

# Mission Critical Inclusive Leadership for the Security Sector 2019

Berlin International Conference  
June 18 - 20



## 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**

Organized by:



DEUTSCHER.SOLDAT. e.V.

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STRENGTHENING TRANSATLANTIC COOPERATION



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# MISSION CRITICAL 2019

## Inclusive Leadership for the Security Sector

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



### Day 1

**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>
8h45-9h20	<b>Opening Remarks and Welcome</b> <i>Stéphane Dion, Canadian 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, Chief of Defense of the Bundeswehr</i> <i>Rear-Admiral Luc Cassivi, Commander of the Canadian Defense Academy</i>
9h45-10h45	<b>Visions of Diversity (Cross Sector)</b> <i>General Eberhard Zorn, Chief of Defense of the Bundeswehr</i> <i>Rear-Admiral Luc Cassivi, Commander of the Canadian Defense Academy</i> <i>Rear-Admiral Nancy S. Lacore, Vice Commander, U.S. 6th Fleet</i> <i>Filiz Albrecht, Global Executive Vice President Human Resources, Bosch</i> <i>Nariman Hammouti-Reinke, President, Deutscher.Soldat.</i> <b>Moderator: Christian Thiels, Editor-in-chief for German Armed Forces Media</b>
10h45-11h15	<b>Coffee and Networking in the Foyer</b>
11h15-13h15	<b>International Cross-Talks, Round I</b> <b>Leadership Competencies: New Aspects</b> <b>Topic 1: Longer Work Lives as an Opportunity and Challenge for HR</b> <i>Colonel Karlheinz Kaltenecker, German FMoD, Chief of Branch P II 1</i>  <b>Topic 2: Achieving Work Life Balance in Modern Forces</b> <i>Dr. Armgard von Reden, President, WIIS Germany</i>

Topic 3: **Mission Possible? Integration Through Sport and the Role of the Public**

*Dr. Diana Witt, German FMoD, Assistant chief of Branch Politik I 5*

Topic 4: **What makes an employer attractive?**

*Colonel Markus Reinhardt, German FMoD, Chief of Branch P I 1*

Topic 5: **Radical Empathy: Managing Political Tensions in Security Workforce**

*Dr. Justin Gest, Author, Thought Leader, Social Scientist*

13h15-14h30

**Networking Lunch**

14h30-16h30

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

Topic 1: **Women in the Armed Forces**

*Colonel M.C. Dr. Lale Bartoschek, German FMoD Chief of Branch P I 4*

*Colonel Frank Reiland, Director personnel recruitment, BAPersBw*

Topic 2: **LGBTQI Inclusion Now and in the Future**

*Amin Michel, Director, Inclusion4Diversity (Netherlands)*

*LtCol Anastasia Biefang, AHsAB e.V.*

*Introductory Presentation by LtCol Dr. Klaus Storkmann, "A threat to the discipline and order of the troops?" How the armed forces in (West) Germany dealt with homosexual soldiers in the past*

Topic 3: **Diversity of Faith and Accommodations**

*Kathryn Alford, Head of Diversity & Inclusion, UK Ministry of Defense; Ordinand (Church of England)*

*Nida Ansari, Policy Advisor at U.S. Commission on Security and Cooperation in Europe*

Topic 4: **Racial and Ethnic Minority Perspectives**

*Ivan Ivanov, Executive Director, European Roma Information Office*

*Tom Powell, Head of Diversity and Inclusion Team, UK Ministry of Defense*

Topic 5: **Action planning to implement the UN Disability Rights Convention in Ministries of Defense**

*Michael Heitfeld, German FMoD Deputy Chief of Branch P III 4*

*Natascha Tüttelmann, German FMoD Deputy Chief of Branch P III 4*

16h30-17h00

**Coffee and Networking**

17h00-17h05	<b>Genesis/Vision of Mission Critical: Inclusive Leadership for Security</b> <i>Lora Berg, Counselor for Inclusive Leadership, German Marshall Fund of the United States</i>
17h05-18h00	<b>Presentation of Cross-Talk Findings Rounds I and II</b> <i>Moderated by Christian Thiels</i>
18h00-19h00	<b>Free Time &amp; Transfer to Federal Ministry of Defense</b>
19h00-21h00	<b>Dinner Reception at the Federal Ministry of Defense</b> <b>Stauffenbergstraße 18, 10785 Berlin</b> <i>Dinner Conversation on the Importance of Diversity for Armed Forces</i> <b>Dr. Peter Tauber</b> , Deputy Minister of Defense / Parliamentary State Secretary and Member of the Federal Parliament <b>Clare Hutchinson</b> , NATO Special Representative for Women, Peace and Security <b>Please be at least 15 minutes early for security check &amp; bring an ID.</b>

## Day 2

**Wednesday, June 19th**      **Location: Konrad Adenauer Foundation (Tiergartenstraße 35, Berlin)**  
**Theme: The Future of Security – D&I Lens**

8h55-9h00	<b>Welcome</b> <b>Nils Wörmer</b> , Head of the Department for Foreign, Security, and European Affairs, Konrad Adenauer Foundation
9h00-9h30	<b>What Do We See When We Imagine Our Armies?</b> <b>Dr. Justin Gest</b> , Author, Thought Leader, Social Scientist
9h30-9h45	<b>Opening Remarks: Diversity and Security</b> <b>Dr. Hans-Peter Bartels</b> , Defense Commissioner of the German Bundestag
9h45-11h00	<b>Panel: Diversity and Foreign Policy</b> <b>Tjorven Bellmann</b> , Chief, Defense and Security Policy Branch, Federal Ministry of Foreign Affairs <b>Pamela Campos</b> , Political Strategist, U.S. Air Force Veteran <b>Anna Carin Krokstäde</b> , Advisor for Equal Opportunities and Careers, European External Action Service <b>Kristina Lunz</b> , Co-Founder, Centre for Feminist Foreign Policy <b>Moderator: Karlijn Jans</b> , Defense Advisor, British Embassy, The Hague
11h00-11h30	<b>Group Photograph / Coffee and Networking</b>

11h30-12h45

**Panel: The Future of Work** organized by **EUROMIL**  
*Claire Dhéret*, Head of Programme, European Policy Centre  
*Fredrik Nóren*, Ombudsman of the Swedish Army Officers Association  
*Luminita Stemate*, Director, Research Workforce Analytics, Department of National Defense and Canadian Forces  
Moderated by **Józef Niemiec**, Special Advisor to the General Secretary, European Trade Union Confederation

12h45-13h30

**Networking Lunch**

13h30-13h45

**Diversity Reflections**

*Lieutenant General Martin Schelleis*, Inspector of the Joint Support Service of the Bundeswehr

13h45-15h00

**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*, Vice President, Res Publica Foundation

*LtCol Panagiotis Sotiriadis*, Ministry of Defense, Greece

Topic 2: **Approaches - International Organizations**

*Maryse Chureau*, Advisor, Office of Europol's Executive Director

*Anna Carin Krokstæde*, Advisor 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/Co-founder of PROMOTE and Director of Government Programs, Cultural Intelligence Center

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

*Emmanuel Jacob*, President, EUROMIL

*James Dillon*, Talent Acquisition Manager, Washington Headquarters Services, U.S. Department of Defense

15h00-15h30

**Coffee and Networking**

15h30-16h15

**Presentation of Cross-Talk Findings Round III**

Moderated by **Sofiia Shevchuk**,  
Member of the Mission Critical Organizing Committee, German Marshall Fund of the United States

16h15-17h30	<p><b>Plenary Best Practices Exchange: Structures and Tools to Advance D&amp;I</b>  <i>LtCol Panagiotis Sotiriadis, Greek Ministry of Defense</i>  <i>LtCol John Martin, Head of Personnel Support in the Irish Defense Forces</i></p>
17h30-18h00	<p><b>Reflections: D&amp;I in Human Rights Organizations</b>  <i>Minjon Tholen, Chief Inclusion &amp; Strategic Innovation Officer @ Amnesty International USA   Co-founder @ Inclusion NextWork</i></p>
18h00-19h00	<p><b>Executive Time</b></p>
19h00-22h00	<p><b>Boat Cruise &amp; Dinner</b>  <b>Schiffsanlegestelle Caprivibrücke, Wintersteinstraße 24, 10587 Berlin</b>  <i>Dinner Discussion on Police Perspectives</i></p>
19:30-20:00	<p><i>Rodienne Bartolo Haidon, Police Sergeant, Malta Police Force</i>  <i>Rhonda Hislop, Royal Canadian Mounted Police</i>  <i>Zaheer Ahmad MBE JP, Head of Strategic Delivery - Diversity &amp; Inclusiveness, EY; Justice of the Peace, Ministry of Justice, UK</i></p> <p><b>Please be on time as the boat leaves punctually. Please also be advised that there is no gluten-free option on board.</b></p>

### Day 3

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

**Location: Heinrich Böll Foundation, Schumannstraße 8**  
**Theme: D&I Data and Communication**

8h55-9h00	<p><b>Welcome</b>  <i>Mekonnen Mesghena, Director, Diversity &amp; Inclusion, Böll Foundation</i></p>
9h00-9h30	<p><b>Cyber Security: The Diversity Imperative</b>  <i>Dr. Deborah Hurley, Fellow of the Institute for Quantitative Social Science, Harvard University</i></p>
9h30-10h30	<p><b>Evaluating Culture Change – Plenary Discussion</b>  <i>Chevalier Cleaves, Inaugural Chief Diversity and Inclusion Officer at Lincoln Laboratory, MIT</i></p>
10h30-11h00	<p><b>Collecting/Using Diversity Data Across Multiple Privacy Cultures</b>  <i>Miguel Castro, Lead for Inclusive Culture, SAP Global D&amp;I Office</i></p>
11h00-11h50	<p><b>Communicating Diversity – Widening the Circle</b></p>

**Zaheer Ahmad MBE JP**, Head of Strategic Delivery - Diversity & Inclusiveness, EY; Justice of the Peace, Ministry of Justice, UK

11h50-12h30

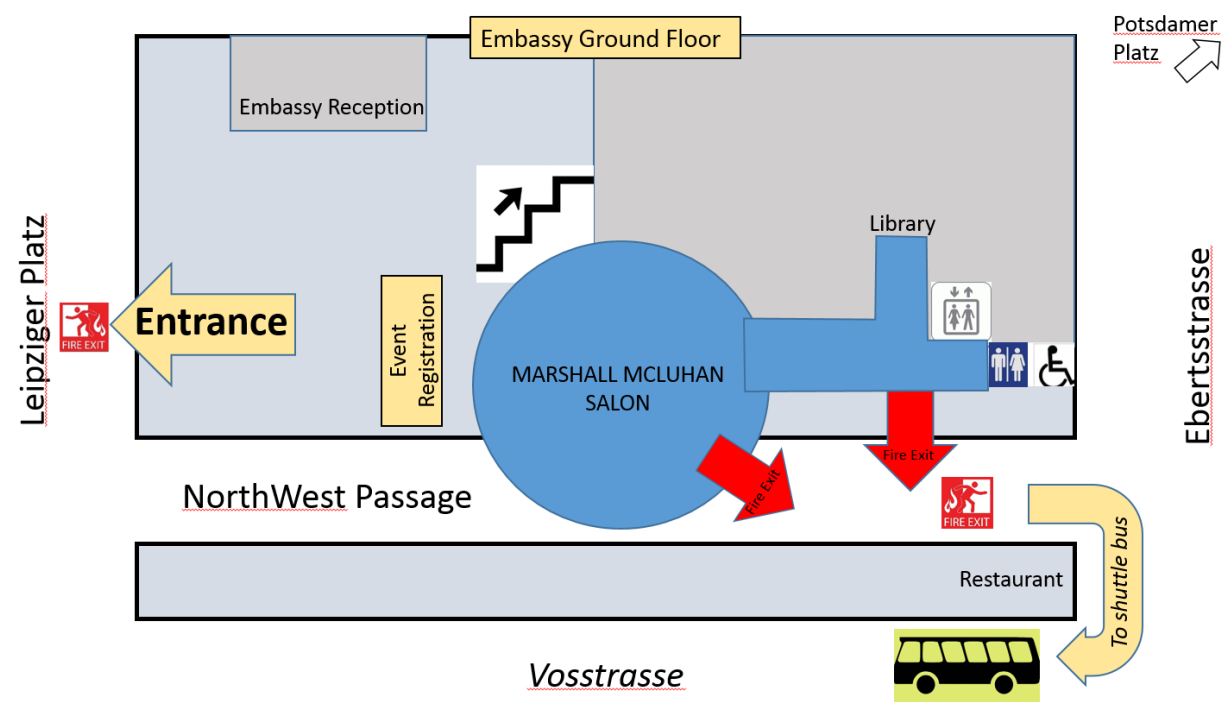
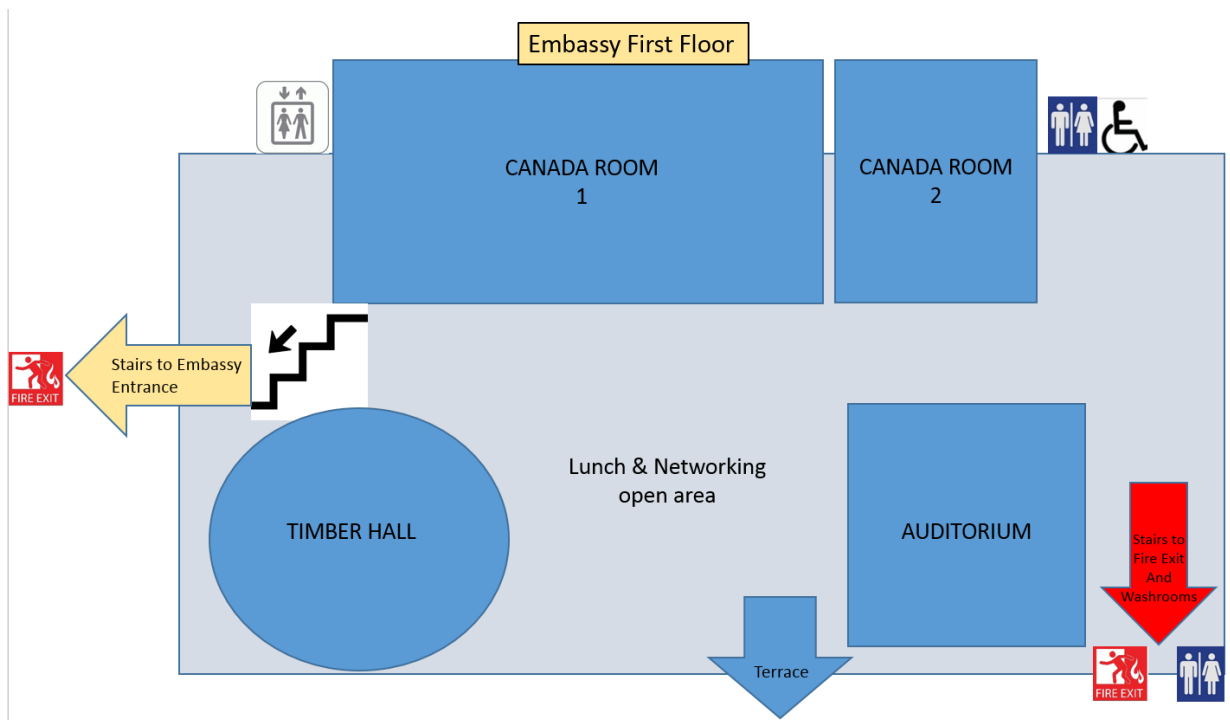
**Observations and Concluding Remarks**

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

12h30

**Networking and Farewell Lunch**

# Overview of the Embassy of Canada





## **Bios of Speakers & Facilitators**

### **Zaheer Ahmad MBE JP, Head of Strategic Delivery, Diversity & Inclusiveness, Ernst and Young**

Zaheer Ahmad has over 20 years of D&I public and private sector experience. Mr. Ahmad has advised public and private organizations on wide range of topics including but not limited to Diversity, Inclusion, Belonging, Social Mobility, Culture, Employee Relations, Recruitment, Retention and Progression. He has held numerous senior level positions including membership of Ministerial Progression Group (UK Home Office), Race Advisory Group (UK Ministry of Justice), National Equality, Diversity and Human Right Group (Police Service) and Race Advisor to Arsenal Football Club Supporters Forum. His career includes numerous national and international awards (including European Diversity Award and Community Honors Award) and an MBE.

### **Filiz Albrecht, Senior Vice President, Bosch Corporation**

Filiz Albrecht serves at Bosch GmbH as the Executive Vice President of Human Resources. Prior, she served as Managing Director and CHRO at MANN + HUMMEL Gruppe. She holds a B.A. in Business Law as well as an MBA.

### **Kathryn Alford, Head of Diversity & Inclusion, UK Ministry of Defence**

In the UK MoD, Kathryn Alford leads a team responsible for delivering a step-change in the MoD's diversity and inclusion (D&I) performance. She develops and delivers Defence D&I strategy and supports a programme of culture change, policy, communications, and engagement activities, in addition to providing policy advice. Kathryn Alford also serves as an Ordinand in the Church of England.

### **Nida Ansari, Policy Advisor at U.S. Commission on Security and Cooperation in Europe**

Nida Ansari is a Policy Advisor on detail to the U.S. Helsinki Commission from the Office of Religion and Global Affairs at the Department of State where she covers the European Affairs, International Organizations/Multilateral Affairs, Muslim outreach and integration of Refugees/Migration portfolios.

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

As the Social Democratic Party (SPD) representative of the constituency of Kiel, Dr. Hans-Peter Bartels has been elected five times to the German Bundestag since 1998. After leaving parliament in 2015, Dr. Bartels was elected Parliamentary Commissioner of German Bundestag, assisting the Bundestag in "exercising parliamentary oversight" over the armed forces, per the German constitution.

### **Colonel Dr. Lale Bartoschek, Branch P I 4 in the Directorate-General for Personnel, German Federal Ministry of Defense**

Dr. Lale Bartoschek is the current Head of Branch P I 4 for the Directorate-General for Personnel. Assuming this position after a year and a half as the medical director and commander at the Westerstede Military Hospital, Dr. Bartoschek's expertise in management reflects his understanding of factors that inhibit female acceptance into military circles.

**Tjorven Bellmann, Chief, Defense and Security Policy Branch, Federal Ministry of Foreign Affairs**

Ms. Bellman currently serves as Chief, Defense and Security Policy Branch, and prior served as Deputy Head as well as Desk Officer in this branch. Her diplomatic tours of duty include service in Israel and Iran. Ms. Bellman holds two master's degrees in political studies.

**Lora Berg, Counselor for Inclusive Leadership, German Marshall Fund of the United States**

One of the originators of Mission Critical, Inclusive Leadership for the Security Sector, Lora Berg serves as Counselor for Inclusive Leadership at GMF, working to advance D&I in the transatlantic context. She is a member of the Senior Executive Service, U.S. Department of State (ret.), and served as a U.S. diplomat in Tunis, Rabat, Jeddah, Riyadh, Bratislava, Paris and Brussels.

**Lieutenant Colonel Anastasia Biefang, Bundeswehr**

Lieutenant Colonel Anastasia Biefang, the first Trans\* battalion commander in the Bundeswehr, commands the Information Technology Battalion 381 (ITBtl 381) in Storkow. Conscripted into the German Armed Forces at age 20, Colonel Biefang's military career spans 24 years of service, including two tours to Afghanistan.

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

Pam Campos-Palma is an impactful political strategist working at the intersection of peace & security, civics, and social change, bridging grassroots movement and grass tops policy to win real change. Ms. Campos-Palma served in the U.S. Air Force for over a decade as an operations intelligence analyst, specializing in geopolitical strategic analysis, counter-terrorism, and as an aircrew intelligence trainer, and worked in Germany, Kyrgyzstan, Iraq and Afghanistan.

**Rear-Admiral Luc Cassivi, Commander of the Canadian Defence Academy**

Building on his experience as a young adult in the Royal Canadian Sea Cadets, Rear-Admiral Luc Cassivi joined the Canadian Armed Forces in 1983. His tenured career as a submarine commander in the Royal Canadian Navy led to his 2017 appointment to the Rear-Admiralty as the Commander of the Canadian Defence Academy. In addition to his position as Rear-Admiral, Cassivi serves as the Champion for Gender and Diversity for Operations for the Canadian Armed Forces.

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

Miguel Castro is the Lead for Inclusive Culture in the SAP Global Diversity & Inclusion Office. By using technology to set benchmarks for diversity and inclusion, Mr. Castro builds upon the existing development strategies of SAP's Employee Network Groups to build inclusive leadership capabilities and thus generating a more inclusive culture at SAP.

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

Prior to her five years as a Policy/Research Officer at Europol, Ms. Chureau served in a range of capacities with a focus in Human Dimensions. Her experience handling exhaustive catalogs of human rights and democracy norms informs her expertise on debates regarding global human rights.

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

Currently leading D&I initiatives at MIT's Lincoln Laboratory, Chevalier Cleaves has served as a Chief Diversity and Inclusion Officer (CDIO) across higher education, industry, government, and R&D. Most recently, Mr. Cleaves served as the inaugural CDIO of the United States Air Force where he led the D&I transformation for the 500,000 uniformed and 140,000 civilian workforces. During his U.S. Air Force career, Mr. Cleaves served at multiple leadership levels as a general manager, instructor pilot and strategist.

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

Claire Dhéret is Head of Programme/Senior Policy Analyst at the European Policy Centre (EPC) where she leads the EPC's Social Europe and Well-Being Programme. Her current work focuses on employment, social and health policies and how these EU policies can positively impact citizens' life. Prior to joining the EPC, Ms. Dhéret headed the FutureLab Europe programme, where she encouraged agency amongst European youth to augment their political activism.

#### **James Dillon, Talent Acquisition Manager, U.S. Department of Defense**

James Dillon provides diversity, recruiting and workforce planning solutions for roughly three dozen Department of Defense organizations. Prior to the DoD, Mr. Dillon worked with the Department of the Treasury as the project manager of the Integrated Talent Management system, a Treasury-wide system that revolutionizes how learning-, performance- and competency-management functions are integrated into succession and workforce planning.

#### **Emmanuel Jacob, President, EUROMIL**

As a former soldier and the founder of ACMP-CGPM, the Belgian all ranks society, Emmanuel Jacob has extensive experience navigating civil-military relations. As the EUROMIL president, Mr. Jacob acts as the representative and voice of European soldiers, promoting their professional and social interests as well as their fundamental rights and freedoms.

#### **Stéphane Dion, Ambassador to Germany and Special Envoy to the European Union and Europe**

Prior to his appointment, Mr. Dion was Canada's Minister of Foreign Affairs 2015-2017, where he championed Canadian leadership in the world on crucial global interests. He was previously Minister of Environment; Minister for Official Languages; and Minister of Intergovernmental Affairs. He has also served as Leader of the Liberal Party of Canada. Mr. Dion is a political scientist and has taught at the University of Montreal as well as authored many scientific publications on Public Administration, Political Institutions and Environmental Policies.

#### **Dr. Justin Gest, Author, Thought Leader, Social Scientist**

Dr. Gest's teaching and research interests include comparative politics, immigration, and demographic change. He is the author of four books, *Apart: Alienated and Engaged Muslims in the West*; *The New*

Minority: White Working Class Politics in an Age of Immigration and Inequality; The White Working Class: What Everyone Needs To Know; and Crossroads: Comparative Immigration Regimes in a World of Demographic Change. Dr. Gest serves as is an Assistant Professor of Public Policy at George Mason University's Schar School of Policy and Government.

**Nariman Hammouti-Reinke, President, Deutscher.Soldat.**

Nariman Hammouti-Reinke was born 1979 in Hanover as a child of Moroccan parents. She has been with the German Armed Forces since 2005, served in Afghanistan twice, and is now a lieutenant at sea. As chairman of the association Deutscher.Soldat.e.V in the Commission for Migration and Participation of the Lower Saxony Parliament, she is very actively involved in modern integration policy in Germany. She has written a book about her experience of military service, "I serve Germany: a plea for the Bundeswehr - and why it has to change".

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

Rodienne Haidon has served in multiple positions within the Malta Police for the past 12 years. Prior to serving as the Police Sergeant in charge of the Community and Media Relations Unit, Ms. Haidon served as the police constable for the I.T. department. In addition to her duties, she is a member of the newly established Equality and Diversity Working Group in the Malta Police Force. Ms. Haidon specialises and is particularly interested in public relations through the use of social media. She has also recently completed her diploma in Maltese language proof-reading.

**Michael Heitfeld, Director at the Federal Office of Bundeswehr Personnel Management, German Federal Ministry of Defense**

Since entering military service in 1987, Michael Heitfeld has served in roles of increasing responsibility as the representative of interest groups, including workers and disabled members of the Bundeswehr, at the Federal Ministry of Defense. He currently serves as the Assistant chief of the Participation Rights Branch at the Federal Ministry of Defense in Bonn.

**Rhonda Hislop, Royal Canadian Mounted Police**

Rhonda Hislop joined the Royal Canadian Mounted Police in 2000. Her service has been divided between operational uniform and plain-clothes postings in British Columbia, Canada. Rhonda's Canadian based duties have included investigative and supervisory roles in Internet Child Exploitation, Serious Crime, Major Crime, Homicides, Police Anti-corruption and oversight to Major Crime units using Major Case Management. In June 2018, Rhonda was appointed to the Foreign Police Liaison Office located in Berlin Germany where she has responsibility for all international requests involving sensitive or major criminal investigations between Canada and the following countries: Austria, Czech Republic, Germany, Liechtenstein, Poland and Switzerland.

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

A Harvard University fellow and a Brown University Computer Science Professor, Dr. Deborah Hurley is the Principal of the consulting firm she founded in 1996. She is the author of Pole Star: Human Rights in the Information Society, "Information Policy and Governance" in Governance in a Globalizing World, "Taking the Long Way Home: The Human Right of Privacy," in Privacy in the Modern Age: The Search for Solutions, and other publications. Early in her career Dr. Hurley was responsible for drafting, negotiating and adopting the Organization for Economic Cooperation and Development (OECD) Guidelines for the Security of Information Systems.

### **Clare Hutchinson, NATO Special Representative for Women, Peace and Security**

Clare Hutchinson took office as the NATO Secretary General's Special Representative for Women, Peace and Security in January 2018. She is the high-level focal point on all aspects of NATO's contribution to the Women, Peace and Security agenda, with the aim to facilitate coordination and consistency in NATO's policies and activities and to take forward the implementation of the NATO/EAPC Policy and Action Plan on Women, Peace and Security.

### **Ivan Ivanov, Executive Director, European Roma Information Office**

Ivan Ivanov is executive director of the European Roma Information Office, an international advocacy organisation that promotes political and public discussion on Roma issues by providing factual and in-depth information. Prior, he worked with the European Roma Rights Center in Bulgaria. During his five years as an attorney for the ERRC he helped bring numerous civil rights cases before the European Court of Human Rights and domestic courts in several Central and Eastern European countries. He also spent two years as a legal advisor for the Human Rights Project in Sofia, Bulgaria. Mr. Ivanov served in Bulgaria's armed forces.

### **Magda Jakubowska, Vice President, Res Publica Foundation**

Magda Jakubowska serves as the Vice President and Director of Operations at the Res Publica Foundation in Warsaw, which supports the development of culture and the level of public debate by publishing two titles: Res Publica Nowa and Visegrad Insight, and by running the New Europe 100 project. One of Ms. Jakubowska's flagship projects regarding women's empowerment in security is the NATO campaign: #WomenAreNATO, which has garnered considerable international interest.

### **Karlijn Jans, Defense Advisor, British Embassy, The Hague**

Karlijn Jans is a defense advisor at the British Embassy in The Hague. She previously served as a strategic analyst at The Hague Centre for Strategic Studies. Her geographical expertise includes Europe and the transatlantic sphere. Ms. Jans further specialized in defense and security policies while studying as a visiting student at the Netherlands Defense Academy. Prior to her position at HCSS she worked as a policy advisor at the TNO's EU office in Brussels.

### **Colonel Karlheinz Kaltenecker, Head of the Military Personnel Management Policy Branch, German Federal Ministry of Defense**

Colonel Karlheinz Kaltenecker joined the Air Force Force Protection in 1976 and for more than 30 years he has been serving in various assignments within the personnel management of the Bundeswehr. Since 2015 he has acted as the Head of the Military Personnel Management Policy Branch in the German Ministry of Defense.

### **Lyla Kohistany, President/Co-founder of PROMOTE**

Lyla Kohistany serves as President/Co-founder of PROMOTE, a nonprofit focused on mentorship and leadership development for women in Special Operations. Her experience as a former Naval Surface Warfare and Intelligence officer and Cultural Advisor at the NATO Special Operations Component

Command-Afghanistan informs her current role. Ms. Kohistany holds a Bachelor's from Penn State University and a Master's from Georgetown University.

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

Anna Carin Krokst de took up the newly created post as advisor to EEAS Secretary General Helga Schmid for equal opportunities and career development on 1 March 2018. She was since autumn 2014 the chair of the Council working group on transatlantic relations (COTRA) and since 2013 the Deputy Head of the United States and Canada division in the EEAS. Anna Carin has worked within the EU institutions since Sweden joined the European Union in 1995, in the Council Legal Service, thereafter in the European Commission on Asia, the European Neighbourhood and the Arabian Peninsula and, since 2011, in the European External Action Service. Before joining the EU institutions, Anna Carin practiced law in the private and public sector. Anna Carin is a Swedish national. She has a law degree (LL.M.) from the University of Lund, Sweden and of Copenhagen, Denmark, and a master in European Law from the College of Europe, Belgium.

**Rear Admiral Nancy S. Lacore**

A Legion of Merit recipient, Nancy S. Lacore serves as the Vice Commander of the United States 6<sup>th</sup> Fleet of the US Naval Forces Europe. After receiving her commission in 1990, Rear-Admiral Lacore served in many capacities from the Chief of Key Leader Engagement for the International Security Assistance Force in Kabul to the Commanding Officer at Camp Lemonnier in Djibouti.

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

In addition to his professorship at the Royal Military College of Canada, **Christian Leuprecht** also serves as the president of the International Sociological Association's Research Committee and as a fellow with the Queen's Centre for International and Defence Policy. As an expert on security and defence, political demography, and comparative federalism and multilevel governance, Dr. Leuprecht is regularly called as an expert witness to testify before committees of Canadian Parliament.

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

A graduate of Oxford and University College London, Kristina Lutz was named one of Forbes Magazine's "30 under 30" list for Europe for her work with the Centre for Feminist Foreign Policy (CFFP). Prior to CFFP, Lutz worked with the United Nations Development Programme (UNDP) focusing on gender equality, peace and security, and coordinating the development process of UNDP Myanmar's five-year strategy.

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

Esther Lynch was elected as ETUC Confederal Secretary at the Paris Congress in 2015. She has extensive trade union and legal experience at an Irish, European and International level and has played a key role in developing trade union strategies in Ireland and internationally. Before coming to the ETUC, she was the Legislation and Social Affairs Officer with the Irish Congress of Trade Unions (ICTU).

### **John Martin, Lieutenant Colonel, Irish Defense Force**

Lieutenant Colonel John Martin has for the past two years served as the Director (Officer in Charge) of the Defense Forces Personnel Support Service. DF PSS provides a professional, responsive and confidential welfare, information, psycho-social support and referral service to serving members of the Defence Forces and their families and to civilian employees, as well as limited support to retired members of the Defence Forces in order to sustain and enhance the individual well-being of personnel, and to promote a safe and positive culture. This service caps close to 36 years in positions of increasing responsibility with the Irish Defense Forces.

### **Mekonnen Mesghena, Director, Diversity & Inclusion, Böll Foundation**

Mekonnen Mesghena is policy analyst and head of the “Diversity and Inclusion” department at the Heinrich Böll Foundation in Berlin. Major policy areas are Governance of Migration, Citizenship, Social Mobility, Diversity, and Minorities’ Participation in Society and Politics.

### **Amin Michel, Director, Inclusion4Diversity (Netherlands)**

Mr. Amin Michel is the Director/Owner of Inclusion4DiversityConsulting. Inclusion4Diversity’s main purpose is to create sustainable workforce cultures of inclusion. Mr. Michel is the co-founder of several domestic and international initiatives such as the first informal NATO+ Committee on LGBTI Perspectives, the first LGBTI-Straight Armed Forces Alliance and the Dutch Government Pride Platform.

### **Józef Niemiec, Special Advisor to the General Secretary, European Trade Union Confederation**

Józef Niemiec is the Special Advisor to the General Secretary of the European Trade Union Confederation on general affairs and external relations (2015 – present). He was previously the Deputy General Secretary (2011 – 2015) and Confederal Secretary (2003 – 2011) of the ETUC. He has been a member of NSZZ Solidarność since 1980, with responsibilities at enterprise, regional and national levels. From 1992 to 2003, he was a member of the National Commission — its Secretary from 1998 and Vice-President from 1999 to 2002, with responsibilities related to internal affairs and European affairs. From 1998 to 2001, he was a member of the Consultative Committee for the integration of Poland to the EU.

### **Fredrik Nóren, Ombudsman of the Swedish Army Officers Association**

Fredrik Norén worked for ten years as an Intelligence officer in the Swedish Air Force and was deployed to international operations three times (Libya in 2011 and EUNAVFOR Somalia in 2013 and 2015). He currently is an Ombudsman at the Swedish Association for Military Officers (Officersförbundet SAMO).

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

Maka Petriashvili is Deputy Head of HR for the Georgian Ministry of Defense and also serves as Director of the Professional Development Center for the National Defense Academy of Georgia. She is responsible for organizational policy and management; HR systems (recruitment, performance management, professional development, career management) policy and implementation directives;

coordination of Gender Equality policy for ministry and armed forces; Participation in Gender Equality National Plan implementation on interagency level; and many other key roles.

**Tom Powell, Head of Diversity and Inclusion Team, UK Ministry of Defence**

Tom Powell jointly heads the Diversity and Inclusion Team for the UK Ministry of Defence, co-leading a team responsible for delivering a step-change in Defence's diversity and inclusion (D&I) performance. He has served the Ministry of Defence in many capacities for over 13 years. Prior to his position as Head of Defence Diversity, Mr. Powell focused on Sustainable Development within the MoD and also served as the Head of Consumer and Stakeholder Engagement under the UK Department of Energy and Climate Change.

**Colonel Markus Reinhardt, Head of the Personnel Strategy Branch, German Federal Ministry of Defense**

Colonel (GS) Reinhardt joined the German Federal Ministry of Defense in 2018 as head of the Personnel Strategy Branch (P I 1), where he is responsible for setting and continuously refining the Personnel Strategy of the German Federal Armed Forces (Bundeswehr). In an effort to position the Bundeswehr as an attractive employer in the German job market, Colonel Reinhardt spearheads "The Bundeswehr Leads the Way" initiative that promotes the core values: "Active. Attractive. Different." He hopes this initiative will reflect the needs and demands of Bundeswehr employees despite the hardships of military duty.

**Colonel Frank Reiland, Chief of Division II, Federal Office of Bundeswehr Personnel Management**

Since 2018, Colonel Reiland has served as the Director of Division II, Federal Office of Bundeswehr Personnel Management, and thus is in charge of personnel recruitment for the Bundeswehr. Reiland previously headed Branch P I 1 for personnel strategy of Bundeswehr at the Federal Ministry of Defense in Berlin.

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

Anthony Robinson is responsible for designing, organizing, and conducting issue-based and skill-building trainings and briefings for Truman Members, allied organizations, and political and policy leaders. Anthony served as a White House appointee during the Obama Administration at the Department of Defense in the Office of the Secretary of Defense for Personnel and Readiness, and served in the U.S. Marine Corps. He is an incoming Marshall Memorial Fellow of the German Marshall Fund of the United States.

**Lieutenant General Martin Schelleis, Chief of Staff of the Joint Support Service, Bundeswehr**

Lieutenant General Martin Schelleis is both the Chief of Staff of the Joint Support Service and also the Commander of the Cologne-Bonn Air Force Base. A life long soldier and having been with the Cologne air force base since 2013, Lt. Gen. Schelleis assumed his current position after two and a half years in management positions within the base.

**Sofia Shevchuk, Mission Critical Team, German Marshall Fund**



Sofiia Shevchuk works for Security and Defence programme at the German Marshall Fund of the United States, Brussels office. Considering her interests in women participation in security and defence sphere, Sofiia is a member of the WIIS Brussels. Before, she was working for the Visegrad Insight magazine, covering Central European security and foreign policy. Sofiia has also received experience at the Casimir Pulaski Foundation and with the Embassy of Ukraine in Poland. She is a graduate of a joint-degree in International Relations and European Studies at Łazarski University and Coventry University.

**Panagiotis Sotiriadis, Lieutenant Colonel, Ministry of Defence, Greece**

Lieutenant Colonel Sotiriadis serves as the Head of Safety and Health within the Greek Ministry of National Defense. Previously, Mr. Sotiriadis served as the Head of Safety and Health under the State Aircraft Depot, following his position as the Head of Occupational Health and Safety under the Hellenic Air Force. Mr. Sotiriadis has expertise in ergonomics.

**Luminita Stemate, Director Research Workforce Analytics (DRWA), DGMPPRA, Department of National Defence / Government of Canada**

Luminita Stemate is currently the Director of Research Workforce Analytics, leading a team of scientists who provide workforce analytics services at the tactical, operational and strategic levels to various departmental and external clients. She is also the chair for NATO SAS-128 RTG: "Modelling Personnel Flows; Identifying Potential Solutions to Recruiting and Retention Challenges."

**Lieutenant Colonel Dr. Klaus Storkmann, Bundeswehr Center of Military History and Social Science**

Lieutenant Colonel Storkmann is a military history researcher at the Bundeswehr Center of Military History and Social Science focusing on post-1945 German military history. He has been a member of the editorial board of Military History - Journal for Historical Education since 2015. Dr. Storkmann also served as Deputy Head of the Working Group on Federal and Military Archives from 2011-2015.

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

In his position as Deputy Minister of Defense and Parliamentary State Secretary, Dr. Tauber supports the Minister of Defence in championing and defending the work of the FMoD. This concerns the Directorates-General for Equipment, Information Technology and In-Service Support, for Legal Affairs, for Personnel, and for Infrastructure, Environmental Protection and Services. Tauber represents the Minister of Defence in the relevant committees of the German Bundestag, particularly on the Defence Committee.

**Christian Thiels, Editor-in-chief for German Armed Forces Media**

As the current Editor-in-chief of the German Armed Forces Media, and one of Germany's most prominent security journalists, Christian Thiels is responsible for all media channels of the Armed Forces and Ministry of Defense. Mr. Thiels was previously a defense expert at the German broadcasting service ARD.

**Minjon Tholen, Chief Inclusion & Strategic Innovation Officer @ Amnesty International USA | Co-founder @ Inclusion NextWork**

Minjon Tholen has a decade of experience in diversity & inclusion, including advising senior leaders at a wide variety of organizations, developing and implementing innovative projects, and designing and delivering numerous workshops. Previously a Senior Consultant at Cook Ross Inc., a leading Diversity & Inclusion management and organizational development firm, Ms. Tholen now acts as the National Director of D&I at Amnesty International USA.

**Natascha Tüttelmann, Branch P III 4 in the Directorate-General for Personnel, German Federal Ministry of Defense**

Natascha Tüttelmann is the Assistant Chief of the Branch that is concerned with participatory rights of disabled soldiers within the Ministry of Defense. She became a public servant within the German defense administration in 2008. Before, she was a legal advisor within the Federal Office for Unemployment. Ms. Tüttelmann completed her legal studies at the Rheinische Friedrich Wilhelms Universität Bonn.

**Dr. Ursula von der Leyen, German Federal Minister of Defense**

After joining the Bundestag in 2009, Dr. Ursula von der Leyen quickly rose to the position of Germany's first female Minister of Defense in 2013. Prior to her career in the Bundestag, Dr. von der Leyen first acted as the Minister of Social Affairs, Women, Family Affairs and Health of Lower Saxony and then later as the Federal Minister of Family Affairs, Senior Citizens, Women and Youth. Dr. von der Leyen studied economics at the University of Göttingen, the University of Münster and the London School of Economics and Political Science.

**Dr. Armgaard von Reden, President, WIIS Germany**

Dr. Armgaard von Reden was elected in 2018 as Chair of Women in International Security (WIIS) Germany. Currently a strategy consultant based in Berlin, prior she joined IBM in 1987 and rose to Director of Government Programs for Germany, Russia and the CIS countries. She also served as Chief Privacy Officer for IBM in Europe, Middle East and Africa. In addition, she chaired the IBM German Women's Leadership Council for roughly three years. She served as Head of the Communication Department for the President of the German Bundestag from 1992-1994. She sits on the Board of the SRH College in Berlin. Dr. von Reden holds a Ph.D. from Göttingen University. She serves at the Leibniz University in Hannover as a professor of data protection, security, diversity and international management. She is a member of the German Marshall Fund of the United States' Alumni Leadership Council.

**Dr. Diana Witt, Assistant Chief of Branch in Directorate-General for Security and Defense Policy**

Prior to joining the Directorate-General for Security and Defense Policy at the German Federal Ministry of Defense in 2016, Dr. Diana Witt worked as a researcher at the Institute of Security Policy at Christian Albrechts University (University of Kiel) while also working at the Federal Office of Criminal Investigation (Bundeskriminalamt). In her current position, Dr. Witt implements comprehensive approach policies, cooperates with different socio-economic and media actors, while also engaging in domestic and international dialogue with civil society.

**Dominik Wullers, Vice President, Deutscher Soldat**

Dominik Wullers is the co-founder and Vice President of Deutscher Soldat, an initiative of German Soldiers of Color working towards a more diversity-appreciative German society. From 2003 until 2016 he served as a soldier in the German Army. Since then he has been working as a civil servant for the Bundeswehr. He holds a doctorate in economics from Helmut-Schmidt-University, is a current McCloy Fellow and Master of Public Administration Candidate at the Harvard Kennedy School, and an alumnus of the GMF's Marshall Memorial Fellowship.

### **General Eberhard Zorn, Inspector General of the Bundeswehr**

General Eberhard Zorn is currently engaging in leadership in the Bundeswehr through his service as Inspector General, following his leadership role as 16<sup>th</sup> Chief of Defence of the Bundeswehr. Serving in multiple military capacities since 1978, General Zorn has held his current position since April of 2018.