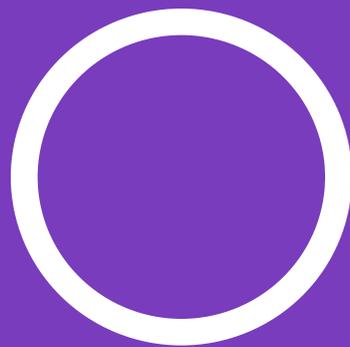


Annual Report 2021

Centre Diotima



About us

Diotima Centre is a women's non-profit organization, active since **1989**, specialized in issues of gender equality.

Our **vision** is the defense of gender rights and the promotion of a world of gender justice.

Our **mission** is to provide multifaceted support to women who have suffered gender-based violence and belong to socially excluded groups (unemployed, single parents, low-income women immigrants).

Our intervention is **holistic** and aims to **prevent** and **address** the consequences of **gender-based violence**, **strengthen** the voice of women and promote **gender equality** in all areas of social, cultural, and economic life.

Fields of action

The core of our action is the provision of **specialized support services** to gender-based violence survivors.

At the same time, we carry out:

- **trainings** for professionals and the general public
- information and awareness-raising **campaigns**
- research on gender and gender-based violence issues
- **advocacy** action

The **methodology** we use is based on the **feminist approach**, having at its core empowerment, inclusive support and care; and the **interdisciplinary approach**, an open process between theory and field experience.

Services for survivors

Our organization is the **only one** in Greece that provides comprehensive **specialized legal assistance services** to victims of gender-based violence (Greek, immigrant and refugee women).

Legal assistance includes:

Free legal advice, **representation before courts**, and coverage of all legal expenses.

In addition, we support women, by providing them with **personalized psychosocial support**, escort, mediation and interpretation.

Since 2016, we have been providing all of our services to **the refugee population as well** (women, LGBTQI+, men- victims of gender-based violence and torture).

In 2021, we supported
1.361 survivors
of gender-based violence in
Lesvos, Thessaloniki, Lesvos
and **Samos**.
Approximately **800 women**
benefited from **legal assistance**
and court representation.



Empowerment groups

The innovative prevention actions we carry out include **multilingual women empowerment groups** and male engagement groups.

Through empowerment groups, we seek to **inform** women on their **rights**, to build **bonds of solidarity** and **mutual support networks**, aiming at strengthening female autonomy.



Male engagement groups

Male engagement groups are addressed to **young male refugees**.

Our **workshops** approach issues regarding **equality**, human rights, gender **stereotypes**, gender-based violence, as well as citizenship issues.

Our goal is for the participants to **rethink** what elements make up the **male subject** involved in incidents of gendered-based violence, to lead them to rethink their relationship with themselves and their **masculinity**, and the images and expectations of **male identity**, which they have established during their gendered socialization.

In 2021,
approximately **3.000 people**
participated
in **empowerment groups**,
prevention, awareness
raising and male
engagement groups.





Trainings

Our training activities are developed year by year, while they are addressed to various audiences:

- **professionals**, with the aim to identify and deal with gender-based violence incidents
- **general public** (young people, students), with the aim to raise awareness of gender, consent and violence
- **companies**, with the aim to raise awareness and inform

For the seminars, we use interactive methods that are suitable for adults.



This year **700 people**
participated in
seminars
organised by Diotima
Centre

Awareness raising campaigns

Campaigns constitute a key tool to inform, sensitize and mobilize society as a whole.

With our campaigns we strive to:

empower women

shift gender stereotypes

shape a collective culture of zero tolerance for gender-based violence

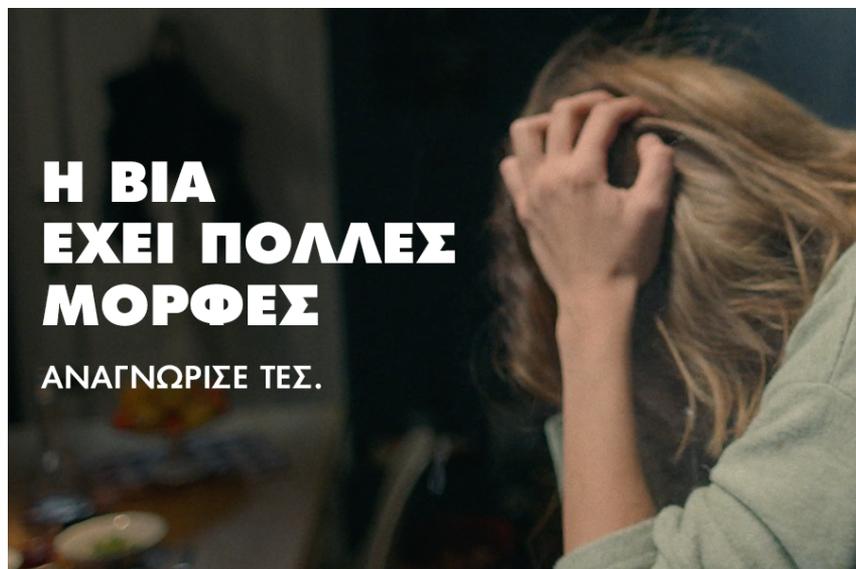
In order to achieve that, we **need you on our side**.



In 2021
we created and
participated in
2 digital campaigns
with **over 1.5 million**
views

Don't ever leave me

We were particularly honored to participate in the viral campaign **Don't ever leave me**, on the topic of domestic violence and **femicides**, which won the **Gold Lion** at the **Cannes Lions International Festival of Creativity**.



[Watch the short film](#)

Unlock your power

The increase of **domestic violence** during the **pandemic** and the restriction of access to support services were the topic of the **Unlock your power campaign**.

Through our campaign we sought to send the message that all women can escape abuse, if they "unlock" the power they hide inside them and seek help.



[Check out the campaign](#)

Research activity

Our research activity has been uninterrupted since 1989:

We carry out field research, implementing a feminist and inclusive approach.

We formulate and disseminate policy proposals, on the basis of our research and filed work.

We create policy tools to promote gender equality.

Our aim is to **integrate** the **gender perspective** into social, labor, migration, integration and other **policies**.

In 2021 we published the study entitled "Girls on the move"

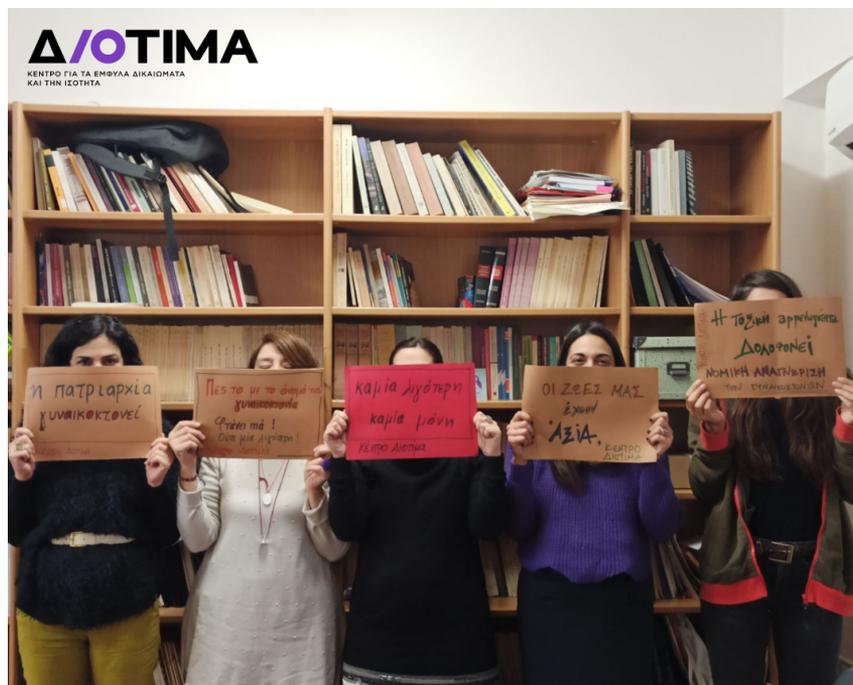
The study covers an important gap in literature, focusing on the stories of girls that have migrated to Greece.

It was based on primary material, with unaccompanied and accompanied girls and their parents, who shared their experience of their journey to Greece, focusing on the reasons for their migration, the conditions in which they travelled and arrived to the country, as well as their dreams and expectations for the future.

Advocacy

Advocacy actions are a core component of our work.

We are **consistently fighting** to give **voice** to the **needs** and the rights of **excluded** groups of women, by participating in national and international forums, feminist networks, public consultation processes, lobby groups, networks for highlighting and promoting social issues, and for asserting women's rights.



ANNEX

Projects 2021

New projects

| | |
|-----------------------|---|
| Title | “Bilateral Initiative for the creation of educational materials for an e-learning course on sexual harassment” |
| Funding | Active Citizens Fund Greece as part of the EEA Grants 2014- 2021 |
| Implementation period | 01.11.2021 to 31.01.2022 |
| Goal & Objectives | To strengthen the cooperation between Diotima Centre (Greece) and KUN Centre for Equality and Diversity (Norway) and share know-how in order to prepare an e-learning course on sexual harassment. To strengthen the existing network of institutions in the two countries, exchange and communicate good and bad practices in the prevention and response to sexual harassment, and jointly develop awareness-raising and training methods that use modern and flexible technologies |
| Key actions | <ul style="list-style-type: none">• Recording and sharing of basic problems and needs that were prevalent at the time the e-learning courses (e-courses) were created.• Structure and content design for the e-courses on sexual harassment• Identification and recording of the technical requirements for the creation of an e-course. |
| Beneficiaries | People who have been sexually harassed or are at risk. Professionals in the field of prevention and support for people who have suffered sexual harassment. |
| Collaborations | For the implementation of the project Diotima Centre collaborated with KUN, Center for Equality and Diversity in Norway. |

| | |
|-----------------------|---|
| Title | Do the human right thing - Raising our Voice for Refugee Rights |
| Funding | Active citizens fund - EEA Grants 2014-2021 |
| Implementation period | 01.07.2021 to 01.06.2022 |
| Goal & objectives | To advocate for the integration of refugees and international protection seekers in the Greek society, through a host of multidimensional information, awareness and education activities. To report on the current situation regarding access to housing, health and employment, as well as any violations of these three rights that are fundamental for leading a dignified life. To draft policy proposals addressed to decision-makers in Greece and in EU institutions. |
| Key actions | <ul style="list-style-type: none"> • Reports on the access of refugees and asylum seekers in healthcare, accommodation facilities, employment. • Digital awareness raising campaign. • Articles in the digital media outlet Popaganda and other media nationwide and locally • Specialized information and educational actions targeting refugees and asylum seekers. • Training of journalism students and public officials in human rights issues. |
| Beneficiaries | Refugees, journalism and communication studies students, public officials |
| Collaborations | Coordinator: Greek Council for Refugees (GCR). Partners: Diotima Center, International Rescue Committee Hellas (IRC) and Popaganda |

| | |
|-----------------------|---|
| Title | Policy proposals and measures to address gender inequalities in the field of political participation and representation |
| Funding | Nikos Poulantzas Institute (NPI) |
| Implementation period | 01.06.2021 to 31.09.2021 |
| Goal | The submission of proposals to address gender discrimination and inequalities in the public sphere and to strengthen political participation and political representation. |
| Research fields | <ul style="list-style-type: none"> • Conceptual clarification of politics in general and political participation in particular • Bibliographic review and utilization of previous research findings. Theoretical documentation and utilization of a wider concept of gender beyond a strict dichotomous perception. Discussion on useful conceptual tools such as Citizenship and the universality of this concept • Discussion on the adoption of an approach concerning policy measures at a national political level (Parliament, etc.), as well as at a local level and at the level of citizens' movements (Civil Society). Update and critical approach of the quota measure and other booster measures/incentives, with the aim of increasing political participation (of women and other groups) and strengthening their political representation. |

| | |
|-----------------------|---|
| Title | Enhancing Diotima's safeguarding policies and procedures |
| Funding | European Integration and Migration Program (EPIM) |
| Implementation period | 01.04.2021 έως 30.06.2021 |
| Goal & objectives | Development of a comprehensive safeguarding policy which provides clear and practical guidance for staff, volunteers, interns, and contractual partners on how they can ensure a safe environment for anyone who interacts, participates and/or benefits from Diotima-supported activities (including children and vulnerable adults as well as the staff, volunteers and contractors themselves). It also provides an “umbrella” for all areas that need to have safeguarding measures in place and provide detailed instructions on how to implement this policy. |
| Key actions | <ul style="list-style-type: none"> • Review of Diotima's current policies and guidance documents, and recommendations on how these may contribute to the safeguarding policy • Updated Safeguarding Policy and Procedures • Publication DIOTIMA_Safeguarding-SEA Policy |
| Beneficiaries | Members, executives, Diotima Centre staff, volunteers, Diotima beneficiaries |
| Collaborations | The implementation was a collaborative initiative of the Network of European Institutions (NEI). The Policy was delivered in collaboration with Francesca Stuer, independent advisor on safeguarding policies. |

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|-----------------------|--|
| Title | Supporting survivors of violence: capacity building on the role of linguistic and cultural mediators |
| Funding | UNICEF |
| Implementation period | 01.04.2021 to 30.06.2021 |
| Goal & objectives | <p>To enhance the knowledge and skills of 200 interpreters and intercultural mediators in supporting GBV survivors. This goal can be broken down to a series of interlinked objectives:</p> <ul style="list-style-type: none"> • Enhancement of the interpreters' knowledge on gender-based violence • Enhancement of interpreters' ability to handle disclosures of violence • Provide interpreters with additional tools they can use when collaborating with other professionals in the support process. Address interpreters' own perceptions on gender, masculinities and femininities |
| Key actions | <ul style="list-style-type: none"> • Translation into Greek and adaptation of UNICEF-WRC's training curriculum to the Greek context • Delivery of 10 two-day webinars on the basis of the aforementioned curriculum. The goal of the two-day webinars is to increase the capacity of interpreters and intercultural mediators at these neuralgic positions so they become knowledgeable around gender related issues and serve both the survivor and the service provider, working with one common goal: to support survivor-centred response in cases of GBV. |
| Beneficiaries | 200 interpreters and cultural mediators |

| | |
|-----------------------|---|
| Title | Multi-sectoral emergency support to vulnerable children and families on Lesbos |
| Funding | UNICEF |
| Implementation period | 01.02.2021 to 15.03.2022 |
| Goal & Obstacles | <p>Tackle gender-based violence in the new camp of Lesbos, in which refugees were relocated, after the devastating fire in the Reception and Identification Centre (RIC) in Lesbos.</p> <p>Identification, registration, and provision of psychosocial support to GBV survivors and provision of emergency accommodation services for GBV survivors and women at risk of GBV, by a team of specialized professionals (coordinator, psychologists, social workers, interpreters, and social scientists) and internal and external referrals.</p> |
| Key actions | <p>Strengthening the existing GBV management team of Diotima Centre on Lesbos, with the aim of responding to the increased needs.</p> <p>Interventions of the SGBV case management team in the new camp, for the registration of the population, information on Diotima's services, provision of psycho-social support, provision of emergency accommodation for survivors of GBV and women at risk of GBV and referrals to the appropriate services.</p> |
| Beneficiaries | Refugees, GBV survivors, women at risk of GBV. |
| Collaborations | IRC Hellas (leader). Collaboration with the services in the RIC of Lesbos, NGOs in the field. |

| | |
|-----------------------|---|
| Title | Legal and psychosocial support in Attica region |
| Funding | Bodossakis Foundation |
| Implementation period | 01.01.2021 to 31.10.2021 |
| Goal and objectives | <p>Support survivors of any form of gender-based violence, both Greek and immigrant women, living in the region of Attica and having an annual income up to 10,000 euro. More specifically:</p> <ul style="list-style-type: none"> • provision of effective legal support to women who suffer or have suffered GBV • women's empowerment through psychosocial counselling • GBV prevention |
| Key actions | <ul style="list-style-type: none"> • Legal Aid by qualified lawyers: legal advice, assistance in filing a lawsuit, representation in a criminal court, drafting of precautionary measures, interim injunctions and / or lawsuits and representation in the relevant courts, assistance in the process of issuing a residence permit for humanitarian reasons • Psychosocial counselling by a specialist in psychologist, including the provision of mental health first aid (3 sessions), referrals and liaison with other services, etc. • Information and awareness raising campaign, with the aim to mobilise the general public, urge them to contribute in tackling the GBV phenomenon, and to support survivors. |
| Beneficiaries | Greek and immigrant women, survivors of gender-based violence, general public |
| Collaborations | Public services and NGOs within the context of referrals |

Ongoing

| | |
|-----------------------|--|
| Title | GBV prevention and response services in Athens, Thessaloniki, Lesvos and remotely to other islands |
| Funding | United Nations High Commissioner for Refugees in Greece (UNHCR Greece) |
| Implementation period | 01.01.2021 to 31.12.2021 |
| Goal & objectives | <p>Provide comprehensive support services, including prevention (community engagement interventions) and empowerment of the refugee community (community empowerment interventions), GBV case management and legal aid in the areas of Attica, Thessaloniki and Lesvos. Only legal aid services are available for the islands of Samos, Chios Kos and Leros. Provide comprehensive support services, including prevention (community engagement interventions) and empowerment of the refugee community (community empowerment interventions), GBV case management and legal aid in the areas of Attica, Thessaloniki and Lesvos. Only legal aid services are available for the islands of Samos, Chios Kos and Leros. The above services are provided by local teams of specialized professionals (psychologists, social workers, interpreters, lawyers, social scientists) and lawyers who provide legal support remotely.</p> |
| Key actions | <ul style="list-style-type: none"> • Provide free legal aid, including court representation, to people who have been sexually abused or are at high risk • Provide personalized psychosocial support in the context of GBV case management • Develop a mechanism for referring GBV incidents to competent bodies, such as public services, NGOs, etc. • Carry out prevention actions: awareness raising on GBV issues, refugee empowerment, including men, through close cooperation with local refugee communities |
| Beneficiaries | Refugee women and refugees who have experienced GBV or are at high risk |
| Collaborations | With the local accommodation centres, public services and NGOs |

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|-----------------------|--|
| Title | Strengthening MHR: beyond gender stereotypes |
| Funding | Foundation Open Society Institute (FOSI) |
| Implementation period | 01.05.2020 to 31.09.2022 |
| Goal & Objectives | The project seeks to fill in the gaps observed and identified with regards to psycho-social support and mental health services available for and provided to refugee adolescent boys (16 and above) and adult men, residing in Athens urban area, who are survivors primarily of GBV and/or possibly other forms of violence. |
| Key actions | <ul style="list-style-type: none"> • Conduct of Needs Assessment (research) in the urban area of Athens, mapping of the targeted population, as well as of the existing agencies they may reach. • Capacity building program for the front-line professionals who will staff the new service • Pilot service provision to the targeted population through experienced and trained staff members • Facilitation of empowerment groups for LGBTI+ people |
| Beneficiaries | Male adolescent refugees (16+ years old) and young men living in the urban area of Athens or in the Attica region |
| Collaborations | With housing actors (e.g. IOM), psychiatric clinics of public hospitals, NGO that provide psychiatric support (e.g. Babel, Orlando), Community Centres, the Municipality of Athens, etc. |

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|-----------------------|--|
| Title | ARIANDE 2: Developing and supporting multidisciplinary police reporting procedures to prevent and respond to domestic violence against migrant/ refugee women. |
| Funding | DG Justice / Rights, Equality and Citizenship (REC) Programme |
| Implementation period | 15.04.2020 – 15.04.2022 |
| Leader | Centre for Security Studies (CSS) |
| Partners | Diotima Centre, the Research Centre for Gender Equality (KETHI), Women's Center of Karditsa, Action Aid Hellas and the Municipality of Athens |
| | <p>The program aims to identify the Standard Operating Procedures (SOPs) and propose relevant policies to the Greek State in order to sensitize police officers in terms of:</p> <ul style="list-style-type: none"> • moving into action while cooperating with Civil Society's organizations for protecting female immigrants and refugees who are survivors of domestic violence • deal with the reduced numbers of reports regarding domestic violence incidents, by offering educational and consulting programs as well as by providing practical tools. |
| | <ul style="list-style-type: none"> • Creating a cross-sectoral National Platform model for the promotion of interdisciplinary protection and support regarding female immigrants and refugees who are survivors of domestic violence. This action aims to control the Standard Operating Procedures (SOPs) emphasizing on the role of the police. The pilot application will be based on participatory and grass root methodology. • Evaluating the behavioural change of the 164 police officers. Their training will be based on intercultural communication and cross-sectoral cooperation • Conducting primary field research which will be addressed to female immigrants and refugees, domestic violence survivors • Organizing 24 consulting meetings with interdisciplinary working groups |
| Beneficiaries | 120 police officers and 100 professionals from public authorities and NGOs, 15 immigrant/refugee survivors of domestic violence (participation in the qualitative research), 164 police officers (participation in a training program) and 200 conference participants. Approximately 500,000 indirect beneficiaries through the action's publicity (1000 leaflets, 200 posters, videos, 4 newsletters and 4 press releases, 5 days and 2 conferences, 2 digital campaigns, 4 workshops). |
| Collaborations | With a significant number of public authorities and non-governmental organisations. |

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| Title | FM-OUT! Finding ways out to forced marriages: prevention, protection and support tools for practitioners across Europe |
| Funding | DG Justice / Rights, Equality and Citizenship (REC) Programme |
| Implementation period | 01.05.2020 – 01.05.2022 |
| Leader | UNIVERSITAT AUTONOMA DE BARCELONA, CENTRE D'ESTUDIS I RECERCA EN MIGRACIONS (UAB-CER-M), |
| Partners | SURT, FUNDACIO DE DONES FUNDACIO PRIVADA (SURT), TURKISCH-DEUTSCHER FRAUENVEREIN EV (Papatya), Centre Diotima LA VOIX DES FEMMES (VdF) |
| Goal & Objectives | <p>FM-OUT! aims to expand and train professionals working with potential victims of forced marriages (FM), one pervasive form of gender violence. It will do so widening the range of professionals involved in early detection and identification of potential victims of FM, and providing them with training and tools to face the challenges posed by this social problem, in particular identifying cases moving in the "grey zone" where intimidation takes more subtle paths and is more difficult to identify or for victims to seek help. It aims to equip professionals working (in)directly with potential victims of forced marriages (FM) with competences and tools, in order to face the challenges posed by this social problem in 4 EU countries by:</p> <ul style="list-style-type: none"> • Assessing their needs via quantitative and qualitative research procedures • Fostering the mutual learning and capacity building of front-line professionals, to improve support services. • Raising awareness and contributing to a change in the behaviour of the general public • Advocating for an end of FM among policy-makers and stakeholders |
| Key actions | <ul style="list-style-type: none"> • Conducting research in 4 countries (Spain, Greece, Belgium and Germany) regarding forced marriages among immigrant populations. • Creating relevant interactive, digital, educational materials • Educational training programs for professionals • Implementation of educative and psycho-pedagogical activities for young men and women • Advocacy towards decision making bodies to bring to view the issue of forced marriages and come up with solutions. |
| Beneficiaries | Front-desk professionals working in: formal/informal education, health, police, justice, social services, gender violence and cultural diversity management |
| Collaborations | Public authorities, agencies, as well as with NGO's operation in the social field. |

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|-----------------------|---|
| Title | Engaging the community for the protection of GBV survivors and women at risk in Kara Tepe |
| Funding | Το πρόγραμμα υλοποιήθηκε με την υποστήριξη της International Rescue Committee |
| Implementation period | 18.11.2020 to 31.11.2021 |
| Goal & Objectives | The project aims to enhance Diotima's teams and activities in Lesvos that respond to the needs of female and male GBV survivors and to the emergency situation that has emerged after the destruction of Moria's RIC and its replacement with the New Site at Kara Tepe |
| Key actions | <ul style="list-style-type: none"> • Provision of case management and PSS services to GBV survivors • Provision of legal counselling and legal aid to GBV survivors • Provision of emergency accommodation to GBV |
| Beneficiaries | GBV survivors who are accommodated at the New Site in Kara Tepe |
| Collaborations | Public authorities and NGOs providing services to the refugee populations |

| | |
|-----------------------|--|
| Title | Engaging the community for the protection of GBV survivors and women at risk in Kara Tepe |
| Funding | UNICEF |
| Implementation period | 01/10/2020 to 30/01/2021 |
| Goal & Objectives | <p>Prevention and tackling gender-based violence in the new camp of Lesvos, in which refugees were relocated, after the devastating fire in the Reception and Identification Center (RIC) in Lesvos. Identification, registration and provision of psycho-social support to GBV survivors and women at risk of gender-based violence, by a team of specialized professionals (coordinator, psychologists, social workers, interpreters, social scientists, child animator). Empowerment of women refugees and adolescent girls, through workshops and actions, to avoid secondary victimization and to promote social integration.</p> <p>Strengthening the skills of professionals working with the refugee population to recognize and respond to incidents of gender-based violence.</p> |
| | <ul style="list-style-type: none"> • Communication with community activities (CwC), such as workshops, focused discussion groups, group activities, etc. with the participation of GBV survivors, women at high risk of GBV and adolescent girls residing in the new camp • Interventions of two SGBV mobile teams in the new camp, for the registration of the population, that is facing gender-based violence or is at high risk of GBV, provision of psycho-social support and referral to the appropriate services. • Training of professionals working in the new camp (social workers, NGO executives, etc.), regarding the basic concepts of gender-based violence, first aid for mental health, etc. • Strengthening the existing gender-based violence management team of Diotima Center in Lesvos, with the aim of responding to the increased needs. |
| Beneficiaries | Refugee women and girls |
| Collaborations | Public authorities and NGOs providing services to the refugee populations |

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|-----------------------|--|
| Title | Awareness raising actions for domestic violence during the COVID-19 Pandemic |
| Funding | British Embassy in Athens |
| Implementation period | 01.09.2020 to 31.04.2021 |
| Goal & Objectives | Raising awareness and informing gender-based violence survivors and the general public about the increase of domestic violence during the pandemic, the rights of GBV survivors, and the support from their familiar environment. |
| Key actions | <ul style="list-style-type: none"> • Publication of a guide in the form of frequently asked questions and answers, including all necessary information for domestic violence survivors, as well as anyone who wants to help. • Awareness raising and information campaign on domestic violence throughout the pandemic |
| Beneficiaries | Gender based violence survivors, general public |

| | |
|------------------------------|---|
| Title | Support Diotima's online helpdesk |
| Funding | Mediterranean Women's Fund |
| Implementation period | 01.05.2020 to 01.04.2021 |
| Goal & Objectives | This project aims to enhance Diotima's response to GBV survivors by supporting specialized professionals who staff Diotima's online Helpdesk. |
| Key actions | Provision of information and counselling to GBV survivors (or persons who are at risk of GBV) from a specialized professional via an online Helpdesk. |
| Beneficiaries | GBV survivors (or persons who are at risk of facing GBV) |
| Collaborations | With public services and NGOs |



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ΚΕΝΤΡΟ ΓΙΑ ΤΑ ΕΜΦΥΛΑ ΔΙΚΑΙΩΜΑΤΑ
ΚΑΙ ΤΗΝ ΙΣΟΤΗΤΑ