

## **Internship Program Guide**



**Application Deadline:**

10 May 2021

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## About Queer Cyprus Association

The founders of Queer Cyprus Association initially came together as Initiative Against Homophobia in 2007. In collaboration with various organizations, homosexuality was decriminalized in the northern part of Cyprus with the changing of the "Penal Code" in 2014. During this process, the association was renamed as Queer Cyprus and became the only civil society organization working on discrimination on the basis of gender, gender expression, sexual orientation and gender identity. The association has actively worked with local and international organizations from a variety of fields such as law, education, psychology and health to ensure human rights access to lesbian, gay, bisexual, trans and intersex (LGBTI+) individuals. These are some of the working groups of the association:

- 27 January Group
- Solidarity Line
- Training Team
- Universal Relations Team
- Visual Design Team
- Oryanta(LA)syon
- 17 May Team
- Rainbow Lawyers
- Reading Team
- Fund Raising Team
- Health Team
- Social Media Team

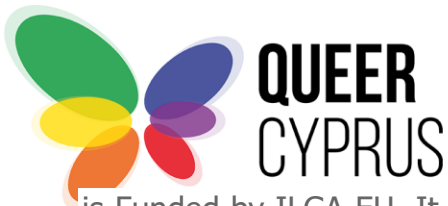
The association began to speak the unspoken regarding LGBTI with the "Unspoken Project" between 2015-2017 which was financed with the "Cypriot Civil Society in Action V" grant scheme. With the "Diversity of Colours" project funded by European Union, the main goals are to bring all colours in Cyprus together, increase the capacity of the association and combat the existing homophobia, transphobia and biphobia. Besides the Diversity of Colours Project, the association is implementing the "LGBTI+ in Freedom from Exploitation" (Life) project in collaboration with KAOS GL. With this project, the association will contribute to the "Coordinated Measures and Mechanisms for Anti-trafficking (COMMIT)" project in which multiple civil society organizations will serve as contributors. Finally, Queer Cyprus started to implement Stronger Together Project which

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is Funded by ILGA-EU. It aims to strengthen the LGBTI+ community and especially the ones vulnerable at socio-economic level in the northern part of Cyprus.



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### Diversity of Colours Project

#### **For a Cyprus in which all colours including lesbian, gay, bisexual, trans, intersex and more (LGBTI+) can co-exist: the Diversity of Colours Project!**

The objective of this project is to ensure LGBTI+'s access to human rights and eliminate discrimination in the northern part of Cyprus. The "Diversity of Colours Project", which started in December 2018 and will continue for a duration of three years, is funded by the European Union under the Cypriot Civil Society in Action VI Grant Scheme and implemented by the Queer Cyprus Association.

#### **The following activities will be implemented for the duration of the project:**

- Capacity building training sessions for the association
- Training sessions for Psychologists and Lawyers
- Internship program and volunteering
- Fund raising activities
- Newsletter, website and social media
- Media Monitoring and Reporting
- Developing Management Information System (MIS) Software and Consultancy Services
- Local meetings against Homophobia, Biphobia and Transphobia
- International Conferences in partnership with universities
- Preparing booklets on issues in regard to LGBTI+
- Attitude Scale to evaluate Homophobia, Biphobia and Transphobia
- Advocacy on LGBTI+, and legal gap analysis, research and recommendations for improvement
- Strategic Litigation
- Legal, psychological and social consultancy services for LGBTI+ individuals

## LGBTI+ in Freedom from Exploitation (Life) Project

### **Purpose:**

To contribute to the struggle against human trafficking among LGBTI+ individuals in the northern part of Cyprus.

### **Specific Goals:**

- To create awareness among LGBTI+ in regard to sexual exploitation and support the effective and coordinated struggle
- To prevent human trafficking among potential LGBTI+ victims and people at risk, and enhance victims' access to rights

### **Activities;**

- Mapping the status of LGBTI+ sex workers in the northern part of Cyprus,
- Printing and publishing the mapping report,
- Information sessions with Queer Cyprus Association members and supporters,
- Expert focus group meeting with Civil Society Organizations from Turkey which especially focus on sex work and Civil Society Organizations in Cyprus working for the movement against Human Trafficking,
- Coordinated advocacy for LGBTI+ victims,
- Training sessions for Queer Cyprus 'Solidarity Line' volunteers,
- Contributing to social welfare by ensuring the distribution of informative promotional materials from worker to worker,
- Mapping existing social services and access to such services,
- Providing social welfare services (by an expert employed in scope of the project) to LGBTI+ victims, potential human trafficking victims and individuals at high risk.

## Stronger Together Project

### **Purpose:**

To strengthen LGBTI+ community who are vulnerable in socio-economic level in the northern part of Cyprus.

### **Specific Goals:**

- increase the knowledge and effective and coordinated response to socio-economic vulnerability of LGBTI+ community.
- to strengthen LGBTI+s who has potential to vulnerability and ones who are at risk in socio-economic term and improve access to rights.

### **Activities;**

- mapping the experiences of LGBTI+ people in accessing employment,
- Focus group meeting with LGBTI+s,
- Publishing and disseminating of the report based on the findings of mapping study,
- Training on advocacy plan with LGBTI+s who are vulnerable in socio-economic status based on mapping study,
- Carrying out alliance-building visits to CSO, trade unions, shopkeepers and artisans chamber,
- Carrying out advocacy visits to local bodies responsible for policy-making on inclusive domestic legal text on labour and LGBTI+ inclusive shelter,
- Training for social welfare department,
- Providing employment counselling and social welfare services.

**For more information:** <http://www.queercyprus.org>



## About the Program

**Queer Cyprus Association**, which has operated for years in the northern part of Cyprus, has prepared an internship program to build capacity and provide individuals with the opportunity to gain experience by interning at a rights-based civil society organization.

The internship program will take place for a duration of **30 days for full time or 60 days for part-time. Two applicants** will be accepted for this internship. The application deadline for the Internship Program is **10 May 2021 Monday, 18:00** (Cyprus local time).

Applications submitted after the deadline will not be taken into consideration. Detailed information about the Program is as follows:

- **First Intern:**
  - **Foreseen Start Date of Employment:** 17<sup>th</sup> May
  - **Foreseen Termination Date of Employment:** 17<sup>th</sup> June for full time or 17<sup>th</sup> July for part-time.
- **Second Intern:**
  - **Foreseen Start Date of Employment:** 1<sup>st</sup> September
  - **Foreseen Termination Date of Employment:** 30<sup>th</sup> September for full time or 31<sup>st</sup> October for part-time
- **Working Hours:** Full Time 30 days Part Time 60 days
- **Workplace:** Mostly remote for some days Queer Cyprus Association's office
- **Prioritized departments (not limited to the following);**
  - Communication and Media Studies
  - Business Administration
  - Political Sciences
  - Law
  - International Relations
  - Psychology
  - Social Services
  - Psychological Counselling and Guidance



- **Documents to be submitted with Application:**
  - CV summarizing work experience and trainings received
  - Motivation Letter

### Expectations from Interns

- Willingness to be part of the LGBTI+ movement
- Full-time and/or participation during the internship
- Being over the age of 18
- Being a registered university student
- Willingness to build capacity and develop required business development capabilities
- Willingness to be part of the association's activities and to work with the team

### What will interns gain?

- Internship experience at a civil society organization
- Daily allowance
- Office work
- Being part of the project activities:
  - Capacity building training for the association
  - Training for psychologists and lawyers
  - Internship program and working with volunteers
  - Fund raising activities
  - Newsletters, website and social media
  - Media Monitoring and Reporting
  - International Conferences in partnership with Universities

### How to apply?

You may apply by submitting your **CV** and **Motivation Letter** to [basvuru@queercyprus.org](mailto:basvuru@queercyprus.org) by **Monday, 10 May 18:00**. Please read the guide before submitting your application. Your application will be evaluated based on your CV and Motivation Letter, therefore provide accurate and clear information.

We would like to thank you for your interest and wish you good luck.



The Diversity of Colours Project is funded by the European Union under the Cyprus Civil Society in Action VI Grant Scheme and implemented by the Queer Cyprus Association. This announcement is produced with the financial support of the European Union. Its contents are the sole responsibility of the Queer Cyprus Association and do not necessarily reflect the views of the European Union.