



## **Supplementary Human Dimension Meeting**

### **TOLERANCE AND NON-DISCRIMINATION AND GENDER EQUALITY**

**24-25 June 2024  
Vienna**

## **FINAL REPORT**



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## 1. EXECUTIVE SUMMARY

The third Supplementary Human Dimension Meeting (SHDM) of 2024, organized by the Maltese OSCE 2024 Chairpersonship with the support of the OSCE Office for Democratic Institutions and Human Rights (ODIHR), was dedicated to “Tolerance and Non-Discrimination and Gender Equality.”

The meeting provided an opportunity for OSCE participating States (pSs), OSCE institutions and executive structures, international organizations, civil society and other stakeholders to exchange views and develop recommendations.

The sessions and ensuing discussions focused on examining the impact of intolerance and discrimination on women and girls and the effectiveness of initiatives involving women civil society actors to advance tolerance and non-discrimination in the OSCE region. In addition, participants explored the issues and challenges faced by women and girls from national minority backgrounds and marginalized communities, and discussed strategies to combat these issues and promote positive narratives. The meeting also included exploring mainstreaming gender in hate crime prevention and response, emphasizing data collection, understanding gendered aspects, and providing victim support, as well as sharing good practices and future improvement opportunities.

215 individuals registered to participate in the meeting. The event brought together 157 attendees (51 men, 105 women), including 99 representatives of 48 pSs, 14 representatives of 7 international organizations, 43 representatives of 35 CSOs, as well as 33 participants from OSCE institutions and field missions, National Human Rights Institutions and other participants.



*Ms. Sirpa Rautio, Director, EU Agency for Fundamental Rights, delivering the keynote address during the SHDM Opening Session on 24 June 2024*

## 2. SYNOPSIS OF THE SESSIONS AND RECOMMENDATIONS

### OPENING SESSION

*Opening remarks:*

**H.E. Amb. Natasha Meli Daudey**, Permanent Representative of Malta to the OSCE and Chairperson of the OSCE Permanent Council

**Mr. Matteo Mecacci**, Director, OSCE Office for Democratic Institutions and Human Rights (ODIHR)

**Mr. Marek Szczygiel**, Director, Office of the OSCE High Commissioner for National Minorities (HCNM)

*Keynote address:*

**Ms. Sirpa Rautio**, Director, European Union Agency for Fundamental Rights

The opening session focused on the theme of promoting tolerance and non-discrimination with an emphasis on gender perspectives. The session provided a platform for discussing the intersections of intolerance, discrimination, and gender inequality and their profound impacts on human security and democratic values.

H.E. Ambassador Natasha Meli Daudey, representing the Maltese Chairpersonship, emphasized that intolerance and discrimination undermine social cohesion and fundamental rights, with their effects often compounded by gender inequalities. She highlighted Malta's commitment to addressing these challenges, particularly those faced by women and girls in vulnerable communities. The Chairperson outlined the meeting's objectives, including exploring the role of women in fostering tolerance, understanding the disproportionate impact of discrimination on marginalized groups, and integrating gender perspectives into policy responses. The speaker also highlighted Malta's initiatives, such as mechanisms to collect disaggregated hate crime data and policies supporting women's labor market participation.

Director Matteo Mecacci reaffirmed ODIHR's dedication to promoting tolerance, equality, and inclusivity across the OSCE region. He stressed the urgency of collective action in addressing hate crimes and societal divisions, citing the commitments of OSCE participating States to fostering mutual respect and understanding. The Director outlined three key themes of the meeting: assessing the impact of intolerance and discrimination on women and girls, recognizing their role in advancing tolerance and non-discrimination, and mainstreaming gender perspectives into comprehensive responses to hate crimes. He highlighted the specific vulnerabilities of Roma and Sinti women and girls, calling for targeted interventions to ensure their inclusion in public life. Furthermore, Director Mecacci underscored ODIHR's ongoing support for governments and civil society through policy advice, capacity-building initiatives, and the collection of hate crime data, which offer critical insights for designing effective strategies to counter intolerance. The Director concluded by urging participating States to leverage ODIHR's expertise and resources to protect marginalized and vulnerable groups.

Introducer Mr. Marek Szczygiel, Director of HCNM, focused on the enduring relevance of the Helsinki Final Act, which committed OSCE States to upholding human rights and fundamental freedoms without distinction. He highlighted the complexity of intolerance when intersecting with gender, noting that hate and discrimination often affect women and girls differently, deepening pre-existing inequalities. Women and girls from minority or vulnerable

communities face compounded biases, which hinder their contributions to advancing tolerance and non-discrimination (TND).

Mr. Szczygiel detailed HCNM's four-pillar strategy to combat intolerance and discrimination, with a specific focus on women and girls from national minorities: i) education: promoting human rights and diversity through school curricula to foster inclusive attitudes among younger generations, ii) policy guidance: providing thematic recommendations to States on education, language, media, socio-economic inclusion, and access to justice, ensuring policies address minority and gender concerns, iii) addressing hate speech: encouraging pSs to recognize hate speech as an early warning sign of conflict and to take decisive action, including combating online hate speech, and iv) youth empowerment: engaging young people as active participants in conflict prevention and peacebuilding. The speaker concluded by calling for the reinforcement of intersectional approaches and leveraging technology to promote inclusive dialogue, counteract hate speech, and ensure equitable societies.

Keynote speaker Ms. Sirpa Rautio, Director of FRA, underscored that intolerance and discrimination remain pervasive in EU Member States and have worsened in recent years due to external pressures such as the COVID-19 pandemic and economic challenges. She presented findings from FRA's extensive data collection efforts, highlighting the compounded impacts of discrimination on women and girls, particularly those from minority or vulnerable groups. Key data points included: i) 42% of lesbian respondents in a recent LGBTIQ survey reported discrimination, compared to 37% overall, ii) women of African descent reported higher rates of racial harassment and sexualized violence compared to men, and iii) misogyny emerged as the most prevalent form of online hate, with women being the dominant target group. The Director called attention to the EU's anti-racism action plans and equality directives while emphasizing the persistent gaps in implementation. She recommended measures such as independent monitoring mechanisms, effective enforcement of anti-discrimination laws, and stronger mandates for equality bodies. Concluding her remarks, Ms. Rautio expressed optimism that continued cooperation and dedicated efforts could lead to meaningful progress in promoting tolerance and non-discrimination.

The opening session set the stage for in-depth discussions, underscoring the critical importance of gender equality in addressing intolerance and ensuring social cohesion.

## **SESSION I: Advancing Tolerance and Non-Discrimination For All, Including the Role of Women and Girls**

*Introducers:*

**H.E. Amb. Evren Dağdelen Akgün**, Personal Representative on Combating Intolerance and Discrimination against Muslims

**Ms. Mariam Gavtadze**, Co-founder and Director of Strategic Litigation Programs, Tolerance and Diversity Institute

*Moderator:*

**Dr. Kishan Manocha**, Head, Tolerance and Non-Discrimination Department, ODIHR

In her remarks, Ambassador Evren Dağdelen Akgün addressed the complex interplay between discrimination, gender equality, and freedom of religion or belief. She highlighted that these

concepts are sometimes misrepresented as being in conflict, with religious freedom viewed as a barrier to gender equality, or vice versa. This dynamic, compounded by stereotypes and cultural differences, often exacerbates gender inequalities and perpetuates discriminatory practices. The Ambassador stressed that human rights and fundamental freedoms are foundational to TND, as well as to social stability and peaceful coexistence. Viewing gender equality and religious expression as interconnected elements within the framework of human rights, she argued, can enable more effective responses to gender-based inequality and intersecting discrimination.

Ambassador Akgün underscored the particular vulnerabilities faced by Muslim women in the OSCE region, where gendered Islamophobia manifests through violence, harassment, and systemic exclusion. Muslim women often face multiple layers of discrimination, being targeted based on gender, religion, and ethnicity. Their visibility, especially when wearing religious attire, increases their risk of hate crimes and exclusion from education, employment, and public life. The lack of disaggregated data on gender and race in national statistics, combined with gaps in hate crime legislation, further complicates efforts to monitor and address these challenges. The Ambassador emphasized the need for empowering Muslim women and girls through education, community engagement, and legal protection to foster inclusivity and counteract the cycles of poverty, marginalization, and vulnerability they face.

In her remarks, Ms. Mariam Gavtadze highlighted the pervasive barriers women and girls face in advancing tolerance and non-discrimination, drawing on both her personal experiences and those of women from marginalized communities. She recounted her journey as a young human rights advocate, emphasizing the additional obstacles she encountered due to her gender, such as being excluded from decision-making or having her opinions underestimated. These challenges, she noted, are amplified for women from diverse religious and ethnic backgrounds, who face intersecting forms of discrimination. The speaker shared the story of Georgian Muslim women in leadership roles within the Solidarity Community, who, despite experiencing exclusion and discrimination, have become vocal advocates for human rights and justice. Their example, she stated, underscores the resilience and transformative potential of women when provided opportunities to lead and influence change.

Ms. Gavtadze outlined key factors perpetuating inequality and discrimination, including cultural norms rooted in patriarchal societies, economic disparities that limit financial independence, and pervasive violence and harassment. She underscored the compounded impact of intersecting identities, particularly for Muslim women who face additional challenges such as limited access to education and employment, political marginalization, and vulnerability to hate crimes. She also criticized discriminatory policies and weak enforcement mechanisms that fail to protect women's rights and freedoms. Finally, Ms. Gavtadze drew attention to the alarming trend of repression against civil society organizations, citing Georgia's recent "Foreign Agents Law" as a case study of how such measures silence advocates for tolerance and non-discrimination.

The speaker concluded by urging participants to address the growing suppression of human rights defenders, emphasizing the critical role they play in promoting tolerance and equality.

### ***Recommendations for the OSCE pSs:***

- Initiatives to educate Muslim women and girls about their rights and advocacy strategies;
- Promoting educational projects in schools to address gender intolerance and highlight its impact on Muslim women and girls;

- Encouraging intercultural and interreligious dialogue to foster mutual understanding;
- Strengthening legal protections against discrimination and gender-based violence, including the criminalization of violence targeting Muslim women;
- Supporting community dialogues and grassroots movements led by women to advance human rights and equality;
- Providing training on cultural sensitivity and specific discrimination faced by Muslim women.
- Eliminating barriers that prevent women and girls, particularly from underrepresented communities, from speaking for themselves and becoming leaders;
- National governments to prioritize gender mainstreaming in policies and programs, strengthen legal protections against gender-based violence, and ensure effective enforcement;
- Supporting civil society organizations in their advocacy efforts and resisting authoritarian measures that undermine their work.

***Recommendations for the OSCE institutions and field operations:***

- To provide assistance and, by conducting regular monitoring and reporting, to hold states accountable for their commitments to human rights.

## **SESSION II: Disproportionate Impact of Intolerance and Discrimination on Women and Girls in Vulnerable Communities**

*Introducers:*

**Dr. Regina Polak**, Personal Representative of the OSCE Chairperson-in-Office on Combating Racism, Xenophobia and Discrimination, also focusing on Intolerance and Discrimination against Christians and Members of Other Religions

**Ms. Marina Csikós**, Co-founder, Feminist Collective of Romani Gender Experts

**Ms. Katažyna Bogdzevič**, Professor of International and EU Law, Mykolas Romeris University's Institute

**Mr. Joshua Castellino**, Executive Director, Minority Rights Group International

*Moderator:*

**Mr. Cristi Mihalache**, Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI, ODIHR

The discussions held during the second session centred on the issues and challenges facing women and girls at risk of exclusion and marginalisation. Particular attention was paid to good practices in combating intolerance and intersectional discrimination, and ways for upscaling and replicating positive experiences and models. In addition, speakers and participants put forward recommendations to address the inequalities lived by women and girls from underrepresented groups.

Dr. Regina Polak set the tone through commending the progress made by the OSCE participating States in ensuring equal access and opportunities for Roma as shown by the [ODIHR's Fourth Status Report](#). The speaker emphasised also the remaining discrepancies in respect to Roma women such as gender-based discrimination and violence, obstructed access to employment, healthcare, housing, education, hate crime and poor representation in civic and



political arena. The Personal Representative called attention to the contribution brought by women belonging to ethnic and religious minorities in shaping the society and communities. The minority women advocates are important partners to the OSCE bringing in the picture their valuable expertise. Nonetheless, they may face serious risks and threats when making a public stand and advocating on behalf of ethnic and religious minorities. The introducer expressed concerns over obstructed engagement of minority women in policymaking and civic life, an issue rooted in gender roles and norms, income inequality, poor education and scarce labour opportunities. Roma and migrant women are particularly disadvantaged in this respect.

Ms. Marina Csikós voiced concerns over the results of the European elections where conservative and far right parties gained more power. Consequently, this may lead to the deterioration of reproductive rights for women, shrinking civic space, decline of public and political participation of minorities, and backsliding of human rights in general. The co-founder of the Feminist Collective of Romani Gender Experts stressed the need to acknowledge the intersectional disparities in legal and political systems. Bringing the perspectives and experiences of Roma women and other marginalised women into policy making is key towards better democratic processes. The introducer also talked through the interconnection between Roma women and technology. The gender-based violence in digital environments increases the vulnerability of Roma women and disproportionately affects them. The technology-facilitated gender-based violence is an emerging issue which deserves more attention and greater efforts to combat it.

Ms. Katažyna Bogdzevič underscored the multi-dimensional and intersectional nature of inequalities lived by women with racial, ethnic, religious or linguistic backgrounds. Minority women often do not enjoy equal access to health, education and justice, and suffer disproportionately from unequal practices in labour. The peculiar situation of Roma women in Europe raises strong concerns, particularly with multiple and intersecting forms of discrimination reported in every aspect of their life and exacerbated during the COVID-19 pandemic. The speaker noted that research show low employment and education rates among Roma youth and women caused by widespread anti-Roma sentiment, intolerance, and gender roles. These challenges lead to further inequalities and social exclusion. The introducer stressed that women from underrepresented communities, particularly Roma women, face financial and educational constraints which discourage them to seek remedy and legal support in situations of human rights violations.

Mr. Joshua Castellino called upon participating stakeholders to recognise the specific barriers and needs of minority women. These barriers are particularly observed in access to land, finance and education. The speaker emphasised the growing misogyny and its consequences on the lives of women. Another area of concern is the political scene where scapegoating of ethnic minorities, particularly women, is employed to manipulate the elections and such phenomena occurred during the European elections. The Executive Director put forward recommendations to advance the rights of women among which to improve gender disaggregated data collection, to make the political systems more inclusive for women, to combat misogyny and gender-based hatred, to ensure that policies are reaching out to the most marginalised groups of women, and to create specific tools for enhancing women's empowerment.

The delegations of OSCE participating States devoted attention to the groups of women that are positioned at a higher risk of marginalisation and exclusion, namely Roma and Sinti, and non-binary and LBT. Delegations saluted [ODIHR's Fourth Status Report](#) and the efforts of the Contact Point for Roma and Sinti Issues in assisting participating States to fulfil OSCE commitments on Roma and Sinti. The [U.S. Strategy to Prevent and Respond to Gender-Based](#)



[Violence Globally](#) passed in 2022 was presented as leading practice that elevates the human rights of women and girls globally. The representatives of participating States flagged particular concerns over the impact of the war in Ukraine on women and girls. The use of sexual violence and intimidation as a weapon of war should be distinctly condemned and prosecuted as such. Women from occupied regions and Crimea continue to be victims of grave violations of human rights such as enforced disappearance, illegal detention, femicide etc.

Participating civil society flagged the key factors that undermine minority women's rights such as gender-based stigma and stereotyping, reemerging nationalist sentiments, minority scapegoating, spread of hate, growing misogyny and violence. Many speakers stressed that legislative and policy frameworks are powerful tools that should be in place to promote stronger gender equality. The civil society organizations repeatedly raised concerns over various challenges experienced by Roma women in healthcare and access to reproductive rights, public and political life, and education. There were also emphasised the obstacles experienced by migrant and refugee women in host communities. In the context of the war in Ukraine, the structural inequalities and discrimination facing Roma women have exacerbated.

The international community drew attention on the situation of displaced and stateless women with growing figures over the past decade. The intolerance and discrimination are remaining the main challenges preventing durable solutions in this respect. The war in Ukraine is an unprecedented crisis causing large displacement of population, mainly women. The gender lenses should be considered throughout the entire displacement cycle to ensure appropriate support for women. The representatives of intergovernmental sector emphasised the adoption of the [Council of Europe' Recommendation on equality of Roma and Traveller women and girls](#) that assists member states in promoting equality among Roma.

#### ***Recommendations for the OSCE participating States:***

- Ensure that particular commitments related to improving the participation of Roma women in all areas of life are implemented accordingly.
- Redouble the efforts directed towards addressing the specific challenges facing women from vulnerable groups, providing equal opportunities and resources and empowering them to take an active stand.
- Recognise the harms of intersectional and gender-based discrimination and put in place legal frameworks aimed to address these forms of inequality.
- Enhance the access to information and victim support services and programmes for women affected by hate crime and other forms of abuse.
- Develop and implement measures focused on fostering access of women from underrepresented groups to public life, education, legal protection and gender justice.
- Ensure accountability and redress measures for human rights violations facing women in Ukraine, in particular Roma women, women with disabilities and LBT women.
- Strengthen participation of migrant and refugee women in host countries through empowerment and human rights education programmes.
- Develop and put in place tailored measures that would address the gender aspects of antigypsyism.
- Achieve gender equality and full realisation of the rights of displaced and stateless women through applying gender lenses through the entire displacement cycle.

#### ***Recommendations for the OSCE institutions and field operations:***

OSCE High Commissioner on National Minorities: to develop a tool that would better support OSCE participating States in promoting gender equality among national minorities.

### **SESSION III: Mainstreaming Gender in Preventing and Responding to Hate Crime**

*Introducers:*

**Rabbi Andrew Baker**, Personal Representative of the OSCE Chairperson-in-Office on Combating Anti-Semitism

**Ms. Julie Pascoët**, Policy Officer, European Network Against Racism

**Ms. Senada Sali**, Legal Director, European Roma Rights Center

*Moderator:*

**Mr. Mikołaj Wrzecionkowski**, Deputy Head, Tolerance and Non-Discrimination Department, ODIHR

Rabbi Andrew Baker emphasized the challenges of effectively addressing hate crimes, particularly those rooted in antisemitism and gender bias. While efforts to encourage OSCE participating States to identify and report hate crimes have made progress, he noted that accurate data collection, especially concerning bias motivations, remains insufficient. Only 16 participating States identified antisemitic bias in hate crime data, and just 10 recorded gender-based hate crimes. Rabbi Baker also highlighted the October 7 attacks, which deeply affected Jewish communities worldwide, particularly Jewish women who suffered rape and murder. He criticized the lack of solidarity from broader women's organizations in acknowledging and addressing this gendered violence, which further marginalized Jewish women.

Rabbi Baker underscored the importance of including a gender perspective in efforts to combat antisemitism, noting that Jewish women are often more vulnerable to online hate and social exclusion. He highlighted the critical role of Jewish and Muslim women in dialogue initiatives, as they have been instrumental in fostering mutual understanding and bridging divides. Despite increased tensions between Jewish and Muslim communities, these women have shown a commitment to combating antisemitism and anti-Muslim hate crime collaboratively. The speaker expressed hope that the session's discussions and recommendations would enhance OSCE's work and support participating States in addressing these issues comprehensively.

Ms. Julie Pascoët highlighted the broader context in which hate crimes occur, emphasizing the prevalence of systemic exclusion and far-right ideologies across Europe. She noted that this environment fosters hatred and disproportionately affects vulnerable groups, including migrant and Muslim women. The increase in anti-Muslim and antisemitic rhetoric in political and media discourse further normalizes intolerance and limits the visibility of marginalized communities in policy debates. The speaker underscored the need to view hate crime as a symptom of broader systemic racism and to acknowledge the historical and structural factors that perpetuate these biases.

Ms. Pascoët advocated for an intersectional approach to hate crime prevention and response, emphasizing the importance of understanding how overlapping systems of oppression, such as gender and race, shape individuals' experiences. She called for improved data collection practices that accurately reflect the intersecting identities of victims, such as gender, ethnicity, and disability, and for policies that address the specific needs of victims without exacerbating existing inequalities. Ms. Pascoët urged participating States to strengthen legislation, support civil society organizations, and ensure that hate crime policies reflect the diverse realities of those most affected.

Ms. Senada Sali focused on the intersectional discrimination faced by Roma women and girls, who often experience hate crimes rooted in both their ethnicity and gender. She recounted numerous incidents of violence, harassment, and systemic exclusion targeting Roma women, such as physical and verbal abuse in public spaces and obstetric violence in healthcare settings. Ms. Sali highlighted the failure of judicial systems to adequately address these hate crimes, leaving victims without justice and further perpetuating their marginalization.

The speaker emphasized the importance of developing multi-layered responses that address the specific needs of Roma women, including those with disabilities or differing sexual orientations. Examples of best practices, such as Spain's inclusion of gender and ethnicity in hate crime recording systems, demonstrate the potential for improvement, though challenges remain in addressing anti-Roma bias effectively. Ms. Sali called for accessible victim support processes, stricter legal penalties for perpetrators, and increased efforts to engage Roma communities in the development of inclusive policies. She concluded by stressing the urgency of legal and social reforms to ensure Roma women are protected from hate crimes and can participate fully in society.

### ***Recommendations for the OSCE pSs:***

- Enhance data collection practices to reflect intersecting identities, such as gender, ethnicity, and religion, and improve mechanisms for recording hate crimes without prioritizing one category over another;
- Develop comprehensive anti-discrimination legislation that addresses intersectionality and incorporates the specific needs of marginalized groups;
- Strengthen victim support systems, ensuring accessibility and prioritizing the safety of victims, particularly women from vulnerable communities;
- Foster intercultural and interfaith dialogue, leveraging the contributions of women to build bridges between communities;
- Provide training for police and judicial systems on cultural sensitivity and intersectionality, ensuring multi-layered responses to hate crimes;
- Support civil society organizations with adequate resources to address hate crime and advocate for legal reforms;
- Advocate for stricter penalties for hate crimes and greater accountability for perpetrators.

## **CLOSING SESSION**

### ***Reports from the working sessions:***

**Dr. Kishan Manocha**, Head, Tolerance and Non-Discrimination Department, ODIHR

**Mr. Cristi Mihalache**, Senior Adviser on Roma and Sinti Issues, Chief of the Contact Point for Roma and Sinti Issues, OSCE/ODIHR

**Mr. Mikołaj Wrzecionkowski**, Deputy Head, Tolerance and Non-Discrimination Department, ODIHR

### ***Closing remarks:***

**Ms. Tea Jaliashvili**, First Deputy Director, OSCE Office for Democratic Institutions and Human Rights (ODIHR)

**Ms. Liliana Palihovici**, Special Representative of the OSCE Chairperson-in-Office on Gender

**Ms. Deborah M. Borg**, Deputy Permanent Representative of Malta to the OSCE

The meeting concluded with brief reports by moderators presenting the key matters of concerns and recommendations for action as pointed out by introducers as well as speaking participants throughout all three working sessions. This was followed by final reflections shared by ODIHR, OSCE Chairperson-in-Office on Gender and CiO.

Dr. Tea Jaliashvili stressed the importance of discussing the impact of gender-based discrimination, particularly keeping the focus on women and girls at risk of marginalisation. The SHDM meeting was a fit platform to bring awareness on the factors preventing women from advancing tolerance and to learn about successful initiatives led by women, states and OSCE institutions in addressing this phenomenon. Intolerance reinforces inequality which hinder women and girls from reaching their full potential and participating meaningfully in society.

The ODIHR's First Deputy Director recalled the need for a cross-cutting and comprehensive approach to tackle the multifaceted effects of gender-based intolerance, discrimination and hate crime. The dialogue with and support to women-led civil society representing Roma and Sinti and other marginalised communities are key towards combating inequalities. Finally, the commitments of participating States to address hate crime, respond to bias based on gender, build trust between police and communities are vital to tackle these pressing challenges. ODIHR will continue to assist states in their efforts towards promoting non-discrimination and gender equality.

Ms. Liliana Palihovici flagged that gender dimension of intolerance and discrimination has a multifaceted and deeply entrenched nature. Women and girls often face a combination of gender-based violence, socio-economic inequalities, and patriarchal norms while women from minority groups experience intersectional discrimination that further marginalise them. The Special Representative emphasised the inspiring examples of women-coordinated initiatives which fight against intolerance across the OSCE participating States such as in Sweden, Moldova, Kyrgyzstan, and Serbia.

The hate crime victims often experience multiple and overlapping manifestations of discrimination thus underscoring the importance of an intersectional approach. A gender-mainstreamed perspective to addressing hate crime would enhance the effectiveness of responses and promote the gender equality. The speaker called upon national authorities and civil society to collaborate, leverage good practices, introduce intersectional data collection, educate and raise awareness, and put in place support systems i.e., legal aid, counselling, and community support. Such measures would help overcoming existing challenges and advancing the gender equality, tolerance, and non-discrimination.

Ms. Deborah M. Borg concluded by commending the efforts of engaged stakeholders who contributed to exploring the various manifestations of inequalities and discrimination in the OSCE region. The testimonies about the unique and intersecting challenges facing women and girls brought particular value to the discussions. The gendered impact of prejudice and intolerance highlighted the compounded difficulties encountered by women and girls who experience multiple forms of discrimination. On a final note, the Deputy Permanent Representative reiterated CiO's commitment to tolerance, non-discrimination, and gender equality and addressing the linkages between these issues across the OSCE region.

## ANNEX I: AGENDA



### Supplementary Human Dimension Meeting III Tolerance and Non-Discrimination and Gender Equality Vienna, 24-25 June 2024

#### Day 1

14.00 – 15.00

#### **OPENING SESSION**

*Opening remarks:*

**H.E. Amb. Natasha Meli Daudey**, Permanent Representative of Malta to the OSCE and Chairperson of the OSCE Permanent Council

**Mr. Matteo Mecacci**, Director, OSCE Office for Democratic Institutions and Human Rights (ODIHR)

*Introductory remarks:*

**Mr. Marek Szczygiel**, Director, Office of the OSCE High Commissioner for National Minorities (HCNM)

*Keynote address:*

**Ms. Sirpa Rautio**, Director, European Union Agency for Fundamental Rights

15.00 – 17.00

#### **SESSION I: Advancing tolerance and non-discrimination for all, including the role of women and girls**

*Introducers:*

**H.E. Amb. Evren Dağdelen Akgün**, Personal Representative on Combating Intolerance and Discrimination against Muslims

**Ms. Mariam Gavtadze**, Co-founder and Director of Strategic Litigation Programs, Tolerance and Diversity Institute

*Moderator:* Dr. Kishan Manocha, Head, Tolerance and Non-Discrimination Department, ODIHR

[17.30 – 18.30 – side events]

## **Day 2**

[9.00 – 10.00 – side events]

### **10.30 – 12.30     SESSION II: Towards Tolerance and Non-discrimination and Addressing Hate Crime for Communities at Risk**

*Introducers:*

**Dr. Regina Polak**, Personal Representative of the OSCE Chairperson-in-Office on Combating Racism, Xenophobia and Discrimination, also focusing on Intolerance and Discrimination against Christians and Members of Other Religions

**Ms. Marina Csikós**, Co-founder, Feminist Collective of Romani Gender Experts

**Ms. Katažyna Bogdzevič**, Professor of International and EU Law, Mykolas Romeris University's Institute

**Mr. Joshua Castellino**, Executive Director, Minority Rights Group International

*Moderator:* Mr. Mikołaj Wrzecionkowski, Deputy Head, Tolerance and Non-Discrimination Department, ODIHR

[13.15 – 14.15 – side events]

### **14.30 – 16.30     SESSION III: Civil Society Advancing Tolerance and Non-Discrimination through Collaboration, Coalitions and Dialogue**

*Introducers:*

**Rabbi Andrew Baker**, Personal Representative of the OSCE Chairperson-in-Office on Combating Anti-Semitism

**Ms. Julie Pascoët**, Policy Officer, European Network Against Racism

**Ms. Senada Sali**, Legal Director, European Roma Rights Center

*Moderator:* Dr. Kishan Manocha, Head, Tolerance and Non-Discrimination Department, OSCE/ODIHR

### **16.30 – 17.30     CLOSING SESSION**

*Reports from the working sessions*

*Comments from the floor*

*Closing remarks*

**Ms. Tea Jaliashvili**, First Deputy Director, OSCE Office for Democratic Institutions and Human Rights (ODIHR)

**Ms. Liliana Palihovici**, Special Representative of the OSCE Chairperson-in-Office on Gender

**Ms. Deborah M. Borg**, Deputy Permanent Representative of Malta to the OSCE

## **ANNEX II: LIST OF SIDE EVENTS: Topics and Conveners**

### **Challenges of Anti-Discrimination Policy Amidst the Adoption of Russian - Style Law in Georgia**

Convenor: Georgian Democracy Initiative; UNA Association of Georgia

### **Backsliding on LGBTQI+ Rights in the OSCE Area**

Convenors: United Kingdom Delegation to the OSCE; United States Mission to the OSCE; Permanent Representation of the Kingdom of the Netherlands to the OSCE; Permanent Delegation of Norway to the OSCE; Permanent Delegation of Sweden to the OSCE; Permanent Representation of the Kingdom of Belgium to the OSCE; Permanent Mission of Switzerland to the OSCE; Ministry of Foreign Affairs of Denmark; Permanent Representation of France to the OSCE; Permanent Delegation of Finland to the OSCE; Delegation of Canada to the OSCE; Permanent Mission of Iceland to the OSCE; Permanent Mission of Germany to the OSCE

### **Advancing Toward Holistic Support and Legal Redress: Promoting Tolerance, Combating Discrimination, and Supporting CRSV Survivors in Ukraine**

Convenor: International Partnership for Human Rights



## **ANNEX III: BIOGRAPHICAL INFORMATION: Speakers, Introducers and Moderators**

### *Opening session*

**H.E. Amb. Natasha Meli Daudey**, Permanent Representative of Malta to the OSCE and Chairperson of the OSCE Permanent Council.

**Mr. Matteo Mecacci** is Director of the OSCE Office for Democratic Institutions and Human Rights (ODIHR), since December 2020. Prior to that he spent 7 years as President of the International Campaign for Tibet. He headed the OSCE/ODIHR Election Observation Mission to Georgia in 2013 and was a Member of the Italian Parliament, Foreign Affairs Committee and of the OSCE Parliamentary Assembly from 2008– 2013. From 2000 to 2008 he was Representative to the United Nations in New York of “No Peace Without Justice” and the “Transnational Radical Party”. He holds a JD in International Law at the University of Florence.

**Mr. Marek Szczygiel**, Director, Office of the OSCE High Commissioner for National Minorities (HCNM)

**Ms. Sirpa Rautio** was previously the Director of the Finnish Human Rights Centre and Chair of the European Network of National Human Rights Institutions. She chaired Fundamental Rights Agency’s Management Board from 2017 to 2020 and served in several international organisations such as the UN, the Council of Europe, the OSCE and the EU, working for human rights, democracy and the rule of law.

### *Session I*

**Ambassador Evren Dağdelen Akgün**, Personal Representative of the OSCE Chair-in-Office on Combating Intolerance and Discrimination against Muslims. Ambassador Dağdelen Akgün's professional journey is marked by significant contributions and leadership roles in diplomacy. In 2023, she served as a member of the Steering Board for the Antalya Diplomacy Forum. From 2017 to 2021, she served as the Ambassador to the Kingdom of Thailand and Permanent Representative to the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) in Bangkok. Her tenure as Deputy Director General of the Department of Policy Planning at the Ministry of Foreign Affairs (MFA) in Ankara from 2013 to 2016 also involved working on mediation and co-chairing the UN Friends of Mediation. She also led the Department of EU Affairs at the MFA in Ankara between 2011 and 2013.

**Ms. Mariam Gvtsadze** is a human rights lawyer. She is a co-founder and head of the strategic litigation program at the non-governmental organization, Tolerance and Diversity Institute (TDI), based in Tbilisi, Georgia. Her work focuses on religious freedom, non-discrimination and minority rights. Mariam is a member of the OSCE/ODIHR Panel of Experts on Freedom of Religion or Belief; and the national consultant for the Council of Europe's antidiscrimination projects. She also contributes to the Forum 18 News Service on the freedom of religion situation in Georgia. Mariam holds a BA degree in law and LLM in international law.

### *Session II*

**Ms. Regina Polak** is Associate Professor and head of the Department for Practical Theology at the Catholic-Theological Faculty at the University of Vienna. She is an expert and internationally recognized scholar and lecturer in interdisciplinary research on socio-religious transformation processes in Europe, religion in the context of migration and urbanisation and

interfaith dialogue with a special focus on Jews, Christians and Muslims, including research on racism and all other forms of group-related hostility. As a practical theologian, she connects her academic work with disseminating her research results through the promotion of public and media projects on interfaith and intercultural encounters and dialogue. She is engaged in Christian-Jewish and Christian-Muslim Dialogue organisations. She is also the theological advisor of the Commission on Migration of the German Bishops' Conference. Today, she will address us in her capacity as the Personal Representative of the OSCE Chair-in-Office on Combating Racism Xenophobia and Discrimination, also focusing on Intolerance and Discrimination against Christians and Members of Other Religions

**Ms. Marina Csikós** is a Roma feminist and dedicated gender equality professional from Hungary. She gained her master's degree at the Central European University in Critical Gender Studies, where she focused her research on intersectional justice and feminist knowledge production. She has worked with feminist initiatives and research, European intergovernmental institutions, foundations, civil society organizations, and art institutions, where she focused on amplifying feminist values and intersectional perspectives. Marina's mission is to challenge the multiple forms of discrimination and oppression that BIPOC women and girls face. She is also the co-founder of the Feminist Collective of Romani Gender Experts and, an initiative aiming to connect Roma gender equality professionals and produce expert knowledge on gender issues.

**Professor Katažyna Bogdzevič** is a distinguished member of Mykolas Romeris University, where she serves at the Institute of International and EU Law and leads the Human Rights Laboratory. Additionally, she serves as an Advisor to the Minister of Justice of Lithuania, advising on crucial matters such as human rights, non-discrimination, minority protection, gender equality, and international and EU law. Her research spans effective participation, socio-economic inclusion, tolerance, non-discrimination, and private international law. As an active member of the Polish minority community in Lithuania, Katažyna tirelessly advocates for stronger legal protections for minority rights.

**Mr. Joshua Castellino** is Co-Executive Director of Minority Rights Group International (MRG) and Professor of International & Comparative Law at University of Derby, UK. He founded the Law School at Middlesex University and served as Dean until 2018, stepping down to take on the role at Minority Rights Group while retaining his Chair at the University until November 2022. At MRG Joshua engages in global research and advocacy, leading a fifty-five-year-old organization headquartered in London with offices in Kampala and Budapest, that sits at the centre of a network of over 300 partner organisations, and is currently implementing 40 projects in sixty countries.

### *Session III*

**Rabbi Andrew Baker** is director of the International Jewish Affairs at the American Jewish Committee (AJC). A leading expert on anti-Semitism in Europe, he travels extensively to strengthen relations between the AJC and Jewish communities worldwide. Throughout most of the 1990s, as director of European Affairs, Rabbi Baker promoted tolerance in the emerging democracies of Central and Eastern Europe. He is active in Holocaust restitution issues and in 2003 was awarded the Officer's Cross of the Order of Merit by Germany for his work on German-Jewish relations. He is joining us today in his capacity as the Personal Representative of the OSCE Chairperson-in-Office on Combating Anti-Semitism.

**Ms. Julie Pascoët** is a Policy Officer at the European Network Against Racism (ENAR). An advocacy expert specialised in EU policies and legislation related to racial equality and justice, she has been steering the work of ENAR around the adoption of the new EU anti-racism action

plan in 2020 and more generally on racial justice policy making. She holds a master in European and International Affairs from the Paris 8 University in France.

**Ms. Senada Sali** is the Legal Director of the European Roma Rights Center and the first Romani woman who has held the position of a lawyer in the organization. Her main work has been a combination of community organizing, evidence gathering, and litigation. She has taken the lead on cutting-edge human rights litigation before domestic courts in several Western Balkan countries, before the European Court of Human Rights, and before the UN CEDAW Committee. Her case portfolio includes cases of racial profiling at borders, prison death of Roma, mistreatment of Romani children in state care, discrimination in access to water and public utilities, school segregation.

### *Closing Session*

**Dr. Tea Jaliashvili** is ODIHR First Deputy Director. She has extensive experience in strategic policy development, management and administration of technical co-operation programmes in the fields of human rights, democracy and the rule of law, within international, national and non-governmental organizations. Before joining ODIHR, she was acting Head of the OSCE Programme Office in Dushanbe. She previously served as Deputy Director at the Women's Information Center in Georgia and was deeply engaged in strengthening the capacity of civil society to protect women's rights and advance gender equality. She has also worked for the UN, Council of Europe and EU joint initiatives in a number of regions. Dr. Jaliashvili has worked towards achieving peace and a just society based on principles of good governance and rule of law through her contribution to legislative changes as well as policy and institutional development, including strengthening and harmonising the work of the judiciary and National Human Rights Institutions. She has Master Degree in International Human Rights Law, she holds doctorates in medicine and philosophy (MD-PhD) and is fluent in Georgian (native), English, Russian and French.

**Ms. Liliana Palihovici** is the Special Representative of the OSCE Chairperson-in-Office on Gender and leads the "Institutum Virtutes Civilis" NGO in Chisinau, promoting democracy, human rights, and good governance. A former Moldovan MP and Deputy Speaker of Parliament, she briefly served as Interim President of the Parliament in 2013 and chaired the Committee for Social Protection, Health, and Family. She also headed Moldova's delegation to the Parliamentary Assembly of the Council of Europe (PACE) and served as a PACE Vice-President. An outspoken advocate for women's and children's rights, she co-founded the Women's Caucus in Parliament and the Women Democracy Network in Moldova. Recognized with the OSCE White Ribbon Award 2024, Ms. Palihovici holds a master's in law and International Relations, has completed advanced programs at Harvard and Stanford, and actively mentors emerging women leaders.

**Ms. Deborah M. Borg**, Deputy Permanent Representative of Malta to the OSCE