

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

Management Response and Action Plan



Name of Evaluation Report:	Evaluation of the Steering Committee of Anti-Discrimination, Diversity, and Inclusion		
Date of Evaluation Report:	22 March 2024	Date of the Action Plan:	18 June 2024

Overall management response to the evaluation:

This thorough evaluation demonstrated the positive outcomes of CDADI on the broad and cross-cutting issues of equality and non-discrimination. The evaluation team highlighted CDADI's successful co-operation with other intergovernmental committees and it has identified six relevant lessons learned.

The new programme and budget and the terms of reference for 2024-2027 adopted by the Committee of Ministers have given CDADI a solid basis for the implementation of the useful recommendations made in the evaluation report, of which all have been accepted. In particular, the mandate provides for activities to support the implementation of several of the Committee of Ministers' recommendations prepared by CDADI in its first four years of operation.

The focus of CDADI as part of the Council of Europe's intergovernmental structure is on developing common approaches and standards between all 46 member states and their authorities, which are the central stakeholders, while other stakeholders, such as intergovernmental and non-governmental organisations, are closely involved in the intergovernmental work of CDADI and contribute to the development and dissemination of its deliverables.

ACTION PLAN

Management decision ¹	Entity in charge ²	Planned actions ³ (determined by Entity)	Justification for non-acceptance ⁴	Target date for action	Person responsible for action
Recommendation 1: The role of different stakeholders should be analysed. Work with those that can move ADI forward should be prioritised.					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	DGII	<p>On the basis of a stakeholder analysis, priorities will be developed for moving forward the ADI agenda. In particular, the following actions are foreseen:</p> <ul style="list-style-type: none"> • An exchange of views within CDADI will be proposed on how the member States internally co-ordinate the preparation of and follow-up to the work in CDADI, in order to involve all relevant authorities at national level, with a view to furthering ADI work. • The organisation of the No Hate Speech Week from 18-20 June 2024, in parallel to the 9th CDADI meeting, will be used to organise in-depth exchanges with civil society organisations. • It will be proposed that CDADI further strengthens the involvement of stakeholders such as civil society organisations, intergovernmental organisations and independent bodies in its work and that of its substructures to move forward the ADI agenda. 		<p>1st and 2nd actions: 30/12/24</p> <p>3rd action: 31/12/25</p>	Director General of DGII

1. The Management decision concerns the Recommendation (Accepted, Partially accepted, Rejected).

2. Initial suggestion – to be defined/updated by management.

3. For implementing accepted recommendations.

4. For recommendations that are rejected.

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Recommendation 2: Progress on ADI through CDADI's strategic approach and CM recommendations should be captured. This could employ collaborative lessons learned exercises between CDADI and member states that highlight responses to recommendations and draw attention to and reinforce CDADI's strategic outcomes.					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	DGII	Activities such as reviews of implementation of Committee of Ministers Recommendations, thematic visits of ADI-ROM, thematic reports of ADI-SOGIESC, the pilot of the multilevel governance index by ADI-INT and the work of the working group on hate speech and hate crime will be used, as collaborative lessons learned exercises, to highlight responses to recommendations and draw attention to and reinforce CDADI's strategic outcomes.		31/12/2025	Director General of DGII
Recommendation 3: Member states should be reminded of their commitments to ADI through targeted communication of CDADI's strategic approach.					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	DGII	Three actions are foreseen: <ul style="list-style-type: none"> • In the further development of a communication strategy by the CDADI Secretariat, a specific focus will be put on providing information about the strategic objectives of CDADI activities, the development of those objectives, the possibilities for involvement in drafting processes and on strategic choices made in the preparation of CDADI deliverables. • An exchange of views will be proposed in CDADI on effective communication of CDADI outcomes and commitments of the member states to ADI. • Members, participants and observers of CDADI will be systematically encouraged to widely distribute, explain and promote the deliverables of CDADI. 		1st action: 31/12/2025 2nd action: 31/12/2024 3rd action: 31/12/2025	Director General of DGII

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Recommendation 4: Guidance and toolkits should be more practical, including items that can easily be operationalised.					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	DGII	CDADI, its substructures and the Secretariat will be asked to focus on ensuring that studies, guidance documents and toolkits are optimally tailored to the needs of the target groups through involving them in the development of these deliverables, simplifying the language in outputs and in testing and refining outputs.		31/12/2025	Director General of DGII
Recommendation 5: The ADI department should analyse the options to co-ordinate better with other parts of the Council of Europe working on ADI.					
<input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Partially accepted <input type="checkbox"/> Rejected	DGII	The CDADI secretariat will exchange with other sectors of the Council of Europe to explore what options there are for better co-ordination, including by exploring the feasibility of equality mainstreaming. Based on the results, suggestions will be made to CDADI to consider ways and means of intensifying its interaction with other Council of Europe bodies.		31/12/2025	Director General of DGII

Abbreviations	
ADI	Anti-discrimination, Diversity and Inclusion
ADI-INT	Committee of Experts on Intercultural Integration
ADI-ROM	Committee of Experts on Roma and Traveller Issues
ADI-SOGIESC	Working group on Sexual Orientation, Gender Identity and Expression, and Sex Characteristics
CDADI	Steering Committee on Anti-discrimination, Diversity and Inclusion
DGII	Directorate General of Democracy and Human Dignity