

## Terms of reference of the 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.

Category: Steering committee

Duration: 1 January 2024 - 31 December 2027<sup>1</sup>

Programme: Acting for equality, diversity and respect

Sub-programme: Anti-discrimination, diversity and inclusion – Roma and Travellers<sup>2</sup> – National minorities, regional and minority languages – LGBTI - Migrants

### Main tasks

Under the authority of the Committee of Ministers and bearing in mind the Council of Europe legal standards, the case law 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 that offer effective protection from discrimination and hate, ensure equal participation in political and public life for all without discrimination on any ground, and where diversity is respected. The work shall take into account the work of the European Commission against Racism and Intolerance (ECRI), without prejudice to the latter’s mandate.

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, ensuring equality of rights of LGBTI persons, and promoting intercultural inclusion.

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.

In particular, the CDADI is instructed to:

- i. take due account of the Reykjavik Declaration<sup>3</sup> in conducting its activities and submit proposals for its implementation as appropriate;
- ii. take account of the relevant key findings and challenges set out in the Secretary General’s 2023 Report on the state of democracy, human rights and rule of law “An Invitation to Recommit to the Values and Standards of the Council of Europe”;
- iii. focus on the following tasks:
  - a. identify ways and means to enhance the implementation of relevant existing standards and address implementation challenges;
  - b. carry out substantive legal analyses and hold peer exchanges on trends, developments and good practice in the member States;
  - 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.  
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);
- iv. 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, gender identity and expression and sex characteristics; and strengthen the implementation review of relevant recommendations and guidelines of the Committee of Ministers to member States;
- v. follow and support relevant co-operation programmes with Council of Europe member States and, where appropriate, facilitate the dissemination of their results;
- vi. carry out work on cross-cutting topics such as hate speech, hate crime, intersectional discrimination and the impact of artificial intelligence on equality and non-discrimination;
- vii. study recurrent problematic areas in the field of regional or national minority language protection and identify good practices in member States; study data collection in relation to the rights of persons belonging to national minorities and the use of regional or minority languages and identify good practices in member States;

<sup>1</sup> These terms of reference are approved for the first biennial period 2024-2025. For the second biennial period 2026-2027, they are approved on a provisional basis, subject to confirmation upon the adoption of the budget for 2026-2027.

<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> [Reykjavik Declaration - United around our values.](#)

- viii. orient and oversee the activities carried out by its subordinate bodies, as follows:
- a. Committee of Experts on Roma and Traveller Issues (ADI-ROM): in particular implementation of the Council of Europe strategies for Roma and Traveller inclusion (2020-2025 and 2026-2030) and assistance to 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 (cf. separate terms of reference);
  - b. Committee of Experts on Intercultural Inclusion (ADI-INT): in particular the development of a concept and methodology regarding strategies on inclusion in the fields under the responsibility of the CDADI and development of initiatives for the dissemination and implementation of relevant standards (cf. separate terms of reference);
  - c. Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC): in particular the development and implementation of a Council of Europe Strategy for the equality of rights of LGBTI persons (2027-2032) and assistance to member States in developing and implementing successful SOGIESC policies with a view to ensuring equality of rights of LGBTI persons (cf. separate terms of reference); and
  - d. Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI) jointly with the Gender Equality Commission (GEC), on the impact of artificial intelligence on equality and non-discrimination (cf. separate terms of reference);
- ix. provide input to the Committee of Ministers in view of the regular, high-level dialogue with member States and partners on delivering on the Reykjavik Principles for Democracy;
  - x. raise-awareness about Council of Europe standards and tools in its field of competence in the member States and beyond, through the neighbourhood policy and in other international and global fora where relevant;
  - xi. 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;
  - xii. 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;
  - xiii. where relevant, contribute to strengthening meaningful engagement with civil society organisations and national human rights institutions in its work;
  - xiv. 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>4</sup> in co-operation, where appropriate, with the relevant convention-based bodies, and report back to the Committee of Ministers;
  - xv. 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;
  - xvi. where relevant, take account of, and propose effective responses to, the challenges posed in its field of competence by the Russian Federation's war of aggression against Ukraine.

## Main deliverables

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

	Category ▼	Priority ▼	Deadline ▼
1. Capacity-building programme and tools supporting the implementation at national level of Recommendation CM/Rec(2020)2 on the inclusion of the history of Roma and/or Travellers in school curricula and teaching materials (cf. terms of reference of ADI-ROM)	A	1	30/06/2024
2. Based on the results of the relevant study and of the work of CAI, draft Recommendation 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 co-operation with CAI)	A	1	31/12/2025
3. Draft Recommendation on the equality of rights of intersex persons (Cf. terms of reference of ADI-SOGIESC)	A	1	31/12/2025
4. Guidance document on strategies for inclusion in the fields under the responsibility of the CDADI (cf. terms of reference of ADI-INT)	A	1	31/12/2025
5. Study on recurrent problematic areas in the field of regional or national minority language protection and identification of good practices in member States	A	1	31/12/2025
6. 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)	A	1	31/12/2025
7. Draft Council of Europe strategy for Roma and Traveller inclusion 2026-2030 (cf. terms of reference of ADI-ROM)	C	1	31/12/2025
8. Comprehensive review of the implementation of Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity based on a new review methodology (Cf. terms of reference of ADI-SOGIESC)	B	1	31/12/2025
9. Subject to the results of the relevant feasibility study, draft Recommendation on desegregation and inclusion policies and practices in the field of education of Roma and Traveller children (cf. terms of reference of ADI-ROM in co-operation with CDEDU)	A	1	31/12/2026
10. Handbook on democratic governance and representation and participation of Roma and Travellers in public and political life (cf. terms of reference of ADI-ROM)	A	1	31/12/2026

<sup>4</sup> Cf. relevant decisions of the Committee of Ministers ([CM/Del/Dec\(2013\)1168/10.2](#)) and list of Conventions in document [CM\(2023\)132](#).

11. Draft Council of Europe strategy for the equality of rights of LGBTI persons (2027-2032), based on the implementation review of Recommendation CM/Rec(2010)5 and, subject to its adoption, on the Recommendation on the equality of rights of intersex persons (cf. terms of reference of ADI-SOGIESC)	C	1	31/12/2026
12. Compilation of promising practices at national level and tools for the implementation of relevant aspects of the Recommendation CM/Rec(2022)16 on combating hate speech at national level (in co-operation with CDMSI).	A	1	31/12/2027
13. Review report on the implementation of selected aspects of Recommendation CM/Rec(2022)16 (jointly with CDMSI)	B	1	31/12/2027
14. Feasibility study and possible draft Recommendation on preventing and combating intersectional discrimination (in consultation with GEC)	C	1	31/12/2027
15. Study on the risks and impediments to the full access to rights resulting from discrimination and violence on grounds of gender expression (cf. terms of reference of ADI-SOGIESC, in co-operation with GEC)	C	2	31/12/2027
16. Subject to the adoption of a new Recommendation on combating hate crime, compilation of promising practices and tools for the implementation at national level of relevant aspects of this recommendation (as appropriate in consultation with CDPC)	C	2	31/12/2027
17. Subject to the adoption of main deliverable 2, compilation of promising practices and/or tool(s) for the implementation at national level of relevant aspects of this recommendation (in co-operation with GEC)	C	2	31/12/2027
18. Concept and methodology for a new peer learning and benchmarking tool on strategies for inclusion in the fields under the responsibility of the CDADI (cf. terms of reference of ADI-INT)	A	1	31/12/2027
19. Initiatives for the dissemination and implementation at national level of CM/Rec(2022)10 on multilevel policies and governance for intercultural integration, including tools for the capacity-building programme for migrant integration (Cf. terms of reference of ADI-INT)	C	1	31/12/2027
20. Study containing practical guidance on data collection in relation to the rights of persons belonging to national minorities and the use of regional or minority languages including through population censuses	C	1	31/12/2027
21. Compilation of promising practices at national level and tools for the implementation of relevant aspects of the possible Recommendation on equality for Roma and Traveller women and girls at national level (cf. terms of reference of ADI-ROM)	C	2	31/12/2027
22. Review of thematic dimensions of Recommendation CM/Rec(2010)5 (Cf. terms of reference of ADI-SOGIESC)	B	1	31/12/2024 31/12/2026 31/12/2027
23. Two or more thematic reports per year, emanating from the thematic visits, notably as regards the implementation of Council of Europe standards (to be adopted by ADI-ROM and transmitted to CDADI for discussions and follow-up) (cf. terms of reference of ADI-ROM)	A	1	31/12 of each year
<p><b>Key</b>  A: deliverable under preparation (2022-2023 terms of reference or Committee of Ministers' decision) or deliverable foreseen in the terms of reference provisionally approved for 2024-2025 and reviewed where relevant in the framework of the preparation of the draft Programme and Budget 2024-2027  B: review of implementation/re-examination foreseen by the recommendation/protocol/convention  C: newly proposed deliverable</p>			

## Composition

### • Members

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 intercultural inclusion.

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).

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.

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.

### • Participants

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

- 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;
- 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);
- 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), World Bank, and other relevant UN agencies), and Organisation for Economic Co-operation and Development (OECD).

- **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) and European Network of Equality Bodies (Equinet);
- non-governmental organisations and specialised institutions (Amnesty International, the European Network Against Racism (ENAR), Ligue Internationale Contre le Racisme et l'Antisémitisme (LICRA), European Centre for Minority Issues (ECMI), European Roma Institute for Arts and Culture (ERAC), European Roma Rights Centre (ERRC), Assembly of European Regions (AER) and ILGA Europe) and 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

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.

	Plenary meetings ▼			Bureau meetings ▼		
	Members incl. Chair	Meetings per year	Days per meeting	Members	Meetings per year	Days per meeting
2024	47	2	3	5	2	2
2025	47	2	3	5	2	2
2026	47	2	3	5	2	2
2027	47	2	3	5	2	2

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

With a view to the efficient preparation for two main deliverables on national minorities for the period 2024-2027, the CDADI is encouraged to have 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 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.

The chairs of its subordinate structures will be invited to attend meetings of the CDADI and/or its Bureau to exchange on progress in their work.

## Subordinate structures

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 Inclusion (ADI-INT) (cf. separate terms of reference);
- Committee of Experts on Sexual Orientation, Gender Identity and Expression and Sex Characteristics (ADI-SOGIESC) (cf. separate terms of reference);
- (2024-2025) the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI) (jointly with GEC) (cf. separate terms of reference).

## Budgetary information \*

	Meetings per year	Days per meeting	Members reimbursed	Plenary in €K	Bureau in €K	Working groups in €K	Secretariat (A, B)
2024	2	3	47	118.7	5.7	32.5	2 A; 2 B
2025	2	3	47	118.7	5.7	32.5	2 A; 2 B
2026	2	3	47	↔	↔	↔	↔
2027	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.