

NOT ON OUR WATCH

EQUALITY BODIES FIGHTING HATE SPEECH
ROME, 19-21 NOVEMBER



#NOPLACE4HATE

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Co-funded by the Rights, Equality and Citizenship Programme of the European Union 2014-2020

Twitter Handles

#NoPlace4Hate #NoHateSpeech

UNAR	@unar_norazzismi	
Tena Šimonović Einwalter	@equineteurope	@OmbudsmanHR
Tarlach McGonagle	@tarlachmc	
Lumi Zuleta	@lumizuleta	@menneskeret
Walter Jayawardene	@wjayawardene	@_IHREC
Astrid Eichstädt	@unia	
Namir Chowdhury	@chowder_UKYA	
Onur Andreotti	@ECHR_Press	
Alessandra Coppola	@viandantedelsud	@NoHateSpeech_IT
Niall Crowley	@NiallCrowley_	
Kalliopi Lykovardi	@Synigoros	
Rokhaya Diallo	@RokhayaDiallo	
Steffen Eisentraut	@jugendschutznet	
Udo Clement Enwereuzor	@UdoCEnwereuzor	
Maryant Fernandez Perez	@maryantfp	@edri
Louisa Klingvall	@EU_Commission	
Kim Malfacini	@facebook	
Adam Puchejda	@AdamPuchejda	@kultliberalna
Melissa Sonnino	@MelissaSonnino	@FacingFactsEU
Joanna Szymanska	@joa_szy	@article19org
Petr Polák	@ochranceprav	
Kirsi Pimiä	@yhdenvertaisuus	

SEMINAR AGENDA

Monday 19 November: UNDERSTANDING HATE SPEECH

Presidenza del Consiglio dei Ministri

Sala Polifunzionale, Via Santa Maria in Via n. 37/A

9:15 Meet at Hotel reception to walk to government buildings together

9:30-10:00 Security check & Registration at Italian government buildings

OPENING

10:00-10:30 **Tena Šimonović Einwalter**, Chair of Equinet Executive Board & Deputy Ombudswoman, Croatia
Alessandra Ponari, Head of Department for Equal Opportunities, Presidency of the Council of Ministers, Italy

KEYNOTE SPEECH

10:30-11:00 Understanding hate speech in Europe
Dr. Tarlach McGonagle
 Senior researcher, Institute for Information Law (IViR), University of Amsterdam

SESSION 1: WHAT IS HATE SPEECH?

Chair: Astrid Eichstadt, Unia, Belgium

11:00-11:20	Hate speech in the Public Online Debate in Denmark	Lumi Zuleta Senior Advisory, Danish Institute for Human Rights
11:20-11:40	Understanding the characteristics and sources of racist online speech in Ireland	Walter Jayawardene Senior Policy Officer, Irish Human Rights and Equality Commission
11:40-12:00	Questions & Answers	
12:00-13:30	Light Lunch: Giolitti, Via Uffici del Vicario n.40 Move to Hotel	
<i>Hotel Quirinale</i> (Via Nazionale, 7, 00184 Roma)		
13:30-14:00	Icebreaker with Facilitator Namir Chowdhury	

WORKSHOP 1: IDENTIFYING HATE SPEECH

Break up into two groups and go to Sala Verdi (Plenary) and Sala Mascagni. Speakers will come and speak to each group in turn.

Workshops	HATE SPEECH IN CASE LAW	HATE SPEECH ONLINE
14:00-16:15	<p>Presentation & Case Study: Hate speech in the European Court of Human Rights</p> <p>Speaker:</p> <ul style="list-style-type: none"> Onur Andreotti, Lawyer, Jurisconsult Directorate, European Court of Human Rights 	<p>Presentation & Case Study: Identifying hate speech on social media</p> <p>Speakers:</p> <ul style="list-style-type: none"> Louisa Klingvall, Fundamental Rights Policy, DG Just, European Commission Kim Malfacini, Facebook Roberto Burtone and Francesca Cerquozzi, UNAR, Italy

SESSION 2: WHAT HAVE WE LEARNED?

16:15-16:45	Plenary session with short feedback from participants
Evening	Networking Dinner (details to be announced on Monday at seminar)

Tuesday 20 November: TACKLING HATE SPEECH

Hotel Quirinale

KEYNOTE SPEECH 2

9:00-9:30	Hate speech: My story Rokhaya Diallo , Journalist, France
9:30-9:45	Questions & Answers
9:45-10:00	Warm-up with Facilitator Namir Chowdhury

SESSION 3: TOOLS TO TACKLE HATE SPEECH

Chair: Kalliopi Lykovardi, Greek Ombudsman

10:00-10:20	ECRI GPR No.15 on Combating Hate Speech – Highlights for Equality Bodies	Tena Šimonović Einwalter , Croatian Representative of European Commission against Racism & Intolerance (ECRI), Council of Europe
10:20-10:45	Tools equality bodies use to tackle hate speech	Niall Crowley , author of Equinet Perspective on Hate Speech
10:45-11:00	The role of web constables (via video conference)	Andero Sepp , Estonian Web Constables
11:00-11:15	Questions & Answers	
11:15-11:45	Coffee Break	

WORKSHOP 2: HATE SPEECH IN PRACTICE

Participants will visit 2 workshops for an hour each, either side of lunch, which will be from 12:45 to 13:45

	<u>Rossini</u>	<u>Donizetti</u>	<u>Puchini</u>	<u>Sala Verdi (Plenary)</u>
Workshops	Dealing with a Complaint		B: Preventing Hate Speech through Training	C: Managing Hate Speech - What we can learn from Research
Workshops	A1: Promotion type	A2: Tribunal type		
11:45-14:45	Annelies Cardon, Institute of Equality between Women and Men, Belgium	Diana Ureche, National Council for Combating Discrimination, Romania	Presentation: Silence Hate / Media against Hate Udo Enwereuzor, COSPE Onlus	Presentation: Hate speech & radicalizations in the public debate Adam Puchejda, Kultura Liberalna's Public Debate Observatory, Poland Joanna Subko, Commissioner for Human Rights, Poland
Lunch from 12:45-13:45				
12:45-13:45	Lunch			
14:45-15:15	Feedback from Workshops in Plenary			

PANEL DEBATE: REGULATING HATE SPEECH?

Chair: Kirsi Pimiä, Non-Discrimination Ombud, Finland

15:15-16:15	Maryant Fernández Pérez , European Digital Rights (EDRI) Joanna Szymanska , Article 19 Dr. Steffen Eisentraut , jugendschutz.net
16:15-16:30	Closing

Wednesday 21 November: WAYS FORWARD

Hotel Quirinale

SESSION 4: PROMISING PRACTICES

Chair: Petr Polák, Public Defender of Rights, Czech Republic

09:30-10:30	Equality Body Hate Speech Strategy	Astrid Eichstadt , Unia, Belgium
	Alternatives to Hate Speech	Alessandra Coppola , No Hate Speech Movement, Italy
	Monitoring and Countering Hate Speech	Melissa Sonnino , Facing Facts Online (CEJI - A Jewish Contribution to an Inclusive Europe)
	Active digital civil courage (via video conference)	David Scheuing , Love-storm, Germany
10:30-11:00	Coffee Break	

PRACTICAL APPLICATION OF WHAT WE HAVE LEARNED

Moderator: Petr Polák, Public Defender of Rights, Czech Republic

11:00-13:00	During this session, participants will get the opportunity to develop innovative ideas to tackle hate speech in their organisations. Considering the input that has been gathered throughout the seminar linked to unlocking barriers, leadership and moving forward, small groups will work on concrete proposals to practically apply their learning.
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CLOSING SESSION

13:00-13:15	Luigi Manconi , Director, UNAR Anne Gaspard , Equinet Executive Director
13:15-14:15	Lunch

List of Participants

National Equality Bodies (Equinet Members)

First name	Family name	Organisation	Country	Position
Cátia	Almeida	High Commission For Migration	Portugal	Coordinator - Secretariat of the Commission for Equality and Against Racial Discrimination
Ilze	Ambrasa	Ombudsman's Office of the Republic of Latvia	Latvia	Lawyer of the Civil and Political rights division
György	Benedek	Office of the Commissioner for Fundamental Rights	Hungary	Senior legal official
Lorel	Clifton	Equality and Human Rights Commission	UK	Senior Associate - Justice

Aleksandar	Dashtevski	Commission for the Protection against Discrimination	Macedonia	President
Sara	Dellabella	UNAR	Italy	
Carlos	Duarte	Comission for Citizenship and Gender Equality	Portugal	Vice President
Guri	Gabrielsen	Equality and anti discrimination ombud	Norway	Policy Director and Head of Monitoring Department
Robert	Gajda	Commissioner	Albania	Commissioner for Protection from Discrimination
Zdenka	Jagarinec	Equality Public relations advisor	Slovenia	Advocate of the Principle of
Katerina	Kallitsioni	Office of the Commissioner for Administration and the Protection of Human Rights	Cyprus	Officer
Mirjana	Kecman	Commissioner for the Protection of Equality	Serbia	Assistent to the Commissioner for the Protection of Equality
Lenka	Krickova	Office of The Public Defender of Rights	Czech Republic	lawyer
Alessandra	Luccese	UNAR	Italy	UNAR Official
Elke	Lujansky-Lammer	Ombud for Equal Treatment Austria	Austria	Head of the Regional Office Styria
Kalliopi	Lykovardi	Greek Ombudsman	Greece	Equinet Executive Board Member
Andreja	Makar	Ombudsperson for persons with disabilities	Croatia	Legal adviser
Rita Enrica	Montanari	UNAR	Italy	Administration
Carlos	Nunes	CITE (Comissão para a Igualdade no Trabalho e no Emprego)	Portugal	Vice President
Päivi	Ojanperä	Ombudsman for Equality	Finland	Communication Officer
Fabio	Palumbo	UANR	Italy	Funzionario
Vedrana	Perišin	Office of the Ombudswoman of Croatia	Croatia	Legal Affairs and Strategic Litigation Advisor to the Ombudswoman

Nadan	Petrovic	UNAR	Italy	
Kirsi	Pimiä	Non-Discrimination Ombudsman	Finland	Ombud and Equinet Executive Board Member
Petr	Polák	Public Defender of Rights	Czech Republic	Head of Department of Equal Treatment / Equinet Executive Board Member
Tomas Vytautas	Raskevičius	Office of the Equal Opportunities Ombudsperson	Lithuania	Head of the Equal Opportunities Mainstreaming Division
Ann Kathrin	Sost	The Federal Anti-discrimination Agency	Germany	press officer
Riccardo	Squeglia	UANR	Italy	
Martina	Strunjak	Ombudsperson for Gender Equality of the Republic of Croatia	Croatia	Expert Associate
Maria	Tiidus	Estonian Gender Equality and Equal Treatment Commissioner's Office	Estonia	Project Manager
Evangelos	Tsakirakis	The Greek Ombudsman	Greece	Senior Investigator
Tiina	Valonen	Office of the Non-Discrimination Ombudsman	Finland	Senior Officer

Equinet Members and Speakers

Roberto	Bortone	UNAR	Italy	Council of Ministers - Responsible for the National Inclusion Strategy of Roma
Francesca	Cerquozzi	UNAR	Italy	Esperta Hate speech Contact Center Unar
Annelies	Cardon	Belgian Institute for the Equality of Women and Men	Belgium	Legal case worker
Astrid	Eichstadt	Unia - Centre for Equal Opportunities	Belgium	Policy Officer
Walter	Jayawardene	Irish Human Rights and Equality Commission	Ireland	Senior Human Rights and Equality

				Officer (Policy and Research)
Tena	Simonovic Einwalter	Office of the Ombudswoman of Croatia	Croatia	Equinet Executive Board Member (Chair)
Joanna	Subko	The Office of the Commissioner for Human Rights	Poland	Department of Migrants and National Minorities
Sorina-Diana	Ureche	National Council for Combating Discrimination	Romania	Senior adviser, Directorate for Programs, International Relations and Technical Assistance
Lumi	Zuleta	The Danish Institute for Human Rights	Denmark	Special Advisor

External Speakers			
FIRST NAME	FAMILY NAME	ORGANISATION	POSITION
Onur	Cankocak Andreotti	European Court of Human Rights	Lawyer
Namir	Chowdhury	British Youth Council (BYC)	
Alessandra	Coppola	National Coordinator of No hate Speech Movement Italy	President
Niall	Crowley	Independent Expert	Independent Expert
Rokhaya	Diallo	RokMyWorld	Journalist
Steffen	Eisentraut	jugendschutz.net	Head of International Affairs
Udo Clement	Enwereuzor	COSPE - Cooperation for the Development of Emerging Countries	Senior Policy Adviser
Maryant	Fernandez Perez	European Digital Rights (EDRI)	Senior Policy Advisor
Louisa	Klingvall	European Commission	Team Leader
Kim	Malfacini	Facebook	Associate Manager, Product Policy

Tarlach	McGonagle	Senior researcher/lecturer	Institute for Information Law, Amsterdam Law School, University of Amsterdam
Adam	Puchejda	Kultura Liberalna	Project Officer
Melissa	Sonnino	Facing Facts coordinator	CEJI - A Jewish Contribution to an Inclusive Europe
Joanna	Szymanska	Europe & Central Asia Programme Officer	ARTICLE 19

EQUINET TEAM			
FIRST NAME	FAMILY NAME	ORGANISATION	POSITION
Sarah	Cooke O'Dowd	Equinet-European Network of Equality Bodies	Communication Officer
Bram	Feyaerts		Administration and Event Assistant (Trainee)
Anne	Gaspard		Executive Director
Moana	Genevey		Policy Officer
Tamás	Kádár		Head of Legal and Policy team
Tanja	Sheikhi		Policy and Communication Assistant (Trainee)

SPEAKERS' BIOGRAPHIES

Tena Šimonović Einwalter **Deputy Ombudswoman, Chair of Equinet Executive Board and** **Croatian representative for ECRI**

Graduated at the University of Zagreb Faculty of Law, awarded the Diploma of the International Institute for Human Rights in Strasbourg, holds a Master's degree in International Relations from the the University of Zagreb Faculty of Political Science and a Master's degree in European and Comparative Law from the University of Oxford Faculty of Law.



As one of the drafters of the Croatian Anti-Discrimination Act, she started working in the Office of the Ombudsman in 2008 in order to set-up its equality body mandate. She was elected by the Croatian Parliament as Deputy Ombudswoman in 2013 and has been in charge of the institution's non-discrimination and equality work since. As an independent experts she is also a member of the Council of Europe's European Commission against Racism and Intolerance (ECRI) and an alternate Management Board Member of the European Union Agency for Fundamental Rights (FRA). She also delivers lectures and trainings and publishes on human rights, rights of national minorities and particularly non-discrimination and equality law.

Tarlach McGonagle **Senior Researcher** **Institute for International Law, University of Amsterdam**

Dr. Tarlach McGonagle is a senior researcher/lecturer at the Institute for Information Law (IViR), Amsterdam Law School, University of Amsterdam. He is the founder and co-chair of the Working Group on human rights in the digital age in the Netherlands Network for Human Rights Research. He regularly advises and writes expert studies for various branches of the Council of Europe, the OSCE and other IGOs and NGOs. He is a member of the Council of Europe's Committee of Experts on quality journalism in the digital age, having previously served as Rapporteur of both the Council of Europe's Committee of Experts on media pluralism and transparency of media ownership (2016-17) and its Committee of Experts on protection of journalism and safety of journalists (2014-15). He recently drafted a set of international 'Guidelines on National Minorities and the Media in the Digital Age' for the OSCE High Commissioner on National Minorities. He was an invited expert speaker at the Thematic Discussion on "Racist Hate Speech" organised by the United Nations Committee on the Elimination of Racial Discrimination in 2012. His expert paper, *The Council of Europe against online hate speech: Conundrums and challenges* (2013), is a leading reference text for relevant issues.



Lumi Zuleta
Senior Advisor
Danish Institute for Human Rights

Lumi Zuleta holds a Master's degree in cultural studies. She is senior advisor at the Danish Institute for Human Rights with extensive experience of human rights work, non-discrimination and gender equality. Her field of expertise is gender equality, education and more recently hate speech online. Lumi is the author of the Institute's report on hate speech in the online public debate, which was published in February 2017. In addition, she is a co-founder of a Nordic Network against Sexism and Hate Speech that recently has published a Nordic anthology on hate speech.



Walter Jayawardene
Senior Policy Officer
Irish Human Rights and Equality Commission

Walter Jayawardene joined IHREC, Ireland's national human rights institution and equality body in November 2015. As Senior Policy and Research Officer, Walter leads and conducts human rights and equality policy development, legal analysis and research for the Commission across a range of thematic areas, as well as coordinating the Commission's engagement with international treaty monitoring processes at Council of Europe and UN level.

Prior to joining IHREC, Walter spent seven years as Communications Manager for the Irish Council for Civil Liberties, where he coordinated and contributed to numerous high-profile equality and human rights campaigns in Ireland, including the *Yes Equality* campaign in 2015's same-sex marriage referendum. Before this, he worked with the Kurdish Human Rights Project in London as its Resources and Communications Coordinator, editing its biannual Legal Review and coordinating the drafting, production and dissemination of reports from the project's trial observation and fact finding work in Turkey, Iraq, Syria, Armenia, and Georgia.



Walter is a graduate of Trinity College Dublin (BA European Studies, 2004), the School of Oriental and African Studies, University of London (MA, Near and Middle Eastern Studies), the Public Relations Institute of Ireland (pgDip, Public Relations) and Queens University Belfast (LLM, Human Rights Law). Walter is the IHREC representative on the Equinet Working Group on Policy Development.

Namir Chowdhury

Since August 2017, Namir Chowdhury has acted as a UK Young Ambassador to the Commonwealth. He represented the UK in the Commonwealth Youth Forum which saw global leaders from across 53 countries to come together and discuss the future of the Commonwealth, after being elected by young people across the country. In this preeminent role, Namir represents the population who are aged below 25, which is approximately 12 million. He writes articles on various topics during his term in office, as well as a blog named "Memoirs of an Upstart Activist" (memoirsofanupstartactivist.wordpress.com) which profiles a mixture of his work, his reflections and his thoughts on topical events. He is also currently a Mental Health Facilitator in the Government Department for Education, based in London.



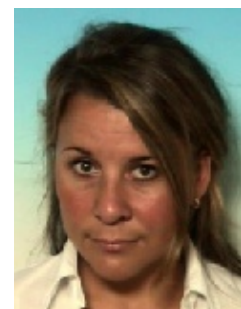
Onur Andreotti

After having studied law, philosophy and social anthropology, Onur Andreotti began her work as a case-lawyer at the European Court of Human Rights (ECHR) in 1999. From 2012 to 2016 she worked for the Council of Europe's intergovernmental committee in charge of policy development in the media field, drafting and negotiating Committee of Ministers' soft law instruments on freedom of expression and safety of journalists. Since her return to the ECHR Registry in 2016, she works as a senior research lawyer, case-law coordinator on Article 10 of the Convention (right to freedom of expression) and coordinator of the Superior Courts Network under the direction of the Jurisconsult.



Louisa Klingvall Fundamental Rights Policy DG Just, European Commission

Louisa Klingvall works in the Fundamental Rights Unit of the European Commission DG Justice since 2012. Her main focus of work comprises fundamental rights aspects in the Commissions Digital Single Market files. In this capacity she has been closely involved in the Commissions work on illegal content, disinformation and more recently, artificial intelligence. She is a team leader charged with ensuring the overall coordination of the anti-racism team and consistency of legal and policy outputs and team managing the Code of Conduct on illegal hate speech online.



Kim Malfacini
Associate Manager of Product Policy
Facebook

Kim Malfacini is Associate Manager of Product Policy at Facebook, the team responsible for developing Facebook's Community Standards governing what is and is not allowed on the site. Kim focuses on stakeholder engagement, ensuring Facebook's policies are informed by experts across the globe. Prior to joining Facebook, Kim served as Director of Public Policy for Sunrun Inc., the largest residential solar energy provider in the US, where she advocated for the rights of residential energy producers with state legislators and regulators. She spent two years in Benin with the United States Peace Corps, leading projects in environmental health and young women's empowerment. Kim graduated Phi Beta Kappa from the University of California Los Angeles with a Bachelor of Arts in Global Studies.



Roberto Burtone & Francesca Cerquozzi
UNAR, Italy

Roberto Bortone (Rome 1979) is a Ph.D. in Pedagogy and Social Service. Scholar of discriminatory phenomena and of the process of integration of Roma communities, with specific regard to the dynamics of schooling and identity definition. He currently works at the Presidency of the Council of Ministers where he is responsible for the National Inclusion Strategy of Roma, Sinti and Caminanti and the Observatory on discriminatory phenomena in the media and on the internet. Member of the Italian Association of Sociology, he was professor for the year 2016/2017 of Sociology of Ethnic Relations at the University of Roma Tre.



Francesca Cerquozzi. (Frosinone 1987), vive a Veroli città nella quale è Consigliera Comunale. Nel 2013 si laurea con lode in Filosofia presso l'Università degli studi di L'Aquila con una tesi incentrata sugli scritti teologici giovanili di Hegel. L'interesse per la politica e le tematiche connesse ai diritti umani hanno permeato sin dal principio il suo percorso accademico e lavorativo. Dal 2014 al 2018 consegue un Master di II livello in Management e Politiche delle Amministrazioni Pubbliche e un Executive Master in Leadership Politica presso la School of Government della LUISS GUIDO CARLI e, infine, un Master di I livello in Giornalismo e comunicazione presso l'Università telematica Unipegaso.

Dal 2015 lavora come Esperta presso il Contact Center UNAR, Ufficio Nazionale Antidiscriminazioni Razziali, Dipartimento Pari Opportunità della Presidenza del Consiglio dei Ministri, dove si occupa principalmente di discriminazioni online, hate speech e fake news. Ha pubblicato articoli scientifici sul tema dell'hate speech.

Rokhaya Diallo
Journalist, France

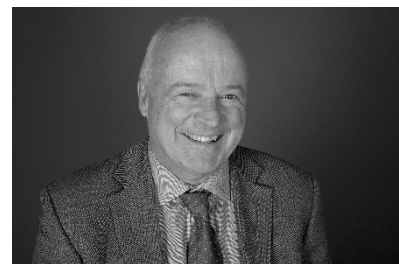
Rokhaya Diallo is a journalist, author, director, activist and lecturer. A real-life Parisian thirty-something, fan of cultural outings, foodie, manga fan, good friend and especially girl next door!

For more, check out her blog : www.rokmyworld.fr/



Niall Crowley
Equality and Human Rights expert

Niall Crowley is an independent equality and human rights expert. He works extensively with the Council of Europe and the European Commission on a range of initiatives in support of effective equality infrastructures at European and national levels. He is chairperson of the Equality and Rights Alliance in Ireland and co-founder of the Values Lab (www.values-lab.ie). He was Chief Executive Officer of the Equality Authority for ten years from its establishment in 1999 and prior to that was co-director of Pavee Point Traveller and Roma Rights Centre. He is author of *An Ambition for Equality* published by Irish Academic Press and *Empty Promises: Bringing the Equality Authority to Heel* published by A&A Farmer.



Andero Sepp
Estonian Webb Constables

Andero Sepp is a virtual community policing official in Estonia Since 2011. His work could be described as liaison officer of Estonian Police and Border Guard board in Social media for end-users. He tackle all forms of user's problems on daily basis, ranging from simple tyre setup questions to more complex and criminal cases.



Annelies Cardon
Institute of Equality between Women and Men, Belgium

Annelies Cardon works as a legal case worker for the Belgian Institute for the Equality of Women and Men and primarily handles gender discrimination complaints in the field of employment and insurance. She also focuses on hate crimes and hate speech, sexism and trans rights. She received her Master's degree in Criminology at the University of Leuven in 2011 and finished a postgraduate degree in the field of Sexuology at the University of Ghent in 2016.



Diana Ureche
National Council for Combating Discrimination, Romania

Diana Ureche is a PhD in the Diversity Philosophy, senior adviser on discrimination prevention at the National Council for Combating Discrimination Romania and lecturer at the National Institute of Administration - coordinator of Ethics & Integrity group. She has coordinated for decades two national programs - "Antidiscrimination mediator" and "School without Discrimination". Diana Ureche is part of Policy Formation Group, Equinet.



Udo Enwereuzor
COSPE Onlus

Udo C. Enwereuzor is currently Senior Adviser on Migration, Minorities and Rights of Citizenship in COSPE. With an academic background in the natural sciences, he has been engaged in research, consultancy and professional training on racism / anti-racism, equal opportunities and organisational change since 1991. From 1998 to 2001, he served as an expert member of the Commission for Integration Policies under the Department for Social Affairs, Presidency of the Council of Ministers, Italy. From 2001 to the end of 2014, he served as coordinator of the National Focal Point (NFP) for Italy of the RAXEN and FRANET networks, set up by the European Monitoring Centre on Racism and Xenophobia (EUMC) and European Agency for Fundamental Rights (FRA).



From 1998 to 2002, he served on the Management Board of the European Network against Racism (ENAR). From 2004 to 2008, he served as scientific supervisor of the Anti-discrimination Centre of the Autonomous Province of Bolzano – Alto Adige. He is a registered trainer with Scuola Superiore dell'Amministrazione dell'Interno (Advanced Training School of the Internal Affairs Administration) and has been involved in training law enforcement officers since 1999.

Adam Puchejda
Kultura Liberalna's Public Debate Observatory

Adam Puchejda is the former deputy managing editor and columnist at "Kultura Liberalna" (kulturaliberalna.pl). He is a researcher in politics and sociology and a project manager with experience in research and non-research project management. Currently, he is working at the University of Warsaw with EIT Food Regional Innovation Scheme. In addition, he is a writer, editor, journalist and translator with a history of publications at major Polish newspapers ("Gazeta Wyborcza", "Tygodnik Powszechny") and magazines ("Znak", "Res Publica Nowa") as well as country's leading publishing houses (SIW Znak, Karakter). He also collaborates with Polityka Insight.



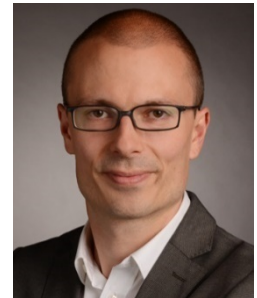
Joanna Subko
Commissioner for Human Rights, Poland

Joanna Subko, lawyer, senior advisor in the Rights of Migrants and Minorities Unit in the Bureau of Commissioner for Human Rights in Poland.



Steffen Eisentrau
Jugendschutz

Dr. Steffen Eisentraut is Head of International Affairs at jugendschutz.net, the German center at federal and state level concerning the protection of minors on the internet. He has a PhD in sociology and is specifically involved in jugendschutz.net's work within the International Network Against Cyber Hate (INACH). Before, he was a lecturer at the University of Marburg and the University of Wuppertal where he conducted research in the fields of sociology of youth and media studies. He completed his doctoral thesis on the subject of "Mobile Interaction of Young People. Towards a Sociology of Smartphone Usage."



Maryant Fernández Pérez
European Digital Rights

Maryant is a lawyer and a Senior Policy Advisor at European Digital Rights (EDRi), an association of 39 civil society organisations. Maryant leads and coordinates EDRi's work on surveillance and law enforcement, platform regulation and freedom of expression, net neutrality, digital trade, transparency, internet governance and international outreach. She is also the EU Co-Chair of the Trans-Atlantic Consumer Dialogue (TACD)'s Information Society Policy Committee, an Advisory Board member of the VUB Chair "Data Protection in the ground", a member of the European Commission's Trade Expert Group and a member of the Steering Group of the NetCompetition Alliance. Maryant is the author of several publications and speaker at multiple conferences in Europe and around the world.



Joanna Szymanska
Article 19

Joanna is Europe and Central Asia Programme Officer at ARTICLE 19, focusing on media freedom across the region as well as countering hate speech while protecting the rights to freedom of expression and equality. She has a Masters in Russian studies from the University of Gdansk and postgraduate certificate in International law from Warsaw University.



Melissa Sonnino
Facing Facts Online (CEJI – A Jewish Contribution to an Inclusive Europe)

Originally from Rome, Italy, Melissa has extensive experience in managing EU projects. Since its inception in 2011, she has managed and developed the European project Facing Facts! - make hate crime and hate speech visible. She is responsible for building and maintaining relationships with key stakeholders and partners, supporting the communications and fundraising strategies, and coordinating multiple activities and projects related to the CEJI's work on hate crime and hate speech. She also has significant experience in developing and implementing training programs, in-person and online, on issues related to hate crime and hate speech monitoring.



Alessandra Coppola
No Hate Speech Movement, Italy

Human Rights Defender, Youth Trainer and Project manager, with a researcher background in the field of migrations, integration and intercultural dialogue. APICE President, Board member of Giovani Senza Frontiere-Italy, Salto-TOY trainer and member of the Pool of Trainers of the Italian Youth Council, she is expert in human rights education, youth activism combating hate speech online and offline, youth access to social rights, cooperating with the Council of Europe about *ENTER! Recommendation* on access to social right of young people from disadvantaged neighborhoods and *No Hate Speech Movement*, being National Coordinator of the Campaign in Italy.



Astrid Eichstädt
Unia, Belgium

Astrid gained experience on different topics (disability, trafficking of human being, freedom of speech e.g.) at national and EU level. Currently, she is a reference person for cyberhate related questions inside Unia. In that framework she handles citizens' queries, develops partnerships with stakeholders (law enforcement actors, social media companies, etc.) and accompanies legal proceedings.

David Scheuing
Lovestorm, Germany

David Scheuing is program coordinator for educational multiplication at "LOVE-Storm: Gemeinsam gegen Hass im Netz". LOVE-Storm is a training and action platform to counter online hate in an effective manner by teaming up people to apply the principles of nonviolent civil courage in the digital sphere. LOVE-Storm actions support the attacked, mobilise the "onlookers" and set clear boundaries of discourse for the attackers. David mainly works on making the LOVE-Storm platform accessible for teachers, trainers and other educators around the country. He works with the Bund für soziale Verteidigung e.V. since October 2017 when he finished his MA in Peace and Conflict Studies in Marburg/Lahn. In his spare time, he is and has been working as a pacifist in a range of national and international organisations and has written on everyday militarisation.



Luigi Manconi
Director
UNAR, Italy

Luigi Manconi is Director of the National Anti-Discrimination Office. He was a parliamentarian and president of the Commission for the Protection of Human Rights of the Italian Senate. Among his recent books: I'm not a racist, but. The xenophobia of Italians and political entrepreneurs of fear (with Federica Resta, Feltrinelli 2017) Body and soul. If you want to do politics (Minimum fax, 2016); Abolish the prison (with Stefano Anastasia, Valentina Calderone and Federica Resta; Chiarelettere, 2015); Let's welcome them all. A reasonable proposal to save Italy, Italians and immigrants (with Valentina Brinis, Il Saggiatore, 2013); The music is light. Tale of half a century of songs (with Valentina Brinis, Il Saggiatore, 2012). In 2001 he founded the association A Buon Diritto.



Anne Gaspard
Executive Director, Equinet Secretariat

Anne Gaspard is the Executive Director of Equinet – European Network of Equality Bodies since the establishment of the Equinet Secretariat in 2008. Anne had been active and involved in the field of equality and non-discrimination at a European level since the start of her professional career, following her graduation in European studies and political science from University College London and Berlin Humboldt University. Starting with the campaign of the European Year against Racism in 1997 for the European Parliament and a subsequent stage experience within the European Commission against Racism and Intolerance (ECRI) at the Council of Europe, Anne then joined and managed the UK-based secretariat of the European Monitoring Centre on Racism and Xenophobia (EUMC) to support its Chair from 1998 to 2000. Anne was responsible for the implementation of various European anti-discrimination and equality projects for a European diversity management consultancy leading the European office of Focus Consultancy in Brussels for seven years, until taking up the position of Executive Director of Equinet Secretariat in February 2008.





Equinet is the European Network of Equality Bodies, a membership organisation bringing together 46 equality bodies from 34 European countries including all EU Member States. Equinet promotes equality in Europe by supporting and enabling the work of national equality bodies. It supports equality bodies to be independent and effective as valuable catalysts for more equal societies.

Equality bodies are champions for the core EU value of equality and defenders of the right to non-discrimination. They are public organisations assisting victims of discrimination, monitoring and reporting on discrimination issues, and contributing to an awareness of rights and a societal valuing of equality. They are legally required to do so in relation to one, some, or all of the grounds of discrimination covered by European Union (EU) law – gender, race and ethnicity, age, sexual orientation, religion or belief, and disability.

Equinet aims to enhance the strategic capacity of its member organisations and to strengthen the skills and competences of their staff. Equinet contributes to the European equality agenda by conveying an expert voice of equality bodies drawn from the learnings of their work on the ground, and enhances their recognition and strategic positioning in relation to all stakeholders at European level. Finally, Equinet serves as a knowledge and communication hub on equal treatment.

To achieve these aims, Equinet organises regular training events and seminars for staff members of equality bodies, as well as working groups to support capacity building and the exchange of information, data and expertise among equality bodies. Equinet engages closely with policy makers and partners at EU and international level, and promotes the work of equality bodies through relevant publications, as well as participation at conferences and other meetings. Equinet communicates widely on relevant themes relating to the work of equality bodies and developments in the field of equality and non-discrimination in Europe.

**For more information, please see our website:
www.equineteurope.org**



UNAR is the Italian Office against Racial Discrimination. Operating since November 2004 with the purpose of promoting equal treatment and removing all forms of racial and ethnic discrimination, UNAR monitors the impact of discrimination on men and women as well as explores the relationship with other forms of discrimination, such as those based on culture or religion.

UNAR was created by a Legislative Decree, number 225 on 9 July 2003, as part of the European Directive 2000/43/CE, to promote the principle of equal treatment of individuals, independently of their race or ethnic origin. UNAR has become an institutional point of reference for the acknowledgement and understanding of the rights of immigrants as well as a catalyst for those individuals, associations and local agencies who work on a daily basis to stem racial discrimination. Since 2011 UNAR is the National Contact Point for social inclusion of Roma people. The office was founded in order to translate the new legislative ordinances and legal instruments adopted by Italy to protect the rights of immigrants and ethnic minorities through the delivery of concrete operational responses which meet the requirements of social inclusion for foreign communities to eliminate every form of harassment or discrimination, direct or indirect, based upon ethnicity, race, religion or culture. The interventions put in place by UNAR have gone beyond providing free legal assistance to the victims of discrimination. They identify and break down, wherever possible, the structural factors of discrimination. By altering the system, it promotes collaboration, bringing together local and national levels, to promote a significant cultural change.

**For more information, please see the website:
www.unar.it**

FURTHER READING

Online Learning

- Facing Facts Online Course on Hate Speech <http://www.facingfacts.eu/page/facing-facts-online-course-hate-speech>

European Level Reading

- European Commission: Countering illegal hate speech online – overview http://ec.europa.eu/newsroom/just/item-detail.cfm?item_id=54300
- Council of Europe’s European Commission against Racism and Intolerance GPR No. 15 on Combating Hate Speech <https://www.coe.int/en/web/freedom-expression/hate-speech>
- European Court of Human Rights Factsheet on Hate Speech: https://www.echr.coe.int/Documents/FS_Hate_speech_ENG.pdf
- Council of Europe - Handbook on Protecting the right to freedom of expression under the European Convention on Human Rights: <https://rm.coe.int/handbook-freedom-of-expression-eng/1680732814>
- The Council of Europe against online hate speech: Conundrums and challenges <https://rm.coe.int/16800c170f>
- Council of Europe, We can! Taking action against hate speech through counter and alternative narratives: <http://www.equineteurope.org/We-can-Taking-action-against-hate-speech-through-Counter-and-Alternative>
- Council of Europe, Bookmarks - Manual for combating hate speech through human rights education: <https://www.coe.int/en/web/no-hate-campaign/bookmarks-connexions>
- European Parliament (FEMM Committee): Cyber violence and hate speech online against women [http://www.europarl.europa.eu/RegData/etudes/STUD/2018/604979/IPOL_STU\(2018\)604979_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/STUD/2018/604979/IPOL_STU(2018)604979_EN.pdf)
- Articles 19: Hate Speech Explained. A Toolkit: <https://www.article19.org/data/files/medialibrary/38231/'Hate-Speech'-Explained---A-Toolkit-%282015-Edition%29.pdf>
- Bricks against Hate Speech / Silence Hate: Media education and hate speech Workbook. Preventing and combatting hate speech by understanding and managing it : http://www.silencehate.eu/wp-content/uploads/2018/10/Bricks_SILENCEhate%E2%80%93ModulePresentation-2018_ENG_FINAL.pdf

Publications by Equality Bodies

- Danish Institute of Human Rights: Hate Speech in the Public Online Debate <http://www.equineteurope.org/Hate-speech-in-the-public-online-debate>
- Equality and Antidiscrimination Ombud, Norway: Hate speech and hate crime http://www.ido.no/globalassets/03_nyheter-og-fag/publikasjoner/hate-speech-and-hate-crime.pdf
- Equality and Human Rights Commission, UK: Freedom of Expression <https://www.equalityhumanrights.com/en/advice-and-guidance/freedom-expression>
- Equality and Human Rights Commission, UK: Talking about Human Rights. How to identify and engage a range of audiences <https://www.equalityhumanrights.com/en/human-rights/talking-about-human-rights-how-identify-and-engage-range-audiences>

EQUINET MEMBERS

Commissioner for the Protection from Discrimination, **Albania** | Austrian Disability Ombudsman, **Austria** | Ombud for Equal Treatment, **Austria** | Unia (Interfederal Centre for Equal Opportunities), **Belgium** | Institute for Equality between Women and Men, **Belgium** | Institution of Human Rights Ombudsman, **Bosnia and Herzegovina** | Commission for Protection against Discrimination, **Bulgaria** | Office of the Ombudsman, **Croatia** | Ombudsperson for Gender Equality, **Croatia** | Ombudswoman for Persons with Disabilities, **Croatia** | Office of the Commissioner for Administration and Human Rights (Ombudsman), **Cyprus** | Public Defender of Rights – Ombudsman, **Czech Republic** | Board of Equal Treatment, **Denmark** | Danish Institute for Human Rights, **Denmark** | Gender Equality and Equal Treatment Commissioner, **Estonia** | Ombudsman for Equality, **Finland** | Non-Discrimination Ombudsman, **Finland** | Commission for Protection against Discrimination, **Former Yugoslav Republic of Macedonia (FYROM)** | Defender of Rights, **France** | Public Defender of Georgia (Ombudsman), **Georgia** | Federal Anti-Discrimination Agency, **Germany** | Greek Ombudsman, **Greece** | Equal Treatment Authority, **Hungary** | Office of the Commissioner for Fundamental Rights, **Hungary** | Irish Human Rights and Equality Commission, **Ireland** | National Office Against Racial Discrimination, **Italy** | National Equality Councillor, **Italy** | Office of the Ombudsman, **Latvia** | Office of the Equal Opportunities Ombudsperson, **Lithuania** | Centre for Equal Treatment, **Luxembourg** | National Commission for the Promotion of Equality, **Malta** | Commission for the Rights of Persons with Disabilities, **Malta** | Council on Preventing and Eliminating Discrimination and Ensuring Equality, **Moldova** | Protector of Human Rights and Freedoms (Ombudsman), **Montenegro** | Netherlands Institute for Human Rights, **Netherlands** | Equality and Anti-Discrimination Ombud, **Norway** | Commissioner for Human Rights, **Poland** | Commission for Citizenship and Gender Equality, **Portugal** | Commission for Equality in Labour and Employment, **Portugal** | High Commission for Migration, **Portugal** | National Council for Combating Discrimination, **Romania** | Commissioner for Protection of Equality, **Serbia** | National Centre for Human Rights, **Slovakia** | Advocate of the Principle of Equality, **Slovenia** | Council for the Elimination of Ethnic or Racial Discrimination, **Spain** | The Institute of Women and for Equal Opportunities, **Spain** | Equality Ombudsman, **Sweden** | Equality and Human Rights Commission, **UK – Great Britain** | Equality Commission for Northern Ireland, **UK – Northern Ireland**