



**ILGA-Europe**

NICOSIA 2016

**38th European Conference of the  
International Lesbian, Gay, Bisexual, Trans and Intersex Association**

**20th ILGA-Europe conference**

Cyprus, 19-22 October 2016

*Organised in association with Accept LGBT  
organising committee ILGA-Europe Conference 2016*

**ELECTIONS AT THE CONFERENCE**

This document consists of the following information:

1. Introduction to the candidates to ILGA-Europe and ILGA (World) Boards
2. Explanation of the election procedures for ILGA-Europe Board and for ILGA (World) Board
3. Presentation of the candidates for the host venue for the 2018 ILGA-Europe conference
4. Presentation of the candidates to ILGA-Europe and ILGA (World) Boards

**1. Presentation of the Candidates**

**1.1 Candidates to ILGA-Europe Board**

Below is the list of candidates for the ILGA-Europe Board. Their nominations and election statements can be found at the end of this document. The election procedures are explained in the separate document 'Guide to elections' included in this mailing.

<i>Name</i>	<i>Organisation</i>	<i>Country</i>	<i>Identifying as</i>
A. Chaber	Campaign Against Homophobia (KPH)	Poland	Trans
Antonio Mihajlov	SUBVERSIVE FRONT - association for a critical	Macedonia	Male

	approach to gender and sexuality		
Brian Sheehan	GLEN	Ireland	Male
Costa Gavrielides	Accept – LGBT Cyprus	Cyprus	Male
Joyce Hamilton	COC Netherlands	Netherlands	Female
Konstantina Kosmidou	OLKE European Forum of LGBT Christian Groups GALE	Greece Netherlands Netherlands	Female
Olena Shevchenko	Insight Public Organization	Ukraine	Female

## 1.2 Candidates to ILGA (World) Board

<i>Name</i>	<i>Organisation</i>	<i>Country</i>	<i>Identifying as</i>
Anastasia Danilova	GENDERDOC-M Information Centre	Moldova	Female
Krister Karttunen	Sateenkaariperheet ry (Rainbow families Finland)	Finland	Male
Martin Iversen Christensen	LGBT Denmark	Denmark	Male

## 2. Explanation of the election procedures

**If you want to vote** at the Annual General Meeting during the ILGA-Europe Annual Conference, please remember that you must have paid the invoices for the last three years (or for the last two if your organization has joined ILGA less than 2 years ago, or for the last year if your organization has joined ILGA only in the last twelve months).

Log in to your account on the ILGA World website and download your invoice here <http://ilga.org/login-user/>. You can either pay by credit card (Paypal) or via your bank account (don't forget to add invoice number). If you experience any technical problem with your log in, please contact ILGA World at [membership@ilga.org](mailto:membership@ilga.org).

### 2.1 Explanation of the election procedures for ILGA-Europe Board

The ILGA-Europe Board has ten members, usually elected for a two year term of office. Elections for five of these seats take place each year, to provide continuity.

5 board members (2 women, 2 men, and 1 not identifying as male or female) were elected in 2015 for a two-year period, which means that there are 5 vacant places for 2016-18.

This year, there are 3 (three) candidates identifying as female, 3 (three) identifying as male and 1 (one) not identifying as female or male. As the whole board of ten people must have at least 4 but no more than 6 identifying as female, and at least 4 but no more than 6 identifying as male, 2-4 people identifying as female and 2-4 people identifying as male can be elected at the conference.

## **2.2 Explanation of the election procedure for ILGA (World) Board**

The term in office is for two years and at least one of the candidates elected must identify as a woman. There are three candidates: two candidates who identify as men and one candidate who identifies as a woman.

The presentation of candidates and the election will take place in the 2nd plenary session. The arrangements will be announced by the Chairing Pool in accordance with Standing Orders.

## **3. Presentation of the candidate for the host venue for the 2018 ILGA-Europe conference**

There are practical advantages to select a conference host two years in advance. Last year's conference decided on Campaign Against Homophobia (KPH), Warsaw-Poland, to host the 2017 conference. This conference will decide which organisation will host 2018. There are four candidates:

The Rainbow Project in Belfast (Northern Ireland)  
SKUC-Magnus in Ljubljana (Slovenia)  
ROSA LÉTZEBUERG asbl in Luxembourg (Luxembourg)  
ILGA-Europe in Brussels (Belgium)

The proposals are in the document titled "Candidates for host organisation" and will be presented in the 2<sup>nd</sup> plenary session.

## 4. Presentation of the candidates to ILGA-Europe and ILGA (World) Boards

### 4.1 Candidates for election to ILGA-Europe Board and their Election Statements

#### A. Chaber

**Member organisation of the candidate:** Campaign Against Homophobia (KPH)

**Organisations nominating the candidate:**

All Ukrainian Public Organization Gay Alliance Ukraine

Association of LGBT and Friends MOZAIKA

GLEN

Háttér Society

Iglyo

National LGBT Organization LGL

Trans-Fuzja Foundation

Zagreb Pride

**Candidate identifies as:** trans

**Skills and talents of the nominee:**

I have been engaged in LGBTQI activism since 2008 when I started volunteering in Campaign Against Homophobia (KPH) in Poland. I quickly became a Volunteer Coordinator and Project Manager. At that time I worked mostly on **community building, organizing and non-formal education**. Due to the last area of my work I started cooperation with IGLYO and ANSO. I joined the **Board of IGLYO** in 2010 and the **Board of ANSO** in 2011. While working on both Boards I coorganized many seminars, conferences and workshops. During that time I was also certified by the EYC as a facilitator of non-formal education with youth. I also served as **Treasurer** for both Boards.

In 2012 I became the **President** and **Executive Director** of KPH. I became much more involved in **advocacy** efforts and **public awareness raising**, as well as **strategic planning** and **management**. I was a member of ILGA-Europe's **Advocacy Network**.

I was also a part of the team that developed the most influential campaigns in Poland – campaigns that started the parents' movement and the “straight ally” movement. Since 2014 I have been raising my fundraising competences and developing and implementing successful **fundraising strategies**.

In 2014 I became a **Board Member of ILGA-Europe**, in 2015 **Treasurer**. I serve in the Employment and Finance Sub Committees, where my skills are most useful.

### **Possible contribution to the ILGA-Europe board:**

I have been an ILGA-Europe Board Member for the last two years. I have contributed to the fundraising activities and the work of the Finance and Employment Sub Committees. I contribute in many day to day activities of the Board and wish to continue that work. **Fundraising, management** and **financial management** are among the competences I found, so far, most useful in this work. Additionally, I have a vast understanding of key areas of ILGA-Europe's strategy, as I have been working on these issues for years in national and international settings: **family rights, hate crimes** and **hate speech**, access to **education, healthcare** of LGBTI individuals, building alliances with the “**movable middle**”, **building capacity**, with a special focus on **trans** issues.

Additionally, I come from a **post-communist** country in Central and Eastern Europe so I understand the cultural specificity of the region and know far too well the extent of the current challenges related to **right-wing extremism** and escalation of violence across Europe. If elected to the Board, I plan to continue as Treasurer.

### **Motivation for running:**

My motivation is twofold. Firstly, obviously, being a member of the ILGA-Europe Board is an educational experience that allows me to develop further my skills and contacts. I feel I grew personally during the last two years spent on working with the Board and Staff.

But, secondly, I find immense satisfaction in contributing to the work and internal development of a leading European influencer. I want to support the Staff of ILGA-Europe and provide expertise in areas that I am skilled in. I wish to influence the decision making and build capacity in the regions and areas that need it most. My ambition is to be a part of creating a European movement, especially in these times of right-wing extremism and polarization of attitudes.

### **Contribution to the ILGA- Europe board during previous board membership (if applicable):**

For the last two years I took part in almost all Board activities. My focus, also due to my expertise, was on finance, fundraising and employment. Apart from Board Meetings, I have travelled to Brussels on several other occasions for external meetings (such as

with the EC) or internal - with the Financial Manager and with the Executive Director regarding ILGA-Europe's finances and fundraising. I took part in recruitment processes and interviews with candidates. I also represented the Board of ILGA-Europe outside Brussels, i.e. in a Montenegro Pride Event 2015.

I believe I have fulfilled all Board duties timely and was engaged in day to day Board operations and communications. I contributed ideas, solutions and contacts, as well as supported fellow Board Members.

### **Other information**

**Antonio Mihajlov**

**Member organisation of the candidate:** SUBVERSIVE FRONT - association for a critical approach to gender and sexuality

### **Organisations nominating the candidate:**

Accept – LGBT Cyprus

Accept Association Romania

Association of Citizens for Social & Multicultural Development Women's Alliance – Skopje, Republic of Macedonia

Association Rainbow

Associazione Radicale Certi Diritti

Bilitis Resource Centre

Centre for Equality and Liberty of LGBT Rights in Kosovo

Cure Foundation

ERA-LGBTI Western Balkans & Turkey

Gayten LGBT

Háttér Society

Labris

Legebitra Slovenia

Lesbian Section SKUC-LL

OLKE

Pink Cross

Public Information and Need of Knowledge NGO (Pink Armenia)

Regional Initiative Group for Support LGBT Community 'Maximum' Murmansk RUS

Sarajevo Open Centre

Thessaloniki Pride

Zagreb Pride

**Candidate identifies as: Male**

**Skills and talents of the nominee:**

As one of the founders and its current leader, I have witnessed the growth of Subversive Front from a non-formal group of LGBTI activists dissatisfied of the status and the rights of LGBTI people in Macedonia, to one of the most relevant civic actors in the country and in the region when it comes to advocacy for LGBTI rights. I am very proud that S-Front has achieved taking central role in the information-sharing and advocacy-sharing activities among the LGBTI organisations in the Western Balkans, and has so far become able to fully operate in 5 strategic areas: advocacy for LGBTI, research and policies for LGBTI, training and education on LGBTI, free services of legal aid and counselling, and psychosocial support and counselling for LGBTI, as well as fundraising for LGBTI projects and initiatives. S-Front has pioneered the work on LGBTI rights and status in Macedonia in several areas such as surveying SOGI-based bullying among youth, organising the first public event in Macedonia for political inclusion on LGBTI along with the political parties' representatives, conducting the first LGBTI mainstreaming campaign in the country using celebrity endorsement, organising the first observing of IDAHOBIT in Macedonia together with the UN and EU delegations, as well as initiating the first court procedure on legal gender recognition. As the head of Subversive Front, I have been the chief responsible for the organisation's communications with different stakeholders, the organisation's growth both in finances and human resources, as well as in ensuring transparent, inclusive and value-driven governance.

**Possible contribution to the ILGA-Europe board:**

The challenge of representing 490 member organisations in 45 countries can be quite cumbersome. The role of acting as a voice for the rights of the LGBTI people across the continent is a noble but arduous task. I ask the difficult questions and I am the one to start and engage the others in the conversations that matter. I can bring people with opposite views and attitudes together, make them sit on the same table and agree on solving the most burning issues and needs. I build alliances with parties and groups across ethnicity, political affiliation, gender, class and social status. I base my decisions

and actions on the values I have engrained throughout the years, and lead others to follow and respect them. These values are integrity, solidarity, transparency, inclusiveness, collaboration, and sustainability. I see my role as an ILGA Europe Executive Board member primarily in strengthening the dialogue between ILGA Europe and its member organisations, in enhancing its mission to act as the European voice of LGBTI victims of human rights violations, and in ensuring that everybody is included and listened to, that every critical issue is discussed, and that comprehensive and sustainable solutions are proposed and applied.

**Motivation for running:**

By being a highly efficient communicator with ability to think critically and analytically, and also ability to execute tasks effectively, I firmly believe I can be an asset to ILGA-Europe's Executive Board. Being well-known in the region of the Western Balkans for the results of my work and the work of my organisation, as well as becoming increasingly well-known beyond the region and wider in Europe, I am quite certain I can fully meet the responsibilities of an IE Board member when advocating for and representing ILGA-Europe internationally. The achievements of my strong dedication and keen involvement in LGBTI activism in Macedonia and in the region so far encourage me to pursue even more challenging and rewarding opportunities such as being an IE Board member. I am known for my ability to grasp the most immediate needs, to have and show good judgment, to communicate directly, openly and honestly, and to employ transparency and accountability in my work. Last but not least, by being resourceful, highly organized and solution-oriented person, and by being able to manage the situation in need in a quick, sharp and analytical manner, I am convinced I can be a perfect fit for IE Board membership.

**Contribution to the ILGA- Europe board during previous board membership (if applicable):**

I have not been member of the ILGA-Europe Executive Board previously.

**Other information**

More information about me and my work can be obtained by checking S-Front's website: [www.s-front.org.mk](http://www.s-front.org.mk). I am also open for any questions and comments at [amihajlov@s-front.org.mk](mailto:amihajlov@s-front.org.mk)

**Brian Sheehan**

**Member organisation of the candidate:** GLEN

**Organisations nominating the candidate:**

Campaign Against Homophobia

COC Netherlands

GLEN

ILGA Portugal

Malta LGBTIQ Rights Movement

Marriage Equality Ireland

Thessaloniki Pride

**Candidate identifies as: Male****Skills and talents of the nominee:**

Since 2007, I have worked as the Executive Director of GLEN, one of the main LGBT policy and advocacy organisations in Ireland, leading a team who have delivered groundbreaking progress for LGBT people including in education, mental health, policing and safety and workplace equality. We have also delivered comprehensive legislative change including civil partnership in 2010, and in 2015, equal recognition and protection for LGBT headed families and equal marriage.

In 2015, I was the co-Director of Yes Equality which led the 'Yes' campaign that marshalled thousands of people across all of Irish society to campaign for and joyously win marriage through the referendum, making Ireland the first country in the world to do so.

Across all of that work, as a small organisation of 8 people, we have built strong relationships with Governments, politicians and senior policy makers, professional and regulatory bodies, civil society organisations, the media and service providers which has been central to achieving sustainable change and furthering our goal of the full and equal participation of LGBTI people in all aspects of Irish life.

I have been a member of the Executive Board of ILGA-Europe for the last four years, including two years as Treasurer and the last year as co-chair.

**Possible contribution to the ILGA-Europe board:**

Throughout my time with GLEN and with ILGA-Europe, and in previous roles, both voluntary and professional, I have developed a range of skills and experiences that have been critical to my role in delivering sustainable change for LGBT people in Ireland, which I believe contributes positively to the existing skills and experiences of the ILGA-Europe board, staff and members.

These include organisational governance and management, strategic thinking and planning, communications and fundraising. I also have significant experience in advocacy and lobbying and in building relationships with key stakeholders and agents of change – political, policy makers, the media and the public.

I have brought, and would welcome the opportunity to continue to bring, these skills and experiences to the ILGA-Europe Board, along with a strong commitment to the ideals and strategic vision of ILGA-Europe and to building a broad-ranging movement for LGBTI equality.

I would like to continue to work on the Board, supporting the drive to greater financial security, stronger organisational governance and supporting the highly skilled and committed staff in strategic decision making and prioritisation, in particular in tackling new and emerging challenges.

### **Motivation for running:**

ILGA Europe is playing a crucially important role in making LGBTI equality a part of Europe and its institutions and in building the capacity of a movement across the continent. It is a model for collective advocacy campaigning at the highest level.

I have really enjoyed my time with ILGA-Europe over the last four years on the board, and I believe I have made a positive contribution to the organisation and to many of the member organisations. I have learned much from members, in particular when I have been able to support member organisations, for example in their campaigns for marriage, but also in bearing witness to the severe challenges which many members face, including at Istanbul this Pride.

Despite progress, huge challenges remain for LGBTI people across Europe. I would value the opportunity to continue to contribute to that work as part of the board. I am deeply committed to ILGA-Europe and believe that we can continue to drive positive and progressive change at institutional and national level and in building movement capacity across Europe. I believe I can best support the work through promoting good governance and strategic oversight and through supporting our staff as a Board member.

### **Contribution to the ILGA- Europe board during previous board membership (if applicable):**

I have been a member of the Board for the last four years, including two years as Treasurer and the last year as Co-Chair. I am a member of the Finance and Fundraising sub-committee and the Employment sub-committee.

Throughout, at board meetings, at events representing ILGA-Europe and in engaging with member organisations and staff, I believe I have been able to support strongly the growth and development of ILGA-Europe; to support the increased financial security for ILGA-Europe including the development of fundraising initiatives that are crucial in raising unrestricted income that allow us to receive EU grants, and the diversification of

our funding base to the extent that the EU is now just around 50% of our income; to support our highly talented and committed ED and staff in strategic decisions, in planning, in taking up opportunities that arise to expand our work, in acting as a sounding board for new ideas and policy positions, and in prioritising our resources to achieve the maximum possible strategically valuable outcomes for our members and for LGBTI people across Europe.

## **Other information**

### **Costa Gavrielides**

**Member organisation of the candidate:** Accept – LGBT Cyprus

**Organisations nominating the candidate:**

Accept – LGBT Cyprus

Associazione Radicale Certi Diritti

ERA-LGBTI Western Balkans & Turkey

Gay Liberation Movement of Cyprus

GLEN

Inter LGBT France

Legebitra Slovenia

Lithuania Gay League

OLKE

Subversive Front

The Swiss Rainbow Families Association

Thessaloniki Pride

**Candidate identifies as:** Male

**Skills and talents of the nominee:**

I've helped lay down the foundations of Accept – LGBT Cyprus, the first registered LGBTI organisation in the Republic of Cyprus, together with other like-minded individuals in 2011 and serving as the first-ever elected President of the Board since May 2012. Together with that I'm serving as a member of ILGA-Europe's Executive Board, since October 2014.

As an activist, in the helm of Accept-LGBT Cyprus, I've helped raise awareness and acceptance towards LGBTI in Cyprus, a country that had been ranking at the bottom of ILGA-Europe's Rainbow map ever since the map was created. Lately we've seen a big change in trends with the once "shameful" subject of LGBTI being publicly debated and thought of.

I'm particularly proud for overseeing the successful organization of the 1<sup>st</sup> ever Cyprus Pride in 2014, a dream come true to most LGBTI Cypriots, as well as the following Cyprus Prides in 2015 and 2016. The event has been widely discussed locally and through appropriate communication it managed to overcome the very strong opposition it faced initially, particularly from the Church of Cyprus, to become one of the most attended events for social rights on the island.

Additionally, I heavily advocated for political support during the voting of the Civil Union Law in December 2015, which gave equal rights to same-sex couples as to opposite-sex ones – excluding joined adoption. Finally, I've also helped set up a Cypriot-wide support network for LGBTI's. Currently I'm overseeing the local group organising the Annual ILGA-Europe Conference in Cyprus.

### **Possible contribution to the ILGA-Europe board:**

I'm a hard working individual motivated by the success of a job well done. I am reliable to complete a task and as such I believe I can be entrusted with managing a variety of responsibilities to assist the Board's mission. I'm a very good advocate as far as gathering political support where needed.

As a computer developer by profession, I best work on structured projects that might have a long list of requirements. My experience with advocating for LGBTI rights in a political setting has equipped me with patience and perseverance on issues that are not easy to tackle, without being let down easily. On the other end, I've been involved with supporting many individuals with the challenges they face as LGBTI in Cyprus.

I've been trying to bring on a different perspective to the Board with regards to the South Eastern Europe and particularly a way of thinking about how we work with activists from countries that border Europe such as North Africa and the Middle East, where a number of LGBTI asylum seekers originate.

### **Motivation for running:**

I've always admired the work being done by ILGA-Europe and I attribute many successes achieved in Cyprus to the assistance and guidance received by ILGA-Europe Staff and past Board Members. I'm particularly inspired by Malta and the Maltese activists who to me have proved that when activists get involved internationally

they can come back full of ideas on how to help local progress. Being in the ILGA-Europe Board helps me push my own boundaries and allows me to learn and bring knowledge regarding LGBTI rights, back to Cyprus.

I believe I can help bring a new perspective to ILGA-Europe regarding the South East corner of Europe and the countries this region borders. We don't have a brick wall around us and don't work in a vacuum. Helping cooperation with those countries will help the European LGBTI movement too in the long term.

**Contribution to the ILGA- Europe board during previous board membership (if applicable):**

I have been a member of the Board for the past two years and together with the rest of the Board I've been trying to help guide the organisation's long-term direction and vision. Through some learning, particularly in the beginning, I've come to understand much better the difficulty of trying to bring about meaningful positive change to such historic organisation that is respected by so many people all over Europe.

As a Board Member I've initially served under the Governance Committee where I helped work on and maintain the Governance Manual. This year I've been a member of the Finance and Employment Committees where we were advised about dilemmas of the organisation. On behalf of the Board I've also attended the European Equality Gala 2016 to help fundraise for the organisation.

This year I've been heavily active in the setup of the Annual Conference helping the staff where possible. Further to coordinating locally the logistics of the event, I've been advocating for as much political support as possible to help raise the status of the event in what I feel will help make the decisions taken by the European membership have much more clout in the long run.

**Other information**

**Joyce Hamilton**

**Member organisation of the candidate:** COC Netherlands

**Organisations nominating the candidate:**

Accept Association Romania

COC Netherlands

Gender & Development

GLEN

ILGA Portugal

LGBT Denmark

Women Initiatives Supporting Group

**Candidate identifies as:** Female

**Skills and talents of the nominee:**

Over the past 12 years I have been involved in the Dutch and the international LGBTI movement in various ways. This started with voluntary work, such as activities to revitalise the lesbian movement in The Netherlands (Lesbicoon) which has led to increased visibility of lesbians. Since 2011 I have been working as an international advocacy officer for COC Netherlands. In this capacity I work in coalition with LGBTI activists from different regions and human rights organisations towards the UN, the EU, OSCE and the CoE to make human rights standards also apply to LGBTI people.

As a Board member of COC (2004-2008) I have worked closely with staff members to develop an international lobby strategy for COC. Important steps were the process of obtaining ECOSOC status at the UN and acquiring funding to facilitate LGBT activists to speak at international organisations.

Politically, I have been involved in re-establishing the LGBT group within the Dutch Social Democratic Party (PvdA) and setting up the Rainbow Rose network, a European coalition of LGBT groups within social democratic parties.

Within ILGA-Europe, I have been engaging in the EU Network and conferences since 2005. In 2011, I was a member of the Chairing Pool. The past four years I have been member of the Executive Board, as Co-Secretary first and Co-Chair the past two years. On the board I have worked on subcommittees tasked with the strategic planning process and consultation of the membership, conference preparation, communication strategy and governance of ILGA-Europe.

**Possible contribution to the ILGA-Europe board:**

In my position at COC I have gained in-depth knowledge of the LGBTI rights situation in different regions, international human rights mechanisms and a thorough understanding of the latest developments and potential threats to the LGBTI movement in Europe. I have developed an extensive network including allies of the LGBTI movement within international organisations, governmental structures, donors and international NGOs.

I have extensive experience in advocacy, capacity building and organisational development, EU fundraising and project management, having worked within local government and the European Parliament.

My work experience within a European institution, a government body and several NGOs have given me a sound knowledge of European institutions and insight into

governmental processes at different levels that benefit the work of ILGA-Europe. I am used to working in international teams with a huge range of diversity. I believe I have the diplomatic and communication skills and intercultural sensitivity to bridge differences between people and bring them together behind a shared goal and vision.

### **Motivation for running:**

Diversity is at the same time the key strength and the toughest challenge for ILGA-Europe, bringing together so many different groups and individuals from different parts of Europe, each with their own realities, experiences and challenges. I want to work towards an ILGA-Europe that is an inclusive empowering environment that acknowledges all those differences. Bringing those together makes for a strong European LGBTI movement that is ready to oppose negative developments that threaten the realities of LGBTI people throughout Europe.

Past ILGA-Europe conferences have empowered and inspired me as an individual and I feel a responsibility to give back to the movement what I have gained from it in experience and knowledge. I have got to know ILGA-Europe as an important platform for sharing insights, knowledge and building common strategies. As a Board member I will continue to focus on increasing this exchange of knowledge and experience between member organisations to strengthen the European LGBTI movement. I am committed to contribute to the board's work for a third and final term, as I feel responsible to continue the work and various improvements that we have put in place collectively.

### **Contribution to the ILGA- Europe board during previous board membership (if applicable):**

As a highly regarded impactful organisation with a large European constituency, ILGA-Europe carries a heavy responsibility. It can only lead by example through the quality of its leadership. This involves how the organisation is governed, how it engages with the members, and what its values are. As a Board member I have particularly worked on a manual describing the roles and responsibilities of the Board, the Executive Director and the Staff, procedures used, and how to deal with integrity issues, such as conflicts of interest and confidentiality. In the Finance Sub-Committee I have contributed to developing a new fundraising strategy set to diversify the sources of funding.

Furthermore, I was part of the working group for developing a new Strategic Plan 2014 - 2018, designing the process, facilitating sessions at the membership meeting in Athens, and drafting and redrafting texts.

Through the communications working group (improving existing tools, eg. website, and use of social media) and the conference working group (new methods / topics, ensuring representation of diversity) I have actively looked at new ways of working as a European organisation together with members and mobilising our collective constituency to create a stronger response to the challenges we face.

### **Other information**

## Konstantina Kosmidou

### **Member organisation of the candidate:**

1. OLKE (Greece)
2. European Forum of LGBT Christian Groups (Netherlands)
3. GALE (Netherlands)

### **Organisations nominating the candidate:**

Accept-LGBT Cyprus

Association LGL (Lithuania)

Association of LGBT and their Friends MOZAIKA

Associazione Radicale Certi Diritti

Çavaria VZW

ERA-LGBTI Western Balkans & Turkey

European Forum of LGBT Christian Groups

Federacion Estatal de Lesbianas, Gais, Bisexuales y Transexuales (FELGTB)

Malta LGBTIQ Rights Movement

OLKE

GALE

Russian LGBT Network

Subversive Front Skopje

Thessaloniki Pride

**Candidate identifies as:** Female

### **Skills and talents of the nominee:**

As a board member of OLKE since 2005 (president for two years (2011-2013) and currently reserved board member,, my mission has been to foster regional solidarity and cooperation.

I am a board member of ILGA-Europe since 2014 and Co-Secretary of the Board of ILGA-Europe since 2015.

I was the president of the Local Committee of Athens 2015 ILGA – Europe Conference and I am proud of the success of the visibility of diversity that conference had, especially in disability and religion LGBTI community members.

I was lobbying with three political parties so we could bring the civil partnership in Greece, which became a law of the Greek Parliament in December 2015.

I am a founding member of NELFA (Network of European LGBTI Families) and my mission was to communicate with from southeast European Region.

I am proud that as a member of the European Forum of LGBT Christian Groups had the opportunity to give visibility to the religious LGBTI people as I am lobbying with the Orthodox Church for the LGBTI issues.

I am founding member of the LGBTI Refugees protection Group which is founded in 2015. We support people seeking refugee protection because of persecution based on sexual orientation, gender identity, or HIV status.

I host two Syrian girls at my house at the moment and help them to readjust to the Greek community.

Currently as a co-secretary of ILGA-Europe board, I am working hard and dedicate myself to the ILGA-Europe organisation's needs.

### **Possible contribution to the ILGA-Europe board:**

I believe that my overall experience in activism for more than twenty years will help me to positively cope with any challenge. Full of energy and endeavour to serve the LGBTI community, I will work hard especially with countries that are in great need of ILGA – Europe's support. Furthermore, my professional obligations give me the chance and opportunity to organise my time according to ILGA - Europe's demands as Executive Board of ILGA-Europe. Offering is a way of life for my whole family.

I can and wish to contribute positively so as to support ILGA - Europe's causes as I did the last two years and fight with all my heart in order to keep ILGA - Europe as the most powerful organisation combating in favour of LGBTI human rights for our community.

A spirit of leadership with good organisational skills in cases of bureaucracy due to my experience in administration issues and my educational background; experience in group management; quick learner even in fields that I am not familiar with; flexibility and my experience as a current member of ILGA – Europe board and Co-Secretary will allow to serve as a very effective Executive Member of ILGA – Europe Board.

### **Motivation for running:**

My faith in ILGA and ILGA - Europe as well as the strength I am given by ILGA - Europe to continue my fight not only in Greece but the whole European Community especially South East Europe; a very troubled and problematic region in LGBTI issues, with weak legislation in almost every country and very conservative and religious society.

The belief that my participation can be of added value to the Board of ILGA - Europe, that I can get knowledge and experience that is always in favour of an activist who should never want to stop learning, and the prospect to offer as much as possible to the LGBTI community anytime, anywhere.

I think that the ILGA – Europe is one of the most powerful LGBTI organisations along with the European Forum of Cristian Groups, NELFA and TGU are trying to support all

the organisations worldwide to achieve their goals and promote LGBTI human rights at a national and local community.

Through ILGA - Europe and the experience I have already gained I intend to continue help further as Executive Board of ILGA-Europe.

**Contribution to the ILGA- Europe board during previous board membership (if applicable):**

I am executive board member of ILGA-Europe since 2014 and reserved member in 2012.

I am a Co-Secretary since 2015 and my key areas is preparing the minutes of the board meetings and the action plans.

I have attended all the Board meetings and all ILGA-Europe conferences (since 2011) and two ILGA World Conferences (Sweden and Mexico).

I have participated in all e-mail discussions of Board matters and represent the organisation in public, like Budapest and Kiev pride events.

Other key areas of work of ILGA-Europe board members that I did contribute:

- Interact with the membership
- Strategic planning and overseeing its implementation
- Formulating needed policies
- Approve and monitor the organisation's programmes and services
- Enhance the organisation's public image
- Carry out board business efficiently

**Other information**

I have worked in Calcutta in 1997 with the Missionary of “Medecins du Monde”. I was also a board member of the “Medecins du Monde” Cyprus deploring missions in Asia.

I am a writer of a novel and poetry collection that refers on human rights issues.

I have worked as a volunteer with children with special needs.

My ex-wife and I have adopted a five years old Down syndrome boy, named Angelo.

I have worked in voluntary and social support groups for human rights. I have high adaptability to multicultural environments; high communicational skills due to my position in volunteering management groups; a high sense of responsibility and a spirit of solidarity and altruism. I have always being fighting for the support of the minorities and I will keep fighting against any unjustness and discrimination.

I think that my very good spirit of communication and my abilities in public relations will help me to continue to be an effective Executive Member of ILGA – Europe board in order to support ILGA - Europe’s goals.

As the first out LGBTI MP Candidate in Greece for the European Elections in 2014, I was honoured with lots of support by voters and political parties.

## **Olena Shevchenko**

**Member organisation of the candidate:** Insight Public Organization

**Organisations nominating the candidate:**

Gender & Development

Genderdoc-M Information Centre

Public Information and Need of Knowledge NGO (Pink Armenia)

Women's Initiatives Supporting Group

**Candidate identifies as:** Female

**Skills and talents of the nominee:**

2004 – 2007 volunteer in feminist-lesbian organization “Womens network”. Main tasks: event manager, logistic, community work.

2008 – Founder of Insight public organization.

2008 – 2011. Insight public organization. Program manager. Duties: communication, advocacy, community work, culture work.

2012 – present time. Insight public organization. Executive director. Duties: strategic planning, fundraising strategy, communication strategy, management of staff, external communication, strategic partnership building.

2011 – 2012. IGLYO Board member.

**Possible contribution to the ILGA-Europe board:**

I have a huge experience of work in hostile environment in Eastern Ukraine on LGBTIQ and women's rights. Insight public organization from 2012 to 2016 became a well-known, big national organization with strong feminist background and working on cross cultural issues.

I can contribute to ILGA- Europe board via my individual leadership and cooperation skills, strategic vision on European processes and personal experience of work in countries, where LGBTIQ issues are still seen as a threat to society.

My vision of work is built on partnership with other minority groups and allies, who work on other issues, which don't have a support of “majority”.

Europe is going through difficult times, but this is a right time to reinvest in diversity and equality, using other approaches.

**Motivation for running:**

My motivation is to bring more Eastern-European agenda in ILGA-Europe work, especially on work with different communities within LGBTIQ umbrella. ILGA-Europe has many different instruments of influence on European agenda, Eurointegration agenda etc, but not so many organizations in Eastern Europe aware of it and actively using it. I think we should work more on informational campaigns and strategic partnerships.

Less bureaucracy - more possibilities. In many countries LGBTIQ people need help and support, but they also overloaded by daily community work. I think I can contribute to ILGA-Europe strategies on advocacy, strategic litigation, and work with partners and members.

**Contribution to the ILGA- Europe board during previous board membership (if applicable):**

No

**Other information**

## 4.2 Candidates for election to ILGA (World) Board and their Election Statements

### Anastasia Danilova

**Member organisation of the candidate:** GENDERDOC-M Information Centre

**Organisations nominating the candidate:**

Coming Out LGBT Group St Petersburg Russia

Genderdoc-M Information Centre

Insight Public Organization Ukraine

LGBT Denmark

National LGBT Rights Organization LGL

Russian LGBT Network

Women's Initiatives Supporting Group

**Candidate identifies as:** Female

**Skills and talents of the nominee:**

I have been a European Representative to the ILGA World board for the last two years. My contribution there has been focussing on the membership issues and conference organizing (including a new format for selection of scholarships and workshops at the World Conference). More than 6 years I am Executive director of GENDERDOC-M Information Centre, one of the strongest and oldest LGBT rights advocacy organization in the region and the only LGBT organization in the country. I am responsible for management of the entire organization, financial management and fundraising, elaboration and implementation of the organisation's strategic directions of activity, projects management and implementation (from submission project proposal to reporting), collaboration with Board, participation in public events as an official representative of the organization, planning and organizational development, cooperation with local, regional and international partners. Before becoming Executive Director in April 2010, I was GENDERDOC-M's Women's Program coordinator.

**Possible contribution to the ILGA board:**

My experience in organisational development, strategic planning, elaboration of organizational policies will contribute to governance structures which are still needed in ILGA. Having 10 years of experience in activism and 6 years of experience leading one of the most active, respected, and successful NGOs in Moldova, I strongly believe that I will be able to

contribute positively to the existing skills and experiences of the ILGA board and be part of organizational development and strengthening of governance structures.

I know what it means to be a newcomer in the Board, especially if you have never had such experience. I plan to contribute my efforts to elaboration of guide for new Board members, which will help them quickly get into work and be effective in a shorter time.

### **Motivation for running:**

Two years in the Board passed quickly I have learned much and believe that made a positive contribution, but I still have a feeling that I can do more. A part of my current mandate I spent on getting the hang of things and becoming a part of the team. It will be an invaluable opportunity for me to fully invest the gained experience and knowledge in a structured work of ILGA.

I am committed to the mission, values and strategic objectives of ILGA as the global LGBTI membership based organization. I want to contribute to strengthening understanding, communication and cooperation between regions. I want to become a useful link between ILGA and ILGA-Europe Boards and now I have the experience and skills for this.

### **Contribution to the ILGA board during previous board membership (if applicable):**

In addition to the general work of the Board (work on the further strengthening of the internal governance structures by adopting a governance manual, staff manual and several amendments to Constitution and procurement politics), I was a member of two committees: Conference and Membership. Together with other Board members I has worked on a new format for selection of scholarships and workshops at the World Conference.

No matter how hard we try, the process of applying for membership is still raises questions for some new organizations, I consulted several organizations for submission to the membership. I contributed in elaboration of the Report of ILGA's activities for 2015 - 2016 from the European Representatives to the ILGA World Board and Guidelines for Nominations for European Representatives to the board of ILGA.

### **Other information**

<b>Krister Karttunen</b>
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**Member organisation of the candidate:** Sateenkaariperheet ry (Rainbow families Finland)

### **Organisations nominating the candidate:**

Finish Rainbow Families Association

Lithuanian Gay League

RIG Maximum

**Candidate identifies as:** Male

**Skills and talents of the nominee:**

I was born in 1960, been LGBTIQ activist since early 1980s, father of two teenagers adopted from Ethiopia, and working as a senior researcher in Finnish Environmental Institute and lecturer in Helsinki and Jyväskylä Universities. I have been involved in local, national and international human rights campaigns and issues as well as organizing demonstrations and peer support groups. I have studied international and human rights law at Helsinki University.

I am alternate member of ILGA Executive Board 2014-2016, Seta (LGBTI Rights in Finland) board member 2014-, Rainbow Families Finland board member and vice chair 2012-, I oversee a weekly peer support group since 2009, administer a Facebook group on international LGBTIQ issues (1782 followers and counting), etc. As a member of Advisory Council on International Human Rights (to Finnish Government) 2011-2015 I have been able to review all international human rights and development policies in all levels of government.

I have attended ILGA Europe and ILGA World Conferences regularly since 2008 (first conference 1984), Baltic Prides since 2007, OSCE Human Dimension Conferences, established Amnesty International (Finland) LGBTI –group 2006, helped secure funding for ILGA from Finnish government, written shadow reports to UN, etc.

**Possible contribution to the ILGA board:**

I think a successful ILGA Board member should have both good knowledge of his own region and understanding of global LGBTIQ issues. I am familiar of European LGBTIQ circumstances from Lisbon to Murmansk to Nicosia and acquainted with European Union, Council of Europe, OSCE as well as ILGA Europe's concerning sexual orientation and gender identity and sexual characteristics diversity. Globally I have good understanding of ILGA and all of its regions, various UN mechanisms, national development policies, political and juridical drawbacks and victories and the lives of individuals in various circumstances.

In ILGA I would continue the streamlining its structures for greater accountability and openness, help securing its finances, and promote intersectionality and cooperation between regions and regional organizations as well as its local member organizations and people of various identities. Full participation of intersex and bisexual people and youth and seniors still needs work. From European perspective important issues include work with Southern Mediterranean, Near East and Central Asian organizations and with LGBTIQ refugees.

I would bring to ILGA board experience and perseverance, wide knowledge on European and global issues, and a will to invent new ways to deal with continuing problems and anticipate and prepare for new ones.

**Motivation for running:**

All my adult life I have been a volunteer and activist and I believe that I can and have made a (small) difference. I am in a somewhat privileged position and therefore I feel that I must work for a better world using all the skills and experience and strength that I have, fully aware that listening others is the way to go.

I believe in civil society and its key role in making a better world and guaranteeing human rights for all and every person. That is ILGA's mission. Lofty words aside, I would of course also have a great pleasure in meeting and working with new and old friends from around the world

Membership in ILGA board would be a great opportunity and honour to serve our community.

**Contribution to the ILGA board during previous board membership (if applicable):**

I have been an alternate member of ILGA Board for 2015-2016 and as such have not attended any board meetings nor have been able to vote on issues. I have, however, received all documents handled by the board and have therefore good knowledge what is going on.

**Other information**

**Martin Iversen Christensen**

**Member organisation of the candidate:** LGBT Denmark

**Organisations nominating the candidate:**

ILGA Portugal

LGBT Denmark

Associazione Radicale Certi Diritti

COC Netherlands

Genderdoc-M Information Centre

LGL Lithuania

Malta Gay Rights

Unison National LGBT

**Candidate identifies as:** Male

**Skills and talents of the nominee:**

As Co-chair of ILGA-Europe from 2007 to 2013 I contributed to the organisational development that led to the immense growth of ILGA-Europe for the past decade by focussing on the

necessary structures to build a sustainable and strong organisation: governance, employment, internal and external policies.

I continued this focus as a member of the ILGA board to strengthen the organisational foundation and ensure the continued credibility of the organisation in the eyes of the members, politicians, opponents and funders, thereby paving the way for further growth and expansion.

In addition to my work with ILGA-Europe and ILGA I have at the national level with advocacy within the Danish National Association for Lesbians, Gay, Bisexual and Trans people for the last 20 years. I have worked with national advocacy and been a member of the International Committee since 2000.

### **Possible contribution to the ILGA board:**

I am a person who gets things done, and as a board member I always focus on the steps that are necessary to develop the organisation. I have many years of experience in translating policies and strategies into practical actions.

If re-elected to the board, I would use this last term to finish some of the projects I am involved related to strengthening the internal functioning of ILGA, thereby ensuring that ILGA remains a strong and trustworthy organisation and has the basis for further growth in the years to come.

In addition to this, my close connections and knowledge of ILGA-Europe; board, staff and members is an important aspect, that enables me to connect and act as a liaison between the World level and the European level. I can contribute to keeping the links between the two organisations which are very important as the other regions of ILGA gets stronger and stronger.

### **Motivation for running:**

First of all, I am passionate and committed to LGBTI rights and to the work of ILGA. And as a board member, I feel I can make a small contribution to actually changing some people's lives.

ILGA is a truly amazing organisation and on a personal level, it motivates me to work closely with people with very diverse cultural backgrounds.

It is also a motivation for me that I want to continue the work I started with the organisational development of ILGA making the organisation even stronger and relevant for both the member organisations and the wider LGBTIQ Community.

### **Contribution to the ILGA board during previous board membership (if applicable):**

As part of the governance committee I took the lead in developing an internal governance manual covering both board and staff, drawing on my experience from ILGA-Europe.

I was also the lead on the proposal for the revised standing orders that will be presented at the ILGA conference in Bangkok.

As a member of the employment committee, I have been working with staff issues and sat on one employment panel.

I have also acted as the link between ILGA and the board and staff of ILGA-Europe because of my previous role as co-chair.

I have also been present at the UN in Geneva and represented ILGA in a number of panels and debates.

### **Other information**