

National Seminars

National Seminars will take place in the three participating countries during Spring 2004. Their aim is to raise awareness among police employees on issues of discrimination in the police force and train police officers in charge of human resource management in anti-discrimination recruitment techniques.

1st National Seminar: Athens, 23 March 2004

The first National Seminar took place in Athens, in March 2004. Ten police officers participated, among who were 4 leading members of the Greek Police Trade Union. The issues presented were: the project 'Minority Representation in Police Organisations'; Community legislation against discrimination; the results of the 'diversity audit' performed on the Greek Police in 2003; and issues pertaining to minorities in Greece.

Number of Participants: 10

Venue: Seat of the Panhellenic Federation of the Greek Police



The National Seminar was chaired by Mr. Athanasios Theodoridis, Director of ANTIGONE.

Mr. Theodoridis presented the issues according to the following structure:

First, he informed the participants about the socio-political identity of the NGO ANTIGONE and, especially, about its main task as Information and Documentation Centre on Racism and Xenophobia, in the context of its role as official National Focal Point of the Vienna-based European Monitoring Center on Racism, Xenophobia and Anti-Semitism.

Secondly, he referred to the EU-funded Community Action Program Against Discrimination, and specifically to the project "Minority Representation in Police Organizations". He briefly explained its main objectives and importance.

Thirdly, he analyzed European anti-discriminatory legislation putting special emphasis on Directives 43/2000 and 78/2000. The main aspects of the Directives were presented in detail, as well as the main differences between them. The audience came to fully realize the ongoing social changes across Europe.

Finally, the main part of the Seminar was the presentation of the audit results based on the scientific research undertaken by the Dutch consultancy EGA.

To illustrate the attitude of the police leadership towards diverse groups, the speaker referred to the specific answers given by those police employees



who had participated in the focus group interviews organized by ANTIGONE in 2003, as well as to the answers given to the survey prepared by EGA.

In particular, the arguments for the promotion of a policy favorable to diversity were analyzed thoroughly, since the use of slides helped the participants to compare the results of the two countries (Greece and Sweden) and realize how different some approaches are on some issues and how similar in others.

As regards Human Resource Management, some existing discriminatory criteria concerning the selection of personnel were brought up and discussed.



A big part of the Seminar was dedicated to the Organizational Culture of the Greek Police. All issues were examined on a comparative level, and a lot of discussion took place on the issue of the existence of stereotypes within the Organization.

Moreover, slides describing the negative and positive consequences of diversity gave participants the chance to analyze and discuss problems related not only to diversity but also to everyday police work.

In the end, final recommendations were made on ways to combat discrimination effectively in the future.

2nd National Seminar: Volos, 20 April 2004

The second National Seminar took place in Volos, in April 2004. More than twenty police officers participated, among who were high ranking officers of the Greek Police Trade Union and the Region's authorities. The issues presented were: the project 'Minority Representation in Police Organisations'; Community legislation against discrimination; the results of the 'diversity audit' performed on the Greek Police in 2003; and issues pertaining to minorities in Greece.

Before the start of the National Seminar Mr. Athanasios Theodoridis was interviewed by the local TV channel ASTRA on the issue of diversity in the Greek Police. During the Seminar, local media were invited and a series of articles appeared in the local press the following day (available in [press reports page](#)), as well as a news report on the local TV channel ASTRA (the TV material is available on DVD and can be provided on request at info@antigone.gr).

Number of Participants: 22

Venue: Hotel Xenia Portaria



The National Seminar was chaired by Mr. Athanasios Theodoridis, Director of ANTIGONE.

Mr. Theodoridis presented the issues according to the following structure:

Firstly, Mr. Theodoridis presented the EU's legislative anti-discrimination tools. He explained how EU Directives 43/2000 and 78/2000 will allow Member State to make significant progress in improving ethnic equality and combating racial discrimination within the EU. The speaker also analyzed the reasons why the EU Council decided to pass the Directives. All the major innovations of the Directives were briefly mentioned, in order for the audience to understand that the aim was to establish – for the first time in Europe – common minimum standards for legal protection against discrimination. The speaker mentioned several practical examples in the area of Employment, which directly affect the working life of police employees.

Secondly, Mr. Theodoridis presented the "Organizational diagnosis". He explained that the audit indicates that that leadership of the Greek Police is not prepared to accept progressive changes. The speaker claimed that diversity can contribute to Organizational results, because being more diverse, the Police would be able to receive the right signals from society ("business benefit").

As far as policies and strategies are concerned, it was stressed that diversity is hardly taken into consideration and has to be developed yet. With the help of slides, the speaker presented the results of the survey of more than 300 Greek police persons undertaken as part of the "diversity audit of the Greek Police", which indicates that the majority is negative towards all the possible arguments for diversity management. Much discussion took place during this part of the Seminar.



The comparison between the Organizational Culture of the Greek Police and that of the Swedish Police attracted the attention of the audience. Most of the trade unionists made comments on the issue.

Discussion on Ethnicity, Religion, Gender and Sexual Orientation, in constant relation with the results of the Audit, constituted the core of the Seminar.

Finally, possible positive and negative aspects of diversity were examined and discussed, through a comparative prism, along with several proposals and recommendations.

All the local newspapers of the city of Volos published a report on the Seminar the following day.

3rd National Seminar: Corfu, 18 June 2004

The third National Seminar took place in Corfu, in June 2004. More than eighty police officers participated, among who were high ranking officers of the Greek Police Trade Union and the Region's authorities. The issues presented were: the project 'Minority Representation in Police Organisations'; Community legislation against discrimination; the draft Handbook; and issues pertaining to minorities in Greece.

Number of Participants: 83

Venue: Hotel Holiday, Kanonaki



The National Seminar was chaired by Mr. Athanasios Theodoridis, Director of ANTIGONE.

Mr. Theodoridis presented the issues according to the following structure:

Firstly, Mr. Theodoridis presented the aims of the project.

Secondly, he presented the EU's legislative anti-discrimination tools. He explained how EU Directives 43/2000 and 78/2000 will allow Member State to make significant progress in improving ethnic equality and combating racial discrimination within the EU. The speaker put special emphasis on the issue of the reversal of the burden of proof, which is expected to make significant changes in court procedures.

Unlike in the previous two National Seminars, Mr. Theodoridis presented the content of the future Handbook rather than the "Organizational diagnosis" itself. This innovation in the structure of the Seminar proved very productive as it saved time for discussion.



The speaker explained why diversity should be promoted in the workplaces, and especially in the Police Organization. He used all the relevant arguments, emphasizing the new role of the Greek Police in a diverse society and claimed that effectiveness can no longer be achieved without internal changes that reflect diversity within society.

The Organizational Culture of the Greek Police was compared to that of the Swedish Police with the use of transparencies. This exercise allowed for the possible positive and negative aspects of diversity to be examined and discussed, according to the results of the survey. This presentation constituted the main part of the whole seminar, during which the speaker had the opportunity to analyse the Project's philosophy.