



**37th European Conference of the  
International Lesbian, Gay, Bisexual, Trans and Intersex Association  
19th ILGA-Europe conference  
Athens, 28-31 October 2015**

***Organised in association with the  
Athens organising committee ILGA-Europe Conference 2015***

**ELECTIONS AT THE CONFERENCE**

This document consists of the following information:

1. Presentation of the candidates to ILGA-Europe
2. Explanation of the election procedures for ILGA-Europe Board
3. Presentation of the candidate for the host venue for the 2017 ILGA-Europe conference

**1. Candidates to ILGA-Europe**

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>
<b>Darienne Flemington</b>	UNISON national LGBT committee	UK	Female
<b>Dragana Todorovic</b>	LABRIS – Lesbian Human Rights Organization	Republic of Serbia	Female
<b>Giorgi Tabagari</b>	Campaign Against Homophobia (KPH)	Georgia/ Poland	Male
<b>Ilaria Todde</b>	ArciLesbica	Italy	Woman
<b>Magali Deval</b>	Europe Ecologie – Les Verts	France	Female

	(French Greens) – LGBT Committee		
<b>Micah Grzywnowicz</b>	RFSL, the Swedish Federation for LGBTQ Rights	Sweden	I do not identify as male or female
<b>Mikhail Tumasov</b>	Russian LGBT Network	Russia	Male
<b>Saša Gavrić</b>	Sarajevo Open Centre	Bosnia and Herzegovina	Male
<b>Tawseef Khan</b>	Imaan	UK	Male
<b>Vladimir Simonko</b>	National LGBT* rights organization LGL (Lithuanian Gay League)	Lithuania	Male
<b>Yuri Guaiana</b>	Associazione Radicale Certi Diritti	Italy	Male

## 2. Explanation of the election procedure 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 female or male) were elected in 2014 for a two-year period, which means that there are 5 vacant places for 2015-17.

This year, there are 4 (four) candidates identifying as female, 6 (six) 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.

## 4. Presentation of the candidate for the host venue for the 2017 conference

One proposal was received from:

Campaign Against Homophobia (KPH), Poland, as candidate for hosting the 2017 ILGA-Europe Conference in Warsaw.

Its presentation is included in this mailing.

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

## Darienne Flemington

### Member organisation of the candidate:

UNISON national LGBT committee

### Organisations nominating the candidate:

1. Društvo informacijski center Legebitra
2. Kampania Przeciw Homofobii | Campaign Against Homophobia
3. Lesbian Section ŠKUC-LL
4. Lesbian and Gay Community of Greece
5. Lithuanian Gay League(LGL), Lithuania
6. MGRM
7. NELFA (Network of European LGBTI Families Associations)
8. UNISON national LGBT committee

**Candidate identifies as:** Female

### Skills and talents of the nominee:

I am an elected representative of UNISON, on the national and regional LGBT committees. I chaired UNISON's LGBT International subcommittee for 7 years. I am the current co-chair of the national committee.

The main relevant tasks are:

- Understanding complex documents
- making judgements on strategy and priorities
- translating policy into practical actions
- making sure the team works together
- engaging UNISON members and groups in taking our work forward
- planning and delivering training
- representing UNISON in the UK and abroad

I also negotiate with employers, support members with workplace issues and organise rallies and protests.

I am a founding member, former Chair and trustee of Devon Development Education and the Global Centre, which designs and delivers citizenship studies, provides training for community groups and fundraises for international projects.

I campaign and lobby politicians and political parties on a range of Equalities issues as well as on pro- European initiatives, consulting with, and articulating the views of, many different stakeholders.

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

My multiple roles have given me a variety of skills which I would bring to the board. These include working collaboratively within a team of strong-minded individuals, finding consensus and identifying priorities, speech writing and public speaking, planning, delivery and facilitation of workshops, writing publicity materials and reports, equality assessment for needs and impact, negotiating at individual and board level and networking within diverse environments.

I have knowledge and experience of governance and constitutional issues, including the roles of board and staff, and I would bring a commitment to supporting both bodies to work cooperatively and productively.

I have a working knowledge of discrimination, human rights and employment law, both UK and European, particularly in relation to under-represented LGBTI people and employment.

Managing the competing demands of my full time work, voluntary activities and legal obligations as a trustee has developed my skills in prioritisation and time management

I am resourceful, flexible, hardworking, and reliable, with a good sense of humour, used to working under pressure both alone and in teams.

### **Motivation for running:**

My first ILGA Europe conference was in 2005, where I was so inspired and motivated by the activists that I have been an eager participant and keep myself updated with ILGA's activity, ever since. My working relationships with LGBT activists across the world are strong, and the skills I have developed to board level are diverse. I believe I am now able to contribute effectively to the development and expansion of ILGA's influence in Europe.

I am inspired by the commitment to solidarity and cross border support that workers are able to access. ILGA Europe has a vital role to play in consolidating and further shaping the journey to global LGBTI equality.

I am standing for election to the ILGA Europe Board because I love the work; I share ILGA-Europe's objectives and know I have the necessary skills and commitment to promote ILGA as an effective participant in the wider LGBTI movement.

The focus of my life is championing equality of opportunity for LGBTI individuals and families and I can think of no better opportunity to expand my contribution to this work than as a member of the ILGA Europe Board.

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

As first reserve to the ILGA-Europe board 2014-15, I have been invited to comment on relevant board documents. I have read and analysed them prior to each board meeting and where appropriate I have submitted constructive written contributions. A number of my contributions have been on how to increase and encourage participation across the diversity of our movement.

**Other information**

I grew up in apartheid South Africa, have travelled extensively and have lived and worked in five European countries. I love meeting people from all over the world, hearing their stories and revelling in their activism.

## **Dragana Todorovic**

**Member organisation of the candidate:**

LABRIS – Lesbian Human Rights Organization

**Organisations nominating the candidate:**

- 1 Accept - LGBT Cyprus
- 2 Associazione radicale Certi Diritti
- 3 Društvo informacijski center Legebitra
- 4 Gayten LGBT
- 5 GENDERDOC-M Information Center
- 6 Kaos GL Derneği / Kaos GL Association
- 7 Labris - organizacija za lezbejska ljudska prava
- 8 LGBT Support Centre Macedonia
- 9 LGBT United Tetovo-Macedonia
- 10 LISTAG (LGBTI Aileleri ve Yakinlari Dernegi) – Association of Families and Friends of LGBTIs in Turkey

- 11 LLH - The Norwegian Lesbian, Gay, Bisexual and Transgender organisation
- 12 LSVD – Lesbian and Gay Federation in Germany
- 13 OLKE
- 14 PINK Embassy / LGBT Pro Albania
- 15 Skeiv Ungdom / Queer Youth Norway
- 16 Skuc-LL
- 17 SPoD Turkey
- 18 Subversive Front
- 19 Transfuzja Foundation

**Candidate identifies as:** Female

**Skills and talents of the nominee:**

As a Policy and Advocacy Consultant and Regional Cooperation Manager for LABRIS for almost 5 years now, as a Head of Research and Policy Development of the Serbian Gender Equality Institute for 3 years, I have managed to grasp and articulate upon a variety of critical topics and burning issues that relate to LGBTI and women's rights and position in society and politics. During my work in LABRIS I have focused my work specifically on addressing issues relating to lesbian and bisexual women rights and status, through conducting research, advocacy and policy development activities, and by opening and strengthening dialogues with different national and international governmental and non-governmental stakeholders. Almost a decade of providing consultancy and managing programs and projects provided me with valuable insights and knowledge in managing programs, communications, finances and people across the topics of gender equality and promotion, protection and enhanced safeguard of the human rights and fundamental freedoms of the LGBTI people in this region. Among other things, LABRIS and I have succeeded in pushing the Serbian Parliament adopt our policy recommendations on the Anti-discrimination Law, the National Strategy on Anti-discrimination and the Action Plan on Anti-discrimination. We have also drafted the proposal on Civil Partnerships Law to be discussed in the near future.

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

As an ILGA-Europe Board member, I see my role in enhancing the reach of ILGA-Europe to member organisations in the regions of South Eastern Europe, Eastern Europe and Caucasus. As an advocate for LGBTI rights, I also see my role as the one who brings issues of vital interest to the table and who makes people with even opposing attitudes and perceptions sit down together and discuss. As a strategist and visionary, I see my role as an ILGA-Europe Board member in further strengthening of the voice of lesbian and bisexual women within and outside the wider European movement. As an efficient communicator and powerful speaker in public, I see my role in increasing the visibility and reach of ILGA-Europe's work and achievements to

broader and more diverse audiences. Last but not least, as a fundraiser and financial manager, I see my role in extending the possibilities and opportunities for growth for the member organisations of ILGA-Europe through my engagement and participation in the Board.

### **Motivation for running:**

Being a dedicated LGBTI and women's rights advocate for almost a decade, working in an environment that abounds with legal, political, cultural and social challenges in relation to LGBTI rights and status, coming from a region that is insufficiently represented in the international LGBTI fora, and especially in ILGA Europe, my motivation stems from, and my vision as an ILGA-Europe Board member builds upon these four cornerstones – **commitment, resistance, cooperation** and **giving voice**. During my most recent experience in leading a consortium of 27 LGBTI organisations from the Western Balkans and Turkey in the process of establishing a Regional LGBTI Association, I have enhanced my networking, cultural sensitivity and communication skills, which boosted my enthusiasm in seizing leadership positions in the region, such as being a member of the ILGA-Europe Board. The good and fruitful cooperation and collaboration I and LABRIS have had with many of the organizations from the region of South-Eastern Europe – members of ILGA Europe, throughout the years, have only strengthened my aspiration to apply for this challenging, but rewarding position.

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

To date I have not been member of a previous ILGA-Europe Board.

### **Other information**

Should you need more information about my work, my achievements, and the work of LABRIS, kindly send me an email at [dragana.todorovic@labris.org.rs](mailto:dragana.todorovic@labris.org.rs) or have a look at LABRIS' website – [www.labris.org.rs](http://www.labris.org.rs). I will be most pleased to answer all your enquiries.

## **Giorgi Tabagari**

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

Campaign Against Homophobia (KPH)

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

1. Lithuanian Gay League

### **Candidate identifies as: Male**

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

I am currently working for the major LGBT Human Rights organisation in Poland – Campaign Against Homophobia (KPH), coordinating the European Union funded project in Central and Eastern Europe with regard to the EU's Victims Rights Directive (2012/29/EU). Activities that I am dealing with throughout the project involves: benchmarking analysis of the transposition of the EU directive in the CEEC countries, coordination of quantitative and qualitative researches, training of institutions that deal with criminal proceeding of the Hate Crime victims and organising several international events.

In addition to that, together with fellow activists, I have established LGBT organisation in Georgia and served as the first elected Chairperson of the board in 2011-2013. Throughout my tenure in 'LGBT Georgia', I was mainly responsible for advocacy work and fundraising activities during the initial stages of the organisational development. I have also been personally involved in advocacy campaign for the legal amendment in the criminal code of Georgia. Consequently, discrimination on the basis of Sexual Orientation and Gender Identity has been added in the list of crimes with aggravating circumstances, which has been adopted by the Parliament of Georgia.

During 2011-2012 as a media researcher at 'Internews Georgia', I have been monitoring Hate Speech usage towards LGBTI persons, ethnic, and religious minorities in Georgian printed media. I have done both quantitative and qualitative analysis of the issue, which has been widely discussed in Georgia within the context of Hate Speech.

Apart from the abovementioned organisations, past years I have been working for several NGOs and international organisations, predominantly in the field Media and European Union's Neighbourhood Policy projects.

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

Deriving from my professional background, I believe that I can become a valuable addition to the newly formed board. First and foremost, I have been dealing with LGBTI Human Rights from different angles in different countries, which enhanced my scope of expertise in this regard. I have made my first steps in Georgia, to a certain degree continued in Belgium and I am now based in Poland, wherein I am coordinating an international project on the implementation of the EU's Victims Rights Directive, covering Central and Eastern European countries. Therefore, I have rather international background that could be an asset for the ILGA-Europe board.

In addition to that, I have rather strong EU background both academically and professionally, in particular with the European Union's external action in Eastern Partnership countries. ILGA-Europe covers wider Europe than just the EU Member States, hence I believe that having someone from Eastern Europe, with relevant language skills and experience will bring an added value to the new board.

I am determined to serve meaningful term in the board and ready to demonstrate high level of professionalism in every action I might be involved.

### **Motivation for running:**



My motivation to run for the board membership primarily derives from my interests in equality and non-discrimination issues. As well as, I have a strong desire to enhance the scope of my professional activities on European level.

In this regard, ILGA-Europe provides an excellent platform to make a step forward in my career and at the same time to continue working on the issues that I am particularly passionate about. Throughout the past years I have acquired tangible knowledge and experience in the field of LGBTI Human Rights, thus I believe that I am ready to take it to a different stage. The fact that ILGA-Europe works on European level, provides a great opportunity to combine two main areas of my professional expertise: LGBTI Human Rights and European affairs. I have been predominantly dealing with both fields throughout my academic or professional career, thus I would like to take this opportunity and run for the executive board.

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

N/A

**Other information**

N/A

## **Ilaria Todde**

**Member organisation of the candidate:**

ArciLesbica

**Organisations nominating the candidate:**

1. ArciLesbica Associazione Nazionale

**Candidate identifies as:** Woman

**Skills and talents of the nominee:**

I have been board member of ArciLesbica local branch in Trentino Alto Adige since 2012. Currently I am Vice President of Arcilesbica Trentino Alto Adige. As board member and Vice President, I have contributed in the development of NGO's activities and political initiative. For this scope we have create a network of LGBT ONG and we have started to build important links with ONG working on gender issue, with trade union, student organization and other. I work also in the communication and I have represented the local organization in media and in public occasion.

In 2012, I was part of a campaign for a law proposal at local level against discrimination on LGBTI people. We have promoted a petition, we had collected double of signatures necessary to present the law proposal, and currently Trentino's legislative organ is discussing it. We are working at political level to his approbation. If approved, this law

would be the third at regional level in Italy on this ground. Since 2012 until now, I have participate for ArciLesbica in international events, as participant or speaker in international conferences and at Ilga Europe training for activists. Since 2015, I am part of the fundraising group of ArciLesbica at national level. As a law student, I have being part since 2012 of a project for the University of Trento to create a team of students to edit a website on LGBT rights in the world. I was one of member of editorial staff with tasks of collection, translation and editing of the news.

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

I think that I could contribute to ILGA Europe board according to my political experience and my work as activist, and according my academic knowledge. I wish to put this experiences and knowledge at the service of ILGA Europe.

I have been an LGBT activist since 2012. In these years, I have experience at different ground of activism. I have work on political issue as advocating for the approbation of a law against homophobia in Trentino region. I have work on organization of cultural event and social service for LGBT people. I have also work on alliance building with NGOs working of different issue, creating a good network between different allies (NGOs working on gender issues, trade union, student's organization, feminist organization). Since early 2015, I have been working in the fundraising working group of ArciLesbica at national level.

I am also completing my master in law at University of Trento, with particular interest in European law. During this year, I am going to attend courses for the granting of a separate Diploma on European Affairs in order to major in relevant ground as European projecting.

### **Motivation for running:**

I am strongly convinced that European LGBT people need a strong network between LGBT organizations. I am also persuaded of the importance of European laws and policies on LGBT issue in order to protect LGBT people from discrimination and in order to sustain social changes. I am convinced that every LGBT person in Europe, even that who lives in countries with a good situation for LGBT people, could live a better life, if we achieved a more inclusive European society. As an activist I want to be part of it, I want to contribute to this process of creation of an LGBT European community and to contribute in advocacy work before EU, Council of Europe and OCSE. I wish to put my energies, passion, competences and knowledge on this project. As personal motivation, I am currently studying law and I am particularly interesting in human right and European law. For this reason for me the occasion of working with ILGA Europe and in relationship with European Institutions, Council of Europe, OCSE represent an important purpose.

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

N/A

### **Other information**

I wish to clarify here my role in Arcilesbica. ArciLesbica is a national association composed by local branches that have autonomous boards and presidents. In the Trentino AA local branch I have been board member in the organization of cultural festivals, trainings of activists, social services (e.g. counselling service) and in the development of political activities (e.g. the law proposal mentioned above), and I have represent the local branch as Vice President in media. I am responsible of local branch website and co administrator of Facebook page.

For ArciLesbica at national level I am part of the fundraising group. During Arcilesbica conference in 2015 I was member of the commission that evaluated the admissibility of amendments to ArciLesbica constitution and ArciLesbica conference's act.

Since 2013, have worked also in the international field for the organization. In April 2013 I participated at ILGA Europe advocating training on asylum and victims' rights directive transposition. In October 2013 I was one of the speaker in the conference "Jornadas Internacionales sobre Derecho LGBTI como derechos humanos" organized by FELGTB. Finally, in November 2014 for ArciLesbica I was at the conference, organized by European Commission and Italian government "Shaping the future of Equality policies in Eu".

## **Magali Deval**

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

Europe Ecologie – Les Verts (French Greens) – LGBT Committee

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

1. Associazione Radicale Certi Diritti
2. EELV Commission LGBT
3. Inter LGBT

**Candidate identifies as:** Female

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

The LGBT committee of the French Green Party has three main missions: raise awareness of the general public, train the party members and stakeholders to a better understanding of LGBTI issues and elaborate the party's policies and statements regarding LGBTI issues. As an active member and then co-chair of the committee, I have contributed to the reflection of our party on LGBTI issues by writing papers and organising workshops for green activists. Along with other members of the Board, I have written policy papers for our members of Parliament (especially during the campaign to extend marriage to all citizens) and press releases. I have also taken part in the development of the government action plan against violence and discrimination towards LGBTI persons and helped our MPs in drafting or amending laws ("equal marriage", trans rights, family laws...). Finally, during the campaign to extend marriage to all

citizens, I have been invited to speak in several public meetings to present the views of the French Green Party.

As a member of an LGBTI organization in my hometown in Brittany (West of France), I have worked on the fight against homophobia in rural areas. Since September 5 2015, I am political co-ordinator of Inter-LGBT, a French umbrella organisation fighting against discriminations based on sexual orientation and gender identity, and participating in social and political dialogue by calling on the French authorities to take action and adopt legislations on LGBTI issues.

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

I can surely give ILGA-Europe Board my strong motivation, ability to work in a team, availability, activist skills as much as I gave them in LGBTI activism in France. I am in contact with various activists and scholars who give me regular inputs on the LGBTI issues they are working on. I also have a fluent English and I am the kind of person who eases and calms a stormy discussion. Finally, I have good analytical skills and although I do not hesitate to speak to put forward my point of view, I am also good at reaching compromises and at defending the decisions taken, even if I do not agree with them. Besides, I'm also committed in the struggle for the rights of people with disabilities and I wish to contribute to ILGA-Europe's work on diversity.

### **Motivation for running:**

Personally and as a delegate of the French Green Party to the European Green Party, I am interested in European matters and have a good knowledge of the functioning of the European Parliament and other European institutions.

Being part of ILGA-Europe board would give me an even better opportunity to put my competencies at the service of fighting for LGBTI rights and against homophobia, lesbophobia and transphobia at European level. It would also be a great experience and honour to serve in one of the most active and efficient NGO and umbrella organization in Europe and in the LGBT field.

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

N/A

### **Other information**

I studied at Sussex University in the UK and thus I have a good knowledge of English both written and spoken.

I am not only committed to fighting for LGBT rights but I'm also involved in the fight for Human Rights and against discrimination in general. I am a member of the disability committee of the French Green Party. With this committee, I am working on ways to enable people with disabilities to access citizenship. I am particularly interested in facilitating access to political information for deaf persons and I studied French sign language. I could therefore help ILGA-Europe to improve even more on disability and diversity.

# Micah Grzywnowicz

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

RFSL, the Swedish Federation for LGBTQ Rights

## **Organisations nominating the candidate:**

- 1 RFSL, the Swedish Federation for LGBTQ Rights
- 2 RFSL Ungdom - The Swedish Youth Federation For LGBTQ Rights

**Candidate identifies as:** I do not identify as male or female.

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

I have been involved in LGBTQ activism since 2005. Throughout these years I engaged in research, capacity-building with young people, high-level advocacy and organizational development. I was the president of a regional LGBTQ student organization, ANSO (2008-2010) and a treasurer of the Swedish Federation for LGBTQ Students Organizations (2009-2010). In 2011 I had a unique opportunity to work at the Office of the Commissioner for Human Rights of the Council of Europe assisting in publication of the report Discrimination on Grounds of Sexual Orientation and Gender Identity in Europe.

Since 2014, I have been working as international advocacy advisor at RFSL, which gives me the privilege to work with a wide network of LGBTQI activists from different regions towards the UN, the Council of Europe and other institutions to ensure visibility and respect for human rights of LGBTQI persons. This expertise came into play as I was representing ILGA-Europe in a panel discussion about creating LGBTI Road Map organized by the Party of European Socialists.

The past year I was actively involved in the negotiations of the new UN Sustainable Development Goals making sure that LGBTQI perspective is present and that the new agenda is inclusive of SOGI issues. I have built strong relationship with the Swedish Ministry of Foreign Affairs, which resulted among others in being a part of the official Swedish delegation to the UN in May 2015.

I have been a member of the Executive Board of ILGA-Europe for the last two years, currently serving as Co-secretary.

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

Throughout the years of involvement in LGBTQI movement I developed a wide range of skills in advancing the rights of our community and building its capacity. My strategies are based on intersectionality, norm critical approaches and human rights.

I have the ability to work independently, take over great responsibilities and work under time pressure and I enjoy professional challenges pushing my boundaries. I always strive for clear and open communication. I can contribute with my knowledge of the Council of Europe, expertise in trans issues, and experience in advocacy and capacity building, my past experiences of working in culturally diverse settings and other minority

groups. I want to bring different perspectives and strategies to LGBTQI activism, esp. those deriving from disability/accessibility movement.

LGBTI community becomes more and more diverse and ILGA-Europe must keep up with the needs of the ever-changing and dynamic communities. I would like to be a part of the team to help achieve that.

I love structure and order, which I would like to use in my work as Co-secretary, if elected. I have a significant experience in organizational development and governance and I would like to use it in my responsibilities within the Board.

### **Motivation for running:**

European LGBTQI movement has always faced challenges but present time is quite special. We achieved so much and yet so many of us face discrimination and exclusion. ILGA-Europe has a unique role to play here being a platform for advocacy and campaigning for LGBTI rights, which brings diverse voices to the highest level in Europe. Having access to first-hand information what ILGA-Europe does at the European level, I learnt tremendously much about what issues are on the table, what strategies could be used, and also why issues not always progress as fast we would like them to. I want to continue to contribute to this work building on knowledge I have gained during the last two years. Internally, I would like to continue my work as Co-secretary. I would like to create a good internal system for archiving governance materials making them easily accessible and ensuring functional continuity as well as go on to further develop governance manual. Moreover, I would specifically focus on diversity issues and bringing other minority voices into the ILGA-Europe's work (disability, religion and belief). I would also like to continue to follow the cooperation between ILGA-Europe and ENORB (European Network of Religion and Belief).

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

I have been a member of the Board for the last two years and Co-secretary for the last year. I am a member of the Governance Committee as well as the Diversity Working Group. I have been actively involved in creating Governance Manual describing the roles and responsibilities of the Board, the staff and the Executive Director. The last year I continued working on the document and keeping it up-to-date.

I also put significant effort into developing diversity work and ensuring diverse representation at the annual conference and bringing in diverse perspectives into the work of the Board.

One of the activities I am most excited about is a seminar organized in partnership with ENORB to start a closer cooperation between LGBTI and faith-based movements, especially by taking human rights approaches as a point of departure. I am one of the board members designated to follow this process.

### **Other information**

N/A

# **Mikhail Tumasov**

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

Russian LGBT Network

## **Organisations nominating the candidate:**

- 1 Arkhangelsk Regional Non-Governmental Organisation 'RAKURS'
- 2 OLKE
- 3 Rainbow Association Moscow's non-commercial LGBT organization
- 4 Russian LGBT Network
- 5 Russian LGBT Sport Federation
- 6 Samara Public Movement 'Avers'
- 7 Tyumen Regional public organization of social and psychological assistance and legal support "Rainbow House"

**Candidate identifies as:** Male

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

I worked for 13 years as a commercial director in the publishing houses (in the department with the staff of more than 15 people, managing 16 publishing projects), which helped develop my capacity as a manager.

Since 2011, along with colleagues I formed the LGBT right movement Avers, which currently is a full participant in different national and international organizations from the ground up by creating a promising team that could lead project community center in the region. Since 2013 I worked as a fundraising manager within Russian LGBT Network for one year. In 2014 I was elected to be a member of the Russian LGBT Network. In 2015, I joined the IREX Europe team to coordinate Combating discrimination against LGBTI people in Russia project. This project is active today for all LGBTI organizations in Russia. More than 20 organizations and groups from Moscow and Vladivostock, Murmansk and Krasnodar have received various kinds of assistance to enhance its institutional capacity for further development of the human rights movement of LGBTI people in Russia. Participant of different events for postsoviet countries HR problem. Participant of Christian LGBTI movement in Russia since 2011.

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

Awareness and knowledge of the situation in post-Soviet countries, knowledge of the needs, experience and potential of different groups and organizations (especially members of the ILGA Europa) at the one hand, as well as the environment in which these groups have to work will allow to accumulate resources and maximize both potential both of ILGA Europe and members-organizations. The experience of the Russian activists, in turn, may be useful for countries with similar situations and issues. Also, knowledge of the specific of the religious mind, will enable to benefit in matters of

inter-religious dialogue, which with the adoption of laws on marriage equality will be harder and harder sound on political arenas of both international and national level. This will also be useful experience and potential of the Russian ILGA Europe member organizations.

**Motivation for running:**

1. To develop and integrate of ILGA Europe international capacity to meet the needs of its members
2. To coordinate the programs to get maximize and optimal development of LGBTI movement as a whole in Russia and former Soviet countries
3. To create favorable conditions for the development of dialogue in religious communities
4. To implement the already gained experience of member organizations to build an adaptive strategy to protect the rights of LGBTI people

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

N/A

**Other information**

N/A

**Saša Gavrić**

**Member organisation of the candidate:**

Sarajevo Open Centre

**Organisations nominating the candidate:**

1. Centre for Equality and Liberty for the LGBT Community in Kosova (CEL)
2. CURE Foundation
3. Gay Straight Alliance
4. Gay Lesbian Info Centre
5. Juventas
6. Kaos Gay and Lesbian Cultural Research and Solidarity Association (Kaos GL)
7. Labris – Lesbian Human Rights Organization
8. LGBT United Tetovo-Macedonia
9. LGBTI Support Center – Helsinki Committee for Human Rights of Republic of Macedonia
10. Human Rights House of Albania / PINK Embassy / LGBT Pro Albania
11. United for LGBT Cause in Albania (ProLGBT)



12. QESh's NGO

13. Queeria – Center for Promoting Culture of Nonviolence and Equality

14. Association for critical approach to gender and sexuality SUBVERSIVE FRONT  
Skopje

15. Thessaloniki Pride

**Candidate identifies as: Male**

**Skills and talents of the nominee:**

As one of the founders and the Executive Director of the Sarajevo Open Centre, in a short time, I have become one of the leading human rights activists in Bosnia and Herzegovina, focusing on LGBT rights, but also on gender equality, discrimination in general and national human rights legislation and policies.

Sarajevo Open Centre, with its 12 full time team members, is one of the strongest organisations in the Balkan region, with a clear strategy and results assessment framework, strong accountability and transparency mechanisms, stable funding and unique programme and advocacy actions. As the leader of this strong team, I have developed and implemented research, capacity building, community empowerment and support and advocacy actions, working with LGBT people, police and judiciary, members of parliaments, political parties, government representatives and international stakeholders. At the moment I am leading the advocacy for the adoption of the following laws/policies: (state-level) Gender Equality Law, Same-Sex Partnership Laws (towards the two federal units in Bosnia and Herzegovina, BiH) and (countrywide and multiannual) LGBT Equality Action Plan.

I did contribute to the strengthening of the BiH Women's Network and I am one of the founders of the Initiative for Monitoring European Integrations of Bosnia and Herzegovina, an NGO coalition that is using EU integrations for human rights developments in Bosnia and Herzegovina. In 2013 I was one of the initiators of a regional networking, which in 2015 resulted with the founding of ERA – Equality Rights Association for the Western Balkans and Turkey.

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

As a Board member of ILGA Europe I can contribute to the further development of the umbrella organisations, supporting ILGA Europe's Staff and member organisations. With my excellent skills in strategy development and results assessment I can contribute to a better profiling of ILGA Europe, keeping the organisation accountable to its member organisations but also to international partners and donors.

My managerial skills and experience can be of special interest for smaller organisations in Central, Eastern and Southeast European countries, where similar cultural, historical, social and/or political contexts undermine further positive developments of LGBT rights. In the Board I can also share my extensive financial management skills.

**Motivation for running:**

Diversity is a key element of the current development within ILGA Europe. Beside the established equality of different genders/gender identities within the Board, I believe that

different geographical and in that way also different social and political diversities are of crucial interest. The Board members should represent the diversity of Europe and ILGA Europe member organisations. Unfortunately the current ILGA Europe Board doesn't have a single member from a non-EU country, even organisations from Eastern Europe, the Caucasus and the Balkans make a big number of organisations. These three sub regions are also the regions with big and regular negative developments and backlashes. If at least one member of the Board would come from of the three sub regions their problems and needs would be in that way more present. As a young activist from an emerging country I believe that I contribute for a better and stronger LGBT movement all around Europe.

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

This is my first candidacy.

### **Other information**

If someone is interested into my work and the work of the Sarajevo Open Centre, please do visit our webpage [www.soc.ba](http://www.soc.ba) where all relevant information and a big number of publications are also available in English.

## **Tawseef Khan**

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

Imaan

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

1. Pink Cross

### **Candidate identifies as: Male**

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

I have been a Board Member of Imaan for 7 years, of which I have been the Chair for 5 and a half years. In this latter period, I have focused on rebuilding the organisation from its formerly stagnant position. I took the responsibility for building its foundations, in terms of writing the constitution, implementing its policies and applying for charity status, which we obtained in 2014. I also focused on rebuilding our membership and trying to create a community from it, so I have promoted and facilitated events across the UK, from London, Manchester, Liverpool, Birmingham, Leeds, and so on. Once our membership was established, I have tried to empower our membership and tried to solidify the sense of community amongst them by organising conferences on Queer Muslim identity and workshops on reclaiming religion, and retreats for people to spend

quality time together. All of this has been an immense success, and is now bolstered by the responsibility that I have taken, with another colleague, to improve our ties with straight Muslim allies. Currently, we have relationships with 10 mainstream Muslim organisations, have spoken at each other's events, and have also organised a joint conference with one of them, highlighting my skills and abilities.

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

I can contribute a strong work ethic, creativity, drive and diversity. I am good with strategy, with bringing 'vision' to the table. I am a hard worker and I have a lot of ideas. Moreover, I bring a perspective that perhaps is not necessarily present within the ILGA-Europe board, as I represent a number of different minorities within the LGBTQIA community, particularly along the lines of race, gender and religion. I think this perspective is a strength, as I am wary of incorporating the diverse perspectives and backgrounds of the LGBTQIA Community in Europe into the remit and work of ILGA-Europe.

**Motivation for running:**

I believe that I have a lot to contribute. I have experience on issues pertaining religious LGBTQI people, LGBTQI people of colour, LGBTQI refugees. I am a European, but I also come from a non-European background. Diversity is extremely important to me, on all grounds: for example, ability, race, sex, gender, nationality, class (and more) ,and I want to represent these important intersectionalities in the agenda and work of ILGA-Europe. I may work in a national context (the UK), where there is much support for LGBTQIA rights, and we possess one of the best rights regimes for LGBTQIA people, I work in a community, religious and cultural context that shares the challenges that many ILGA-Europe member organisations face, for example, in Central and Eastern Europe. Because of this background, I believe that I can also represent the diverse perspectives present within Europe, and the different challenges faced in our national contexts.

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

N/A

**Other information**

N/A

**Vladimir Simonko**

**Member organisation of the candidate:**

National LGBT\* rights organization LGL (Lithuanian Gay League)

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

- 1 Association of LGBT and their friends MOZAIKA
- 2 BeLonG To Youth Services
- 3 Bilitis Resource Center Foundation
- 4 Kampania Przeciw Homofobii | Campaign Against Homophobia
  
- 5 COC Netherlands
- 6 Genderdoc-M Information Center
- 7 Homosexuelle Initiative (HOSI) Wien
- 8 Associação ILGA Portugal
- 9 LGBT Denmark
- 10 Estonian LGBT Association
- 11 Lesben- und Schwulenverband LSVD
- 12 MGRM
- 13 UNISON National LGBT Committee

**Candidate identifies as:** Male

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

I am a co-founder of the national LGBT\* rights organization LGL. It is the only non-governmental organization in Lithuania, exclusively representing the interests of the local LGBT\* community. LGL also actively takes part in international cooperation within the framework of international umbrella organizations, such as ILGA. Likewise LGL collaborates with international organizations, such as Amnesty International.

From 1995 to 2015 I have served as Board Chair of LGL. In 2015 I was appointed as the Executive Director of LGL. At the moment LGL's team is composed of 5 Board members, 8 staff members, 2 international EVS volunteers and 20 Lithuanian volunteers. Current LGL's annual budget is around 350 000 €.

I was an organizer of the first Eastern European Conference of ILGA in Palanga, Lithuania in 1994 and the annual ILGA-Europe conference in Vilnius in 2007. I was also one of the main organizers of the first Baltic Pride that took place in Vilnius in 2010 and the second Baltic Pride in 2013.

Currently I serve as a board member of the Lithuanian Human Rights Coalition and National Equality and Diversity Forum (NEDF). In collaboration with the partner organizations of the NEDF and the Office of Equal Opportunities Ombudsman (OEEO) we have initiated Lithuania's first National Equality and Diversity Awards in 2014. I have also participated in National Working Groups on EU anti-discrimination policy and the European Year of Equal Opportunities for All (2007).

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

In addition to supporting the ILGA-Europe's leadership and its continuous work in assisting member organizations all across Europe, I propose three thematic topics as a platform for my candidacy to the ILGA-Europe Executive Board, namely (1) overturning and preventing from being adopted any version of "anti-homosexual propaganda" laws or administrative regulations; (2) promoting pan-European legal recognition of same-sex relationships and (3) comprehensively supporting human rights defenders, who experience direct threats and insecurities in the course of their daily engagements.

Furthermore, I would also seek to ensure proper emphasis on the region of Central and Eastern Europe with the view of comprehensively responding to the pressing human rights challenges in these jurisdictions. Having acquired substantial experience in relation to these topics under the national circumstances, I genuinely believe that my motivation, dedication and expertise will serve in successfully assisting our member organizations all across Europe.

Moreover, I can contribute to the ILGA-Europe board with my project management, financial management, media, public relations, fundraising skills and sharing my experience in the fields of advocacy with national and European governments, the European Parliament, the European Commission and the United Nations.

### **Motivation for running:**

Even though LGL strives for the consistent progress in the field of human rights for LGBT\* people in Lithuania, the changes in new EU member states are taking much more time than it was originally expected. Based on my expertise during twenty years of LGBT\* human rights activism, I observe a setback in the field of human rights and populist tendencies, related to Russian style anti-gay "propaganda law".

Membership in the ILGA-Europe board would complement not only me, but also my organization, which has been a member of ILGA since 1994.

I would like to devote more united efforts with trans movement and youth organisations towards implementation of the CM Recommendation on measures to combat discrimination on the grounds of sexual orientation or gender identity. I will share my experience in carrying out a range of activities covering assisting in drafting national action plans, training, exchanging of good practices, raising awareness.

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

N/A

### **Other information**

I have been involved in LGBTIQ activism since early 90s. It has been a challenging, demanding and at the same time highly rewarding journey. In addition to many achievements and disappointments, during these years I have experienced very important lesson, namely, that our struggle never ends. Having said that, it is very

important to emphasize that LGBTIQ lives are not only about deficits and challenges. The leadership position in the Lithuanian organization and its membership in ILGA-Europe has provided me with the unique opportunities to meet and to become friends with a plethora of wonderful and inspiring human rights activists, whose motivation and personal example keep me going on a daily basis.

I believe that together we can make the change, which benefits not only the privileged ones, but also all our brothers and sisters in the diverse and unique European LGBTIQ community.

## **Yuri Guaiana**

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

Associazione Radicale Certi Diritti

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

1. Accept – LGBT Cyprus
2. A.GE.D.O. NAZIONALE – Italy
3. Arcigay
4. Arcigay Il Cassero
5. ARCIGAY “MARCELLA DI FOLCO” SALERNO
6. Centro Risorse LGBTI
7. C.I.G. Centro di Iniziativa Gay Arcigay Milano
8. Coming Out, St Petersburg, Russia
9. Društvo informacijski center Legebitra
10. French Greens LGBT Committee
11. Associazione Radicale Certi Diritti
12. GLAS foundation Bulgaria
13. GLEN -Gay and Lesbian Equality Network
14. ILGA Portugal
15. Labris - organizacija za lezbejska ljudska prava/Lesbian Human Rights Organization
16. L’Autre Cercle
17. Lesbian and Gay Federation in Germany
18. LGBT Denmark
19. NELFA (Network of European LGBTI Families Associations)
20. OLKE – Lesbian and Gay Community of Greece
21. Pink Embassy / LGBT Pro Albania

- 22. Rainbowhouse Brussels
- 23. Rete Genitori Rainbow
- 24. Subversive Front
- 25. Thessaloniki Pride

**Candidate identifies as:** Male

**Skills and talents of the nominee:**

My greatest achievement is undoubtedly the recent ECtHR on Italy. It was a result of the Civil Affirmation Campaign that we, as Certi Diritti, had launched in 2008. My role was to discuss with lawyers and other fellow activists the strategic litigation itself aimed at taking same-sex couples to the Italian Constitutional Court, at first.

I helped look for suitable couples and assist them in all the steps of the litigation, from going to the municipalities to ask to marry and the written denial, up to all the different trials. In the process I became friend with extraordinary people who let me in their private lives with generosity.

I also took care of the public communication of the campaign and the advocacy side of it. I had to try and build momentum around key moments of the campaign and creating the best opportunities for the couples to be visible in the most comfortable, effective and the safest possible setting. Balancing the different desires to appear and deciding who could be more effective in different context among couples, lawyers and activists was tricky.

Finally I had to manage lawyers trying to mediate their different characters and views. Here I suffered my greatest failure when I couldn't avoid two groups of lawyers fighting over the opportunity to appeal to the ECtHR. Eventually I had to take side and decided to support the couples and lawyers who wanted to appeal. Now I know it was the right choice, but it was a very hard one to make.

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

I intend to build on the experience developed in these two years in the board continuing the effortless engagement in the governance of ILGA-Europe to make sure the organization can be run in the easiest and most successful way.

I will also work to make ILGA-Europe an ever more respectful and inclusive space, so that everyone can blossom as a mature activist and can always count on ILGA-Europe support.

ILGA-Europe is a resource not only for the LGBTI movement but for the wider European society thanks to the vision that we, together, have managed to devise. I will operate to strengthen this vision and to make it real.

Transparency is a key factor that ILGA-Europe must fully embrace without disclosing important information to our adversaries. This will be another issue I will focus on.

Finally, I will put my history and my experience in team working and in developing and monitoring organizational policies at the disposal of ILGA-Europe. I will also work to enhance the organization's public image.

**Motivation for running:**

I am running for the ILGA-Europe Executive Board because I believe ILGA-Europe is the most precious resource for the European LGBTI movement and I wanna help with all my passion strengthen our organization. Our adversaries have many financial and organizational resources and only the network and trainings provided by ILGA-Europe can help the LGBTI movement to get stronger and face all our adversaries. The expertise, competence and professionalism of ILGA-Europe staff is a treasure we need to cherish and I wanna help them do their precious job in the best most efficient way for all of us. Finally, a huge crave to learn more and more is at the basis of my motivation.

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

In my first year, as a member of the Governance committee, I helped finalize the governance manual which was long overdue and is an essential tool for a smoother functioning of our organization.

In both years, I've been part of the Diversity Working Group and I dedicated quite a lot of time in developing better policies and practices in this key area of our strategic plan. I firmly believe that is in our best interest to valorize the diversity present in our community and I do want to work to make ILGA-Europe the best European platform to do that.

This last year I've been a member of the employment committee and I help devising and overseeing the hiring process of the latest two staff members.

I also represented ILGA-Europe in key pride event in sensitive regions across Europe, such as Belgrade and Gdansk and I held a seminar at the University of Naples on IE Rainbow Package, thanks to my long experience as Italian national expert as well.

Finally I helped devising the program and theme of three IE conferences, especially supporting the workshop on sex work and HIV/AIDS and PReP.

**Other information**

I have a long academic experience as a historian on the Institutions and Society of Contemporary Europe with a particular expertise on both history of European Integration and the history of the LGBTI movement in Italy. In fact, I had been selected and participated as a speaker in the international conference 'From Sodomy Laws to Same-Sex Marriage: coupling, questions of 'nature', and the state 1786-present.' at Birkbeck, University of London, 23rd-25th September 2015. I think the history of the LGBTI movement is a crucial element in building a community and it should be given a higher value. That's why I strongly supported the interview to Alecos Modinos during last year conference and I think we should do more things on the same note.

I'm also part of the Liberal International LGBTI Workgroup and in charge of coordinating the contacts between the LI LGBTI workgroup and LGBTI workgroups within liberal parties all the world over.