

# 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**

Organized by:



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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

Daytime	International Arrivals
19h00	Welcome Reception for International Guests & European Diversity Network (Welcome remarks / orientation with organizers and partners)

### Tuesday, June 18th

**Location: Embassy of Canada (Leipziger Pl. 17, Berlin)**

**Theme: Personnel - Achieving a Diverse and Inclusive Workforce**

8h30	Arrivals and Registration (Coffee and Networking)  <i>June 18 Master of Ceremonies:</i> <b>Christian Thiels</b> , Editor-in-chief for German Armed Forces Media
9h00	<b>Opening Remarks and Welcome</b>  <b>Stéphane Maurice Dion</b> , Ambassador of Canada to Germany <b>Dr. Ursula von der Leyen</b> , German Minister of Defense
9h20	<b>Visions of Diversity</b>  <b>General Eberhard Zorn</b> , Inspector General of the Bundeswehr <b>Rear-Admiral Luc Cassivi</b> , Commander of the Canadian Defence Academy
9h45	<b>Visions of Diversity (Cross Sector)</b>  <b>General Eberhard Zorn</b> , Inspector General of the Bundeswehr; <b>Rear-Admiral Luc Cassivi</b> , Commander of the Canadian Defence Academy; <b>Chevalier Cleaves</b> , Inaugural Chief Diversity and Inclusion Officer, MIT Lincoln Laboratory; <b>Dr. Catherine Clüver Ashbrook</b> , Executive Director, Future of Diplomacy Project at the Harvard Kennedy School

Touchpoints: Making the Case; Cross Sector Exchange; IDEA (Inclusion, Diversity, Equity, Access)

10h45

Coffee and Networking

11h15

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

Topic 1: Intergenerational Competency: Longer Work Lives as an Opportunity and Challenge for HR  
*Facilitated by German MoD Team*

Topic 2: Achieving Work Life Balance in Modern Forces  
*Facilitated by Armgaard von Reden, President, WIIS Germany (tbc)*

Topic 3: Intercultural Competency: Integration Through Sport and the Role of the Public  
*Facilitated by German MoD Team*

Topic 4: Your Value Proposition: Increasing Employer Attractiveness  
*Facilitated by German MOD Team*

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

13h15

Networking Lunch

*(Participants are invited to use the idea board throughout these days to share: One idea to put into action, to move the D&I needle most in your organization? One action you will take to advance D&I within 30 days of your return home? Share with a peer at MC who will hold you accountable to this commitment.)*

14h30

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

Topic 1: Women's Advancement in the Security Workforce  
*Facilitated by German MoD*

Topic 2: LGBTQI Inclusion Now and in Future  
*Personal Reflection offered by LtCol Anastasia Beifang (Germany)  
Facilitated by Amin Michel, Director, Inclusion4Diversity (Netherlands)*

Topic 3: Diversity of Faith and Accommodations  
*Facilitated by Reverend Mark E. Fowler, Tanenbaum: Combatting Religious Prejudice (tbc)*

Topic 4: Racial and Ethnic Minority Perspectives

*Personal Reflection offered by Dr. Emilia Roig, Founder and Executive Director, Intersectional Justice (tbc)*  
*Facilitated by Ivan Ivanov, Executive Director, European Roma Information Office*

Topic 5: Disability Rights (focus on action planning to implement the UN Disability Rights Convention in MoDs)  
*Facilitated by German MoD*

16h30

Presentation of Cross-Talk Findings Rounds I and II

17h30

Executive Time (unscheduled)

Participants are requested to arrive independently and on time to the 19h15 dinner reception at the German MoD (Stauffenbergstraße 18) which is .8 miles and a pleasant walk away. Bring passport or German ID for admission. Dress Code: Uniform or Business Attire

19h15

**Dinner Reception: Location German MoD (Stauffenbergstraße 18)**

Dinner Remarks: Importance of Diversity for Armed Forces  
**Dr. Peter Tauber**, Deputy Minister of Defense/ Parliamentary Secretary

**Wednesday, June 19th**

**Location: Konrad Adenauer Foundation (Landgrafstraße 14, Berlin)**  
**Theme: The Future of Security – D&I Lens**

8h30

**Opening Remarks: Diversity and Security**

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

Touchpoint: enlisting all communities in the service of security

8h50

**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

**Diversity and Foreign Policy**  
(Panel Discussion)

**Dr. 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

Touchpoints: inclusivity in foreign and military policy; growth of feminist

foreign policy

10h30

Coffee and Networking

11h00

**The Future of Work**  
(EUROMIL Panel)

*Moderated by **Esther Lynch**, Confederal Secretary, European Trade Union Confederation, with **Claire Dhéret**, Head of Programme, European Policy Centre and **Fredrik Nóren**, Ombudsman of the Swedish Army Officers Association (SAMO)*

Touchpoints: how tech is changing work in security; visioning new needed skill sets; understanding contributions of the diverse workforce in the “new world of work”; considering how we will leverage new skill sets/backgrounds/ perspectives to actively shape the new world of work

12h30

Networking Lunch

13h30

International Cross-Talks: Round III

**Diversity in Diversity: Inclusion Strategies Across Cultural Contexts**

Topic 1: Approaches – Europe East and South

*Facilitated by Maka Petriashvili, Deputy Head of Human Resources and Professional Development, Ministry of Defence of Georgia (tbc)*

Topic 2: Approaches - International Organizations

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

*Anna Carin Krokståde, Adviser for Equal Opportunities and Careers, European External Action Service*

Topic 3: Approaches – Country Contexts of Super Diversity

*Facilitated by Anthony Robinson, Director of Training for Truman National Security Project*

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

*Raytheon D&I Leader (tbc) and Lyla Kohistany, President/Co-founder of PROMOTE*

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

*Facilitated by Norvel Rock Dillard, Director, Diversity and Inclusion (D&I) Management at the Office for Diversity, Equity, and Inclusion, U.S. Department of Defense (tbc); and Emmanuel Jacob*

15h00

Coffee and Networking

15h30	Presentation of Cross-Talk Findings Round III
16h00	<p><b>Toward a Culture of Inclusion: Structures and Tools to Advance D&amp;I</b> (Plenary Best Practices Exchange)</p> <p><b>Mostafa Hilali</b>, <i>Lieutenant Colonel, Dutch Ministry of Defense</i></p> <p>Touchpoints: how to design, evaluate and improve internal systems; which tools and structures are proving most effective</p>
17h30	Executive Time (unscheduled)
20h00	<p>Dinner</p> <p><b>Dinner Remarks: Police Perspectives</b></p> <p><b>Samira Rafaela</b>, <i>Inclusion Lead, National Police of the Netherlands (tbc)</i></p> <p><b>Asif Sadiq</b>, <i>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</i></p> <p>Touchpoints: articulation between urban and national security; to achieve D&amp;I in security, start young and local</p>

Thursday, June 20th

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

9h00	<p><b>Cyber Security: The Diversity Imperative</b></p> <p><b>Dr. Deborah Hurley</b>, <i>Fellow of the Institute for Quantitative Social Science, Harvard University</i></p> <p>Touchpoints: new security challenges, new needed security skills, new required profiles for the security workforce</p>
9h30	<p><b>The Evidence Based Approach to Diversity and Inclusion</b></p> <p><b>Vaughn Charlton</b>, <i>Director, Gender Based Analysis, Royal Canadian Mounted Police (tbc)</i></p> <p>Touchpoints: the analytical framework; gender-based analysis plus (GBA+); building GBA+ competency; measurement and evaluation; approaches to diversity data collection in national contexts</p>
10:30	<p><b>Collecting/Using Diversity Data Across Multiple Privacy Cultures</b></p> <p><b>Miguel Castro</b>, <i>Lead for Inclusive Culture, SAP Global D&amp;I Office</i></p> <p>Touchpoint: balancing more open and more closed data cultures</p>
11h00	

### 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*

Touchpoints: internal communication; communication with the public; how to bring on board those who are skeptical or opposed

### Findings, and Concluding Remarks

11h50

**Dr. Christian Leuprecht**, *Professor in Leadership, Department of Political Science, Royal Military College of Canada; with the MC Organizing Team*

12h25

Group Photograph and Farewells