

Strasbourg, 7 November 2025

CDADI(2025)24rev2

12th Plenary Meeting
18-20 November 2025, Strasbourg, Palais de l'Europe, Room 09 - in person

DRAFT ANNOTATED AGENDA AND ORDER OF BUSINESS

18 November 2025

8.30 Arrival, security and welcome of the members, participants and observers of CDADI (Please be on time, as there will be many people entering the building)

9.00 – 10.45

1. Opening and adoption of the Agenda

Working documents:

CoE – New Democratic Pact for Europe

CoE - [The New Democratic Pact for Europe – What is it?](#)

CDADI(2025)6rev2- Draft Agenda

CDADI(2021)21rev - CDADI working methods

Intervention by Hallvard GORSETH, Director of Equal Rights and Dignity and exchange on the contribution of CDADI to the development of the New Democratic Pact for Europe

CDADI is invited to insert into the abridged meeting report that it:

- took note of an intervention by Hallvard GORSETH, Director of Equal Rights and Dignity, exchanged with him on the contribution of CDADI to the development of the New Democratic Pact for Europe and adopted the draft agenda

2. CDADI mandate and work plan

Working documents:

CM(2023)131-addfinal - Programme and Budget 2024-2027 - Terms of Reference of Intergovernmental structures

CDADI(2024)8rev3 - CDADI work plan for 2024 to 2027

Information by the Bureau and the Secretariat on the progress of work of CDADI and its substructures and outlook on the biennium 2026-2027

CDADI is invited to insert into the abridged meeting report that it:

- took note of the updated work plan for 2024 to 2027

3. Finalisation of the draft Recommendation on equality and artificial intelligence – Internal session of CDADI

Working documents:

GEC/ADI-AI(2025)8 - Report of the 4th meeting of the GEC/ADI-AI

CDADI(2025)25 - Draft Recommendation of the Committee of Ministers on equality and artificial intelligence

CDADI(2025)26 - Draft Explanatory Memorandum to the Committee of Ministers Recommendation on equality and artificial intelligence

GEC/ADI-AI(2025)7 - Compilation of comments received on the Explanatory Memorandum to the draft Recommendation on equality and artificial intelligence

CDADI(2022)21rev - [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](#)

Presentation by Käthlin SANDER, Chair of the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI), and discussion of

- the report of the fourth meeting of the GEC/ADI-AI and
- the draft CM/Recommendation on equality and artificial intelligence and its draft explanatory memorandum, as revised by the GEC/ADI-AI following the comments submitted by members, participants and observers of the CDADI and the Gender Equality Commission (GEC) with a view to their joint approval by CDADI and GEC in the joint session on Wednesday, 19 November, 16.00 h

Exchange of views on measures to promote the implementation of the draft Recommendation in the following biennium 2026-2027

CDADI is invited to insert into the abridged meeting report that it:

- provided guidance with a view to promoting the implementation of the draft CM/Recommendation on equality and artificial intelligence

11.15-12.30

4. Intersectional discrimination

Working document:

CDADI(2025)13 - Draft Feasibility study on preventing and combating intersectional discrimination in Europe

Information from the fourth meeting of the CDADI working group on intersectional discrimination by Käthlin SANDER (Estonia) and presentation of the draft Feasibility study on preventing and combating intersectional discrimination in Europe by the consultant Shreya ATREY, Associate Professor at the University of Oxford, and discussion of the draft

CDADI is invited to insert into the abridged meeting report that it:

- adopted the Feasibility study on preventing and combating intersectional discrimination in Europe and intends to prepare a draft Committee of Ministers Recommendation on this topic

5. CDADI working structures for the upcoming biennium 2026-2027

Working documents:

CDADI(2025)27 - Election of representatives of member states and regional authorities to the ADI-INT

CDADI(2025)28 - Information on representatives of local authorities to the ADI-INT

CDADI(2023)25 - Reimbursement of representatives of member states in the ADI-ROM, Secretariat Memorandum

CDADI(2023)32 - Reimbursement of representatives of member states in the ADI-SOGIESC, Secretariat Memorandum

CDADI(2025)35 – Bureau proposal CDADI working groups 2026/2027

Information by the Chair and the Secretariat and discussion on the working structures for the biennium 2026-2027 and the appointment of members to the working structures, including

- Appointment of members to the Committee of Experts on Intercultural Inclusion (ADI-INT)
- Reimbursement rules for the members of the Committee of Experts on Roma and Traveller Issues (ADI-ROM) and the Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC)
- Working group on intersectional discrimination
- Working group on deliverables regarding national minorities
- Working group on deliverables regarding hate speech and hate crime
- Working group on equality mainstreaming
- Working structure for the follow-up on the Recommendation on Equality and Artificial Intelligence
- Rapporteur on Equality and the Environment

Delegations are invited to express their interest in participating in the different working structures during the biennium 2026-2027

12.30 – 14.00 Lunch

14.00 – 15.15

6. Exchange of views with the Commissioner for Human Rights of the Council of Europe

Working documents:

Commissioner for Human Rights – [The Unheard 12 Million](#)

Exchange of views with Michael O’Flaherty, Commissioner for Human Rights of the Council of Europe, on (i) the inclusion of Roma and on (ii) issues to be addressed in the coming years in the areas covered by CDADI

CDADI is invited to insert into the abridged meeting report that it:

- exchanged views with Michael O’Flaherty, Commissioner for Human Rights of the Council of Europe

15.45 – 17.00

7. Regional or Minority Languages – Draft study and Exchange of views

Working documents:

CDADI(2025)12rev - Draft CDADI Study on regional or minority language protection and identification of good practices in member States

CDADI(2024)24rev3 - Concept note for the CDADI Study on recurrent problematic areas in the field of minority language protection and identification of good practices in member States

Presentation of the Draft Study on regional or minority language protection and identification of good practices in member States by members of the working group, and discussion and finalisation of the draft study

CDADI is invited to insert into the abridged meeting report that it:

- adopted the Study on regional or national minority language protection and identification of good practices in member States and agreed to transmit it to the Committee of Ministers to take note of it

19 November 2025

9.00 Arrival, security and welcome of the members, participants and observers of CDADI

9.30 – 10.30

8. Roma and Traveller – in particular approval of the draft Strategy for Roma and Traveller Inclusion (2026-2030), adoption of evaluation of the Strategic Action Plan (2020-2025)

Working documents:

ADI-ROM(2025)25 - Report of the 12th meeting of the ADI-ROM

CM(2019)161-final - [Strategic Action Plan for Roma and Traveller Inclusion \(2020-2025\)](#)

CDADI (2025)30 - Draft Final evaluation report on the implementation of the Strategic Action Plan for Roma and Travellers Inclusion (2020-2025)

CDADI(2025)31 - Draft Council of Europe strategy for Roma and Traveller inclusion 2026-2030

ADI-ROM(2025)19 - Thematic Report of the ADI-ROM Group of Experts on “Relations between Roma and the police”, based on the ADI-ROM thematic visit to Bucharest, Romania, 17-19 June 2025

ADI-ROM(2025)26 - Draft Committee of Ministers Recommendation on desegregation and inclusion policies and practices in the field of education of Roma and Traveller children

ADI-ROM(2025)27 - Concept note for a Handbook on democratic governance and representation and participation of Roma and Travellers in public and political life

Presentation and discussion of

- the work of the ADI-ROM and the report of its 12th meeting by its Chair Iulian PARASCHIV
- the draft Final evaluation report on the implementation of the Strategic Action Plan for Roma and Travellers Inclusion (2020-2025) by the Secretariat
- the draft Council of Europe strategy for Roma and Traveller inclusion 2026-2030 by Mabera KAMBERI (North Macedonia)
- the Thematic Report of the ADI-ROM Group of Experts on Relations between Roma communities and the police, based on the ADI-ROM thematic visit to Bucharest, Romania, 17-19 June 2025, by the Chair of ADI-ROM, Iulian PARASCHIV (Romania)
- preliminary findings following the ADI-ROM group of experts’ thematic visit on inclusion of Roma history in school curricula to the Slovak Republic, by Tibor ŠKRABSKÝ (Slovak Republic)

- the draft Recommendation of the Committee of Ministers to the member States on desegregation and inclusion policies and practices in the field of education for Roma and Traveller children by Rosalita GIORGETTI-MARZORATI (Switzerland), member of the Working Group on the elaboration of the draft Recommendation
- the Concept note for a Handbook on democratic governance and representation and participation of Roma and Travellers in public and political life by the Chair of ADI-ROM, Iulian PARASCHIV (Romania)

CDADI is invited to insert into the abridged meeting report that it:

- took note of the report of the 12th ADI-ROM meeting
- adopted the Final evaluation report on the implementation of the Strategic Action Plan for Roma and Travellers Inclusion (2020-2025) and agreed to transmit it to the Committee of Ministers for information
- agreed to submit to the Committee of Ministers, for consideration with a view to its adoption, the draft Council of Europe strategy for Roma and Traveller inclusion 2026-2030;
- took note of the thematic report on “Relations between Roma communities and the police”, based on the ADI-ROM thematic visit to Bucharest, Romania, 17-19 June 2025 and agreed to transmit it to the Committee of Ministers to take note of it
- took note of preliminary findings following the ADI-ROM group of experts’ thematic visit on inclusion of Roma history in school curricula to the Slovak Republic and agreed to transmit the final report through a written procedure to the Committee of Ministers to take note of it, once this report has been adopted by ADI-ROM
- provided guidance to the ADI-ROM on the draft Committee of Ministers Recommendation on desegregation and inclusion policies and practices in the field of education of Roma and Traveller children
- provided guidance to the ADI-ROM on the Concept note for a Handbook on democratic governance and representation and participation of Roma and Travellers in public and political life

10.30-11.00 Coffee break together with the Gender Equality Commission in front of room 11

11.00-12.15

Continuation of item 8

9. Hate speech and hate crime deliverables – Implementation review of CM/Rec(2022)16, Conference on 28–29 May 2026 in Limerick, No Hate Speech Week 2026

Working documents:

Recommendation CM/Rec(2022)16 [on combating hate speech](#)

Recommendation CM/Rec(2024)4 [on combating hate crime](#)

Save the Date - Challenging Hate: A Human Rights Approach

Information from the third meeting of the CDADI working group on combating hate speech and hate crime by a member of the working group

CDADI is invited to insert into the abridged meeting report that it:

- took note of the progress of the work of the CDADI working group on combating hate speech and hate crime, and in particular the preparation for the implementation review of Recommendation CM/Rec(2022)16 on combating hate speech, the conference “Challenging Hate: A Human Rights Approach” on 28-29 May 2026 at the University of Limerick and the No Hate Speech Week 2026

12.15 – 14.00 Lunch (Working lunch for the 18 Beneficiary and Donor States¹ of the EEA and Norway Grants Grants' Mission Driven Initiative 'Enhancing multi-stakeholder responses to hate speech and hate crime')

14.00 – 15.30

Continuation of item 9

10. Intercultural inclusion – Self-assessment tool on multilevel governance for intercultural integration and other deliverables

Working documents:

ADI-INT(2025)8bil - Report of the 8th ADI-INT meeting

CDADI(2025)14rev - Draft Self-assessment tool on multilevel governance for intercultural integration

ADI-INT(2025)13 - Summary of options for a peer-learning and benchmarking tool on inclusion strategies

Presentation by the Chair of the Committee of Experts on Intercultural Inclusion (ADI-INT) Karoline FERNÁNDEZ DE LA HOZ ZEITLER and discussion of

- the report of the 8th meeting of the ADI-INT on 14 to 15 October 2025 in Strasbourg
- the Draft Self-assessment tool on multilevel governance for intercultural integration and
- the summary of options for a peer-learning and benchmarking tool on inclusion strategies

CDADI is invited to insert into the abridged meeting report that it:

- took note of the report of the 8th meeting of the Committee of Experts on Intercultural Inclusion (ADI-INT)
- adopted the Self-assessment tool on multilevel governance for intercultural integration; and
- provided guidance to the ADI-INT regarding options for a peer-learning and benchmarking tool on inclusion strategies

11. Equality mainstreaming

Working documents:

CDADI(2024)31 - Equality mainstreaming – Draft conceptual framework and methodology

CDADI(2025)16 - Draft of A Guide and checklist for implementing equality mainstreaming

Report of the first meeting of the CDADI working group on Equality Mainstreaming by a member and the Secretariat

CDADI is invited to insert into the abridged meeting report that it:

- took note of the oral report of the first meeting of the CDADI working group on equality mainstreaming

15.30-16.00 Coffee break together with the Gender Equality Commission in front of room 11

¹ Bulgaria | Croatia | Cyprus | Czechia | Estonia | Greece | Hungary | Iceland | Latvia | Liechtenstein | Lithuania | Malta | Norway | Poland | Portugal | Romania | Slovak Republic | Sloveni.

16.00 – 17.00

12. Joint session with GEC – Finalisation of the draft Recommendation on Equality and Artificial Intelligence

Working documents:

CDADI(2025)25 - Draft Recommendation on equality and artificial intelligence

CDADI(2025)26 - Draft Explanatory Memorandum to the Committee of Ministers Recommendation on equality and artificial intelligence

Opening of the joint session of CDADI and GEC by Marja RUOTANEN, Director General of Democracy and Human Dignity

Interventions of the Chairs of CDADI and GEC on the occasion of the completion of the drafting process for the Recommendation of the Committee of Ministers to member States on equality and artificial intelligence

CDADI is invited to insert into the abridged meeting report that it:

- agreed to submit to the Committee of Ministers, for consideration with a view to its adoption, the draft Recommendation CM/Rec(20XX)XX of the Committee of Ministers to member States on equality and artificial intelligence; and
- adopted the Explanatory Memorandum to Recommendation CM/Rec(20XX)XX of the Committee of Ministers to member States on equality and artificial intelligence and agreed to transmit it for information to the Committee of Ministers inviting it to take note of it

19.30 Dinner at Brasserie Au Dauphin, 13, place de la Cathédrale, 67000 Strasbourg

20 November 2025

9.15 Arrival, security and welcome of the members, participants and observers of CDADI

9.45 – 10.45

13. Equality and the environment

Working document:
CDADI(2024)32 - Environment and equality - Briefing note

Presentation by Monika MAYRHOFER, University of Innsbruck, consultant, of an outline of a study on equality and the environment

CDADI is invited to insert into the abridged meeting report that it:

- provided guidance for the development of a Study on the impact of the environmental crisis on persons exposed to discrimination and measures to prevent and alleviate such impact

14. CDADI evaluation

Working documents:
Directorate of Internal Oversight - [Evaluation of Anti-Discrimination, Diversity and Inclusion: The Steering Committee on Anti-Discrimination, Diversity and Inclusion](#)
Council of Europe - Evaluation of Anti-Discrimination, Diversity and Inclusion: The Steering Committee on Anti-Discrimination, Diversity and Inclusion - [Management response and action plan](#)
CDADI(2024)33 - Stakeholder Analysis

Update by the Secretariat on the implementation of the management response to the evaluation of CDADI

CDADI is invited to insert into the abridged meeting report that it:

- took note of progress with the implementation of the management response to the CDADI evaluation

11.15 – 12.30

15. Elections and appointments

Elections and appointments are scheduled under the condition of the adoption of the new terms of reference for CDADI and its substructures by the Committee of Ministers

a) Elections of the Chair, Vice-Chair and Bureau members and appointment of Rapporteurs

Working documents:
Resolution CM/Res(2021)3 [on intergovernmental committees and subordinate bodies, their terms of reference and working methods](#)
CDADI (2025)32 - Secretariat memorandum on the election of the Chair, Vice-Chair and Bureau of the CDADI
Council of Europe - [Mainstreamed perspectives and the role of Rapporteurs in the intergovernmental structure](#)

Presentation of candidates for election of the Chair, Vice-Chair, three Bureau members and Rapporteurs on gender equality, the rights of persons with disabilities, children, young persons and on equality and environment

CDADI is invited to insert into the abridged meeting report that it:

- elected the CDADI Chair and the CDADI Vice-Chair for the calendar year 2026
- elected three Bureau members (two Bureau members for the calendar years 2026-2027 and one Bureau member for the calendar year 2026)
- appointed CDADI Rapporteurs on gender equality, the rights of persons with disabilities, children, young persons and on equality and the environment (for the calendar years 2026-2027)

b) Appointment of members to the ADI-INT

Working documents:

CDADI(2025)27 - Election of representatives of member states and regional authorities to the ADI-INT

CDADI(2025)28 - Information on representatives of local authorities to the ADI-INT

Presentation of candidates by those member states wishing to designate a representative of a member state and/or a regional authority to the ADI-INT

CDADI is invited to insert into the abridged meeting report that it:

- designated the 10 member States and 2 regional authorities which will appoint a member to the ADI-INT
- endorsed the list of 8 local authorities participating in the Intercultural Cities Programme that will appoint a member to the ADI-INT

c) Appointment of members to CDADI working groups

Working document:

CDADI(2025)35 - Bureau proposal CDADI working groups 2026/2027

CDADI is invited to insert into the abridged meeting report that it:

- agreed on the working groups for the biennium 2026-2027
- designated member States which appoint a member to the different CDADI working groups
- took note of the existing reimbursement rules for ADI-ROM and ADI-SOGIESC and clarified that the Chair and Vice-Chair of both committees should be reimbursed for each in person or hybrid meeting

16. Cooperation with civil society and requests for observer status

Working documents:

CDADI(2021)20rev - Cooperation with civil society and granting of observer status

CDADI(2025)36 - Requests for observer status in CDADI and its substructures

CDADI is invited to insert into the abridged meeting report that it:

- decided on requests for observer status.

12.30 – 14.00 Lunch

14.00 – 16.00

17. LGBTI persons – Draft strategy and other deliverables

Working documents:

ADI-SOGIESC(2025)20 - Report of the 4th meeting of ADI-SOGIESC

ADI-SOGIESC(2025)8rev - Draft Council of Europe strategy for the equality of rights of LGBTI persons (2027-2032)

Presentation of the work of ADI-SOGIESC and the report of its 4th meeting by its Chair Yuri DE BOER

Presentation of the draft Council of Europe strategy for the equality of rights of LGBTI persons (2027-2032) by the Chair of the ADI-SOGIESC Yuri de BOER, and discussion of the draft

CDADI is invited to insert into the abridged meeting report that it:

- took note of the report of the 4th meeting of ADI-SOGIESC; and
- provided guidance to the ADI-SOGIESC for the finalisation of the draft Council of Europe strategy for the equality of rights of LGBTI persons (2027-2032)

18. Adoption of the Abridged Report and any other business

Working document:

CDADI(2025)34 - Abridged report of the 12th meeting of CDADI

CDADI is invited to insert into the abridged meeting report that it:

- adopted the Abridged meeting report