

CDADI(2024)36

25 October 2024

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

### 8th meeting, 3-4 October 2024

#### Report

1. The Bureau of the Steering Committee on Anti-discrimination, Diversity and Inclusion (CDADI) held its eighth meeting on 3 and 4 October 2024 at the Council of Europe office in Paris. The Chair, Erik ADELL HELLSTRÖM (Sweden), chaired the meeting; the participants in attendance are listed in [Appendix I](#).

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

2. The Bureau adopted the agenda as it appears in [Appendix II](#).

#### ITEM 2: Developments since the 9th CDADI plenary meeting

3. The Chair updated the Bureau about his participation in meetings of the Committee of Ministers Rapporteur Group on Human Rights (GR-H) and the Parliamentary Assembly Committee on Equality and Non-Discrimination on 12 September 2024 in Strasbourg and Paris respectively. The Chair had informed the GR-H on the outcomes of the 9<sup>th</sup> CDADI meeting and ongoing work of CDADI. Support was expressed for CDADI's work, including on equality mainstreaming. The Committee of Ministers had also taken note of two reports: the Thematic report on early childhood education; and the Thematic review on the implementation of Recommendation CM/Rec(2010)5 – Right to the Highest Attainable Standard of Health and Access to Healthcare for LGBTI People in Europe. In the Assembly's Committee on Equality and Non-discrimination, the Chair had given an overview over recent and ongoing work of the CDADI including Recommendation CM/Rec(2024)1 of the Committee of Ministers to member States on equality of Roma and Traveller<sup>1</sup> women and girls and Recommendation CM/Rec(2024)4 of the Committee of Ministers to member States on combating hate crime. There was a high level of interest in CDADI's work.

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<sup>1</sup> The term "Roma and Travellers" is used at the Council of Europe to encompass the wide diversity of the groups covered by the work of the Council of Europe in this field: on the one hand a) Roma, Sinti/Manush, Calé, Kaale, Romanichals, Boyash/Rudari; b) Balkan Egyptians (Egyptians and Ashkali); c) Eastern groups (Dom, Lom and Abdal); and, on the other hand, groups such as Travellers, Yenish, and the populations designated under the administrative term "Gens du voyage", as well as persons who identify themselves as Gypsies. The present is an explanatory footnote, not a definition of Roma and/or Travellers.

### **ITEM 3: Equality mainstreaming**

4. The Bureau supported the document on equality mainstreaming which had been prepared by the Secretariat following the 9th plenary meeting of CDADI. The Bureau proposed to carry out a mapping exercise to assist in understanding the existing initiatives to mainstream equality at national and European levels and asked the Secretariat to further develop the document on equality mainstreaming ahead of the 10th plenary meeting.

### **ITEM 4: Information and discussion of the topic Environment and Equality**

5. The Bureau noted that the member states had committed during the 4th Summit of Heads of State and Government of the Council of Europe in Reykjavik to strengthen the work in the field of human rights and the environment and proposed to explore the impact of pollution, climate change and loss of biodiversity in the area of equality and non-discrimination in more detail and carry out preparatory work to enable a more concrete proposal, possibly in the form of a study, that could be included in the workplan for the next biennium. Members, participants and observers of CDADI should be given the opportunity to contribute existing initiatives in writing, should they so wish, following the 10th plenary meeting.

### **ITEM 5: Evaluation of the CDADI initiated by the Council of Europe Directorate of Internal Oversight (DIO)**

6. The Head of the Anti-discrimination Department gave an overview of the management response to the Evaluation report prepared by DIO. Overall, the Evaluation was perceived as very positive and there were many activities already ongoing which contributed to the management response. The Bureau identified communication as a possible topic for further development.

### **ITEM 6 – Overview about the work to be done during the biennium 2024/2025 and onwards**

7. The Secretary of CDADI gave an overview of the Terms of Reference of CDADI and its substructures as well as the CDADI workplan for 2024-2025. All work streams were on track.

### **ITEM 7 – Preparation of the 10<sup>th</sup> CDADI plenary meeting**

8. The Chair of the Committee of Experts on Intercultural Inclusion (ADI-INT), Karoline FERNÁNDEZ DE LA HOZ ZEITLER, updated the Bureau on the ADI-INT's work programme ahead of its 6th plenary meeting on 10 and 11 October 2024 in Strasbourg. A Tool on multilevel governance for intercultural integration is under development, which is aimed at supporting the capacity-building programme for the integration of migrants and the implementation of CM/Rec(2022)10. The draft Guidance document on strategies for inclusion in the fields under the responsibility of CDADI would be discussed and refined. The Chair of the ADI-INT encouraged the appointment of Rapporteurs from expert committees to participate in ADI-INT meetings, as the Committee of Experts on Roma and Traveller Issues (ADI-ROM) had done. The 6th meeting had also included the participation of the office of the United Nations High Commissioner for Refugees (UNHCR) and an exchange of views with the Council of Europe's Advisory Council on Youth (CCJ). It was proposed to update the Compendium of good practices on intercultural integration and multilevel governance for the CDADI to adopt it by the end of 2024.
9. The Chair of the ADI-ROM, Manuel DEMOUGEOT, updated the Bureau on work progress. The Feasibility study on desegregation and inclusion policies and practices in the field of education for Roma and Traveller children, would be submitted to the ADI-ROM for its endorsement at the next meeting on 29-30 October 2024 in Strasbourg and to the CDADI for adoption at its forthcoming

10<sup>th</sup> meeting. The Final evaluation report on the implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025) and the development of a draft Council of Europe Strategy for Roma and Traveller Inclusion (2026-2030) were in progress. Both deliverables were on track to be adopted by the end of 2025. Preliminary conclusions from the Thematic visit on combating antigypsyism in Berlin, Germany (9-10 September 2024) and the Thematic visit on National Roma Inclusion Strategies - Design, Monitoring and Implementation in Zagreb, Croatia (24-26 September 2024) would be presented to the ADI-ROM and to CDADI. The final reports would be presented to ADI-ROM for adoption before the end of the year.

10. The Chair of the Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC), Yuri DE BOER, updated the Bureau on the progress of the work of the ADI-SOGIESC ahead of its 2nd meeting in Strasbourg on 29-30 October 2024. There would be elections for Chair and Vice Chair at this meeting and the position of Gender Equality Rapporteur remained open. Regarding the comprehensive implementation review of Recommendation CM/Rec (2010)5, efforts would be made to receive responses to the questionnaire from as many member states as possible. The thematic report on the Right to the Highest Attainable Standard of Health and Access to Healthcare for LGBTI People in Europe had now been published. The drafting group responsible for preparing a draft Recommendation on the equality of rights of intersex persons had met for the third time on 3 and 4 September 2024 in Strasbourg. The draft Recommendation and explanatory memorandum would be circulated with the ADI-SOGIESC for discussion at its 2nd meeting. Subject to the approval of CDADI, a consultation on the draft Recommendation would be carried out from December to January 2025, and the drafting group would meet again in March to finalise it together with the explanatory memorandum. There would be a stakeholder exchange of views on the lived experiences and human rights situation of intersex persons during the CDADI plenary meeting. Preliminary work on the draft Council of Europe strategy for the equality of rights of LGBTI persons for 2027-2032 had commenced.
11. The Chair of the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI), Kätlin SANDER, informed the Bureau of the progress of the GEC/ADI-AI's work. At its second meeting on 25-26 September 2024, the GEC/ADI-AI discussed a first draft of the Recommendation which had been prepared by the Secretariat and provided further guidance to the Secretariat in writing and orally during the meeting. CDADI members, participants and observers would be invited to give further guidance at the 10th plenary meeting, and would have the opportunity to submit written comments by 13 December. The GEC/ADI-AI had suggested that an explanatory memorandum should be drafted; this would be cared for by the Secretariat in advance of its third meeting which would take place on 26 and 27 February 2025, in person in Strasbourg.
12. Menno ETTEMA, Head of the Hate Speech, Hate Crime and Artificial Intelligence Unit updated the Bureau on the work related to the recommendations on combating hate speech and hate crime. Regarding hate crime, the Secretariat would undertake 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 on deliverables regarding hate speech and hate crime would meet in the margins of the CDADI plenary meeting and would consider this mapping to give further guidance to the Secretariat. The Compilation of promising practices on combating hate speech at national level which was adopted at the last CDADI plenary meeting was being prepared for publication in print and it would also be available online.

13. The Secretariat presented the progress of the working group on intersectional discrimination. The data collected through the responses from member states, participants and observers would provide a thorough basis for a first draft of the study on preventing and combating intersectional discrimination. The next working group meeting would take place in early January 2025. The consultant, Professor Shreya ATREY, would give a presentation at the 10th CDADI plenary meeting.
14. The Secretariat presented the progress of the working group on deliverables regarding national minorities and the preparation of a Study on recurrent problems in minority or regional language protection. The second meeting would take place on 14 November 2024 online, where the working group would consider a first draft of certain chapters of the study.

#### **ITEM 8 – Requests for observer status**

15. Two expressions of interest for observer status had been received, one for ADI-SOGEISC and one for ADI-ROM. These would be considered at the respective expert committee meetings.

#### **ITEM 9 – Draft agenda for the 10<sup>th</sup> CDADI meeting**

16. The Secretary of CDADI presented the draft agenda for the 10th CDADI meeting and the High-level event on “Curbing hate speech and hate crime” which is planned on 26 November and gave an overview of each item. The Bureau was happy with the ambitious work programme. Elections would take place for the positions of Chair, Vice-Chair, and one Bureau member.

#### **ITEM 10 – Date of the next Plenary and Bureau meetings**

17. The Bureau planned the dates for upcoming meetings as follows:
  - 11th plenary: 1-3 July 2025 in Strasbourg;
  - 9th Bureau meeting: 15-16 May 2025, location TBD.

#### **ITEM 11 - Any other business**

18. None.

## Appendix I

### List of Participants / Liste de participant-es

#### **BUREAU MEMBERS / MEMBRES DU BUREAU**

##### **CROATIA/CROATIE**

**Alen TAHIRI**

Director

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

##### **CZECHIA/ TCHÉQUIE**

**Viktor KUNDRÁK, E.MA.,**

Director, Department of Human Rights and Protection of Minorities

Office of the Government of the Czech Republic, Prague

##### **SWEDEN/SUÈDE**

**Erik ADELL HELLSTRÖM (Chair)**

Deputy Director for EU- and International Affairs, Division for Discrimination Issues, Human Rights and Child Rights Policy, Ministry of Employment, Stockholm

##### **SWITZERLAND/SUISSE**

**Dominique STEIGER LEUBA (Vice-Chair)**

Avocate, conseillère juridique

Unité Protection internationale des droits de l'homme, Office fédéral de la justice OFJ

Département fédéral de justice et police, Berne

##### **UNITED KINGDOM/ROYAUME UNI**

**Sean FINCH**

**excused**

Head of LGBT+ International, Workplace, Asylum and Resettlement, and Hate Crime Policy

Government Equalities Office, Manchester

#### **INVITED SPEAKERS / INTERVENANT-ES**

**Karoline FERNÁNDEZ DE LA HOZ ZEITLER**, ADI-INT Chair

**Manuel DEMOUGEOT**, ADI-ROM Chair

**Yuri DE BOER**, ADI-SOGIESC Chair

**Käthlin SANDER**, GEC/ADI-AI Chair

#### **SECRETARIAT / SECRÉTARIAT**

##### **Directorate General of Democracy and Human Dignity / Direction générale de la Démocratie et de la dignité humaine**

Hallvard GORSETH, Head of Anti-Discrimination Department / *Chef du Service de l'Anti-discrimination*

Wolfram BECHTEL, Secretary to the CDADI, Anti-discrimination Department / Secrétaire du CDADI, *Service de l'Anti-discrimination*

Charlotte GILMARTIN, Co-Secretary to the CDADI, Anti-discrimination Department / Co-Secrétaire du CDADI, *Service de l'Anti-discrimination*; Co-Secretary to the GEC/ADI-AI, / *Co-secrétaire du GEC/ADI-AI*

Cristina MILAGRE, Seconded Official, CDADI Division, Anti-discrimination Department / *Mis-a-disposition, Division de CDADI, Service de l'anti-discrimination*

Eleni TSETSEKOU, Secretary to the ADI-ROM, Head of Division of the Roma and Travellers Team / *Sécretaire de l'ADI-ROM, Chef de division de l'Equipe Roms et des Gens du Voyage*

Oana TABA, Co-Secretary to the ADI-ROM, Roma and Travellers Team / *Co-Sécretaire de l'ADI-ROM, l'Equipe Roms et des Gens du Voyage*

Rita MARASCALCHI, Secretary to the ADI-INT a.i., Head of the Intercultural Inclusion Unit a.i. / *Sécretaire de l'ADI-INT a.i., Cheffe de l'unité d'inclusion interculturelle a.i.*

Thorsten AFFLERBACH, Co-Secretary to the ADI-INT, Head of the Anti-discrimination and Cooperation Division / *Co-Sécretaire de l'ADI-INT, Chef de la division Anti-discrimination et coopération*

Evgenia GIAKOUMOPOULOU, Secretary to the ADI-SOGIESC, Head of the SOGIESC Unit, Anti-discrimination Department / *Sécretaire de l'ADI-SOGIESC Cheffe de l'unité SOGIESC, Service de l'anti-discrimination*

Ellsworth CAMILLERI, Co-Secretary to the ADI-SOGIESC, SOGIESC Unit, Anti-discrimination Department / *Co-Sécretaire de l'ADI-SOGIESC, l'unité SOGIESC, Service de l'anti-discrimination*

Menno ETTEMA, Head of Unit - Hate Speech, Hate Crime and Artificial Intelligence, Anti-Discrimination Department / *Chef de l'Unité - Discours de haine, crimes de haine et intelligence artificielle, Service de l'anti-discrimination*

Ljiljana STOJISAVLJEVIC, Assistant to the Secretary to the CDADI, Anti-discrimination Department / Assistante du secrétaire de l'CDADI, *Service de l'anti-discrimination*

Sandrine JOUSSE, Administrative Assistant, CDADI Division, Anti-discrimination Department / *Assistante administrative, division CDADI, Service de l'anti-discrimination*

Maike ELSASSER, Trainee to the CDADI, Anti-discrimination Department / *Stagiaire au CDADI, Service de l'anti-discrimination*

## Appendix II

### Agenda

#### 8th Bureau Meeting

3-4 October 2024

Room 1 of the Council of Europe office in Paris 55, avenue Kléber, F - 75784 Paris Cedex  
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1. Opening of the Bureau meeting and adoption of the agenda
2. Developments since the 9<sup>th</sup> CDADI plenary meeting
3. Equality mainstreaming
4. Environment and Equality
5. Evaluation of the CDADI initiated by the Council of Europe Directorate of Internal Oversight
6. Overview about the work to be done during the biennium 2024/2025 and onward
7. Preparation of the 10<sup>th</sup> CDADI meeting (26-28 November in Paris; preparatory Bureau meeting on 25 November, 15.00 in Paris) - Main deliverables by expert committees and working groups
  - i. Information on progress of the work of the ADI-INT by its Chair Karoline Fernández de la Hoz Zeitler
  - ii. Information on progress of work of the ADI-ROM by its Chair Manuel DEMOUGEOT and the Secretariat
  - iii. Information on progress of the work of the ADI-SOGIESC by its Chair Yuri de Boer
  - iv. Information on progress of the work of the GEC/ADI-AI by its Chair Käthlin SANDER and the Secretariat
  - v. Work related to the recommendations on combating hate speech and hate crime
  - vi. Information on progress of the work on a Feasibility study on preventing and combating intersectional discrimination
  - vii. Information on the progress of the work regarding a study on regional or national minority language protection and good practices by the Secretariat
8. Requests for observer status in the ADI-ROM and the ADI-SOGIESC
9. Draft agenda for the 10<sup>th</sup> CDADI meeting
10. Date of the next Plenary and Bureau meetings (11th plenary: 1-3 July 2025, Strasbourg; 9th Bureau meeting 15-16 May 2025, location tbd)
11. Any other business