

**STEERING COMMITTEE ON ANTI-DISCRIMINATION, DIVERSITY AND INCLUSION (CDADI)**

Set up by the Committee of Ministers under Article 17 of the Statute of the Council of Europe and in accordance with Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.

Type of committee: **Steering committee**

Terms of reference valid from: **1 January 2022 until 31 December 2025<sup>1</sup>**

PILLAR/PROGRAMME/SUB-PROGRAMME ▼
<p><b>Pillar:</b> Human Rights  <b>Programme:</b> Anti-Discrimination, Diversity and Inclusion  <b>Sub-programme:</b> Anti-Discrimination, Diversity and Inclusion – Roma and Travellers<sup>2</sup> – National minorities, regional or minority languages – Migrants</p>
MAIN TASKS ▼
<p>Under the authority of the Committee of Ministers and bearing in mind the Council of Europe's legal standards, the jurisprudence of the European Court of Human Rights and the findings and recommendations of the relevant monitoring mechanisms, the CDADI steers the Council of Europe's intergovernmental work to promote equality for all and build more inclusive societies, offering effective protection from discrimination and hate and where diversity is respected. The work of the CDADI shall take into account the work of the European Commission against Racism and Intolerance (ECRI), without prejudice to the latter's mandate.</p> <p>The CDADI advises the Committee of Ministers on all questions within its mandate, including preventing and combating hate crime, hate speech and discrimination on the grounds covered by ECRI, with a particular focus on fighting antigypsyism and improving the active participation and inclusion of Roma and Travellers in society, safeguarding the rights of persons belonging to national minorities and the use of regional or minority languages, and promoting intercultural integration.</p> <p>The CDADI promotes and facilitates thematic exchanges and peer reviews of experience and good practice among Council of Europe member States to develop common policy responses, analyse implementation and fulfil any other task assigned to it by the Committee of Ministers.</p> <p>In particular, the CDADI is instructed to:</p> <ol style="list-style-type: none"> <li>(i) ensure the follow-up of the relevant decisions taken at the 131<sup>st</sup> Session of the Committee of Ministers (Hamburg, 21 May 2021),<sup>3</sup> and in particular contribute to the implementation of the key strategic priorities relating to its specific field of expertise as identified in the Strategic Framework of the Council of Europe, and respond to the respective key findings and challenges set out in the Secretary General's 2021 Report on the state of democracy, human rights and rule of law "A democratic renewal for Europe"; ensure the follow up of the Declaration on the occasion of the 70<sup>th</sup> anniversary of the Council of Europe reaffirming "the importance of anti-discrimination and equality policies in a democratic society characterised by pluralism, tolerance and broadmindedness" and the decisions taken at the 129<sup>th</sup> Session of the Committee of Ministers (Helsinki, 17 May 2019) as regards anti-discrimination, diversity and inclusion and intergovernmental co-operation;</li> <li>(ii) focus on the following tasks: <ol style="list-style-type: none"> <li>a) identify ways and means to enhance the implementation of relevant existing standards and address implementation challenges;</li> <li>b) carry out substantive legal analyses and hold peer exchanges on trends, developments and good practice in the member States;</li> <li>c) make proposals to the Committee of Ministers for the development of common policy responses, including standard-setting activities, to key challenges for member States within its field of expertise;</li> </ol> <p>In so doing, it shall draw on the case law of the European Court of Human Rights and build on the findings and recommendations of ECRI, the Advisory Committee on the Framework Convention for the Protection of National Minorities (AC-FCNM) and the Committee of Experts of the European Charter for Regional or Minority Languages (COMEX);</p> </li> <li>(iii) promote and facilitate awareness raising of Council of Europe standards in relation to Roma and Traveller inclusion, national minorities, regional or minority languages, intercultural integration, combatting discrimination and intolerance on any ground covered by Article 14 of the European Convention on Human Rights, amongst others religion or belief, sexual orientation or gender identity;<sup>4</sup> and strengthen the implementation review of relevant recommendations and guidelines of the Committee of Ministers to member States, including Recommendation CM/Rec(2010)5;</li> <li>(iv) follow and support relevant co-operation programmes with Council of Europe member States and, where appropriate, facilitate the dissemination of their results;</li> </ol>

<sup>1</sup> These terms of reference are approved for the first biennial period 2022-2023. For the second biennial period 2024-2025, they are approved on a provisional basis, subject to confirmation upon the adoption of the budget for 2024-2025.

<sup>2</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.

<sup>3</sup> [CM/Del/Dec\(2021\)131/2a](#), [CM/Del/Dec\(2021\)131/2b](#), [CM/Del/Dec\(2021\)131/2c](#) and [CM/Del/Dec\(2021\)131/3](#).

<sup>4</sup> In accordance with CM/Rec(2010)5 "on measures to combat discrimination on grounds of sexual orientation or gender identity"; several delegations made declarations upon adoption of this Recommendation at the Deputies' 1081<sup>st</sup> meeting (31 March 2010); the Russian Federation expressed its position on this Recommendation in its corresponding interpretative statement made at the time of adoption of the Recommendation.

- (v) in line with the measures of the Council of Europe's Strategic Action Plan for Roma and Traveller Inclusion (2020-2025), assist member States in developing and implementing successful national inclusion strategies that address the specific situation of Roma and Travellers to ensure their protection against discrimination and full participation in society, with a particular focus on: equality of Roma and Traveller women and girls; countering school segregation by promoting and reinforcing a common understanding of inclusive quality education including for Roma and Traveller children; representation and participation of Roma and Travellers in public and political life; and the assessment of the implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025); further to the adoption of a Recommendation by the Committee of Ministers on combating hate speech, elaborate practical guidance and indicators on relevant aspects of its implementation by member States and prepare an implementation review report including a possible assessment of further steps to combat hate speech;
- (vi) further to the adoption of a Recommendation by the Committee of Ministers on multilevel policies and governance for intercultural integration, develop a capacity-building programme and tools for migrant integration to support its implementation by member States and assess the feasibility of a new legal and/or benchmarking instrument on comprehensive strategies for inclusion;
- (vii) prepare a non-binding legal instrument and guidelines on active political participation of national minority youth based on the study it has prepared;
- (viii) study recurrent problematic areas in the field of regional or national minority language protection and identify good practices in member States; study the risk of discrimination and impediments to the full access to rights resulting from statelessness, including of persons belonging to national minorities and Roma and Travellers, and identify good practices in member States;
- (ix) in co-operation with the European Committee on Crime Problems (CDPC), develop a new and comprehensive non-binding legal instrument on combating hate crime, including its investigation and victim support, building on the case law of the European Court of Human Rights and drawing upon existing Council of Europe texts;
- (x) contribute to the work on a possible legal framework for artificial intelligence (AI) systems and, jointly with the Gender Equality Commission (GEC) and in close co-operation with CAI, subject to the result of a prior study, develop a possible specific legal instrument 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;
- (xi) develop a non-binding legal instrument on the equality of rights of intersex persons and invite representatives of the Steering Committee for Human Rights in the fields of Biomedicine and Health (CDBIO) to participate in this work in the light of a seminar to be organised by the CDBIO regarding the question of early intervention;
- (xii) orient and oversee the activities carried out by its subordinate bodies, notably the Committee of Experts on Roma and Traveller Issues (ADI-ROM), the Committee of Experts on Intercultural Integration of Migrants (ADI-INT), the Committee of Experts on Hate Crime (PC/ADI-CH) jointly with the European Committee on Crime Problems (CDPC), and the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI) jointly with the Gender Equality Commission (GEC) (cf. separate terms of reference);
- (xiii) hold an exchange of views annually in order to evaluate its activities and advise the Committee of Ministers and the Secretary General on future priorities in its sector, including possible new activities and those that might be discontinued;
- (xiv) take due account of the following mainstreamed perspectives in the performance of its tasks: gender, youth, children's rights, and rights of persons with disabilities;
- (xv) where relevant, contribute to building cohesive societies and to strengthening the role and meaningful participation of civil society in its work;
- (xvi) in accordance with decisions CM/Del/Dec(2013)1168/10.2 of the Committee of Ministers, carry out, at regular intervals, within the limits of the available resources and bearing in mind its priorities, an examination of some or all of the conventions for which it has been given responsibility,<sup>5</sup> in co-operation, where appropriate, with the relevant convention-based bodies, and report back to the Committee of Ministers;
- (xvii) contribute to the achievement of, and review progress towards, the UN 2030 Agenda for Sustainable Development, in particular with regards to Goal 3: Good health and well-being; Goal 4: Quality Education; Goal 5: Gender Equality; Goal 10: Reduce inequality; Goal 11: Sustainable Cities and Communities; and Goal 16: Peace, Justice and Strong institutions.

#### MAIN DELIVERABLES ▼

Under the authority of the Committee of Ministers, the CDADI is instructed to complete the following deliverables, within the following deadlines:

	<i>Deadline ▼</i>
1. Mid-term review report on the implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025) (cf. terms of reference of ADI-ROM)	31/12/2022
2. Draft comprehensive Recommendation on combating hate crime including its investigation and victim support (cf. terms of reference of PC/ADI-CH, jointly with CDPC)	31/12/2023
3. Draft Recommendation on active political participation of national minority youth	31/12/2023
4. Draft Recommendation on equality for Roma and Traveller women and girls (cf. terms of reference of ADI-ROM)	31/12/2023
5. Capacity-building programme and tools supporting the implementation of CM/Rec(2020)2 at national level (cf. terms of reference of ADI-ROM)	31/12/2023

<sup>5</sup> Cf. relevant decisions of the Committee of Ministers ([CM/Del/Dec\(2013\)1168/10.2](#)) and list of Conventions in document [CM\(2021\)132](#).

6. Study 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 (jointly with GEC) in close co-operation with CAI	31/12/2023
7. Subject to the adoption of a Recommendation on combating hate speech, review of promising practices at national level of the implementation of relevant aspects of the Recommendation within its mandate (in co-operation with CDMSI)	31/12/2024
8. Subject to the result of main deliverable 6, possible specific legal instrument 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 (cf. terms of reference of GEC/ADI-AI jointly with GEC and in close cooperation with CAI)	31/12/2025
9. Subject to the adoption of a Recommendation on multilevel policies and governance for intercultural integration, capacity-building programme and tools for migrant integration supporting its implementation at national level (Cf. terms of reference of ADI-INT)	31/12/2025
10. Feasibility study and possible draft Recommendation on desegregation and inclusion policies and practices in the field of education including Roma and Traveller children (Cf. terms of reference of ADI-ROM)	31/12/2025
11. Draft Recommendation on the equality of rights of intersex persons	31/12/2025
12. Feasibility study and possible new legal and/or benchmarking instrument on comprehensive strategies for inclusion (cf. terms of reference of ADI-INT)	31/12/2025
13. Comprehensive review of the implementation of Recommendation CM/Rec(2010)5 based on a new review methodology	31/12/2025
14. Subject to the adoption of a Recommendation on combating hate speech, review report on the implementation of relevant aspects of the Recommendation (jointly with CDMSI)	31/12/2025
15. Study on recurrent problematic areas in the field of regional or national minority language protection and identification of good practices in member States	31/12/2025
16. Study on the risk of discrimination and impediments to the full access to rights resulting from statelessness, including of persons belonging to national minorities and Roma and Travellers, and identification of good practices in member States	31/12/2025
17. Handbook on democratic governance and representation and participation of Roma and Travellers in public and political life (cf. terms of reference of ADI-ROM)	31/12/2025
18. Final evaluation report on the implementation of the Strategic Action Plan for Roma and Traveller Inclusion (2020-2025) (cf. terms of reference of ADI-ROM)	31/12/2025
19. Review of thematic dimensions of Recommendation CM/Rec(2010)5	31/12 of each year
20. At least two thematic reports per year, emanating from the two, possibly three, thematic visits foreseen per year (to be adopted by ADI-ROM and transmitted to CDADI for discussions and follow-up) (cf. terms of reference of ADI-ROM)	31/12 of each year
<b>COMPOSITION ▼</b>	
<p><b>MEMBERS:</b></p> <p>Governments of member States are invited to designate one or more representatives of the highest possible rank in the fields of anti-discrimination, Roma and Traveller issues, national minority and language protection, diversity management and migrant and refugee inclusion.</p> <p>The Council of Europe will bear the travel and subsistence expenses of one representative from each member State (two in the case of the State whose representative has been elected Chair).</p> <p>Each member of the Committee shall have one vote. Where a government designates more than one member, only one of them is entitled to take part in the voting.</p> <p>In accordance with decisions CM/Del/Dec(2013)1168/10.2 of the Committee of Ministers, in cases where there is no convention-based body including all the Parties, non-member States are invited to take part, with a right to vote, in the committee meetings pertaining to the conventions to which they are Parties.</p>	

**PARTICIPANTS:**

The following may send representatives, without the right to vote and at the charge of their corresponding administrative budgets:

- European Commission against Racism and Intolerance (ECRI);
- Advisory Committee on the Framework Convention for the Protection of National Minorities (AC-FCNM);
- Committee of Experts of the European Charter for Regional or Minority Languages (COMEX);
- Parliamentary Assembly of the Council of Europe;
- Congress of Local and Regional Authorities of the Council of Europe;
- European Court of Human Rights;
- Commissioner for Human Rights of the Council of Europe;
- Conference of INGOs of the Council of Europe;
- Council of Europe Development Bank (CEB);
- Committees or other bodies of the Council of Europe engaged in related work, as appropriate.

The following may send representatives, without the right to vote and without defrayal of expenses:

- European Union (one or more representatives, including, as appropriate, the European Union Agency for Fundamental Rights (FRA));
- Observer States to the Council of Europe: Canada, Holy See, Japan, Mexico, United States of America;
- Other international organisations, including the Organization for Security and Co-operation in Europe/Office for Democratic Institutions and Human Rights (OSCE/ODIHR), United Nations (including the United Nations High Commissioner for Human Rights (OHCHR), United Nations High Commissioner for Refugees (UNHCR), International Organization for Migration (IOM), and other relevant UN agencies), Organisation for Economic Co-operation and Development (OECD), and the World Bank.

**OBSERVERS:**

The following may send representatives, without the right to vote and without defrayal of expenses:

- non-member States with which the Council of Europe has a Neighbourhood Partnership including relevant co-operation activities;
- European Network of National Human Rights Institutions (ENNHRI);
- non-governmental organisations and specialised institutions (Amnesty International, European Network of Equality Bodies (Equinet), the European Network Against Racism (ENAR), ILGA Europe and Transgender Europe) and representatives of academic, professional and business communities.

Observer status may be requested in accordance with Article 8 of Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.

**WORKING METHODS ▼**

	Plenary meetings ▼			Bureau meetings ▼		
	Members <sup>6</sup> incl. Chair	Meetings per year	Days per meeting	Members	Meetings per year	Days per meeting
2022	48	2	3	5	2	2
2023	47	2	3	5	2	2
2024	47	2	3	5	2	2
2025	47	2	3	5	2	2

The rules of procedure of the Committee are governed by Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.

The CDADI shall have the possibility to invite representatives of ECRI, AC-FCNM, and COMEX to exchange views on developments in their respective work.

The CDADI will form a working group with the European Network of SOGIESC Governmental Focal Points (EFPN). Reflections on the need for a SOGI-related subcommittee for the second biennium of the current programming cycle will continue in the framework of the mid-term review. The working group will undertake a comprehensive review of the implementation of Recommendation CM/Rec(2010)5, based on a new review methodology, including an annual thematic dimension. The working group shall also prepare a draft Recommendation on the equality of rights of intersex persons with invited representatives of the Steering Committee for Human Rights in the fields of Biomedicine and Health (CDBIO) in the light of a seminar to be organised by CDBIO regarding the question of early interventions. The working group shall be composed of representatives of all member States, and the Council of Europe will bear the travel and subsistence expenses of one representative each from up to ten member States designated by the CDADI. Other member States may send other representatives without defrayal of expenses.

With a view to the efficient preparation of its three main deliverables on national minorities for the period 2022-2025, the CDADI is encouraged to form a working group; if the CDADI decides to do so, the Council of Europe will bear the travel and subsistence expenses of one representative each from seven member States designated by the CDADI. Other member States may send representatives without defrayal of expenses; the CDADI will assess the chosen working method in the light of its experience in the framework of the mid-term review.

The CDADI will appoint from amongst its members up to 4 Rapporteurs on mainstreamed perspectives, including a Gender Equality Rapporteur.

The CDADI shall hold regular exchanges with relevant European Networks and NGOs upon decision of the Committee.

Subject to the agenda, the chairs of its subordinate structures may be invited to attend CDADI's Bureau and/or plenary meetings.

<sup>6</sup> In accordance with decision CM/Del/Dec(2022)1428ter/2.3, the Russian Federation ceased to be a member of the Council of Europe as from 16 March 2022. Budgetary information was updated after the adoption of the 2023 adjusted budget.

**SUBORDINATE STRUCTURE(S) ▼**

The CDADI co-ordinates, supervises and follows the work of its subordinate bodies:

- Committee of Experts on Roma and Traveller Issues (ADI-ROM) (cf. separate terms of reference);
- Committee of Experts on Intercultural Integration of Migrants (ADI-INT) (cf. separate terms of reference):
- (2022-2023) the Committee of Experts on Hate Crime (PC/ADI-CH) (with European Committee on Crime Problems - CDPC) (cf. separate terms of reference);
- (2024-2025) the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI) (with Gender Equality Commission - GEC) (cf. separate terms of reference).

**BUDGETARY INFORMATION\* ▼**

	Meetings per year	Days per meeting	Members <sup>7</sup> reimbursed	Plenary in €K	Bureau in €K	Working groups in €K	Secretariat (A, B)
2022	2	3	48	115.3	5.7	31.9	2 A; 2 B
2023	2	3	47	114.6	5.7	31.9	2 A; 2 B
2024	2	3	47	↔	↔	↔	↔
2025	2	3	47	↔	↔	↔	↔

\*The costs include the per diem, travel costs, interpretation, translation and document printing. These costs are calculated on the basis of standard costs.

<sup>7</sup> In accordance with decision CM/Del/Dec(2022)1428ter/2.3, the Russian Federation ceased to be a member of the Council of Europe as from 16 March 2022. Budgetary information was updated after the adoption of the 2023 adjusted budget.