ambassador for the Rights of LGBT+ People, France / *Ambassadeur pour les droits des personnes LGBT+, France*

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Appendix III**List of upcoming meetings of the CDADI and its substructures**

Date	Name
25-26/09/24 Strasbourg	Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI)
Sep/Oct 2024	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
3-4/10/24 Paris	CDADI Bureau meeting
10-11/10/2024 Strasbourg	Committee of Experts on Intercultural Inclusion (ADI-INT)
29-30/10/24 Strasbourg	Committee of Experts on Roma and Traveller Issues (ADI-ROM)
29-30/10/24 Strasbourg	Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC)
14/11/24 online	GT-ADI-MIN on regional and national minority language protection
27/11/24 Paris	WG on deliverables regarding hate speech and hate crime (GT-ADI-HSHC)
26-28/11/24 Paris	10th CDADI meeting
16/01/25 online	Working group on intersectional discrimination (GT-ADI-DI)
26-27/02/25 Strasbourg	Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI)
18-20/03/25 Strasbourg	WG ADI-SOGIESC on draft CM/Rec on rights of the intersex persons
1-2/04/25 Strasbourg (tbc)	Committee of Experts on Roma and Traveller Issues (ADI-ROM)
13-14/05/25 Strasbourg	Committee of Experts on Intercultural Inclusion (ADI-INT)
15-16/05/25 Paris	CDADI Bureau meeting
21-22/05/25 Malta	Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC)
1-3/07/25 Strasbourg	11th CDADI meeting
18-20/11/25 Strasbourg	12th CDADI meeting