

International Conference
Belgrade, 12-13 September 2014

A vertical rainbow stripe graphic consisting of six vertical bars of equal width, colored from left to right: red, orange, yellow, green, blue, and purple. The stripes are positioned on the right side of the top half of the image, partially overlapping the text 'The future'.

**The future
belongs to us!**

LGBT rights on the road
to the European Union

International Conference
The future belongs to us:
LGBT rights on the road to the European Union
12 and 13 September 2014
Belgrade (Serbia)



Tweeting about the Conference:
#LabrisConferenceBelgrade2014



Thanks and acknowledgements by the conference organising committee

The organising committee from the conference “The future belongs to us: LGBT rights on the road to the European Union” would like to sincerely thank the individuals and organisations who have contributed enormously to the international conference including:

Supported by:



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Special thanks to supporting institutions and organizations:



And we want to extend our gratitude to the volunteers who made possible the brochure, the exhibition, the webpage, and to everyone who have graciously given their time and energy to supporting and assisting with this event.

Vladica Jovanović
Kristina Kastelec
Nina Plakalović
Isein Fetoski
Marina Vukelić
Marina Vlahović
Jordan Maze
Alex Cooper

Contents

About the Conference	5
Descriptions of panels and sessions	6
Information for organizers and funders	8
Conference programme overview	10
Conference programme	11
Speakers' biographies	16
List of participants	34
Practical and useful information	39

About the Conference

We are proud that Belgrade is the host of the International LGBT Conference “The Future belongs to us: LGBT Rights on the road to the European union” today and tomorrow, which will be an extraordinary and important occasion that will see around 200 activists from the region, Western and Eastern Europe come together to discuss the major challenges during the EU integration process but also the steps we can take together to meet these challenges head-on in order to protect LGBT people in our countries.

With that said, we have some goals we'd like for you to keep in mind. The aim of the conference is to open a discussion about LGBT rights in Serbia in the framework of European Union integration processes, while including a wide range of stakeholders, including national and international government institutions, political parties, LGBT organizations from Serbia and abroad, other human rights organizations, media, and businesses. We hope to provide a place for open and honest discussions about challenges and opportunities when it comes to the protection and promotion of the human rights of the LGBT people in the Balkans and Eastern Europe, which of course includes Serbia.

Up until now, discussions around LGBT rights have mostly revolved around general acceptance of LGBT persons, hate crime and hate speech. However we would like to move the discussion to address other issues that LGBT people face. Therefore, in this conference, we are going to talk about healthcare, social services, employment, family rights, sports, education and culture, in order to find ways in which we can collaborate and think of how to address negative situations within these categories.

The conference will also be a good opportunity to present public policy proposals, which are currently being developed by Labris and the Forum for Ethnic Relations, together with several other LGBT and human rights organizations. We will use the conference as a chance to pressure the state to make commitments to start implementing our recommendations, showing that there is a sizable group of people who are dedicated to helping LGBT people and we will not stop holding the state accountable for the lack of protection these individuals have.

The conference also serves to build alliances with different stakeholders from different sectors, which have not been included in matters related to LGBT rights so far, but who we believe can be useful in our future struggles (trade unions, corporate representatives, state representatives from sectors other than human rights...). For the first time they will speak on the LGBT Conference and we are happy to get such diverse perspectives together in order to approach these issues in a more holistic way.

It is also our commitment at this conference to further strengthen already existing regional cooperation among LGBT organizations, but also to extend this to Eastern partnership countries in order to share experiences and discuss new platforms for joint initiatives and exchanges. And we look forward to collaborating with our friends from outside the Balkans in a more solid, dedicated way.

And finally, we hope to demonstrate the strength and determination of the LGBT movement and its allies in Serbia. We hope to show that we are going to push forward in fighting towards rights of LGBT persons in Serbia and the region, and to show that we are not alone in this. We unfortunately have seen the rise of a right-wing government in Serbia with a troublesome past. It is vital to show that we are together in upholding LGBT rights and all human rights as our politicians show less and less devotion to protecting all citizens of all backgrounds and of all experiences. We hope this conference sends a strong message to the Serbian state and we thank you for participation and support of taking this stand for justice and equality and show that the future belongs to all of us.

This Conference would not have been possible without the support by the German foundation “Remembrance, Responsibility and Future”, Royal Norwegian Embassy in Belgrade and Federal Foreign Office of Germany.

We are also thankful to other organizations that have helped in organizing this conference: Embassy of the Kingdom of the Netherlands in Belgrade, National Democratic Institute, Victory Gay and Lesbian Institute, Association Rainbow, IDAHO Belgrade, Forum for ethnic relations.

Descriptions of panels and sessions

FRIDAY, September 12

Plenary Session - LGBT people in Europe: Opportunities and Challenges for the Balkans

The aim of this panel is to discuss the opportunities and challenges for LGBT people in Europe. The EU, Council of Europe and a number of national governments over the past decade or so have demonstrated its ability to play a pivotal role in promoting LGBT human rights and the work of civil society more generally, however the question is are countries in the region doing enough to meet European standards. In this respect, the panellists will speak about the greatest achievements towards achieving respect of human rights for LGBT persons, what are some of the key challenges and what national and international institutions and organizations can do to help overcome these challenges.

Plenary Session - Economic Costs of Homophobia and Transphobia

The aim of this panel is to discuss the economic implications of discrimination against LGBT persons in the sphere of labor and employment. Protection of human rights and empowering people are important for strengthening economic outcomes and sustainable development. New data show that the effects of homophobia and exclusion are costing a lot, both in terms of economy of the countries and in terms of general quality of life of LGBT persons. That is why it is important to start looking at the economic implications of homophobia and exclusion to better inform how we can work on poverty reduction, development and well being of all, including LGBT persons.

Panel 1 - Leveraging inter (regional) cooperation to secure LGBT rights nationally

Regional cooperation is becoming more intensive as countries in the Western Balkans and Turkey approach the European Union, and in doing so open up public discourse on LGBTI rights, with different outcomes, both positive and negative. Regional cooperation, as well cooperation across the regions, can prove to be a valuable tool for exchanging experiences, information and knowledge, as well as the avenue for creating joint actions and campaigns for the improving the position of LGBTI persons. The aim of the panel is to discuss the importance of regional and inter-regional cooperation, experiences in this respect, and ways to go forward in utilising (inter)regional cooperation to advocate for LGBTI rights nationally, as well as internationally (particularly regarding the EU accession processes in Western Balkan and Turkey).

Panel 2 - Sports vs. Homophobia: Building the Community and Raising Awareness

Statistically there is probably at least one young person who will grow up to identify as LGBT in every high school sports team nationwide.

On the panel entitled "Sports vs. Homophobia: Building the Community and Raising Awareness" we will discuss about the regional LGBTIQ population who are not able to freely express themselves and openly take part in sport achievements without being put down by homophobic and sexist remarks from some of the top sport officials.

Last year we've seen an unprecedented number of gay athletes come out of the closet, and we've seen even more straight athletes stand up against homophobia. If there is a tipping point in the long history of gay sports. Our history starts here, on the first regional panel on LGBT sport that will take place.

Panel 3 - Respect for Private and Family Life and Access to Health Care

Rights of LGBT persons are systematically and continually being violated in the sphere of private and family life, as well as in the field of health. Same sex unions have been established in some countries of the region, while in others processes are on their way, with different levels of success. LGBT persons are denied rights pertaining to personal, social and economic stability, with state policies, measures and services being limited, if not non-existent, particularly when it comes to

problems that trans persons face. This panel will be an opportunity to discuss these processes, as well as to exchange experiences and foreground best practices.

SATURDAY, September 13

Plenary Session - Building Alliances for LGBT Rights

The aim of the plenary session is to discuss ways to build alliances among different stakeholders and within different fields in fighting for the improved position of LGBT persons. It is becoming more evident that in order to advance LGBT rights, it is of great importance to include different societal actors, including state institutions, non-governmental organizations from a variety of fields, media, friends, relatives and family, if we are to secure the advancement of LGBT rights in a more sustainable and long-term manner. This session will be used to talk about these alliances, about how they function, how they can be created and maintained, as well as about the successes and challenges that come.

Plenary Session - Do Anti-discrimination Policies Really Work?

During the past decade, we have witnessed an increased state activity regarding development and implementation of anti-discrimination policies, which can be used to further the rights of LGBT persons, particularly in the Central European and Balkan region. These processes are usually driven by European Union integration processes, but laws, by-law and other policies that have been an outcome of this have largely remained unimplemented, which can lead us to question their efficacy and relevance. During this panel we will talk about policies in Balkan and Central European countries and also discuss the issues that may impede the implementation of such policies and possible solutions to those problems. This panel will also aim to encourage examples which could be used either as best practice models, or could lead towards formulating new approaches in this field.

Panel 4 - LGBT Path to the Institutions: Sectoral LGBT Anti-discrimination Policies

The aim of this panel is to discuss the importance of formulating specific sectoral policies in all thematic areas which are of concern for the improvement of the position of LGBT persons, both in the public and private sphere, including discrimination, hate crime, socio-economic position, health, education and culture, which would not only offer recommendations but also a road-map for different stakeholders on how to achieve improvements in these fields.

This panel will also be an opportunity to familiarize conference participants with the process and results of the ongoing initiative called LGBT Path to the Institutions: Sectoral LGBT Anti-discrimination Policies which is currently being implemented by Forum for Ethnic Relations and Labris, together with a number of leading human rights organizations in Serbia.

Panel 5 - Political Participation of LGBT Persons

The aim of the panel is to discuss the importance of political participation of LGBT persons, their role in political processes, as well the importance of inclusion of LGBT needs and interests in the political arena. During this panel, we will talk about personal experiences of being an openly LGBTI politician, obstacles that LGBT persons face when they want to get elected and strategies that can be used to overcome those challenges. In addition, speakers will offer tips on how to navigate party politics and get party's support as a candidate. This panel will also be an opportunity to discuss arguments for the greater inclusion of LGBT persons in political processes, so as to be able to identify, promote and enforce the needs and interests of LGBT persons.

Panel 6 - The Position of Lesbian, Bisexual and Trans Women: from Community Building to Mainstreaming Efforts

Having in mind that the interests, experiences and needs of lesbian, bisexual and trans women are often being neglected in state policies, in the LGBT movement itself, as well as within the women's movement, this panel will serve as a forum for opening up discussion on these problems.

In addition, during this panel we would like to discuss the position of LBT women across Europe, in relation to their every day lives, both in the private and public sphere, as well as to talk about the visibility of LBT women within the LGBTIQ movement, the relationships with the women's movement, and what can be done to mainstream LBT needs and interests in the sphere of public policy.

Information for organizers and funders

Norwegian Embassy

During the last ten years Norwegian companies have invested more than 1.5 billion EUR in Serbia, making Norway one of the biggest investors in the country.

Norway is not a full EU member, but member of the EEA (European Economic Area), which covers most of the economic aspects of the EU cooperation. We are also members of the Schengen Treaty. The Norwegian government is of the view that rapid EU integration of all the countries in the Western Balkans is important for peace, political and social stability, cooperation and economic development in the region.

Norway is committed to the region's development, prosperity, stability and integration into European structures, through focusing on cooperation particularly within the areas of rule of law; independent supervisory bodies like the State Auditor, Anti-corruption body and Ombudsman; defence and security sector reform; energy and climate; and furthering gender equality, women's rights and minority rights. The assistance goes both through cooperation programs with the different governments and through civil society organizations and local governments.

Hirschfeld-Eddy-Foundation

Hirschfeld-Eddy-Foundation was founded in 2007 as the human rights foundation of the Lesbian and Gay Federation in Germany (LSVD). We support LGBTI organizations in the global South and in Eastern Europe or initiate projects to increase acceptance and strengthen the human rights protection of LGBTI people. Projects and events are made possible through donations and cooperation. Information provision, awareness raising and the fight against persecution are the core aspects of our international work. Together with our partners, other foundations and NGOs, we organise human rights conferences in Eastern Europe, such as in 2012 in St. Petersburg together with the Russian LGBT Network, in 2010 in Riga together with Mozaika and in 2008 in Kiev, Ukraine together with Nash Mir.

Civil Rights Defenders

Civil Rights Defenders is an independent expert organisation founded in Stockholm, Sweden in 1982, with the aim of defending human rights, and in particular people's civil and political rights, and to support and empower human rights defenders at risk. CivilRightsDefenders (previously Swedish Helsinki Committee for Human Rights) was originally a part of the Helsinki movement. During the Cold War an agreement was signed by the Eastern and the Western Bloc in the Finnish capital in 1975. This inspired citizens all around Europe and in the USA to form non-governmental organisations that would monitor their own governments in regard to respect of human rights. As an international human rights organisation, Civil Rights Defenders defends people's civil and political rights and works to empower human rights defenders at risk. The organisation closely co-operates with a number of human rights organisations worldwide and advocates for improvements in the realm of human rights globally both with regard to the general public and decision-makers. In addition to long-term support, Civil Rights Defenders organizes a variety of events, participates in coalitions with local partners, and conducts other joint advocacy and lobbying actions. Providing capacity building support and other kinds of assistance to human rights defenders is also part of activities, in addition to publishing ad hoc reports on human rights in individual countries and regions.

YUCOM

Lawyers' Committee for Human Rights – YUCOM was founded in 1997 as an expert, non-governmental organization whose members are legal experts engaged in promoting and advocating

the idea of the rule of law and uphold of human rights, raising public awareness, conceiving, designing and leading civic initiatives, rendering legal assistance to victims of human rights violation, as well as developing co-operation with national and international organizations involved in human rights protection and promotion. YUCOM is recognized as an organization advocating human rights and promoting active participation of citizens in legal initiatives. It has profiled itself and gained much recognition as human rights defenders' organization.

During the last 15 years YUCOM's Legal Team has been constantly and successfully providing legal assistance to victims of human rights violations (to minority groups, human right defenders, journalists and others) before relevant national bodies and courts, as well as European Courts for Human Rights and UN Committee for Human Rights. Results of the YUCOM strategic litigation were, inter alia, in changing the constitutional provisions to provide more efficient protection before national authorities, first ruling of the European Court on Human Rights and UN Committee.

Federal Foreign Office

The German Government opposes any form of discrimination on grounds of sexual orientation and has been making every effort to combat discrimination against lesbian, gay, bisexual, transgender and intersex persons (LGBTI). Particularly in those countries where the situation of LGBTI persons is especially precarious, the Federal Foreign Office seeks to help the victims of discrimination. Within the scope of bilateral cooperation, the Federal Foreign Office has already promoted numerous projects aimed at improving the human rights situation of LGBTI persons, including initiatives with the Hirschfeld-Eddy Foundation.

LABRIS

Labris, one of the oldest lesbian human rights organizations in the region (founded in Belgrade in 1995), is an organization that considers the right to different sexual orientations as one of the basic human rights. Since its foundation, Labris has conducted more than 70 projects. Our mission is to work on the elimination of all forms of violence and discrimination against lesbians and all women in general and to establish a more equal society. Our vision is a society without hate, fear, with rule of law, society where sexual and gender minorities would have equal rights as the majority. Our values are tolerance, solidarity, nondiscrimination, equality and dignity for all minorities.

Our main program areas include an Information Center that provides educational and psychological support, an education section that conducts workshops aimed at providing resources to various stakeholders, and a lobby and advocacy program which seeks to improve the legal protection and social acceptance of LGBTIQ people. Some of our past accomplishments include taking part in the drafting of the Anti-Discrimination Law, cooperating in a working group for the development of the Strategy for Prevention and Protection from Discrimination, which was adopted in June, 2013, and drafting the model law on registered same-sex partnerships.

The foundation remembrance, responsibility and future

In remembrance of the victims of National Socialist injustice, the Foundation Remembrance, Responsibility and Future works to promote human rights and understanding between peoples. It also upholds its commitment to the survivors. The Foundation is thus an expression of the continuing political and moral responsibility of the state, industry and society for the wrongs committed in the name of National Socialism. The Foundation supports international projects in the following areas: A critical examination of history, working for human rights, a commitment to the victims of National Socialism

The Foundation Remembrance, Responsibility and Future was established in 2000, primarily to make payments to former forced labourers. The payment programmes were completed in 2007. The Foundation's capital of EUR 5.2 billion was provided by the German Government and German industry. A total of EUR 358 million was set aside as Foundation capital in order to finance project support. The Foundation finances its long-term funding activities out of the income generated by this capital.

Conference programme overview

TIME	FRIDAY, 12 th September	TIME	SATURDAY, 13 th September
8.30-9.00	Registration	10.00-11.30	PLENARY SESSION Building Alliances for LGBT Rights
9.00-9.15	Welcome		
9.15-9.45	Key note speeches		
9.45-10.15	History of Homosexuality in the Balkans	11.30-12.00	Coffee break
10.15-10.45	Lessons from History: Prosecution of LGBT people in Germany	10.00-13.00	Do Anti-discrimination Policies Really Work
10.45-11.15	Coffee break and press conference		
11.15-12.15	PLENARY SESSION LGBT people in Europe: Opportunities and Challenges for the Balkans		
12.15-13.30	Economic Costs of Homophobia and Transphobia		
13.30-14.30	Lunch	13.30-14.30	Lunch
14.30-16.00	PANEL 1 Leveraging inter (regional) cooperation to secure LGBT rights nationally PANEL 2 Sports vs. Homophobia: Building the Community and Raising Awareness PANEL 3 Respect for Private and Family Life and Access to Health Care	14.30-16.00	PANEL 4 LGBT Path to the Institutions: Sectoral LGBT Anti-discrimination Policies PANEL 5 Political Participation of LGBT Persons PANEL 6 The Position of Lesbian, Bisexual and Trans Women: from Community Building to Mainstreaming Efforts
16.00-16.30	Coffee break	16.00-16.30	Coffee break
16.30-17.30	PLENARY SESSION Reports from the workshops and discussion	16.30-17.15	PLENARY SESSION Reports from the workshops and discussion
17.30-17.45	Outlook on day 2	17.15-18.30	Outlook: LGBT rights in Serbia in the next years
19.00-20.30	Film screening: My child	18.30-18.45	Closing Remarks
		20.00	Opening of the Exhibition "Berlin-Yogyakarta: From Hitler's terror against homosexuals to human rights today"
		22.00	Party

Conference programme

THURSDAY, September 11

Arrival of participants

FRIDAY, September 12

Plenary Sessions

08.30 – 09.00 **Registration**

09.00 – 09:15 **Welcome**

Dragana Todorović, LABRIS, Serbia

Axel Hochrein, Hirschfeld –Eddy- Foundation, Germany

Timm Köhler, Foundation "Remembrance, Responsibility and Future", Germany

09.15 – 09.45 **Key note speeches**

Meho Omerović, Member of Parliament, President of the Human Rights and Gender Equality Committee, Parliament of the Republic of Serbia

Terry Reintke, Member of the European Parliament

Christoph Strässer, Federal Government Commissioner for Human Rights Policy and Humanitarian Aid, Germany

09.45– 10.15 **History of Homosexuality in the Balkans**, Zorica Mršević, Institute of Social Sciences, Serbia

10.15 – 10.45 **Lessons from History: Prosecution of LGBT people in Germany**, Axel Hochrein, Hirschfeld –Eddy- Foundation, Germany

10.45 – 11.15 **Coffee break and press conference**

Plenary Sessions

11.15 – 12.15 **LGBT people in Europe: Opportunities and Challenges for the Balkans**

H.E. Nils Ragnar Kamsvåg, Norwegian Ambassador to Serbia

H.E. Laurent Louis Stokvis, Ambassador of the Kingdom of the Netherlands

H. E. Michael D. Kirby, US Ambassador to the Republic of Serbia

Antje Rothmund, Head of the Mission of Council of Europe in Serbia

Luca Bianconi, Head of Political Section, Delegation of the European Union

Michael Uyehara, Acting Head of the OSCE Mission to Serbia

Facilitator: **Björn van Roozendaal**, ILGA EUROPE, Brussels

12.15 – 13.30 Economic Costs of Homophobia and Transphobia

Marijn Pijnenburg, IBM, Netherlands
Tatjana Greif, Škuc-LL, Slovenia
Nathan Koeshall, Catalyst, Serbia
Boban Stojanović, Belgrade Pride, Serbia

Facilitator: **Dragana Todorović**, Labris, Serbia

13.30 - 14.30 Lunch

Panel 1 – Room 1

14.30 – 16.00 Leveraging inter (regional) cooperation to secure LGBT rights nationally

Björn van Roozendaal, ILGA EUROPE, Brussels
Krisztina Kolos Orbán, Transgender Europe, Germany
Antonio Mihajlov, Subversive Front, Macedonia
Naim Ajger, Center for Equality and Liberty, Kosovo
Tijana Bukilić, LGBT Forum Progress, Montenegro
Hayriye Kara, Kaos GL, Turkey
Marko Ivković, National Democratic Institute, Serbia

Facilitator: **Saša Gavrić**, Sarajevo Open Centre, Bosnia and Herzegovina

Panel 2 – Room 2

14.30 – 16.00 Sports vs. Homophobia: Building the Community and Raising Awareness

Imke Duplitzer, Lesbian and Gay Federation in Germany (Fencer, Olympic Games Competitor)
Sanda Brumen, Lesbian Group Kontra / qSPORT, Croatia
Boris Vrdoljak, qSPORT Zagreb, Croatia
Tonči Kranjčević Batalić, qSPORT Split, Croatia
Zorica Mršević, Institute of Social Sciences, Serbia

Facilitator: **Dragoslava Barzut**, FemSlam Sports Group, captain of the LBT football team, Serbia

Panel 3 – Room 3

14.30 – 16.00 Respect for Private and Family Life and Access to Health Care

Kristian Randjelović, Gayten – LGBT, Serbia
Sanja Juras, Lesbian Group Kontra, Croatia
Goran Marjanović, Association Rainbow, Serbia
Simon Maljevac, Legebitra, Slovenia
Dragana Drndarevska, Coalition for Sexual and Health Rights of Marginalized Communities, Macedonia

Facilitator: **Jovanka Todorović**, Labris, Serbia

16.00 – 16.30 Coffee break

Plenary Session

16.30 – 17:30 Reports from the workshops and discussion

Facilitator: **Klaus Jetz**, Lesbian and Gay Federation in Germany

17.30 – 17.45 Outlook on day 2

19.00 – 20.30 Reception in the Belgrade City Hall
Film screening: *My child*

SATURDAY, September 13

Plenary Sessions

10.00 – 11.30 Building Alliances for LGBT Rights

Ulrich Klicker and Inge Breuling, Federal Association of Parents, Friends and Relatives of Homosexuals (BEFAH), Germany
Hasan Metehan Ozkan, LİSTAG-Families of LGBTs in Istanbul, Turkey
Marina Grnja, Novi Sad School of Journalism, Serbia
Laslo Čikoš, State Secretary for Gender Equality, Ministry of Labor, Employment, Veteran and Social Affairs, Serbia
Aleksandar Stojmenović, Ministry of Internal Affairs, Serbia
Mirjana Bogdanović, Gay Straight Alliance, Serbia

Facilitator: **Srećko Šekeljić**, PFLAG Serbia

11.30 – 12.00 Coffee break

12.00 – 13.30 Do Anti-discrimination Policies Really Work?

Jovana Stopić, Belgrade Centre for Human Rights, Serbia
Goran Miletić, Civil Rights Defenders, Serbia
Saša Gavrić, Sarajevo Open Centre, Bosnia and Herzegovina
Marko Jurčić, Zagreb Pride, Croatia
Zsuzsanna Iricsek, Budapest Pride, Hungary
Danijel Kalezić, Queer Montenegro, Montenegro

Facilitator: **Alex Cooper**, Central European University, USA

13.30 - 14.30 Lunch

Panel 4 – Room 1

14.30 – 16.00 **LGBT Path to the Institutions: Sectoral LGBT Anti-discrimination Policies**

Mirjana Maksimović, SIPRU – Social inclusion and poverty reduction team, Serbia
Lazar Pavlović, Gay Straight Alliance, Serbia
Jelena Vidić, Gayten – LGBT, Serbia
Marko Milenković, YUCOM, Serbia
Lazara Marinković, IDAHO Belgrade, Serbia

Facilitator: **Mladen Antonijević-Priljeva**, Forum for Ethnic Relations, Serbia

Panel 5 – Room 2

14.30 – 16.00 **Political Participation of LGBT Persons**

Volker Beck, Member of the German Bundestag(Committee on Internal Affairs)
Robert Biedron, General rapporteur on the rights of LGBT people, PACE
Dušan Maljković, Centre for Queer Studies, Serbia
Milan Pantelić, Gay Straight Alliance, Serbia
Terry Reintke, Member of the European Parliament
Miha Lobnik, Legebitra, Slovenia

Facilitator: **Luis Abolafia**, Gay and Lesbian Victory Institute, USA

Panel 6 – Room 3

14.30 – 16.00 **The Position of Lesbian, Bisexual and Trans Women: from Community Building to Mainstreaming Efforts**

Natia Gvianishvili, Women’s Initiatives Supporting Group, Georgia
Olga Lenkova, Coming Out, Russia
Anastasia Danilova, Genderdoc-M, Moldova
Urška Sterle, Škuc-LL, Slovenia
Rajmonda Sylbije, Center for Equality and Liberty, Kosovo
Svetlana Timotić, Out of Circle – Vojvodina, Serbia
Krisztina Kolos Orbán, Transgender Europe, Germany

Facilitator: **Dragana Todorović**, Labris, Serbia

16.00 – 16.30 Coffee break

Plenary Session

16.30 – 17:15 **Reports from the panels and discussion**

17:15 – 18:30 **Outlook: LGBT rights in Serbia in the next years**

Terry Reintke, Member of the European Parliament
Robert Biedron, General rapporteur on the rights of LGBT people, PACE;
Volker Beck, Member of the German Bundestag(Committee on Internal Affairs)
Emila Spasojević, Head of the Department for Research, Analytics and Reporting in the Commissioner for the Protection of Equality, Serbia

Facilitator: **Klaus Jetz**, Lesbian and Gay Federation in Germany

18:30 – 18:45 **Closing Remarks**

20.00 **Opening of the Exhibition “Berlin-Yogyakarta: From Hitler’s terror against homosexuals to human rights today”**

22.00 **Party**

Speakers' biographies

Conference Hosts

Dragana Todorović



Dragana Todorović is a lobbying and advocacy consultant working for Labris – organization for lesbian human rights, Serbia. Within the Labris' Department for Lobbying and Advocacy, Dragana is focused on influencing processes that lead towards better implementation of existing laws and by-laws, as well as on advocating for the adoption of new legislation.

Dragana holds a BA in Politics and International Relations and an MA in Gender Studies. Prior to Labris, Dragana Todorovic has worked for the Gender Equality Institute of the Autonomous Province of Vojvodina and for the Guarantee Fund of the Autonomous Province of Vojvodina.

Jovanka Todorović



As of 2010, Lobbying and Advocacy Program Coordinator in Labris – Lesbian Human Rights organisation. Graduated from Faculty of Political sciences, University of Belgrade / International Relations department (2006).

Organized the Regional Conferences under the various themes such as LGBT Human rights, discrimination, best lobbying practice, work of the Independent Institutions, media and LGBT issues. Conducted the educational trainings for the activists from the region; Contributions for the Serbian chapter in the ILGA Europe review of the situation of the LGBT rights in Europe 2011, 2012

Took part in the Organizational Committee of the Pride March 2011. Member of the working group who drafted the National Strategy for the prevention of and protection against discrimination; Progress report in front of the European Commission 2011, 2012, 2013.

Lobbying for adoption of this proposed draft, that Labris has drafted with distinguished lawyers in 2010, etc.

Speakers

Timm Köhler

Graduated in Russian and Eastern European Studies from Universities in Berlin and Birmingham/UK and has since been working in civil society contexts such as in Germany, Russia and Bosnia-Herzegovina. 2010-2014, Timm is managing the "Stop Hate Crime!" funding program by the German Foundation "Remembrance, Responsibility and Future" (Foundation EVZ). The "Stop Hate Crime!" program is supporting monitoring racist, homophobic and other hate crimes as well as the legal and psycho-social support for their survivors in Russia, Ukraine, Czech Republic and Poland.

Welcome speech summary

Foundation "Remembrance, Responsibility and Future" (Foundation EVZ) is proud to co-fund the conference. In remembrance of the victims of National Socialist injustice, the Foundation upholds its commitment to the survivors and works to promote human rights and understanding between peoples. The Foundation EVZ is an expression of the continuing political and moral responsibility of the German state, the private sector and society as a whole for National Socialist injustice and towards the victims.

In its section "working for human rights," Foundation EVZ internationally advocates for people, who in the past and today fall victim to so-called hate crimes on grounds of ethnicity, skin color, religion, sexual orientation, gender identity and commitment for human rights.

Speakers

Meho Omerović



He is a Member of Parliament, Chairperson of the Committee on Human and Minority Rights and Gender Equality of the National Assembly of the Republic of Serbia, Member of the Committee on Security Services Control, Member of the Serbian Delegation to the OSCE Parliamentary Assembly and the Chairperson of the Commission for Control of Execution of Criminal Sanctions.

He has graduated from the University of Belgrade, School of Political Science – International Relations Department in 1983. He has been a Member of Parliament of the Republic of Serbia since 2001. Mr. Omerovic is a member of the Social-Democratic Party of Serbia.

Key note speech summary (September 12, 9:15 – 9:45)

The National Assembly and its parliamentary committees will play a noteworthy role during the EU membership negotiations of the Republic of Serbia. The Committee on Human and Minority Rights and Gender Equality will dedicate special attention to the issues of human rights and freedoms and the rights of LGBT persons. The LGBT persons in Serbia are still facing considerable challenges regarding their safety, discrimination, and violation of dignity, and therefore, these are the issues that will be in the focus of the Committee's work. In performing its duties, the Committee will closely cooperate with the Ombudsperson's Office and other independent institutions,

Terry Reintke



She is a Member of the European Parliament, elected 2014 at the age of 27. She belongs to the Greens/EFA Group and is a member of the Committee on Employment and Social Affairs, the Committee on Women's Rights and Gender Equality, as well as the Committee on Regional Development.

She stands for a Europe that offers prospects for young people in all fields of life that should allow for a free life, equal participation, and social security. In the European Parliament she particularly puts herself out for better prospects for young people on the employment market and the combat against youth unemployment, especially in Southern Europe. Furthermore, she pushes for gender equality, more progressive antidiscrimination policies, the recognition of new family models, and the support of queer movements all over Europe.

Terry was born and raised in Gelsenkirchen and studied political science in Berlin and Edinburgh. She started getting interested in politics at the age of 14 and became an activist of the Young Greens in Germany and the Federation of Young European Green whose spokesperson she was from 2011 to 2013.

Key note speech (September 12, 9:15 – 9:45)

Panel 5: Political Participation of LGBT Persons (September 13, 14:30 – 16:00)

Christoph Strässer



Born in 1949 in Velbert, studied law in Münster. Starting in 1982 he worked as a self-employed lawyer and was politically active in the Free Democratic Party (FDP), before joining the Social Democratic Party (SPD) in 1984. Between 1993 and 2007 he was Chairman of the Social PD in Münster.

Since 2002 he has served as a Member of the German Bundestag for the Münster constituency. From 2010 to 2014 he was deputy head of the German delegation to the Parliamentary Assembly of the Council of Europe, and since 2010 he has headed the SPD Parliamentary Group's discussion group on Africa. He became a Member of the Committee on Human Rights and Humanitarian Aid of the German Bundestag and until 2014 acted as spokesman for the SPD Parliamentary Group's working group on human rights and humanitarian aid. In 2014 he became Federal Government Commissioner for Human Rights Policy and Humanitarian Aid.

Key note speech summary (September 12, 9:15 – 9:45)

Mr. Straesser will talk about „Human Rights and LGBTI in German Foreign Affairs“

Zorica Mršević



Zorica Mršević, (PhD in law) currently is the senior research fellow in Belgrade based Institute of social sciences. She was Serbia's Deputy Ombudsman for gender equality from 2008. till 2011.

She was visiting professor at the Law School of the University of Iowa and at the CEU's Department for Gender Studies. Within domain of her research work are topics related to gender equality, gender based violence, anti discrimination measures, rights of the LGBT people, etc.

Dr Mrsevic is the author of twenty three books and more than 300 scientific articles published in Serbia and abroad.

History of Homosexuality in the Balkans – Key note lecture summary (September 12, 9:45 – 10:15)

Laurent Lois Stokvis



Mr. Laurent Louis Stokvis MA was born on 14 April 1950 in Jakarta. He works for the Ministry of Foreign Affairs of the Kingdom of the Netherlands as of 1975. In the period between 2002 and 2006 he was Ambassador Extraordinary and Plenipotentiary to the Slovak Republic. Between 2006 and 2010, he worked as Director in the Directorate for the Western Hemisphere.

He has been appointed Ambassador Extraordinary and Plenipotentiary to the Republic of Serbia in September 2010. He is married and has one child.

LGBT people in Europe: Opportunities and Challenges for the Balkans – Plenary Sessions (September 12, 11:15 – 12:15)

Antje Rothemund



Antje Christa Rothemund was born in 1963. She started her tenure as Head of Council of Europe Office Belgrade, Serbia in 2011. Since 1991, Ms. Rothemund has served within the Council of Europe in various capacities. This includes serving previously as Executive Director for the European Youth Centre Budapest; first permanent service of the Council of Europe in CEE and Directorate General for Education, Culture, Youth and Sport.

Before her engagement with the Council of Europe, she was Programme Executive for the European Region of World Association of Girl Guides and Girl Scouts in London. Ms. Rothemund also served as Executive Officer for Cultural Programmes City of Munich for the Municipal Youth Service in Germany.

Throughout her career she was involved and initiated programmes and projects in the field of anti-discrimination.

LGBT people in Europe: Opportunities and Challenges for the Balkans – Plenary Sessions (September 12, 11:15 – 12:15)

Nils Ragnar Kamsvåg



Nils Ragnar Kamsvåg, Ambassador of the Royal Norwegian Embassy in Belgrade, was born on 20 August 1954. He currently serves as the Ambassador of Norway to Serbia, Montenegro and Macedonia. Before these appointments, Ambassador Kamsvåg held the position of Deputy Director General for the section on West Balkan Affairs in the Norwegian Ministry of Foreign Affairs.

Originally joining the Norwegian Ministry for Foreign Affairs in 1981, Ambassador Kamsvåg has served the MFA in various capacities. From 2005 to 2006, Ambassador Kamsvåg was a Project Manager within Crisis Management division of Norwegian Ministry of Foreign Affairs. Between 2003 and 2005 he served as a Norwegian Representative to the Palestinian Authority, Al Ram. For two years Mr. Kamsvåg served as Ambassador for Middle East and North African Affairs. Ambassador Kamsvåg also previously held the position of Minister Counsellor for the Norwegian Embassy in Beijing. For three years, Kamsvåg worked as a Counsellor in the Norwegian Delegation to the European Union, Bruxelles. Ambassador Kamsvåg was appointed Head of the Information Division within the the Norwegian Ministry of Foreign Affairs, serving in this position from 1993 to 1994.

In other service within the Ministry for Foreign Affairs, Ambassador Kamsvåg worked as the Secretary of the Norwegian Embassy in Beirut and Secretary of the Norwegian Embassy in Rome, before becoming the Senior Executive Officer in the Political Department of the Norwegian Ministry of Foreign Affairs. Outside of his work with the Ministry of Foreign Affairs, Ambassador Kamsvåg worked as director of public affairs for Norsk Hydro between 1990-1993.

Nils Ragnar Kamsvåg holds an MA in History from the University of Oslo. Ambassador Kamsvåg is married and has 4 children.

LGBT people in Europe: Opportunities and Challenges for the Balkans – Plenary Sessions (September 12, 11:15 – 12:15)

Axel M. Hochrein



Born in 1963 in Würzburg / Bavaria, was the deputy national chairman of the Lesbian and Gay Union (LSU) from 2001 until 2009, has been a member of the national board of the LSVD (Lesbian and Gay Federation in Germany) since 2003, where he has been responsible for diverse national-wide campaigns by the federation. In 2007, he was one of the original donors to the Hirschfeld-Eddy Foundation – a Foundation for the Human Rights of Lesbians, Gays, Bisexuals and Transgender People – and has been a member of the foundation's board since then. Since 2012, he has represented the LSVD in the board of trustees of the National Magnus Hirschfeld Foundation (established in 2011 by the Federal Republic of Germany). A holder of a degree in business administration and entrepreneur, he lives now with his husband Andreas in Gerbrunn.

Lessons from History: Prosecution of LGBT people in Germany – Key note lecture summary (September 12, 10:15 – 10:45)

It is only 20 years away, that prosecution of LGBT-people in Germany ended. Article 175 of the penal code has prevented for over 120 years a free and self-determined life for gays and lesbians in Germany. After that horrifying period the LGBT-Community in Germany succeeded great steps in its fight toward

Michael D. Kirby



Michael D. Kirby assumed the position of U.S. Ambassador to the Republic of Serbia on September 19, 2012, after serving as Principal Deputy Assistant Secretary for Consular Affairs in Washington, D.C. Prior to holding this position in Washington, he served as the U.S. Ambassador to the Republic of Moldova. He is a career Foreign Service Consular Officer with more than 30 years of service in the State Department. Ambassador Kirby has served in South Korea, Poland, Germany, the former Soviet Union, Denmark, Tanzania, and Guyana.

LGBT people in Europe: Opportunities and Challenges for the Balkans – Plenary Sessions (September 12, 11:15 – 12:15)

Luca Bianconi



Italian diplomat seconded to the EEAS as Head of the political section at the EU Delegation in Belgrade since September 2012.

Previously worked as Deputy Head of Mission at the Italian Embassies in Helsinki, Finland and Sana'a, Yemen, Head of Political Section at the Italian Embassy in the Hague, the Netherlands and Consul at the Italian Embassy in Ankara, Turkey.

LGBT people in Europe: Opportunities and Challenges for the Balkans – Plenary Sessions (September 12, 11:15 – 12:15)

Zsuzsanna Iricsek



She (born 24 January 1987) made her academical studies on the fields of economy and liberal arts. Being inspired by the economical and theoretical aspects of contemporary art, organisational development and social processes led her to work as an art critic and cultural manager on an international level.

Due to the daily and systematic discrimination and oppression she experienced as a lesbian woman she became a human rights activist at the beginning of 2013, when she joined Budapest Pride. The Budapest based LGBTQ organisation is working from a feminist and anti-racist perspective, making essential steps forward in community building, social sensitization and political lobbying through the various cultural events, talks, political meetings and demonstrations organised during the year (just as the annual Budapest Pride Festival, the Budapest Pride LGBTQ Film Festival and the Pride March). The Pride March is not only the most visible LGBTQ event at Hungary, but it also became an important demonstrational platform for a wider, wounded civil sphere in the recent years.

Do Anti-discrimination Policies Really Work? Plenary Sessions (September 12, 11:15 – 12:15)

Saša Gavrić



Saša graduated from the Faculty of Political Science in Konstanz, Germany in 2007, and gained his masters degree in international relations and diplomacy at the University of Sarajevo. From 2005 to 2011 he worked in the Goethe Institute. Together with his colleagues he founded Sarajevo Open Centre, an organization he still runs. He has published a great number of journalistic works and professional and scientific articles and has edited numerous books. He is researching the political systems of Bosnia and Herzegovina, and is very interested in human rights and cultural policies.

Do Anti-discrimination Policies Really Work? Plenary Sessions (September 12, 11:15 – 12:15)

Anti-discrimination laws in the Western Balkans region have not brought any significant change related to the LGBT rights. Institutions still don't implement any actions proactively. In order to move from de-jure prohibition of discrimination to de-facto equality we need to have anti-discrimination policies that will force the state to act proactively and not to wait that discrimination cases happen.

Goran Miletić



Goran Miletić has a Master of Laws from Belgrade University (Serbia) and a European Regional MA in Democracy and Human Rights (joint programme of the University of Sarajevo and the University of Bologna). He has previously worked for the Humanitarian Law Centre (HLC) in Belgrade (Serbia). During his work in HLC, Mr. Miletić dealt mainly with minority rights, including Roma, Albanians and Bosniaks.

Goran Miletić started working for the Civil Rights Defenders (former Swedish Helsinki Committee for Human Rights) in 2004 as Programme Officer and later Human Rights Lawyer for the Western Balkans. His work includes co-operation and support of different human rights and minority NGOs from Serbia, Montenegro, Kosovo, Bosnia and Herzegovina, Croatia and Macedonia. During his work he was particularly engaged in drafting and lobbying for adoption of inclusive anti-discrimination legislation in Western Balkan countries. He prepared and conducted numerous training sessions related to human rights, prohibition of torture, prison monitoring, advocacy, lobbying and monitoring of human and minority rights. Since 2011, he is Programme Director for the Western Balkans within Civil Rights Defenders.

During his work he prepared numerous reports, articles and lectures, and published in the region. His public appearance included thousand human rights related lectures and promotion and advocacy for human and minority rights as well as publishing of different analyses, articles and columns in major media in Serbia and the region. In 2010, Mr. Miletić becomes a candidate for the Equality Commissioner in Serbia, proposed by more than 250 organizations. He is member of European Commission of Sexual Orientation Law (ECSOL) and member of the Board of Heartefact Fund.

At the moment, finalizing PhD thesis at Law school University Union, Belgrade, with subject of discrimination in civil proceedings.

Do Anti-discrimination Policies Really Work? Plenary Sessions (September 12, 11:15 - 12:15)

Jovana Stopić



Jovana Stopić is working as a legal researcher for NGO Belgrade Centre for Human Rights. Two main topics of her interest are human rights and business and issues related of discrimination and rights of vulnerable groups including LGBT persons. She was an author and co-author of numerous reports on anti-discrimination legislation and policy in Serbia and was a member of the BCHR's legal team in cases before the European Court of Human Rights and the Constitutional Court of Serbia, concerning equality and non-discrimination of LGBT persons.

Do Anti-discrimination Policies Really Work? Plenary Sessions (September 12, 11:15 - 12:15)

Her brief presentation will be focused on anti-discrimination guarantees in Serbian legislation and their application by Constitutional Court of Serbia, and the impact of its judgements on shaping antidiscrimination policies.

Marko Juričić



He is co-founder and coordinator of Zagreb Pride where he has been working on projects related to combating discrimination and public advocacy.

Do Anti-discrimination Policies Really Work? Plenary Sessions (September 12, 11:15 - 12:15)

Marko has been involved in LGBTIQ activism in Croatia since 2002, when he was 18 years old and has had since experiencing lobbying for hate-crime legislation, Immigrant Law, Life-Partnership Act and the implementation of the anti-discrimination provision of Croatian legal system. He has also taken part in drafting LGBT policy of the National policy for Gender Equality (2011 - 2015) and Life-Partnership Act (2013).

Danijel Kalezić



He is one of the first publicly visible gay man in Montenegro and one of the leading LGBTIQ Human Rights activists. He is working on promotion and protection of human rights of LGBTIQ people since 2009. He was coordinator on the program for promotion and protection of Human Rights in NGO Juventas from 2009 until 2013. In November 2010 together with other LGBTIQ people from Montenegro he founded an LGBTIQ atavistic group "Queer Birgade". Since 2013 he is the president of the newly established Montenegrin LGBTIQ Association "Queer Montenegro" who organized the first Pride Rally in Capital city of Podgorica "Montenegro Pride" in October 2014 and who are preparing the second „Montenegro Pride Rally 2014" that will be organized this year.

Do Anti-discrimination Policies Really Work? Plenary Sessions (September 12, 11:15 - 12:15)

Lazar Pavlović



Lazar Pavlović was born in 1980 in Zajecar and he is a member of Gay Straight Alliance (GSA) since 2006. He was a member of GSA Executive Committee until 2010, when he becomes an Acting President. He was a member of GSA team for dialogue with parliamentary political parties and government institutions. Also, he was a member of Organizing Committee of Pride Parade 2010, being in charge for public relations.

He participated in most of the GSA projects as Programme Officer, as well as in production of all GSA Annual Reports. Through many contacts with LGBT community, he contributed greatly to membership expansion. He tirelessly advocates GSA activities and results via social networks and internet campaigns.

During 1998, he was a coordinator of New Democracy political party youth in the Zajecar region. During 2000, he was actively involved in Belgrade 'OTPOR (RESISTANCE)', and he's been arrested twice during street actions against Milosevic's regime.

LGBT Path to the Institutions: Sectoral LGBT Anti-discrimination Policies Panel 4 (September 13, 14:00 - 16:00)

Imke Duplitzer



Born in 1975 in Karlsruhe Germany. Started fencing 1986 and participated in five Olympic Games. She won several medals at World and European championships and Olympic Games. Diplome coaching of the German Olympic Sport federation and board member of the Gay and Lesbian Federation of Germany (LSVD).

Sports vs. Homophobia: Building the Community and Raising Awareness – Panel 2 presentation summary (September 12, 14:30 – 16:00)

The professional world of sport is still a place where homosexual people cannot be sure to be accepted or tolerated. Federations are often not willing to include homosexual athletes in their ideas of sport. Discrimination can happen everywhere : in the field of sponsoring, in distribution of official positions or jobs as coaches – homosexuality is often still a knock-out criteria. This is a fact we have to change.

Boris Vrdoljak



He is one of the coordinators of sport activities in qSPORT Zagreb – sport society for LGBTQ athletes and recreation enthusiasts, where he directs regular swimming and ballroom dancing activities*(parallel to badminton and biking group activities), competition travel and special like annual QueerSportWeekend. He is a delegate and

representative in national LGBT campaigns as well as international organizations like European Gay and Lesbian Sport Federation.

Sports vs. Homophobia: Building the Community and Raising Awareness (September 12, 14:30 – 16:00)

Srećko Šekeljić



Srećko Šekeljić led and advised a number of advocacy campaigns on human rights issues, government transparency, and citizen participation. Besides working with NGOs and activist groups, he served in the Office of the President of Serbia, and in international aid organizations providing support to civil society development in the Balkans. Srećko also blogs about politics and social activism for B92, a Serbian national broadcaster.

Building Alliances for LGBT Rights (September 13, 10:00 – 11:30)

Hasan Metehan Özkan



Hasan Metehan Özkan, graduated from Marmara University's Department of Political Sciences and International Relations in 1998. He received his MBA from Yeditepe University and is currently a Ph.D. student in the Department of Anthropology there. Between 1996-2000 he worked for the Istanbul Office of International Immigration Organization of the United Nations. Later he was involved in Civil Involvement Projects of Sabancı University. He is writing his dissertation on the families of LGBT individuals, which is at the core of the organization LİSTAG (Families and friends of LGBTs in Turkey), where he works as a volunteer.

Building Alliances for LGBT Rights (September 13, 10:00 – 11:30)

H.Metehan Ozkan who is the co-producer/adviser of 'My Child' and also one of the initiators of LISTAG will present how a parents organization can be an alliance for LGBT rights movement and a movie can be a medium to fight against homophobia and transphobia in a conservative country, like Turkey. LİSTAG is a voluntary support and solidarity group for families and friends of LGBTI people in Turkey. Only a few number of parents who came together in 2008 set up LISTAG and in a short period of time, the organization grow like a snow ball. The coming out process of parents is not very different than their children's; in time, some of them had courage and self-esteem to share their stories intimately with public in a feature documentary called 'My Child'.

Marina Grnja



Marina Grnja is an activist and graduate journalist on the position of project coordinator and advocacy consultant at the Novi Sad School of Journalism. She is mainly engaged in the analysis of media discourses within media monitoring, advocacy campaigns, and projects related to investigative journalism. She graduated at the University of Novi Sad, Faculty of the Philosophy, and finished her master studies at the University of Belgrade, Faculty of Political Science.

Building Alliances for LGBT Rights (September 13, 10:00 – 11:30)

Inge Breuling



When my son was 18 he told me he was gay. As I had always been interested in unusual social circumstances I had thought it necessary for me as a teacher to know about homosexuality. So my son's news did not come as a shock (it took my husband several months until he could totally accept our son's inclination). However, I wanted to know more and joined the Nürnberg parents' self-help group. I got more and more engaged there and eventually became a member of the board of BEFAH (Parents and friends of Lesbians and Gays) for some years, where I was mainly responsible for foreign ties.

I am a retired teacher (73 years old) and due to lack of English speaking members of the BEFAH board, I'm mainly responsible for helping with foreign ties.

Building Alliances for LGBT Rights (September 13, 10:00 – 11:30)

I am going to speak about my personal experiences, i.e. about the manifold problems that arise with parents who get into contact with the group, their own fears (mainly „What will the neighbours say?) and their concerns about their child's future life. I will then explain how we try to take their fears. I will also speak about how the local groups work and what BEFAH's main activities are like.

Mirjana Bogdanović



Mirjana was born in 1974 in Krusevac. Previously, as a member of the GSA Executive Committee she was mostly dedicated in creating of development strategy. She coordinated most of the GSA projects relating to the implementation of Anti-Discrimination Law and reduction of violence over LGBT persons. She is a lobbyist and creator of political strategy of GSA, also being in charge for negotiations with government institutions and safety strategy of Pride Parade 2010 as Organizing Committee member.

Mirjana was a regional Development Director of NGO Youth Initiative for Human Rights (YIHR).

She was also on the position of General Secretary of Civic Alliance of Serbia (CAS, GSS), and a member of Presidency of that political party. Before that, she was a Secretary and then the President of Belgrade Executive Board of CAS, GSS.

Since mid 90s, she was a manager and participant of many campaigns for democratization of Serbian society, within both political and non-governmental sector. She was also a Chief of Belgrade Electoral Headquarter of CAS, GSS for local elections in 2004, as well as a member of Central Electoral Headquarter of GSS-LDP-LSV coalition for parliamentary elections in 2007.

Building Alliances for LGBT Rights (September 13, 10:00 – 11:30)

Marijn Pijnenburg



He is IBM's Business Development Executive for Diversity and LGBT for Europe, Middle East and Africa. In this role he provides strategic advisement to IBM customers in traditional and growth markets on how to leverage human capital, diversity, inclusion, LGBT and collaboration as critical business drivers to foster innovation and generate business opportunities in the global market place.

Marijn joined IBM in 1996 and has worked in various roles in Strategy & Change and Business Transformation. He is initiator of a several LGBT Business Forums throughout EMEA and board member of Workplace Pride, an NGO focussing on ensuring safe and inclusive workplaces for the LGBT employees. And steering committee member of OUTstanding, a not-for-profit professional network for LGBT and ally executives focused on driving LGBT inclusion at a senior level in business.

Economic Costs of Homophobia and Transphobia (September 13, 12.00 – 13.30)

Tatjana Greif



Tatjana Greif (1966) holds PhD in Archaeology. She's involved in theory and activism in the area of sexual orientation and gender identity, culture, arts and politics of LGBTI. She is coordinator of lesbian Section of ŠKUC-LL, editor of book edition "Vizibilija" and the "Journal for the Critics of Science and New Anthropology", and leader of several educative, cultural and human rights programs. She published over five hundred journalistic and scientific works, and received many scholarships, including recently the Fulbright scholarship. She served as member of the executive board of "ILGA-Europe (1998-2005)", was delegate to "European Economic and Social Committee" (2005-2006), member of the "Governmental Council for Equal Opportunities of Republic of Slovenia" (2005-2009), etc.

Discrimination, harassment, mobbing and various forms of inequalities in employment and labor market bring along considerable consequences affecting not only the victims of discrimination but much wider socio-economic ground. Discrimination in employment is a high risk practice, bringing along negative impact for both employees and employers, it's destructive and harmful for human life, it brings permanent damage for economic development and social welfare. Homophobic and transphobic discrimination bear the same high prize as other forms of negative behavior. Since 2004 Lesbian section ŠKUC-LL is developing and implementing educative and awareness raising programs for equal opportunities, non-discrimination and diversity management in employment, focused on protection of vulnerable groups of workers, including LGBT. In its efforts to bring along positive change ŠKUC-LL successfully works together with trade unions, employers associations and NGOs in Slovenia and Europe.

Economic Costs of Homophobia and Transphobia (September 13, 12.00 – 13.30)

Nathan Koeshall



Nathan Koeshall is Director of Catalyst, a new initiative committed to measuring and promoting philanthropic culture in the Western Balkans. Catalyst is using publicly available data and press clippings as primary data sources in building a region-wide database on domestic corporate and individual philanthropy.

Previously, Nathan served as Senior Program Officer for the Balkan Trust for Democracy (BTD), a project of the German Marshall Fund of the United States. Nathan has more than 15 years of development experience in the Western Balkans and has skill sets in civil society development and promotion with special interests in engaged citizenship, social change, catalyzing and advising local-sourced philanthropy, community-based participatory development, and post-conflict development and reconciliation.

Economic Costs of Homophobia and Transphobia (September 13, 12.00 – 13.30)

Boban Stojanović



Boban Stojanović is one of the most prominent LGBT activists in Serbia, as well as one of the most active gay activists in the Balkans. Boban has been involved in the human rights issues for almost 20 years: he started his work as a volunteer in refugee centers throughout the war period in the nineties, while today he is the organizer of the most important human rights event, the Belgrade Pride Parade.

Boban got involved in the human rights advocating by volunteering in refugee centers, where he mostly worked on the rehabilitation of children. He later joined initiatives against family violence and he worked in the feminist and peace organization Women in Black as a Coordinator of the Network for Conscientious Objection. In 2006 with a group of friends he founded Queeria Center that has significantly contributed to the visibility of the LGBT community in Serbia. Since 2010, Boban has been one of the key organizers of the Belgrade Pride Parade.

Being one of the few outed activists; he was frequently exposed to attacks and provocations. Beside the regular threats, he was brutally beaten after a protest, while last year his apartment was vandalized by a neo-Nazi group.

Boban is a columnist on a few engaged web portals and is often present in the Serbian media. He published his autobiography last year, *As if Everything was OK*, and he was nominated twice for the Global Exchange People's Choice Awards.

Economic Costs of Homophobia and Transphobia (September 13, 12.00 – 13.30)

Björn van Roozendaal



Björn is responsible for overall management ILGA-Europe's Programmes Service Area and its team. He oversees the implementation of ILGA-Europe's strategy on building capacities of the LGBTI movements throughout Europe. Björn's tasks include overseeing the implementation of the capacity building projects, the management of the Human Rights Violations Documentation Fund, coordination of the organisation of ILGA-Europe's Annual Conference, advocacy on EU's foreign and development policies, programmes development and fundraising.

Before joining ILGA-Europe, Björn worked with COC Netherlands, first as Project Consultant and later as International Advocacy Officer. He has taken the lead in developing the international advocacy work of COC Netherlands, and as such has worked with various international organisations, including the United Nations, the OSCE, the European Union and the Council of Europe. In this role he worked with activists from all over the world and in particular with groups in the Balkans, Turkey and Central-Asia.

Activist work for Björn started with the Dutch LGBT youth magazine 'Expreszo' and later was a board member with IGLYO, and advised the preceding board afterwards. Currently he is a member of the board of trustees of the Planet Romeo Foundation and also serves on the LGBT rights working group of Liberal International.

Björn holds a degree in Communications from the Inholland University in Rotterdam, the Netherlands. His thesis covered the subject of philanthropy fundraising in the Netherlands.

When leaving COC Netherlands in 2012 Björn's work was recognised with an organisational award. His work previously has been recognised by his election of 'Dutch European young person of the year', in 2007.

Leveraging inter (regional) cooperation to secure LGBT rights nationally (September 12, 14.30 – 16.00)

Krisztina Kolos Orban



Krisztina Kolos Orban, born in 1976 and based in Hungary, joined Transgender Europe's Executive Board in 2014. As an activist Krisztina Kolos has been active in the LGBT movement on the national level since 2005 before the foundation of Transvanilla Transgender Association in 2011. Krisztina Kolos is serving as one of the vice presidents of Transvanilla today. In their international activity they are part of the CEE working group of TGEU focusing on Central Eastern Europe and the Balkans.

Leveraging inter (regional) cooperation to secure LGBT rights nationally (September 12, 14.30 – 16.00)

The Position of Lesbian, Bisexual and Trans Women: from Community Building to Mainstreaming Efforts (September 13, 14.30 – 16.00)

Emila Spasojević



Emila Spasojevic is Head of Department for Research, Analytics and Reporting in the Commissioner for the Protection of Equality (CPE), in charge for analyzing domestic and international antidiscrimination legislation, relevant documents and legal practice in order to improve, innovate and implement the activities of the CPE. She is co-author of the Law on the Prohibition of Discrimination of the Republic of Serbia. She is a Trainer in the Governmental Human Resource Management Service providing lectures in the area of Human Rights and combat against Discrimination, Member of the Equinet Working Group Policy Formation, Speaker at various antidiscrimination trainings and workshops and author of various projects regarding antidiscrimination and equality issues.

Outlook: LGBT rights in Serbia in the next years (September 13, 17:15 – 18:30)

Volker Beck



Born 12 December 1960 in Stuttgart-Bad Cannstatt; widowed/gay life partnership) is a German politician, human rights activist and Member of Parliament for the Green Party in the Bundestag since 1994. He is member of Committee on Internal Affairs.

Beck served as the Green Party Speaker for Legal Affairs from 1994–2002, and as the Green Party Chief Whip in the Bundestag from 2002-2013 and human rights spokesman from 2005-2013.

Beck served as spokesman of the Association of Lesbians and Gays in Germany (Lesben- und Schwulenverband in Deutschland) LSVD for over ten years. He is a supporter of same-sex marriage and has been referred to as the „Father of the German Registered Partnership Act“.

In 2003, the German Bundestag decided on his initiative that the Federal Republic of Germany will erect a national memorial in the centre of Berlin for homosexuals persecuted by the Nazi Party. In 2006, he sponsored an anti-discrimination act in civil law and at the workplace, outlawing discrimination based on race, ethnic origin, sex, sexual identity, religion, age, and disability. He is also an important figure in recompense for victims of Nazism. He negotiated the foundation Remembrance, Responsibility and Future (slave labor recompensation).

More information:
<http://www.volkerbeck.de/sprachen/english/>

Political Participation of LGBT Persons – Panel 5 presentation summary (September 13, 14:30 – 16:00)

Equal rights for everybody are the basics of democratic society. But to achieve our rights we must organize the LBTTI-Community and elect leaders who lead our struggle in public and in parliaments. We need allies but to go forward we must make our voice heard.

Robert Biedroń



He was elected member of the Polish Parliament in 2011 as the first openly gay candidate in Poland. He is an active member of the Committee on Equality and Non-Discrimination at the Parliamentary Assembly of the Council of Europe and PACE General Rapporteur on the rights of LGBT people.

He is also the Vice-Chairperson of the Committee of Justice and Human Rights and a member of the Committee of Foreign Affairs at the Polish Parliament.

Mr Biedron holds a Master's degree in political science, graduated from the School of Political and Social Leaders and from the School of Human Rights run by the Helsinki Committee for Human Rights. Mr Biedroń was an originator, co-founder and a long-term president of the Campaign Against Homophobia, a member of boards of several foundations and associations.

Political Participation of LGBT persons – Panel 5 presentation summary (September 13, 14:30 – 16:00)

Miha Lobnik



Miha has led in 1998 a group of students that started the first LGBT youth group in Slovenia. 300 people attended their activities in the next two years. In 2001, an NGO has been registered, that is today one of the most efficient LGBT rights NGO's in Slovenia (LEGEBITRA). In 1999, he joined the board of IGLYO and focused his work on encouragement of LGBT youth work in the Balkan region and three years later, he organized an international hearing on LGBT youth from Balkan region. Since 2004 Miha started his assignment at the ILGA Europe office in Brussels as a program assistant, working also with members in the region and lobbying at The Council of Europe. Later in 2005, he was elected as a board member of ILGA Europe. In his later roles, Miha has been a spokesperson for Slovenian LGBT movement and he coordinated a national referendum on a new family law. Currently, he works as a program director of Community based testing and prevention counseling program in DIC LEGETITRA. In 2012 Miha Lobnik led the national referendum campaign on the family law.

Political Participation of LGBT persons – Panel 5 (September 13, 14:30 – 16:00)

Aleksandar Stojmenović



Police Officer of the Ministry of Internal Affairs of the Republic of Serbia. Since 2011 he had been working in the Police Directorate. In February 2014, he was appointed by the Minister for the liaison officer to the LGBTQ community.

From 2007 to 2011 he worked in the Directorate of Border Police in Presevo.

Milan Pantelić



He was born in 1983 in Belgrade. He graduated from law school and gained a master's degree in democracy and human rights within European integrations. He was one of the first people in Serbia to deal with the status of LGBT people in the legal system through his master's thesis "Sexual minorities in the process of European integrations – legal perspective".

He became a member and an activist in the Gay Straight Alliance (GSA) in 2012, and as the first out-LGBT person in Serbia who has entered the state institutions, he has recently been made a member of the Council for Gender Equality of the Serbian Government, representing GSA. He belongs to the new generation of GSA leaders.

Milan's working in Ministry of Economy, in Sector for Entrepreneurship and Competitiveness. He is member of Working Group for Amendments to the Law on Gender Equality and he was member of Working Group for Drafting the National Strategy Combating Discrimination and Violence.

Political Participation of LGBT persons – Panel 5 (September 13, 14:30 – 16:00)

Olga Lenkova



Born in Leningrad, Soviet Union. Was growing up witnessing the changes that the country was going through in 80'ies and 90'ies. Studied linguistics at St. Petersburg state university, while developing an interest in history and social justice movements. In 2009 first became an activist joining LGBT organisation „Coming Out' based in St. Petersburg, Russia. Over time became one of the key members of the team and served as the organisation's spokesperson for 2 years. Resigned from the position about a year ago, after being intensely involved in fighting against homophobic legislation on the regional and national level, and against the persecution of the organisation under the 'foreign agents' law.

Olga's interest now is in development and encouragement of sustainable activism and burn-out prevention.

The Position of Lesbian, Bisexual and Trans Women: from Community Building to Mainstreaming Efforts (September 13, 14:30 – 16:00)

Olga will talk about the current situation for LBT-women in Russia, covering the challenges posed by the governmental policies and consequences of the double discrimination, with no effective state-run programs aimed at these groups of women. She will also talk about the common difficulties experienced by the civil society in Russia, including LGBT and feminist organisations and initiative groups.

Anastasia Danilova



Anastasia Danilova (31 years old) is the Executive Director of GENDERDOC-M Information Center, a Moldovan non-governmental, community-oriented organization that protects the rights of LGBT people. She received support and legal assistance from the organisation in 2004, as a victim of discrimination, and then became involved as a volunteer, working on GENDERDOC-M's print publication for lesbians entitled Tema (Theme).

Before becoming Executive Director in 2010, she worked as the Women's Program Coordinator within the organization for three years.

The Position of Lesbian, Bisexual and Trans Women: from Community Building to Mainstreaming Efforts (September 13, 14:30 – 16:00)

Klaus Jetz



Klaus Jetz has been working with the Lesbian and Gay Federation in Germany LSVD since 1995, firstly as LSVD's press spokesperson in Cologne and in Berlin. Since 2004 he is LSVD's director and since 2007 he is responsible as well for LSVD's human rights foundation, the Hirschfeld Eddy Foundation.

Before joining LSVD he worked as a journalist for Latin American issues, as a translator for Spanish and Latin American Literature, with a Central American Tourism Office and in a Media watch project with the Heinrich Böll Foundation.

Outlook: LGBT rights in Serbia in the next years – Plenary session presentation summary (September 13, 17:15 – 18:30)

How will LGBT people live in Serbia and the Western Balkans in 2020? What will their legal and social situation look like? Does the fact that Serbia is an accessing country to the EU really play such an important role? How can societies in Serbia and the region overcome radical homophobic and transphobic attitudes and increase the acceptance of LGBT people?

Marko Ivković



NDI's Regional Elections Administration and Political Processes Strengthening Program Director

Mr. Marko Ivkovic comes to the National Democratic Institute with seventeen years of experience working with civil society organizations across the Balkans and Eurasia. Ivkovic is responsible for designing and implementing NDI's Belgrade based Regional Program, working on Electoral, transparency and accountability of the governments and inclusion of underrepresented and marginalized groups in politics, along with assisting NDI's partners on issues such as leadership development, issue advocacy, citizen outreach, nonpartisan election-related education and monitoring, and broader organizational development.

Prior to joining NDI, Ivkovic worked for nine years with the Centre for Free Elections and Democracy (CeSID) in Serbia. While affiliated with CeSID, Mr. Ivkovic participated in numerous election assistance and issue advocacy programs throughout Eurasia and Balkans, conducted under the auspices of NDI, the Organization for Security and Cooperation in Europe (OSCE) and the European Network of Election Monitoring Organizations (ENEMO).

Ivkovic holds a MBA degree in Organizational Management.

List of participants

1	Anastasia	Danilova	Gender Doc M	Moldova	anastasia.danilova@gdm.md
2	Natia	Gvianishvili	Women's Initiative Supportive Group	Georgia	natiagvianishvili@gmail.com
3	Viktoryia	Zhukova	US Peace Corps	Ukraine	vzhukova@peacecorps.gov
4	Olga	Lenkova	Coming Out	Russia	olga@comingoutspb.ru
5	Andriy	Maymulakhin	Nash MIR Center	Ukraine	coordinator@gay.org.ua
6	Kaspars	Zalitis	ASSOCIATION OF LGBT AND THEIR FRIENDS "MOZAIKA"	Latvia	kaspars.zalitis@gmail.com
7	Hayriye	Kara	Kaos GL	Turkey	hayriye@kaosgl.org
8	Imke	Duplitzer	LSVD	Germany	imke.duplitzer@lsvd.de
9	Inge	Breuling	BEFAH	Germany	inge@breuling.de
10	Ulrich	Klicker	BEFAH	Germany	ulrich.klicker@t-online.de
11	Hasan Matehan	Ozkan	LISTAG	Turkey	hasanmetehanozkan@gmail.com
12	Konstantina	Kosmidou	OLKE	Greece	konstantina.kosmidou@gmail.com
13	Zofia Klara	Jablonska	Campaign Against Homophobia (KPH)	Poland	zjablonska@kph.org.pl
14	Robert	Biedron	Council of Europe	Poland	robertbiedron@gmail.com
15	Timm	Köhler	EVZ Stiftung	Germany	koehler@stiftung-evz.de
16	Christoph	Strässer	Deutscher Bundestag	Germany	mrhh-b-vz@diplo.de; christoph.straesser@bundestag.de
17	Volker	Beck	Deutscher Bundestag	Germany	berlin@volkerbeck.de
18	Klaus	Jetz	Hirschfeld-Eddy-Foundation	Germany	klaus.ietz@lsvd.de
19	Axel	Hochrein	Hirschfeld-Eddy-Foundation	Germany	axel.hochrein@lsvd.de
20	Anja	Kretzer	Hirschfeld-Eddy-Foundation	Germany	anja.kretzer@hirschfeld-eddy-stiftung.de
21	Manuel	Kowalewski	EVZ Stiftung	Germany	
22	Dennis	Hönig	EVZ Stiftung	Germany	Kowalewski@stiftung-evz.de
23	Bjorn	van Rozendaal	ILGA EUROPE	Belgium	bjorn@ilga-europe.org
24	Theresa (Terry)	Reintke	EU Parliament	Belgium	terry.reintke@europarl.europa.eu
25	Marijn	Pijnenburg	IBM	Netherlands	marijn.pijnenburg@nl.ibm.com
26	Krisztina (Tina)	Kolos Orbán	TG Europe	Hungary	tina@tgeu.org
27	Jelena	Dačić	Juventas	Montenegro	jelena.colakovic@gmail.com
28	Naim	Ajger	Center for Equality and Liberty	Kosovo	naim.ajger@hotmail.com
29	Saša	Gavrić	Sarajevo Open Center	BiH	sasa@soc.ba
30	Feda	Bobić	Sarajevo Open Center	BiH	fedja@soc.ba
31	Dina	Vilić	Sarajevo Open Center	BiH	dina@soc.ba
32	Jozo	Blažević	Sarajevo Open Center	BiH	jozo@soc.ba
33	Marko	Jurčić	Zagreb Pride	Croatia	info@zagreb-pride.net
34	Dubravko	Pogledić	Iskorak	Croatia	dubravko@iskorak.hr
35	Ivan	Kasapović	Iskorak	Croatia	ivan.kasapovic.casper@gmail.com
36	Boris	Vrdoljak	Qsport	Croatia	boris@qsport.info
37	Tonči	Kranjčević Batalić	Qsport	Croatia	tonci@qsport.info
38	Tatjana	Greif	Škuc LL	Slovenia	tatjana.greif@guest.arnes.si
39	Urška	Sterle	Škuc LL	Slovenia	urskasterle@yahoo.com
40	Simon	Maljevac	Legebitra	Slovenia	simon.maljevac@gmail.com

41	Jasenko	Suljetović	Banjalučko Udruženje Kvir Aktivista	Bosnia and Herzegovina	jasenko.suljetovic@gmail.com
42	Zsuzsanna	Iricsek	Budapest Pride	Hungary	iricsek.zsuzsanna@budapestpride.hu
43	Gordana	Trpčevska	Women's Alliance	Macedonia	gordanatrpevska@yahoo.com
44	Sanja	Juras	Lesbian Group Kontra	Croatia	sanja.juras@gmail.com
45	Dragana	Drndarevska	Coalition for "Sexual and Health Rights of Marginalized Communities"	Macedonia	dragana88dragana@gmail.com
46	Marina	Grnja	Novi Sad School of Journalism	Serbia	marinagrnja@gmail.com marina@novinarska-skola.org.rs
47	Svjetlana	Timotić	Iz Kruga Vojvodina	Serbia	svjetlana.timotic@izkrugavojvodina.org
48	Veronika	Mitro	Iz Kruga Vojvodina	Serbia	veronika.mitro@izkrugavojvodina.org
49	Goran	Marjanović	Rainbow Association	Serbia	goranmarjanovic87@hotmail.com
50	Ivan	Džinanić	Rainbow Association	Serbia	asocijaciaduga@open.telekom.rs
51	Nebojša	Petronić	Rainbow Association	Serbia	asocijaciaduga@open.telekom.rs
52	Miloš	Mušicki	Rainbow Association	Serbia	asocijaciaduga@open.telekom.rs
53	Milan	Nadi	Rainbow Association	Serbia	asocijaciaduga@open.telekom.rs
54	Danica	Jovanović	Romnjako Ilo	Serbia	danica.jovanovic09@gmail.com
55	Sanja	Nešić	Romnjako Ilo	Serbia	rromnjako_ilo@yahoo.com
56	Vesna	Čerimović	Romnjako Ilo	Serbia	rromnjako_ilo@yahoo.com dragan.djordjevic@chris-network.org
57	Dragan	Đorđević	CHRIS Network	Serbia	
58	Luis	Abolafia	Gay and Lesbian Victory Institute	USA	luis.abolafia@victoryinstitute.org
59	Danijel	Kalezić	Queer Montenegro	Montenegro	danijel@queermontenegro.org
60	Antonio	Mihajlov	Subversive Front	Macedonia	president@s-front.org
61	Rajmonda	Sylbije	Center for Equality and Liberty	Kosovo	rajmonda.sylbije@gmail.com
62	Miha	Lobnik	Legebitra	Slovenia	miha.ilga@gmail.com
63	Aleksandar	Prica	Rainbow Association	Serbia	asocijaciaduga@open.telekom.rs
64	Liridona	Kastrati	Center for social emancipation - QESh	Kosovo	trombi.dk@gmail.com
65	Ivana	Medovarski	Vojvodina's Party	Serbia	ivka13@gmail.com
66	Marina	Vlahović	Labris	Serbia	marinko_tabanic@hotmail.com
67	Nataša	Popović		BiH	p.natasa92@gmail.com
68	Edin	Islamović		BiH	islamovic85@gmail.com
69	Bekim	Asani	LGBT United Macedonia	Macedonia	bekolgbtunitedmacedonia@gmail.com
70	Ammar	Borančić	Liberal Party of Montenegro	Montenegro	ammarscl@gmail.com
71	Marsel	Zeqiri	Alliance against LGBT discrimination	Albania	marsel.zeqiri@hotmail.com
72	Olivera	Babić	/	Serbia	mojazelenozutasolja@hotmail.com
73	Vladica	Jovanović	Građanske inicijative	Serbia	wlayche@gmail.com
74	Jovana	Nikolić	Egal	Serbia	yowana.n@hotmail.com
75	Stafan	Šparavalo	Ben-Gurion Center for Modern Israeli Studies	Serbia	stefansparavalo@hotmail.com
76	Goran	Lončar	Center for Society Orientation	Serbia	goran.loncar@cod.rs
77	Kristina	Kastelec	Liberal Democratic Party PLUS PRAVIMO I JOS JEDAN NAME TAG NA LABRIS	Serbia	k.kastelec@gmail.com

78	Nevena	Janković	Egal	Serbia	neve25yu@yahoo.com
79	Aleksandar	Savić	Youth Group of Helsinki Committee for Human Rights	Serbia	aleksandar.b.savic@gmail.com
80	Leslie	Hess	OSCE	Serbia	leslie.hess@osce.org
81	Andjelka	Prvulovic	Patria	Serbia	andjelka.prvulovic@gmail.com
82	Marko	Miličević	Patria	Serbia	milicevic4@gmail.com
83	Milena	Gatarić	Patria	Serbia	milenagataric@hotmail.com
84	Isidora	Isakov	Support Group for Young LGB Persons "Come Out"	Serbia	isidora@podrska.in.rs
85	Elena	Kuzmanović	Private Practice	Serbia	elenakuzmanovic@gmail.com
86	Lazara	Marinković	IDAHO Belgrade	Serbia	lazaralazara@gmail.com
87	Tamara	Petrović	Center for Study in Cultural Development		pettami@yahoo.com
88	Danko	Runić	The Heartefact Fund	Serbia	danko@heartefact.org
89	Filip	Kerčov	The Heartefact Fund	Serbia	filipk@heartefact.org
90	Tamara	Laketić	Gay-Straight Alliance	Serbia	tamara.laketic@outlook.com
91	Jovana	Vuković	Regional Centre for Minorities	Serbia	jovana@minoritycentre.org
92	Predrag	Azdejkovic	Gej lezbejski info centar	Serbia	predrag@azdejkovic.com
93	Milan	Arandžević	Gej lezbejski info centar	Serbia	neverovatnimiki@yahoo.org
94	Djurica	Stankov	AS - Center for the Empowerment Youth of people who are living with HIV and AIDS	Serbia	office@aids-support.org
95	Ilija	Milosević	IDAHO Belgrade	Serbia	laselas@gmail.com
96	Marijana	Stojković	Antikrizni centar		antikriznicentar@eunet.rs
97	Izet	Bojčić	NVO EABG	BiH	nvoeabg@gmail.com
98	Obren	Calasan	NVO Izazov		nvoizazov@yahoo.com
99	Marko	Ilić	Youth Initiative for Human Rights	Serbia	marko.ilic@yih.org
100	Stanislava	Vidović	GIZ GmbH	Serbia	stanislava.vidovic@giz.de
101	Gianfranco	D'eraimo	IPA Project" Implementation of Antidiscrimination Policies in Serbia", EPTISA	Serbia	gderamo@eptisa.com
102	Dubravka	Milovanović	GIZ SPPHT GmbH	Serbia	dubravka.milovanovic@giz.de
103	Edin	Omanović	IDAHO Belgrade	Serbia	edinoomanovic@gmail.com
104	Marijana	Stevuljević	Interkultivator	Serbia	marija.stevuljevic@gmail.com
105	Nevena	Boroja	Y-PEER Network	Serbia	nevena.boroja@gmail.com
106	Jelena	Durbaba	German Foundation for International Legal Cooperation (IRZ)	Serbia	irz.beograd@yahoo.de
107	Jelena	Jokanović	OSCE	Serbia	Jelena.Jokanovic@osce.org
108	Zorana	Antonijević	OSCE	Serbia	zorana.antonijevic@osce.org
109	Ognjen	Pokrajac	NVO Izazov		nvoizazov@yahoo.com
110	Slavoljub	Gudurić	NVO Sveta anna		wrldwrld@gmail.com
111	Marijana	Vucicevic	NVO Pravnik		adoptionadoption23@gmail.com
112	Atina	Gajdos	NVO GREEN		nvogreen@yahoo.com
113	Viktoria	Čović	Assembly of APV	Serbia	covicv@skupstinavojvodine.gov.rs
114	Milica	Jeremić	Gayten-LGBT	Serbia	persefona@kontra-punkt.info
115	Maja	Sedlarević	Assembly of AP Vojvodina	Serbia	majasedlarevic@yahoo.com

116	Nikola	Kovačić	Centar ŽIVETI USPRAVNO	Serbia	kniki90@yahoo.co.uk
117	Marko	Vasiljević	Regional Centre for Minorities	Serbia	marko@minoritycentre.org
118	Marina	Rakić	IBM SMMA	Serbia	marina.rakic@rs.ibm.com
119	Rade	Kuzmanović	Q-Club	Serbia	alphatrione@gmail.com
120	Natalija	Ginić	Partija "Zeleni Srbije"	Serbia	natalija.ginic@zelenisrbije.or
121	Ljupka	Sibinović	Center for Civil Resource Development (CRCR Nis)	Serbia	ljupkacrcr@gmail.com ivana.randjelovic@civilrightsdefenders.org
122	Ivana	Randžević	Civil Rights Defenders	Serbia	
123	Dušan	Maljković	Center for Queer Studies	Serbia	palpatin@gmail.com
124	Borjana	Vorkapić	Association for Support, Education, and Aid (ASEA)	Serbia	borjanavorkapic@gmail.com
125	Marija	Borota	Center for Youth Integration	Serbia	marija.borota@gmail.com
126	Marko	Kažić	Youth Group of Helsinki Committee for Human Rights	Serbia	markoo.kazic@gmail.com
127	Stefan	Jeremić	Youth Group of Helsinki Committee for Human Rights	Serbia	jere.1995@hotmail.rs
128	Gordana	Arackić Nikolić	Delegation of the European Union	Serbia	gordana.arackic@ec.europa.eu
129	Luca	Bianconi	Delegation of the European Union	Serbia	luca.bianconi@eeas.europa.eu
130	Ljiljana	Gaković	Women in Black	Serbia	seherezada7@yahoo.com
131	Jelena	Vidić	Gayten-LGBT	Serbia	vidic.jelena@gmail.com
132	Laslo	Čikoš	State Secretary for Gender Equality	Serbia	drzavnisekretar.sz@minrzs.gov.rs
133	Natalija	Ostojić	Ministry of Labour, Employment, Veteran and Social Issues	Serbia	drzavnisekretar.sz@minrzs.gov.rs
134	Vladan	Avramović	British Embassy	Serbia	vladan.avramovic@fco.gov.uk
135	Alex	Cooper	Labris	Serbia	wgalexander.cooper@gmail.com
136	Branka	Simić	Labris	Serbia	branka.simic@labris.org.rs
137	Jovanka	Todorović	Labris	Serbia	jovanka.todorovic@labris.org.rs
138	Dragana	Todorović	Labris	Serbia	dragana.todorovic@labris.org.rs
139	Angelina	Žeželj		Serbia	
140	Dragoslava	Barzut	Labris	Serbia	dragoslava.barzut@labris.org.rs
141	Mina	Damnjanović	Labris	Serbia	mina.damnjanovic@labris.org.rs
142	Aleksandra	Pešić	Labris	Serbia	aleksandra.pesic@labris.org.rs
143	Marina	Vukelić	Labris	Serbia	marina.vukelic9@labris.org.rs
144	Meho	Omerović	Member of the Parliament Serbia	Serbia	meho_sdps@live.com
145	Zorica	Mršević	Institute of Social Sciences	Serbia	zmrsevic@idn.org.rs
146	H.E. Nils Ragnar	Kamsvåg	Norwegian Ambassador to Serbia	Serbia	ivan.kuzminovic@mfa.no
147	H.E. Laurent Louis	Stokvis	Ambassador of the Kingdom of the Netherlands to the Republic of Serbia	Serbia	lvar.Scheers@minbuza.nl
148	Ivar	Scheers	Embassy of the Kingdom of the Netherlands to the Republic of Serbia	Serbia	lvar.Scheers@minbuza.nl
149	H. E. Michael	D. Kirby	US Ambassador to the Republic of Serbia	Serbia	fureyKT@state.gov
150	Antje Christa	Rothmund	Head of the Mission of Council of Europe in Serbia	Serbia	Mona.ALGHAITH@coe.int

151	Luca	Bianconi	Head of Political Section, Delegation of the European Union	Serbia	lva.SAVIC@eeas.europa.eu
153	Boban	Stojanović	Belgrade Pride	Serbia	boban@parada.rs
154	Nathan	Koeshall	Catalyst	Serbia	nkoeshall@gmail.com
155	Mirjana	Maksimović	Social Inclusion and Poverty Reduction Unit	Serbia	mirjana.maksimovic@gov.rs
156	Marko	Ivković	National Democratic Institute	Serbia	mivkovic@ndi.org
157	Dragana	Grabovica	Protector of Citizens of the Republic of Serbia	Serbia	dragana.grabovica@zastitnik.rs
158	Gregory	Czarnecki	Open Society Institute	Hungary	Gregory.Czarnecki@opensocietyfoundations.org
159	Tanya	Domi	Columbia University, Harriman Institute		tanya.domi@gmail.com
160	Jordan	Maze	Sarajevo Open Center	Bosnia and Herzegovia	jordanemaze@gmail.com
161	Milica	Đorđević	Center for Youth Integration	Serbia	milica@cim.org.rs
162	Dominic	Haydn Braithwaite	British Embassy Belgrade	Serbia	Haydn.Braithwaite@fco.gov.uk
163	Paola	Petrić	Heinrich Böll Stiftung	Serbia	Paola.Petric@rs.boell.org
164	Mladen	Antonijević	Forum for Ethnic Relations	Serbia	antonijevicpriljeva@gmail.com
165	Sonja	Biserko	Helsinki Committee for Human Rights in Serbia	Serbia	biserkos@gmail.com
166	Aleksandra	Galonja	Institute for Sustainable Communities	Serbia	agalonja@iscserbia.org
167	Marijana	Toma	Humanitarian Law Center	Serbia	education@hlc-rdc.org
168	Sandra	Orlović	Humanitarian Law Center	Serbia	sandra.orlovic@hlc-rdc.org
169	Anđela	Čeh	IPAK Center	Serbia	andjela.ceh@ipakcentar.org
170	Sanda	Brumen	Lesbian Group Kontra	Croatia	sandaa@gmail.com
171	Milan	Pantelić	Gay Straight Alliance	Serbia	milan.pantelic@gsa.org.rs milan.pantelic@live.com
172	Aleksandar	Stojmenović	Ministry of Internal Affairs	Serbia	alexandar.stojmenovic@gmail.com
173	Mirjana	Bogdanović	Gay Straight Alliance	Serbia	mirjana.bogdanovic@gsa.org.rs
174	Marko	Milenković	YUCOM	Serbia	marko.milenkovic@yucom.org.rs
175	Michael	Uyehara	Acting Head of the OSCE Mission to Serbia	Serbia	Maja.Grsic@osce.org ssekeljic@iscserbia.org , srecko@balkanist.net srecko@sekeljic.com srecko.sekeljic@gmail.com
176	Srećko	Šekeljić	PFLAG Serbia	Serbia	ssekeljic@iscserbia.org , srecko@balkanist.net srecko@sekeljic.com srecko.sekeljic@gmail.com
177	Tijana	Bukilić	LGBG Forum Progress	Montenegro	tijabuk@yahoo.com
178	Pavle	Popov	Civil Rights Defenders	Serbia	pavle.popov@civilrightsdefenders.org
179	Desanka	Drobac	Labris	Serbia	amanmorebre@yahoo.com
180	Adi	Sinan	OSCE	Serbia	Adi.Sinani@osce.org
181	Milana	Lazić	Social Inclusion and Poverty Reduction Unit	Serbia	milana.lazic@gov.rs

Practical and useful information

Conference Venue

Conference will take place in Belgrade, **Hotel Metropol**, Bulevar Kralja Aleksandra 69, Conference room: Nikola Tesla

Departure travel

Organizers have organized transport from Hotel Park – Airport at 11.30 & 15.00

Some Recommended Restaurants, bars, and coffee shops

- Martaan, kafic, Dositejeva 26,
- Blaznavac, Kneginje Ljubice 18,
- Beton Hala Karadorđeva - Restaurants+bars, do not miss Frida restaurant+bar
- Intergalactic Diner, Diner, American Restaurant, and Burger Joint
- Internacionalnih Brigada 22 (Branicevska), 11000 Belgrade, Serbia
- Bar Meduza Jevremova 6

Vegetarian restaurants

- Mumbai Palmoticeva 5

Coffee shops

- Coffee dream,
- Greenet coffee,

Suggestions for nightlife

- Laika klub Takovska 45a, 6th floor
- Complex floating restaurants under Branko's Bridge- Do not miss Splav 20/44 (music: Soul, Funk, House, Disco Not Disco, Balearic, Obscure Techno)
- Complex of bars at Sava mala

Non-Conference related info we all care about

Dress code

Smart casual style for the Conference and Reception in the City Hall is desirable.

Weather

Thursday and Friday likely to rain, weekend is expected to be sunny. Lows around 15 and highs around 25-28 C

Contact information

For urgent matters please call us at our contact phone for the conference: +381 64 700 8293

