

# Transnational Meetings

## 1. Athens 5-8 September 2002

The aim of the first meeting was to present the project programme, budget, and implementation schedule of the first year working program. Project participants met for the first time and exchanged their views on how best to implement the programme. It was decided that 3 National Workshops would be organised to undertake the diversity audit of the police organisations in each country. As far as ANTIGONE, the Greek partner, was concerned, their main task would be to establish contacts with the Greek police.

## 2. Amsterdam 9-12 January 2003



In January the partners met again, in Amsterdam, to exchange their experiences of the project's development and solve pending problems.

By this time, the Swedish participants had collected background data on the issues studied and had undertaken the first round of interviews with key informants at the Stockholm police. They highlighted two problems linked to their initial activities: a. the lack of data covering the representation of minorities in police organisations and b. the insufficient level of knowledge of gay/lesbian issues in general.

In the meantime, the Dutch participants were facing difficulties in finding a police force willing to cooperate with the project. In addition to this, there seemed to be lack of data on gays/lesbians.

The biggest challenge for the Greek participants was to involve the Greek police in the project. Unfortunately, the top-level contacts proved unsuccessful. However, informal negotiations at lower levels yielded a better result. Awaiting the negotiations with the police, the workgroup collected background material on the history, regulations and culture of the Greek police force.

## 3. Stockholm 27-29 March 2003

Since the Amsterdam meeting, both the Swedish and the Dutch participants continued their interviews with key staff and undertook the online diversity audit provided by EGA.

The Greek participants established a link to the Greek Police Trade Union, a representative of which attended the transnational meeting. ANTIGONE also analyzed the Greek legislation pertaining to the police forces from a diversity perspective. The findings were presented during the meeting.

## 4. Aegina 13-16 June 2003



During the Aegina meeting the participants focused on the primary results of the diversity audits. Presentations were made on the structure of the Swedish police and issues pertaining to minority representation discussed. The Dutch participants also described the situation in the Netherlands and briefly presented the results of the interviews undertaken with key staff.

The Aegina meeting was attended also by the President and three other representatives of the Greek Police Trade Union, who analysed the situation in the Greek police forces.

The structure and content of the Handbook were also debated.

## 5. Amsterdam 1-4 November 2003



The project's second year was launched with a detailed presentation of the findings of the online diversity audit, the interviews with key informants and the attitudes' survey undertaken during the summer with police officers which had been analysed by the Dutch partner EGA.

The meetings participants also discussed the first part of the Handbook presented by ANTIGONE, which will contain information on anti-discrimination legislation.



As regards the Handbook, it was decided that the situation in the three participating countries differs too much to allow for only one common Handbook to be created. Rather, each partner would use parts of a common corpus to create a Handbook applicable to the national context.

## 6. Stockholm 15-18 January 2004



The main themes of this transnational meeting were: a. the presentation of the results of the Greek and Dutch diversity audits and b. discussion on the second and third parts of the Handbook.

After a thorough presentation of the results of the diversity audit in Greece by the Dutch partner EGA and a heated discussion between the partners on the meaning of these results both for Greek society and for the project, Dr. Paul Abell made a comparative presentation of the 3 countries' results. Parts of the Dutch results were also presented and analysed.

The partners then split into national groups to debate the contents of the second part of the Handbook, which will contain arguments for a diversity policy in the police forces.



The meeting ended with a first discussion on the contents of part 3 of the Handbook, which will be dedicated to Good Practice examples from the 3 countries.

## 7. Thessalonica -21-25 April 2004



With a view to expanding the project's dissemination, the third transnational meeting was organised in Thessalonica. Apart from the main participants, the President of the Police Trade Union of the area of Kilkis, as well as the Vice-President and a member of the Board of Directors of the Federation of the Greek Police also joined the meeting, contributing their opinions of diversity. ANTIGONE's Chairman and Vice-Chairman also joined the meeting.

A final presentation of the results of the Greek diversity audit was made during the meeting. The political situation in the Netherlands was analysed thoroughly in order to take into account the ways in which it affects the project's activities in that country. Discussion on the third part of the Handbook proceeded and a session was dedicated to Internal and External Evaluation.



Dissemination of the project's results was also discussed, as well as the activities to be done until the next meeting.

## 8. Milia (Crete) 24-28 July 2004



The project's final transnational meeting was organised in the village of Milia, in Crete. The village's secluded atmosphere provided the setting for 3 intense brainstorming sessions, during which the Dutch audit, the common Handbook and the internal evaluation of the project were discussed and debated.

The project partners also discussed ways of continuing the project's activities after the official end of the project on the 31st of August, and further disseminating its results.

