

DRAFT AGENDA

**Mission Critical: Inclusive Leadership for the Security Sector**

a transatlantic best practices exchange

@gmfus #diverseforces

July 27–28, 2017  
1744 R Street NW

*Draft*

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**WEDNESDAY, JULY 26, 2017**

- Afternoon Arrivals and Check-In for International Participants  
*Kimpton Carlyle Hotel Dupont Circle, 1731 New Hampshire Ave NW, Washington, DC*
- 17:45 Meet in lobby with **Lora Berg, GMF Senior Fellow**, walk to:  
*Lauriol Plaza, 1835 18th St NW, Washington, DC*
- 18:00 – 20:00 Welcome Reception for International Participants and Partners
- Advances in Diversity and Inclusion Thought and Practice  
With **Mr. Clarence A. Johnson**, Director, Office of Diversity Management and Equal Opportunity, United States Department of Defense

**THURSDAY, JULY 27, 2017**

- 7:15 – 8:00 Coffee and Registration  
*German Marshall Fund of the United States, 1744 R Street NW*
- 8:00 – 8:25 Welcome: Transatlantic Leadership Strategies in a Period of Rapid Change  
**Dr. Karen Donfried**, President, German Marshall Fund of the United States (GMF)  
*Plenary Room, 1744*

- 8:25 – 8:30                   Introducing European/Canadian Delegation
- 8:30 – 9:00                   The Inclusive Security Paradigm  
*Lieutenant General Stayce Harris, Assistant Vice Chief of Staff and Director, Air Staff Headquarters, Pentagon, Washington DC, United States Air Force*  
*Introduced by Major General Marc H. Sasseville, Deputy Director, Air National Guard, Air Staff Headquarters, Pentagon, Washington, D.C. United States Air Force*
- 9:00 – 9:15                   Table Top Introductions: Inclusive Leadership Journeys  
*Lora Berg, Senior Fellow, GMF*
- 9:15 – 9:30                   Break
- 9:30 – 10:30                 Maintaining Diversity & Inclusion (D&I) Momentum through Leadership Transitions  
*Moderated by Ambassador Gina Abercrombie Winstanley*  
*True Blue Inclusion Panel:*  
*Trevor Gandy, Senior Vice President, Deputy Chief Culture Officer, Chubb*  
*Jackie Glenn, Vice President, Global Diversity and Inclusion, Dell EMC*  
*Fred Whipple, Vice President of Diversity, Community & Workforce, Shell U.S.*  
*Plenary Room, 1744*
- 10:30 – 11:00               Coffee/Discussion Break and Move to Break Out Rooms  
*Atrium 1744*
- 11:00 – 12:30               International Cross Talk Session I: Recruitment, Retention and Partnerships

### A

#### **Learning from First Responders**

*Facilitated by April Wood, Senior Director, Community Mobilization and National Partnerships, American Red Cross;*

*Samira Rafaela, Advisor for Organizational Strategy, National Police of the Netherlands  
 Conference Room, 1700*

### B

#### **Leveraging Diverse Leadership Networks**

*Facilitated by Adnan Kifayat, Head of Global Security Ventures, Gen Next Foundation and GMF Senior Fellow;  
 Charlotte Kea, President of the International Career Advancement Program Alumni Association (ICAP)  
 Stone Room, 1744*

## C

### **Shaping and Sharing Our Diversity Stories**

Facilitated by **Andrew Kolb**, Director, Communications, German Marshall Fund of the United States;

**Nina Smith**, Director, Media Relations, Megaphone Strategies

*AV Conference Room, 1744 Lower Level*

## D

### **Drawing in Community Influencers (Veterans, Parents, Teachers, and Beyond)**

Facilitated by **Katherine Helland**, PhD, Director, Joint Advertising Marketing Research and Studies, Office of

People Analytics, U.S. Department of Defense;

**Jason Dempsey**, Senior Fellow, and **Amy Schafer**, Research Associate Military, Veterans, and Society Program,

Center for New American Security

*Plenary Room, 1744*

- 12:40 – 14:00            Lunch Served  
*Atrium 1744*
- 13:15 – 14:00            Lunch Panel – Where We Start: Inclusive Security Begins in Our Communities  
**Councilman Brandon Scott**, Council Representative, Baltimore City Council  
**Becky Monroe**, Director, Stop Hate Project, Lawyers’ Committee for Civil Rights (former Senior Counselor, Civil Rights Division, U.S. Department of Justice)  
Moderated by **Reta Jo Lewis**, Director, Congressional Affairs, GMF  
*Plenary Room, 1744*
- 14:00 – 14:15            Break
- 14:15 – 15:00            Demographic Change: The Inclusive Security Lens  
**Mark Hugo Lopez**, Director of Hispanic Research, Pew Research Center  
moderated by **Dr. Mischa Thompson**, Policy Advisor, U.S. Helsinki Commission  
*Plenary Room, 1744*
- 15:00 – 16:00            Setting the Pace: Inclusive Leadership across Sectors and Disciplines  
**Gena Lovett**, Vice President of Operations for Defense, Space & Security, Boeing  
**Ambassador Deborah McCarthy**, Executive Director, Center for Strategic and International Studies (CSIS)/International Career Advancement Initiative  
**George Walker**, Director, Diversity and Inclusion, Memorial Sloan Kettering Cancer Center  
Moderated by **Adnan Kifayat**, Head of Global Security Ventures, Gen Next Foundation, and GMF Senior Fellow

- 16:10 –17:00            Transfer to Capitol Hill
- 17:30 – 1800            Inclusive Security: View from Capitol Hill  
*U.S. Senator Ben Cardin of Maryland*  
*U.S. Representative Alcee Hastings of Florida*  
*Introduced by Reta Jo Lewis, Director, Congressional Affairs, GMF*  
*HC-8, Capitol Visitors Center*
- 19:00                      Transfer to GMF  
Free evening

**FRIDAY, JULY 28, 2017**

- 7:30 – 8:00              Arrivals  
German Marshall Fund of the United States, 1744 R Street NW
- 8:00 – 8:15              Overview of the Day’s Agenda  
*Chanelle Johnson, Chief of civilian Diversity & Inclusion, Air Staff Headquarters,*  
*Pentagon, Washington D.C., United States Air Force*  
*Plenary Room, 1744*
- 8:30 – 10:30            International Cross Talk Session II: Engaging Underrepresented Populations in  
National Security

**A**

**Simulation: Unintended Consequences—The Impact of Exclusion on Security**

*Facilitated by*

*Dr. John N. Greene, Jr., Principal at i5 Consulting, and Kathryn McDonald Larson, Managing Director  
for North America at IndustryMasters, Inc.*

*Plenary Room, 1744*

**B**

**Inclusive Security: A Role for Immigrants and Refugees?**

*Facilitated by*

*Hannah Winnick, Program Director, Transatlantic Dialogue on Democracy and Social Policy, Heinrich Böll  
Foundation North America*

*Alexander Meins, Officer, Federal Ministry of Defense; team member, Deutscher.Soldat*

*Dominik Wullers, Economist, Spokesman of the Federal Office for Bundeswehr Equipment, and Vice President of  
Deutscher.Soldat, Germany  
Conference Room, 1700*

## C

### **Civil and Human Rights: The Security Context**

*Facilitated by Nadia Firozvi, Project Manager, Democracy Fund  
and Emmanuel Jacob, President, European Organization of Military Associations (EUROMIL)  
AV Conference Room, 1744 Lower Level*

- 10:30 – 10:45      Coffee/Discussion Break
- 10:45 – 11:15      Content Report Back and Framing  
*Facilitated by Alex T. Johnson, Senior Policy Advisor for Europe and Eurasia,  
Open Society Foundations  
Plenary Room, 1744*
- 11:15 – 12:00      Gender in Security: Gender Perspectives in Planning, Execution, Assessment  
*Virginie Viscardy, NATO C&I Agency, Gender Focal Point for Allied Command  
Transformation (ACT)  
Angelic Young, Director of National Action Plans, Inclusive Security  
Moderated by Dr. Kent Davis-Packard, Visiting Scholar, Johns Hopkins School of  
Advanced International Studies, and a founder of the SAIS Women Lead academic program*
- 12:00 – 12:40      Lunch Served  
*Atrium 1744*
- 12:40 – 13:25      Lunch Exchange—Successes and Challenges: European/Canadian Perspectives  
*Rozemina Abbasi, Armed Forces BAME / Gender recruitment targets - policy lead,  
UK Ministry of Defense  
Sarah Heer, Director Human Rights and Diversity, Canadian Armed Forces  
Commander s.g. Torben Steinweller (team leader/desk officer for diversity and  
inclusion), Staff Element for equal opportunities, D&I, Bundeswehr, Germany  
Plenary Room, 1744*
- 13:40 – 15:10      International Cross Talk Session III: D&I Training and Evaluation

## A

**D&I for the Future: Anticipating Culture Shifts**

*Facilitated by Wolfgang Jockusch, Founder and CEO, BAMIK;  
Norvel "Rock" Dillard, Director, Diversity and Inclusion Management,  
Office of Diversity Management and Equal Opportunity, U.S. Department of Defense  
AV Conference Room, 1744 Lower Level*

**B**

**Training for Cohesion: Defusing Extremism and Hate**

*Facilitated by Reverend Mark E. Fowler, Deputy Chief Executive Officer, Tanenbaum;  
Elyamine Settoul, Professor, Institute for Strategic Research at the Military College,  
French Ministry of Defense  
Conference Room, 1700*

**C**

**Maximizing Unconscious Bias Training**

*Facilitated by Minjon Tholen, Senior Consultant, Cook Ross  
Plenary Room, 1744*

**D**

**Developing Diverse Talent Forces/Staff through Coaching, Mentoring, Championing**

*Facilitated by Maria Robles Meier, Founder and Chief Strategist at Mterprise Inclusion Strategies;  
Amin Michel, Board Secretary & Board Treasurer, Dutch Military Union AFMP,  
and Director & Founder at Inclusion4Diversity Consulting & Training, The Netherlands  
Stone Room, 1744*

- 15:10 – 15:25            Coffee/Discussion Break
- 15:25 – 16:05            Content Report Back and Framing  
*Facilitated by Alex T. Johnson, Senior Policy Advisor for Europe and Eurasia,  
Open Society Foundations  
Plenary Room, 1744*
- 16:05 – 17:20            Closing Table Top Work and Summation –  
Reaching a Consensus on the Aims and Messaging for Inclusive Security;  
Next Steps for this Growing Network of Practitioners

*Facilitated by **Lora Berg**, GMF Senior Fellow, and **Chevalier Cleaves**, Director, Diversity and Inclusion, Deputy Chief of Staff for Manpower, Personnel and Services, Headquarters U.S. Air Force, Washington, D.C.*

17:20

Departures



*(photo: the first "Mission Critical: Diversity and Inclusion Best Practices for Militaries" November 2013)*



*(photo: "Diversity and Inclusion for Armed Forces" Berlin convening, June 2015)*



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