



Presidency of Malta  
Council of Europe  
May - November 2025

Présidence de Malte  
Conseil de l'Europe  
Mai - Novembre 2025



## Conference on preventing and combating hate crime

19-20 June 2025  
Strasbourg, France

**Council of Europe, Palais de l'Europe**

*Organised by the Steering Committee on Anti-discrimination, Diversity and Inclusion Division of the Council of Europe, in the framework of the Maltese Presidency of the Committee of Ministers*

### **SPEAKERS' BIOGRAPHIES**





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## Opening statements

### Bjørn Berge

*Deputy Secretary General, Council of Europe*

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**Bjørn Berge** serves as the Council of Europe's Deputy Secretary General since 1 March 2021.

As the Deputy Secretary General he is involved in a number of key areas of the work of the Organisation, including advising and overseeing the implementation of the Secretary General's reform agenda, in line with the decisions and priorities of the Committee of Ministers. His priorities include shaping the Programme and Budget, while ensuring that the Organisation's activities have maximum impact in advancing democracy, human rights and the rule of law. He also oversees the Council of Europe's staff policy, as well as other key areas of the work of the Organisation. Before taking up his post,

Bjørn Berge was for a period of four years Director General and Secretary to the Committee of Ministers of the Council of Europe.

Between 2009-2017, he served as Director of the Private Office of the Secretary General and the Deputy Secretary General, helping to prepare, co-ordinate and implement a number of comprehensive reforms of the Organisation. Bjørn Berge has over thirty years of international professional experience. As a former Norwegian diplomat, he served as International Adviser to the Prime Minister and as Deputy Director of the Foreign Minister's Cabinet responsible for all matters related to Parliament. He also served as speechwriter to three Norwegian Foreign Ministers. Bjørn Berge has published several books on a range of issues relating to speech writing and speeches, as well as articles on the Council of Europe's mandate and work.

He was a Fulbright Scholar and holds a M.A. in International Relations from the Paul Nitze School of Advanced International Studies (SAIS), Johns Hopkins University, Washington D.C., USA.

### The Hon. Rebecca Buttigieg

*Parliamentary Secretary for Equality and Reforms, Malta*

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**Hon. Rebecca Buttigieg** currently serves as Parliamentary Secretary for Equality and Reforms within the Office of the Prime Minister. She holds a B.A. in International Relations from the University of Malta and continued to further her studies at the University of Edinburgh having graduated in 2015 with an MSc in Global Crime, Justice and Security. Hon. Buttigieg started her career working at the Parliamentary Assembly of the Mediterranean where she later gained experience abroad working as a Policy Officer at the Permanent Representation of Malta to the European Union during the Maltese Presidency of the Council of the European Union. In 2017 she started working as a Spokesperson for the Ministry for Economy and most recently for the Ministry for Home Affairs, National Security and Law Enforcement. Parliamentary secretary Rebecca Buttigieg has been included on this year's list of 40 European Young Leaders (EYL40) by the Brussels-based think-tank Friends of Europe. She contested the general election for the first time in 2022 and was subsequently elected to Parliament. Hon. Rebecca Buttigieg is married to Andrea and they have a daughter, Valentina.





**Erik Adell Hellström** is the Chair of the Steering Committee on Anti-Discrimination, Diversity and Inclusion of the Council of Europe (CDADI). He is also Deputy Director responsible for EU- and International Affairs Coordination at the Division for Human Rights and Discrimination Issues at the Swedish Ministry of Employment. Previously, he has worked for several ministries in different capacities as well as in private practice. During the Swedish Presidency of the Council of the EU in 2023 he coordinated work on fundamental rights and equal treatment and held the position of Chair of the Working Party on Fundamental Rights, Citizens Rights and Free Movement of Persons. He has been appointed as an expert in several public inquiries on matters such as human rights, non-discrimination and national minorities. He holds a Master of Laws (LL.M.) from the University of Stockholm with a specialisation in Public International Law and Arbitration, as well as further studies in Business Administration and Political Science.

## Plenary session

### Preventing and combating hate crime including criminalised hate speech

**Erik Adell Hellström, *Moderator***

*Chair of CDADI, Sweden*

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**Erik Adell Hellström** is the Chair of the Steering Committee on Anti-Discrimination, Diversity and Inclusion of the Council of Europe (CDADI). He is also Deputy Director responsible for EU- and International Affairs Coordination at the Division for Human Rights and Discrimination Issues at the Swedish Ministry of Employment. Previously, he has worked for several ministries in different capacities as well as in private practice. During the Swedish Presidency of the Council of the EU in 2023 he coordinated work on fundamental rights and equal treatment and held the position of Chair of the Working Party on Fundamental Rights, Citizens Rights and Free Movement of Persons. He has been appointed as an expert in several public inquiries on matters such as human rights, non-discrimination and national minorities. He holds a Master of Laws (LL.M.) from the University of Stockholm with a specialisation in Public International Law and Arbitration, as well as further studies in Business Administration and Political Science.

**Roberto Bortone**

*Vice-Chair of the ADI-ROM, Italy*

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**Roberto Bortone** (Rome, 1979) lives and works in Rome. He holds a Ph.D. in Pedagogy and Social Work. At UNAR (National Office Against Racial Discrimination), he is engaged in the protection of minority groups — particularly Roma and Sinti communities — and in combating discriminatory phenomena in the media and online. He serves as the coordinator of several European projects focused on online hate speech and has contributed to the adoption of the EU Code of Conduct on countering illegal hate speech online, as well as to the drafting of Recommendation CM/Rec(2022)16 on combating hate speech, adopted by the Council of Europe in 2022. He is Vice-Chair of the Council of Europe's Committee of Experts on Roma Issues (ADI-ROM).

Roberto Bortone is the author of numerous articles on the intersections between discrimination, racism, hate speech, digital transformation, and communication. He has explored the relationship between discriminatory dynamics and the integration process of Roma communities in his book *A Future to Be Written: European Pathways to Roma Education* (Istisss Ed., 2013). He formerly taught Sociology of Ethnic Relations at Roma Tre University. His most recent book, *The Last Prejudice: Antigypsyism Between Past and Present*, co-edited with Alessandro Pistecchia, was published in 2025 by Nuova Cultura.





## Jo Goodey

*Head of the Justice, Digital and Migration Unit, EU Fundamental Rights Agency (FRA), Austria*

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**Dr Joanna Goodey** is Head of the 'Justice, Digital and Migration Unit' at the European Union Agency for Fundamental Rights (FRA). The Unit's work covers the following fields: justice and internal security – including policing; data and digitalisation – including artificial intelligence and digital services; and migration and asylum. The unit's work combines socio-legal research with evidence-based advice. As part of her work, Joanna is responsible for chairing the Agency's Survey Task Force – with FRA surveys having extensively captured different groups' experiences of hate crime. Among other roles, Joanna previously chaired the EU Agencies Network on Scientific Advice and was a member of the European Commission's High Level Expert Group on Artificial Intelligence. Prior to working at FRA, from the mid-1990s she held lectureships in criminology and criminal justice – first in the Law Faculty at the University of Sheffield and subsequently at the University of Leeds. She was a research fellow for two years at the UN Office on Drugs and Crime and has also been a regular study fellow at the Max Planck Institute for the Study of Crime, Security and Law in Freiburg. She is the author of the academic textbook 'Victims and Victimology: Research, Policy and Practice', and co-editor of the book 'Integrating a Victim Perspective within Criminal Justice: International Perspectives'. To date, she has published many academic journal articles and book chapters – including on victims of crime, human trafficking, violence against women, and research methodologies.

## Renee Laiviera

*Commissioner of the National Commission for the Promotion of Equality (NCPE), Malta*

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**Renee Laiviera** is currently the Commissioner of the National Commission for the Promotion of Equality (NCPE) and NCPE's Acting Executive Director. Renee Laiviera has held management positions in the Malta Public Service since 1998 when she was appointed Director (Women's Rights). She also held positions on a number of government commissions and committees. She has been active in NGOs for many years and up till May 2013 held the position of Executive Member of the European Women's Lobby and that of the Chairperson of the Malta Confederation of Women's Organisations. Renee Laiviera is currently an independent member of the European Commission against Racism and Intolerance (ECRI), a monitoring body of



the Council of Europe and member of the Advisory Committee on equal opportunities for women and men, which assists the European Commission in formulating and implementing legislative proposals and policy initiatives on matters related to gender equality and equal opportunities. In March 2007, on the occasion of International Women's Day, The Embassy of the United States of America in Malta honoured her for exceptional 'courage and leadership in advocating for women's rights and advancement in Malta. The University of Malta has conferred the Degree of Master of Letters (Honoris Causa) on Renee Laiviera on 1<sup>st</sup> November 2019. On 5<sup>th</sup> August 2021, Renee Laiviera was honoured with the highest International WEF Award 2021 – Women of the Decade in Gender Equality by the Malta-India Business Council of the Women's Indian Chamber of Commerce & Industry (WICCI).

## Jennifer Schweppe

*Professor of Law at the University of Limerick, co-director of the European Centre for the Study of Hate, Ireland*

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**Professor Jennifer Schweppe**, BCL (European Legal Studies), LLM (Research), Grad Dip (Academic Practice) PhD (she/her) is a Professor in the School of Law the University of Limerick, and Co-director of the [European Centre for the Study of Hate](#) at that Institution. Her research focuses on the intersection of law and social justice, and her commitment to understanding and addressing the challenges faced by marginalised groups in law has been a driving force throughout her career. Jennifer has won multiple awards for her teaching, and was shortlisted as a finalist for the European Award for Excellence in Teaching in the Humanities and Social Sciences in 2012.

Jennifer's research explores the relationship between minority communities and criminal justice institutions, particularly through the lens of hate crime and access to justice. She has published widely in the area of hate crime, and is co-editor of two major collections in the area: *The Globalisation of Hate*, with Oxford University Press in 2016 (with co-editor Mark Walters); and *Critical Perspectives on Hate Crime*, with Palgrave in 2017 (with co-editors Amanda Haynes and Seamus Taylor). She is co-editor (with Mark Walters, Imran Awan, Mika Hagerlid, and Alexander Kondadov) of the forthcoming volume, *European Handbook on Hate Crime* to be published by De Gruyter. She has published key articles in major international peer reviewed journals including *Criminology and Criminal Justice*; *Criminal Justice Policy Review*; *Crime, Law and Social Change*; *Journal of Hate Studies*; and the *European Journal on Criminal Policy and Research*. With Professor Mark Walters, she was co-founder (in 2013) of the [International Network for Hate Studies](#) and she was co-director of the INHS from 2013-2023. She now sits on its Advisory Board. Jennifer was appointed by the Secretary General of the Council of Europe as Independent Expert on Hate Crime to its [Committee of Experts on Hate Crime](#)

## Workshop 1: Criminalised online speech, reporting, working with police and victim referral

### Robert Gajda, *Moderator*

*Commissioner for Protection from Discrimination, Albania*  
*CDADI member on behalf of Albania*

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#### **Robert Gajda, PhD**

Commissioner for Protection from Discrimination, Albania

By Decision no. 60, 05 April 2018 of the Assembly of the Republic of Albania “*On the appointment of the Commissioner for protection from discrimination*”, Robert Gajda was elected as Commissioner with a 5-year mandate that may be renewed once. Previously, He was a lecturer of Constitutional Law and Administrative Law at the University of Elbasan and has received his PhD for Constitutional Justice and Fundamental Rights at the University of Pisa, Italy, in 2015. He has a conspicuous academic activity in writing articles in law reviews and conferences proceedings, in organising

scientific conferences and in 2017 He has published a monograph titled “*Individual constitutional complaints in the Albanian legal order. Comparative aspects*”, Bonomo Editore, Bologna. He has collaborated with various civil society organisations, especially in relation to the recognition and promotion of human rights as a lecturer, trainer, organiser of legal clinics and collaborator in concrete studies. He has been engaged as an activist together with intellectuals, students, citizens, NGOs in support of civic initiatives but also as project winners.

Areas of interest are constitutional aspects, human rights, effective implementation of the law, local government, administrative law, legal advice etc. From November 2021 he has been elected member of the Executive Board in EQUINET for a two-year mandate. The institution of Commissioner for Protection from Discrimination (CPD) is an independent public authority and is entitled to a number of powers: – First, the CPD deals with concrete complaints on alleged discrimination; – Second, the CPD conduct independent surveys related to discrimination; – Third, the CPD publish reports issue recommendations and provides legal opinions about every issue that is related to discrimination; – Fourth, the CPD raise awareness on fundamental rights, specifically on principle of equality and non-discrimination.

### Ahmed Gaafar

*Director of RESpect! im Netz, Germany*

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**Ahmed Gaafar** leads RESpect! im Netz, a reporting and support platform committed to fostering digital civil courage and cultivating a respectful, inclusive online culture. RESpect! support to individuals targeted by online discrimination, hate speech, and other forms of digital violence-working at the intersection of human rights advocacy, anti-discrimination work, and civic education. A cornerstone of his work is the close cooperation with law enforcement authorities, including the Federal Criminal Police Office (BKA) and state-level public prosecutors. This collaboration aims to uphold the principle that what is illegal offline must also be enforceable and prosecutable online. By promoting legal accountability in digital spaces,

Gaafar contributes to closing the gap between existing laws and their implementation in the online world. RESpect! is a trusted flagger under the digital services act (DSA) and reports clearly illegal content-such as incitement to hatred, threats, and extremist propaganda-directly to online platforms for priority review and removal. A cornerstone of his work is the close cooperation with law enforcement authorities, including the Federal Criminal Police Office (BKA) and state-level public





prosecutors. This collaboration aims to uphold the principle that what is illegal offline must also be enforceable and prosecutable online. By promoting legal accountability in digital spaces, Gaafar contributes to closing the gap between existing laws and their implementation in the online world. REspect! is a trusted flagger under the digital services act (DSA) and reports clearly illegal content—such as incitement to hatred, threats, and extremist propaganda—directly to online platforms for priority review and removal. At the heart of Ahmed Gaafar’s mission is the protection of democratic values in the digital age. By connecting legal frameworks with civil society engagement, he empowers individuals and communities to resist digital hostility and stand up for their rights—working toward a fairer, safer, and more democratic internet for all.

## Katharina Goede

*Legal Counsel and Project Manager, HateAid, Germany*

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**Katharina Goede** is Legal Counsel and Project Manager at the human rights organisation HateAid, based in Berlin. In addition to addressing digital violence, her work focuses on platform regulation and the implementation of the Digital Services Act (DSA). She studied law at the Universities of Göttingen and Madrid, specialising in Public International and European Law, and completed her legal clerkship in Frankfurt am Main. During her clerkship, she worked for the United Nations Conference on Trade and Development (UNCTAD) in Geneva and for the human rights team at the Permanent Mission of Germany to the United Nations in New York. After passing the bar exam, she joined HateAid.

## Elena Haig

*Legal and Policy Officer,  
European Commission’s Directorate General for Justice and Consumers (DG JUST), Belgium*

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**Elena Haig** is a Legal and Policy Officer at the European Commission, with a strong academic and practical background in fundamental rights law. She is currently working in the European Commission’s Directorate General for Justice and Consumers (DG JUST), on combating hate speech and hate crime. In this work, she focuses on the effective implementation of the EU legal framework on combating hate speech and hate crime, including on the online dimensions. Amongst others, she is leading a workstream under the EU High level group on combating hate speech and hate crime, and working on the implementation of the EU Code of conduct on countering illegal hate speech online, regularly engaging with a wide network of stakeholders active in this area. Previously, both in the European Commission and in civil society organisations, she has covered a wide range of policy areas, including international data protection, anti-corruption, humanitarian aid, and trade law. Elena holds an LL.M in European Law from the College of Europe, Bruges, and an LL.B in International and European Law and a BA Philosophy from the University of Groningen.



## Workshop 2: Human Rights Standards and the Role of the Police

### Manuel Peinado Benítez

*Training Ambassador of the European LGBT Police Association (EGPA), Police officer, Spain*

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**Manuel Peinado Benítez** is the president of the Spanish national LGBTI+ police association Gaylespol and an agent of the Mossos d'Escuadra, the Catalan police force, in Barcelona. He is an expert in human rights and in issues related to sexual orientation, gender identity, and sex characteristics diversity. He has also coordinated numerous training programs for police forces at both the national and European levels. He served as president of the Catalan Federation of LGBTI+ Organisations and is currently a training ambassador for the European LGBT Police Association (EGPA). He collaborates with the Council of Europe on hate crime-related issues and is a co-author of the manual “Policing Hate Crime against LGBTI persons: Training for a Professional Police Response” update. He has led key events focused on combating LGBTIphobia within and beyond police institutions, promoting a professional, inclusive, and human rights-based approach. He is also a leading speaker in conferences on diversity in sports and educational projects with police academies. With over two decades of experience in law enforcement, he combines institutional commitment with activism. He is a recognised advocate for the rights of LGBTI people, including the visibility of sex characteristics. Through his leadership role in Gaylespol, he promotes a profound transformation toward a more just, diverse, and community-oriented police force in Spain.

### Saúl Castro

*Lawyer and consultant specialised in human rights, LGBTI, international criminal law and strategic litigation, Spain*

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**Saúl Castro Fernández** is a Galician political scientist and lawyer based in Madrid, specialising in human rights, anti-discrimination law, and strategic litigation. His professional work includes freelance legal practice and consulting for diverse NGOs such as Gehitu, No Binaries España, la Plataforma Trans, Euforia, ILGA, and Women's Link, alongside private cases. As a lawyer, his expertise in designing anti-discrimination litigation cases means he is well-versed in the primary human rights standards for the correct investigation of discriminatory crimes against LGBTI people. He is also a member of Amnesty International Spain's Sexual and Gender Diversity Team. Castro Fernández is at the forefront of landmark legal actions defending LGBTI rights. These include serving as a popular prosecutor in the case of Bilbao's alleged Grindr serial killer, ensuring the removal of far-right anti-LGBTI hate posters, and the investigation and sanctioning of Hazte Oír's transphobic bus campaigns. He also initiated Spain's first legal request for a third gender marker for non-binary people in the civil registry and has pursued various proceedings against companies for involvement in hate crimes. In 2020, Saúl founded the Spanish Association against Conversion Therapies. Through this organisation, he has investigated over 80 perpetrators in Spain, launching a dozen proceedings against them and against Spanish administrations for failing to investigate. A significant victory came in April 2023 when he secured Europe's first criminal proceeding against a conversion therapist. He has since initiated further judicial cases, including one against the Catholic Church. His extensive research is published in his book, ‘Ni Enfermos Ni Pecadores’ (Penguin Random House, June 2022).



## A presentation of CM/Rec(2024)4 on combating hate crime – definitions and scope

### Wolfram Bechtel, *Moderator*

*Secretary of CDADI*

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**Wolfram Bechtel is** Secretary of the Steering Committee on Anti-Discrimination, Diversity and Inclusion of the Council of Europe (CDADI), which steers the Council of Europe’s intergovernmental work to promote equality for all and build more inclusive societies that offer effective protection from discrimination and hate, that ensure equal participation in political and public life for all without discrimination on any ground, and where diversity is respected.

### Marion Adam

*Head of the National Unit for Combating Online Hate (PNLH), France  
Former Vice-Chair of the PC/ADI-CH*

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Head of the National Unit for Combating Online Hate (PNLH) since September 2024, acting head of the Press, Protection of Freedoms and Combating Online Hate Section (AC2) since February 2025 at the Paris Public Prosecutor's Office, we are 7 magistrates assisted by 5 court clerks and 3 qualified assistants, working in particular in the areas of online hate speech at national level, as well as in Paris: hate crimes, discrimination, press offences, breaches of confidentiality and offences committed by law enforcement officers in the course of their duties. As a magistrate since 2009, I held a number of positions in various public prosecutor's offices in France before joining the Criminal Affairs and Pardons Directorate of the Ministry of Justice in 2015, where I worked as a drafter in the office responsible for drafting legislative and regulatory standards for special criminal law (organised crime, criminal labour law, public health, probity, etc.). I then joined the AC2 section of the Paris public prosecutor's office in 2019, and assisted in setting up the PNLH in 2021.

### Stephanie Öner

*Deputy Head of Unit, Directorate General for Criminal Law, Ministry of Justice, Austria  
Former Chair of the PC/ADI-CH*

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#### Work experience

- Since 2024 **Deputy head of unit in the Directorate General for Criminal Law at the Ministry of Justice**
- **Lecturer** at the University of Vienna on criminal law (until 2012) and at the Fachhochschule Wiener Neustadt (study program on business and cybercrime; currently)
- 2006 - 2010 assistant (“post-doc”) at the Institute of Criminal Law (University of Vienna)
- 2005 - 2006 assistant (“prae-doc”) at the Institute of Criminal Law

(University of Vienna)

**Numerous publications and lectures** in the field of criminal law, inter alia focusing on online-hate and hate crime. Chair of the Committee of Experts on Hate Crime of the Council of Europe (2022-2023; [PC/ADI-CH Committee of Experts on Hate Crime \(coe.int\)](https://www.coe.int/t/PT/ADI-CH/Committee_of_Experts_on_Hate_Crime.aspx))

## Education

- 2003-2006 doctoral thesis at the University of Vienna (Title: “European Union and Austrian Criminal Law”)
- 1999 -2003 law studies at the University of Vienna

## Joel Salmon

*Anti-Muslim Hatred and Antisemitism Policy Team Leader,  
Ministry of Housing, Communities and Local Government (MHCLG), United Kingdom*

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**Joel Salmon** has worked in hate crime, communities and equalities policy for several years, with a consistent focus on the following:

- Antisemitism and Islamophobia/anti-Muslim hatred
- Faith communities
- Community cohesion and integration
- Race and equalities
- Regional and minority languages

He has been at the UK Ministry of Housing, Communities and Local Government since 2021, and he currently leads its Antisemitism and Anti-Muslim Hatred team. He is overseeing the UK Government’s new independent working group which will later this year advise government on a new definition of Islamophobia/Anti-Muslim hatred. Prior to that, he led the Department’s Communities and Integration International team. This entailed working with international organisations, including the Council of Europe and United Nations, to uphold the UK’s human rights record as it relates to race, discrimination and equalities. He was the lead official overseeing the monitoring and implementation of the Framework Convention for the Protection of National Minorities (FCNM), the European Commission against Racism and Intolerance (ECRI) and the International Convention on the Elimination of all forms of Racial Discrimination (ICERD). Joel sat on the British-Irish Council as its UK representative at the Indigenous, Minority and Lesser-Used Languages Work Sector, which brings together the administrations of the UK, Ireland, Guernsey, Isle of Man and Jersey to promote the minority languages of the region. Prior to entering government, he developed significant experience working on issues relating to religious hatred, faith and equalities issues during his time at the Board of Deputies of British Jews, the national representative body of the UK’s Jewish community. There, he worked with the UK and international governments on issues including antisemitism, medical ethics, coroners, culture and education.

### Education and academic and other qualifications

- 1999: professor
- 1997: dr.jur. (LL.D.)
- 1980: cand.jur. (LL.M.)



### Professional activities

#### (a) Current professional activity

- 2015 -: Member of the Danish Equal Treatment Board
- 2018 -: Member of ECRI in respect of Denmark
- 2022 -: Board member at Gellerupparken Free Legal Aid Office, Aarhus

#### (b) Work at national/local level

- 1999-2024: Professor of law, Aarhus University
- 2013-16: Member of the Danish Refugee Appeals Board
- 2009-16: Board member at the Danish Institute for Human Rights
- 2006-21: Chairman of the board of Aarhus Free Legal Aid Office
- 2003-09: Member of the Legal Affairs Committee of the Council of the Danish Bar and Law Society
- 1999-2009: Member of the Public Inquiry Commission on Activities of the Danish Civil Security Service
- 1999-2001: Member of the Committee on Incorporation of Human Rights Conventions into Danish Legislation, established by the Danish Ministry of Justice
- 1997-99: Associate professor at the University of Copenhagen, Faculty of Law
- 1993-97: Senior researcher at the Danish Centre for Human Rights
- 1987-94: Member of the Danish Refugee Appeals Board
- 1983-95: Assistant and associate professor at Aarhus University, School of Law
- 1980-83: Research scholar and assistant professor at Aalborg University, Faculty of Social Sciences

#### (c) Work at international level

- 2020-24: Work package leader and member of steering committee of the Horizon 2020 research project ASILE
- 2012-17: Member of the Management Board of FRA (EU Agency for Fundamental Rights)
- 2010-14: Member of steering group of the ESF research networking programme GLOTHRO (Globalisation and Transnational Human Rights Obligations)
- 2007-08: Thematic and national coordinator within the Study to analyse the conformity of national legislation with EU asylum and immigration Directives, conducted by the Odysseus Academic Network on behalf of the European Commission
- 1999 -: Member of the Odysseus Academic Network of Legal Studies on Immigration and Asylum in Europe
- 1999 -: Member of evaluation committees for doctoral dissertations and academic positions at the universities of Bergen, Oslo, Tromsø, Gothenburg, Linköping, Lund, Stockholm, Umeå, Uppsala, Turku, Leiden, Nijmegen, VU Amsterdam and EUI in Florence

### Language skills

- English: proficient
- German: independent
- French: independent



## Publications and other works

- *Refugees as future returnees ? Anatomy of the 'paradigm shift' towards temporary protection in Denmark*. Bergen : CMI Report no. 6, 2022
- 'Legislative and Judicial Strategies in Danish Law: Accommodation or Evasion of International Obligations?', *Nordic Journal of International Law* 2022, vol. 91, 1, pp. 124-147
- 'Asylum Procedures Directive 2013/32/EU', in Daniel Thym & Kay Hailbronner (eds.), *EU Immigration and Asylum Law: Article-by-Article Commentary*, 3.ed. München - Oxford -Baden-Baden: Verlag C.H. Beck, 2022, pp. 1429-1539
- *Denmark's Legislation on Extraterritorial Asylum in Light of International and EU Law*, with Nikolas Feith Tan. Bruxelles: Odysseus Network, 2021 (<https://eumigrationlawblog.eu/denmarks-legislation-on-extraterritorial-asylum-in-light-of-international-and-eu-law>)
- 'Amended Proposal for an Asylum Procedure Regulation', in Sergio Carrera (ed.), *The European Commission's legislative proposals in the New Pact on Migration and Asylum*.
- Bruxelles: European Parliament - Policy Department for Citizens' Rights and Constitutional Affairs, 2021, pp. 65-80
- 'Asylum Procedure', with Álvaro Botero, in Cathryn Costello, Michelle Foster, Jane McAdam (eds.), *The Oxford Handbook of International Refugee Law*. Oxford: Oxford University Press, 2021, pp. 588-606
- Temporary asylum and cessation of refugee status in Scandinavia: Policies, practices and dilemmas, with Jan-Paul Brekke and Rebecca Thorburn Stern. Oslo: European Migration Network Norway Occasional Papers, 2020
- 'Understanding the crisis of refugee law: Legal scholarship and the EU asylum system', with Rosemary Byrne and Gregor Noll, *Leiden Journal of International Law* 2020, vol. 33, 4, pp. 871-892
- Human Rights and the Dark Side of Globalisation: Transnational law enforcement and migration control, with Thomas Gammeltoft-Hansen (eds.). London - New York: Routledge, 2017

### Ok Kyong Park-Bhasin, *Moderator*

*Head of Policy Analysis/ Utredningsleder, Norway*

*Former member of the PC/ADI-CH*



**Position:** Head of Policy Analysis/ Utredningsleder (Norwegian)  
**Acad. degrees:** Cand. Polit., Political Science, University of Oslo, Norway  
Master, Political Science, Kyung Hee Univ. South Korea  
B.A., Political Science, Kyung Hee Univ. South Korea  
**Experience:** 2024 onwards – Head of Policy Analysis  
2013-Senior Adviser, Ministry of Justice and Public  
**Security:** 2002-2013 Adviser, Ministry of Justice and Police

**Expertise:** Ok Kyong Park-Bhasin has academic background in Political Science from Norway and South Korea. She has been working in the

Norwegian Government for over 20 years. Currently her position is ‘Head of Policy Analysis’ in the Ministry of Justice and Public Security. Her work relates to combatting and prevention of crime. Environmental and Hate Crime are the major target areas. She has rich experience in developing governmental action plans relating to anti-discrimination, anti-racism and hate crime. She has contributed to developing three recent Norwegian Government Action Plans: [a new action plan against anti-Semitism 2025-2030](#), [Action plan to combat Anti-Muslim racism 2025–2030](#) and [action plan against harassment and discrimination of the Sami people 2025-2030](#). These action plans have substantial measures against hate crime. They have been framed in conjunction with the [Action plan on racism and discrimination](#) and constitute the Norwegian government's renewed and strengthened efforts against racism and discrimination.

### Manuel Peinado Benítez

*Training Ambassador of the European LGBT Police Association (EGPA),  
Police officer, Spain*

**Manuel Peinado Benítez** is the president of the Spanish national LGBTI+ police association Gaylespol and an agent of the Mossos d'Escuadra, the Catalan police force, in Barcelona. He is an expert in human rights and in issues related to sexual orientation, gender identity, and sex characteristics diversity. He has also coordinated numerous training programs for police forces at both the national and European levels. He served as president of the Catalan Federation of LGBTI+ Organisations and is currently a training ambassador for the European LGBT Police Association (EGPA). He collaborates with the Council of Europe on hate crime-related issues and is a co-author of the manual “Policing Hate Crime against LGBTI persons: Training for a Professional Police Response” update. He has led key events focused on combating LGBTIphobia within and beyond police institutions, promoting a professional, inclusive, and human rights-based approach. He is also a leading speaker in conferences on diversity in sports and educational projects with police academies. With over two decades of experience in law enforcement, he combines institutional commitment with activism. He is a recognised advocate for the rights of LGBTI people, including the visibility of sex characteristics. Through his leadership role in Gaylespol, he promotes a profound transformation toward a more just, diverse, and community-oriented police force in Spain.



## Laurentiu Chipurici

*Police Commissioner in Chief, Bureau for the Investigation of Hate Crimes, Romania*

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**Laurentiu Chipurici** is a dedicated law enforcement professional with a passion for justice and a commitment to making a difference in the fight against crime. With a distinguished career in the Romanian Police, he currently serves as Chief Police Commissioner at the Romanian General Inspectorate of Police (IGPR), within the Criminal Investigations Directorate. His expertise is rooted in criminal investigations, international police cooperation and project management, with a special focus on combating hate crimes and transnational criminal activities. Throughout his career, Laurentiu has had the privilege of leading several key projects aimed at strengthening national capacities in international police cooperation and combating criminality. He has been deeply involved in initiatives such as “Strengthening national capacities in the area of international police cooperation and combating crime” and “Combating hate crimes and violent extremism, particularly against Roma population” both financed by the Norwegian Financial Mechanism. Additionally, he has contributed to EU-funded regional cooperation projects with Moldova (THOR) and Ukraine (SAGA), where he has overseen project implementation, coordinated multidisciplinary teams, and provided expertise in hate crime investigation. Laurentiu's professional journey includes significant contributions to the operationalisation of the Schengen Information System/SIReNE in Romania, where he played a key role in preparing the country for Schengen accession. He has also been actively involved in international collaborations, including projects with EUROPOL and the European Commission, and has participated in numerous working groups and operational meetings focused on combating organised crime. Academically, Laurentiu holds a Bachelor's degree in Law and a Bachelor's degree in Economic Sciences with a specialisation in Finance & Banking. He is also certified in project management, holding PRINCE2® Foundation and Practitioner certifications. With unwavering dedication to strengthening police capabilities and promoting international cooperation, Laurentiu is steadfast in his efforts to prevent and combat hate crimes and transnational criminal activities. For more information, please visit his LinkedIn profile

## Andrea Čolak

*Legal Consultant, European Roma Rights Centre (ERRC), Serbia*

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**Andrea Čolak** holds a degree in international law from the Faculty of Law of the University of Belgrade. During her studies, she attended the undergraduate program at Slippery Rock University in Pennsylvania, USA. She is currently enrolled in an LL.M. program in Law and Gender, further deepening her academic focus on issues of equality and social justice. After completing her legal studies, Andrea undertook a two-year law apprenticeship at a Belgrade-based law office, gaining practical experience in court representation. With over fifteen years of diverse experience in the fields of economic and social justice and non-discrimination, she has worked as a legal consultant, law practitioner, and head of a grassroots non-profit organisation. Andrea specialises in strategic litigation related to equality, ethnic discrimination, and the intersectionality of vulnerable individuals and groups. She has extensive experience in analysing government policies, national legislation, and international human rights standards, and in assessing legal remedies, grievance procedures, and protection mechanisms. Her work has focused on developing litigation strategies to challenge human rights violations. Andrea joined the European Roma Rights Centre (ERRC) in 2012 and currently serves as a legal consultant for Serbia.



## Galina Pleșca

*Member of the CDADI Working group on hate speech and hate crime, Republic of Moldova*

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**Galina Pleșca** is a career police officer with over 25 years of experience in various fields of law enforcement, with a particular focus on strategic and operational international cooperation. Since 2019, she has been coordinating Council of Europe projects aimed at promoting equality, combating discrimination, and addressing hate crimes within police structures, thereby advancing European values of unity through diversity. Over the past several years, she has been actively involved in both national and international projects that promote equal rights for all communities, foster interinstitutional cooperation through dialogue platforms, and enhance international collaboration. Her work includes participating in various forums and experience exchanges focused on working with vulnerable communities. In her role as Deputy Head of the International Relations and European Affairs Directorate within the General Police Inspectorate, Galina Pleșca oversees the implementation of European integration measures undertaken by the National Police in the fields of crime prevention, public safety and security. She also plays a key role in supporting vulnerable communities in the Republic of Moldova, coordinating the national network of police contact points on equality, discrimination, hate crime, and hate speech. She maintains active communication and cooperation with both the TLGBI+ community and the Jewish Community of Moldova. In 2022, she became a certified trainer in the field of equality and non-discrimination, expanding her expertise in 2024 to include hate speech. In the summer of the same year, she co-led a basic training on hate crime for a group of police officers in Armenia, alongside other trainers. Since 2023, Galina has served as the National Focal Point on Hate Crime, collaborating closely with OSCE/ODIHR on related issues. In 2024, she jointly initiated an assessment of Moldova's national hate crime data collection mechanism with OSCE/ODIHR experts.

### Lorenzo Salazar, *Moderator*

*Vice-Chair of the CDPC, Italy*



Graduate in Law "magna cum laude", Lorenzo joined the Italian Judiciary in 1982. Judge in the Court of Busto Arsizio (1984), *Réferendaire* in the Cabinet of the Italian Advocate General to the European Court of Justice in Luxembourg (1987), Member of the Legislative Cabinet in the Italian Ministry of Justice (1989), Justice Counsellor in the Italian Permanent Representation to the EU in Brussels (1997), Member of the Cabinet of the Vice President of the European Commission and Commissioner for Justice and Home Affairs (2005), Director for International Criminal Affairs in the Ministry of Justice (2009), Deputy Prosecutor General to the Court of Appeal of Naples (2015). He retired from the Judiciary in 2024 and is at present Senior Expert for

International Cooperation in Criminal Matters. Chair and Vice-Chair of the European Committee on Criminal Problem (CDPC), Chair of the Multidisciplinary Group on Corruption (GMC) of the Council of Europe, Vice-Chair of the OECD Working Group on Bribery (WGB) (2014-2022), Focal Point for Italy for the UN Convention against Corruption (UNCAC). Coordinator for Criminal matters of the 2014 Italian Presidency of the EU and Chief negotiator for the Council regulation on the European Public Prosecutor's Office (EPPO). Member of the Editorial Board of "EUCRIM", edited by the Max Plank Institut. Author of many articles in the field of European/International Judicial Cooperation, Fight against Corruption, EPPO, Protection of financial interest of the EU and European law. Co-author in several books in the field of Judicial Cooperation and European and International Criminal Law. Speaker in many National, European and International Conferences. Member of the Board of the Associazione Italiana Giuristi Europei (AIGE), Member of the Scientific Board of the Associazione Italiana per la Trasparenza e Anticorruzione (AITRA) Member of the Associazione Italiana Studiosi Diritto dell'Unione Europea (AISDUE).

### Alexandre François

*Deputy public prosecutor, designated magistrate for domestic and sexual violence (DSV) and discrimination, Belgium*

**Alexandre François** is a deputy public prosecutor in Liège (Belgium). He is a leading magistrate on discrimination, hate crimes and hate speech, as well as domestic violence. He is also a research associate at the Centre for Interdisciplinary Research on Deviance and Penalties (CRID&P) at the Catholic University of Louvain. After studying law at the University of Liège, Alexandre François practised as a lawyer at the Verviers bar for three years, before joining the public prosecutor's office, firstly as a judicial trainee at the Liège public prosecutor's office and then as a deputy public prosecutor at the public prosecutor's office for the Belgian district of Luxembourg. He worked for four years at this public prosecutor's office before joining the Liège public prosecutor's office. From the outset of his career with the public prosecutor's office, he became a benchmark magistrate in the same areas as today. Alexandre François is regularly called upon to intervene in these matters, both at Belgian and international level. In particular, he was part of the Belgian delegation for the Constructive Dialogue with the UN Committee on the Elimination of Racial Discrimination and represented the Belgian Public Prosecutor's Office at ODIHR (OSCE)





meetings on hate crimes and hate speech. Alexandre François is the author of several scientific articles and two books published by Politeia (Brussels):

- Discriminations, crimes et délits de haine : [https://www.politeia.be/fr\\_BE/shop/discriminations-crimes-et-delits-de-haine-15877#attr=743](https://www.politeia.be/fr_BE/shop/discriminations-crimes-et-delits-de-haine-15877#attr=743)
- Les violences intrafamiliales entre (ex-)partenaires : [https://www.politeia.be/fr\\_BE/shop/les-violences-intrafamiliales-entre-ex-partenaires-16308#attr=1031](https://www.politeia.be/fr_BE/shop/les-violences-intrafamiliales-entre-ex-partenaires-16308#attr=1031)

Alexandre François is present on the following social networks:

- LinkedIn : <https://www.linkedin.com/in/alexandre-fran%C3%A7ois-5aa574133/>
- Instagram : <https://www.instagram.com/alexandre.francois.omp/>

## D.F. (Disa) Jironet

*Public Prosecutor, Public Prosecutor's Office, Amsterdam district, National Expertise Centre on Discrimination, Netherlands*

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**Disa Jironet** has worked for the Dutch Prosecutors' Office since 2008, and in the role of prosecutor since 2017. She has previously specialised in youth crime and is currently working as National Prosecutor for the National Expertise Centre on Discrimination in Amsterdam. Prior to her work at the Prosecutor's Office she worked for Dutch human rights lawyer Liesbeth Zegveld and at the International Criminal Tribunal for the former Yugoslav Republic of Macedonia. She is also an author and a speaker, her first book "Crime and Compassion" (Ambo|Anthos) was published in 2020, and went to a third reprint within the first six months. She is currently working on her second book. The underlying theme in her work is around the role that justice plays in society and on keeping human interests at the heart of complex (legal) systems.

## María Elena Pertusa Rodríguez

*Prosecutor assigned to the Hate Crimes and Discrimination Unit, State Prosecutor's Office, Spain*

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Prosecutor. Hate Crimes and Discrimination Unit of the State Attorney General's Office, Spain. Since the end of February 2025, working as Deputy Prosecutor at the Unit against Hate Crimes and Discrimination of the State Attorney General's Office<sup>1</sup>. The Unit is responsible for the supervision and coordination of the Spanish net of prosecutors for Hate Crimes and cooperate and collaborate actively with public administrations, institutions and civil society entities involved in the combat against discrimination<sup>2</sup>. Previously, between September 2022 until I was designated for my current position, I worked as a legal advisor at the Spanish Ministry of Presidency, Justice and Relations with Parliament. Among my main tasks was to prepare technical reports and intervene in the development of regulatory projects under the competence of the Directorate General for Public Service of Justice, working also in questions related with the combat against hate crimes and discrimination. During that period, I was member of the monitoring committee of the Interinstitutional Agreement to Combat Racism, Xenophobia, LGBTIphobia and Other Forms of Intolerance, and member of the State Council of the Roma People. Prosecutor since 2011, I have worked in the Prosecutor's office of Barcelona and Alcalá de Henares (Madrid).



<sup>1</sup> BOE-A-2025-3197 Real Decreto 109/2025, de 18 de febrero, por el que se nombra Fiscal adscrita al Fiscal de Sala contra los Delitos de Odio y Discriminación de la Fiscalía General del Estado a doña María Elena Pertusa Rodríguez.

<sup>2</sup> <https://www.fiscal.es/-/delitos-de-odio-y-discriminacion>

I carried out my functions in criminal jurisdiction, gender violence jurisdiction and in civil the civil jurisdiction (family, disability and fundamental rights).

## **Kalliopi Theologitou**

*Member of the CDPC on behalf of Greece*

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As a public prosecutor since 2000, I am mainly focused in the areas of mutual legal assistance and combatting hate crime. To this end, I have followed the HELP course on Fight against Racism, Xenophobia, Homophobia and Transphobia and the Training of Trainers, Prosecutors and Hate Crime Training (PAHCT) program and I have participated at training programs at the Police Academy. The last decade, I am appointed as Greece's National Contact Point at OSCE - ODIHR, responsible for submitting data about the investigations, prosecutions and court decisions concerning hate crimes and for presenting developments and initiatives for preventing and combatting such crimes. Furthermore, I participate at the Council of Europe European Committee on Crime Problems (CDPC).

## Victim support, prevention and data collection in relation to hate crime

### Jennifer Schweppe, *Moderator*

*Professor of Law at the University of Limerick, co-director of the European Centre for the Study of Hate, Ireland*



**Professor Jennifer Schweppe**, BCL (European Legal Studies), LLM (Research), Grad Dip (Academic Practice) PhD (she/her) is a Professor in the School of Law the University of Limerick, and Co-director of the [European Centre for the Study of Hate](#) at that Institution. Her research focuses on the intersection of law and social justice, and her commitment to understanding and addressing the challenges faced by marginalised groups in law has been a driving force throughout her career. Jennifer has won multiple awards for her teaching, and was shortlisted as a finalist for the European Award for Excellence in Teaching in the Humanities and Social Sciences in 2012.

Jennifer's research explores the relationship between minority communities and criminal justice institutions, particularly through the lens of hate crime and access to justice. She has published widely in the area of hate crime, and is co-editor of two major collections in the area: *The Globalisation of Hate*, with Oxford University Press in 2016 (with co-editor Mark Walters); and *Critical Perspectives on Hate Crime*, with Palgrave in 2017 (with co-editors Amanda Haynes and Seamus Taylor). She is co-editor (with Mark Walters, Imran Awan, Mika Hagerlid, and Alexander Kondadov) of the forthcoming volume, *European Handbook on Hate Crime* to be published by De Gruyter. She has published key articles in major international peer reviewed journals including *Criminology and Criminal Justice*; *Criminal Justice Policy Review*; *Crime, Law and Social Change*; *Journal of Hate Studies*; and the *European Journal on Criminal Policy and Research*. With Professor Mark Walters, she was co-founder (in 2013) of the [International Network for Hate Studies](#) and she was co-director of the INHS from 2013-2023. She now sits on its Advisory Board. Jennifer was appointed by the Secretary General of the Council of Europe as Independent Expert on Hate Crime to its [Committee of Experts on Hate Crime](#)

### Tomasz Filipiak

*Associate Project Officer at OSCE Office for Democratic Institutions and Human Rights, Poland*

**Tomasz Filipiak** holds a position of an Associate Project Officer at [OSCE Office for Democratic Institutions and Human Rights](#) in Warsaw, Poland. He leads ODIHR's work related to hate crime victim support as part of the joint initiative of the European Union and ODIHR, entitled "[Strengthening Targeted Assistance and Response Structures for Hate Crime Victims in the OSCE Region \(STARS\)](#)," aiming to strengthen understanding of hate crime victims' needs and rights. His previous experience includes several positions within the organisation related to addressing hate crimes, as well as roles with the public administration and civil society. He has a background in political science and European studies.



## Peter Rigby

*UK Police Officer, Strategic Adviser on community engagement and hate crime, United Kingdom*

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**Champion of Community Engagement & Equality:** Peter Rigby is a highly experienced police officer from the UK, with over 30 years dedicated service to policing. He currently serves as a Neighbourhood Sergeant with West Mercia Police, leading on community engagement and cohesion. **Career:** Throughout his career, Peter Rigby has been predominantly involved in urban policing, adeptly managing inner-city crime and working with seldom heard communities. His ability to balance fair and proportionate enforcement with consistent and sincere engagement strategies has earned him recognition from both communities and partners during periods of community tension, football-related disorder, and acts of terrorism. **Advocate for Victims of**

**Hate Crime:** Peter Rigby has devoted much of his career and personal time to raising awareness of hate crimes and transforming police culture concerning underrepresented communities. As a Hate Crime investigator, he has prosecuted numerous offenders while supporting victims throughout the criminal justice process. Additionally, he founded the award-winning project "True Vision," the UK's first national hate crime reporting campaign, pioneering the first online portal for reporting hate crimes, which continues to be utilised today. [True Vision](#). **Overseas Lectures and Training:** In addition to his primary role, Peter Rigby lectures on Hate Crime and Community Engagement. He frequently provides training to overseas police and prosecutors across Europe, in collaboration with the British Embassy. This role has taken him to more than twenty countries, including Bosnia, Serbia, Albania, Romania, and Georgia, where he leverages his extensive experience to address sometimes challenging audiences. His dedication to policing, community engagement, and advocacy for equality has solidified his status as an influential figure in UK policing, tirelessly working towards a more inclusive and fair society.

## Pilar Muniesa Tomás

*Head of the Statistical System and Victim Assistance,  
National Office for the Fight against Hate Crimes (ONDOD), Spain*

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Lieutenant Colonel of the Guardia Civil, Degree in Law and Master in Security. I began my professional career as a Guardia Civil in public security units, then in the Central Information Units of the Guardia Civil carrying out investigations related to international terrorism. Subsequently, in the Directorate General for International Relations and Aliens of the Ministry of the Interior, I worked on issues related to the management of irregular migratory flows and the protection of the EU's external borders. Currently, I am the Head of the Statistical System and Victim Assistance, where, among other services, the National Office for the Fight against Hate Crimes (ONDOD) is located, within the General Directorate for Coordination and Studies of the Secretary of State for Security in the Ministry of the Interior. The ONDOD acts as an observatory for the fight against hate crimes and hate incidents in Spain. It establishes guidelines at a strategic level and coordinates the action of the State Security. Forces and Corps, through the different action plans that have been approved in recent years and the different action protocols that have been drawn up, such as the 'III Action Plan to Combat Hate Crimes 2025-2028' or the 'Action Protocol for the Security Forces and Corps for hate crimes and behaviors that violate the legal rules on discrimination'.



## Conclusions and wrap-up

### Dominique Steiger-Leuba, *Introduction and concluding remarks*

*Vice-Chair of CDADI, Switzerland*

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**Dominique Steiger Leuba** has been Vice-Chair of the CDADI since 2024. She has also represented Switzerland on this committee since its inception in 2020. Dominique Steiger Leuba has been a scientific officer at the Federal Office of Justice, within the International Human Rights Protection Unit, since 2002. In this role, she participates in representing Switzerland in proceedings before the European Court of Human Rights and UN committees. She served as Vice-Chair of the Drafting Group on Female Genital Mutilation and Forced Marriage (2016–2017), as well as of the Drafting Group on the Human Rights of Older Persons (2012–2014). She also held the position of Delegate for Equal Opportunities and the Promotion of Multilingualism at the Federal Office of Justice for ten years. Dominique Steiger Leuba completed her university studies and legal training in Fribourg (Switzerland). She further specialised in human rights at the University of Bristol in England.

### Erik Adell Hellström, *Closing*

*Chair of CDADI, Sweden*

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**Erik Adell Hellström** is the Chair of the Steering Committee on Anti-Discrimination, Diversity and Inclusion of the Council of Europe (CDADI). He is also Deputy Director responsible for EU- and International Affairs Coordination at the Division for Human Rights and Discrimination Issues at the Swedish Ministry of Employment. Previously, he has worked for several ministries in different capacities as well as in private practice. During the Swedish Presidency of the Council of the EU in 2023 he coordinated work on fundamental rights and equal treatment and held the position of Chair of the Working Party on Fundamental Rights, Citizens Rights and Free Movement of Persons. He has been appointed as an expert in several public inquiries on matters such as human rights, non-discrimination and national minorities. He holds a Master of Laws (LL.M.) from the University of Stockholm with a specialisation in Public International Law and Arbitration, as well as further studies in Business Administration and Political Science.

