

Diotima Centre

Annual Report 2023



2023

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
- **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 2023, we supported
1.135 survivors of gender-based violence.

497 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
- **build bonds** of solidarity and mutual support networks
- **strengthen** female autonomy



In 2023

4.346 individuals

participated in empowerment, prevention,
and awareness raising activities



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.



In 2023

1.409 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.

The Communication Department of the Diotima Centre has implemented **14 digital campaigns** in various formats, amassing **over 7 million views**. Two of these campaigns went **viral**, utilizing **7 channels/platforms** on social media.

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 2023, we created
and participated in **4 digital campaigns**,
reaching more than
4,200,000 people.



campaigns

#EqualGen

The #EqualGen campaign ran for just over a year, starting from March 8, 2023, and ending in late April 2024, shaping a long-term social media [intervention for gender equality](#).

The campaign consisted of **16 visual artworks** by the illustrator Eleni Koumi and **reached 830,000 people**, with the strongest target group being the GEN Z demographic.

Its aim was to create ruptures in the dominant narrative/representation of our gender reality, attempting to bring to the forefront what is actually marginalized and/or condemned because it deviates from gender norms.

Follow [#EqualGen campaign](#).



#ActNow

The digital campaign #ActNow ran simultaneously in **Spain, Italy, Greece, and Belgium** in November 2023, coinciding with the International Day for the Elimination of Gender-Based Violence. The campaign was launched in English, Spanish, Italian, Greek, Catalan, and Dutch.

The **3 videos** depict everyday situations that highlight a harsh reality: **certain forms of violence have become deeply ingrained within the very fabric of our society**. Gender-based violence is systemic and significantly contributes to perpetuating and reinforcing gender inequalities.

The #ActNow campaign reached over **2.8 million accounts** on social media and sparked discussions in press coverage.

Follow [LILA campaign](#).



Play Safe

Play Safe is an **educational game about online gender-based violence**. Play Safe aims to inform and raise awareness among adolescents and young people about online gender-based violence and harassment.

The **app**, through a series of interactive games, provides children and youth a learning opportunity to recognise online gender-based violence. The Play Safe digital game is also a useful tool for parents and teachers to become aware of new forms of gender-based violence and to be ready to support children when they ask for help. The Play Safe campaign reached **over 350,000 people**.

The app is implemented with the support of UNICEF and is available for free in **Greek, English, Farsi, Italian and French**.

[Follow Play Safe campaign.](#)



Her* visual field

“Her* Visual Field” is a **photography installation** that occurred on the occasion of the International Day for the Elimination of Gender-Based Violence. It commences with the inquiry: How can trauma be visually depicted in manners that generate empowering narratives for the individuals involved?

Two photographers, Alexandra Masmanidi and Vera Hozzoglou, investigate the potential of **challenging stereotypical portrayals of experiences related to gender-based violence**, frequently presented through the perspective of the perpetrator. The exhibition was curated by Ioanna Zouli.

The Her* Visual Field campaign reached over **230,000 people**.

Follow [“Her* Visual Field” campaign](#).



Δ/ΟΤΙΜΑ
ΦΩΤΟΓΡΑΦΙΚΗ ΕΚΘΕΣΗ

24-26/11 Το ΟΠΤΙΚΟ ΤΗΣ* ΠΕΔΙΟ

Διερευνώντας τη δυνατότητα
αμφισβήτησης των
στερεοτυπικών απεικονίσεων
της έμφυλης βίας

Circuits and Currents
Νοταρά 13 και Τσαίτσα

Π: 7-10 μμ / Σ: 12-6 μμ Κ: 12-8.30 μμ
εγκαίνια: 24/11, 7 μμ
εκδήλωση: 26/11, 6 μμ

Δίκτυο Κοινωνικής Προστασίας της Αθήνας - Open Social Net

 ΕΥΡΩΠΑΪΚΟ ΚΕΝΤΡΟ ΠΡΟΓΡΑΜΜΑ ΠΡΟΤΑΞΗΣ ΑΤΤΙΚΗΣ ΕΣΠΑ 2014-2020

Με τη συγχρηματοδότηση της Ελλάδας και της Ευρωπαϊκής Ένωσης


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 2023, we published **5 studies and guides**, reports on gender rights, gender-based violence, and equality.



**let's discuss
changing
society**

Gender-based violence during and after Covid-19

Study on the service provided to victims of gender-based violence in Belgium, Greece, Italy, and Spain during and after Covid-19. This study seeks to **explore service provision to victims of gender-based violence (GBV)** in Belgium, Greece, Italy, and Spain during and after Covid-19.

The purpose is to describe:

- the state of the art of services for GBV survivors after and during the covid-19 pandemic, with special attention to services for children
- the Public administration and CSO response to the new challenges
- the needs detected by survivors of GBV

[Read the study here.](#)



Policy and legal brief on cyber violence

The study includes an **overview of the legal framework and policies on online gender-based violence at international, European and national level**. It highlights that measures are highly fragmented and with significant gaps in both the legal framework and the policies adopted at EU and Member State level. A typical example is the absence of common terminology, as well as the multitude of legal and statistical definitions.

Given that the aim of the Brief is to emphasise the need to adopt comprehensive policies, the last part of the Report includes policy proposals and recommendations based on the Istanbul Convention in order to trigger concrete changes in the way gender-based violence is addressed at national and European level.

[Read the study here.](#)



Good practices focusing on consent

The Guide is intended to serve as a non-formal learning tool, offering reference **material to professionals, providing information regarding sexual harassment**, but also specific tools to those who want to focus on building sexual harassment prevention activities.

The content of this guide has been organized by the types of professionals of those who might use it. We also want to encourage professionals who use this Guide to include personal reflections when applying the best practices to their work, and to adapt the proposed activities according to the needs of their audience/clients/beneficiaries.

[Read the guide here.](#)



Psychosocial intervention for women affected by GBV

The **protocol aim to tackle the escalating levels of domestic, sexual, and gender-based violence**. Gender-based violence (GBV) represents a severe violation of numerous human rights, disproportionately impacting women and girls. The COVID-19 pandemic has further exacerbated gender inequality, both in public and private spheres and increased the vulnerability of women and children to violence.

The guidelines outlined in this protocol aim to tackle the escalating levels of domestic, sexual, and gender-based violence, shedding light on their lasting consequences for women and girls. Our primary objective is to strengthen coordinated efforts and ensure that victims receive the comprehensive and appropriate support they urgently require, adhering to the EU acquis and the highest standards.

Read the guide [here](#).



Brief on the prevention of gender-based violence

The brief presents **the dimensions of the phenomenon of gender-based violence at national and European level and attempts a series of proposals for prevention**. It attempts to describe and highlight those practices that are emerging as key to its elimination. At the heart of these practices is placed consensus, as a key concept for creating equal interpersonal relationships, as well as respect and inclusion, highlighting their importance in the fight against abusive and violent behaviour.

Finally, the Brief includes a series of suggestions and examples of the content of prevention actions by area of intervention, such as institutions, education, workplaces, the media, etc. The aim of the Brief is to contribute to change at individual, collective and institutional levels and to promote a gender-just society.

Read the guide [here \(only in greek\)](#).



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.

In 2023, the Diotima Center **co-signed 7 joint letters and issued 3 press releases** to contribute to the public dialogue on issues related to gender equality, gender-based violence, and refugee issues.



ANNEX

Projects 2023

Continued

Title	PRESS
Funding	Funded by the EU in the context of CERV Project Grants (Project number 101049295),
Implementation period	01.02.2022 to 01.01.2024
Goal & Objectives	The PRESS project aims to promote early detection and prevention of sexual harassment/ violence, with a particular focus on gender-based cyber sexual violence, and offering support services to women, young people, and LGBTIQ victims or potential victims of these types of gender-based violence.
Key actions	<ul style="list-style-type: none"> -Bibliographic / desk research on sexual harassment and cyber violence and on the recent developments during the Covid-19 pandemic. -Mapping of the existing situations regarding the reproduction of sexual harassment and violence in the Greek media -Drafting a Good Practice Guide on consent -Capacity-building training activities addressed to professionals of mental health, social workers, educators, lawyers, multidisciplinary teams of professionals, and students. -Training of Trainers (ToT) activities addressed to media professionals and aiming to combat sexist and stereotypical beliefs about sexual harassment and sexual violence. -Support activities for gender-based violence survivors -Psychosocial support for GBV survivors and people (over 16) at risk of experiencing sexual harassment. -Legal counseling and legal aid. -Empowerment and awareness raising – through team activities and workshops for young adult persons and teenagers (16-17 years old). -Policy proposals and measures to be taken on a national and European level based on the desk research and the needs of GBV survivors supported by Diotima Centre. -Proposals on how to mainstream gender in news reporting for sexual harassment and cyber violence. -Organization of a roundtable discussion on sexual harassment and consent and on cyber sexual violence – shared among experts and young people. -Awareness-raising and informative activities -Online campaign for the general public on sexual harassment on the internet.ommunication campaign on sexual harassment and consent addressed to children and young persons and focusing on educating and sensitizing on issues relating to respect, body boundaries, and consent.
Beneficiaries	<p>Young women, men, and LGBTQI people (16-35) – especially school and university students who will be informed about their rights, available services, and complaint procedures;</p> <p>Key professionals supporting GBV survivors – i.e., psychologists, social workers, educators, and lawyers (employed in the public and private sectors)</p> <p>People employed in the production of news/ reporting of sexual harassment, sexual violence, and cyber violence – i.e., journalists, news producers, etc.</p> <p>Policymakers and stakeholders</p> <p>The general public</p>
Collaborations	Diotima Centre as Coordinator, National Kapodistrian University of Athens and the Faculty of Communication and Media Studies and Genderhood as partners

Title	FemPower
Funding	European Union under the Erasmus+ KA220 – Cooperation Partnerships in Higher Education
Implementation period	02.2022 to 08.2024
Goal & Objectives	FemPower aims to increase female representation in the sector of energy, empower and prepare those who are already active in academia or the market, and integrate the gender dimension in CET research and development.
Key actions	<ul style="list-style-type: none"> -Develop methodologies and tools to establish gender mainstreaming in the CET -Develop, test and evaluate transversal Open Educational Resources and a gender mainstreaming checklist especially for HEIs in the field of CET to raise gender awareness in CET education and increase female participation in the research activities of the involved organizations -Develop gender inclusive co-creation methodologies for cross-sectoral and international cooperation in the field of CET, as well as test and evaluate them -Develop gender inclusive STEAM educational methodologies in the field of CET to support, empower and improve the gender awareness of the students and staff in the participating HEIs as well as increase their multidisciplinary and creative skills for the CET -Develop gender inclusive CET STEAM activities for Secondary Education to increase the number of students and especially girls interested in CET careers that will be tested during a pilot implementation -Ensure and promote future long-term sustainability of the implemented solutions by creating and maintaining the Fem to FemPower Peer Learning Network
Beneficiaries	
Collaborations	5 Higher Education Institutions (Aristotle University of Thessaloniki/GR, Politecnico di Milano/IT, Cyprus University of Technology/CY, Technical University of Delft/NL, Universidad de Pais Vasco/ES), 1 SME (Duneworks/NL), 2 NGOs (Digijeunes/FR and Diotima/GR) and 1 Public Body (Center for the Promotion of Science/RS).

Title	LILA
Funding	CERV-2021-DAPHNE, funded by EU
Implementation period	01.03.2022 to 28.02.2024
Goal & Objectives	The project's general objective is to design, implement, and evaluate a comprehensive and tailored support program aimed at women victims of gender-based violence (GBV) and their children, based on their individual needs and paying special attention to those having arisen from the covid-19 social and economic crisis.
Key actions	<ol style="list-style-type: none">1. Development of a protocol for psycho-social support to increase women's resilience, help them escape abusive relationships, regain autonomy, and prevent further victimization/ involvement in violent relationships2. Implement a pilot program to enable as many women/girls as possible to access it without discrimination. preventing child abuse and promoting maternity support, etc.3. fostering and enhancing multi-agency cooperation to increase the capacity of stakeholders and relevant professionals to provide support to survivors4. raise awareness around gender-based violence, coordinated by the Diotima Centre5. contributing to the identification of the emerging needs of the target groups in the context of the Covid-19 pandemic and the diagnosis of their social, emotional, and economic situation
Beneficiaries	ABD Asociación Bienestar y Desarrollo (Spain) Diotima Center, Fondazione ACRA (Italy), and Payoke (Belgium). Visit the project page here
Collaborations	With public services and NGOs

Title	Community linkage
Funding	CERV-2021-DAPHNE, with EU funding
Implementation period	05.2022 to 06.2024
Goal & Objectives	The program aims to effectively interconnect gender-based violence prevention and response services and refugee communities, with a view to early identification and support of survivors in the post-COVID-19 era.
Key actions	assessment of the needs of services preventing and dealing with gender-based violence participatory research with migrant women as agents of change in identifying and addressing gender-based violence networking between migrant/refugee communities capacity building of professionals, based on the needs of migrant women strategic planning of innovative coordination processes between actors providing services to address gender-based violence and networks of migrant women awareness-raising campaign and advocacy initiatives (conferences at national and European level)
Beneficiaries	migrant women GBV survivors, migrant women, professionals working in the field of gender-based violence
Collaborations	Surt, Fundacio de Dones Fundacio Privada (Spain) and partners are Diotima Centre (Greece), Cesie (Italy), and Zrs Koper (Slovenia).

Title	All safe II
Implementation period	11.2022 to 10.2025
Goal & Objectives	The aim of the programme is to support and empower women who experience gender-based violence in any form, have limited economic and/or social resources (low income, unemployment, single-parent families, precarious conditions, etc.) and live in the region of Attica and Central Macedonia. The programme seeks to help women escape from abuse and regain their independence and dignity.
Key actions	Legal advice and legal representation Psychosocial support Vocational counselling
Beneficiaries	Greek women and immigrant women who have experienced and/or are experiencing any form of gender-based violence.

Title	Play the game and stay safe
Funding	UNICEF
Implementation period	12.2022 to 05.2024
Goal & Objectives	The project aims to promote gender equality among young people and foster a culture of zero tolerance for gender-based violence. Through the application we aim to raise awareness and information about online sexual harassment, in its various forms, focusing on issues of consent, healthy interpersonal boundaries, and relationships.
Key actions	Design and development of an application in 3 languages (Greek, English, Farsi) to be used as a "learning game". Young people will participate in the design and implementation.
Beneficiaries	Young people between 14-17 years old, speaking Greek, English, and Farsi.
Collaborations	

Title	Equal Gen
Funding	The Active citizens fund in Greece
Implementation period	04.2022 to 04.2024
Goal & Objectives	The project "Equalgen" engages multiple groups nationwide through combined activities of training, empowerment, awareness and art, emphasizing in young people (16-30 years old), as adolescence and the first years of adulthood are a period of formative experiences in terms of beliefs and way of life and gender expression.
Key actions	<ul style="list-style-type: none">-empowerment, self-awareness, capacity building and information workshops on the rights of lgbtqia+ people and women (16-30 years)-artistic workshops to raise awareness for equality with the use of contemporary art tools-groups, both online (6 actions) and live in Athens (6 actions), with the participation of up to 15 people, on issues of gender equality, gender roles, gender identities and gender violence.-collective empowerment and care activities in the context of a group of peers-online trainings for educators-digital campaign on gender issues, gender equality and gender-based violence.-thematic policy briefs, the first on the prevention of gender-based violence and the second on the needs of teachers to integrate the perspective of gender equality in the pedagogical process
Beneficiaries	young general public, educators
Collaborations	Emantes, Anasa Cultural Center for African Art and Culture

Title	Support services in women refugees (2nd phase)
Funding	UNHCRGreece
Implementation period	01.2022 to 12.2025
Goal & Objectives	It aims at providing comprehensive support services, which include 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.
Key actions	<ul style="list-style-type: none">-Provide free legal aid -representation in court included-to people who have been sexually abused or at high risk-Provide personalized psychosocial support in the context of gender-based violence management (GBV case management)-Develop a mechanism for referring incidents of gender-based violence to competent bodies, such as public services, NGOs, etc.-Carry out prevention actions: raise awareness of gender-based violence issues, empower refugees, including men, through close cooperation with local refugee communities
Beneficiaries	GBV survivors



New programs

Title	Remote psychosocial support			
Funding	Athina I. Martinou Foundation			
Implementation period	03.2023 to 01.2024			
Goal & Objectives	The aim of the program is to support and empower survivors and to reduce the consequences of gender-based violence.			
Beneficiaries	Women and migrant women who experience all forms of gender-based violence, live in rural areas, and have limited financial resources.			
Keys Actions	The program provides remote psychosocial support for survivors of gender-based violence. To better serve the women, the program offers the possibility of telephone or online communication, ensuring all safety and protection measures for the service users.			

Title	Gender-based violence: (In)visible
Funding	Open Social Net
Implementation period	09.2023 to 11.2023
Goal & Objectives	The action aims to raise awareness about the non-stereotypical representation of gender-based violence, focusing on the role of art in creating social impact. Its goal is to initiate a broader dialogue through artistic expression, bringing to the forefront women's perspectives on healing from trauma and, above all, their non-negotiable right to a life free from gender-based violence.
Key actions	- Focus group with the participation of photographers, survivors, and communication professionals from the Diotima Centre, which will focus on the representation of the phenomenon of gender-based violence. - Production of photographic works under the scientific supervision of the organization and the curator of the exhibition. - Photographic exhibition as part of November 25th. - Public open discussion.
Beneficiaries	General public, women survivors of GBV and visual artists

Title	EQUALL – Equal opportunities for all
Funding	Piraeus Bank's multifaceted EQUALL program
Implementation period	12.2023 to 06.2024
Goal & Objectives	The project aims to respond in a targeted manner to the need for empowerment, economic and social self-sufficiency and independence of survivors of gender-based violence, enhancing their efforts to escape abuse and support an independent life.
Key actions	<ul style="list-style-type: none">- Individualized supportive psycho-educational professional counselling sessions aimed at empowering women to recognize their positive and strong points, to creatively and proactively manage their autonomy by utilizing all available resources (material, psychological and social) and to achieve the reconstruction of their self-image, the enhancement of their self-esteem and self-confidence.- Upgrading of qualifications and acquisition of (new) skills. Through counselling support, their professional profile (educational level, previous work experience) is mapped, soft/social skills are identified and exploited, and their (re)orientation is encouraged.- Preparation for searching and finding a job.
Beneficiaries	Women of all ages and social profiles and can particularly help those in a precarious economic situation (unemployed or underemployed, etc.), regardless of their formal qualifications who have experienced gender-based violence
