



Government of Montenegro

# ENDING HATE CRIME AND VIOLENCE



## IDAHO 2015 FORUM

International Day Against Homophobia,  
Transphobia & Biphobia - Montenegro



**NORWEGIAN EMBASSY**

Thanks to the financial assistance for IDAHO Forum 2015 provided by  
the Royal Norwegian Embassy in Belgrade.



***Duško Marković***

Deputy Prime Minister of Montenegro  
Host of IDAHO Forum 2015  
Government of Montenegro



***Jovan Kojičić***

Adviser to the Prime Minister  
Coordinator of IDAHO Forum 2015  
Government of Montenegro

## WELCOMING NOTE

- ▶ Honorable Ministers, distinguished guests and friends,

It is our great pleasure to wish you a warm welcome to Montenegro.

As you know, the Government of Montenegro has been very progressive working in favor of the agenda aimed at embracing diversity, promoting equality and fighting against discrimination at all levels, including LGBTI individuals. According to the Rainbow Index, which judges how countries are performing in the field of LGBT rights, announced last year in Valletta (Malta), the fastest climbers were Malta – up to 22 per cent – and Montenegro – up 20 per cent. The results we see continue to motivate us toward developing inclusive LGBTI policy approach here in Montenegro.

It has been great pleasure for us to continue and expand cooperation with our sustainable partners: The Williams Institute UCLA School of Law - United States, the OSCE Office for Democratic Institutions and Human Rights (ODIHR), Supreme Court of Montenegro – Judicial Education Center, Roze in Blauw (Pink in Blue) Amsterdam Police - the Netherlands, Toronto Police Service – Canada, EGALE - Canada, Galop – United Kingdom, ILGA Europe, ILGA World, Justice in the Balkans – Equality for Sexual Minorities, Police Directorate of Montenegro and the Council for civil control of the police, Out Leadership, United States/Europe, IBM, Parks - Liberi e Uguali, Italy, Völklinger Kreis – German Association of Gay Managers and Entrepreneurs and Amer-

ican Chamber of Commerce in Montenegro. Together we have been dedicated to creating necessary expertise, capacity and knowledge in order to achieve our development objectives and identify challenges and modalities of the institutional approach related to combating discrimination against LGBTI individuals. It is also very encouraging to see so many high officials and representatives of governments, academics and NGOs participating at this third IDAHO Forum.

Ministers and officials from eleven countries present at the IDAHO Forum 2013 in The Hague signed a declaration calling for a comprehensive policy approach at European Union level and across the European Union on LGBT issues. This Call is later expanded and supported by many countries, including Montenegro. Maltese and Swedish governments joined forces and hosted the second European IDAHO Forum 2014, in Valletta, Malta. This Forum was dedicated to strengthening and expanding of the process initiated in the Hague and coordinated at all levels in the fight against homophobia and transphobia.

The Fundamental Rights Agency (FRA) also called for EU-wide action to “break down the barriers”. Europe’s largest ever survey of lesbian, gay, bisexual and transgender people reveals that fear, isolation and discrimination are common in Europe’s LGBT community. By confronting myths and stereotypes about the LGBT community with facts we can break down the barriers between ourselves and cultural attitudes, and put an end to discrimination in all countries and in all spheres of life of LGBTI individuals.

Everyone should feel free to be themselves at home, work, at school and in public - and nobody should have to live in fear, or invisibility because of who they love, how they look, or who they are. As quoted in the Yogyakarta Principles - a universal guide to human rights which affirm binding international legal standards with which all states must comply - “Sexual orientation and gender identity are integral to every person’s identity and humanity and must not be the basis for discrimination or abuse”.

This is our common task - to reaffirm our belief in fundamental freedoms, which are founded on the values of equality and non-discrimination, and through our policies to work at all levels to combat discrimination and eliminate any kind of threats to the fundamental rights of lesbian, gay, bisexual, transgender and intersex individuals.

The third IDAHO Forum 2015 will consider up-to-date progress achieved at the previous Forums with the primary goal of improving the dialogue related to the main challenges ahead to combat the discrimination of LGBTI individuals and improve their social acceptance.

Thank you - and we wish you all a highly successful event!





# IDAHO 2015 FORUM

International Day Against Homophobia, Transphobia & Biphobia - Montenegro

► On 17th May 1990, the General Assembly of the World Health Organization (WHO) removed homosexuality from their list of mental disorders. The decision of the WHO constitutes a historic date and since 2004, 17th May has been commemorated as the International Day Against Homophobia and Transphobia (IDAHO).

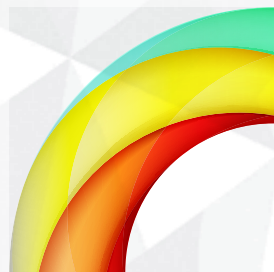
On the first Ministerial IDAHO Forum (2013), hosted by the Government of Netherlands on 16-17 May 2013, in the Hague, ministries of eleven EU countries signed “Call for a comprehensive policy approach at European Union level and across the European Union on LGBT issues”, delivered to the European Commission. This Call is later expanded and supported by many countries. The Call initiated a process of coordinated international efforts and activities in the fight against homophobia and transphobia at all levels.

On 13-14th May 2014, Maltese and Swedish governments joined forces and hosted the second European IDAHO Forum (2014) in Valletta, Malta. Forum was dedicated to strengthening and expanding of the process initiated at the previous ministerial meeting, and it made possible to continue the process of placing issues in regard to

the rights and freedoms of LGBT people high on the list of priorities on the human rights agenda.

The third IDAHO Forum (2015), to be held in Montenegro, will consider up-to-date progress achieved at the previous meetings with the primary goal improving the dialogue on hate and violence based on sexual orientation or gender identity. Our intention is to respond to the challenges and modalities of the institutional approach, achieving best practices to foster joint actions and cooperation in order to combat discrimination against LGBTI people through research, normative instruments and best available operational programmes and projects.

In order to strengthen efforts on the promotion and advancement of the rights and freedoms of members of the LGBTI community we have called Ministers from the Region to join us in action of signing Joint Statement on Ending hate crime and violence against LGBTI people, following our common goals and efforts against hate crime and violence and promoting our policies on equality, diversity and inclusion of LGBTI people.





# IDAHO 2015 FORUM

International Day Against Homophobia, Transphobia & Biphobia - Montenegro

## The Regional Police and Judicial Training

► The Regional Police and Judicial Training will focus on combating Hate Crime and Bias-motivated Violence against LGBTI people. The training will provide discussion of and access to recent data in the area, community outreach and engagement, and best available practices for police and judicial officers in order to ensure that LGBTI persons are protected against this crime and violence. In addition, the focus of the training will be on practical skills and information to permit police officers and judges to make the most informed decisions on these matters when they appear before them, so they are not forced to rely on myths or stereotypes about LGBTI people.

The training will be guided by the Government of Montenegro, Police Directorate of Montenegro, Supreme Court of Montenegro - Judicial Education Center and the Williams Institute UCLA School of Law - United States, as well as supported by the OSCE Office for Democratic Institutions and Human Rights (ODIHR), Roze in Blauw (Pink in Blue) Amsterdam Police - The Netherlands, Toronto Police Service - Canada, EGALE - Canada, Galop - United Kingdom, ILGA Europe, ILGA World, Justice in the Balkans - Equality for Sexual Minorities, The Council for civil control of the police - Montenegro.

Meeting of the "Trust and Security Team" of the Police Directorate of Montenegro  
(Trust team between the police and the LGBTI community)  
This meeting is open for all Police and Judicial Training participants + Montenegrin NGOs (invitational)



Ministry of Interior  
Police Directorate



*the*  
**Williams  
INSTITUTE**



SUPREME COURT OF MONTENEGRO  
The Judicial Training Centre



**ILGA  
EUROPE**  
Equality for lesbian, gay, bisexual,  
trans and intersex people  
in Europe





# IDAHO 2015 FORUM

International Day Against Homophobia, Transphobia & Biphobia - Montenegro

## LGBTI BUSINESS FORUM 2015

*The platform for Balkans Diversity and LGBTI Inclusion*

► The support of organisations and companies for LGBTI equality and inclusion in the workplace internationally has grown tremendously in the past decade. Following on the global progress on this topic, as well as the discussion at the World Economic Forum in Davos (2015), we strongly believe that our society needs to include all available talent in order to be more effective and successful.

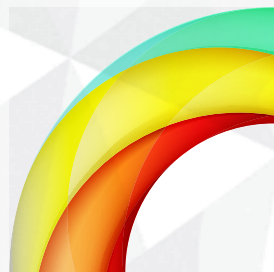
To share insights in best practices, in the leading role of multinational companies, and their LGBTI inclusion strategies at the global level, economists, politicians and business leaders will gath-

er in Budva (Montenegro) to discuss policies and LGBTI business solutions for the worlds biggest challenges in the area of Human rights, placing LGBTI rights at the top of the forum's agenda.

The Business Forum will be held under auspices of the IDAHO 2015 Forum lead by the Government of Montenegro and supported by the Williams Institute UCLA School of Law, United States; Out Leadership, United States/Europe; IBM; Parks - Liberi e Uguali, Italy; VölklingerKreis - German Association of Gay Managers and Entrepreneurs and American Chamber of Commerce in Montenegro.



the  
Williams  
INSTITUTE





# IDAHO 2015 FORUM

International Day Against Homophobia, Transphobia & Biphobia - Montenegro

*The Regional Police and Judicial Training*

## AGENDA

**SUNDAY**  
10 MAY 2015

08:45-09:30 Registration & Welcome coffee

09:30-10:00 Welcome and opening remarks

**Slavko Stojanović**, Director of the Police Directorate, Montenegro

Special addresses:

**Jovan Kojičić**, Adviser to the Prime Minister on Human Rights and Protection against Discrimination, Coordinator of IDAHO Forum 2015, Montenegro; Chair of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities

**R. Bradley (Brad) Sears**, Roberta A. Conroy Scholar of Law and Policy, Assistant Dean and Executive Director of the Williams Institute, UCLA School of Law, Los Angeles, California, United States; Member of the Council of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities

**Mijo Krešić**, Deputy Minister, Ministry of Security of Bosnia and Herzegovina

**Elona Hoxha**, Deputy Minister of Interior, Albania

**Azra Junuzović**, Deputy Head of the Tolerance and Non-Discrimination Department, The OSCE Office for Democratic Institutions and Human Rights (ODIHR)

**Helen Kennedy**, Executive Director, Egale Canada Human Rights Trust, Secretary General ILGA World, Canada

**Aleksandar Saša Zeković**, President of the Council for Civil Control Of The Police, Montenegro

10:00-11:00

**Hate Crime and Bias-Motivated Violence:**

Current Data, Laws, and Rights and Responsibilities

**Azra Junuzović**, Deputy Head of the Tolerance and Non-Discrimination Department, The OSCE Office for Democratic Institutions and Human Rights (ODIHR)

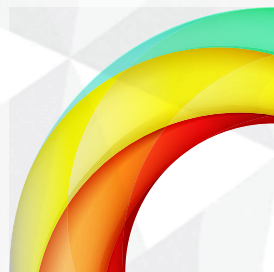
**Helen Kennedy**, Executive Director, Egale Canada Human Rights Trust, Secretary General ILGA World, Canada

**Marta Ramos**, ILGA Portugal, ILGA Europe





- 11:00-12:00 **Building Bridges to the Community, Responding to Needs**  
**Danielle Bottineau**, Police Constable, LGBT Liaison Officer, Toronto Police Service, Canada
- 12:00-12:30 **Coffee Break**
- 12:30-13:30 **The UK and Dutch Experiences: Best practices, part 1.**  
**Melanie Stray**, specialist LGBT anti-violence advocate, Hate Crime Casework & Development Department, Galop, United Kingdom  
**Marja Lust**, Executive board member 'RozelnBlauw Amsterdam', Amsterdam Police Department, the Netherlands
- 13:30-14:30 **Lunch**
- 14:30-15:45 **OSCE, ILGA, Canada, UK and Dutch Experiences: Best practices, part 2, and Questions for experts.**  
**Azra Junuzović**, Deputy Head of the Tolerance and Non-Discrimination Department, The OSCE Office for Democratic Institutions and Human Rights (ODIHR)  
**Danielle Bottineau**, Police Constable, LGBT Liaison Officer, Toronto Police Service, Canada  
**Melanie Stray**, specialist LGBT anti-violence advocate, Hate Crime Casework & Development Department, Galop, United Kingdom  
**Marja Lust**, Executive board member 'RozelnBlauw Amsterdam', Amsterdam Police Department, the Netherlands
- 15:45-16:15 **Coffee Break**
- 16:15-17:15 **Judicial Panel**  
**Stanka Vučinić**, Deputy President of the Supreme Court, Montenegro  
**Marija Draškić**, Judge of the Constitutional Court, Republic of Serbia  
**Todd Brower**, Judicial Training Director, The Williams Institute, UCLA School of Law, Los Angeles, California, United States, Professor of Law, Western State University College of Law, Fullerton, California, United States  
**Zorica Mršević**, Senior Research Fellow, Institute of Social Sciences, Belgrade, Republic of Serbia
- 17:15-18:15 **Meeting of the "Trust and Security Team", Police Directorate of Montenegro (Trust team between the police and the LGBTI community)**  
This meeting is open for all Police and Judicial Training participants + Montenegrin NGOs (invitational)
- 18:15-18:30 **Closing remarks (and administrative matters)**





# IDAHO 2015 FORUM

International Day Against Homophobia, Transphobia & Biphobia - Montenegro

**LGBTI BUSINESS FORUM 2015**

*The platform for Balkans Diversity and LGBTI Inclusion*

## AGENDA

**SUNDAY**

10 MAY 2015

11:00h

**LGBTI Business Forum press conference**

**Jovan Kojičić**, Adviser to the Prime Minister on Human Rights and Protection against Discrimination, Coordinator of IDAHO Forum 2015, Montenegro; Chair of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities

**R. Bradley (Brad) Sears**, Roberta A. Conroy Scholar of Law and Policy, Assistant Dean and Executive Director of the Williams Institute, UCLA School of Law, Los Angeles, California, United States; Member of the Council of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities

**Igor Šuran**, Parks - Liberi e Uguali, Italy

**Michael Kauch**, Board Member, VolklingerKreis - German Association of Gay Managers and Entrepreneurs

**Marijn Pijnenburg**, Global Business Development Executive Workforce Diversity and LGBT Markets, IBM Corporation

13:00-14:00

**Registration and welcome snacks**

14:00-14:30

**Opening Welcome Remarks and Opening Keynote Addresses**

**Marija Vučinić**, Minister without portfolio, Montenegro

*Video speech:*

**Todd Sears**, Out Leadership, United States

**Special addresses:**

**Laurent Stokvis**, Ambassador of the Netherlands to Serbia and Montenegro

**Ian Whitting**, Ambassador of the United Kingdom to Montenegro

**Margaret Ann Uyehara**, Ambassador of the United States of America to Montenegro

**Milica Dragojević**, Acting Director, American Chamber of Commerce in Montenegro

**Mirjana Bogdanović**, Executive Director and co-founder of Gay Straight Alliance (GSA), Serbia



**14:30-15:45** **PANEL 1 - ADVANCING AND PROTECTING HUMAN RIGHTS FOR INDIVIDUALS: EQUALITY AND DIVERSITY IN THE WORKPLACE**

The panel will discuss international progress achieved in the past decade in advancing and protecting Human rights for individuals. The panel will bring policy solutions for the challenges supporting lesbian, gay, bisexual, transgender and intersex (LGBTI) equality and diversity in the Workplace. The intention is to respond to the lasting challenges and issues prohibiting freedom and equality of LGBTI individuals in the Region of Western Balkans, including workforce inclusion strategies.

**R. Bradley (Brad) Sears**, Roberta A. Conroy Scholar of Law and Policy, Assistant Dean and Executive Director of the Williams Institute, UCLA School of Law, Los Angeles, California, United States; Member of the Council of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities

**Marijn Pijnenburg**, Global Business Development Executive Workforce Diversity and LGBT Markets, IBM Corporation

**Igor Šuran**, Parks - Liberi e Uguali, Italy

**Michael Kauch**, Board Member, VölklingerKreis - German Association of Gay Managers and Entrepreneurs

**15:45-16:00** **Q & A**

**16:0-16:30** **Coffee Break**

**16:30-17:45** **PANEL 2 - TARGETING LGBTI JOB DISCRIMINATION**

LGBTI people are among those most at risk of economic insecurity and equal opportunity. Change is needed to improve economic security and equal opportunity, as well as the workplace for LGBTI people. Laws prohibiting discrimination against LGBTI people prohibits contractors from discriminating against employees based on sexual orientation or gender identity and there is a need to be fully inclusive of LGBTI people.

**Milan Antonijević**, Director of Lawyers' Committee for Human Rights - VUCOM, Serbia

**Mirjana Bogdanović**, Executive Director and co-founder of Gay Straight Alliance (GSA), Serbia

**Jelena Dubovi**, Infostud, Serbia

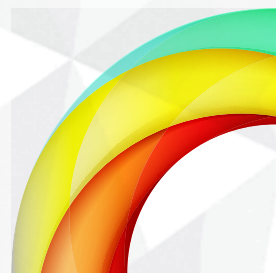
**Tamara Ivanišević**, Lawyer, Serbia

**17:45-18:00** **Q & A**

**18:00-18:15** **Closing remarks**

**Jovan Kojičić**, Adviser to the Prime Minister on Human Rights and Protection against Discrimination, Coordinator of IDAHO Forum 2015, Montenegro; Chair of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities

**Marijn Pijnenburg**, Global Business Development Executive Workforce Diversity and LGBT Markets, IBM Corporation





# IDAHO 2015 FORUM

International Day Against Homophobia, Transphobia & Biphobia - Montenegro

**ENDING HATE CRIME AND VIOLENCE**

## AGENDA

**SUNDAY**  
10 MAY 2015

**18:30-19:00**

### **IDAHO 2015 PRESS CONFERENCE**

**Venue:** Hotel Splendid, Montenegro

**Duško Marković**

Deputy Prime Minister (Montenegro)

**Jet Bussemaker**

Minister of Education, Culture, and Science (The Netherlands)  
- host IDAHO FORUM 2013

**Helena Dalli**

Minister for Social Dialogue, Consumer Affairs and Civil Liberties (Malta)  
- co-host IDAHO FORUM 2014

**Alice Bah Kuhnke**

Minister of Culture and Democracy (Sweden)  
- co-host IDAHO FORUM 2014

**Moderator:**

**Jovan Kojičić**

Adviser to the Prime Minister  
Coordinator of IDAHO Forum 2015 (Montenegro)



19:30-20:15

#### OPENING CEREMONY

**Venue:** Hotel Splendid, Budva, Montenegro

#### Programme

A Documentary: IDAHO Forum 2014 hosted by the Swedish and Maltese Governments

**Malta and Sweden handing over of the IDAHO Forum flag** to the 2015 host

**Launch of ILGA-Europe's Rainbow Europe 2015**

A short video which gives the audience a brief overview of what the Annual Rainbow package contains

Short introduction of the 2015 figures and highlights

20:30 - 21:30

Welcoming Dinner

## MONDAY 11 MAY 2015

08:00-09:00

Registration and welcome coffee

**Venue:** Hotel Splendid, Budva, Montenegro

09:00-10:15

#### OPENING PLENARY

**Venue:** Hotel Splendid, Budva, Montenegro

**Room:** Crnojević/Balšić

#### Welcome Speech

**Duško Marković**, Deputy Prime Minister, Montenegro

Video speech:

**Ulrike Lunacek**, Vice President of the European Parliament

#### Keynote Speeches

**Věra Jourová**, Commissioner, Justice, Consumers and Gender Equality, European Commission

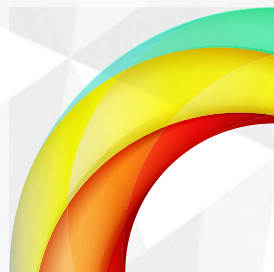
**Ms Snežana Samardžić-Marković**, Director General, Directorate General of Democracy, Council of Europe

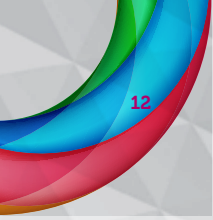
**Terry Reintke**, Member, European Parliament

**John Jeffery**, MP, Deputy Minister for Justice and Constitutional Development, South Africa

#### Special addresses

**Jovan Kojičić**, Adviser to the Prime Minister on Human Rights and Protection against Discrimination, Coordinator of IDAHO Forum 2015, Montenegro; Chair of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities





**R. Bradley (Brad) Sears**, Roberta A. Conroy Scholar of Law and Policy, Assistant Dean and Executive Director of the Williams Institute, UCLA School of Law, Los Angeles, California, United States; Member of the Council of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities

**Håkan Hydén**, Professor in Sociology of Law and Associate Professor in Civil Law, Holder of the Samuel Pufendorf Professorship, Lund University, Sweden

10:15-11:15

### PLENARY 1

Room: Crnojević/Balšić

#### Two Years of Impact working for lasting change -

Progress achieved to date on the agenda by European IDAHO Forums 2013-2015

The panel will discuss and consider up-to-date progress achieved at the previous IDAHO Forums on the basis of comprehensive efforts, support and approach related to LGBTI issues. The intention is to respond to the lasting challenges and modalities of the institutional approach in achieving the concept, as well as the application of best practices to foster joint actions in order to combat discrimination against LGBTI people.

**Igor Lukšić**, Deputy Prime Minister and Minister of Foreign Affairs and European Integration, Montenegro

**Jet Bussemaker**, Minister of Education, Culture, and Science, The Netherlands

**Helena Dalli**, Minister for Social Dialogue, Consumer Affairs and Civil Liberties, Malta

**Alice Bah Kuhnke**, Minister of Culture and Democracy, Sweden

**Arsen Bauk**, Minister of Public Administration, Republic of Croatia

11:15-11:45

Coffee Break

11:30 – 13:00

#### 3rd IDAHO informal Ministerial Meeting (for Ministers from the EU and the Region only)

Venue: Hotel Splendid, Budva, Montenegro

Room: Crystal

Including Signature of Joint Statement (Regional approach) and Minister's group photo

13:05 – 14:05

Ministerial Lunch

11:45-13:00

### PLENARY 2

Room: Crnojević/Balšić

#### Taking a comprehensive approach tackling discrimination in Europe -

Hate Crime, Bias Crimes and Violence Against LGBTI People

This panel will discuss a comprehensive approach, as well as the actions taking by the CoE/EU/OSCE and its member states combatting discrimination on Hate crime, Bias Crimes and Violence against LGBTI people.

Video speech:

**Nils Muiznieks**, Commissioner for Human Rights, Council of Europe



**Eleni Tsetsekou**, Head of Unit, Sexual Orientation and Gender Identity Issues, Council of Europe  
**Juan Gonzalez Mellizo**, Teamleader Non-Discrimination Policies, DG Justice and Consumers, European Commission  
**Azra Junuzović**, Deputy Head of the Tolerance and Non-Discrimination Department, The OSCE Office for Democratic Institutions and Human Rights (ODIHR)  
**Evelyne Paradis**, Executive Director, ILGA Europe  
**Julia Ehrt**, Executive Director, TGEU

13:00-14:15

Lunch

13:00-14:15

**Informal Intergovernmental Organisations coordination meeting on LGBTI issues**  
 (IGO's only) - Working Lunch

**The meeting will be chaired by the Council of Europe**

**Eleni Tsetsekou**, Head of Unit, SOGI Unit, Council of Europe

Following the first IGO-meeting in Rome in November 2014, Intergovernmental organisations share topical issues, share experiences and coordinate on activities in the LGBTI field.

**Target groups:** Council of Europe, OSCE/ODIHR, EU (Commission, FRA), UN OHCHR, UNESCO, UN WOMEN, UNICEF, ILO, WHO, UNAIDS, UNDP, World Bank, OSCE and Focal Points Network.

## PARALLEL SESSIONS

14:15-15:30

**PARALLEL SESSION/PLENARY 3:**

Room: Crnojević/Balšić

**Combating Myths and Stereotypes with Tools for Police and Judicial Education on LGBTI**

A review of the best available practices to combat myths and stereotypes about LGBTI people.

**Jovan Kojičić**, Adviser to the Prime Minister on Human Rights and Protection against Discrimination, Coordinator of IDAHO Forum 2015, Montenegro; Chair of the International Academic Conference Justice in the Balkans: Equality for Sexual Minorities, Montenegro

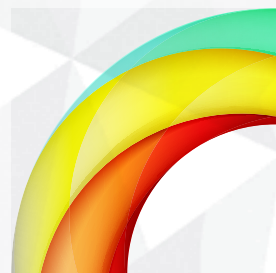
**Todd Brower**, Judicial Training Director, The Williams Institute, UCLA School of Law, Los Angeles, California, United States, Professor of Law, Western State University College of Law, Fullerton, California, United States

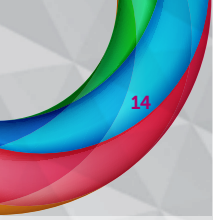
**Marja Lust**, Executive board member 'Roze In Blauw Amsterdam', Amsterdam Police Department, The Netherlands

**Danielle Bottineau**, Police Constable, LGBT Liaison Officer, Toronto Police Service, Canada

**Melanie Stray**, specialist LGBT anti-violence advocate, Hate Crime Casework & Development Department, Galop, United Kingdom

**Helen Kennedy**, Executive Director, Egale Canada Human Rights Trust, Secretary General ILGA World, Canada





14:15-15:30

**PARALLEL SESSION/PLENARY 4:**

Room: Media Center

**Regional approach: Mutual learning, exchange of best practices and cooperation in combating discrimination and promoting equality for LGBTI people**

A panel on regional resources for advocates and groups and exchange of best practices. A discussion on how to respond to challenges and how to improve services and quality of life for LGBTI people. This panel will include future goals and challenges for LGBTI people in the Region.

**Aleksandar Vasiljević**, Police Adviser, Head of Department for Organization, Prevention and Community Policing, Ministry of Internal Affairs, Republic of Serbia

**Aleksandar Saša Zeković**, President of the Council for Civil Control Of The Police, Montenegro

**Stevan Milivojević**, LGBT Forum Progress, Montenegro

**Dantjel Kalezić**, Queer Montenegro, Montenegro

**Katrin Hugendubel**, Advocacy Director, ILGA Europe

**Jelena Dacić**, Human Rights Programme Director, Juventas, Montenegro

14:15-15:30

**PARALLEL SESSION/PLENARY 5:**

Room: Crystal

**European Court of Human Rights promoting and protecting LGBT people's human rights**

Panel coordinated and chaired by the Council of Europe.

The 1950 European Convention on Human Rights is crucial for the definition of the rights of lesbian, gay and transgender persons. The European Court of Human Rights has enshrined these rights in its case law and has played both an essential and a pioneering role at international and European levels by prompting states to make major legislative changes on issues such as sexual orientation and gender identity i.e. decriminalisation of homosexuality in Europe, broadened our understanding of the concept of family, strengthened the principle of non-discrimination also in connection to sexual orientation and gender identity.

Based on a new publication on the ECtHR case law on sexual orientation and gender identity issues the panel will discuss the significance of the Strasbourg Court's SOGI judgements and their implications for the human rights of LGBT people. Panel coordinated and chaired by the Council of Europe.

**Eleni Tsetsekou**, Head of Unit, Sexual Orientation and Gender Identity Issues, Council of Europe

**Robert Wintemute**, Professor of Human Rights Law, UK

**Håkan Hydén**, Professor in Sociology of Law and Associate Professor in Civil Law, Holder of the Samuel Pufendorf Professorship, Lund University, Sweden

**Nigel Warner**, ILGA-Europe Advisor on Council of Europe

15:30-15:45

Break





15:45-16.45

**PLENARY 6**

Room: Crnojević/Balšić

**Wrapping up highlights and outcomes of the 3rd IDAHO FORUM**

**Minister/Co-chair** of the informal ministerial meeting

**Speaker** from parallel session 3

**Speaker** from parallel session 4

**Speaker** from parallel session 5

**Liri Kopaçi-Di Michele**, Delegate of the informal IGO-meeting

**Special address:**

**Jesper Brask Fischer**, Deputy Permanent Secretary of the Ministry of Children, Gender Equality, Integration and Social Affairs, Denmark

**ANNOUNCEMENT  
of Minister's Joint Statement**

**Zoran Pažin**

Minister of Justice, Montenegro

**Jadranka Joksimović**

Minister without portfolio, Republic of Serbia

**Special address:**

**Gabriele Heinisch-Hosek**

Minister of Federal Ministry of Education and Women's Affairs, Austria

**Anna-Maja Henriksson**

Minister of Justice, Finland

**Ivan Scalfarotto**

Undersecretary of State for Constitutional Reform and Government Liaison to Parliament, Italy

**Closing of the Plenary by the host**

**Duško Marković**

Deputy Prime Minister, Montenegro

**17:00h END OF PLENARY**

**17:30 - 19:30**

**14th Roundtable of the European Governmental LGBT Focal Points Network (invitational)**

Room: Crnojević/Balšić

**Special guests:**

**Helena Dalli**, Minister for Social Dialogue, Consumer Affairs and Civil Liberties, Malta

**John Jeffery**, MP, Deputy Minister for Justice and Constitutional Development, South Africa



## TUESDAY

12 MAY 2015

09:00-10:00

### HUMAN RIGHTS OF INTERSEX PEOPLE: CHALLENGES AHEAD

Panel coordinated and chaired by the CoE Comm HR and FRA

Room: Media Center

Until recently, European societies remained largely unaware of the reality of intersex people. The classification of humankind into two categories, female and male, is omnipresent and informs the way we understand and organize the world around us. People who do not fit neatly into these two categories run the risk to face serious violations of their fundamental rights. Among them, intersex persons are especially vulnerable. The supposed dichotomy of gender and corresponding medical norms have resulted in routine medical and surgical interventions on intersex people even when they have not been adequately consulted or informed prior to such procedures. Secrecy and shame around intersex bodies have permitted the perpetuation of these practices while the human rights issues at stake have remained for the most part unaddressed.

During this side event, the Office of the Commissioner for Human Rights of the Council of Europe will launch the Issue Paper on human rights and intersex people. The EU Agency for Fundamental Rights will present new research findings on fundamental rights challenges intersex persons face in the European Union. Both presentations aim to fill the gap in understanding and responding to the situation of intersex people from a human rights perspective. Representatives of organizations representing intersex persons will comment on the presentations and give a perspective from the intersex community.

The event is open for journalists and media.

**Lauri Sivonen**, Adviser, Office of the Commissioner for Human Rights, Council of Europe

**Dennis Van Der Veur**, Head of Sector Cooperation with EU Institutions and EU Member States, European Union Agency for Fundamental Rights

**Silvan Agius**, Expert Consultant to the Council of Europe Commissioner for Human Rights

**Dan Christian Ghattas**, Organization Intersex International Europe (OII Europe)

10:00-17:00

### Continuation of the 14th Roundtable of the European Governmental LGBT Focal Point Network (invitational)

Room: Crnojević/Balšić

17:00 - 18:00

### NGOs side event

Room: Media Center

### Human rights of LGBTIQ persons in Montenegro: Current practice and biggest challenges

Panel coordinated and chaired by the National NGO's working on LGBTIQ issues in Montenegro

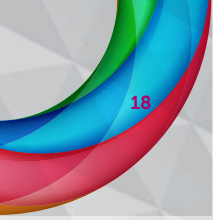
Panelists: Representatives of NGO's

# ENDING HATE CRIME AND VIOLENCE



## IDAHO 2015 FORUM

International Day Against Homophobia,  
Transphobia & Biphobia - Montenegro



# KEYNOTE SPEAKERS



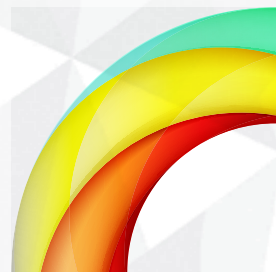


### *Alice Bah Kuhnke*

Alice Bah Kuhnke has been the Minister for Culture and Democracy in the Swedish Government since October 2014. She belongs to the Green Party. Ms Bah Kuhnke has a BA in Political Science from Stockholm University and holds several diplomas in leadership, including from the Stockholm School of Economics. She has many years of experience and commitment in areas such as human rights, environment and civil society. Ms Bah Kuhnke has long experience in culture and media, including as a presenter and reporter for Sveriges Television and TV4 (1992-2000). She has also served as a board member of the Royal Dramatic Theatre (2006-2012) and the foundation Hela Sverige artister mot nazister (All of Sweden artists against Nazism) (2001-2007). Ms Bah Kuhnke was previously Director-General

of the Swedish Agency for Youth and Civil Society (2013-2014) and prior to this she was Head of Sustainability at engineering and consulting company ÅF AB (2009-2013).

The year before, 2008-2009, she was Head of Operations at the think tank Sektor3 (Tankesmedjan för det civila samhället). In addition, Ms Bah Kuhnke was Secretary-General of Fairtrade Sverige during the period 2004-2007 and she was Head of Operations at Skandia Idéer för Livet (Ideas for Life) in 2001-2004. Ms Bah Kuhnke has held several elected positions, including as a board member of Save the Children Sweden and the Swedish Church, and also as a member of the board of trustees of the World Wide Fund for Nature.





### **Arsen Bauk**

Arsen Bauk - Minister of Public Administration, Government of the Republic of Croatia

Arsen Bauk is a mathematician and information scientist by profession, having graduated from the Faculty of Sciences of the University in Zagreb in 1997. However, his professional career has been predominantly political. After joining the Social Democratic Party (SDP) as early as 1991, Mr Bauk has served as a member of the party's governing bodies since 2000, first of its Central Committee, then the Executive Committee and finally, since 2012, of the SDP Presidency. In addition, he has chaired the Split-Dalmatia County branch of the SDP since 2010. As a party official,

Mr Bauk entered the executive back in 2000 as Assistant Minister at the Ministry of Defence, first in charge of information and communications technology, and then, in 2003, of the material assets. From 2008 he served a four-year term as an opposition Member of Croatian Parliament. As such, he performed the duties of Deputy Chair of the Parliamentary Credentials and Privileges Commission, Member of the Parliamentary Defence Committee and Member of the Parliamentary Committee for Maritime Affairs, Transport and Communications. When the SDP came to power in the 2011 parliamentary election, Mr Bauk was appointed Minister of Public Administration.

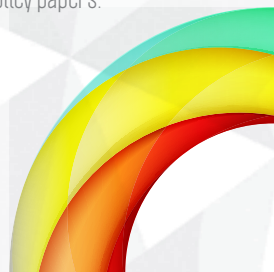


### *Mirjana Bogdanović*

Executive Director and co-founder of Gay Straight Alliance (GSA) Belgrade, Serbia. Before she became GSA executive director, as a member of the GSA Executive Committee she was mostly dedicated to the creation of GSA development strategy. She coordinated most of the GSA projects relating to the implementation of Anti-Discrimination Law and reduction of violence over LGBT persons, where she cooperated with many institutions such as Ministry of Interior, Ministry of Justice, Ministry for Human and Minority Rights and others. Mirjana is one of GSA's main strategists and lobbyists, creator of political strategy of GSA, who contributed a lot to the visibility and development of whole LGBT movement in Serbia and put LGBT issue on Serbian political agenda. She designed and led process of organizing Belgrade Pride Parade 2010, being in charge for negotiations with government institutions and safety strategy as an Organizing Committee member. She was member of inter ministerial Working group for improving freedom of assembly in Serbia formed by Ministry for Human and Minority Rights and thematic Working group for creation of national governmental Anti-Discrimination Strategy formed by Government Office for Human and Minority Rights. Currently, she is member of working group of National convention about the EU for

Chapter 23. Since mid 90s, she was a manager and participant of many campaigns for democratization of Serbian society, within both political and non-governmental sector.

Before engagement in Serbian NGO sector, she was on the position of Secretary General of Civic Alliance of Serbia (CAS, GSS), and a member of Presidency of that political party. Before that, she was a Secretary and than the President of Belgrade Executive Board of CAS, as well as Chief of Belgrade Electoral Headquarter of CAS for local elections in 2004 and member of Central Electoral Headquarter of GSS-LDP-LSV coalition for parliamentary elections in 2007. Her great political experience she is now using in GSA advocacy&lobbying program, as well as in designing and managing GOTV campaigns. Regarding her engagement in NGO sector, Mirjana was also a regional Development Director of NGO Youth Initiative for Human Rights (VIHR) who worked with VIHR offices in Belgrade, Sarajevo, Podgorica and Priština. She participated in many seminars, training courses, conferences, discussion forums and presentations in Serbia and abroad, on many of them as a speaker and lecturer. Mirjana is also author and co-author of several publications, research analysis and policy papers.





### *Jesper Brask Fischer*

Jesper Brask Fischer – Deputy Permanent Secretary of Ministry of Children, Gender Equality, Integration and Social Affairs

Jesper Brask Fischer gained a master's degree in politics and administration from University of Roskilde in 1997, and completed in 2012 The Challenge of Leadership program from INSEAD The Business School for the World. In his professional life Mr. Jester Brask Fischer held the position as Personal Secretary to the Minister in Ministry of Social Affairs from 1998-2002, followed by a position as Head of Department of the Department for Social Policy and Communication in Ministry of Social Affairs from 2002-2005. In 2005-2007 Mr. Jesper Brask Fischer was Minister Counsellor at the Permanent Represen-

tation of Denmark to The European Union, and hereafter Head of Department of Department for Family, Civic Society and International Relations of Ministry of Social Affairs. In 2012 Mr. Jesper Brask Fischer was appointed as Deputy Permanent Secretary of Ministry of Social Affairs and Integration (his current position). In addition to a professional life in the ministerial and governmental sector of Denmark, Mr. Jesper Brask Fischer has been engaged in several external projects, steering committees and other formal engagements, inter alia Chairman of the steering committee of The European Union's Year of Poverty in 2009-2010, Board Member of AKF, Institute for Governmental Research from 2010-2012, and since 2010 Board Member SFI, National Research Centre for Social Research.





### **Todd Brower**

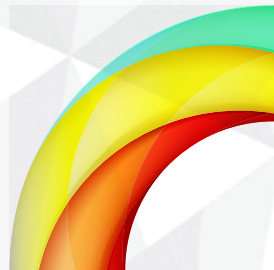
Prof. Todd Brower is the Judicial Education Director for the Charles R. Williams Institute on Sexual Orientation Law and Public Policy at UCLA School of Law.

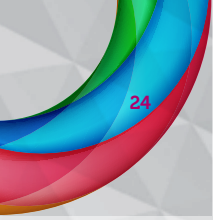
He is a professor of Constitutional Law at Western State University College of Law in Fullerton, California. He has an LL.M from Yale Law School, a J.D. from Stanford Law School, an A.B. from Princeton University, and was a Fulbright scholar in France.

Professor Brower served on the California Judicial Council - Access and Fairness Advisory Committee and is the author of various law review

articles, research studies and publications on the treatment of lesbian, gay, bisexual and transgendered persons in the courts of the United Kingdom, California and New Jersey.

He has worked with the courts of many states and federal agencies on judicial education programs and with the National Judicial College, the National Association of State Judicial Educators, the National Association of Women Judges, the National Center for Juvenile and Family Court Judges, and the California Center for Judicial Education and Research.





### **Jet Bussemaker**

Jet Bussemaker - Minister of Education, Culture and Science, began her career at the University of Amsterdam in 1985. From 1985 to 1993 she was a research assistant, researcher and lecturer at the university. From 1989 to 2007 she worked for one day a week at VU University, Amsterdam, where her work included a research project financed by the Netherlands Organisation for Scientific Research (NWO).

She was also a visiting fellow at Harvard University. From 1986 to 1988 Dr Bussemaker was a policy officer at the Ministry of Social Affairs and Employment, where she was involved in promoting research in women's studies. On 19 May 1998 Jet Bussemaker became a member of the House of Representatives for the Labour Party (PvdA).

Her portfolio included social affairs and tax policy, and together with John Leerdam she was responsible for drawing up the PvdA's cultural strategy. On 22 February 2007 she was appointed State Secretary for Health, Welfare and Sport in the fourth Balkenende government. After serving as State Secretary, Dr Bussemaker worked for a short period as an independent consultant. On 1 March 2011 she joined the Executive Board of the University of Amsterdam and the Amsterdam University of Applied Sciences. She has also been a crown-appointed member of the Social and Economic Council (SER). On 5 November 2012 Dr Bussemaker was appointed Minister of Education, Culture and Science in the Rutte-Asscher government.



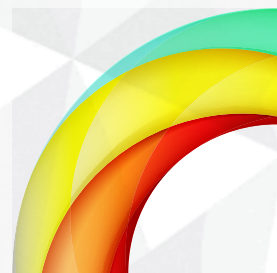
### *Helena Dalli*

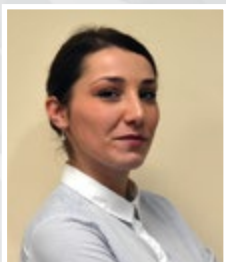
Dr Helena Dalli Malta's Minister for Social Dialogue, Consumer Affairs and Civil Liberties. She was elected to the Maltese Parliament for the first time in 1996 and served as Parliamentary Secretary in the Office of the Prime Minister. Dr Dalli was re-elected to Parliament in all subsequent national elections. Between 1998 and 2013 she served as shadow minister for public administration, public investment and gender equality.

Following a change in government in March 2013, Dr Dalli was appointed Minister for Social Dialogue, Consumer Affairs and Civil Liberties.

She piloted various ambitious human rights and equality legislations, including a Civil Unions Act and amendment of the Constitution to include sexual orientation and gender identity in the non-discrimination article in April 2014.

Following that, she put forward a Gender Identity, Gender Expression and Sex Characteristics Bill, which was adopted by the Maltese Parliament in April 2015. Dr Dalli is a sociologist by profession and lectured in the areas of sociology of law, governance, economic sociology and public policy.





### ***Milica Dragojević***

Ms. Milica Dragojević took office as the Acting Director of American Chamber of Commerce in Montenegro in May 2015.

She is responsible for managing a highly driven team of professionals towards achieving the strategic plan and the AmCham Montenegro's mission in improving the business environment in Montenegro. The main focus of AmCham activities is placed on advocating its members' interests towards the Government of Montenegro, promoting and attracting new foreign investors, as well as on expanding the AmCham network. Prior to joining AmCham Montenegro, Milica has

worked as a public policy researcher at Institute Alternative, a Podgorica-based think tank, and completed an internship at the German Institute for International and Security Affairs (Stiftung Wissenschaft und Politik), based in Brussels. She has worked on numerous independent projects and is one of the authors of "Resisting the Evil: (Post-) Yugoslav Anti-War Contention", edited by Bojan Billić and Vesna Janković, published by Nomos Verlagsgesellschaft, Germany. Milica holds a Master of Arts degree in External Relations of the EU from the University of Hamburg, Germany.



### *Elona Gjebrea*

Elona Gjebrea (Hoxha) was born in May 18, 1968 in the Capital of Albania, Tirana. She studied Biology and graduated in such a field in the Faculty of Natural Sciences at the University of Tirana in 1991. Coming from a family of intellectual background, Ms Gjebrea pursued her Master degree studies and defended her dissertation thesis in Aerobiology, while in November 2008 she successfully completed her Ph.D. studies in the United Kingdom through joint engagement in the University of Worcester and Coventry University.

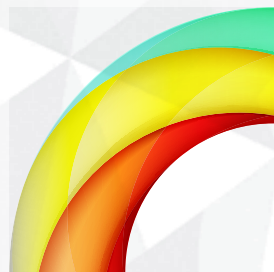
During the first professional decade in the University Hospital Center "Mother Theresa", working as an researcher in the clinic of Allergology, Ms Gjebrea became honorific member of many associations whose goal is the improvement of human health; such organisms worth mentioning the European Academy of Allergology & Clinical Immunology (EAACI), Aerobiology International Association (AIA), Global Population Institute, the International Aids Association, etc. In 2005 till 2013, she was elected as Director of

Albania Center for Population and Development, accredited member of IPPF.

Since October 2013 to date Elona Gjebrea Hoxha she hold the position of Deputy Minister of Internal Affairs and at the same time she is the National Anti-trafficking Coordinator, in the latter the main tasks being the coordination and monitoring of the anti-trafficking efforts by all institutions and law enforcement agencies in Albania.

Ms. Gjebrea is considered to be one of the most cooperating Senior officials in the Government of Albania, where as Deputy Minister she has been personally engaged in including local stakeholders in the decision making process, as well as her vast work with refugees, asylum seekers and citizenship issues in Albania.

Nevertheless, Deputy Minister Gjebrea, still finds time to teach as a part-time lecturer at the New Your University of Tirana, as well as write research paper.





### ***Gabriele Heinisch-Hosek***

Born on December 16th 1961 in Guntramsdorf in Lower Austria, Gabriele Heinisch-Hosek took her A-levels at a grammar school in Vienna in the year 1980. After graduating from the teachers college in Baden/Lower Austria as teacher for German and Arts at secondary modern schools (Hauptschule) she started her teaching career in Vienna in November 1984.

From 1985 Ms Heinisch-Hosek worked as a teacher at the Viennese School for Pupils with Hearing Impairments and in 1992 she took the teacher's examination for teachers at special schools for children with hearing impairments and deaf children.

Ms Heinisch-Hosek started her political career in 1990 on the Guntramsdorf Municipal Council, in 1995 she became Executive Municipal Councillor for Arts, Culture, and Education. In 1999 she became a Member of Parliament for the districts of Mödling and Greater Vienna. Between 2001 and 2004 Gabriele Heinisch-Hosek was the Social Democratic Party's Spokesperson for Child and Youth Affairs in Parliament. From 2001 until 2009

she has been the Chairwoman of the women's organisation of the Social Democratic Party in the district of Mödling. Between 2004 and April 2008, Ms. Heinisch-Hosek was the Social Democratic Party's Spokesperson for women's issues in Parliament and chaired the parliamentary commission for the Equal Treatment of Women, a position from which she resigned only when she was sworn in as Provincial Councillor for Health, Social Affairs, and Youth Welfare on 10th April 2008. From December 2008 until December 2013, Gabriele Heinisch-Hosek was the Austrian Federal Minister for Women's issues and Public Services. In June 2009, she was elected Chairwoman of the Women's Organisation of the Social Democratic Party in Austria. Since March 1st 2014, Gabriele Heinisch-Hosek is the Austrian Federal Minister for Education and Women's Affairs.

Gabriele Heinisch-Hosek is married to Walter Heinisch and lives in the Lower Austrian municipality of Guntramsdorf.

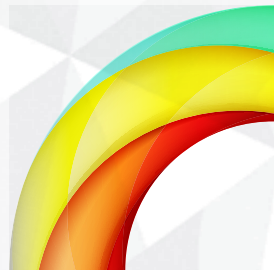


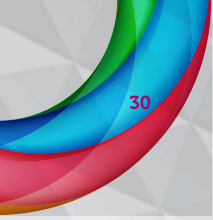
### **Anna Maja Henriksson**

Anna-Maja Henriksson, Minister of Justice, Finland (22 June 2011 to present)

Master of Laws with court training, Member of Parliament; Swedish People's Party, Vice Chair, 2010 to present; Swedish People's Party, Ostrobothnia District Board, Vice Chair 2006-2007; Legal Affairs Committee, Vice Chair 2007-2011; Special Advisor to the Coordinate Minister of Finance, Ministry of Finance 2003-2004; OKO Bank, Pietarsaari district, Bank Lawyer 1987 to present; Pietarsaari Town Council, Chair 2009-2011; Regional Council of Ostrobothnia, Assembly, Member 2005 to present; Pietarsaari Town Board, Chair 2001-2008; Vaasa Hospital District, Council Member 1997-2009; Pietarsaari Town Council, Member 1997 to present; University of Helsinki,

Advisory Board for education in Swedish, 2010 to present; Nyland Brigade guild, Advisory Board, Member 2010 to present; Finnvera, Supervisory Board, Member 2010-2011; Kaleva Mutual Insurance Co (union representative), 2010 to present; Association of Finnish Local and Regional Authorities, Advisory Board for services in Swedish, Member 2009 to present; Swedish Assembly of Finland (Folktinget), Chair 2009-2011; Foundation for Higher Education in Ostrobothnia, Delegation, Member, 2007 to present; Folkhälsan, Working Member, 2005 to present; Social Insurance Institution of Finland, Board, Member 2000-2007; Ostrobothnia Chamber of Commerce, Pietarsaari division, Fund Committee, Member 1996-2009; Spouse: Janne Henriksson; Two children. Language skills: Swedish, Finnish, English, German.





### *Håkan Hydén*

Håkan Hydén has a Master in Law 1969 and Bachelor of Arts 1976. He is Doctor of Philosophy in Sociology of Law 1978, Lund University, Sweden. Hydén is also Docent (Reader, Associate Professor) in Civil law at the Law faculty, Lund University. He has worked as a Clerk at the District court of Göteborg Sept, 1969 – February 1972, been a Senior Lecturer in Commercial Law, Department of Business Law, Lund university, 1972 - 1984.

Hydén was appointed Professor (in Chair) in Sociology of Law at Lund University August 1988 – March 2012 and now he is Senior professor. He was holder of the Samuel Pufendorf Professorship of Torsten and Ragnar Söderbergs Foundation, 2008-2012. He is Fellow of the World Academy of Arts and Sciences since 2009, Adjunct professor at Inner Mongolia Normal University (China) since 2010 and member of the Executive committee of the Research Committee for Sociology of law, within the International Sociological Association.

Hydén is among other things member of The Regional Committee for Ethical assessment of scientific applications since 2004, member of the research Council at “The Crime Victim Compensation and Support Authority” in Sweden since 2004. He is vice-chairman in FrnF, (Researchers meeting Filmproducers) which is a unit under Lund University.

Hydén has been supervisor for more than 25 doctorates over the years. He has an extensive production of books and articles in different subjects. Lately he has been focusing on the role of norms in Society. Here the articles: Putting Law in Context. Some Remarks on Implementation of Law in China 2010, Cornell University Press and Looking at the World through the Lenses of Norms. Nine Reasons for Norms: A Plea for Norm Science, Berlin: LIT Verlag, 2011, can be mentioned.





### *John Jeffery*

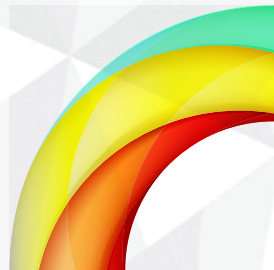
John Jeffery, MP, Deputy Minister of Justice and Constitutional Development, South Africa

John Jeffery, MP is South Africa's Deputy Minister of Justice and Constitutional Development. Mr Jeffery is an admitted attorney and holds BA and LLB degrees, as well as a postgraduate diploma in environmental law from the University of Natal. He is a member of the ruling party, the African National Congress. He describes growing up as a white South African in the late 1970s and seeing the injustices and human rights violations under the previous regime as being the driving force in him joining the liberation struggle and becoming actively engaged in politics at university.

After South Africa's transition to a constitutional democracy in 1994, Mr Jeffery became a member of the KwaZulu-Natal Provincial Legislature

where he chaired the Environment and Conservation Portfolio Committee. Mr Jeffery has been a member of the National Assembly of Parliament since 1999. He is a former member of the Justice and Constitutional Development Portfolio Committee where he was instrumental in shaping a number of pieces of legislation, such as the Child Justice Act, the Prevention and Combating of Trafficking in Persons Act, the Protection from Harassment Act, the Superior Courts Act, the Protection of Personal Information Act and the Legal Practice Act. He served as Parliamentary Counsellor to the President and the Deputy President from 1999 - July 2013.

Mr Jeffery was appointed as the Deputy Minister of Justice and Constitutional Development in July 2013. His constituency is in Kwazulu-Natal.





### *Jadranka Joksimović*

Born in 1978. She graduated from the Faculty of Political Sciences of Belgrade University in 2002/03 at the Department of International Relations and obtained a Master's degree from the Faculty of Economics and Political Sciences at ALFA University in Belgrade in 2011/12. She was awarded a scholarship of the Norwegian Embassy, "For a generation that promises" in 2001, and in 2000/01 she received a scholarship from the Serbian government's Fund for Talent "For the most talented students in Serbia." She was a participant in the European Visitors Programme - a programme for learning about the institutions of the European Union in Brussels and Strasbourg in 2009. She began her career as an undergraduate assistant at the Faculty of Political Sciences. Joksimović worked in the Serbian Radical Party from 2005 to 2007 as an international relations assistant to Aleksandar Vučić. She is one of the signatories - the founder of the Serbian Progressive Party in 2008. During 2008 and 2009 she worked in the Serbian Parliament as an associate to the parliamentary group "Forward Serbia" (Napred Srbijo). In May 2012

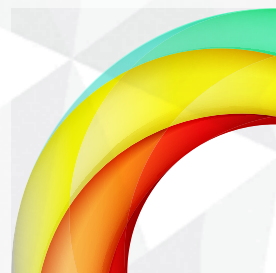
she was elected a Serbian MP from the list of the Serbian Progressive Party. In the Serbian Parliament she acted as Chair of the Security services control Committee. During her term in office, the control mechanisms of this committee over security services were significantly improved. She was also a member of the European Integrations Committee, Joint Committee for Stabilisation and Association, member of the Permanent Delegation of the Parliamentary Assembly of the Council of Europe, head of the delegation of the Central European Initiative and president of the Group of Friendship with Turkey. She participated in many seminars and international conferences, and in many meetings of the Enhanced Permanent Dialogue of Serbia and the EU. On 27th of April 2014, she became the Minister Without portfolio in Charge of European Integration in the Government of the Republic of Serbia. She is a member of the Main Board and a member of Presidency of the Serbian Progressive Party. Also, she is the International Secretary of the Serbian Progressive Party. She speaks English (fluently) and German (basic).

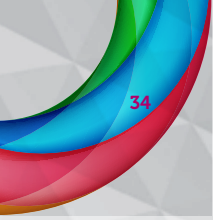


### **Věra Jourová**

Ms Věra Jourová is currently European Commissioner for Justice, Consumers and Gender Equality. In 2014, before coming to the European Commission, Ms Jourová held the position of Minister for Regional Development in the Czech Republic. Previous to this, from 2006 to 2013, she worked in her own company as an international consultant on European Union funding, and also was involved in consultancy activities in the Western Balkans relating to the European Union Accession. In 2003 Ms. Jourová was appointed

Deputy Minister for Regional Development, a position which she held for three years. Previously she worked as Head of the Department of Regional Development in the Vysočina Region, from 2001, and before that as Secretary and Spokesperson of the Třebíč Municipal Office, from 1995 to 2001. Ms Jourová holds a Degree in Law (Mgr.) from the Charles University, Prague and a Master's degree (Mgr.) in the Theory of Culture from the Charles University, Prague.





### ***Azra Junuzović***

Azra Junuzović is a Deputy Head of the Tolerance and Non-Discrimination Department at the Office for Democratic Institutions and Human Rights (ODIHR). She has been performing various functions in the OSCE since 2002 working for ODIHR and the OSCE Mission to Bosnia and Herzegovina on the issue of tolerance and non-discrimination. In her daily work, she consults and trains government officials, as well as law enforcement and civil society on hate crimes, intolerance and discrimination.

She has written articles on the issue of hate crimes, OSCE's involvement in non-discrimina-

tion issues, education access in post-conflict environments and ethnicity and modern identities. Prior to her OSCE work, she was engaged with the Danish Save the Children. During the 90s, she worked on humanitarian and human rights issues in Bosnia and Herzegovina.

She holds the Ph.D. in Sociology from the University in Sarajevo and M.A. in Sociology from the Bosphorus University in Istanbul. As a participant of the Bosnia Undergraduate Development Programme, she studied at Rutgers University in New Brunswick in the United States.

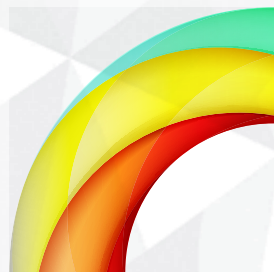


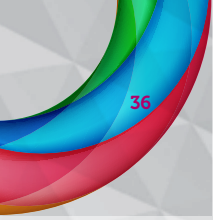
### *Michael Kauch*

Michael Kauch - board member, Völklinger Kreis - Association of German gay managers and entrepreneurs

Michael Kauch holds a University degree in economics. Currently, he is working as a self-employed consultant in PR and Public Affairs, predominantly in health and environment. Michael Kauch has been a Member of Parliament in Germany (Bundestag) from 2003 to 2013. Before he was the managing director of BJU, the German young entrepreneurs association.

Michael Kauch is an active member of the German liberal party FDP, chairing its Committee on Labour and Social Affairs on the national level as well as the working group on diversity management. He is Chairman of the German liberal gay and lesbian association LiSL. Since October 2014 he is member of the board of Völklinger Kreis - Association of German gay managers and entrepreneurs. Within Völklinger Kreis he is responsible for membership issues and the dialogue with the business associations.





### *Helen Kennedy*

Helen Kennedy, became Egale's Executive Director in 2007. She is the first woman to hold the position. She joined the organization with 22 years of experience in politics both as an elected city councillor and a political staffer.

She is a founding member of Canadians for Equal Marriage, widely regarded as the most influential public policy lobbying campaign in Canadian history - which ultimately resulted in Canada being one of the first countries in the world to legalize same-sex marriage. Helen's work includes the Climate Survey on Homophobia and Transphobia in Canadian Schools, the first national survey of its kind in Canada, and provides critical findings on bullying to schools, educators and governments. She has delivered training to

Immigration Refugee Adjudicators and police services across Canada and at the invitation of the US Department of Defence, consulted with senior Pentagon officials in Washington on the US military's Don't Ask, Don't Tell" policy. Helen created Canada's first LGBTQ youth crisis intervention centre and is currently working on opening Canada's first housing facility for LGBTQ homeless youth. She is Co-Secretary General of ILGA World, the International Gay, Lesbian, Trans and Intersex Association. Helen lives in Toronto with her partner and two young children.

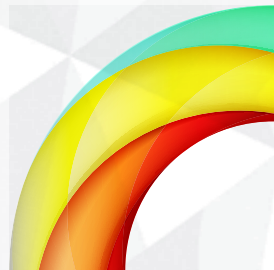
Egale Canada Human Rights Trust is Canada's only national charity advancing LGBT human rights through research, education and community engagement.

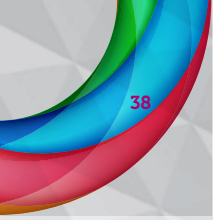


### *Jovan Kojičić*

Jovan Kojičić is an Assistant Professor in European Law. Prof. Kojičić has an extensive background in the human rights field, policy and legislative framework, as well as in environmental law and international environmental law. Teaching is an environment that he has found both intellectually stimulating and part of his own growth as a professional. Prof. Kojičić received his Doctor of Laws (Dr. iur.) degree at the Viadrina European University in Germany. During his doctoral studies he was awarded the prestigious German Academic Exchange Service (DAAD) Fellowship. Prof. Kojičić joined the Faculty of Administrative and European Studies in Podgorica in April 2008. Also, he has finished his post-doc in the field of human rights in international law and the relation of law to social change (in the non-discrimination field) at the Lund University Department of Sociology of Law in Lund, Sweden. Prof. Kojičić is also a visiting researcher at the department of European, Public International and Public Law at the Faculty of Law, University of Leipzig, Germany, as well as a visiting scholar at the UCLA School of Law - the Williams Institute in Los Angeles, California, the United States. He has been a full member of the Southeast Europe Society (Munich, Germany) since 2003, as well as a listed expert in Environmental Law for Serbia and Montenegro with the Eco Institute for Applied Ecology in Darmstadt,

Germany. Prof. Kojičić was also a member of the European Economic and Social Committee Study Group (2001-2003) for the ECOSOC Project of South-Eastern European Countries. Over the years, Prof. Kojičić has received many awards such as: Academic Fellowship, DAAD, for the 19th European Summer Academy in Germany (2008); Academic Research Fellowship, DAAD (2008); Graduate College Europa Fellows II, Federal German Ministry of Education and Research and European Union Fellows Programme, European University Viadrina, Germany (2005); European Viadrina University PhD Fellow (2004); The European System of Human Rights Summer Course Fellow, European Viadrina University, Council of Europe and DAAD (2003), DAAD PhD Fellowship (2002-2004) among others. He is the President of the DAAD Alumni Club Montenegro and the principal organiser of the international conference "Justice in the Balkans: Equality for Sexual Minorities". Prof. Kojičić is the author of numerous scientific articles, books, book chapters and theses in his areas of expertise. In August 2011 he has been appointed as Adviser to the Prime Minister of Montenegro on Human Rights and Protection against Discrimination, to which he has been reappointed on January 31, 2013.





### **Mijo Krešić**

Mijo Krešić, Deputy Minister of Security Bosnia and Herzegovina

Born on October 1, 1966. Graduated from the Zagreb School of Economics and Management (Zagreb, Croatia). In 2014 obtained an MBA title at the Department of Finance and Banking. Acquired a Diploma of the Military Academy, Department of the Land Forces at the Military Academy in Belgrade (RS) in 1989.

He was director of Inter - Impex Ltd. from Tuzla until 2007. For a year, he was the acting director of the Prevention of Corruption and the Coordination of Anti-Corruption Agency in BiH, participating in the establishment and management of the Agency. Also, he was the Deputy Minister of Security was from 2007 until 2012, when, among other things, led the negotiations on cross-border cooperation with neighboring countries and participated and coordinated the establishment

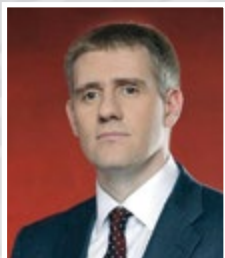
of a system for lawful interception of telecommunications in BiH. He participated in preparation of laws which are in jurisdiction of Ministry of Security of Bosnia and Herzegovina and led and participated in projects of Ministry of Security of Bosnia and Herzegovina in coordination with international organizations and ministries.

Until 2014 he was a Member of Parliament in Tuzla Canton especially dedicated to the work of drafting laws and monitoring expenditure of funds of the executive authorities, public funds and public companies founded and owned by Tuzla Canton. Appointed Deputy Minister of Security again in the beginning of April 2015.

He was head of the BiH police team in football in two world championships organized by the International Police Association.

His hobbies are skiing, soccer and tennis.

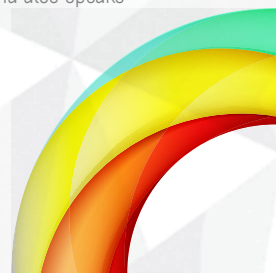


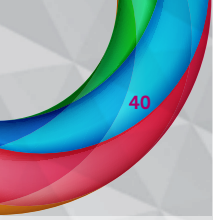


### *Igor Lukšić*

Prof. dr Igor Lukšić graduated on 10 June 1998 from the University of Montenegro, Faculty of Economics in Podgorica, Entrepreneurship department. He obtained a Master's Degree at the same institution on 3 October 2002 (thesis: "Spontaneous Order and Transition") and a Ph.D. on 10 September 2005 (thesis: "Transition - Process of Achieving Economic and Political Freedoms"). From June 1998 until February 2000, he worked as an associate in implementing the European Commission's assistance programme "Obnova" at the Ministry of Foreign Affairs of Montenegro. From February 2000 until January 2001, he worked as international relations adviser at the Democratic Party of Socialists (DPS). In the period from January to May 2001, he performed duties of Secretary at the Ministry of Foreign Affairs. From March 2003 to June 2006, he was an MP at the Parliament of Serbia and Montenegro. He was elected MP at the Parliament of Montenegro six times (in 2001, 2002, 2006, 2008, 2009 and 2012). From January until April 2003, he was public relations adviser to the Prime Minister and from March 2003 to February 2004 he served as Deputy Minister of Foreign Affairs of Serbia and Montenegro. Since Febru-

ary 2004, he has served five terms as Finance Minister, and since December 2008 two terms as Deputy Prime Minister. He was the youngest Minister and Deputy Prime Minister at the Government of Montenegro. From 29 December 2010 until 4 December 2012, he served as Prime Minister of Montenegro. During his two-year term of office, Montenegro opened the EU accession negotiations, received encouragement to continue pursuing reforms related to Euro-Atlantic integration at the NATO Summit in Chicago, and became a member of the World Trade Organisation. In December 2012, he was elected Deputy Prime Minister and Minister of Foreign Affairs and European Integration. He is also Associate Professor at the Faculty of International Economics, Finance, and Business in Podgorica, teaching the courses Economics and Development and Market Functioning. During summer semesters of 2004, 2005 and 2006 he was a teaching assistant at the Entrepreneurship department of the University of Montenegro's Faculty of Economics. He published a book of poetry and prose "Book of Laughter" and a book of poetry entitled "Book of Fear." He is fluent in English, and also speaks German, Italian, and French.





## **Ulrike Lunacek**

Ulrike Lunacek is Vice President of the European Parliament, MEP (Greens/EFA) since 2009, EP-Rapporteur for Kosovo, Co-President of the LGBT Intergroup of the EP and Member of the Committee on Foreign Affairs and Substitute in the Committee on Civil Liberties, Justice and Home Affairs;

Lunacek was born in Krems, Lower Austria on May 26th, 1957 and spent her childhood and youth there and in Vienna. From 1973 till 1974 she was an AFS-Student in Boone, Iowa, USA before graduating from High School in Vienna in 1975. Afterwards she studied English-Spanish-German for the interpreter's degree at the University of Innsbruck, where she graduated with Maga. Phil. (B.A.) in 1983.

Parallel to her studies she was co-founder of the first Shelter for battered women and their children in Innsbruck and worked there during the first year of its existence. Having returned to Vienna in 1983 she worked as journalist, editor, interpreter and teacher in development education, feminist and LGBT NGOs until 1995. That same year she ran for the first time for a seat in the Austrian parliament and was the first Austrian politician open about her (lesbian) sexual orientation. From 1996 to 1998 she was

Secretary General of the Austrian Green Party, then from 1999 to 2009 Member of the Austrian Parliament, being the Austrian Greens' Spokesperson on Foreign Affairs and Development Issues and Equality for Lesbians, Gays and Transgender Persons. From 2006 to 2009 she was also Co-Spokesperson of the European Green Party (EGP). Her specific work on foreign affairs, with a conflict prevention and rights-based focus on human rights, women's rights, rights of ethnic and sexual minorities, has been at the core of her political work even before she entered party politics, including the struggle for fair trade and socially and ecologically sustainable trade relations.

Lunacek is also well known as a strong advocate of fundamental rights, of sexual and reproductive health and rights, and as a fighter against corruption, for rule of law and independent media, within the European Union or outside, especially in the Balkans.

Her visibility as one of the few openly lesbian politicians in Europe, as Co-Chair of the LGBT Intergroup, has given Lunacek and the Greens strong visibility and clout with and in all movements who struggle for equality inside and outside the European Union, at Prides and other LGBT events.



### *Duško Marković*

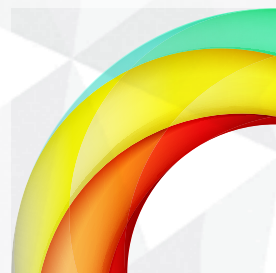
Duško Marković - Deputy Prime Minister for political system, foreign and interior policy

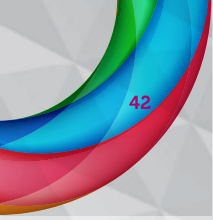
Mr Marković was born on the 6th of July 1958 in Mojkovac, Montenegro. He graduated from the Faculty of Law in Kragujevac, Serbia in 1983, when he starts working at the legal department at te Mine "Brskovo" in Mojkovac.

From 1986 he was a secretary of the Municipal Assembly of Mojkovac and after two years he became a President of the same. In 1991 he was engaged as a Secretary General of the Montenegrin Government, until 1998 when he became a member of the Parliament of Montenegro in two mandates.

After this position, he moves in 2005 to the position of Deputy Minister of Internal Affairs and head of the State Security Service. In the light of this engagement, he continues a carrier as a Director of the National Security Agency from 2005 to 2010. In 2010, he became a minister without portfolio in the Government of Montenegro and soon after in the same year a Deputy Prime Minister for political system, foreign and interior policy and Minister of Justice.

From 2015 he continued to be a Deputy Prime Minister.





### **Zoran Pažin**

Minister of Justice in the Government of Montenegro; Zoran Pažin has extensive law background; after graduating from the Faculty of Law at the University in Belgrade he became a judge and advanced to the position of the President of the Basic Court; before his appointment as a Minister he has been representing Montenegro before the European Court for Human Rights in Strasbourg, parallel to that he gained profound experience as a substitute member of the Venice Commission; Mr Pažin was a member of the executive board of association of judges of Montenegro and the Secretary General of Association of Judges of MNE. He was also a member of the Steering Committee for Human Rights of Council of Europe (CDDH); during his professional career, Mr Pažin contributed to the development of the civil society, thus, he founded World Association of Court Administrators and NGO Centre for Rule of Law. He was the president of the Association of Mediators of Montenegro and a member of the Managing Board of the Centre for Mediation of Montenegro; Mr Pažin has been particularly involved in promotion of the rule of law, strengthening of independence and impartiality of judiciary, raising the level of legal awareness

with the citizens and promotion of ethics principles and justice as the source of law; he is the author of many bibliographic items in the area of human rights and freedoms; as a mediator and trainer of mediators he strongly advocates the mechanisms of the alternative disputes resolution and promotes the mediation in Montenegro; during his career, Mr Pažin was engaged as an expert in numerous working groups drafting legislation; he actively participated in the activities of Consultative Council of European Judges, as expert he has been involved in drafting the Comparative Analysis of Montenegrin judiciary framework for fight against organized crime in regard to the criminal offence of the human beings trafficking, Comparative Analysis SALW Legislation in Montenegro (Compliance with EU Regulations), the Analysis on Financial Investigation in the Context of the Fight against Corruption and Organised Crime, Directive to the Police Directorate for managing in the cases of reported corruption, the Guide for journalists through the criminal proceedings and the Guide through Law on Free Access to Information and many others; March 2015 he assumed the position of the Minister of Justice of Montenegro.

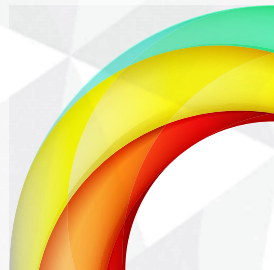


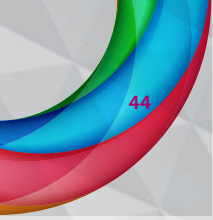
### *Marijn Pijnenburg*

Marijn Pijnenburg 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.





### **Terry Reintke**

Terry Reintke 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.



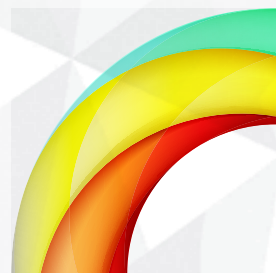
### ***Snežana Samardžić-Marković***

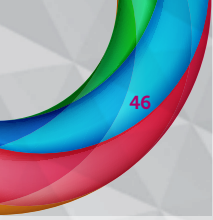
Ms Snežana Samardžić-Marković is since 2012 Director General of Democracy at the Council of Europe, in charge of the Organisation's action promoting democratic innovation, governance, participation and diversity.

Her responsibilities include the policy areas of education and youth, local democracy, cultural policies, election assistance, the protection of human dignity, gender equality, children's rights, and the rights of minorities, societal defences against discrimination, democratic cit-

izenship, social cohesion, intercultural dialogue and democratic responses to crisis situations.

Previously, Snežana has held numerous positions in the Serbian Government including as Deputy Director in the Ministry of Foreign Affairs for Neighbouring Countries; Assistant Minister of Defence (2005-2007) and Co-President of the Serbia-NATO Defence Reform Group; member of the Foundation Board of WADA, Minister of Youth and Sports (2007-2012) and President of the Fund for Young Talents.





### **Ivan Scalfarotto**

Ivan Scalfarotto, Undersecretary of State for Constitutional Reform and Government Liaison to Parliament

Ivan Scalfarotto, MP is the Italian Undersecretary of State at the Ministry of Constitutional Reforms and Government Liaison to Parliament. He has been the rapporteur of the draft law proposal against homophobia and transphobia presented to Parliament in 2013, approved in the Chamber of Deputies and now pending before the Italian Senate for final approval. He represented the Italian Government at IDAHO 2014 in Malta.

Mr Scalfarotto has a professional background as a Human Resources Director. He has worked for over 20 years in the Financial Services, covering senior International HR positions in Milan, London and Moscow. Scalfarotto has been active in politics after his return to Italy, covering roles of increasing responsibility: he was Deputy National Chairperson of Italy's Democratic Party ("Partito Democratico") between 2009 and 2013.

In March 2013 he was elected to Parliament as a Member of the Chamber of Deputies (Lower House). On February 28, 2014 he joined Prime Minister Renzi's Government in his current capacity.

Scalfarotto wrote three books: "Contro i perpetui" (Il Saggiatore, 2006) on Innovation, Change, and Social mobility in Italy. "In nessun paese" (Piemme, 2010) on the need of a progressive Civil rights legislation in Italy. "Ma questa è la mia gente" (Mondadori, 2012), a collective portrait of the Italian Democrats. He has one of the most visible political blogs in Italy ([www.ivan-scalfarotto.it](http://www.ivan-scalfarotto.it)) and writes regularly for "Il Post" ([www.ilpost.it](http://www.ilpost.it)), Italy's first superblogger, and for the Italian Edition of "The Huffington Post" ([www.huffingtonpost.it](http://www.huffingtonpost.it)).

Scalfarotto graduated in Law cum laude at Naples University "Federico II". He currently lives in Milan with his partner, Federico, and their two cats.



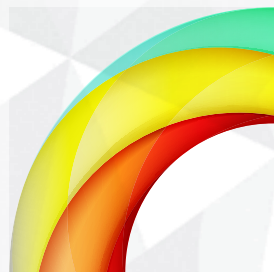


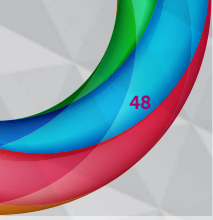
### ***R. Bradley (Brad) Sears***

R. Bradley (Brad) Sears is the founding director and current Executive Director of the Williams Institute, and an Adjunct Professor at UCLA School of Law. When the Williams Institute started in 2001, Sears was the only staff member and the Institute had a budget of \$100,000 and endowment of \$2.5 million. Sears helped to create and develop the Williams Institute's core programs and strategies. Today, the Institute has 20 faculty and staff members, a budget of nearly \$3 million, and an endowment of over \$20 million. Sears has published a number of research studies and articles, primarily on discrimination against LGBT people in the workplace and HIV discrimination in health care.

At UCLA School of Law, he teaches courses on sexual orientation law, disability law, and U.S. legal and judicial systems. Sears has given hundreds of academic and community presentations on HIV/AIDS and LGBT legal issues. He has testified before Congress and a number of state legislatures, authored amicus briefs in key court cases, helped to draft state and federal legislation, and been cited by a number of media, including the New York Times, the Los Angeles Times, National Public Radio, and CNN.

Sears graduated summa cum laude from Yale University and magna cum laude from Harvard Law School. During law school, he served as Editor-in-Chief of the Harvard Civil Rights-Civil Liberties Law Review. After law school, he clerked for the Hon. J. Spencer Letts of the Central District of California; founded the HIV Legal Checkup Project, a legal services program dedicated to empowering people living with HIV, and served as the Discrimination & Confidentiality Attorney for the HIV/AIDS Legal Services Alliance of Los Angeles (HALSA). Sears has served on the board of directors or advisory boards for Being Alive Los Angeles, HALSA, USC's AIDS Education Training Center, the Center for Health Justice, and UCLA's LGBT Studies program. Sears has received Being Alive Los Angeles' Volunteer of the Year Award and, in 2009, was recognized on Advocate's Magazine's "40 Under 40" list. In 2010, under his leadership, the Williams Institute received the "Treasures of Los Angeles" award from the Los Angeles Central City Association.





### *Todd Sears*

Todd Sears is the Founder and Principal of Out Leadership, a recognized global strategic advising firm that connects leaders across the world's most influential industries to create business opportunities, cultivate talent, and drive LGBT equality forward.

Todd began his career as an investment banker before moving to Merrill Lynch to become a Financial Advisor, where he created the first team of financial advisors on Wall Street to focus on the LGBT community and brought \$1.5 billion of

new assets to the firm. Todd then moved into diversity leadership, pioneering equality initiatives first at Merrill Lynch and then at Credit Suisse. Sears serves on the non-profit boards of the Williams Institute of UCLA, The Palette Fund, the Global Equality Fund of the United States Department of State and Lambda Legal; he was the founding chair of Jeffrey Fashion Cares, which he ran for 10 years. He is a graduate of Duke University.



### **Slavko Stojanović**

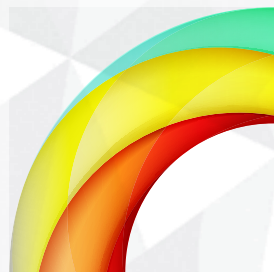
On 21 June 2013, he was appointed as Director of Police Directorate of the Montenegrin Ministry of Interior.

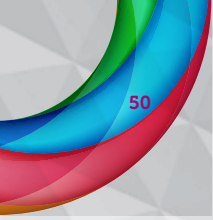
Slavko Stojanovic started his employment in 1977 within the police force of Montenegro. Having completed the College for Internal Affairs in 1982, he finished his internship period in criminal and uniformed police. In 1984, he was deployed to work as an Assistant Commander for public peace and order and traffic security in Podgorica. He performed tasks of a Commander of police station for traffic security in Podgorica in the period 1985-1990.

Function of an Assistant Head of the Centre for Security in Podgorica for uniformed police performed in the period 1990-1992. In 1992, he was appointed as a Senior Inspector for public peace and order in Police Directorate of the Montenegrin Ministry of Interior. Within the period

1994-2005, he performed tasks of a Head of the Department for traffic security in Police Directorate of the Montenegrin Ministry of Interior. Tasks of an Assistant Director of Police Directorate for the General Police Jurisdiction Department, he performed from October 2005 to 2008. In 2008, he was appointed as an Advisor to the Director in Police Directorate.

Within the period from 1973 to 1977, he attended the High School for Internal Affairs in Sremska Kamenica. He attended the College for Internal Affairs in the period from 1978-1981. He graduated at the Faculty of Security in Skopje in 1985. In 1983, he completed special course regarding Managing and Commanding Police Units in Belgrade, for a period of 8 months. He also completed great number of specialized courses and professional seminars in the security area.





### *Laurent Louis Stokvis*

H.E. Mr. Laurent Louis Stokvis MA, Ambassador Extraordinary and Plenipotentiary of the Kingdom of the Netherlands to Montenegro

Ambassador Stokvis graduated from the Atlantic College in Wales in 1969. He received his Master's Degree in Modern History from the University of Oxford in 1972. In 1975 he joined the Ministry of Foreign Affairs of the Kingdom of the Netherlands. From 1975 to 1992 he performed various assignments in embassies of the Kingdom of the Netherlands in Rabat, East Berlin, the Permanent Representation with NATO in Brussels and at the Ministry of Foreign Affairs at the Directorate for European Integration. In the period from 1992 to 1995 he held the position of the Counsellor of the

Embassy, at the Permanent Representation in Geneva.

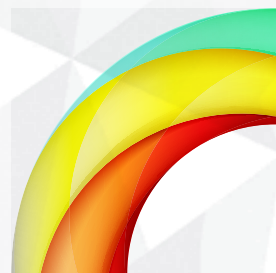
From 1995 to 1999 he was Counsellor/Deputy Head of Mission at the Embassy of the Kingdom of the Netherlands in Paramaribo. Between 1999 and 2002 he was Counsellor/Deputy Head of Mission at the Embassy of the Kingdom of the Netherlands in Warsaw. In the period between 2002 and 2006 he was Ambassador Extraordinary 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.

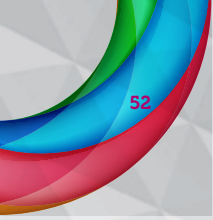


### *Igor Šuran*

Croatian by birth and living in Italy for over 25 years, Igor holds the B.A. degree in Economics. Following a professional career in international corporate and investment banking, where he covered managerial and executive positions in

institutional relationship management, Igor is currently the Executive Director of Parks - Libere e Uguali, Italy's only employers' association whose mission is to promote LGBT equality and inclusion in the workplace.



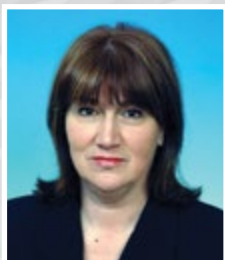


### ***Margaret Ann Uyehara***

Margaret Ann Uyehara was confirmed by the Senate to be the U.S. Ambassador to Montenegro in December 2014.

A career member of the Senior Foreign Service, class of Minister-Counselor, Ms. Uyehara has three decades of experience managing Department of State staff and resources. Ms. Uyehara most recently served as Executive Director of the Bureaus of European and Eurasian Affairs and International Organization Affairs in the De-

partment of State. Previous tours have included Austria, Germany, Ukraine, Indonesia, Japan, Philippines, United Kingdom and Mali. Ms. Uyehara is a native of Berea, Ohio. She earned a B.A. in Political Science at Kalamazoo College, Kalamazoo, Michigan in 1981 and studied at Georgetown University's School of Foreign Service. She speaks German, French, Ukrainian and Japanese. Ms. Uyehara and her husband, Foreign Service Officer Michael Uyehara, have five children.



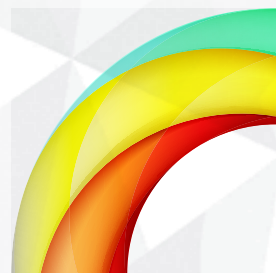
### *Marija Vučinović*

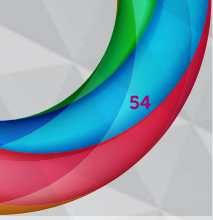
Marija Vučinović was born on 30 January 1958 in Rijeka, Croatia. She graduated from the Faculty of Engineering in Rijeka – Department of Naval Architecture and became a graduate naval architect.

She worked for 16 years in the Adriatic Shipyard Bijela in the design office as a chief designer and manager of the office. In 2002, she got involved in the political work of the Croatian Citizens' Initiative (CCI) and was elected Vice Chairwoman and since 2005, she has been President of the CCI. She was a member of the Croatian - Montenegrin

Interstate Council, a member of the local parliament in Tivat since the constitution of the CCI, and president of its members club. Marija Vučinović is also a member of the Croatian National Council. She used to work as a technical manager in the Public Water Supply Company of Tivat.

On 4 December 2012, she was elected Minister without Portfolio in the Government of Montenegro. From 2014, she has been a president of the Council for the development of NGOs. She is married and has daughter Dunja and son Davor.





### *Ian Robert Whitting*

H.E. Mr. Ian Robert Whitting OBE, British Ambassador to Montenegro

2008 - 2012 Her Majesty's Ambassador, Reykjavik; 2003 - 2008 Athens, Deputy Head of Mission / Consul General; 2002 - 2003 FCO, Assistant Director EU Affairs; 1998 - 2002 FCO, Deputy Head Afri-

ca Department FCO; 1997 - 1998 FCO, Conference Media Coordinator; 1994 - 1997 Abidjan, Deputy Head of Mission; 1972 - 1997 Overseas postings including Dublin, Moscow, Athens, Tunis and Cairo. He is married to Tracy Gallagher and has two daughters, Isobel and Olivia.





### **Aleksandar Saša Zeković**

Aleksandar Saša Zeković (1974) is the President of the Council for Civil Control of the Police, which is a collective ombudsman body specialized for the matters of the police.

He was engaged in professional monitoring of the police since 2000. He coordinated the programs of the police reform and of the strengthening of its capacities for the communication and cooperation with the minority communities. He is particularly dedicated to the enhancement of the overall integrity of the police and the bettering of the application of the police authority in the cases of family violence, cases of persons with disability and the LGBT community. He managed the projects in the area of police training, as well as the training of prosecutors and judges, first of its kind implemented in Montenegro.

At the University of Montenegro, he received his MA degree on the subject "Political criteria in the

accession process of Montenegro to the European Union". He was a member of the experts groups drafting the Law on freedoms and rights of the minorities, first state report of Montenegro on the implementation of the Framework convention of the Council of Europe for the rights of the minorities, as well as the first Governments LGBT Strategy.

He was a human rights violation researcher, coordinator/researcher of the Humanitarian Law Fund, program director of the Center for Civic education, the director of Roma Scholarship Foundation and the President of the Steering Committee of LGBT Forum Progress. He is the founder of the Alternative Institute.

He is an author, coauthor or editor of over thirty experts publications, academic analysis or studies as well as two official school textbooks.

