



COSTA GAVRIELIDES

DEI EXPERT


PROFILE

Diversity, Equity and Inclusion (DEI) Expert with a background in the airlines/aviation industry. Over the years, I acquired a range of strong and soft skills that proved helpful in setting up goals and achieving them.

Leadership, teamwork, problem-solving and interpersonal skills are among my defining characteristics, having helped shape Cypriot laws that deal with human rights, diversity, inclusion and non-discrimination. I've worked with industry professionals, businesses, government officials, and civil society to promote diversity, equity and belonging.

As the Advisor to the President of Cyprus on Multiculturalism and Diversity, I liaised between Ministers, Commissioners, industry professionals and civil society to help improve the rights of minorities, not only in Cyprus but all over Europe and MENA region.

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WORK EXPERIENCE

REPUBLIC OF CYPRUS

Nicosia, Cyprus

Adviser to the President of Cyprus for Multiculturalism, Acceptance and Respect to Diversity

May 2018 – February 2023 (4 years 10 months)

Appointed by the President of the Republic of Cyprus as an adviser for issues related to multiculturalism, acceptance, and respect for diversity. In this role, I promoted accepting and protecting minorities in Cyprus, particularly, but not exclusively, ethnic minorities, LGBTQI+ individuals, and people with disabilities. As the President's adviser, I guided all the Ministers and coordinated the actions of ministry officials in these areas. I often participated in forums and gave presentations, speeches, and trainings on Diversity. I also represented Cyprus in several international EU and CoE committees.

Member of the Bicomunal Technical Committee on Humanitarian Affairs

February 2020 - Present (3 years 3 month)






The Bicomunal Technical Committee on Humanitarian Affairs operating in Cyprus with the assistance of the UN between the Greek-Cypriot and Turkish-Cypriot communities is helping resolve daily issues which require humanitarian assistance between the two communities in Cyprus, thus contributing to building confidence and trust between them.

Head of the Inter-ministerial Committee implementing the UK-Cyprus MoU on the Protection and Promotion of rights of LGBTI+ people in Europe and the Commonwealth

December 2021 – Present (1 year and 5 months)

Appointed by the Council of Ministers of Cyprus to head the inter-ministerial committee responsible for implementing the above Memorandum of Understanding on behalf of Cyprus. As the committee representing three ministries from Cyprus, we work to coordinate the actions of the two governments under the Council of Europe, the European Governmental LGBTI+ Focal Points Network (EFPN), and the Equal Rights Coalition (ERC) with regard to the rights of the LGBTI+ community. We also set objectives and deliverables for this cooperation. In May 2022, we organised the European IDAHOT+ Forum 2022 in Cyprus for the first time in partnership with the UK. The forum brought together hundreds of government officials, academics, businesses, and civil society activists from Europe to explore ways to protect the rights of the LGBTI+ community.

LANGUAGES

	Greek
	English
	German
	Russian
	French

EDUCATION

University of Westminster London, UK

MSc, E-Commerce (2001-2002)
Acquired with Merit

BA(Hons), Business Studies (Business
Information Technology) (1999 - 2001)
2:2

The English School Nicosia, Cyprus

Private High School (1989 - 1996)

MILITARY SERVICE

Cyprus National Guard Klirou, Cyprus

Soldier, Armoured Cavalry
July 1996 – September 1998

VOLUNTEER WORK

ILGA-Europe Brussels, Belgium

Board Member & Treasurer
October 2014 – October 2018

Accept – LGBTI Cyprus Nicosia, Cyprus

Co-Founder

President
May 2012 – December 2017

Steering Committee Member
January 2010 – May 2012

WORK EXPERIENCE (CONT.)

COUNCIL OF EUROPE

Strasbourg, France

Cyprus Representative to CoE's Steering Committee on Anti-Discrimination, Diversity, and Inclusion (CDADI)

March 2022 - Present (1 year 1 month)

The Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) steers the Council of Europe's intergovernmental work to promote equality for all and build more inclusive societies. The Committee deals with Anti-discrimination and Diversity related areas such as Migrant Integration, Intercultural Integration, Hate Crime, Hate Speech, Roma & Travelers, Artificial Intelligence (AI) equality & LGBTQI.

Vice Chair of Working Group - Sexual Orientation, Gender Identity & Expression & Sex Characteristics

March 2022 - Present (1 year 1 month)

I was elected as Vice Chair of the Council of Europe's Working Group on sexual orientation, gender identity, gender expression and sex characteristics (GT-ADI-SOGI) by CoE's European Member States. The working group reviews implementation of anti-discrimination measures and is developing a draft Recommendation on intersex rights, using a new review methodology with an annual thematic dimension.

ARAB FOUNDATION FOR FREEDOMS & EQUALITY (CY) Nicosia, Cyprus Secretary

January 2020 - Present (3 years 4 month)

AFE promotes LGBTI and Human Rights in the Middle East and North Africa (MENA) Region through many targeted trainings as well as support to the LGBTI community in the region. As AFE Cyprus Secretary, I assist the Board of Directors in carrying out the day-to-day running of the organisation and facilitate communication between AFE Cyprus and any third-party stakeholders.

HUNGAIR TRAVEL

Nicosia, Cyprus

Business Development Manager & Ural Airlines Manager

February 2012 – April 2022 (10 years 3 months)

Responsible for the Cyprus sales and marketing for local Ural Airlines General Sales Agent and acting as Station Manager at Larnaca (LCA) and Pafos (PFO) Airports for airline operations, overseeing and coordinating the work of the ground handling operator.

Malev Hungarian Airlines Manager

January 2009 – February 2012 (3 years 3 months)

Oversaw the Cyprus sales and marketing for Malev Hungarian Airlines and acted as the Station Manager at Larnaca Airport. My duties involved direct sales, corporate contracts, marine sales, and FIT, as well as offline and online marketing through various promotional programs, incl printed media, local tariff distribution, sales promotions, incentive programs, PR promotional events, newsletters, and social media.

AVRION

London, UK

CRM Software Developer / CRM Analyst

May 2003 – November 2008 (5 years 8 months)

I worked with two CRM solutions, Sage CRM and Maximizer CRM, which are geared towards the SME market. My responsibilities included business analysis and consulting, providing technical and business process guidance, managing projects, developing and implementing solutions, generating reports, and providing first and second-line IT support.

COMPUTER SKILLS



SKILLS



WORK PERMITS

EU & EEA
UK (Settled Status)

EVENT ORGANISATION (selected examples)

EMPOWERING AN EVOLVING WORKFORCE: UNLEASHING THE POWER OF DIVERSITY, EQUALITY, INCLUSION & BELONGING FOR THE LGBTQI+ COMMUNITY

Head of Organising Committee

January 2023

I collaborated with PwC Cyprus, Grant Thornton Cyprus, Cyta Telecoms, and other important stakeholders to organise Cyprus' first-ever Diversity & Inclusion conference, which focused on the advantages of the LGBTQI+ community in the workplace.

IDAHOT+ FORUM 2022

Head of Organising Committee

May 2022 - [link](#)

The IDAHOT+ Forum is an annual event that promotes cooperation and understanding of LGBTQI+ politics among governments, international organisations, businesses, academics, and key stakeholders. I managed the event, invited speakers, and developed the agenda. Speakers included the Speaker of the House of Representatives of Cyprus, the EU Commissioner for Equality, the Parliamentary Secretary for Reforms & Equality of Malta, the Chief Economic Adviser to the Prime Minister of Greece, and others.

ILGA-EUROPE ANNUAL CONFERENCE, NICOSIA 2016

Head of Local Organising Committee

October 2016 - [link](#)

1ST CYPRUS PRIDE – 5TH CYPRUS PRIDE (2014 – 2018)

Head of Organising Committee

Annually 2014 – 2018

In May 2014, as President of Accept - LGBTI Cyprus, I led a team in organising the first-ever Cyprus Pride Festival, which included the first Cyprus Pride March in the Republic of Cyprus. Despite facing significant opposition, the two-week Festival was successful, attracting around 5000 people in the Pride March and becoming one of the most successful marches for a social cause in Cyprus. As a result, the Reporter Newspaper recognised me as one of the "20 Persons of the Year" in 2014.

PUBLICATIONS

LEGAL GENDER RECOGNITION IN CYPRUS (DECEMBER 2021)

Published: Council of Europe, SOGI Unit, France

January 2022 - [link](#)

Outline of the current legal framework relating to Legal Gender Recognition in Cyprus.

THE LGBTI MOVEMENT IN CYPRUS: ACTIVISM, LAW AND CHANGE ACROSS THE DIVIDE

Published: Friedrich-Ebert-Stiftung, Germany

February 2020 - [link](#)

The Friedrich-Ebert-Stiftung published a report detailing the history of the LGBTQI+ movement in Cyprus, specifically focusing on the inception of the first official LGBTQI+ organisations in the 2010s. This report has garnered significant interest from the international research community.