

ELECTIONS FOR THE BOARD OF ACCEPT - LGBTI CYPRUS 2020-2021



Nicosia, 14 December 2019
University of Nicosia, Room M203

1. BOARD COMPOSITION

| Name | Position | Current Term | Date of admission to the Board |
|-----------------------------------|----------------|----------------|--------------------------------|
| Monica Panayi | President | 2017-2019 (*) | December 2017 |
| Sarah Petridou | Vice-President | 2018-2020 | December 2018 |
| Antonis Papageorgiou | Secretary | 2019 (***) | June 2019 |
| Anastasia Andreou | Treasurer | 2017-2019 (*) | October 2013 |
| Chrysanthos Constantinides | Member | 2019 (***) | May 2019 |
| Raphael Pelengaris | Member | 2018-2020 (**) | December 2018 |

The Board of Directors Accept – LGBTI Cyprus normally consists of 8 members.

In 2019 several board members voluntarily resigned from the Board and were replaced with runners-up from the electoral process of 2018. Members of the Board of Directors who departed and for whom there were no further runners-up remained vacant, since the Board did not proceed with the selection of new members. According to the organisation's constitution, the organisation can operate with minimum 5 members and currently the Board operates with 6 members.

(*) In this year's elections the full two-year term of 2 board members is concluded.

(**) In this year's elections, the full one-year term of Raphael Pelengaris, as was decided in the elections of 2018, is concluded.

(***) Chrysanthos Constantinides and Antonis Papageorgiou replaced Diomedes Kofteros and Constantinos Lakkotrypīs, who resigned from the Board in May and June 2019 respectively. As runners up, they served a term of office until the Electoral Assembly 2019.

Adrian Posea and John-Zacharias Theofanous withdrew from the board in July and August 2019 respectively, without replacement. These posts are also open for nominations.

2. TERM OF OFFICE

The Board of Directors Accept – LGBTI Cyprus normally consists of 8 members. Elections are held every year for four seats, where half the members of the Board are elected for a two-year term. In this way, only half of the Board departs following the end of their term each year, thus allowing seamless continuity of the work of the Board from the members that remain, reducing at the same time the chances of fatigue setting in for several members simultaneously.

In this year's electoral process, instead of 4, there are 7 available positions for the Board, due to the resignations of several Board Members. 4 positions for a two-year term and 3 for a one-year term.

The election of members is done in 2 rounds if this is deemed necessary, and particularly in case candidates ask to participate only in the electoral process for a one-year term.

This year, there are 8 candidates, and everyone has asked to enter the process for two-year terms, or for one-year in case their selection is not successful in the first round.

Based on this, all 8 candidates will take part in 1 vote where:

- a) The first 4 candidates who will receive the most votes will serve a two-year term until the Annual General Assembly of the organisation, in the last quarter of 2021 (first round in accordance with the organisation's constitution).**
- b) The next 3 candidates in the number of votes will serve a one-year term until the next Annual General Assembly of the organisation in 2020 (second round in accordance with the organisation's constitution).**
- c) The last person with the least number of votes, will be a runner-up and will join the Board in the event of another member's resignation serving a term until the next Annual General Assembly of the organisation in 2020.**

No member of the Board can be up for re-election if at the end of the term of their re-election term they would have served more than six consecutive years in the Board. This year, Anastasia Andreou completes six consecutive years of service in the Board and thus cannot reclaim a position in this electoral process.

3. ELECTORAL PROCEDURE

The election for the Management Board is carried out by secret ballot. Each voter can vote as many candidates as the seats available. This year, in this process, each voter may vote from 1 to 7 candidates.

All full members who have paid for their membership fees of the year, can vote, if more than 2 months have passed since they registered as members of the organisation.

All candidates taking part in the electoral process, must receive at least 20% of the valid votes cast, otherwise their participation in the process is deemed void.

Blank votes are deemed as invalid.

4. VOTING METHODS

The ballot box for voting will be open from 10.30 till 13.00 and members will be able to vote within this timescale. The Bureau can reasonably extend this timeframe, if deemed necessary on the day.

The members of the presiding Bureau, with the agreement of the members of the General Assembly, will be the committee which will be responsible for the operation of the day, the observance of the agenda and the announcement of the voting results. The votes will be counted by the Electoral Commission, with the agreement of the members of the Assembly, and will be confirmed by the Bureau before the announcement. The members of the Bureau and the Electoral Commission keep the votes secret during, as well as after the end of the electoral process.

Full members need to have their subscription for 2019 paid. Subscription renewals (as well as payments for 2020) can be made during the Annual General Assembly.

Renewals can also be made electronically on the Accept's website (<http://www.acceptcy.org>) following login entry with email and password for each Member. Members who have not registered online earlier, can press the "Donation" button at the top of our website and pay €10 (for each outstanding year) and subsequently send email to treasurer@acceptcy.org informing the treasurer that want their donation to be registered as payment of their subscription. Members who want to know how much they owe to the organisation can contact the treasurer at treasurer@acceptcy.org.

5. CANDIDATE NAMES AND APPLICATIONS (in alphabetic order, as in Greek)

1. Efstathiou Alexandros
2. Ieronimides Theodoros
3. Mani Christos
4. Panayi Monica
5. Papadaki Christiana
6. Regginos Yioryis
7. Charilaou Yiannis
8. Chrysanthou Michalis

Below the answers given by the candidates (appearing by last name, in Greek alphabet).

A. Efstathiou Alexandros (Nicosia)

1. ***Briefly describe your achievements (e.g. as a member of Accept, another Board, as an employee, volunteer in an international or local organization or company):***

As far as my activity in Accept is concerned, I would like to state that I served the Board of the organisation as a Secretary in the period between December 2016 and December 2018, I had volunteered in most events and activities organised by Accept between 2016-2018, including Pride 2016, 2017, 2018, as well as at the 20th ILGA-Europe Conference in October 2016. Moreover, I coordinated and organised the Colourful Meetings during the period I had served as the organisation's Secretary. Taking the above into account, I consider my activity multiple and versatile in the sectors of civil society and human rights, which can assist Accept in its activities even further.

2. ***What you can contribute as a member of the Board;***

I consider myself reliable and responsible and I always deliver the tasks I undertake fast. I do not undertake any responsibility if I have the slightest doubt that I may disappoint other group members. Furthermore, I am well-organized and, thanks to my professional background, I have been well trained in multitasking. I believe that I could undertake the coordination of certain activities, communication with other organizations, public authorities and state officials, as well as the organization's legal advising.

3. ***What is the motivation that makes you want to get on Board?***

I have been following the organization's course closely in the last years, and I believe that it has achieved significant steps in the promotion of LGBTI rights, as well as in the strengthening of relations and the creation of a sense of community and movement spirit within the LGBTI community. Giant leaps have been made in Cyprus, in a relatively short period, when it comes to LGBTI rights, such as the criminalization of homophobic speech, the institutionalization of civil partnership, and the current discussion on gender identity. This is largely the outcome of the active involvement of the organization in the public sphere and on a social level, as well as on putting pressure on political, public and independent authorities.

Taking the above into consideration, I would be glad to be involved and contribute actively in the movement, as I believe that it has played a significant role in the creation of a better culture of acceptance, which I have experienced in my social circle.

4. For candidates who were members of the previous Board of Directors Accept – LGBT Cyprus, what you bring to the Organization during your tenure?

I was a member of Accept Board of Directors, serving as a Secretary between December 2016 and December 2018.

5. Any other information you would like to add or that you feel that is relevant;

No

B. Ieronimides Theodoros (Nicosia)

1. Briefly describe your achievements (e.g. as a member of Accept, another Board, as an employee, volunteer in an international or local organization or company):

I am a lawyer and member of ACCEPT for the last 3+ years.

I have been actively involved in various activities and events of the organisation and I have helped the Board when requested.

Apart from ACCEPT actions and activities, I have tried to be actively involved in various actions in the field of human rights and active citizenship, which I consider of vital importance both on a personal and on organisational levels (ACCEPT), as I consider intersectionality a key factor in ACCEPT's further activities (and not only) in the human rights battle.

2. What you can contribute as a member of the Board;

Having already been a member of the Board for a year, I know quite well how it works and the problems the organisation is facing.

Already for a year now, I have made several connections with individuals and organisations that can help in the work of Accept. (IGLYO, SPOD, Thessaloniki Pride)

I have enough ideas to help the organisation regain its activist character and regain the trust of the people.

3. What is the motivation that makes you want to get on Board?

What motivated me to engage with the work of the organisation from the outset as a volunteer and now as a member of the board remains the same until today.

I joined the organisation to get close to other people in Cyprus who are engaged in activism in general and particularly with LGBTI rights.

I joined the organisation to become a better person and only then did I believe, and still think so, that having achieved this I will be able to aid the organisation and be able to fulfil the organisation's objectives.

4. For candidates who were members of the previous Board of Directors Accept – LGBT Cyprus, what you bring to the Organization during your tenure?

Does not apply.

5. Any other information you would like to add or that you feel that is relevant;

None

C. Mani Christos (Nicosia)

1. Briefly describe your achievements (e.g. as a member of Accept, another Board, as an employee, volunteer in an international or local organization or company:

- Volunteer squad leader (Civil Defence)
- Member of the Board of the Voluntary Organisation Firefighters of the World

2. What you can contribute as a member of the Board;

- Population information
- Moral / Emotional support of members
- Disciplined / Effective action plan

3. What is the motivation that makes you want to get on Board?

Hard work and contribution. I believe that with hard work we can support all our members. My aim is through unity, as a team, to represent the values and pass the driving energy down to our members, in order to achieve a smooth integration and understanding, not only of our problems but also our values. Because we are all members of the world and this contribution will distinguish us.

4. For candidates who were members of the previous Board of Directors Accept – LGBT Cyprus, what you bring to the Organization during your tenure?

Does not apply.

5. Any other information you would like to add or that you feel that is relevant;

No

D. Panayi Monica (Nicosia)

1. Briefly describe your achievements (e.g. as a member of Accept, another Board, as an employee, volunteer in an international or local organization or company:

I personally believe that in the last couple of years my ideas and activities have proven successful, aiming at particular matters, such as community support, putting pressure for adopting cooperation with certain bodies, and pressure to commence a further discussion on LGBTI rights in Cyprus. Some activities were the connection and the creation of stronger alliances within the police, which has helped us achieve some of our annual priorities. I have maintained and strengthened relations with important allies, like foreign ambassadors and other NGOs. During my trips abroad I have

represented Accept at various meetings and conventions with European bodies and organisations and I have managed to form extremely important collaborations that may contribute greatly to the organisation's attempts for the achievement of equality for LGBTI people in Cyprus. Some examples of the connections I have created are the Council of Europe, LGBTI Intergroup of the European Council, as well as other bodies which can assist us put pressure and communicate the needs of our community to politicians and the Cypriot government. I have also developed relations which have helped towards creating a positive image of the organisation through its media promotion. Finally, a significant contribution of mine has been the constant reference to LGBT related issues on social and political levels, as well as the focus on awareness raising and on putting pressure regarding intersex people related matters and therapies.

2. *What you can contribute as a member of the Board;*

What I can contribute further to Accept is to use my determination in order to keep up the hard work and achieve certain goals, which I have been working hard to achieve. I am a person who likes pursuing and achieving targets, and I have proven that through my activities and when the situations allow it and there is good cooperation I can succeed in any task I undertake. After a year as Accept president I have learned to undertake several tasks and responsibilities and I can transfer these skills if I get elected in a new mandate. I work in a dynamic and well-organised way and I believe that I can transfer this to my colleagues. This promotes group work and results to a productive result. Moreover, I strongly believe that we should keep focusing our attention on educating certain bodies and institutions, such as private companies and their employees, as well as health providers through ILGA-Europe program and training units.

3. *What is the motivation that makes you want to get on Board?*

What drives me to run for Accept Board is the work we have done, especially in the last year. I believe that the organisation is leading a successful course towards equality and we have started becoming visible among various groups. There is still a lot to achieve, and I believe that my attitude and determination are significant factors for the continuation of the organisation's success on the protection of the community's human rights. Based on the pace of our work, I am confident for the change of attitudes in the Cyprus society, as well as within the LGBTI community. The organisation's visibility through its activities and projects, as well as through public awareness raising, is vital in the improvement of LGBTI people's treatment by society and the state. These are the reasons I wish to continue the work I have started in Accept.

4. *For candidates who were members of the previous Board of Directors Accept – LGBT Cyprus, what you bring to the Organization during your tenure?*

In the last two years I have contributed to numerous projects and activities of Accept. One of the most significant contribution has been the weight I have given to supporting the community and understanding its problems and thoughts. I am proud of my contribution to approaching Queer Cyprus Association and to re-establishing the relations we had in the past. Another significant contribution of mine has been the pressure I have put to UN CEDAW committee. Through the report we have submitted as Accept and its presentation in Geneva in 2018, CEDAW has posed a question to the Cyprus government on the rights of the second parent in the cases of lesbian women's IVF pregnancies.

In addition, I have focused our activities on certain topics, such as: the need to comprehend intersectionality, awareness raising on intersex people and their needs, discrimination in the health sector and how to deal with it, creation of internal bylaws for certain internal procedures and of guidance guides of the LGBTI based on certain scenarios. I have also contributed to the success of the PrEP program in Cyprus, and to the contact with organisations, universities and companies that request informational seminars/lectures on LGBTI issues.

5. Any other information you would like to add or that you feel that is relevant;

The organisation has achieved important things with its increased presence on a national and local level, and through our hard work, we can achieve even more. I am very proud of what we have done and I am glad that the community appreciates the hard work done and will be done to achieve the equality of LGBTI people in Cyprus.

E. Papadaki Christiana (Nicosia)

1. Briefly describe your achievements (e.g. as a member of Accept, another Board, as an employee, volunteer in an international or local organization or company:

In the last year I had the chance to volunteer for Accept. Being a member of the organisation's Communication Team I got the chance to draft texts, announcements and posts of LGBTI related topics which were posted on social media, such as Facebook and Instagram. I also helped in translating these into English for the non-Greek speaker page members or followers. Moreover, I took the initiative to reactivate and promote the use of Instagram to promote Accept actions and activities. Along with another volunteer, activist in Accept, we reintroduced the newsletter. Even though only one issue was sent up to now, upon the election of the new Board, a new issue will present the new Board and its aims.

Last October, I had the chance to represent Accept at IGLYO Annual Members Conference in Helsinki, where I voted IGLYO future strategic goals. In this Conference, I pointed out the importance of setting targeted strategic goals per each country in order to achieve equality. More precisely, the fact that the situation with regards to LGBTI rights and equality is not the same in every country, renders the implementation of the same strategies in all countries very difficult. Finally, as a member of the Women's group of the organisation I had the chance to contribute to the organisation of certain events.

2. What you can contribute as a member of the Board;

If I get elected in the Board I would like to put more pressure to the legislative bodies, in order for them to adopt laws that protect LGBTI people. In order for this to be achieved, raising awareness and promoting the importance of these laws are of utmost importance. The right information and awareness raising on LGBTI related matters can battle ignorance and false perceptions, which cause negative stereotypes against LGBTI people. Another important aim for me is the psychological and social support of young LGBTI people and not only. Coming out is often a lonely and difficult experience, which becomes even more difficult if there are no people around who will understand and support you. I would like to help with the formation of new institutionalized initiatives within the organization, which will specialize to providing support to these people. At the same time, I would like to contribute towards the active involvement of the new members of the community. Finally, I would like to listen to

problems and concerns of all the members of our community, in order for the organisation to take them into consideration and draft an action plan for their solution.

3. *What is the motivation that makes you want to get on Board?*

In the previous year I had the chance to get closer to the organisation, which made me want to be part of the decision making, in order to help the organisation's development. I would like to offer the support and help that I would have liked to receive while discovering my own sexual orientation. At a challenging time in one's life every action matters, and as the only LGBTI organisation in Cyprus, it is our duty to be there, to be active and struggle for the implementation of new laws and for the support of LGBTI people. Even though we are all equal when it comes to our social responsibilities, unfortunately we are not equal when it comes to our rights. This makes me sad, but it also gives me strength to have a more active role in the struggle for equal rights, which I can do through my participation in Accept Board. Furthermore, I believe that the decisions taken should take into consideration the diversity within the LGBTI community and the separate needs of every LGBTI sub-group.

4. *For candidates who were members of the previous Board of Directors Accept – LGBT Cyprus, what you bring to the Organization during your tenure?*

Does not apply.

5. *Any other information you would like to add or that you feel that is relevant;*

No

F. Regginos Yioryis (Nicosia)

1. *Briefly describe your achievements (e.g. as a member of Accept, another Board, as an employee, volunteer in an international or local organization or company:*

As one of the founding members of the organisation, I worked on revitalising and rallying the movement in Cyprus and preparing the registration of the organisation as an NGO in the Republic of Cyprus. I was a member of the Coordinating Committee and afterwards the first Board of Directors. At the same time, together with other ardent supporters, we have been very active in raising awareness and informing public opinion and other stakeholders on LGBTI issues. Since then, I have been monitoring the course of the organisation and contributing as far as possible to its development and improvement. At the same time, with my studies in Business Administration specialising in Human Resources Management, I am a manager of a consultancy while I started a company of television productions which I manage to date. Therefore, I am constantly sharpening the capacities to manage multilevel projects with the participation of various individuals and organisations, while at the same time I'm learning more about managing economic issues. I also participate in the Board of the AIDS/HIV Solidarity Movement, an organisation with related topics and actions to that of Accept, which helps me to enrich my knowledge on the related issues. Over time, I participate on a voluntary basis in various other groups of civil society, as well as in artistic groups with local and regional action in a continuous effort to improve my skills for team collaboration. Finally, I am involved in a movement for the creation of a Queer choir in Cyprus that is still in a very early stage.

2. What you can contribute as a member of the Board;

Following the above description of my activities, I believe that my contribution as a member of the Board can contribute to the better organisation of both the Board and the volunteers. I also believe that my actions so far can be a springboard for better mobilisation and pooling of the community and better inclusion of the various other communities around the organisation. At the same time, I could help to better manage both the human resources associated with the organisation, but also the other resources that the organisation has or could have at its disposal, including financial resources.

3. What is the motivation that makes you want to get on Board?

As I mention above, the organisation is deeply intertwined with my existence and I feel it as my own "child". Therefore, the short distance I have had from the organisation in recent years, although I closely watched its action, motivates me to come closer and supplement more dynamically and more decisively in the operation of the Board and by extension the whole organisation and broader of Cypriot society for more equality and better social justice.

4. For candidates who were members of the previous Board of Directors Accept – LGBT Cyprus, what you bring to the Organization during your tenure?

Important points of my first term were my contribution to the revival of the community, the rallying of the community culminating in the reactivation of the movement and the formation and registration of the organisation as NGO in the Republic of Cyprus. Also, public awareness on LGBTI issues, as well as information to various audiences on LGBTI subjects. At the same time, the creation of relations with various institutions and organisations, both at local and international level.

5. Any other information you would like to add or that you feel that is relevant;

The work of the organisation is very important for me, but mainly for the Cypriot society, both in collective and individual level. Therefore, regardless of my election or not to the Board, I remain at the disposal of the organisation for any assistance and action requested.

G. Charilaou Yiannis (Nicosia)

1. Briefly describe your achievements (e.g. as a member of Accept, another Board, as an employee, volunteer in an international or local organization or company:

Participation at European projects such as Rainbow Spectator and Perform to Reform, as well as in the theatre performance Routes. Writing articles in City Free Press on Lgbti+ issues as a volunteer, aiming at the visibility and empowerment of Lgbti+ people. Podcast on diversity in the various aspects of life: "And then back home". Volunteer at festivals, such as the Buffer Fringe Festival, Comic Con, Mediterranean Science Festival, among others. Projects Coordinator & event management & logistics at Travelhouse company. Article writer at Scarabeo Free Press on topics related to diversity and mental health. Artist, song writer, singer, spoken word poet on sexuality, mental health and a critic against settled social classes.

2. What you can contribute as a member of the Board;

Translator: English – French – Greek
Project Coordinator
Event management & Logistics

Empowerment – As an artist who focuses on contemporary topics, such as sexuality and mental health, I try to keep up to date on employing inclusive terms, respecting every aspect of each group or individual. In all the working environments I have worked, I was asked to work in large and diverse groups, which I often had to coordinate.

3. What is the motivation that makes you want to get on Board?

The sense of community and purpose. The need for group work, as I have already been working on achieving the common goals we have set as Accept. The need to empower each other in LGBTQI+ community and to increase our identities' visibility. I believe that in the context of Accept's current work, I could contribute in language management and expression, as well as in ideas development, both with regard to social promotion of the organization and its goals and to its internal strengthening, event planning, experience sharing on European programs and inviting and integrating new members, especially from the LGBT+ community, as well as other friendly groups and communities.

4. For candidates who were members of the previous Board of Directors Accept – LGBT Cyprus, what you bring to the Organization during your tenure?

Does not apply.

5. Any other information you would like to add or that you feel that is relevant;

No

H. Chrysanthou Michalis (Nicosia)

1. Briefly describe your achievements (e.g. as a member of Accept, another Board, as an employee, volunteer in an international or local organization or company:

Volunteer and active member of Red Cross from 2002 until 2006. In 2004 I represented Cyprus in a European Conference on Racism and Xenophobia, in the framework of Athens Olympic Games, where I was a torchbearer. I was a founding member of the Student Union of the Technological University of Cyprus and its president for three years, having the students' rights at the top of the agenda. From 2008 until 2010 I was a member of the Organisational Committee of the Cyprus Nurses and Midwives Association. I am a mental health nurse and I work on rehabilitation and acceptance of individuals. Recently I have been volunteering at CY CHECK POINT and I have been attending lectures and events related to human rights and hate speech.

2. What you can contribute as a member of the Board;

I can easily represent LGBTI++ people of Cyprus and the positions of the elected board on various levels, groups, the press, political parties or personalities whose opinion can have an impact on the equality and dignity of all citizens. According to

people I have cooperated with, I have strong cooperation skills, which are based on vision and not on personal ambition. My presidency at the University Student Union had proven that common interest is way far from personal interest and this has been the main motive of all my actions.

3. *What is the motivation that makes you want to get on Board?*

I have come to the point where a number of personal and social issues have been settled and I feel that I am ready to invest my ideas, opinions, time and energy for the general interest of LGBTI people. I believe that 2020 is the year when political and financial steps can bring more power and stability to Accept in a way that no group or public service department can ignore its standpoint and activity.

4. *For candidates who were members of the previous Board of Directors Accept – LGBT Cyprus, what you bring to the Organization during your tenure?*

Does not apply.

5. *Any other information you would like to add or that you feel that is relevant;*

The respect by people around us and the love of one's self is the greatest weapon we have to achieve our goals!