

Strasbourg, 23 May 2025

CDADI(2025)6

11th Plenary Meeting
1-3 July 2025, Strasbourg, Palais de l'Europe, Room 10 - in person

DRAFT ANNOTATED AGENDA AND ORDER OF BUSINESS

1 July 2025

9.00 – 9.30 *Arrival, security and welcome of the members, participants and observers of CDADI*

9.30 – 10.45

1. Adoption of the Agenda

Working documents:

CDADI(2025)6 - Draft Agenda

CDADI(2021)21rev - CDADI working methods

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

- 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)8rev2 - CDADI work plan for 2024 to 2026

Information by the Bureau and the Secretariat on the progress of work of CDADI and its substructures for the years 2024 to 2026 and outlook on the year 2027

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

- took note of the updated work plan for 2024 to 2026 and the outlook on the year 2027

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

Working documents:

ADI-SOGIESC(2025)9 - Report of the 3rd meeting of ADI-SOGIESC

CDADI(2025)9 - Draft Committee of Ministers Recommendation on equal rights for intersex persons

CDADI(2025)10 - Draft Explanatory Memorandum to the Committee of Ministers Recommendation on equal rights for intersex persons

Presentation of the work of ADI-SOGIESC and the report of its 3rd meeting by its Chair Yuri DE BOER

Presentation of the final draft Committee of Ministers Recommendation on equal rights for intersex persons and its Explanatory Memorandum by the Chair of the ADI-SOGIESC Yuri DE BOER, and discussion of both drafts

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

- took note of the report of the 3rd meeting of ADI-SOGIESC
- decided 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 equal rights for intersex persons
- adopted the Explanatory Memorandum to Recommendation CM/Rec(20XX)XX of the Committee of Ministers to member States on equal rights for intersex persons and decided to transmit it for information to the Committee of Ministers inviting it to take note of it

11.15 – 12.30

4. LGBTI persons – Comprehensive review of Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity

Working documents:

CDADI(2025)11 - Draft Report on the review of the implementation of Recommendation CM/Rec(2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity

Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity

ADI-SOGIESC(2025)8 - Draft Council of Europe Strategy: Equality of Rights for LGBTI people (2027-2032)

Presentation by the Chair of the ADI-SOGIESC Yuri DE BOER and discussion of

- the draft Comprehensive review of Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity
- the outline of a Draft Council of Europe Strategy: Equality of Rights for LGBTI people (2027-2032)

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

- adopted the draft Comprehensive review of Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity and decided to transmit it to the Committee of Ministers inviting it to take note of it
- took note of the outline of a Draft Council of Europe Strategy: Equality of Rights for LGBTI people (2027-2032)

5. Draft Recommendation on equality and artificial intelligence

Working documents:

GEC/ADI-AI(2025)3 - Report of the 3rd meeting of the GEC/ADI-AI

GEC/ADI-AI(2024)7rev3 - Draft Recommendation on equality and artificial intelligence

GEC/ADI-AI(2024)7rev2AddEM - Draft Explanatory Memorandum to the Committee of Ministers Recommendation on equality and artificial intelligence

GEC/ADI-AI(2025)4 - Compilation of comments received during the public consultation on 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 third meeting of the GEC/ADI-AI
- the draft CM/Recommendation on equality and artificial intelligence and its draft explanatory memorandum and
- the outcome of the public consultation on the draft CM/Recommendation which closed on 28 April 2025

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

- provided guidance to the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI) for the completion of the draft Explanatory Memorandum to the Committee of Ministers Recommendation on equality and artificial intelligence

12.30 – 14.00 Family photo in the main staircase and Lunch

14.00 – 15.30

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

Working documents:

CDADI(2025)12 - Draft of the first two chapters of a CDADI Study on regional or minority language protection and identification of good practices in member States, Chapters I and II

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 Chapters I and II of the Draft Study on regional or minority language protection and identification of good practices in member States by the consultants Professor Elin Haf GRUFFYDD JONES, Professor at the University of Wales Trinity Saint David, and Professor Emyr LEWIS, Emeritus Professor at Aberystwyth University, discussion of the drafts and presentation of the revised concept note

Presentations by a number of member States on recent experiences with the updating of ratification instruments and ratification of the [European Charter for Regional or Minority Languages](#) as a basis for the drafting of chapters four and five of the aforementioned study and exchange of views with the Chair of the Committee of Experts of the European Charter for Regional or Minority Languages (COMEX)

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

- provided guidance to its working group on deliverables regarding national minorities on the further development of the Study on regional or national minority language protection and identification of good practices in member States and took note of the revised concept note
- took note of the presentations of certain member states and exchanged views on the updating of ratification instruments and ratification of the European Charter for Regional or Minority Languages as a basis for the drafting of chapters four and five of the

aforementioned study

16.00 – 18.00

Continuation of item 6

7. Intersectional discrimination

Working document:

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

Information from the third meeting of the CDADI working group on artificial intelligence and 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:

- provided guidance to its working group on intersectional discrimination on the development of the feasibility study on preventing and combating intersectional discrimination in Europe
- invited its members, participants and observers to provide written comments on the Draft Feasibility study on preventing and combating intersectional discrimination in Europe by 10 July 2025

2 July 2025

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

9.30 – 11.00

8. Intercultural inclusion – Tool on Multilevel Governance and Guidance document on strategies for inclusion

Working documents:

ADI-INT(2025)8 - Report of the 7th ADI-INT meeting

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

CDADI(2025)15 - Draft Guidance document on strategies for inclusion in the fields under the responsibility of the CDADI

Presentation and discussion of

- the report of the 7th meeting of the ADI-INT on 13 to 14 May 2025 in Strasbourg and the progress made with the Draft Self-assessment tool on multilevel governance for intercultural inclusion by the Chair of the Committee of Experts on Intercultural Inclusion (ADI-INT) Karoline FERNÁNDEZ DE LA HOZ ZEITLER and
- the Draft Guidance document on strategies for inclusion in the fields under the responsibility of CDADI by the consultants Christian AHLUND and Aneta WITWICKA

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

- took note of the report of the 7th meeting of the Committee of Experts on Intercultural Inclusion (ADI-INT) and the progress made with the Draft Self-assessment tool on multilevel governance for intercultural inclusion; and
- adopted the Guidance document on strategies for inclusion in the fields under the responsibility of the CDADI

9. Gender Mainstreaming

Working documents:

Recommendation No. R (98) 14 of the Committee of Ministers to member States [on gender mainstreaming](#)

CM(2024)17-final - Council of Europe [Gender Equality Strategy](#) (2024-2029)

Presentation by Sara SLANA, Chair of the Gender Equality Commission (GEC) and the Secretariat of GEC and discussion of the Council of Europe work on gender mainstreaming

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

- took note of a presentation of the Council of Europe work on gender mainstreaming and exchanged views on this topic

11.30-12.30

10. 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

Introduction by the Chair and exchange of views on the draft Guide and checklist for implementing equality mainstreaming

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

- adopted the document A Guide and checklist for implementing equality mainstreaming and agreed to further develop and pilot elements of equality mainstreaming on the grounds covered by its mandate at the Council of Europe and with interested member States

12.30 – 14.00 Lunch break

14.00 – 15.00

11. Roma and Traveller – draft Strategy for Roma and Traveller Inclusion, thematic reports and draft Recommendation on desegregation and inclusion policies and practices in the field of education of Roma and Traveller children

Working documents:

ADI-ROM(2025)4 - Report of the 11th meeting of the ADI-ROM

ADI-ROM(2025)9 - Outline of the draft Recommendation of the Committee of Ministers on desegregation and inclusion policies and practices in the field of education for Roma and Traveller children

ECRI GPR No. 10 - [Combating racism and racial discrimination in and through school education](#)

[\(2006\)](#)

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

CM(2022)194-add1 - Mid-Term Review Report on the Implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025)

ADI-ROM(2025)17 - Outline of a draft Council of Europe strategy for Roma and Traveller Inclusion 2026-2030

ADI-ROM(2024)25 - Thematic report on combating antigypsyism, Berlin (Germany), 9-10 September 2024

ADI-ROM(2020)27 - Thematic report on national experiences of implementation, monitoring and evaluation of national Roma inclusion policies, Zagreb, Croatia, 24-25 September 2024

Presentation and discussion of

- the work of the ADI-ROM and the report of its 11th meeting by its Chair Manuel DEMOUGEOT
- the Outline of the draft Recommendation of the Committee of Ministers on desegregation and inclusion policies and practices in the field of education for Roma and Traveller children by the Chair of ADI-ROM, Manuel DEMOUGEOT
- the progress made with the final evaluation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025) by the Chair of ADI-ROM, Manuel DEMOUGEOT
- the development of a Council of Europe strategy for Roma and Traveller inclusion 2026-2030, and of the first outline by Maberka KAMBERI (North Macedonia) and the Secretariat

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

- the report of the 11th ADI-ROM meeting
- the preparation for the final evaluation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025)
- the outline of a draft Council of Europe strategy for Roma and Traveller inclusion 2026-2030 and provided guidance for its finalisation
- the Outline of the draft Recommendation of the Committee of Ministers on desegregation and inclusion policies and practices in the field of education for Roma and Traveller children and provided guidance for the development of this recommendation; and
- the final versions of the thematic reports on combating antigypsyism in Berlin, Germany and on National Roma Inclusion Strategies - Design, Monitoring and Implementation in Zagreb, Croatia and decided to transmit them to the Committee of Ministers to take note of them

15.30 – 17.00

12. Exchange of views on the importance of culture and heritage for promoting equality and non-discrimination

Working document:

CDPCC – Preliminary draft of a Recommendation CM/Rec(2025)XX of the Committee of Ministers to member States on the importance of culture and heritage for promoting non-discrimination

Presentation by Hakan SHEARER DEMIRTHER, consultant of the Steering Committee for Culture, Heritage and Landscape (CDPCC) and discussion of a Preliminary draft of a Recommendation of the Committee of Ministers to member States on the importance of culture and heritage for promoting non-discrimination, prepared by the Steering Committee for Culture, Heritage and Landscape (CDPCC)

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

- exchanged views with Hakan SHEARER DEMIRTHE, consultant of the Steering Committee for Culture, Heritage and Landscape (CDPCC) and with the Secretariat of the CDPCC on a Preliminary draft of a Recommendation of the Committee of Ministers to member States on the importance of culture and heritage for promoting non-discrimination, prepared by the CDPCC and provided guidance for the further work on this draft

13. 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

19.30 Dinner

3 July 2025

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

9.30 – 10.30

14. Hate speech and hate crime deliverables – Conference, No Hate Speech Week and Compilation of resources regarding CM/Rec(2024)4

Working documents:

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

CDADI(2025)18 - Compilation of resources for the implementation of CM/Rec(2024)4 on combating hate crime

Information from the third meeting of the CDADI working group and presentation of the Compilation of resources for the implementation of CM/Rec(2024)4 on combating hate crime by Robert GAJDA (Albania)

Report from the No Hate Speech Week by Alexander TORTELL

Report from the Council of Europe Conference on preventing and combating hate crime by Dominique STEIGER-LEUBA, Vice-Chair of CDADI

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

- took note of the Compilation of resources for the implementation of CM/Rec(2024)4 on

- combating hate crime
- took note of the reports from the Council of Europe Conference on preventing and combating hate crime and the second No Hate Speech Week

11.00 – 13.00

15. Presentation and exchange of views on communication on equality and other human-rights topics

Working documents:

CoE 2025 - Study on the effectiveness of counter and alternative narratives to combat hate speech

EU 2025 - Guidelines on public campaigning principles against hate speech and hate crime

CDADI (2023)8 - [Study on preventing and combating hate speech in times of crisis](#)

CoE 2023 - [Online Toolkit for human rights speech](#)

CoE 2023(2) - [Designing a Communication Strategy in Intercultural Cities](#)

CoE 2021 - [Policy Brief: Migration and Integration - Which alternative narratives work and why](#)

CoE 2021(2) - [Policy Brief: Inclusive Communication](#)

CoE 2021(3) - [Policy Brief: Claiming the power of dialogue - Toolkit for antirumours dialogue](#)

CoE 2018 - [Antirumours Handbook](#)

FRA 2022 - [10 keys to effectively communicating human rights](#)

Presentation and application of recent Council of Europe resources on communication in the field of human rights with a focus on equality and non-discrimination by the Secretariat and a speaker from a member State (TBC)

Exchange and suggestions for better communication on CDADI work through its Secretariat and its members, participants and observers

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

- took note and exchanged on recent Council of Europe work on human rights related communication with a focus on equality and non-discrimination and avenues to better communicate on the outcomes of CDADI work
- called on its members, participants and observers to further strengthen their communication on deliverables of CDADI, in particular Committee of Ministers Recommendations and human-rights related international days, and on the commitment of their member states and organisations to anti-discrimination, diversity and inclusion

16. Equality and the environment

Working document:

CDADI(2025)16 - Environment and equality - Briefing note

Update by the Secretariat on the topic of environment and equality and exchange of views

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 triple planetary crisis of pollution, climate change and loss of biodiversity on persons exposed to discrimination on the grounds covered by CDADI and measures to prevent and alleviate such impact

17. Adoption of the Abridged Report and any other business

Working document:

CDADI(2025)17 - Abridged report of the 11th meeting of CDADI

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

- adopted the Abridged meeting report