

# Mission Critical Inclusive Leadership for the Security Sector 2019

Berlin International Conference  
June 18 - 20



## DRAFT AGENDA

June 17-20, 2019 | Berlin, Germany

Rapid demographic change and emerging security challenges require security organizations to strengthen diversity and inclusion in order to fulfill our missions. Mission Critical provides a transatlantic leadership development and exchange opportunity for key personnel and stakeholders to gain new strategies for inclusive leadership in security contexts.

**With special thanks to: The German Ministry of Defense**

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# MISSION CRITICAL 2019

## Inclusive Leadership for the Security Sector

*Draft Agenda – March 22, 2019*

***Each year, Germany celebrates Diversity Day. We are honored to be part of this celebration.***



### **Monday, June 17th**

<i>Daytime</i>	<b>International Arrivals</b>
19h00	<b>Welcome Reception for International Guests</b>

### **Tuesday, June 18th**

**Location: Embassy of Canada (Leipziger Pl. 17, Berlin)**  
**Theme: Personnel - Achieving a Diverse and Inclusive Workforce**

8h15	<b>Arrivals and Registration</b>
9h00-9h20	<b>Opening Remarks and Welcome</b>  <i>Stéphane Dion, Ambassador to Germany and Special Envoy to the European Union and Europe</i> <i>Dr. Ursula von der Leyen, German Federal Minister of Defense</i>
9h20-9h40	<b>Visions of Diversity</b>  <i>General Eberhard Zorn, Inspector General of the Bundeswehr</i> <i>Rear-Admiral Luc Cassivi, Commander of the Canadian Defence Academy</i>
9h45-10h45	<b>Visions of Diversity (Cross Sector)</b>  <i>General Eberhard Zorn, Inspector General of the Bundeswehr</i> <i>Rear-Admiral Luc Cassivi, Commander of the Canadian Defence Academy</i> <i>Nariman Hammouti-Reinke, President, Deutscher.Soldat.</i> <i>Cathryn Clüver Ashbrook, Executive Director, Future of Diplomacy Project, Harvard Kennedy School</i> <i>tbc, Corporate Representative</i> <b>Moderator: Christian Thiels, Editor-in-chief for German Armed Forces Media</b>

10h45-11h15

### Coffee and Networking in the Foyer

11h15-13h15

### International Cross-Talks, Round I Leadership Competencies: New Aspects

Topic 1: **Longer Work Lives as an Opportunity and Challenge for HR**  
*Facilitated by FMoD Branch P II 1*

Topic 2: **Achieving Work Life Balance in Modern Forces**  
*Dr. Armgard von Reden, chairperson, WIIS.de*

Topic 3: **Mission Possible? Integration Through Sport and the Role of the Public**  
*Facilitated by FMoD Branch Pol I 5*

Topic 4: **What makes an employer attractive?**  
*Facilitated by FMoD Branch P I 1*

Topic 5: **Empathy: Managing Political Tensions in Security Workforce**  
*Dr. Justin Gest, Author, Thought Leader, Demographer*

13h15-14h30

### Networking Lunch

14h30-16h30

### International Cross-Talks: Round II Affinities, Identities and Cohesion – Overcoming Bias

Topic 1: **Women in the Armed Forces**  
*Facilitated by FMoD Branch P I 4*

Topic 2: **LGBTQI Inclusion Now and in Future**  
*Amin Michel, Director, Inclusion4Diversity (Netherlands)*  
*Anastasia Biefang, Lieutenant Colonel, Bundeswehr*

Topic 3: **Diversity of Faith and Accommodations**  
*Nida Ansari, Policy Advisor at U.S. Commission on Security and Cooperation in Europe (tbc)*

Topic 4: **Racial and Ethnic Minority Perspectives**  
*Ivan Ivanov, Executive Director, European Roma Information Office*

Topic 5: **Action planning to implement the UN Disability Rights Convention in Ministries of Defense**  
*Facilitated by FMoD Branch P III 4*

16h30-17h00

**Coffee and Networking**

17h00-18h00

**Presentation of Cross-Talk Findings Rounds I and II**

*Moderated by Christian Thiels*

18h00-19h00

**Free Time & Transfer to Federal Ministry of Defense**

19h00-21h00

**Dinner Reception at the Federal Ministry of Defense**

Dinner Conversation on the Importance of Diversity for Armed Forces

**Dr. Peter Tauber**, Deputy Minister of Defense / Parliamentary State Secretary and Member of the Federal Parliament and

**Clare Hutchinson**, NATO Special Representative for Women, Peace and Security (tbc)

**Wednesday, June 19th**

**Location: Konrad Adenauer Foundation (Landgrafenstraße 14, Berlin)**

**Theme: The Future of Security – D&I Lens**

9h00-9h30

**What Do We See When We Imagine Our Armies? Toward a Paradigm that Works for Our Future**

*Dr. Justin Gest, Author, Thought Leader, Demographer*

9h30-9h45

**Opening Remarks: Diversity and Security**

*Dr. Hans-Peter Bartels, Defense Commissioner of the German Bundestag*

9h45-11h00

**Panel: Diversity and Foreign Policy**

*Cathryn Clüver Ashbrook, Executive Director, Future of Diplomacy Project at the Harvard Kennedy School (HKS)*

*Pamela Campos, Political Strategist, U.S. Air Force Veteran (tbc)*

*Kristina Lunz, Co-Founder, Country Director Germany | Centre for Feminist Foreign Policy*

11h00-11h30

**Group Photograph / Coffee and Networking**

11h30-12h45

**Panel: The Future of Work** organized by **EUROMIL**

*Claire Dhéret, Head of Programme, European Policy Centre*

*Fredrik Nören, Ombudsman of the Swedish Army Officers Association*

*Moderated by Esther Lynch, Confederal Secretary, European Trade Union Confederation*

12h45-13h30

## Networking Lunch

13h30-15h00

### International Cross-Talks: Round III Diversity in Diversity: Inclusion Strategies Across Cultural Contexts

#### Topic 1: Approaches – Europe East and South

**Maka Petriashvili**, Deputy Head of Human Resources and Professional Development, Georgian Ministry of Defense

**Magda Jakubowska**, Vicepresident, Res Publica Foundation

**Lymberis Zampetas**, Colonel & Director, Human Resources and Environment Directorate, Greek Ministry of Defense (tbc)

#### Topic 2: Approaches - International Organizations

**Maryse Chureau**, Specialist, Office of the Executive Director Corporate Affairs Bureau, Europol

**Anna Carin Krokst de**, Adviser for Equal Opportunities and Careers, European External Action Service

#### Topic 3: Approaches – Country Contexts of Super Diversity

**Anthony Robinson**, Director of Training, Truman National Security Project

#### Topic 4: Approaches – Adapting D&I to Unique Institutional Cultures

**Lyla Kohistany**, President, PROMOTE Leadership

#### Topic 5: Approaches – D&I over the Life Cycle: from Service to Veteran

**Norvel Rock Dillard**, Director, Diversity and Inclusion Management, U.S. Department of Defense

**Emmanuel Jacob**, President, EUROMIL

15h00-15h30

## Coffee and Networking

15h30-16h15

### Presentation of Cross-Talk Findings Round III

Moderated by **tbd**

16h15-17h30

### Plenary Best Practices Exchange: Structures and Tools to Advance D&I

**Mostafa Hilali**, Lieutenant Colonel, Dutch Ministry of Defense

Case Study by **Panagiotis Sotiriadis**, Lieutenant Colonel, Greek Ministry of Defence

17h30-18h00

### Reflections: D&I in Human Rights and Development Organizations

**Minjon Tholen**, Global Diversity & Inclusion Strategist | D&I Director @ Amnesty International USA | Co-founder @ Inclusion NextWork

18h00-20h00

**Executive Time**

20h00-22h00

**Dinner**

Dinner Discussion on Police Perspectives

**Samira Rafaela**, Inclusion Lead, National Police of the Netherlands

**Rodienne Bartolo Haidon**, Police Sergeant, Malta Police Force

**Rhonda Hislop**, Royal Canadian Mounted Police

**Asif Sadiq**, Head of Diversity, Inclusion and Belonging for The Telegraph, previously the Head of the Equality, Diversity and Human Rights Unit for the City of London Police

**Thursday, June 20<sup>th</sup>**

**Location: Heinrich Böll Foundation, Schumannstraße 8**

**Theme: D&I Data and Communication**

9h00-9h30

**Cyber Security: The Diversity Imperative**

**Dr. Deborah Hurley**, Fellow of the Institute for Quantitative Social Science, Harvard University

9h30-10h30

**Evaluating Culture Change**

**Chevalier Cleaves**, Inaugural Chief Diversity and Inclusion Officer at Lincoln Laboratory, MIT

10h30-11h00

**Collecting/Using Diversity Data Across Multiple Privacy Cultures**

**Miguel Castro**, Lead for Inclusive Culture, SAP Global D&I Office

11h00-11h50

**Communicating Diversity – Widening the Circle**

**Asif Sadiq**, Head of Diversity, Inclusion and Belonging for The Telegraph, previously the Head of the Equality, Diversity and Human Rights Unit for the City of London Police

11h50-12h30

**Observations and Concluding Remarks**

**Dr. Christian Leuprecht**, Professor in Leadership, Department of Political Science, Royal Military College of Canada