

ANNUAL REPORT 2022



Generation 2.0

For Rights Equality & Diversity

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WORD OF THE TEAM

In 2022 the migrant population faced the consequences of the major legislative changes in the naturalization system of 2021. In the frame of the project “Citizenship in Practice”, implemented under the Active Citizens fund program, by Generation 2.0 for Rights, Equality & Diversity, and its partner, the Hellenic League for Human Rights, the administrative process of granting citizenship in Greece was evaluated, in order to contribute to the provision of equal access to this right. Generation 2.0 RED, as part of the project, has undertaken to monitor the way the public administration implements citizenship legislation, gathering, documenting, and highlighting issues that limit access to and acquisition of citizenship. This is one of the central actions underpinning the project “Citizenship in action”, leading to quarterly reports that highlight the [Issues in the Citizenship Administrative Process](#). Also, the publication in Greek and English, of the [Greek Citizenship – A mythbuster](#), was an essential raising awareness tool in order to share with society the main current issues about citizenship; the most widespread clichés and misconceptions about immigration, inclusion and citizenship are presented and explained, since many “myths” being reproduced are ultimately entrenched in the public perception as reality.

2022 was the year that all residence permit extensions due to COVID-19 ended, thus it was a transactional period with many different provisions and there was a massive need for applications of renewal. Thus, our Legal Counseling Department was focusing on supporting this process to remain aligned with its mission to secure the lawful residence of migrants in Greece.

After two years of pandemic and restrictions, 2022 was the year that gradually activities were scheduled in person again. Generation 2.0 RED celebrated this “coming back” by organising the [STILL BALLIN’ festival](#), with the valuable help of our volunteers, the Campion School students, an all-day celebration of diversity full of color and rhythms in our city’s pulse. A chance to get together with music, dance, graffiti artists and some basketball for the fans! It was with great joy that we saw every corner of the “neighborhood” we set up in Palio Amaxostasio filled with people ready to figuratively and literally embrace whatever was happening around them, even when it caused a little reflection.

HISTORY

Generation 2.0 for Rights, Equality & Diversity (Generation 2.0 RED) is an initiative launched by a group of so-called ‘second generation’ young people with migrant origins. Operating as an informal group as far back as 2006, its mission was focused on securing the right to citizenship for the otherwise invisible generation of children, born and/or raised in Greece from migrant backgrounds. Working as active agents for social change, we took part in consultations on immigration policies both on municipal and state levels. After decades of grassroots activism, advocacy, and other forms of social activism, a law was passed in 2010 granting the citizenship right to the second generation. Our mission, however, was far from over, as a few years later in 2013, the law was annulled by the Council of State, and we were back to square one. In response, we amped up our efforts. Second Generation joined forces with the Institute for Rights, Equality & Diversity (i-RED) and in December 2013 Generation 2.0 for Rights, Equality & Diversity was founded in Athens as a non-profit organisation. A few

years later, the Law 4332/2015 was adopted, which at long last gave the [children of immigrants born and/or raised in Greece the right to acquire Greek citizenship](#).

GENERATION 2.0 RED is the first one which raised openly the topic of the structural discrimination the second generation faces and continues to be a committed and efficient organisation on migrant issues. GENERATION 2.0 RED commitment and result-oriented character have led to its work's acknowledgment and appreciation by civil society and most importantly by migrants. The combination of our experience and our approach has as a consequence the implementation of programmes tailored to the needs of its constituency.

MISSION

GENERATION 2.0 RED mission focuses on individual and community empowerment and equal participation in a diverse society, aiming to promote human rights, equality, social inclusion and diversity, fight against racism, xenophobia and discrimination.

VISION

GENERATION 2.0 RED is the generation of young people living in Greece, with diverse backgrounds, sharing the common vision that all of us have the right to equal and active citizenry on an individual and communal level.

TEAM

Our interdisciplinary team consists of people of migrant and Greek background and that is our added value. It reflects the diversity of the Greek society and has at first hand the migratory experience. It is composed of the Board (Nikos Odubitan, Managing Director and Faustin Mafuta Ngwamvula, Member), staff, interns and volunteers. Together, we embody the principles of the organisation to create the necessary spaces for social change.

1. FIELDS OF INTERVENTION

ADVOCACY

The advocacy department aims to influence and intervene in the sociopolitical context to create the conditions of a meaningful and active inclusion as well as empower the communities of people of migrant background that are living in Greece. The advocacy team monitors the proper implementation of law by the competent authorities regarding Immigration and Citizenship and intervenes in cases of rights violations. At the same time the team proceeds to subsequent lobbying for legal improvements or procedural changes. This is to be done through main target issues: Access to citizenship, Access to legal and long-term residence, Equal treatment, Racism and discrimination, Community empowerment. To achieve positive and direct impact on migrant origins population in Greece under the frame of each target issue, the Advocacy department of organisation undertakes the following regular activities:

- Monitoring the implementation of the legislation
- Contact the relevant public services
- References and reports to independent mediate authorities (e.g., Greek Ombudsman)
- Collection and use of statistical data
- Publications
- Alliances
- Monitoring and recording of racist incidents
- Empowerment through information and awareness

The direct outputs through the above-mentioned actions are publications, campaigns, informative events, networking. Long-term outputs are legislation changes, injustices' fighting, awareness, access to rights.

Access to Citizenship

The project "[Citizenship in Practice](#)" responds for the first time to the need to evaluate the administrative process of granting citizenship in Greece, in order to contribute to the provision of equal access to this right. It is implemented under the Active citizens fund in Greece by Generation 2.0 for Rights, Equality and Diversity and its partner Hellenic League for Human Rights. During 2022, the following activities were implemented:

- ✓The systematic monitoring of the operation of the public administration with regard to the process of granting citizenship and the publication of 4-monthly [Reports](#). These Reports present the main issues and barriers that arise in the administrative process, limiting access and making more difficult the acquisition of citizenship. 3 reports were published for the following periods: August – November 2021, December 2021-March 2022 and April – July 2022.
- ✓The publication, in Greek and English, of the [Greek Citizenship – A mythbuster](#), in which the most widespread clichés and misconceptions about immigration, inclusion and

citizenship are presented and explained, since many “myths” being reproduced are ultimately entrenched in the public perception as reality. Greek Citizenship: A Mythbuster appeared on 4 press sites: [the press project](#), [news247](#), [tvxs](#), [lifo](#) and on 2 radio interviews: [Radio Mera](#), [Sto Kokkino](#).

- ✓The creation and publication of the [Good Practices of European Countries in the Naturalization Process](#) that highlights the good practices of European countries with administrative issues similar to Greece’s, identifies the points that need improvement in the Greek citizenship acquisition system and proposes reforms based on legal certainty and equality of rights.
- ✓The organisation of 2 capacity building workshops on [“The role of public officials in the acquisition of citizenship”](#). These workshops concern employees of General Secretary of Citizenship and teachers taking part in the naturalization examinations either as correctors or examiners, in order to discuss any legislative changes, administrative issues, concerns and good practices in the performance of duties.
- ✓The development of the website [ithagenia.gr](#), where all the material produced in the context of the project as well as other information about citizenship in Greece is published.

Nevertheless, there was plenty of space for further advocacy beyond the activities of the project because of the new system of naturalization. That is why, Generation 2.0 RED published the extended text [‘New naturalization process: what is it about?’](#) to inform about each stage of the application. We had also posted information texts about the application to naturalization exams in May and in November as well as instructions about the day of the exams.

Moreover, in April Generation 2.0 RED took part in the workshop of VictoriaSquare Project organisation that was called (Co)Laboratory on Citizenship, where we analysed the citizenship procedures to 6 artists in order to be inspired for their relevant exhibition. In this context, we were invited to the opening event of the art exhibition about citizenship ([Art Exhibition “\(Co\)Laboratory on citizenship” | May 20 – June 22, 2022](#)) as well as we were part of a promoting interview at [Kouti tis Pandoras](#) organised by Victoria Square Project.

Additionally, on the occasion of the European Championship in summer 2022 at Munich, our organisation posted an article about the barriers the second generation faces regarding the acquisition of citizenship ([“Elina Tzengo: the struggle for Greek citizenship before the struggle for the gold medal”](#)).

Finally, Generation 2.0 RED expressed their opinion on honorary citizenship in an extended news story written by Solomon and Balkan Insight. ([‘Solomon: Generation 2.0 RED on “honorary” naturalizations’](#))

Access to lawful residence

In January 2022, the organisation submitted comments to the public consultation about the new National Strategic Plan on Integration, followed by the press release [The new National Strategy for Integration leaves out 88% of immigrants](#). Our comments concerned the non-inclusion of migrant population and proposed additions about labour, education and cultural inclusion of third country nationals residing in Greece.

The extensions of residence permits, that had started in the first lockdown of Covid-19, were prolonged until June 2022. Each time there was a new decision of further extension by the Ministry of Migration and Asylum, we were publishing announcements (e.g. [‘Extension until 31/03/2022 for the residence permits and the blue certificates that have expired until 31/12/2021’](#), [‘New extension on the residence permits and cases of Article 139, Law 4876/2021 until June 30, 2022’](#)) to inform the migrant population about the new deadlines to renew their expired residence permits.

Furthermore, in March the organisation published the Press release [‘Administration delays will make legally residing migrants undocumented’](#) about the extreme delays in the issuance of residence permits as well as new complex administrative provision (referred as ‘article 139’) about the renewal of residence permits that had not been yet issued, that would leave undocumented many third country nationals. In this context we were invited to a radio interview on Mera25 Radio to present the situation about the delays and the barriers in lawful residence processes. On the occasion of our press release, there was also a discussion in Parliament at the process of parliamentary scrutiny, in which the opposition requested to the Minister of Migration to ensure the extension of the deadlines for applications, as it finally happened. Moreover, in June, we participated in the Council of Migrants of Athens Municipality (Greek abbreviation: ΣΕΜ), where there was a discussion about the new provision of the ‘article 139’ and we were asked to analyse the issue. After that, the office of the President of ΣΕΜ cooperated with us in order to send a letter to Ministry of Migration asking for further extension and other improvements to the procedure.

Throughout the year we had several communications and appointments with the General Direction of Migration in the Ministry of Migration and Asylum about the ongoing issues of residence permits. We also gave an interview for an [article on Lifo.gr](#) about the most important issues for residence permits.

In May, our organisation invited by InterAlia to present the current situation of residency in Greece to 30 students and researchers from UK and Italy. Moreover, in July we co-signed the letter to the Ministry of Migration and Asylum along with 44 organisations. Press release: [Undocumented children, children in danger. Until when...?](#)

In September, we participated in the meeting of the RISE UP project (Rights, Innovation, Solutions and Evidence based policy for Undocumented People) in Dublin. RISE UP project This project is funded by EPIM and led by the Migrant Rights Centre Ireland and comprises 9 other partner organisations across Europe, including Generation 2.0 RED. It addresses policy gaps through new analysis of regularisation models; document & share good practice from four countries; develop framing & narratives to promote effective status resolution with partners; advance alternatives to status resolution in Ireland. In October, Generation 2.0 RED attended the meeting of the Expert Group on the views of Migrants in the field of migration, asylum and integration that held at European Commission premises in Brussels. In November, we took part in the meeting of the Task Force on regularisations by PICUM in Brussels, presenting the provisions of the residence permit for exceptional reasons which is the main way of regularisation in Greece.

Last but not least, our members were speakers in the workshop on Statelessness, held by GCR, ENS and UNCHR (30/11) and in the International Day of Migrants event, organised by Greek Forum of Migrants and Amnesty International.

Equal treatment

Throughout the year we monitored issues about discriminations to third country nationals, especially in the context of our participation in the Rule of Law Monitoring Tool “[Rule of Law Watch](#)”, a project designed and implemented by the organisation VouliWatch. In April, we co-signed and published the [Joint Letter on the deterioration of the Rule of Law in Greece](#) which was an initiative of VouliWatch. In particular, we contributed with the section of the rights of third country nationals shedding light. In the end of the year, we proposed comments for a common draft for the public consultation about Rule of Law before European Commission. In particular Generation 2.0 RED included comments about discrimination on children with certified disabilities to have access to citizenship.

In September, we published the press release ‘[Double standards in immigrants’ pensions](#)’ about a new ministerial decision that set a double discrimination among third country nationals.

In February and December 2022, Generation 2.0 RED took part in an interview by Anna Kyriazi, a researcher of the University of Milan about the access of migrants to the healthcare system in the time of the pandemic.

In May, our organisation presented the discriminations occurred for third country nationals during the pandemic and especially their access to vaccination at Pro-Gender (Panteion University research team) event, under the title “Migrants and Refugees in the time of pandemic”. In December, Generation 2.0 RED also participated at an online round table by the organisation “ANTIGONE – Information and Documentation Centre on Racism, Ecology, Peace and Non-Violence” about vulnerable social groups.

Tackling Racism

The organisation is a member of the Racist Violence Recording Network in Greece and the National Council against Racism and Intolerance and permanently participates at their plenaries and the rest meetings throughout the year.

To raise awareness on racism issues and promote diversity, the organisation participated to the following events:

In February, our organisation participated in a diagnostic workshop in Greece organised by EStAR (ODIHR-OSCE) about assessing national structures and services for hate crime victim support. In this workshop we shared opinions and experience with other RVRN members, representatives of the Ministry of Justice and the Ministry of Migration and Asylum, judges and prosecutors and police officers. Moreover, in May our organisation took part at the focus group of the European Center of Constitutional Law about the antiracist directive implementation in Greece and in July at the focus group of Simeio organisation about the monitoring of hate speech in Greece.

In March, Generation 2.0 RED spoke at The Upfront Initiative Conference (Lifo and Onassis Institute) and participated at NO PASARAN conference in Berlin, where we gave a speech on the institutional racism and presented the video of Jerome Kaluta from our campaign 'Is it racism?'.

In November, in the context of Balkan Can Kino Film Festival our organisation coordinated a discussion panel about Afrogreeks issues and identity in Greece. Generation 2.0 RED along with Balkan Can Kino co-organised the event 'Let's talk about blackface' where we shared our views on the topic and we also published a relevant article, called ['Blackface: racism in disguise'](#).

Community empowerment

The organisation is constantly working towards empowerment through informative articles on the site and FB addressed to the migrant population (**Annex I**). In January, GENERATION 2.0 RED submitted comments on the public consultation and posted the press release: [The new National Strategy for Integration leaves out 88% of immigrants](#). Furthermore, during the first months of 2022 we conducted a cycle of meetings with representatives of migrant communities in order to discuss about the current issues and needs of their members. Due to the need of third country nationals for further insights about the new naturalisation system we organized the 4 informative group sessions in May. Each session took place at our premises and contained feedback for all the steps of the naturalization process (exams, criteria of economic and social integration – minimum adequate income, abolition of the oral interview). In this context, we also got invited by InterSos and Greek Forum of Migrants to conduct an info session about naturalisation to representatives of the migrant communities that participate at the Forum. Finally, GENERATION 2.0 RED took part at the Be Part congress by EETA of Municipality of Athens, where we expressed our views about second generation's participation in politics.

Manolada Watch

During this year we visited Manolada 3 times and we published 3 reports on Manolada Watch ([March](#), [September](#) and [November 2022](#)). In 03/03 we visited Manolada together with a [delegation of the Council of Europe Group of Experts on Action against Trafficking in Human Beings \(GRETA\)](#) along with Mr. Vassilis Kerasiotis, lawyer of the plaintiffs' land workers in the Chowdury case, etc. v. Greece before the European Court of Human Rights. The visits of September and November were carried out with the support of the Platform for Undocumented Migrants ([PICUM](#)).

Following the treaty between Greece and Bangladesh it is the first time after so many years that there will be a chance for Bangladeshi land workers to obtain a special temporary residence permit. Thus, in February 2022 the organisation along with Mr. Vasilis Kerasiotis and Mr. Apostolos Kapsalis, Postdoctoral Researcher on Labor Migration, Panteion University, had a meeting in General Secretariat of Migration Policy in order to be informed

more about the implementation of the new treaty. Moreover, our views were covered in a [article](#) about the treaty between Greece & Bangladesh on efsyn.gr.

In April, the Managing Director addressed a speech about our experience of Manolada at the exhibition '[This Is Evidence: Re-Picturing South Asian Migrant Men in Greece](#)' organized by professor Reena Kukreja at Technopolis, Athens.

LEGAL COUNSELLING

The legal department provides personalized legal counseling services to support beneficiaries in ensuring lawful residence and accessing legal benefits and facilities (eg. residence permits based on 4251/2014 Law and acquisition of citizenship based on 3284/2004 Law).

In 2022, a total of 964 beneficiaries were provided with legal advice of which 458 were people with a unique new registration in 2022. Most of the phone calls and email questions were relevant to the renewals of the residence permits -as the online submission of applications begun in the end of 2021 (16/11/2021) through the online platform of Ministry of Migration-, while some of them were about to the new process of naturalization and the pandemic consequences in the operation of migration services.

By the legal counselling:

- 143 applications for renewal of residence permits through the online platform of the Ministry of Migration were submitted.
- 64 residence permits were issued.
- 11 applications for residence permits of exceptional reasons were submitted.
- 32 applications of supported documents about the renewals of their residence permits were submitted.

In October 2022, a new cooperation with the Athens Greece Tourism And Economic Development Company was initiated. The action "Counseling services to immigrants/refugees living in Athens" is implemented within the framework of the project "Open Social Net", which is co-financed by the OP "ATTICA 2014-2020" and the European Social Fund. In this context Generation 2.0 for Rights, Equality & Diversity will provide personalized counseling to at least eighty (80) third country citizens living in Athens.

EMPLOYABILITY

In December 2021, the project "[Worldplaces-Workplaces Working with Migrant Women](#)" was initiated by G2RED, funded by the Asylum, Migration, and Integration Fund (AMIF), in collaboration with other prominent European partners and by the lead of [Progetto QUID](#). The project was addressed to women of migrant background residing in Attiki, regardless of age. Through this project, the [Employability service](#) is provided a gender-specific programme exclusively for women willing to integrate or re-integrate equally into the Greek labour market, focusing at the same time on the achievement of a work-life balance in their life. On the other hand, under the same project, the Diversity in the Workplace is going to provide capacity

building opportunities (until the end of 2024), to profit and non-profit organisations, on inclusion policies design, with access to a series of resources on gender-mainstreaming best practices and inclusion design tools and as well to HR diversity management trainings on equitable and inclusive environment by ensuring work-life balance.

2022 was essentially the first year the implementation of the specific project's activities was launched. The activities that took place are as follows:

- 3 Needs Assessment focus groups took place (1 EN, 2 in French) prior to the launch of the Employability programme
- One-to-one career counselling sessions: 48 unique women beneficiaries
- 9 Group job search sessions: 18 beneficiaries
- 3 Job Interview sessions: 6 beneficiaries
- 4 Labour Rights seminars: 12 beneficiaries
- 1 Time Management and Communication Skills seminar: 2 beneficiaries
- 3 Empowerment session (Babel): 8 beneficiaries
- 1 Workplace culture seminar: 2 beneficiaries
- Work-Life balance workshop: 1 beneficiary
- 1 Formal daycare info session: 3 beneficiaries
- 4 Hard skills trainings by Ευτοκία (Daily care of babies): 7 beneficiaries in Daily Care- 8 beneficiaries in First Aid

In 2022, the Employability Department benefited, 61 unique and new beneficiaries providing, in total, 125 Career Counselling & Career Guidance individual sessions. 49 unique beneficiaries made at least once a job application, 43 attended at least once a job interview and 38 beneficiaries found a job.

Finally, during 2022, the Employability Department was actively involved in the European project “**UnionMigrantNet and Cities Together for Integration**”, funded by the Asylum, Migration, and Integration Fund (AMIF). The project aimed at exchanging and transferring knowledge, experiences and best practices on integration in the labour market between 9 [UnionMigrantNet](#) members and 8 local authorities from 5 EU countries, namely **Belgium, Bulgaria, Greece, Italy and Slovenia**. The cooperation in Athens between the **Migrant Point EKA**, as a TU contact point of **UMN** in **Greece**, the **City of Athens** and Generation 2.0 RED focused on dealing with integration policies aims at easing an equal access at work of all Third Country Nationals through their actions, as a part of a better management of the reception process and preparation to their faster integration through the labour market. The Employability Department carried out the following activities:

1. A “Working on equal terms in Greece” 4 days-training, which was divided into the following topics (8 participants):
 - Hearing from the Labour Market itself (Employers & employees speaking)
 - A job seeker’s tools in the digital era (CV & Job interview)
 - How to access employers & get all the info you need with a click

- Naturalisation and Greek citizenship -facilitated by the Legal Counselling department.
2. 12/2022: Attendance of the Final Conference in Brussels in December 2022
 3. 6 newsletters were published throughout year 2022 in collaboration with the Migrant Point EKA
 4. Reception of the UMN project partners at the organisation’s premises in June, to present the legal framework about residence permits and citizenship, in cooperation with the Legal Department as well as the other activities and action of the organisation.

Diversity in the Workplace Network

Diversity in the Workplace Network was officially launched in 2017 signifying partnerships with companies and organisations of the private sector who share the common vision of accessible and equitable work environments. Following a holistic approach, Diversity in the Workplace offers bespoke services that support our partners in their effort to create inclusive environments and promote equitable treatment and belonging. At the same time, this action centers on the needs of people with migrant background, as it is closely associated with the Employability service, and supports beneficiaries to join the labour market.

More precisely, upon entering the Network, our partners can benefit from the following services:

1. [A,B,C For D-iversity 2.0 at Work Trainings](#)
2. [Diversity 2.0 – An Employers’ Guide](#)
3. [The Diversity Charter](#)
4. Access to our pool of candidates via the pre-selection process of the Employability service.
5. Publication of your job advertisements in the weekly column Thursday Job Adverts of Generation 2.0 RED.
6. Counselling support about equal treatment and anti-discrimination processes.

Since December 2021, Diversity in the Workplace, along with other prominent European partners, is now introducing “Worldplaces-Workplaces Working with Migrant Women” a co-funded project by the Asylum, Migration and Integration Fund of the European Union for women of migrant background. Through this project -addressed to for-profit companies and non-profit organisations-, workplaces in Athens and beyond, are going to be provided, under the context of capacity building on inclusion policies design, with access to a series of resources on gender-mainstreaming best practices and inclusion design tools and as well to HR diversity management trainings on how to build an equitable and inclusive environment by ensuring work-life balance.

Our work and impact for 2022:

Partnerships: Throughout 2022, Diversity in the Workplace outreached 76 companies and organisations and had a meeting and/ or collaboration with 43 of them. Until the end of 2022, 2 companies officially signed the [Diversity Charter](#), expanding the Network to 98 official supporters.

HR pre-selection service: From January to December 2022, in total, 16 companies announced at least one job opening, 28 candidates of the employability department applied, 13 were called for an interview and, a total of 5 person were hired.

Worldplaces-Workplaces Working with Migrant Women project: Diversity in the Workplace did 3 informative sessions addressed to companies to introduce them to the project Worldplaces-Workplaces Working with Migrant Women. Additionally, a training on Inclusion of Non-Discriminative Policies and Diversity-Friendly Policies that focus on the aspects of gender and cultural diversity was developed as well as a survey that will measure the impact of the project.

Ad hoc projects:

1. **Online workshop for Racial Equity in the Workplace:** Diversity in the Workplace, and with the support of the [European Network Against Racism \(ENAR\)](#), collaborated with [Axis](#) to develop and launch the Racial Equity workshop with the topic “Power, Privilege and Racism in the Workplace”. This workshop aimed at raising awareness on the multidimensionality of racial inequalities in the workplace by shifting the conversation to the individual dynamics of power and privilege that further add on structural and institutional racism.
2. **Online focus group discussion:** A focus group discussion was organised, on May, with the participation of 5 companies and 6 representatives to discuss best practices and pain points in relation to the topic of Diversity, Equity, and Inclusion (DEI) in the Greek workplaces.
3. **Online workshop for Beiersdorf company:** Diversity in the Workplace was invited to host an online workshop for Beiersdorf, a global care company, to raise awareness and inform employees on issues around DEI.
4. **Women Leaders Issue:** Diversity in the Workplace was part of the [Women Leaders](#) issue dedicated to DEI in the Greek labour market.
5. **Digital Guide for Integration best practices:** In the context of creating an e-guide regarding integration best practices about Third country nationals, Diversity in the Workplace interviewed our partner 3Quarters, who had recruited a beneficiary of the organisation, in order to transfer their experience on integration best practices.
6. **Events and speeches:**
 - **Working on Equal Terms in Greece:** 3 of our partners participated as guest speakers at "Working on Equal terms in Greece" training addressed to people of migrant background seeking equitable and legal employment in Greece. This project was co-funded by the Asylum, Migration, and Integration Fund of the European Union and organised by the Union Migrant Net, the Migrant Point EKA & Generation 2.0 RED.
 - **European Law Students Association (ELSA) Greece and Rotary Hellas:** Diversity in the Workplace was invited to speak on the topic of DEI and raise awareness on the issue on two different events organised by ELSA Greece and Rotary Hellas, respectively.
7. **Seminars and trainings:** In the effort of remaining updated with the needs and the trends of the labour market, Diversity in the Workplace attended 3 seminars, 1 training and 1 event:

- [Training programme for issues facing intersex individuals](#) by Symplexis and the Greek Transgender Support Association.
- Seminar on [Equality & inclusion in business: Lessons from Norway and Iceland](#) by Women on Top.
- [Working without violence and harassment: A guide for business](#) online seminar from the Hellenic Federation of Enterprises (SEV)
- [Improving Equality in EU](#) public hearing with the participation of EU institutions and civil society organisations.
- [The Network of Cities of Inclusion: Bridging employment in the Greek Region](#) event by the Municipality of Athens, the Municipality of Karditsa and with the support of the International Organisation for Migration (IOM).

NON-FORMAL EDUCATION

Generation 2.0 RED participated in the "Migrants' and Refugees' Education: Opportunities and Lessons Learnt" organised by EKKE and presenting data and challenges on the educational opportunities of beneficiaries of Active Citizens fund project.

Diversity Volcano

Our innovative floor board game, designed to work as an alternative educational tool, aiming at familiarizing students with the concepts of diversity, multiculturalism and human rights, traveled this year to many schools in Greece.

2. COMMUNICATION

Overview

The communication strategy focuses both on GENERATION 2.0 RED's identity and audience. Using creative means and clear content that our audience can engage with, we provide people reasons and means to act. We always use our channels but also engage people with impact that support our cause for a bigger outreach.

The communication strategy aims to consolidate GENERATION 2.0 RED as a competent and important interlocutor at the institutional level, to expand and mobilise the public at the societal level, and to inform, empower and mobilise target groups at the individual level.

In terms of visibility, the organisation is steadily gaining media attention, having received 25 media mentions either in original content or in republication of our articles. Our online presence is also growing in countable numbers, as our followers in social media increase steadily,

This year the organisation was without Communications Officer for about two months and that was reflected to the realisation, dissemination and communication of the organisation's

actions, and until the new Communications Officer was hired, very few things were published. That affected also the progress in various projects and many things were delayed.

During the reporting period, the department published and promoted 244 articles (in Greek and English) in total on the website including the Thursday Job Ads, and 19 of which were Advocacy articles. The monthly newsletter was also sent regularly to our 2.000 subscribers and contacts.

Events

Empowering Civil Society Through a Learning Environment – ECSTALE

In 10 of June, in the frame of the European project “Empowering Civil Society Through a Learning Environment – ECSTALE”, the team of Generation 2.0 RED presented the work of the organisation to 7 organisations from από 7 different countries that are supporting the European civil society through capacity building.

STILL BALLIN’ the festival!

On Saturday, September 24 at Palio Amaxostasio, Keramikos the STILL BALLIN’ festival was held. It was, an all-day celebration of diversity full of color and rhythms in our city’s pulse, with free entrance and open to all. A chance to get together with music, dance, graffiti artists and some basketball for the fans! With the valuable help of our volunteers, the Campion School students, the Generation 2.0 RED team managed to make this great celebration with the vibe of our city a reality.

STILL BALLIN’s purpose was, as in everything we do, to highlight diversity and promote inclusion. We wanted to pass the message that we are all here, all different and we share the same neighborhoods. We are seen and heard singing, dancing, bouncing the ball through the city streets.

The festival included: Dance Battles (Hip hop, Breakin’, Freestyle) by Soulart and all day di set, Free skateboard lessons for kids by Free Movement Skateboarding, Graffiti art by Noless.One, Afrofitness sessions with Bantu Dancers, Fashion show by Mamadoo, Ethnic food by Tastes of Damascus, live concert by the Negros tou Moria.

coordination, the creation and production of communicational material (t-shirts, tote bags, posters etc), the communications with the sponsors, and the coordination of staff and volunteers.

In numbers

During the reporting period we had 244 publications in our website and 1.148.286 pageviews. Our social media audience and followers were increased coming down to 21.999 Facebook followers, 1.861 Instagram followers and 3.986 LinkedIn connections. We also produced and published 4 videos for the STILL BALLIN’ event (3 as promotional material and 1 event recap) on Youtube counting 591 views.

3. COOPERATIONS

We are partners and official members of European and national networks:

- The European Network Against Racism (ENAR), the only pan-European anti-racist network that combines advocacy for racial equality and facilitating cooperation among civil society anti-racist actors in Europe
- The Racist Violence Recording Network (RVRN), a big network of organisations with trained personnel which records racist violence incidents and drafts an annual report
- The Platform for International Cooperation on Undocumented Migrants (PICUM), a network of individuals and organisations that fight for social equality and human rights of undocumented migrants
- The National Working Group on Structured Youth Dialogue, which aims to encourage the active participation of young people in shaping European youth policy
- The Athens Coordination Center for Migrant and Refugee issues (ACCMR), which was established to lead the efficient coordination of initiatives on migrants and refugees in Athens
- The Council of Migrant Integration, which operates as an advisor for the municipality to enhance the integration of immigrants into the local community

4. FUNDS

During 2022, Generation 2.0 RED was supported by:

Projects	Start	End
AMIF - UnionMigrantNet and Cities Together for Integration	01/12/2019	30/11/2022
EPIM-RISE UP: Rights, Innovation, Solutions & Evidence based policy for Undocumented People	01/06/2020	30/09/2022
FOSI-Core support	01/09/2020	28/02/2022
Desmos for Youth – Legal Assistant	01/02/2021	31/01/2022
Active citizens fund-Citizenship in practice	01/04/2021	31/03/2023
AMIF-Workplaces working for migrant women's integration	01/12/2021	30/11/2024
ENAR/AXIS “Creating a template on racial equality”	01/12/2021	28/02/2022

FOSI-General support	01/04/2022	31/03/2023
PICUM Task Force on Regularisation - National activities 2022	01/09/2022	30/11/2022
Queen's University at Kingston, Canada - "Discourses of Hate and Prejudice Against Racialized Labouring Bodies of Migrant Agricultural Workers: A Cross-country Study in South Europe" under the scientific direction of Dr. Reena Kukreja.	20/06/2022	31/08/2024

5. CONTACT

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ANNEXES

Advocacy public interventions 2022

Month	Public Interventions: press releases, informative articles, interviews, comments on public consultations.
01/2022	<ol style="list-style-type: none"> 1. Informative text: Certificate of Knowledge Adequacy for Naturalization (PEGP): Applications for the May 2022 exams have started 2. Press release and comments on the public consultation and: 'The new National Strategy for Integration leaves out 88% of immigrants'
02/2022	<ol style="list-style-type: none"> 3. Updated the informative text "Extension until 31/03/2022 for the residence permits and the blue certificates that have expired until 31/12/2021"
03/2022	<ol style="list-style-type: none"> 4. 18/03 Press release 'Administration delays will make legally residing migrants undocumented' 5. 30/03 Informative text 'New naturalization process: what is it about?'
04/2022	<ol style="list-style-type: none"> 6. 01/04 Informative text 'New extension on the residence permits and cases of Article 139, Law 4876/2021 until June 30, 2022' 7. 28/04 Co-signed and published the Joint Letter on the deterioration of the Rule of Law in Greece (an initiative of Vouli Watch – the section of the rights of third country nationals)
05/2022	<ol style="list-style-type: none"> 8. 03/05 Public invitation: Generation 2.0 RED invites you at informative sessions about the new naturalization system 9. 03/05 Informative text The exams for Naturalization on 08/05/2022 – Useful information about the process
06/2022	
07/2022	<ol style="list-style-type: none"> 10. 07/07 Co-signed the letter to Ministry of Migration and Asylum along with 44 organisations. Press release: Undocumented children, children in danger. Until when...? 11. 08/07 Information text Certificate of Knowledge Adequacy for Naturalization (PEGP): Applications for the November 2022 exams have started 12. 27/07 Information text The applications for the admission to Greek universities for third country nationals have started
08/2022	<ol style="list-style-type: none"> 13. 24/08: Elina Tzenko: the struggle for Greek citizenship before the struggle for the gold medal"
09/2022	<ol style="list-style-type: none"> 14. 02/09 text about 'Solomon: Generation 2.0 RED on "honorary" naturalizations' 15. 27/09 advocacy text 'Double standards in immigrants' pensions'