

Mediators Beyond Borders International and Hellenic Mediation & Arbitration Centre



HELLENIC MEDIATION & ARBITRATION CENTRE

Let's Talk:

**A Proposal for Dialogues on Immigration in Athens
April 26-28 and October 1-4, 2013**



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Let's Talk: A Proposal for Dialogue on Immigration

"Just because you do not take an interest in politics doesn't mean politics won't take an interest in you."

Pericles

As global problems extend their reach and increase in importance and severity, it is essential that we discover better ways of responding to contentious social, economic and political issues, and come together across and beyond borders to improve our ability to listen, ask questions, discuss, understand, and act together in solving them. It is essential that we build bridges, and not allow ourselves to become silent or passive as difficult, dangerous and polarizing events drag us into their downward logic. One such issue is immigration.

As a result of climate change, economic crisis, political corruption, racial and religious intolerance, and economic inequity, significant numbers of people around the world are on the move, searching for better lives. As a consequence, political antagonisms, violence, hatred and intolerance have greatly increased, fracturing once stable communities and alliances, escalating conflicts and bringing misery to many. At the forefront of these communities in crisis is Greece.

Immigration around the world is a prime wedge issue for right-leaning neo-Nazi organizations. The unimaginable is now stirring and we are moving toward a watershed in world events, a crossroads where values, ethics and human rights are put to a very real test, creating a flashpoint that could lead either to greater hatred, violence and war; or to increased dialogue, respect and collaboration. The outcome depends, in part, on us.

Greece, today, is a nation in crisis, where the issue of immigration has deeply polarized the population. It is not alone, but rather a harbinger and bellwether of things to come elsewhere in the world. Where better to begin a dialogue on these issues than in Athens, where Socrates first lent it power and meaning?

No country is immune from these problems, and no country has discovered, on its own, a surefire way to solve them. What we require is not war or well-meaning official pronouncements; not rhetorical speeches, racial denunciations or apathetic silence, but courageous conversations, authentic engagement, genuine listening, and creative problem solving. What we require is dialogue.

If we can successfully collaborate beyond borders and build the capacity of local communities to design, organize and conduct dialogues that address difficult and dangerous issues such as immigration; if we can start with an international team of mediators and organize a dialogue on immigration with Greek mediators, representatives of the main immigrant organizations, government officials, political and community leaders, religious organizations, police officials, and participants from the immigrant populations in Athens, we may be able to significantly increase understanding, collectively create new possibilities, reach consensus on practical recommendations for action, increase understanding, and reduce the growing threat of hatred and violence. And if we can do this in Athens, where violence and hatred are at a new high, perhaps we will be able to do so elsewhere in the world as well.

Why Dialogues on Immigration in Athens?

"We have to face the fact that either all of us are going to die together or we are going to learn to live together and if we are to live together we have to talk." Eleanor Roosevelt

This is a critical time in Greece's recent history. The impact of the EU fiscal crisis has reached a crescendo at the same time that leagues of immigrants have crossed into Greece to escape violence in North Africa, the Middle East and Asia, and have assembled in large numbers in Athens, creating a strain on the local society. There have been daily protests and riots in Greece and the emergence of fringe political groups such as the neo-Nazi Golden Dawn party, which have been beating up immigrants and are reported to have considerable support among the police.

After the results of the March 2011 elections and strict financial sanctions imposed by the EU, the international community has once again turned its attention to Greece. The humanitarian costs are escalating and social and political stability are no longer certain. From an unstable banking system to widespread immigration issues, Greece's crisis has reached a tipping point.

Mediators Beyond Borders International and the Hellenic Arbitration and Mediation Centre propose to conduct a series of dialogues to assist civil society in Greece in building its capacity for peaceful engagement and finding creative solutions to difficult and contentious issues, and to reveal better ways of responding to the growing strain placed on society by the economic crisis and immigration issues.

The Athens Dialogue Initiative aims to educate, coordinate and build capacity among the underserved members of Greek civil society in order to facilitate peaceful change and enhance community problem-solving in Greece. The Initiative will develop over five individual yet interconnected programmatic stages that will be implemented during a three to five-year period, in cooperation with local, national and international organizations that are presently working in the area. These stages are:

1. Development of an international team of trainers, facilitators and mediators who will improve their skills in designing, organizing and conducting dialogues on difficult and dangerous issues in a variety of countries and cultures;
2. Coalescence of a cohesive network of mediators and other interested individuals and organizations in Greece, who will continue to facilitate and enhance communication over difficult social, economic and political issues;
3. Improvement of techniques for civil society dialogue through international collaboration and hands-on experience;
4. Design of an on-going series of communication, dialogue and conflict resolution training programs that will assist leaders and volunteers from core groups of immigrants in developing active listening, conflict resolution, dialogue, mediation, and facilitation skills;
5. Creation of an international public dialogue/consensus-building program that can stimulate constructive dialogue at the local level in other countries over a range of important political, economic and social issues.

A Proposal for Dangerous Dialogues and Courageous Conversations

“Men have always looked before and after, and rebelled against the existing order. But for their divine discontent men would not have been men, and there would have been no progress in human affairs.” Kabir

The Athens Dialogue Initiative proposes to conduct a dialogue in Athens on April 27 and 29, 2013, led by a team of Greek and international mediators on the subject of immigration, drawing together individuals from the immigrant populations of Athens, community and religious leaders, police, government, political representatives, journalists and others, in order to demonstrate that it is possible for people from diverse cultures, races, religions and backgrounds who disagree with each other over difficult issues to nonetheless learn from each other, deepen their understanding of the issues, and work together to solve common problems.

Mediators Beyond Borders International (MBBI) has formed a team of highly respected international volunteer mediators who will partner with Greek mediators on April 25-26, 2013, and train them in advanced dialogue techniques. Together, they will facilitate large and small group dialogues on the subject of immigration. These dialogues will be conducted among and within the principal immigrant populations of Athens, accompanied by interested government, police and community representatives, political leaders and Greek citizens.

The immigrant communities include the following primary organizations and immigrant communities: members of the “Kurds and Turkish Immigrants and Political Refugees Union”, the “African Women Union”, and the “Syrian Immigrant Community,” and Asante NGO, Madagascar Committee, and African Women Union, representing immigrants from Nigeria, Kenya, Somalia, Burkina Faso, Ghana, Ethiopia, Philippines, Afghanistan, Pakistan, Egypt, Syria, Iraq, Kurdistan, Turkey, Guinea, Sierra Leone, and Bangladesh. These immigrants and organizations are currently working to form a unified organization that will represent all immigrants and refugees in Greece (see press release, Appendix C).

Feedback and evaluation will take place after each event and small group of professional researchers, process observers and reporters will gather qualitative data to prepare a “white paper” regarding the experience, and make proposals for improving international dialogue, dispute resolution and ways of increasing the capacity of people globally to successfully address immigration and other political issues.

The Athens Dialogue Initiative team will meet the day after the dialogue discuss and critique the experience, and begin to design a three to five-year plan that will lay a practical foundation for future dialogues. Members of the International Team will return to Athens following the MBBI Congress, which will be held on September 26-28, 2013 in Istanbul, Turkey, to deliver follow-up trainings and dialogues during the week of October 2, 2013. At that time, they will meet again with Greek mediators, community, police, religious and political leaders in order to reach agree on a final design for the next 3-5 years, and to conduct follow-up assessments, trainings, and dialogues based on the feedback and evaluations from April.

Preliminary Schedule of Events

"Dialogue is the only way to end war and terror. We need practical solidarity with those who are weaker and diplomacy from below." Luisa Morgantini

The preliminary schedule of events is as follows:

<i>January-April:</i>	The Greek and International teams work together to prepare for the dialogues.
<i>April 22-23:</i>	The International team arrives in Athens.
<i>April 23-24:</i>	Meetings are held with local leaders of the primary immigrant populations, and with interested community representatives, political and religious leaders, government officials, police, and other concerned parties to explain the process, enlist and encourage their support, and provide an opportunity to ask questions, raise concerns and become involved in the process.
<i>April 25:</i>	Advanced training for Greek mediators and other professionals in mediation, multicultural dialogue and small group facilitation techniques. In the afternoon, members of the international team will also conduct a brief training on topics of general interest to the public, such as active listening and conflict resolution techniques, while the Greek mediators and facilitators receive additional training in a number of specialized topics, such as responding to stereotyping, prejudice and bias, and cross-cultural conflict resolution.
<i>April 26</i>	Advanced training for Greek Team Mediators in conducting public dialogues and small group facilitation techniques. Additional trainings will be conducted in October.
<i>April 27:</i>	Dialogue on immigration (see proposed agenda below for details).
<i>April 29:</i>	The team meets to recap, evaluate the experience and plan future events.
<i>September 26-28:</i>	Mediators Beyond Borders International meets in Istanbul to present the results of the Athenian dialogues, evaluate the experience and plan future dialogues.
<i>October 1:</i>	Follow-up meetings in Athens.
<i>October 2:</i>	Trainings of Greek mediators in overcoming impasse, neuroscience, trauma and decision-making, reducing resistance and similar topics, plus reports on the progress of the dialogues. The team will design and begin to implement a three to five year plan, and agree on additional dialogue and mediator training sessions.
<i>October 3:</i>	Follow up dialogues on immigration.
<i>October 4:</i>	Recap of experience and evaluation

Summary of Proposed Agenda for Dialogue

“Non-violence means dialogue, using our language, the human language. Dialogue means compromise; respecting each other’s rights; in the spirit of reconciliation there is a real solution to conflict and disagreement. There is no hundred percent winner, no hundred percent loser – not that way but half-and-half. That is the practical way, the only way.” His Holiness the Dalai Lama

Day One April 27, 2013

- 09:00-10:30 Welcome! Introduction of the International Team and Ground Rules for the Dialogues
Dr. Ionna Anastasoupolou, Dr. Kenneth Cloke, and Dr. Joan Goldsmith
- 10:30-10:45 Break
- 10:45-11:30 Introductions of Participants in Small Groups
- 11:30-12:30 Framing the Discussion
- 12:30-13:30 Breaking Bread
- 13:30-15:00 Identifying Problems and Difficulties: Small Group Dialogues
- 15:00- 15:30 Afternoon Break
- 15:30- 17:00 Uncovering Underlying Issues
- 17:00-17:30 Large Group Discussion, Wrap-up of Day One, Adjourn

Day Two April 29, 2013

- 09:00-9:30 Welcome to Day Two! Recap of Day One
- 9:30-10:30 What is Needed for Dialogue to Succeed?
- 10:30-10:45 Break
- 10:45-11:45 Large Group Closure: What Will We Do Differently?
- 11:45-12:45 Large Group Discussion, Evaluation
- 12:45 Adjourn

Who are the Sponsors?

"Individuals and nations ... create enemies by finding other people to be trash cans for their own unacceptable qualities; if that truth could be acknowledged, then the dialogue of warfare could be turned into a dialogue of acceptance and even love." Paul Griffiths

The Hellenic Mediation and Arbitration Centre (HMAC) is the very first mediation center established in Greece, and is one of the preeminent mediation and arbitration organizations in the area. Directed by attorney Ioanna Anastopoulou. With 15 highly experienced mediators and arbitrators, the Hellenic Mediation and Arbitration Centre is at the forefront of the search for peaceful solutions to the current crisis.

Mediators Beyond Borders International (MBBI) was founded in 2006 to build a more peace "able" world. MBB's primary strategies for promoting the nonviolent resolution of international conflicts are:

1. Capacity building projects that build local organizational and peace-building skills;
2. Advocacy projects that promote mediation worldwide, and
3. Encouraging dialogue over difficult, divisive and dangerous issues.

Since 2006, MBB project teams have:

- Worked with Somali immigrants in Pennsylvania to assist them in reducing conflicts and communicating across cultural barriers;
- Trained former child soldiers at the Buduburham refugee camp in Ghana in mediation and conflict resolution and facilitated their reintegration to Liberia;
- Worked with devastated communities in New Orleans and Mississippi following Hurricane Katrina;
- Reintegrated war-affected women into communities in Liberia following years of civil war;
- Facilitated a successful dialogue between Israelis and Palestinians in Los Angeles;
- Provided Afro-Colombian villagers devastated by years of war in northern Colombia reconciliation and restorative justice strategies and techniques;
- Worked with public and private mediators in Ecuador to enhance confidence and participation in mediation and encourage professionalization of the field;
- Partnered with community mediation centers in Israel to develop cross-cultural conflict resolution capacity to train Jewish and Palestinian Israeli co-mediators;
- Collaborated with a national organization of pastoralists in Kenya to prevent the outbreak of violence between herders and communities;
- Assisted youth in Western Zimbabwe who were in conflict over disputes between President Robert Mugabe and challenger Morgan Tsvangari to talk with each other and discuss issues without violence;
- Trained university students and community leaders in Sierra Leone to reduce and address extreme violence and sexual harassment occurring during campus elections; and

- Lobbied national representatives attending the UN Climate Change Conferences in Copenhagen, Bangkok and Barcelona in 2009, Cancun in 2010, and Durban in 2011, to introduce a mediation provision into the international climate change treaty and promote the use of informal problem solving methods such as mediation and collaboration negotiation in resolving environmental and natural resource conflicts and disputes.

Members of the HMAc/MBBI Team

"We are all partners in a quest. The essential questions have no answers. You are my question, and I am yours – and then there is dialogue. The moment we have answers, there is no dialogue. Questions unite people, answers divide them. So why have answers when you can live without them?" Elie Wiesel

The principal members of the team are (see Appendix for Professional Biographies):

Trainers and Large Group Dialogue Facilitators:

- Dr. Ionna Anastassapoulou (Greece)
- Dr. Kenneth Cloke, J.D., PhD, L.L.M., Center for Dispute Resolution (USA)
- Dr. Joan Goldsmith, DhL, M.A., Center for Dispute Resolution (USA)

International Trainers and Small Group Facilitators:

- Nan Waller Burnett, MA (USA)
- Lynn Cole, J.D., President Mediators Beyond Borders International (USA)
- Alan Gross, PhD (USA)
- Dave Joseph, MSW (USA)
- Honorable Sabine Koenig (Germany)
- Jeremy Lack, Esq. (Switzerland)
- Jamil Mahuad, J.D. (Former President of Ecuador)
- Ashok Pannikar, Director Metaculture (India)
- Louise Phipps Senft, Esq. (USA)
- Rahim Shamji, Barrister (England)
- Thomas Valenti, Esq. (USA)
- Rachel Wohl, Esq. (USA)

Greek Trainers and Small Group Facilitators:

- Nicole Baladis (Greece)
- Panagiotis Chaldaios (Greece)
- Dimitris Giannatos (Greece)
- George Gravias (Greece)
- Alexandra Kardianou (Greece)
- Vassiliki Katrivanou (Greece)
- Maria Panagiotidou (Greece)
- John Pannousis (Greece)
- Bernadette Papawassiliou-Schreckenber (Greece)
- Evgenia Theodorou (Greece)
- Dimitris Theoharis (Greece)

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APPENDIX A -Detailed Agenda for Dialogue Facilitators

"We have to choose between dialogue and utter devastation." Aung San Suu Kyi

The following agenda is suggestive and designed to offer flexibility and alternative paths to dialogue. When participants arrive, they will be divided into diverse representative small groups and assigned to tables. Two lead mediators will be at the front of the room throughout the process with two additional mediators roaming and observing the small groups and intervening wherever necessary. Each small group will be led by a Greek facilitator and assisted by a member of the International Team who will act as a coach and consultant. Each small group will select a recorder, process observer and presenter to report to the large group on each segment of their dialogue.

1. *Welcome!* Introduction of the team, overview of the agenda, and context for the dialogue.
2. *Ground Rules:* The subject of ground rules is presented to the large group and the following questions are discussed in small groups and reported back to the group as a whole. Proposed ground rules are presented based on prior meetings with leaders and participant representatives.
 - Topic: What ground rules are needed for us to have a successful dialogue?
 - Small groups discuss the proposed ground rules. Additions or corrections are presented to the large group and agreed to by the group as a whole. Everyone is asked to commit to the ground rules.
 - The large group is asked if it is ready to begin – if not, we stop, assess and correct.
3. *Introductions:* In small groups, each person introduces themselves by answering the following questions:
 - What is your name? Does it have a meaning? If so, what is its meaning?
 - Where is your family originally from?
 - What is your personal experience with immigration? Your family's experience?
 - What stories do you or your friends and family tell about their experience of getting here, or of living here and interacting with immigrants?
 - What has it been like for you being an immigrant, or being a citizen of a country that others have immigrated to?
 - What is one thing you would most like others in the group to know about you before we begin?
 - What is one wish or hope you have for our dialogue today? [Wishes and hopes are recorded on flip charts, a member of the small group presents to the large group, and they are posted around the room to remind participants of why they are here.]
4. *Framing the Discussion:* The following questions are addressed in each small group, at the discretion of the facilitator, allowing each person time to answer for themselves:
 - Why did you decide to participate in this dialogue today?
 - What life experiences have you had that have led you to feel strongly about this issue?
 - What is one reason why you would like this issue to be discussed?
 - What words or phrases would you use to describe the way immigration should be talked about in Greece, that you would most like to use to guide our dialogue today? [Words and phrases are recorded, a small group member presents to the large group]

and responses are posted around the room. The large group quickly reaches consensus on the words.]

5. *Identifying Problems and Difficulties:*

- What are the main problems or difficulties in connection with immigration that you believe need to be addressed?
- What is one successful method you have seen used to address these issues?
- What is one method that has not been successful, or that you believe has made the problem worse?
- [Answers to each question are recorded and the top 3-5 problems and successful and unsuccessful methods are listed.]
- [Discussion in the large group. A different volunteer reports to the large group listing the main problems, successful and unsuccessful methods.]
- [A volunteer process observer gives general (not personal) feedback at the request of the facilitator, or at the end of the session, on how the group did in their dialogue and what they might do better in future discussions.]

6. *Optional Questions:* [These questions can also be asked by facilitators if they feel it will be useful, or in response to conflicts within their small groups.]

- What is at the heart of this issue for you as an individual?
- Do you see any gray areas in the issue we are discussing, or ideas you find it difficult to define?
- Do you have any mixed feelings, uncertainties, or discomforts regarding this issue that you would be willing to share?
- Is there any part of this issue that you are not 100% certain of, or would be willing to discuss and talk about?
- Even though you hold widely differing views, are there any concerns or ideas you think you may have in common?
- What underlying values or ethical beliefs have led you to your current political beliefs?
- What values or ethical beliefs do you think you might have in common?
- Do the differences between your positions reveal any riddles, paradoxes, contradictions, or enigmas regarding this issue?
- Is it possible to view your differences as two sides of the same coin? If so, what unites them? What is the coin?
- What is beneath that idea for you? Why does it matter to you?
- Can you separate the issues from the people you disagree with? What will happen if you can't?
- Is there anything positive or acknowledging you would be willing to say about the people on the other side of this issue?
- What processes or ground rules would help you disagree more constructively?
- Instead of focusing on the past, what would you like to see happen in the future? Why?
- Are you disagreeing about fundamental values, or about how to achieve them?
- Is there a way that both of you might be right? How?
- What criteria could you use to decide what works best?
- Would it be possible to test your ideas in practice and see which work best? How might you do that?

- Would you be willing to jointly investigate your conflicting factual assertions? How would you do that?
- How is everyone in the group feeling right now about the tone of this discussion? What could we do to improve it?
- What could be done to make each side's ideas more appealing?
- Could any of the other side's ideas be incorporated into yours? How?
- Is there any aspect of this issue that either of you have left out? Are there any other perspectives you haven't described?
- Are there any other ways you can think of to say that?
- Do you think it would be useful to continue this conversation in order to learn more about each other and what you each believe to be true?
- How could we make this conversation more ongoing or effective?
- What could each of you do to improve the ways you disagreeing with each other in the future?
- Would you be willing to do that together?
- [The purpose of these questions is not to eliminate or discourage disagreements, but to place them in a context of common humanity and allow genuine disagreements to surface and be discussed openly and in depth. These questions reveal that political conversations need not be pointlessly adversarial, but can be transformed into authentic engagements by allowing opposing sides to come to grips with difficult, complex, divisive issues without being hostile or abusive.]

7. *Responding to Prejudice, Bias, Discrimination and Stereotyping:*

- What has your experience been with prejudice, bias, discrimination or stereotyping? Have you ever felt discriminated against for any reason?
- Have you had any stereotypes or beliefs about other people in the past that you later discovered to be false? How did you overcome them?
- Do you have any prejudices or biases now that you would like to overcome? What are you doing to overcome them?
- What do you believe are the main reasons for prejudice, or sources of hostility that need to be overcome?
- What are some ways of responding to prejudice, bias, discrimination or stereotyping that you think might be successful?
- [Ideas are recorded and a different member of the small group presents to the large group. Discussion of ideas in the large group.]

8. *Responding to Bias Regarding Immigration: [with thanks to Ashok Pannikar]*

- What has your personal experience been with immigrants who have come to your neighborhood or city?
- Are there any ways you think the experiences of a native Greek are different from the experience of an immigrant?
- Are there any ways you think the experiences of a native Greek are similar to the experience of an immigrant?
- What worries you most about immigration?
- What do you think native Greeks are most afraid of regarding immigrants?
- What do you think most immigrants are afraid of?

- If you met an immigrant or a native Greek with strong views on immigration and had some time to talk, what questions would you most want to ask?
- What would you want him or her to know about you?
- What would you want him or her to think about you?
- What changes in behaviors would you want to request?
- What advice would you have?
- What kind of life would you wish for him or her?

9. *Brainstorming Recommendations and Solutions:*

- Is there anything you believe these problems have in common?
- What do you think might be done to help solve the problems the small groups earlier identified?
- If you were asked what the government could do to solve this problem, what would you recommend? The police? The church? The community?
- What do you think you might be able to do personally or in your families and communities to encourage future dialogue?
- [Ideas are recorded and a different member of the small group presents to the large group.]
- [Alternatively, facilitators reach consensus on problems to be discussed and ask everyone to join a team that will discuss the problem in depth, ask each person to brainstorm possible solutions, then list and report to the large group on the top 5-8 solutions from their team. Afterwards, one volunteer from each team agrees to meet to consolidate and synthesize the recommendations and take them as a group to the organizations that could do something to implement them.]

10. *Closure: What Will We Do Differently?*

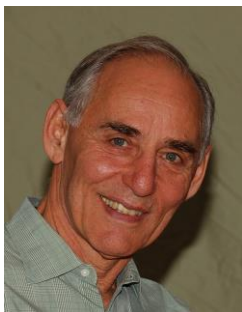
- What is one thing you learned in this session? What will you take away from this conversation?
- What is one thing you are committed to doing differently as a result of this dialogue?
- What recommendations do you have for future sessions?
- [Process observers give the small groups feedback on how they did in these discussions.]
- [Small group facilitators acknowledge participants, invite them to give feedback to the facilitator, and encourage them to continue to dialogue in their families and communities.]
- [Each small group discusses their experience and brainstorms things that could be done to improve the next dialogue. A different small group member reports to the large group on their top 3-5 recommendations for future sessions.]
- [Participants are given an evaluation form to fill out.]
- [Large group facilitators thank participants, announce future meetings, and thank the small group facilitators, recorders, process observers, presenters and members.]

11. *Adjourn.*

On Monday April 29, 2013, the facilitators and trainers meet to recap, evaluate the session, and plan the next event in October.

APPENDIX B: ROSTER OF PROFESSIONALS

DIALOGUE FACILITATORS



Dr. Kenneth Cloke, JD, LLM

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Dr. Cloke is a mediator, arbitrator, author, professor and former Judge. He is Director of the Center for Dispute Resolution, and also serves as an attorney, coach, consultant and trainer. He is President Emeritus and co-founder of Mediators Beyond Borders International. Ken specializes in resolving complex multi-party conflicts which include: public dialoguing, community, grievance and workplace disputes, collective bargaining negotiations, organizational and school conflicts, sexual harassment and discrimination lawsuits, and public policy disputes. He has done international work in conflict resolution in Austria, Bahamas, Brazil, Canada, China, Cuba, England, Georgia, India, Ireland, Japan, Latin America, Mexico, Netherlands, New Zealand, Nicaragua, Pakistan, Puerto Rico, Thailand, Ukraine, the former USSR, United Kingdom, and Zimbabwe. He is a graduate of the National Judicial College in Reno, Nevada. He has been adjunct faculty at Pepperdine University's School of Law, Strauss Institute; Harvard University School of Law, Program on Negotiation, Insight Initiative; Albert Einstein College of Medicine, Cape Cod Institute and University of Amsterdam ADR Institute. Among the books he has written: *Conflict Revolution: Mediating Evil, War, Injustice and Terrorism*, *Mediating Dangerously*, and *The Crossroads of Conflict*.



Dr. Joan Goldsmith

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Joan Goldsmith, Doctor of Humane Letters, has been a mediator, coach and organizational consultant with public and private sector organizations for over forty years. She is the founder of Cambridge College, an undergraduate and graduate school for adult professionals and has been on the faculty of Harvard University, UCLA, Cambridge College, Antioch University and Southern Methodist

University. Specializing in resolution of workplace and complex community conflicts, she co-authored with Kenneth Cloke, *Thank God It's Monday! 14 Values We Need to Humanize the Way We Work*, *Resolving Conflicts at Work: 10 Strategies for Everyone on the Job* (3rd Edition); *Resolving Personal and Organizational Conflict: Stories of Transformation and Forgiveness*; *The End of Management and the Rise of Organizational Democracy*, and *The Art of Waking People Up: Cultivating Awareness and Authenticity at Work*. She has co-authored the best-selling book *Learning to Lead: A Workbook On Becoming a Leader* (4th Edition) with Warren Bennis. An expert on leadership she coaches mediators as leaders. As an Associate of Synergos, she has built collaborative partnerships to end poverty in Mexico, Brazil, Canada, Cuba, the Bahamas, Japan, China, India, Zimbabwe, the Netherlands, and Great Britain. She has been a trainer and speaker at international, national conferences supporting women leaders in organizational development and conflict resolution.



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Dr. Anastassopoulou is a CEDR mediator, lawyer and author. Ioanna obtained her PhD (Doctorat d'Etat) at the University of Paris and studied European Law at the College of Europe in Bruges (Belgium) under a scholarship of the College, and Trade Mark and Patent Law (DESS de Propriété Industrielle). Ioanna qualified at the Athens Bar in 1981, is a partner of V&P Law Firm and speaks Greek, French and English and understands Italian and German. She is a founding member and member since 1987 and a former President (1993-1995) of the European Lawyers Association (Union des Avocats Européens). Ioanna is founding member and sits in the Board of the Hellenic Mediators' Association. Ioanna started the Mediation and Arbitration Centre for business disputes (the "Hellenic Mediation and Arbitration Centre") offering arbitration and mediation services and training. Since its inception, Ioanna organised numerous events in Greece promoting arbitration, and mediation essentially among the legal profession.

MBB International Team Coordinator



Nan Waller Burnett, MA

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Nan is a transformative high conflict mediator, psychotherapist; conflict systems design consultant, executive conflict coach, and senior partner in Dispute Resolution Professionals, LLC. [1997], in Denver, Colorado. She is a founding board member of MBBI serving since 2007. She developed the Mediators Beyond Borders Ambassador's Program and presented on behalf of MBBI in China, Mongolia, and Korea, Germany, Italy, and Slovenia. Nan is an Advanced Practitioner in ACR and has mediated over 2800 high conflict cases. Nan is an adjunct professor in the graduate programs at Regis University. She designed and is the lead facilitator for the ACR Rocky Mountain Retreat for ADR Practitioners developed in 2004. Nan is the award winning author of a daily spiritual practice book entitled *Calm in the Face of the Storm: Spiritual Daily Practice for the Peacemaker*. She is also a member of AFCC, the DR Section of the ABA, and the Master Mediator Institute and the ADR Section of the Colorado Bar Association.

International Team Trainers and Group Dialogue Facilitators



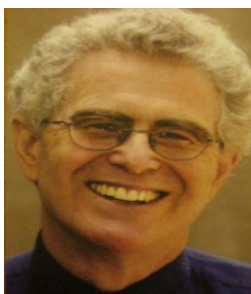
Lynn H. Cole, Esq. 301 W. Platt St. Ste. 409, Tampa, FL 33606 phone 813 - 223-7009 Email adr@lynncole.com Ms. Cole is a founding board member of MBBI and currently serves as the President of the Board of Directors. Lynn Cole is a Harvard-trained mediator certified in Florida and internationally through the IMI in The Hague. She worked as an international mediation Specialist assisting in the design of court-related mediation programs in Bulgaria, Jordan and Kosovo, where she served as a Senior ADR Advisor. She has also conducted numerous mediation trainings internationally and in the U. S. through Cole Academy for International Mediation Training. In May, 2012, spoke to the United Nations about mediation as an effective global conflict resolution tool. She is a recognized author on the global growth of international mediation. She also has lectured internationally in Commercial Mediation; Ethics; Advanced Mediation; Community Mediation; and has conducted mediation training for judges, attorneys and mediators from Jordan, Oman, Lebanon, Saudi Arabia, Iraq, Slovenia, Bulgaria, Serbia, Croatia, Kosovo and Turkey.



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Alan Gross is an international mediator, educator and author. He is a former board member of MBBI and has worked on projects in Liberia, Ecuador, Sierra Leone and in the US - Hurricane Katrina. Alan is a former chair of the MBBI training committee. Dr. Gross has mediated, arbitrated, facilitated and trained at many venues internationally and in the NE USA, where he is currently serving as the Special Projects Coordinator for the New York Peace Institute. He has previously acted as Senior Director for Safe Horizon Mediation, ombudsman for the American Psychological Association, arbitrator for AAA, FINRA and mediator for the US Post Office and the Army. Gross was formerly Psychology Chair at the University of Maryland, a Fellow of the Association for Psychological Science, and the author of a textbook and chapters and articles related to conflict resolution and social psychology. He is a Founding Member of Mediators Beyond Borders.



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Dave Joseph is Senior Vice-President for Operations at the Public Conversations Project, where he has provided training and consultation in Reflective Structured Dialogue in the United States, Canada, Burundi, Nigeria and Liberia. He has worked with a broad cross-section of non-profits in the human services, religious, educational, and community development fields. He is also a trained mediator and founding member of Mediators Beyond Borders and has served on its Board of Directors and contributed to the Liberian initiative. Previously, he co-founded and served as Executive Director of the Community Mediation Center of Rhode Island. For 25 years, he also directed mental-health and addictions treatment service programs in Massachusetts and Rhode Island, offering organizational consultation, training and psychiatric consultation to healthcare professionals, police, probation officers, judges, human service professionals and elementary and secondary-level teachers and administrators.



Honorable Sabine Koenig

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Judge Koenig is among the pioneers of ADR practice in Germany. She received her law degree from the University of Hamburg in 1985. She is a mediator and arbitrator and a JAMS International Panelist. She is a co-founder and current Vice General Secretary of the German section of GEMME, the European Judges Association for Mediation, and had served in the board of this European organization for many years. She has trained law students and also Judges in Germany and Romania. Her areas of expertise include all kind of conflicts. Judge Koenig's vast practical experience with over 5,000 cases, combined with an immense knowledge, readiness of mind and persistence in negotiations frequently results in efficient solutions for parties. She has received ADR training from the Harvard Law School Program on Negotiation and as a Metaplan® facilitator, too. She is author of various articles on mediation and civil law.



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Jeremy Lack is a lawyer, ADR Neutral, certified by the IMI. He is a JAMS International, CPR and ICDR Panelist and specializes in international commercial dispute prevention and resolution processes including cross-cultural disputes. He qualified as an English barrister in 1989, as a US Attorney-at-Law in 1990 with the Geneva state bar. He is also an adjunct professor at the EPFL in Switzerland. Jeremy has an MA (Oxon) from Lincoln College, Oxford, in Jurisprudence and Physiological Sciences and postgraduate diplomas in EU competition law and comparative copyright laws from Kings College, London. He handles mediations, conciliations, arbitrations, litigations and mixed ADR hybrid processes in a wide range of fields. He specializes in working with a wide range of parties in civil law as well as common law jurisdictions, particularly in cross-border or cross-cultural disputes. He is a member of the Board of Directors of the International School of Geneva, of which he is a graduate.



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Dr. Jamil Mahuad (Doctor in Jurisprudence, Catholic University of Ecuador, 1975; Master in Public Administration, HKS, 1989) served as President of Ecuador (1998-2000) Mayor of Quito (1992-1998) and as member of the National Congress (1986-1988; 1990-1992). President Mahuad is a Nobel Peace Prize Nominee (1999) for the signing of a definitive Peace Treaty with neighbor country Peru that in the words of President Clinton “resolved the Hemisphere’s last and oldest source of armed international conflict. ” He’s also a recipient to the WWF’s Gift to the Earth Award (1999). He has been Co-Director of the Project on the Prevention of Global Violence, part of the Harvard Initiative on Global Health; Co-founder and Senior Adviser of the Harvard International Negotiation Program, Board Member of The Abraham Path Initiative and Global Advisory Council Member of Mediators Beyond Borders. President Mahuad lectures internationally, and is a contributing author to *Beyond Reason*, (2005) by Roger Fisher and Daniel Shapiro.



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Ashok Panikkar is Meta-Culture's founder, Executive Director, and Principal Consultant and Trainer. He is a consultant, mediator, dialogue facilitator, and educator. Prior to starting Meta-Culture, he served as a Lead Mediator and Director of Training and Workplace Mediation with an organizational Conflict Resolution program in Cambridge, Massachusetts, where he mediated hundreds of disputes. He also facilitated successful multi-party Dialogues with members of extremely polarized groups in both the corporate and public spheres. He has done extensive consulting and training for such companies as Infosys, Wipro, Accenture, Coke, Nokia, Airtel, Andritz, and ANZ. He has advised senior management of leading international companies on relationship management, Conflict Resolution, and conflict systems design. Ashok is on the Board of Mediators Beyond Borders International. Ashok's special areas of interest include cross-cultural challenges in conflict resolution; and the mediator's role in improving critical thinking and creative problem solving capabilities amongst parties in conflict.



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Louise Phipps Senft, Esq. was voted one of Maryland's Top 100 Women and "Baltimore's Best Mediator" by Baltimore Magazine. Ms. Senft is the former President of the Maryland Council on Dispute Resolution, and Board Member of the Maryland Mediation and Conflict Resolution Office (MACRO), and of and Convergence. In 2012 she was honored by *Smart CEO Magazine* with a Brava Award as a top CEO in Maryland. She is currently an adjunct Professor teaching Mediation at University of Maryland School of Law, and a former faculty member at the Harvard Law School Program on Negotiation Insight Initiative. With over 20 years of professional experience, Ms. Senft is a recognized pioneer in the field of mediation and conflict transformation, and author of numerous articles in the field. She offers mediation courses internationally, and works with various groups and bar associations in US and Europe, and acts as a mediator and facilitator for several federal agencies and corporate boards.



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Rachel Wohl, JD, is a mediator, facilitator and attorney. She is the founding Executive Director of the Maryland Mediation and Conflict Resolution Office, which creates, supports and improves ADR programs in Maryland's courts, criminal and juvenile justice programs, businesses, state and local government agencies, neighborhoods, schools and universities. She is an adjunct faculty member at Pepperdine University Law School's Straus Institute for Dispute Resolution, teaching three-day summer and fall session seminars on "Mindfulness for Dispute Resolvers." Ms. Wohl co-chaired the American Bar Association's Dispute Resolution Section Task Force on Improving Mediation Quality and is a founding Board Member of Mediators Beyond Borders International. She has served on the Middle East Peace Initiative working with an Israeli Jewish and Palestinian peace village, Neve Shalom Wahat Al Salam (NSWAS) and its Pluralistic Spirituality Center Project to develop an Israeli-Arab and Jewish co-mediation approach and service to mediate community dialogue.

GREEK TEAM OF GROUP DIALOGUE FACILITATORS



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Nicole is a practicing lawyer in Athens and an Accredited Mediator by the Chartered Institute of Arbitration (CI Arb). She has succeeded in various amicable and judicial settlements as a dialogue facilitator and knows how to exchange ideas in a persuasive and tactful way throughout negotiations. Through her professional experience, she has developed problem solving and interpersonal skills, as well as the ability to respond to challenges. Being a member of the CI Arb and the Hellenic Centre for Mediation and Arbitration, she follows continuous and extensive training as a practicing Mediator and educator, since she also collaborates with the Center for Effective Dispute Resolution (CEDR) in coaching others trainee Mediators. Having grown up and lived in Zaire, Athens, Paris and London, Nicole has been specialized in cross-cultural conflict resolution.



Panagiotis Chaldaios, MA in Refugee Care

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Panagiotis Chaldaios works in KETHEA since 2000. For over a year he is in charge of a unit of KETHEA STROFI that supports people under 21 who are addicted to substances and at the same time are under probation or convicted/imprisoned in young offenders' prison of Avlona, Greece. He studied politics and has a psychotherapy and family therapy training background. In 2009 he had his MA in Refugee Care at University of Essex, England. At the same University he has already started his PhD research regarding refugee drug users in Athens. Prior to KETHEA STROFI he worked in KETHEA MOSAIC, a KETHEA programme for immigrants and refugees drug abusers. He worked in groups consisted of people of different ethnic origins as facilitator, as a counselor to addicted people and as coordinator of community -based prevention programmes. He has also worked for two years as counselor for drug abuse issues at the Greek Ministry of Health (KETHEA, 2001-2003).

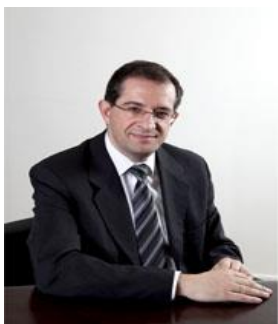


Dimitris Giannatos,

Sociologist- Therapist

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Dimitris Giannatos works in KETHEA since 1997. For six years he worked in a Harm Reduction unit of KETHEA, as a therapist and social worker. Since 2002, he is in charge of KETHEA MOSAIC that supports refugees and immigrants who faced drug addiction problems, emotional problems or they live in social exclusion situation. He studied Sociology and has a psychotherapy and systemic family therapy training background. Moreover, he has been trained in Motivation Interviewing process and in Focus Solution Brief Therapy. In the context of KETHEA MOSAIC, he supervises and educates the members of the multinational therapeutic staff, works in groups as drug addiction counselor and also has the coordination of the prevention projects of the unit.



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George Gravias is a lawyer (since 1991) and a CiArb Accredited Mediator (since 2008). He is Partner at the Athens office of "*Papapolitis & Papapolitis Law Firm*", member of The Chartered Institute of Arbitrators, Director and Partner of the Hellenic Mediation Center and Vice President of Hellenic Mediators' Association. He graduated from the Law School of University of Athens, obtained his master's degree in Corporate law, Labour Law & Civil Procedure Law from the same University of Athens and now is Candidate Doctor University of Athens (Doctoral Thesis; "*The Mediation Clause*"). He has attended a lot of Seminars about Mediation, a numerous conferences both as participant and speaker and two CEDR "Train the Trainers" courses (September 2010 and October 2011). He has advised senior management of several companies as well as individuals on conflict management and resolution. His areas of expertise are Civil Litigation, Arbitration and Mediation.



Alexandra Kardianou, Bsc (Hons) Psychologist Athens, Greece

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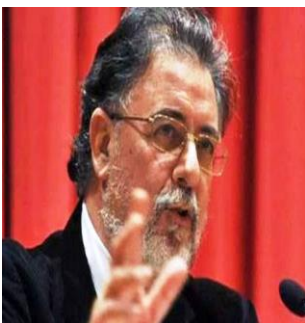
Alexandra Kardianou, Bsc (Hons) in psychology, has a keen interest in working with refugees and immigrants. Thus, for the last six years she was worked on a voluntary basis both for KETHEA MOSAIC and for the Greek Council of Refugees (GCR). KETHEA MOSAIC is a Non Governmental Organization providing support and rehabilitation to drug addict immigrants and refugees. She has worked as an assistant to the educational staff. Regarding the GCR (Greek Council of Refugees) her work involved assisting the department responsible for addressing the immediate needs of immigrant women and their families upon their arrival in Greece. She has also volunteered to organize a relief team in order to provide psychological support to those women who might be concerned in receiving it. She is currently interested in a becoming a dialogue facilitator and mediator in order to assist conflict parties in ameliorating their differences through dialogue and critical thinking. She has also been trained in person-centered therapy.



Maria Panagiotidou, MA

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Maria Panagiotidou is social worker, vocational counselor, trainer and educator. She studied Social Work at the Technological Educational Institute of Athens and has a Master's degree in Statistics at the Athens University Economics and Business. She has postgraduate education in "Counseling and Career Guidance" at Athens University (ASPETE). She is an expert in addictions and rehabilitation, supports immigrants, refugees and repatriates as a vocational counselor and has experience in the International Organization Caritas, in Caritas Athens Refugee Program. At present she is working in KETHEA (Therapy Centre for the Dependent Individuals - the largest rehabilitation and social reintegration network in Greece and in KETHEA MOSAIC, a program of KETHEA that refers mainly to immigrants and refugees who are having drug problems. This program supports immigrants in order to transfer the principles of the Therapeutic Communities into the psychosocial support of immigrants and refugees. Ms. Panagiotidou's teaches Greek as a second language and is responsible for the coordination of the program. In her free time, she is working as a volunteer in NGO founded from and for Young Africans, called ASANTE.



Professor John Pannousis, MA, JD.

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John Panousis was elected a Member of the Greek Parliament in 2012. He graduated from Law School (1972) and the Faculty of Political Studies of Athens University (1975). He obtained a Master degree and a Doctorate from Poitiers University in France (1978). He taught Criminology and Criminal Law for 19 years at the Law School of Dimocritio University of Thrace. He is a Professor at the Faculty of Communication and Media of Athens University since 1997. He was elected Dean of the faculty of law at D.U.Th. and President of the Faculty of Communication and Media at the Athens University. He was President or member of dozens Greek or Foreign scientific and social institutions (e.g. President of the central scientific council of prisons, member of Legislative committees on drugs, hooliganism etc, member of training committee of OECD, member of UNESCO national committee, member of National Centre for Social Research Board of Directors etc.) He has published 20 books and 200 articles on Criminology and related issues.



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Bernadette Papawassiliou-Schreckenberg is an accredited commercial mediator (CIArB, 2008), and partner of the Hellenic Mediation and Arbitration Centre. Bernadette is a founding member of the Hellenic Mediators' Association, being also on its Board. She is the managing partner of the law firm «Anwaltspraxis Papawassiliou-Schreckenberg & Führ-Georgantza», specializing in international commercial, economic and civil law. Bernadette studied Law in Münster, Germany and is a graduate of the Legal Faculty of the University of Athens (1988). She has been registered at the Athens Bar Association (since 1990) and practices business litigation as well as legal counseling. She has more than 20 years experience in construction law and public procurement, and has furthermore developed special expertise in the areas of Private International Law and International Litigation. Bernadette is a native Germany.



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Dimitris Theocharis is a Supreme Court Lawyer, situated in Thessaloniki, in North Greece. He specializes in business law, having an extensive experience in paper and carton board industry, retailing, public works, construction & real estate, corporate and business consulting, mergers and acquisitions and real estate. Consequently, besides litigation, he provides consulting & support in negotiations, strategic planning and project management. He is a member of the Committee on Negotiation of the Thessaloniki Law Bar. Since 2010 he is an Accredited Mediator (CIArb London) and a member of the Greek Association of Accredited Mediators. He has participated in actual mediations in London and Tel-Aviv. He retains a law firm providing legal, business and mediation services in Greece and abroad. Studies: "University of Thessaloniki", as a post-graduate, "London Guildhall University (currently known as Metropolitan University)", LLM on International Business Law, "Athens Law School", currently preparing his PhD on Civil and Commercial Mediation. He speaks Greek, English and French.



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Evgenia is a lawyer in Athens and an accredited mediator (CEDR London). She retains her own law office since 2009 and practices both litigation and legal counseling. Her areas of expertise include business, enterprise and civil Law. She has been working with Greek, Dutch and English law offices for the fulfilment of several projects including major financing transactions. She has worked as a legal consultant to an English property developer subsidiary. Furthermore, she has developed special expertise in the area of Real estate. Lately she has been counselling Greek entrepreneurs facing financial problems due to the financial crisis. Evgenia is a part- time Ph.D candidate (Société Anonymes -SA- Law) of the University of Athens Law School, and studied E- commerce Law at the Humboldt University of Berlin/Germany (magistra legum -LL.M). She is a graduate of the University of Athens Law School and has registered at the Athens Bar Association since 2006. She speaks Greek, English and German.

MBBI INTERNS



Lieschen Gargano

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Lieschen Gargano is a Graduate student and Fellow in Conflict Resolution at the University of Denver's Josef Korbel School of International Studies. She has been a mediator in Colorado since 2010 and received a Volunteer Excellence award for her work with the Boulder County Sheriff's office. Before her career in mediation began, she was the president and program director of the University of Colorado Women's rugby team, ranked top 10 in the nation and later managed a commercial maintenance company. She also worked as a clerk in criminal defense and facilitation for the law firm of Mann & Maximon. Over the last 8 years, Lieschen has worked in London, England; Hanover, Germany; Nairobi, Kenya; and Kars, Turkey on a variety of international efforts and is proud to be a part of the MBBI team.



Ryan M. Thompson

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Ryan Thompson is a Graduate Student at Regis University. He is currently pursuing dual degrees for a Master of Arts in Interpersonal Communication and Conflict Management and anticipates graduating in July, 2013. Ryan received a Bachelor's degree in Speech Communications from the University of Northern Colorado. Over the last 14 years Ryan has managed operations in service related industries throughout the Denver Metro Area and has experience working in both small and large corporations. He specializes in finding avenues to communicate with employees, vendors, and clients in all levels of an organization, working to negotiate solutions to ongoing issues that they face. Ryan has a unique ability to communicate new ideas, potential issues, and solutions to clients with confidence, creating strong foundations that promote growth and communication.



Aphrodite Charitaki

Law Graduate Athens, Greece aphrodite.charitaki@gmail.com

Aphrodite Charitaki is a Law Graduate of the National and Kapodistrian University of Athens, and an intern at the HellMAC. In high school, after succeeding in an essay competition, she participated in the EU educational programme "Euroscola", which included visiting the European Parliament, to become a Member for one day at the Parliament's premises in Strasbourg, taking the floor in plenary and multinational committee sessions to debate and vote on resolutions on current affairs. During her University studies, she took part in the EU student exchange programme "Erasmus", spending a semester studying at the Łazarski University of Warsaw, where she attended an Alternative Dispute Resolution course. At the end of the semester, she was selected among her fellow students to participate as a Mediator in a Mediation simulation. Growing up, she attended immigrant recipient schools, which resulted in her developing a strong opposition to racism, and a keen interest in human rights.



Miltos Margellos

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Miltiadis Margellos is a student in the national Capodistrian University of Athens in the law department and is in his fourth and final year. He obtained his baccalaureat in the French section of the European school in Luxembourg and speaks as well as French and Greek also English and understands German. Miltiadis is currently also preparing for the test that will grant him a possible status of mediator for CEDR and at the same time is working for his final exams in piano to get his degree. He has also attended twice summer courses in Oxford to improve English and more importantly economic skills.

APPENDIX C: PRESS RELEASES

The Immigrant Communities Representatives held a Press Conference

On Tuesday, November 20th 2012, the Immigrant Communities held a press conference at the Accountant Union hall, by initiative of the immigrant communities and organizations in Greece. Members of the “Kurds and Turkish Immigrants and Political Refugees Union”, the “African Women Union”, and the “Syrian Immigrant Community” took floor.

Issues that the immigrants have to face were discussed, as well as the legal framework that concerns them. First and second generation immigrants expressed their opinion about the Greek State not nearly acknowledging them enough, even though they comply with all their obligations.

Certain labor issues that the immigrants have to face were brought up, such as the immediate connection between renewing the residence permit and the employment status the immigrants are in, while the financial crisis has made this connection even more problematic. The failure to implement the already incomplete legal framework was emphasized -for example holding off or failing to renew the residence permit of immigrants that fulfill the legal requirements-, as well as how frustrating and distressing that is.

Representatives of the second generation of immigrants expressed their concern about certain issues, such as the changes about to be made on the 3838/2010 law, that would give them Greek citizenship, and that was ruled unconstitutional by the Council of State. These changes could result to so many people born and raised in Greece by immigrant parents, to not get the Greek citizenship, even though they meet all the criteria set by Greek and other European countries laws.

Concluding the press conference, the need to create a common body was acknowledged, one that will represent all immigrants and refugees, so their demands will be heard by the State. By this initiative stand the following organizations and immigrant communities:

Asante NGO, Nigeria, Kenya, Somalia, Burkina Faso, Ghana, Ethiopia, Philippines, Afghanistan, Pakistan, Egypt, Syria, Iraq, Kurdistan, Turkey, Madagascar Committee, African Women Union, Guinea, Sierra Leone, Bangladesh.

Press Release

Racist Violence Recording Network presents its findings about racist violence in Greece

Athens – The **Racist Violence Recording Network*** presented today the extremely worrying findings resulting from the recording of acts of violence during the first nine months of 2012, during a very well-attended Press Conference.

The Network, which apart from the UN Refugee Agency and the National Commission for Human Rights, numbers 23 non-governmental organizations and other bodies, documented on the basis of the victims' testimonies, **87 incidents of racist violence** against refugees and migrants from January to September 2012. More than half of these incidents are connected with **extremist groups** that act in an organized and planned manner, while in certain cases, the victims or witnesses to the attacks reported that they recognized persons associated with Golden Dawn party among the perpetrators.

The recorded attacks are characterized by **increased violence** and victims report the use of weapons, such as clubs, crowbars, folding batons, chains, brass knuckles, knives and broken bottles during the attacks, as well as the use of large dogs. There is a distinct category of **15 incidents** where police and racist violence are interlinked

According to the Network, the main problems rest with the **inability or unwillingness of the criminal investigation authorities** to record racist violence incidents, to investigate the cases thoroughly and to arrest the perpetrators or, at times, with the practice of **detering** the victims of the attacks who do not have legal residence papers from reporting racist violence incidents to the police.

Based on the conclusions drawn, the members of the Network have made **specific recommendations** to the Greek state (Ministry of Public Order and Citizen Protection and Ministry of Justice) in order to fight racist violence.

In his speech during the Press Conference, the Head of the UNHCR Office in Greece, **Mr. Giorgos Tsarbopoulos**, noted: *"What we are experiencing today is a return to barbarism, human life's loss of value, the questioning of the constitutionally inscribed principles of equality and non-discrimination, as well as the challenging of the rule of law and democracy, by organized attack groups acting like a state within a state. Therefore, by defending the obvious for refugees and migrants (the right to life and human dignity), we defend democratic institutions and human rights of the Greek society as a whole".*

The former President of the National Commission for Human Rights, **Mr. Kostis Papaioannou**, warned: *"Today we are raising the alarm because racist violence and neo-nazi threat have been generalized and threaten the mere functioning of democracy. Racist violence is not only geared towards migrants but also against several segments of the population as well as against social cohesion. We call on the Greek Government to assume its responsibilities having as first priority the dismantling of neo-nazi groups in the Hellenic Police."*

Referring to the experience of Doctors of the World (MdM) with victims of racist attacks, the President of the organization, **Mr. Nikitas Kanakis**, said: *"Medical clinics of MdM are today the ultimate shelter for frightened migrants who are targeted on a daily basis, suffering violence, humiliation and fear. Participation in the Network is the least a humanitarian organization can do if it refuses to ignore seeing what is happening. Today we are uniting our voice with all those who are against fascism in the Greek society. MdM oppose the use of humanitarian assistance for the promotion of policies of hatred which fuel racist attacks. We repeat and insist that against "for Greeks only" we say "wherever there are human beings"*.

The President of the Greek Forum of Migrants, **Mr. Moavia Ahmed**, reported that attacks take place against recognized migrants' associations, *"the most lawful part, the main communication channel of migrants with the state and the society"*. He also said that migrants are in great fear, referring to the community of Moroccans that has suspended Arabic lessons that used to take place in Athens out of fear of attacks.

The event was moderated by the journalist, **Ms. Marilena Katsimi**, while a video with the testimony of a victim of racist was also screened.

The whole, UNHCR, as well as via the redesigned web platform of UNHCR's campaign "1 victim of racist violence is too many", .1againstracism.. was live streamed via UNHCR Greece website,

Findings of the Racist Violence Recording Network for the period January – September 2012 are available at the following link: [://goo.gl/](http://goo.gl/)

** The Racist Violence Recording Network was set up in October 2011 at the initiative of the National Commission for Human Rights (NCHR) and the Office of the UN High Commissioner for Refugees in Greece (UNHCR). Currently, the following non-governmental organizations and bodies participate in the Network: Aitima, Antigoni – Information and Documentation Centre on Racism, Arsis, Doctors of the World, Amnesty International, Network for the Social Support of Refugees and Migrants, Hellenic League for Human Rights, Greek Helsinki Monitor, Greek Council for Refugees, Greek Forum of Migrants, Greek Forum of Refugees, Human Rights Commission of the Bar Association of Rhodes, "Babel" Day Centre, Movement for the Support of Refugee and Migrant Rights (Patras), LATHRA; Solidarity Committee for Chios refugees, METAdrasi, Integration Centre for Working Migrants - Ecumenical Refugee Program, Group of Lawyers for the Rights of Refugees and Migrants, Group of Lawyers for the Support of Refugee and Migrant Rights (Thessaloniki), Association of Afghans United in Greece, Forum of Migrants in Crete, i-RED Institute for Rights, Equality and Diversity and PRAKSIS, as well as the Greek Ombudsman as observer. The Network aims at combatting racist violence, making recommendations to the State and sensitizing public opinion.*

END

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