

G | M | F The German Marshall Fund
of the United States

STRENGTHENING TRANSATLANTIC COOPERATION

Transatlantic Leadership Initiatives
Strengthening Transatlantic and Global Leaders



Transatlantic Inclusion Leaders Network

A Leadership Initiative of the German Marshall Fund

TILN 5th Year Anniversary

Celebrating Five Years and Looking Toward the Future

G | M | F The German Marshall Fund
of the United States

STRENGTHENING TRANSATLANTIC COOPERATION

Letter from GMF President, Karen Donfried



The need for diverse and inclusive leadership has never been more clear, as Europe and the United States strive to strengthen social cohesion and to leverage the innovation and creativity of diverse and inclusive teams to address global issues. On both sides of the Atlantic, we continue to witness tragic events that underscore the need to reverse the trends of hatred and isolation that can erode our democracies.

GMF is committed to strengthening transatlantic relations for the future. In this framework, TILN sets the stage for young leaders on both sides of the Atlantic to meet, engage with some of the United States and Europe's top political strategists, and develop strategies to overcome the challenges preventing greater participation of diverse communities in public life. TILN also provides a unique opportunity to join Brussels Forum's Young Professionals Summit and engage with top decision makers. GMF's Transatlantic Leadership Initiatives department provides a platform for TILN in tandem with our full portfolio of leadership programs such as the Marshall Memorial Fellowship, and offers lifelong opportunities for learning and engagement to strengthen transatlantic relations for the future.

One of the primary aims of the workshop is to build a self-sustaining, transatlantic network of rising young leaders who are dedicated to building more inclusive governments and policies. In a globalized era when many countries continue to face challenges of racism, xenophobia, and inequity, both the United States and Europe stand to benefit from a visionary new generation of young leaders who are dedicated to the principles of open and inclusive institutions. I and the GMF team look forward to the continued growth of the TILN network and engagement of TILN young leaders toward greater political and social cohesion.

Sincerely,

A handwritten signature in black ink that reads "Karen P. Donfried". The signature is written in a cursive, flowing style.

Dr. Karen Donfried
President
German Marshall Fund of the United States

Letter From TILN Patron, Representative Alcee Hastings



As a founder of the Transatlantic Inclusion Leaders Network (TILN) and on behalf of the Transatlantic Minority Political Leadership Conference, I am pleased to celebrate the fifth anniversary of the Transatlantic Inclusion Leaders Network.

The Transatlantic Minority Political Leadership Conference was created to support inclusive government and has been particularly focused on the political inclusion of underrepresented ethnic and racial populations in Europe and the United States. Beginning with the first meeting in 2009 entitled the Black European Summit (BES), the Transatlantic Dialogue on Political Inclusion, and subsequent annual Transatlantic Minority Political Leadership Conferences held at the headquarters of the European Parliament in Brussels, have focused on numerous issues and activities, including: strategies for increasing minority representation in public life; the tenth anniversary of the European Union's Racial Equality Directive; the experience of Roma populations; the impact of immigration, national security, and anti-discrimination policies on Muslim, migrant, and other populations; and consideration of a European Union – United States Joint Strategy on Equality and Inclusion.

In particular, we identified the need for increased initiatives and opportunities for diverse youth in public life. We have been therefore extremely pleased to serve in an advisory capacity for TILN since its founding and looking forward to continuing to work with the German Marshall Fund to advance TILN and its alumni towards an inclusive future.

On behalf of the Transatlantic Minority Political Leadership Conference,

A handwritten signature in black ink that reads "Alcee L. Hastings". The signature is written in a cursive, flowing style.

Alcee L. Hastings
Member of U.S. Congress

Transatlantic Inclusion Leaders Network (TILN) Mission

The German Marshall Fund of the United States (GMF) recognizes that diverse populations in the U.S. and Europe continue to be underrepresented in leadership roles across sectors to the detriment of our democracies, and aims to help close this gap through the Transatlantic Inclusion Leaders Network (TILN). TILN strengthens the pipeline of diverse leaders into decision-making positions, educates executive leaders on equitable and inclusive policies, and reframes the narrative on demographic change with a focus on the proven value added of diversity.

Now reaching its five year anniversary, TILN resides within the German Marshall Fund's Transatlantic Leadership Initiatives Department, and continues to grow through partnership with the U.S. Department of State, U.S. Helsinki Commission, as well as key nongovernmental stakeholders.



In the context of rapid demographic change, TILN advances leaders who are global in outlook, representative, culturally competent, and inclusive. Central to the initiative, TILN annually hosts a political leadership workshop to build the capacity of young, diverse leaders from Europe and the United States. As the premier venue for young, diverse U.S. and European elected

and civil society leaders to meet, this weeklong workshop operates in tandem with the Young Professionals Summit at GMF's Brussels Forum, and offers lifelong learning opportunities through GMF's alumni programs. At the workshop, TILN leaders are introduced to top policymakers and enter a dynamic network empowered with the skills, confidence, and connections to engage in service at higher levels of responsibility.

With more than 120 TILN alumni, TILN workshops have created an empowered and highly upwardly mobile network of diverse young leaders that bridges the Atlantic and strengthens transatlantic relations for the future.

TILN alumni utilize their experiences to reach new heights, and have risen to positions including: Members of the U.S. Congress and European National Parliaments, Ministerial position, regional and local positions, and have mounted campaigns for the European Parliament and other offices. Additionally, TILN alumni support innovative initiatives towards equity and inclusion in their home countries, including founding national inclusive leaders programs in Germany and the Netherlands inspired by the TILN model.

Karen Donfried

President, German Marshall Fund

"In a globalized era when many countries continue to face challenges of racism, xenophobia, and inequity, both the United States and Europe stand to benefit from a visionary new generation of leaders who are dedicated to the principles of open and inclusive institutions."

Inclusive Leadership: Core Competencies

Inclusive leadership can come from all sectors of society. Whether they be from government, nonprofits, or the private sector, inclusive leaders need to have a core group of skills and guiding principles to advance their goals. In TILN's workshops, events, and discussions, GMF tries to instill all attendees with the following core skills in their repertoire.

- **Mission, Vision, and Purpose** - A leader's personal mission expresses passion, values, and what is at their core. It reflects their motivations and the way to live and work.
- **Power in Numbers** - Statistics as a stand-alone may not change viewpoints, but can help win the case when used strategically.
- **Diversity and Inclusion Competency** - Global Emotional Intelligence (EQ), GMF's term for global fluency in diversity and inclusion, builds on social and emotional intelligence and empathy that research demonstrates is essential to effective leadership.
- **Beyond Prejudice** - Inclusive leaders strive to improve systems and mindsets, to counter discrimination at its root, and directly address conscious as well as unconscious bias. This includes addressing both personal and structural barriers to rights, protections, and equal opportunity, including addressing political participation, existing inequities, and access to resources.
- **Social Capital** - Effective leaders establish and maintain relationships with constituents across divides. Establishing relationships of trust and cooperation across multiple groups increases and sustains social capital and effectiveness in addressing the needs of constituents.
- **Building Coalitions** - Inclusive leaders cannot advance their goals alone. Alliances with like-minded individuals across sectors, organizations, and cultural divides are key to long-term success. This requires leaders to articulate their goals effectively so that other parties can see their shared interests.
- **A Winning Campaign** - Whether or not one is seeking elected office, it is important to know where to focus financial and human resources to advance diversity and inclusion. Some important skills leaders must have in their toolkit are knowledge of in-person outreach, public endorsements, grassroots organizing, and mobilization for fundraising and voting.
- **Media and Communications Savvy** - Inclusive leaders possess the ability to depict diverse actors and communities accurately, with sensitive and representative portrayals. They also routinely review the communications products of their offices and organizations to ensure equitable treatment and portrayal of diverse groups. New technologies require authenticity and transparency as facts can easily be checked.
- **Playing Defense** - Playing defense requires the strategic deployment of resources. Resiliency becomes crucial. Voting rights, women's rights, citizenship rights and other forms of representation and access have been challenged in both the U.S. and Europe during recent periods. If a leader isn't suited to defense, they need people on their team who are effective at the task.

2012

TILN's founding workshop took place in 2012 in Copenhagen, Denmark as a joint initiative of the: the German Marshall Fund, the U.S. Department of State, U.S. Helsinki Commission, the Danish Ethnic Youth Council, City of Copenhagen, IMPACT, and Operation Black Vote.

The workshop's welcome letter elucidated, "One of the primary aims of the conference is to build a self-sustaining, transatlantic network of young leaders who are dedicated to building more inclusive governments. In a globalized era when many countries face an upswing in racism and xenophobia, both the United States and Europe can benefit from a visionary new generation of young leaders who are dedicated to creating more open and representative institutions. The Transatlantic Inclusion Leaders Conference in Copenhagen marks an important step toward making the dream of creating inclusive transatlantic governments a reality."



TILN U.S. Delegation with featured U.S. Ambassador to Denmark Laurie Fulton, U.S. Special Representative for Global Intergovernmental Affairs Reta Jo Lewis

The first TILN Workshop took place April 22-24, 2012 at Copenhagen's City Hall during Denmark's European Union Presidency. Over sixty diverse young leaders from 26 countries gained new leadership skills; developed an effective frame to advance inclusive governance; and engaged with peers and high level policy makers. Speakers included Danish Parliamentarian and Spokesperson for Integration, Liv Holm Andersen, Inter-Parliamentary Union Secretary General, Anders Johnsson, Director of the Open Society Foundations' "At Home in Europe" program, Nazia Hussain, Ireland's first Mayor of African descent, Rotimi Adebare, and diverse parliamentarians from Belgium, Albania, Macedonia, Malta, and Romania, who reflected on pursuing higher office, and transcending racial, ethnic, religious and other differences. MEP Libor Roucek spoke on the approach to diversity in the European Parliament. A workshop on women's participation featured U.S. Ambassador to Denmark Laurie Fulton, U.S. Special Representative for Global Intergovernmental Affairs Reta Jo Lewis, and Salome Mbugua of the Irish African and Migrant Women's Network. Sessions held by Karen Finney (U.S. political strategist and commentator for MSNBC), Parag Mehta (U.S. political strategist), and Simon Woolley (UK Director, Operation Black Vote) covered topics from inclusive leadership strategies and civic engagement to empowering diverse communities, with a focus on challenges and opportunities for diverse elected officials.

Thierry Déau

Founding Partner and CEO, Meridiam International

"Diverse and inclusive policies lead to a strong return on investment, Meridiam International's ethos is anchored in the sustainability of communities. The clear return that we have gained over the years with our focus on inclusive leadership is great recognition from our peers, institutional investors, and the public sector in all the countries where we operate."

Insights 2012:

[Operation Black Vote](#)

[U.S. Embassy in Denmark Blog](#)

[Bringing Together Young Political Leaders to Facilitate Inclusive Governments](#)

HISTORY

2013

The workshop's welcome letter elucidated, "One of the primary aims of the conference is to build a self-sustaining, transatlantic network of young leaders who are dedicated to building more inclusive governments. In a globalized era when many countries face an upswing in racism and xenophobia, both the United States and Europe can benefit from a visionary new generation of young leaders who are dedicated to creating more open and representative institutions. The Transatlantic Inclusion Leaders Conference in Copenhagen marks an important step toward making the dream of creating inclusive transatlantic governments a reality."



TILN 2013 participants with U.S. Senator Chris Murphy

The first TILN Workshop took place April 22-24, 2012 at Copenhagen's City Hall during Denmark's European Union Presidency. Over sixty diverse young leaders from 26 countries gained new leadership skills; developed an effective frame to advance inclusive governance; and engaged with peers and high level policy makers. Speakers included Danish Parliamentarian and Spokesperson for Integration, Liv Holm Andersen, Inter-Parliamentary Union Secretary General, Insights 2013:

[Video: TILN Participants Discuss their Experiences and Goals](#)

2014



Ufuk Kâhya, Marco Palillo, Ayhan Etem, Pedro Casermeiro Cortés, and Norbert Hegedüs at the European Parliament

TILN convened for its third season in Brussels from March 18-23, 2014, bringing together 21 rising diverse young leaders committed to building inclusive societies from across the U.S. and Europe to participate in an immersive leadership workshop facilitated by leading experts on diversity in policymaking. The TILN cohort engaged European Parliamentarians and European Commission staff members on the topic of inclusion strategies, met leaders of Europe wide diverse networks such as CEDAR, the European Network Against Racism, the European Roma Information Organization, and the Jewish Contribution to an Inclusive Europe, and made a grassroots visit on March 21 - the International Day Against Racism - to Ghent, Belgium where they were hosted by the Platform of African Organizations in Flanders. David Johns, Jeff Johnson (political and communications specialist), Simon Woolley, and Laurie Glenn (Thinkinc Founder, strategist) led peer learning sessions around such topics as personal mission, empowering diverse communities, and smart campaigns. Through a partnership with True Blue Inclusion, the TILN cohort also engaged with global chief diversity officers on initiatives in the private sector. The TILN young leaders concluded their program by joining the Young Professionals Summit, and putting their inclusive leadership skills into practice in the context of Brussels Forum— a unique opportunity to interact with high level officials and policymakers at GMF's flagship global policy convening.



Sabah Abid and Brian DeQuincey Newman during the remarks of MEP Sajjad Kari

Insights 2014:

[Banding Together Under Caucuses to Maximize Political Power](#)

[One Detroit: One World, blog on TILN by alumna Racquel Castaneda-Lopez](#)

[Infrastructure and Inclusive Communities Makes Good Investment by Thierry Deau](#)

2015



Assia Benziane, Mpanzu Bamenga, and other TILN participants at 2015 workshop.

The 2015 TILN cohort gained leadership strategies, networked with U.S. and European political leaders as well as leaders of Europe-wide minority networks, engaged Corporate Chief Diversity Officers, and visited Antwerp, hosted by Belgian minority elected officials and community leaders where both political advancement and issues from racial profiling to prejudice faced by Muslim, Black and other diverse politicians was discussed. Highly regarded leaders in their own right, David Johns, Simon Woolley, and Sayu Bhojwani (Founder, New American Leaders Project), facilitated the workshop and led peer learning sessions on refining professional goals and mission statements, strengthening traditional and new media communication skills, and movement building. As part of a roundtable organized by the Transatlantic Minority Political Leaders Conference (TMPLC), TILN young leaders were able to join high-level discussions with Roma, Muslim, Christian, and other diverse politicians from across the U.S. and Europe on issues including coalition building and private sector efforts to advance inclusion. The TILN cohort participated in the Brussels Forum Young Professionals Summit, played active roles in Brussels Forum panels and discussions, and were a component of “advancing diversity” being selected at the Forum plenary as a key goal for the transatlantic partners.

2015 also proved to be an important year for TILN with the establishment of a partnership through Founder and CEO of Meridiam Thierry Déau, who also serves as a mentor to the TILN team. Further, the World Jewish Congress (WJC) established the Ralph Goldman Award in 2015, in support of two inspiring young leaders into the TILN cohort.

Insights 2015:

[Dear Friend, are you Ready to Lead? by Sayu Bhojwani](#)
[TILN 2015: Conveyor Belt to Success by Simon Woolley](#)

2016

The 2016 TILN cohort explored leadership and communications strategies for diverse communities, engaged officials from the public and private sector, and visited the Molenbeek community in Experts David Johns, Simon Woolley, and Linda Lopez (Chief, Los Angeles Mayor’s office of Immigrant Affairs) facilitated workshop sessions on developing personal mission statements, civic and other empowerment of diverse communities, and shaping inclusive policies at the national and international level. TILN participants engaged in high level discussions with politicians from across the U.S. and Europe, including U.S. Senator Jeanne Shaheen and Member of the European Parliament, Cecile Kyenge – Chair of the Anti-racism Diversity Intergroup in the European Parliament and former Italian Minister for Integration.



TILN participants with U.S. Senator Jeanne Shaheen

The TILN cohort participated in the Brussels Forum Young Professionals Summit with high level officials and policymakers at GMF’s flagship policy convening, Brussels Forum. TILN participants were also featured prominently in YPS and Brussels Forum. Said Abdu, Member of Parliament, Sweden, served as a panelist

HISTORY

on “Disrupting the Workplace: Investing in and Retaining Talent.” Nisha Agrawal, Commissioner, Officer of Immigrant Affairs, City of New York, spoke on the panel for “The Refugee Crisis: The Ultimate Stress Test for Europe?” Erwan Katter, Chief of Staff, Meridiam Infrastructure, and Sarah Anthony, Commissioner Wayne County, Michigan Commissioner District 3, both were elected by their peers to speak on “Engaging a New Generation of Transatlanticists to Think the Unthinkable” with former BBC announcer Nik Gowing. Finally, Abena Oppong-Asare, Councilor, London Borough of Bexley, spoke on the Brussels Forum Breakfast Panel “Getting to Equality for Men and Women” with leader of the New American Foundation Anne-Marie



MEP Cecile Kyenge and TILN participants at the European Parliament

Slaughter.

Insights 2016:

<http://nativenewsonline.net/currents/state-representative-kevin-killer-oglala-sioux-informs-family-friends-safe-following-brussels-attacks/>



MP Said Abdu speaks on Young Professional Summit panel with Anne Marie-Slaughter

Kevin Cottrell (MMF '10)

Director of Transatlantic Leadership Initiatives,
German Marshall Fund

“As one of GMF’s newest leadership programs in our office, TILN enriches the alumni stream of GMF Fellows and partners committed to putting power into practice. I continue to be excited by the commitment of TILN alumni to use their positions as elected officials and leaders in their communities to change our societies for the better.”

GERMANY

“Democracy needs strong, well-networked minorities. When you look around Germany, from parliament to media, public and private sectors, well it’s still pretty white, there’s a lot of work to be done” – Gabriele Gün Tank (TILN 2013)



Network Inclusion Leaders (NILE)

Following TILN 2013, alumni Gabriele Gün Tank and Daniel Gyamerah launched the annual Network Inclusion Leaders (NILE) seminar in Germany. NILE annually selects fifteen young diverse Germans to participate in a week long seminar focused on empowerment and leadership. Participants meet diverse German political leaders such as MPs Karamba Diaby and Azize Tank, and engage with academics, artists, human rights, and other civil society leaders on anti-racism and anti-discrimination policy tools. Communications training, movement building, and a review of national legislation and international agreements are also discussed as tools for action. In addition to local German experts, TILN Experts, alumni, and friends Simon Woolley, Jeff Johnson, Ajenai Clemmons, and BME founder Trabian Shorters have served as guest experts on lessons learned and social change strategies based on efforts in the U.K., wider Europe, and U.S. Civil rights movement. NILE enjoys the support of GMF, the U.S. State Department, U.S. Helsinki Commission, and other stakeholders.

<http://www.gmfus.org/commentary/transatlantic-inclusion-leaders-network-grows>
<http://www.ipsnews.net/2014/12/diversity-and-inclusion-for-empowering-people-of-color/>

THE NETHERLANDS

Directly following TILN 2016, Dutch alumni of TILN Mpanzu Bamenga (TILN ‘2015) and Kamran Ullah (TILN ‘2013), and of GMF’s Marshall Memorial Fellowship Ahmed Larouz (MMF ‘2008) and Mei Ling Liem (MMF ‘2012) through the support of PAS Netherlands and a GMF Alumni Leadership Action Grant, launched the Inclusion Leaders Network in the Netherlands. The launch brought together over forty community and political leaders across parties and sectors in Amsterdam for a half day inclusive leadership workshop facilitated by



Network Inclusion Leaders (NILE)

*pic left: Ilco Van Der Linde, Mpanzu Bamenga, David Johns, Lora Berg, Ahmed Larouz, Kamran Ullah;
pic middle: David Johns, Mpanzu Bamenga, Samira Rafaella, and Inclusion Leaders Participants*

David Johns from the White House. The launch was unique in that it brought together leaders from across the spectrum of political parties in the Netherlands in support of an inclusive leadership platform. Special guests and speakers included: U.S. Consul General David McCawley and former Member of the European Parliament and Chair of the Anti-Discrimination and Diversity Intergroup, Emine Bozkurt. The Inclusion Leaders enjoy the support of GMF, the U.S. State Department, U.S. Helsinki Commission, and other stakeholders.

<http://www.gmfus.org/commentary/transatlantic-inclusion-leaders-network-grows>
<http://www.ipsnews.net/2014/12/diversity-and-inclusion-for-empowering-people-of-color/>

TILN Alumni in Action

THE UNITED STATES

Raquel Castañeda-López (TILN 2014)
Member, Detroit City Council

“We must be inclusive of our diversity, not divided by it... To move forward we must recognize the commonalities between Detroit’s struggles and those of urban centers around the country and world... to achieve our full potential as a city, we need to be intentional about including diverse perspectives and cultivating diverse leadership.”



DETROIT

Following TILN, Councilwoman Castañeda-López founded DIG Detroit (Diverse, Inclusive, and Global Detroit) as a new marketing campaign for the city and called for the City of Detroit to create

an Office of Immigration and International Affairs. The Mayor of Detroit announced the creation of the office in October 2015.



(Seated, left to right) Rep. Gilda Cobb-Hunter (SC), Rep. Kyle Yamashita (HI), Mr. Simon Woolley (United Kingdom), Del. Talmadge Branch (MD), Rep. Joe Armstrong (TN), Asw. Annette Quijano (NJ), Sen. Catherine Pugh (MD), Sen. Carmelo Rios Santiago (PR). (Standing, left to right) Sen. Donovan de la Cruz (HI), Sen. Brian Taniguchi (HI), Rep. Alan Williams (FL), Rep. Carolyn Pease-Lopez (MT), Sen. Jim Bradford (SD), Rep. Roy Takumi (HI), Sen. John McCoy (WA), Rep. Karen Awana (HI), Rep. Anastasia Pittman (OK), Rep. Hubert Vo (TX), Rep. Mike Shelton (OK), Rep. Regina Barrow (LA), Mr. David Mark (Poland), Ms. Gabriele Gün Tank (Germany), Rep. Greg Porter (IN), Rep. Ken Ito (HI).

One Detroit-One World: Re-Imagining Detroit through Diversity and Inclusion by Raquel Castañeda-Lopez
<http://www.uixdetroit.com/features/reimaginingdetroitthroughdiversityandinclusion.aspx>

QUAD CAUCUS TILN Experts and alumni Simon Woolley, Assita Kanko, Gabrielle Gün Tank, and David Mark, with the support of the Helsinki Commission and GMF, attended the three-day Quad Caucus meeting of the National Black Caucus of State Legislators (NBCSL), the National Asian Pacific Caucus of State Legislators (NAPACSL), the National Caucus of Native American State Legislators (NCNASAL), and the National Hispanic Caucus of State Legislators (NHCSL) in the United States. In opening remarks to the Quad Caucus, TILN patron Congressman Alcee Hastings of the U.S. Helsinki Commission welcomed TILN alumni and spoke on the importance of inclusive and representative governments across the globe. Through a panel discussion, the TILN delegation addressed the Quad Caucus, sharing their experiences as racial and ethnic minorities in European political systems. The similarity of minorities in U.S. and European situations engendered calls for transatlantic partnerships and pledges of support for joint action from the members of the Quad Caucus. The Quad Caucus began in 2012 through the generous support of the W.K. Kellogg Foundation’s America Healing grant to advance the dismantling of structural racism, promote racial healing, and reduce barriers that keep children impoverished (particularly children of color). Peer mentoring - Ajenai Clemmons (TILN ’15, MMF ’16) shared the minority caucus model in Germany through a speaking tour organized by the TILN alumni network, and worked with Mpanzu Bamenga (TILN ’15) in the Netherlands to develop anti-discrimination legislation, which was adopted by the City Council in city, Netherlands.

GREECE

On March 24, 2014, TILN 2012 alumni Jean Daniel Colombani organized a one day seminar inspired by TILN on inclusive leadership for 30 diverse young leaders from across Greece. TILN Sage Jeff Johnson designed and facilitated the discussions assisted by Lora Berg. The seminar was supported through a GMF alumni mini-grant.



TILN Expert Jeff Johnson leads a TILN seminar for Greek participants.

FRANCE

TILN 2014 Alumna Samia Hathroubi, Paris based European Director for the Foundation for Ethnic Understanding (FEU), organized through a GMF Alumni Leadership Action Grant a launch event/workshop on May 19 in Paris at GMF's Paris Office in partnership with FEU. The event aimed to start an informal best practice community for inclusive leadership in France among rising young local political and civil society actors. The session focused on Community Organizing as a framework for action and change, with facilitator Tara Dickman of the Cabinet Studio Praxis. The event successfully created fellowship among the 14 participants and brought new tools and skills to help the young leaders in their quest to strengthen social cohesion in a time of rapid demographic change.



Tara Dickman of Studio Praxis offers inclusive leadership workshop at GMF Paris.

TILN Alumni

Albania

Ditmir Bushati (2012)
Gerti Bogdani (2012)

Belgium

Tracy Bibo-Tansia (2016)
Assita Kanko (2014)
Hicham el Mzairh (2013)
Mahinur Özdemir (2012)
Mohamed Ridouani (2012)
Bosnia and Herzegovina
Adnan Crnica (2012)
Amila Karacic (2012)
Damir Mašić (2013)
Edita Miftari (2014)
Ilijaz Miralemović (2013)
Anja Petrović (2014)
Lana Prlić (2015)

Bulgaria

Ayhan Etem (2014)
Atanas Stoyanov (2012)

Croatia

Danijela Beretin (2012)
Milan Tankosić (2014)
Snjezana Vasiljevic (2013)

Czech Republic

Markéta Adamová (2016)
Anna Kárníková (2014)
Šádí Shanaáh (2012)

Denmark

Hibaaq Abdirashid (2012)
Sabah Abid (2014)
Nebiye Corap (2012)
Hajar Dashti (2012)
Ismar Dedovic (2012)
Klaus Dik Nielsen
Samah Ghanem (2012)
Beston Said Hussaini (2012)
Fuad Farah Hussein (2013)
Ahmad Ziad Hussein (2012)
Christian Mathias Kriznjak (2012)
Aisha Riaz (2012)
Junior Sikabwe (2012)
Kamilla Sultanova (2012)
Casper Tolstrup (2012)
Bolkan Turan (2016)
Hüseyin Yücel (2012)

Finland

Setumo Bodibe (2016)

France

Sihame Arbib (2012)
Assia Benziane (2015)
Emmanuel Birba (2015)
Haikel Drine (2016)
Samia Hathroubi (2014)
Erwan Katter (2016)

Georgia

Rabbi Natan Tapliashvili (2012)

Germany

Sawsan Chebli (2012)
Ayten Dogan (2016)

Yunus Emre (2016)
Daniel Gyamerah (2013)
Marina Khatibi (2015)
Orkan Oezdemir (2012)
Gabriele Gün Tank (2013)

Greece

Jean-Daniel Colombani (2012)
Uzun Irfan (2012)
Sibel Mustafaoglu (2013)

Hungary

Roland Ferkovics (2016)
Rita Izsák (2013)
Norbert Hegedüs (2014)
Gyula Radics (2015)
Timea Tama (2012)

Ireland

Rotimi Adebari (2012)
Salome Mbugua (2012)

Italy

Marco Palillo (2014)
Elvira Ricotta Adamo (2012)
Alina Harja (2013)
Samia Oursana (2012)
Andrea Tobia Zevi (2016)

Kosovo

Dijana Simijonovic (2014)
Branimir Stojanovic (2014)

Latvia

Antoņina Nenaseva (2012)
Karina Palkova (2012)

Macedonia

Enisa Bajrami (2012)
Mila Carovska (2016)
Tefik Mahmut (2015)
Marinela Tusheva (2012)

Montenegro

Dritan Abramovic (2015)
Ana Rašović (2016)

Malta

Silvan Agius (2015)
Amy Camilleri Zahra (2014)
Karl Gouder (2012)

Netherlands

Mpanzu Bamenga (2015)
Ufuk Kâhya (2014)
Adeel Ahmed Mahmood (2012)
Mohammed Mohandis (2012)
Kamran Ullah (2013)
Samira Rafaela (2016)

Norway

Abdullah Alsabeehg (2012)
Saida Begum (2012)
Farhia Bashir Nur (2015)

Poland

Katarzyna Wladyka (2012)

Romania

Laszlo Bodor (2012)
David Mark (2012)

Russia

Victoria Korosteleva (2012)
Musa Magomadov (2012)

Serbia

Dragan Crnogorac (2015)
Sabina Dazdarević (2015)
Enis Imamovic (2013)
Almir Rizvanovic (2016)
Igor Ujhazi (2015)

Spain

Rahma El Badoui (2013)
Pedro Casermeiro Cortés (2014)
Nicolás Jiménez (2012)
Claudia Tecglen (2015)

Sweden

Said Abdu (2016)
Adnan Dibrani (2013)
Momodou Jallow (2014)
Arba Kokalari (2014)

Switzerland

Lisa Ventura (2016)

Ukraine

Lilia Muslimova (2012)
Nadiya Popadyuk (2012)

United Kingdom

Sanchia Alasia (2013)
Raza Anjum (2012)
Abena Oppong-Asare (2016)
Reena Ranger (2015)
Philip Rosenberg (2015)
Waseem Zaffaabdullah (2012)

United States

Micah Ali (2012)
Engy Abdelkader (2015)
Nisha Agarwal (2016)
Sarah Anthony (2016)
Dwight M. Bullard (2016)
Raquel Castañeda-López (2014)
Stanley Chang (2012)
Ajenai Clemmons (2015)
Chris M. Cobbs (2012)
Xilonin Cruz-Gonzalez (2013)
Ramy A. Eid, Esq. (2012)
Ruben Gallego (2013)
Adam Hollier (2013)
David Johns (2012)
LaToia Jones (2012)
Kevin Killer (2016)
Carlos Menchaça (2015)
Brian DeQuincey Newman (2014)
Sam Rasoul (2016)
Jacque Robinson (2012)
Angela Rye (2012)
Tony Saunders (2015)
Bakari Sellers (2013)
Gabriel Sepulveda (2014)
Nina Smith (2013)
Kacie Starr Triplett (2012)
Ponka We Victors (2015)

TILN Patrons

TILN founders sought a strategic approach to empowering young diverse leaders for inclusive leadership roles in the transatlantic nations, and advocated for the creation of TILN.



Representative Alcee Hastings
Member of the U.S. Congress



Farah Pandith
Former Special Representative to Muslim Communities



Laurie Fulton
Former U.S. Ambassador to Denmark



Thierry Deau
Founding Partner and CEO, Meridiam

TILN Strategists



Lora Berg
Senior Fellow at the German Marshall Fund and formerly a Senior Diplomat with the U.S. Department of State, is a founding strategist for TILN, who in addition to building the coalition to implement TILN, continues to contribute her passion and international expertise on diversity and inclusion, diplomacy, and public affairs.



Alex Johnson
of the Department of Defense, and formerly of the U.S. Helsinki Commission, is a founding strategist of TILN and alumni initiatives in Germany, contributor to the Transatlantic Minority Political Leaders Conference (TMPLC), and continues to donate his expertise in multilateral and international government affairs, the U.S. Congress, logistics operations, and environmental justice to TILN.



Mischa Thompson, Ph.D.
of the U.S. Helsinki Commission, is a founding strategist of TILN and alumni initiatives in Germany and the Netherlands, who continues to develop the intellectual framework for TILN, drawing on her work in building the Transatlantic Minority Political Leaders Conference (TMPLC) in Brussels, and more than a decade of expertise on international inclusion and anti-discrimination global and national policies and efforts.

TILN Experts



David Johns (TILN '12) founder of IMPACT and currently Executive Director of the White House Initiative on Educational Excellence for African Americans, contributes his inspirational approach and wide reaching network of diverse U.S. political talent to TILN, and has coached and advised TILN young leaders each year of the program.



Simon Woolley, founder of Operation Black Vote in the UK, shares his wisdom and expertise from supporting the elections of diverse leaders in the UK and advocating for the rights of diverse communities throughout Europe, and has coached and advised TILN young leaders each year of the program

Other TILN Experts over the years have included:

Omar Ba, Diversity Leader and Consultant

Sayu Bhojwani, Executive Director, New American Leaders Project

Karen Finney, Political Consultant

Laurie Glenn, President and CEO, Thinkinc Strategy

Gareth Harding, Brussels Program Director, University of Missouri

Jeff Johnson, Partner and Chief of Strategy, Illume Communication

Linda Lopez, Chief of Office of Immigrant Affairs, Los Angeles Mayor Eric Garcetti

Parag Mehta Director, Office of Federal Contract Compliance Programs, U.S. Department of Labor

Randianina Peccoud, Cultural Affairs Specialist, U.S. Embassy in Paris

Kamran Ullah, Board Member, Dutch People's Party for Freedom and Democracy



Kevin Cottrell, Director, Transatlantic Leadership Initiative

Kevin Cottrell is GMF's director of Transatlantic Leadership Initiatives, where he leads a team of experts and public diplomacy-oriented activities in 50 communities across the United States, Europe, and North Africa. Activities include the flagship Marshall Memorial Fellowship (MMF); Manfred Wörner Seminar (MWS); Asmus Fellowship; Leadership, Diversity, and Inclusion Initiative; Marshall Seminars for Alumni; and the Transatlantic Leadership Seminar series. Cottrell also co-leads the Bilbao Urban Innovation and Leadership Dialogues (BUILD) to advance the global engagement of cities through civic leadership and strategy. Cottrell regularly advises and facilitates dialogue on international leadership exchange, leadership development, public diplomacy, diversity and inclusion, global engagement, and civil society-building strategies. Prior to GMF, Cottrell served as vice president of the Los Angeles Area Chamber of Commerce overseeing business and civic leadership programs. He has also held leadership positions with LEAD San Diego, University of California San Diego, and San Diego State University addressing cross-border urban and civic leadership issues.



Reta Jo Lewis, Senior Fellow and Director, Congressional Affairs

Reta Jo Lewis serves as GMF's director of Congressional Affairs. Lewis draws on her immense experience and GMF's intellectual resources and European networks to build strong ties between the U.S. Congress and GMF. Since January 2015, she has served as a senior resident fellow with GMF's Transatlantic Leadership Initiatives based at the Washington office, where she focused on leadership development curriculum, outreach, convening, and thought pieces on global engagement strategies to strengthen the next generation of transatlantic leaders. Previously, she served as the State Department's first-ever special representative for global intergovernmental affairs, under Secretaries of State Hillary Clinton and John Kerry from 2010 to 2013. Lewis led the office charged with building strategic peer-to-peer relationships between the U.S. Department of State, U.S. state and local officials, and their foreign counterparts.



Adnan Kifayat, Senior Resident Fellow

Adnan Kifayat is a senior resident fellow at GMF, where he advises on GMF programs to strengthen leadership development and strategies for engagement in the transatlantic region along with GMF's Leadership, Diversity, and Inclusion Initiative. Kifayat has held senior positions in public service, including at the White House, State Department, and Treasury Department. Kifayat served as Secretary of State John Kerry's acting special representative to Muslim communities where he created programs to broaden U.S. diplomatic engagement with Muslim communities worldwide. He served as an alternate executive director of the African Development Bank Group, shaping Bank activities on the African continent. He served twice on the National Security Council staff coordinating counterterrorism and economic issues across the Middle East and Africa.

TILN has also been made possible through the contributions of key GMF Staff:

Michael Cohen, Operations Coordinator, German Marshall Fund, Washington, DC

Kristel Ba, Program Officer, German Marshall Fund, Paris

Megan K. Doherty, Ph.D., Transatlantic Fellow, German Marshall Fund, Washington, DC

Usman Masood, Intern and TILN5 project researcher, German Marshall Fund, Washington, DC

Filip Medic, Senior Program Officer, German Marshall Fund, Washington DC

Maureen Morris, Receptionist, German Marshall Fund, Brussels

Snezana Vukovic, Program Coordinator, German Marshall Fund, Belgrade

Melanie Whittaker, Program Officers, German Marshall Fund, Berlin

Astrid Ziebarth, Migration Fellow, German Marshall Fund, Berlin

G | M | F The German Marshall Fund
of the United States

STRENGTHENING TRANSATLANTIC COOPERATION

In cooperation with the
**Endowment Fund Archery and
Commission on Security and Cooperation in
Europe (Helsinki Commission)**

B | T | D The Balkan Trust
for Democracy
A PROJECT OF THE GERMAN MARSHALL FUND



© 2016 The German Marshall Fund of the United States. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or by any means without permission in writing from the German Marshall Fund of the United States (GMF). Please direct inquiries to:

The German Marshall Fund of the United States
1744 R Street, NW
Washington, DC 20009 T 1 202 683 2650 F 1 202 265 1662 E info@gmfus.org

The views expressed in GMF publications and commentary are the views of the author alone.