



Supplementary Human Dimension Meeting

**POLICIES AND STRATEGIES TO FURTHER PROMOTE
TOLERANCE AND NON-DISCRIMINATION**

**14 – 15 APRIL 2016
HOFBURG, VIENNA**

FINAL REPORT

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OVERVIEW

I. EXECUTIVE SUMMARY

Background

OSCE participating States strongly condemn racial and ethnic hatred, anti-Semitism, xenophobia, and discrimination against anyone as well as persecution on religious and ideological grounds, and have committed to combat these phenomena in all their forms (Copenhagen Document 1990), including combating hate speech and hate crime, while respecting human rights and fundamental freedoms, including the freedom of thought, conscience, religion or belief (MC Decision 10/05). Participating States have acknowledged the specificity of different forms of intolerance, while at the same time recognizing the importance of taking a comprehensive approach and addressing cross-cutting issues in order to effectively combat all forms of discrimination (MC Decision 10/07).

These commitments to address *all* manifestations of intolerance and to promote tolerance and non-discrimination by participating States are reflected in Ministerial Council Decisions, where OSCE participating States committed to take effective measures to prevent and respond to hate crimes and other manifestations of intolerance and discrimination. As early as 1990, the Copenhagen Document noted that participating States will “take effective measures (...) to promote understanding and tolerance, particularly in the field of education (...)” Subsequent OSCE Ministerial Council Decisions adopted at Porto (2002), Maastricht (2003), Sofia (2004), Ljubljana (2005), and the “Brussels declaration” adopted in 2004 reiterated the importance of education to promote tolerance and to counter prejudices.

As part of the OSCE’s commitment to address all manifestations of intolerance, the aforementioned Supplementary Human Dimension Meeting (SHDM) was convened in Vienna with the following objectives:

1. Review and assess current challenges facing participating States in the implementation of commitments in the area of tolerance and non-discrimination;
2. Exchange good practices aimed at combatting all forms of intolerance and discrimination, promoting mutual respect and understanding, including in the area of legislation, policy, law enforcement, education and dialogue among and between civil society, religious, belief or ethnic communities and state/public authorities;
3. Identify recommendations for the OSCE participating States on combatting intolerance and promoting mutual respect and understanding as well as to consolidate the role of the OSCE in this field.

The meeting generated keen interest from across the OSCE region with a total of one hundred and eighty-five (185) participants attending the meeting. Several OSCE delegations and field missions, intergovernmental organizations, and civil society organizations took the opportunity to participate and to present key addresses to the audience.

In addition to the root causes of intolerance and discrimination, the meeting also explored the nature and extent of intolerance and discrimination and emphasized the pertinent challenge in addressing the various manifestations of intolerance – hate crimes, hate speech, xenophobia and hate on the internet (“cyberhate”). Additionally, the discussions over the day and a half meeting recognized the inherent challenges facing participating States in ensuring freedom of expression whilst prohibiting or preventing hate speech.

The SHDM also allowed participants to discuss a number of best practices from both state and civil society practitioners in addressing hate crimes and incidents, including responding to the very challenging contemporary manifestations of intolerance, discrimination and violence against various groups and communities within the OSCE region.

II. SYNOPSIS OF THE SESSIONS AND RECOMMENDATIONS

This section summarizes the discussions, which took place during the opening session and the three thematic sessions, and presents recommendations made by participants. The recommendations were directed towards a variety of actors, including OSCE participating States, OSCE executive structures, and civil society organizations. These recommendations have no official status as they are not based on consensus among the 57 OSCE participating States. Further, the inclusion of a recommendation in this report does not suggest that it reflects the views or policies of the OSCE. Nevertheless, these recommendations serve as useful indicators of how participating States are meeting their commitments pertaining to tolerance and non-discrimination as well as their views on follow-up activities in this area.

OPENING SESSION

Opening remarks were delivered by Michael Georg Link, Director of ODIHR, Ambassador Eberhard Pohl, Chairperson of the Permanent Council and Permanent Representative of Germany to the OSCE, and by Gary Younge, Journalist and author with The Guardian.

After a general introduction and welcome to the meeting of participants by ODIHR Director, Michael Link, Ambassador Pohl made his opening remarks, which highlighted the problems of discrimination and intolerance that threaten not just the individuals, but also communities and wider society. The present situation of immigrants that have to integrate in societies on one side and these societies becoming less “homogenous” on the other indicates the inherent challenges modern migration presents to participating States across the OSCE area. He also added that ODIHR hate crime data proves that we need to remain vigilant also in light of these societal changes resulting from the refugee crisis. He also mentioned that sometimes minority groups are stigmatised as outsiders, who pose a threat to national security. In this regard, he also posed the important question as to where to establish the limits of tolerance. According to him, tolerance and human rights are closely linked and mutually reinforcing, and the way for States to define those limits lays in the result of how they define the relation

between freedom of speech and the need to condemn hate speech. He noted that maintaining an equilibrium regarding fundamental freedoms and state obligations to intervene against hate speech was a difficult one to achieve, but nevertheless one that all participating States should strive to reach. This can be achieved through exchanging best practices and learning from peers. Finally, he expressed his gratitude to ODIHR for its work in collating and reporting of hate crime data, and recalled the need for participating States to investigate and prosecute those crimes adequately.

Director Link followed Ambassador Pohl with his introductory remarks, which reinforced many points made by Ambassador Pohl in his intervention. Director Link took the opportunity to remind participants that tolerance and mutual understanding are necessary prerequisites in any pluralist society. He stressed that the meeting provided the opportunity to discuss basic *fundamental* principles of a pluralistic society (including freedom of thought, conscience, religion, expression, movement) in a time where participating States are experiencing the threat of terrorism and trying to formulate responses. He underlined that those freedoms should not be curtailed while addressing the threat of terrorism as tolerance and security are two inter-related concepts that can mutually reinforce each other.

The keynote speech was given by The Guardian journalist and editor-at-large, Mr Gary Young (UK). His thought-provoking intervention focussed on the inherent challenges in addressing intolerance and discrimination. His contribution helped to set the tone for the meeting and he stressed that the impact of intolerance and discrimination on victims and society needed to be taken into account. He also mentioned the gender perspective noting that the impact of these pernicious phenomena impacted women and men differently and need to be taken into account. In his opening paragraph, he clearly presented the various contours of this challenge by stressing that many groups and communities across the OSCE region have experienced and are experiencing discrimination on a regular if not daily basis. He mentioned Jews, people of African descent, Roma and Sinti, refugees and migrants, other national, ethnic and religious minorities, and Muslims. He warned the participants against responding to terrorism with discrimination against certain groups, which could be the case if bigotry and stereotypes become the basis for public debates and discussion. He then spoke more specifically about intolerance against Muslims and how state policies aimed at countering terrorism tended to be premised upon stereotypical projections of Islam and subsequent fear among the wider public.

This conference presented participants with the opportunity to discuss phenomena related to tolerance and mutual understanding, which are among the main foundations of fundamental rights norms and represent a goal which all participating States wish to achieve. He also noted that during these challenging times, leaders have to remember and to recall commitments and to show the courage and political will to promote these commitments to tolerance and mutual understanding.

SESSION I: Challenges to Realizing Tolerance and Non-Discrimination: Root Causes and Consequences

Moderator:

Mr. Ralph du Long, UNITED for Intercultural Action, the Netherlands

Introducers:

Ms. Yana Salakhova, Specialist on Combating Racism and Xenophobia at the International Organization for Migration in Ukraine.

Mr. Ioannis Dimitrakopoulos, Head of the Department of Equality and Citizens' Rights, EU Fundamental Rights Agency, Austria.

The purpose of this session was to provide an overview of the underlying root causes and consequences of intolerance and discrimination throughout the OSCE area.

Ms. Salakhova, Specialist on Combating Racism and Xenophobia at the International Organization for Migration in Ukraine, presented the root causes and consequences for Ukraine outlining the major social and economic crises, and the virulent intolerance in territories not under state control. She suggested that current crises in Ukraine created four (4) factors. First, the majority of the population feels discriminated against and perceives the others as competitors for resources. There is low level of trust by the population in the justice system and the practice to protect their rights with legal tools. She also mentioned that since the beginning of the year 2016 there have been several manifestations of violence. In addition, there is a high risk of immunity for paramilitary organizations involved in such violent manifestations. Second, the government has tried to get involved in the situation, including through the development of a number of initiatives and programs aimed at promoting equality. For example, she mentioned an action plan on implementation of the national human rights strategy by 2020. Third, she recalled the role of local media as an important factor. There is no agreement in the media community about how to respond to hate speech. In this regard, alternative forms to build dialogue with the population should be explored. Finally, she referred to the impact of other international events on the situation in Ukraine. For example, the migrant phobic coverage of the refugee crisis has resulted in rising fear and prejudice of the Ukrainian public opinion against migrants and refugees, even if the country is not directly impacted by the refugee crisis. Rising prejudice has also affected other communities present in Ukraine, for instance the LGBT community.

Mr. Dimitrakopoulos, Head of the Department of Equality and Citizens' Rights, European Union Fundamental Rights Agency (FRA), Austria, presented the mission of FRA and commended the good work performed by ODIHR in the field of tolerance and non-discrimination. He noted that notwithstanding some positive measures taken, intolerance and discrimination exist. He made a special mention about the need to continue to develop methodology aimed at not only measuring discrimination but also as a means for countering intolerance and discrimination through raising awareness and outreach. In this regard, he mentioned that ODIHR had undertaken valuable work on tolerance and non-discrimination.

He stressed that these were all instruments to review and assess the status of the commitments. He also mentioned that there is another way to measure implementation, which is by examining in a systematic, objective and comparable way, efforts, outcomes and impact, according to the “structure-process-outcome” indicator model that was developed by the OHCHR for measuring human rights compliance. As a way of illustrating this point, he mentioned that the Commission developed an EU framework on Roma integration guidelines based on analysis conducted in the region on the issue of discrimination faced by Roma and Sinti in the EU. To promote further implementation, the Council of the EU developed efficient and effective monitoring mechanisms, tasking FRA with developing indicators and tools to assist them in this process. The structure-process-outcome indicator model developed by OHCHR was used by FRA and a specific framework of indicators to measure cases of discrimination against Roma. He suggested that this could be also used by ODIHR.

There were a number of interventions from the floor from delegations and civil society representatives. Many issues and topics were mentioned, also related to conflicts and the position of minorities in conflicts. Some worrying trends were pointed out, for example the refugee crisis and its impact on some participating States. Also, the need to pay careful attention to discrimination based on religion/ethnicity was mentioned. Other vulnerable groups that were pointed out as being in need of special attention involve women, children, and LGBTI people. Some statements also revolved around the relation between hate speech and hate crime that was mentioned by the introducers during their speeches.

Participants listed some of the root causes of intolerance, including the migration crisis and its relation with increasing discrimination against minorities due also to the fear of terrorism. Another root cause that was mentioned is the lack of reliable data on hate crimes, as well as the lack of clear policies for monitoring those crimes and finally the insufficient implementation of international commitments related to this issue.

The following specific recommendations were made in Session 1:

Key recommendations

To the OSCE participating States:

- OSCE countries should be more active in ensuring that women participate in the political decision making process;
- Develop and improve monitoring and data collection on hate crimes;
- Ensure that hate crime committed against LGBTI people is included in the national criminal code;
- Ensure that all efforts to promote tolerance and non-discrimination, including to combat hate speech, are based on and fully respect human rights and fundamental

freedoms, particularly the rights to freedom of expression and freedom of thought conscience religion or belief;

- Take all appropriate measures to encourage the reporting of hate crimes, as well as their effective investigation so that offenders are prosecuted and punished and that victims are offered proper assistance and protection;
- Enact or reinforce hate crime legislation;
- Report in a timely and sufficiently detailed manner hate crime statistics to ODIHR;
- Develop the capacity of criminal justice agencies to respond to hate crimes, and seek OSCE expertise and assistance as needed;
- National Points of Contacts on Hate Crimes should be called upon to collect, maintain and make public hate crime data (MC DEC 9/09);
- Maintain a comprehensive approach and address cross-cutting issues in the fight against intolerance and discrimination; one which protects each human being whatever his or her characteristics;
- Political leaders, elected and state officials and civil society should denounce public manifestations of intolerance and discrimination with a loud and clear voice and in a timely manner;
- Ensure that public campaigns against discrimination address all citizens, regardless of their age.

To the OSCE, its institutions and field operations:

- Call on the OSCE to continue monitoring the situation in the territories not under control of the government of Ukraine;
- OSCE, when addressing the issue of discrimination and its multiplied effect on women, should take into account the recommendations of United Nations Commission on the Elimination of all forms of Discrimination against Women;
- Ensure that further OSCE work and commitments on tolerance and non-discrimination reaffirm our cohesion on common principles including the fight against all forms of intolerance, and the equal dignity of all human beings without exceptions;
- Pay particular attention to persons subject to multiple forms of discrimination – discrimination against the same individual on the basis of several characteristics – who are the most vulnerable, and that multiple discrimination needs to be addressed

in a comprehensive manner;

- Call on the High Commissioner on National Minorities to set up a monitoring mission on the rights of Meshketi and Turkish communities in Southern Russia.

To ODIHR

- Encourage ODIHR to address effectively the connections between fundamental human rights, especially freedom of religion or belief and tolerance and non-discrimination issues and recommends that this be reflected in all relevant OSCE events and activities, through close cooperation, and coordination between and with equal engagement by its Human Rights and Tolerance and Non-Discrimination Departments;
- Develop analytically rigorous studies on possible relations between hate crimes and manifestations of intolerance and discrimination in public discourse;
- Develop, in co-operation with the Representative of Freedom of Media, tools and materials to support the efforts of media professionals in developing and adopting voluntary codes of conduct, self-regulatory mechanisms and other appropriate steps in order to ensure fair portrayal of individuals and groups in societies;
- Design guidelines and compile examples of good practices to combat manifestations of discrimination against Muslims and anti-Muslim hatred in political discourse, including the media and political speech;
- Support civil society in monitoring, reporting on and countering discriminatory speech in the media including on the Internet, in particular through monitoring and reporting of hate speech against Muslims;
- ODIHR to organize training courses for civil servants, media and NGO representatives and representatives of different religious and ethnic groups;
- ODIHR to observe closely the process of combating intolerance and discrimination against Muslims, as well as the Freedom of Religion of Muslim minorities in non-Muslim countries.

SESSION II: Education and Awareness-Raising to Prevent Intolerance and Discrimination, including Hate Crimes, Hate Speech and Hate on the Internet

Moderator:

Ms. Andredina Gomes Cardoso, Vice-President of FASCP, Fund for Social Support of Cape Verdeans in Portugal (Fundo de Apoio Social de Caboverdianos em Portugal), Portugal

Introducers:

Dr. Ralf Possek, Head of the Research Department, Foundation "Remembrance, Responsibility and Future" (Stiftung "Erinnerung, Verantwortung und Zukunft"), Germany;

Mr. Manfred Wirtitsch, Director of the Department for Civic Education and Environmental Education, Federal Ministry of Education and Women's Affairs, Austria.

The aim of this session was to explore good strategies available to participating States for the effective prevention of hate crimes, violence, intolerance and discrimination in society with an emphasis placed upon preventive strategies available to stakeholders, including development of national action plans and their effective implementation.

There were two introducers for this session:

Dr. Possek posed general questions of what can be achieved in terms of education, and how we can see intolerance as an issue that has to do with every citizen. He then proceeded to provide some answers to these questions by noting that there was an urgent need to address stereotypes and prejudices irrespective of individuals and that there was perhaps a case to develop a "working definition of racism". Dr Possek mentioned some programs conducted by his foundation with the aim to raise awareness of human rights and discrimination by involving young people, including summer schools and exchange between young professionals. Bearing in mind that it is very hard to eliminate all prejudices and stereotypes, it is important to put them at use to make people realise that our basic rights are restricted when we use prejudices. Finally, he recommended a threefold approach including: a stronger focus on overarching cultural patterns of different forms of discrimination, a stronger connection between historical learning and human rights education and finally State financing of permanent structures to offer effective support to people who have suffered discrimination and who want to assert their rights.

Mr. Wirtitsch presented insights from Austria. According to his intervention, in Austria, education tries to make a connection between history and teaching policies putting participation as a constant factor to enable students to distinguish between content, to grasp basic issues and recognise issues when they see them. Teachers work together with students and parents, and this is a way to also provide political education. The goals of such a political education at the basis of this project are: contribute to stability, democracy and human rights, empower individuals to recognise social structures, demonstrate democratic means of participation, promote interest in social issues, address fundamental political questions, basing themselves on democratic principles and values. Special attention should be paid to efforts aimed at instrumentalizing history.

There were a number of comments and interventions from the floor. Participants underlined that education is an essential investment, and in particular that human rights education should become part of the curriculum across the region. Programs on tolerance should be available in public schools and be taught and presented daily to students. The issue of human rights education, which should not be limited by the threat of terrorism, was

recurrently mentioned in many of the interventions.

The following specific recommendations were made in Session II:

Recommendations for the OSCE participating States:

- OSCE and participating States should engage in consultations with religious communities;
- Participating States are called upon to welcome and encourage work of representatives of religious communities;
- Participating States should give more attention to hate crimes perpetrated against majority communities;
- Participating States could build upon the Belarusian best practice and start annual workshops for journalists, editors, educators and other so called “information multipliers” to teach them about the importance of tolerance and how to spread this message of tolerance throughout their activities;
- Participating States are called upon to create an atmosphere of appreciation for tolerance and freedom of religion and belief, and to foster participation of freedom of religion and belief communities and to include them in public dialogue and debate;
- Participating States should ensure effective participation of civil society in the development and implementation of public policy documents related to tolerance and non-discrimination issues.

Recommendations for the OSCE institutions and field operations:

- The OSCE could develop programs on tolerance for “information multipliers” all across the region to discuss with participants the problems they face and standards in order not to spread prejudices;
- The OSCE should analyse the experience of NGOs in education on non-discrimination and tolerance and take inspiration for its programs;

To ODIHR

- ODIHR should prepare guidelines for educators on countering intolerance and discrimination against Christians, similar as those already in place on anti-Semitism and intolerance against Muslims;
- ODIHR should organize activities with international students to create appreciation for diversity.

SESSION III: Responses to Intolerance and Discrimination, including Hate Crimes, Hate Speech and Hate on the Internet: Tools and Policies

Moderator:

Dr. Mischa Thompson, Policy Advisor at the U.S. Commission on Security and Cooperation in Europe, United States of America

Introducers:

Mr. Mohammed Abubaker, Detective Inspector, National Bureau of Investigation, Sweden

Mr. Christian Ahlund, Chair of the European Commission against Racism and Intolerance (ECRI); Former Executive Director of the International Legal Assistance Consortium (ILAC)

Ms. Clémence Meyer, Judge, Directorate for Criminal Affairs, Ministry of Justice, France

The focus of the working session was to identify next steps that would need to be taken to effectively address intolerance and discrimination in order to ensure implementation of OSCE commitments. Participants were invited to share good practices which showcased activities that integrate a gender-responsive approach and provide a platform for confronting intolerance and discrimination.

Mr. Ahlund, presented the mandate and work of ECRI which is three-fold: ECRI is mandated by Council of Europe countries to monitor on an on-going basis all 47 Member States as to their compliance on discrimination, racism and intolerance issues. ECRI has so far completed four (4) cycles of monitoring and its fifth one started in 2013. Secondly, based on the experience of the country visits, ECRI publishes General Policy Recommendations, which contain guidelines on various issues of intolerance. The third part of ECRI's work includes awareness-raising, which is done in co-operation with civil society and specialised bodies. He also noted that ECRI stresses the importance of education and counter speech in fighting misconception and hate speech: politicians should avoid heinous speech and counteract against it in public statements. Additionally, he stressed that victims of hate speech should be made aware of their rights. The implementation of ECRI recommendations will require involvement also by other intergovernmental organizations.

Mr. Abubaker, mentioned that long-term political solutions were needed to address hate speech. There is a need to provide knowledge and resources to institutions responsible for countering discrimination and the first responders to hate crimes. He also stressed that while a positive start, platforms for communication was not enough. According to him, to change social norms, the legal system should proceed in equality. His view is that three aspects influence our behaviour: legal aspects, social reaction by society, and internal individual attitude. Authorities need civil society help. In acknowledging the freedom of expression, he also noted that there was no right to violate other people's integrity with expressions of hate and intolerance.

Ms. Meyer outlined the criminal justice responses and processes in France, indicating that France fights racism without distinction of origin, race or religion. Racist behaviour or discrimination regardless of the victim has a public impact, and this is what French law fights against. Legislative provisions concern freedom of expression and freedom of religion or belief. Severe punishment is in place for particularly insulting speech when targeting origins/ethnic group of victims. Additionally, the courts have the power to enhance sentences in cases of hate crime based on religion. The Ministry of Justice shares instructions with prosecutors and asks the prosecutor to investigate and sentence hate crimes with the enhanced sentence, if there are religious/discriminatory grounds to the crime. Authorities also have to inform victims about the hate crime in co-operation with representative associations and they are instructed to organise exchanges with associations that defend the victim groups. She underlined the importance for the criminal justice system to also pay attention to the pedagogical aspect, which is fundamental if the efforts to counter hate speech are supposed to have a long-term effect. Today, notwithstanding these protective measures, there are differences between what victims report and what is sentenced. Some prosecutors have put in place instruments to allow for exchange between police, local community, to make sure they can better adjust their activity to the local situation.

There were a number of interventions from the floor from delegations and civil society representatives. Most of the interventions provided good examples on how to respond to intolerance. Such examples were presented by the delegation of the EU, the Netherlands Helsinki Committee, and Greece where a national council against intolerance has been established to collect hate crime data, in co-operation between NGOs and the UNHCR. Mention of ODIHR's instruments to counter intolerance was also made, including to the training programs for law enforcement officers (TAHCLE) and prosecutors (PAHCT) that ODIHR has been implementing in several participating States.

The following specific recommendations were made in Session III:

Recommendations for the OSCE participating States:

- Ensure efforts to promote tolerance and non-discrimination including combating hate speech are based on human rights, fundamental freedoms, freedom of expression, freedom of religion or belief, thought, conscience;
- Encourage reporting of hate crimes;
- Enact or reinforce hate crime legislation;
- Report statistics to ODIHR;
- Develop capacity of criminal agencies to respond to hate crimes and seek ODIHR's assistance;

Recommendations for the OSCE institutions and field operations:

- The OSCE should step up its efforts to promote implementation of its commitments relating to refugees and migrants;
- Rights and proper treatment of refugees and migrants should be given increased attention in the work of field offices and in OSCE programmes on the rule of law and border and police procedures;
- Efforts to combat racism, xenophobia and discrimination, including the work of the Personal Representatives of the Chairperson-in-Office on Tolerance and Non-Discrimination, should be strengthened.

ANNEXES

ANNEX I: SHORT AGENDA



SUPPLEMENTARY HUMAN DIMENSION MEETING

**Policies and Strategies to Further Promote
Tolerance and Non-Discrimination**

**14 – 15 April 2016
Hofburg, Vienna**

AGENDA

Day 1: Thursday 14 April 2016

- 13:00 – 15:00 Side events (tbc)
- 15.00 – 16.00 **OPENING SESSION**
Opening remarks
Key note speech
- 16.00 – 18.00 **SESSION I: Challenges to Realizing Tolerance and Non-Discrimination: Root Causes and Consequences**
- 18:00 **Reception hosted by the German Chairmanship**

Day 2: Friday 15 April 2016

- 10:00 – 12:00 **SESSION II: Education and Awareness-Raising to Prevent Intolerance and Discrimination, including Hate Crimes, Hate Speech and Hate on the Internet**
- 12.00 – 14.00 Break / Side events (tbc)
- 14.00 – 16.00 **SESSION III: Responses to Intolerance and Discrimination,**

including Hate Crimes, Hate Speech and Hate on the Internet: Tools and Policies

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|---------------|---|
| 16.00 – 16.30 | Break |
| 16.30 – 17.30 | CLOSING SESSION
Reports by the Moderators of the Working Sessions
Comments from the floor
Closing remarks |
| 17.30 | Closing of the meeting |

ANNEX II: BIOGRAPHICAL INFORMATION: Keynote Speaker, Introducers and Moderators

Day 1: Thursday 15 April 2016

15.00 – 16.00: OPENING SESSION

Key Note Speaker

Mr. Gary Younge, Journalist and Author

Mr. Gary Younge is an author, broadcaster and editor-at-large for The Guardian. He also writes a monthly column, Beneath the Radar, for the Nation magazine and is the Alfred Knobler Fellow for The Nation Institute. As a journalist he has reported from all over Europe, Africa, the US and the Caribbean. His books were shortlisted for significant literary awards and he has received a number of awards for journalism. His career is complemented by two years of academic teaching. After many years in the US, he moved back to London in 2015. He studied French and Russian, Translating and Interpreting at Heriot Watt University and was later awarded honorary doctorates by both his alma mater and London South Bank University.

16:00-18:00 SESSION I: CHALLENGES TO REALIZING TOLERANCE AND NON-DISCRIMINATION: ROOT CAUSES AND CONSEQUENCES

Speaker

Mr. Ioannis Dimitrakopoulos, Head of the Department of Equality and Citizens' Rights, EU Fundamental Rights Agency

Mr. Ioannis Dimitrakopoulos is head of the Equality and Citizens' Rights Department at the European Union Agency for Fundamental Rights (FRA), he joined the FRA in 2003. He is responsible for many of the FRA's major reports. His areas of expertise include issues of racism and xenophobia, anti-Semitism, equality and non-discrimination as well as children's rights. From 1984, he taught at the University of Ioannina and Athens College, and conducted or coordinated national and transnational EU funded research projects on a range of human rights issues. He is the author of a textbook on Greek legal and political institutions and several articles. He holds a Master's degree in sociology from the University of Essex.

Speaker

Ms. Yana Salakhova, Specialist on Combating Racism and Xenophobia at the International Organization for Migration in Ukraine

Ms. Yana Salakhova has been with IOM since May 2008. She co-ordinates implementation of IOM projects related to the co-ordination of the Diversity Initiative network – a network of over 65 organizations that strive to uphold the human dignity and well-being of migrants, refugees and visible minorities in Ukraine and to address the issue of hate crimes in a coordinated way. Yana is an experienced trainer on combating hate crimes and discrimination; she has delivered numerous training sessions and seminars for civic activists, public servants, patrol police, and journalists in Ukraine. Before joining IOM, she worked for the UNHCR Regional Office for Belarus, Moldova and Ukraine, where she was responsible for public information.

Moderator

Mr. Ralph du Long, UNITED for Intercultural Action

Mr Ralph du Long is a lawyer, working as a human rights trainer and moderator across Europe. He is the spokesperson for UNITED for Intercultural Action, the European network of anti-racism and migrants organizations. He is also a delegate of the Regional Parliament Drenthe in the Netherlands and chair of the International working group of this parliament. He has worked with a very broad range of international organizations and NGOs varying from the Anne Frank House as a police trainer and EGLSF (European Gay and Lesbian Sports Federation) to the Protestant Churches Netherlands (designing the protocol and policy against sexual abuse in the churches) and many more. Currently, Mr. du Long is the chair of PvdA Assen, member of the Coordination Committee of Civic Solidarity Platform (CSP) and member of the Steering Committee EU-Russia Civil Society Forum, mainly working with anti-discrimination and migration themes.

10:00 – 13:00 Session II: EDUCATION AND AWARENESS-RAISING TO PREVENT INTOLERANCE AND DISCRIMINATION, INCLUDING HATE CRIMES, HATE SPEECH AND HATE ON THE INTERNET

Speaker

Mr. Manfred Wirtitsch, Director of the Department for Civics Education and Environmental Education, Federal Ministry of Education and Women's Affairs

Mr. Manfred Wirtitsch is the Director of the Department for Civics Education and Environmental Education of the Austrian Federal Ministry of Education and Women's Affairs. He joined the department in 2001, before which he had worked as a researcher at the Austrian State Archives and a consultant at the Social Sciences Department of the Austrian Ministry of Science. Since 2008, he has been a lecturer at the University of Education in Vienna teaching political education. He studied history and mathematics at the University of Klagenfurt and has a postgraduate degree in history and communications from the University of Vienna.

Speaker

Dr. Ralf Possekel, Head of the Research Department, Foundation Remembrance, Responsibility and Future (Stiftung Erinnerung, Verantwortung und Zukunft)

Dr. Ralph Possekel is the Head of the Research Department at the Foundation Remembrance, Responsibility and Future (Stiftung Erinnerung, Verantwortung und Zukunft). The foundation supports international projects to create a culture of remembrance of the injustices committed under National Socialism, working to promote human rights and support survivors. He joined the Foundation in 2000. He has completed a PhD, researching Soviet de-nazification policy in Germany and the history of East German intellectuals, after working at the Academy of Sciences of East Germany. He completed his undergraduate degree in history at Moscow State University.

Moderator

Ms. Andredina Gomes Cardoso, Vice-President of FASCP, Fund for Social Support of Cape Verdeans in Portugal (Fundo de Apoio Social de Caboverdianos em Portugal)

Ms. Andredina Gomes Cardoso is vice-president of the Fund for Social Support of Cape Verdeans in Portugal (Fundo de Apoio Social de Caboverdianos em Portugal). The association promotes the implementation of projects aimed, in particular, at the integration of migrants in Portuguese society. She is also a dental hygienist and a member of the African Diaspora in Portugal. Before that, she was Vice-Chairperson of the Board and Secretariat of the Assembly of Cape Verdean Association in Setúba.

14:00-16:00 Session III: RESPONSES TO INTOLERANCE AND DISCRIMINATION, INCLUDING HATE CRIMES, HATE SPEECH AND HATE ON THE INTERNET: TOOLS AND POLICIES

Speaker

Mr. Mohammed Abubaker, Detective Inspector, National Bureau of Investigation

Mr. Mohamed Abubaker is Detective Inspector with the Swedish National Bureau of Investigation. He has co-operated with ODIHR extensively and has trained as a trainer in ODIHR's Training Against Hate Crimes for Law Enforcement (TAHCLE) programme. He is active among Swedish Muslim community in raising the awareness of hate crime and enhancing community-police relations and is chairman of a Muslim youth organization in a mosque in Stockholm. He also works as a lecturer in a number of contexts; teaching youth audiences about hate crime and discrimination law, colleagues in the police about Muslims in Swedish society, and the Swedish International Police Force regarding the complexity of cultures within the Muslim community.

Speaker

Mr. Christian Ahlund, Chair of the European Commission against Racism and Intolerance (ECRI); Former Executive Director of the International Legal Assistance Consortium (ILAC)

Mr. Christian Ahlund is Chair of the European Commission against Racism and Intolerance (ECRI). Between 2002 and 2015, he was the Executive Director of International Legal Assistance Consortium (ILAC). He has held a number of posts in the international law and human rights field. During the second half of the 1980s and early 90s he was a member of a Swedish government commission advising on politically sensitive matters, before being posted as Director General for Human Rights for the OSCE Mission to Bosnia-Herzegovina. In 1999 he was appointed to chair a commission of experts with the task of drafting defamation and freedom of information legislation, which was adopted by the Bosnian parliament. From 2003 to 2006, he chaired the Human Rights Committee of the CCBE (the Council of Bars and Law Societies in the European Union). In 2004, he received the International Bar Association's annual "Rule of Law Award". He completed his postgraduate degree at the University of Illinois School of Law.

Moderator

Dr. Mischa Thompson, Policy Advisor at the U.S. Commission on Security and Cooperation in Europe (Helsinki Commission)

Dr. Mischa Thompson is a Fulbright Scholar and former National Science Foundation and German Marshall Fund Fellow, whose doctoral research focused on discrimination and intergroup conflict. Upon being selected to serve as an AAAS/APA Congressional Fellow, she led appropriations, foreign policy, defense, trade, and global rights efforts in the U.S. Congress that fostered an esteemed career as a Professional Staff Member in the U.S. House and Senate. Currently serving as a Policy Advisor at the U.S. Helsinki Commission, she advises Members of Congress and works with USOSCE on migration and integration, anti-discrimination and inclusion issues, and EU policies in the OSCE region. Some of her seminal work includes annual events such as the Transatlantic Conferences on Minority Political Leadership and Transatlantic Inclusion Leaders Network. Dr. Thompson also advises the OSCE PA Special Representative on Anti-Semitism, Racism, and Intolerance, including efforts to realize a U.S.-EU Joint Action Plan to combat prejudice and discrimination and foster diversity. She is a Detroit and Howard graduate, and received her PhD from the University of Michigan.