

Transatlantic Leadership Initiatives

Strengthening Transatlantic and Global Leaders



Transatlantic Inclusion Leaders Network

TILN Workshop 2014

March 18-23

Brussels, Belgium

**A Leadership, Diversity, and Inclusion Initiative
of the German Marshall Fund of the United States**



FINAL REPORT

OVERVIEW

The Transatlantic Inclusion Leaders Network (TILN) Workshop advances leaders who are global in outlook, representative, culturally competent, and inclusive to meet the needs of increasingly diverse populations. In tandem with the Brussels Forum Young Professionals Summit, TILN is the premier forum for young diverse elected leaders from both sides of the Atlantic to meet, enhance their inclusive leadership portfolio, and engage with senior policymakers. Now in its third year, TILN is supported in partnership with: U.S. Department of State, U.S. Helsinki Commission, Balkan Trust for Democracy, Open Society Foundations, IMPACT, and Operation Black Vote.

Given rapid demographic change, inclusive leaders are increasingly required; TILN's goal is to address this need. Central to the initiative, TILN annually hosts a political leadership workshop for young diverse leaders from Europe and the United States. The first TILN Workshop convened in April 2012 in Copenhagen, Denmark, with 65 young elected officials and civil society leaders of diverse backgrounds representing 26 countries. The TILN Brussels March 14-18, 2013, Workshop for 20 young diverse leaders built on TILN Copenhagen's success, coupled with participation in GMF Brussels Forum Young Professionals' Summit.

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 minority networks, engaged Corporate Chief Diversity Officers, and made a grass roots visit on March 21 - the International Day Against Racism - to Ghent where they were hosted by the Platform of African Organizations in Flanders. Facilitators David Johns, Jeff Johnson, Simon Woolley, and Laurie Glenn led peer learning sessions around such topics as personal mission, empowering diverse communities, and smart campaigns. 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.

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 soar to new heights. Two TILN alumni are running for U.S. Congress, another for Deputy Governor and another for State Representative. In Europe, TILN alumni have been appointed Ministers, elected to national parliaments, regional and local positions, and two alumni are campaigning for the EU parliament.



*Arba Kokalari, Samia Hathroubi and Orkan Özdemir
in session at TILN 2014*

*“The transatlantic community needs an infusion of strong leadership
and inspiring vision to recreate the sense of common mission and purpose...”*

Craig Kennedy, GMF Annual Report 2013

PROGRAM AT A GLANCE

Individual Coaching Available Throughout the Program

DAY 1: TUESDAY, MARCH 18, 2014

- 12:00-2:45 pm:** Welcome Lunch: Introduction to Facilitators and the Inclusion Leaders Network
- 2:45-3:30 pm:** Demographic Change: The Need for Inclusive Leaders
- 3:45-4:30 pm:** U.S. & Europe Political Systems: How to Shape and Gain Buy-In for Diversity Policies
- 4:30-5:30 pm:** Inclusive Leadership in Practice: European Networks
- 6:30-9:00 pm:** Dinner on Empowered Networks, with Brussels-based stakeholders

DAY 2: WEDNESDAY, MARCH 19, 2014

- 9:15-11:00 am:** EU Commission: Inclusive Leadership in Practice- Policy Perspectives
- 11:45-1:45 pm:** Owning Your Career, Creating Opportunities to Engage as Inclusive Leaders
- 2:00-5:00 pm:** Planning a Campaign I- Aims, Strategies, and Tactics
- 7:30- 9:00 pm:** Dinner discussion on ethics with MEP Sajjad Karim

Day 3-THURSDAY, MARCH 20, 2014

- 9:00-11:30 am:** European Parliamentarians: Transatlantic Dialogue on Diversity
- 12:30-2:00 pm:** Lunch workshop: Telling your Story, Working with the Media
- 2:00 -3:30 pm:** Media in practice
- 4:00-7:30 pm:** Dinner discussion with Corporate Chief Diversity Officers

DAY 4- FRIDAY MARCH 21, 2014 (International Day Against Racism)

- 10:00-12:30pm:** Field Trip to Ghent: Inclusive Leadership in Practice— Grassroots Perspectives
- 2:00-4:00 pm:** Tools for Inclusive Leadership
- 6:00 pm:** Opening Session Young Professionals Summit

DAY 5-6 SATURDAY- SUNDAY, MARCH 22-23, 2014

- Full Day:** Brussels Forum Young Professionals Summit (Saturday)
- 9.00am-noon:** Brussels Forum Young Professionals Summit (Sunday)
- 12:30-1:45 pm:** A World Transitioning
- 1:45-2:00 pm:** Setting one year goals, and closing

"The experience was truly empowering and life changing for me. TILN came at a perfect time for me as a new elected official. The experience helped me build confidence and realize my potential to impact change locally and globally as a member of the Detroit City Council. As co-chair of Detroit's Immigration Task force I have already started implementing learnings from TILN and am excited to do more to promote transatlantic relations."

- Raquel Castaneda-Lopez (United States)

TILN 2014 DETAILED PROGRAM DESCRIPTION – DAY 1 – MARCH 18

Opening: TILN 2014 opened on March 18 at the Brussels Office of the German Marshall Fund led by the first class team of facilitators: David Johns, IMPACT Founder; Jeff Johnson, activist and political commentator; Simon Woolley, Director, Operation Black Vote; and Laurie Glenn, CEO, Thinkinc. Participants were invited to articulate their personal and career goals and to assess how they are leveraging their current networks.

Leadership Requirements of Demographic Change: The conversation then turned to rapid demographic change on both sides of the Atlantic and the urgent need for inclusive leaders, with presentations by Thomas Huddleston of the Migration Policy Group and Mei Ling Lem, Advisor to the Amsterdam City Board of Mayor and Aldermen. Lem particularly reflected on the costs of divergence between the demographic make-up of Amsterdam's population and its governing bodies. Speakers emphasized that diverse young leaders are uniquely positioned to meet inclusive leadership needs. In addition to looking at demographic trends in the US and Europe, the group also discussed global shifts, concluding that it is no longer possible to lead effectively without "diversity and inclusion" competencies.

U.S. & Europe Political Systems Overview: David DiGiovanna of the U.S. Mission to the EU joined Jeff Johnson to reflect on how policy is made and gaining influence on both sides of the Atlantic.

Inclusive Leadership in Practice: Trainees met with innovative leaders of Europe wide networks for inclusion in a conversation guided by Astrid Ziebarth of GMF with speakers: Ivan Ivanov, Executive Director of the European Roma Information Office, Serap Altinisik of the European Women's Lobby (EWL), and Alix Masson of the European Youth Forum. Each speaker shared practical perspectives on gaining access to higher levels within European Institutions, and on forming empowered networks across national lines. Alix Masson reflected

on the absence of young candidates for the European Parliamentary elections, and the work of her organization to move young candidates forward in order for the parliament to be truly representative. Ivan Ivanov gave an overview of Roma inclusion and the considerable work yet to be done, and Serap Altinisik spoke about the EWL's full agenda for women's empowerment and inclusion.

Empowered Networks: The topic of empowered networks was a theme throughout the workshop, including as part of a dinner discussion with participants that included more than twenty for and not-for profit Europe-wide organizations focused on inclusion and civil rights. Keynote speaker, Adnan Kifayat, the U.S. State Department Acting Special Representative to Muslim Communities, shared perspectives on empowered networks, followed by networking between dinner guests.

"This was one of those moments in life when I felt I am not alone in my struggle, in my beliefs, the values I share and the goal I am committed to. Most of my life in Kosovo I feel so lonely. And then this miracle happens, you put me in a room with other 20 people who with every word they said they define the everyday problems they have and I find myself in most of them. This was the best training I have ever attended, and I must say I am so honored and privileged to be chosen."

-Dijana Simijonovic (Republic of Kosovo)



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

"Thank you for getting me together with these amazing young leaders and the power you invested in us. With this power comes the responsibility and a duty to remain true to each other and not just our but all minorities, to make equal opportunities for all people...."

- Milan Tankosić (Republic of Croatia)

TILN 2014 DETAILED PROGRAM DESCRIPTION – DAY 2 – MARCH 19

European Commission: TILN participants began the day with discussions on inclusive leadership at the European Commission. Commission representatives offered an overview of EU versus national competencies, and particularly differences in legislation decided at the national level (such as prohibitions on religious dress, such as wearing 'Islamic' facecoverings or veils) versus topics decided at the European level (such as border controls for the EU). They then provided indepth briefings on EU diversity and inclusion and anti-discrimination policies. Petra Schott, Legal Officer with the Justice Department of the EU Commission, spoke on Equal Treatment Legislation and gave an overview of existing antidiscrimination and gender equality policies, pending proposals, and plans. Ilona Negro, EU Commission Team Leader of Non-discrimination Policies and Roma Coordination, spoke about the Commission's Roma inclusion and non-discrimination policies in Europe. Lastly, Flaminia Bussacchini, Head of the Equal opportunities and Working Conditions unit, provided the young leaders with an overview of the Commission's Human Resources directorate's approach to inclusion. In particular, TILN young leaders challenged the low target for women's participation at higher levels in the Commission, while Ms. Bussacchini pointed out that the targets are realistic. Additionally, participants questioned why there were not targets for minorities and other diverse populations.

Board Service: Board service is a strategic element of inclusive leadership development, that allows young leaders to lend expertise and bring diverse perspectives to boards, in addition to to raising their own executive profiles. TILN participants represent a high level of board participation, with the majority of participants serving on public, private and nonprofit sector boards. Following discussion on individual experiences, participants exchanged knowledge and strategies for moving onto more powerful boards, and the positive impact of diverse representation on board decision making.

Find out more about TILN Online:

www.facebook.com/inclusionleaders - #inclusionleaders #brusselsforum

<http://www.obv.org.uk/news-blogs/transatlantic-minority-political-leadership-programme>

<http://www.youtube.com/watch?v=5ciuRSQ-PDg>

"I look forward to continue being of service to disabled people in Malta and abroad as well as to other minority groups. Training like this is the motivation that we, as minority group leaders, need to keep us going in our struggles against all the obstacles we encounter."

-Amy Camilleri Zahra (Malta)

Campaign Planning: Top U.S. and European political strategists discussed elements of planning a campaign: aims, strategies, and tactics, including framing of messages and voter outreach. Diverse political bodies are best equipped to build inclusive and representative policies amidst rapidly changing demographics. Research indicates that constituents are more likely to communicate with representatives who share their diversity factors, making valuable information available for sound decision making. Further, higher levels of racial, ethnic, gender and other diversity in legislatures are related to the safety and well-being of minorities. These and other factors were discussed as part of the session to underscore the need to equip diverse young leaders with cutting edge campaign techniques as they run for office and continue to mount campaigns.

Ethics in Public Office: Dinner on this evening at the invitation of Unitas Communications featured a discussion with MEP Sajjad Karim of the UK, Chairman of the European Parliament Ethics Committee, who spoke about his personal journey in politics, encouraged the young leaders to run for the European Parliament, and reflected on the need to keep one's ethical compass fully intact.



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



*David Johns, Gabriel Sepulveda, Jeff Johnson, Brian DeQuincey Newman, Raquel Castaneda
U.S. Delegation, TILN 2014*

TILN 2014 DETAILED PROGRAM DESCRIPTION – DAY 3 – MARCH 20

European Parliament: TILN young leaders began the day as guests of the Group of the Progressive Alliance of Socialists & Democrats (S & D) in the European Parliament. S&D policy advisor Dr. Emmanuelle LeTexier provided an overview of the S&D policy agenda, including the parties' new 'Relaunching Europe' initiative that supports citizenship and civil rights for Europeans of all backgrounds. MeP Said el Khadraoui (Belgium), spoke about Diversity in EP elections and MeP Claude Moraes (UK), spoke about EU anti-discrimination Policies. The MePs fielded tough questions on the rise of intolerance in European politics and perceptions that the parliament could play a stronger role.

Media Training: Media experts and personalities: Kamran Ullah, Gareth Harding and Jeff Johnson, led the young leaders through the real time case of Jallow Momodou who has been the target of racial threats in Sweden, exploring what his best course of action would be in terms of the media, followed by one-one-one media coaching for all TILN participants.

Synergies with Corporate Chief Diversity Officers: TILN young leaders explored the corporate experience of inclusion policies. Christina Gottschau, Human Resources Manager Diversity Europe & Africa at Johnson Controls spoke about the diverse composition of the company's workforce, and inclusion and disability. Catherine Smith of True Blue Inclusion gave an overview of the positive role that Corporate Chief Diversity Officers can play in promoting inclusion not just within corporations but in host communities and globally.

Laurie Fulton, Ambassador (ret.), Attorney at Law keynote: Ambassador Laurie Fulton, who became a TILN founder during her tenure as U.S. Ambassador to Denmark, reflected on her role in advancing inclusion in Denmark as an Ambassador of Danish descent who showed commitment to the advancement of Denmark's diverse communities. She stressed that to have stability, individual citizens need to believe they are an important part of their society, and have a chance to succeed. The dinner was a high point of the program, with TILN participants also sharing newly practiced vision statements and media skills in moving presentations.

"Before meeting you, I was a little bit disappointed and tired, because working on LGBT issues in a country like Italy, which is extremely afraid of change, sometimes can be so hard. But now, after this experience, I know I cannot give up. If it is hard, I am going to work harder because fighting for a more diverse and inclusive society is the reason of my life. You make me go back to a time when I first started my political engagement; I feel the same energy, the same enthusiasm, the same passion in me."

- Marco Palillo (Italy)

TILN 2014 DETAILED PROGRAM DESCRIPTION – DAY 4 – MARCH 21

Inclusive Leadership in Practice—Grassroots Perspectives, Visit to Ghent: TILN participants and trainers made a grass roots visit on March 21 – the International Day Against Racism, to Ghent City Hall, hosted by the Platform of African Organizations in Flanders. Omar Ba, an activist affiliated with the African Platform (Afrikaans Platform) and a well-known commentator on multicultural affairs welcomed the group. Mr. Ba addressed the group with an introduction on "Ethnic minorities, Diversity and Inclusion in Flanders," followed by an open discussion with NGO leaders. Flanders proved to be a bright spot for urban strategies related to inclusion.

"Without mentioning the incredible individuals whom I had the opportunity to get to know, this program led me toward a better understanding of what is at stake today in France and Europe. I believe that this knowledge will permit me to move to a new level in assuming my responsibilities as a civil society actor and to make my voice heard throughout the city, to plead for that in which I believe: a society that is more just and inclusive. I can only encourage you to permit more young French people to take part in this program."

-Samia Hathroubi (France)

Young Professionals Summit: The Young Professionals Summit of Brussels Forum began in the late afternoon of March 21 and continued through the end of the weekend. The TILN participants joined a group of 80 other high-potential young professionals with the common goal of fostering dialogue between generations and building new connections across sectors and nations.



Assita Kanko at Brussels Forum

Participants first engaged in a tailor-made program, and then joined the larger Brussels Forum on Saturday night, March 22 and Sunday, March 23. *Speakers Included:* Anthony Luzzatto Gardner, Ambassador of the United States to the European Union; Toomas Ilves, President, Republic of Estonia; Jim Clifton, Chairman and CEO, Gallup; Rosalind Hudnell, Vice President, Human Resources, Director, Communications and Diversity, Intel Corporation; and others.

Find out more about Brussels Forum and the Young Professionals Summit:

Brussels Forum Agenda -<http://brussels.gmfus.org/agenda-details/agenda-2014/>

Young Professionals Summit -<http://brussels.gmfus.org/about-the-forum/young-professionals-summit/>

"They learn from us, but above all from each other... Their own viewpoints and prejudices are challenged. The potential of what these young men and women might achieve is pushed and pursued to the very limit. Success, from this group is not asked for - it's demanded... And it seems that year after year they relish the strong leadership challenge... I have no doubt that the young men and women on this year's programme will produce great things. Even before they came here, they were all inspired individuals. Our role - David Johns, Jeff Johnson, Laurie Glenn and myself -has been to impart our knowledge and encourage them to raise their game even further. Since Congressman Alcee Hastings early idea, driven now by Lora Berg of the German Marshall Fund, they have helped create a Harvard style leadership programme, and alumni for young minority leaders."

-Simon Woolley (United Kingdom)

PARTICIPANTS

Sabah Abid, City Council Member of Høje Taastrup City Council (Denmark)

Amy Camilleri Zahra, President and Founder, Amputees 4 Amputees; Assistant Manager, Commission for Persons with Disabilities (Malta)

Pedro Casermeiro Cortés, Youth Trainer and Community Manager (Spain)

Raquel Castaneda, Detroit City Council, Michigan (United States)

Ayhan Etem, Deputy Chairman, Youth Movement for Rights and Freedom (Bulgaria)

Samia Hathroubi, European Coordinator of the Foundation for Ethnic Understanding (France)

Norbert Hegedüs, Coordinator, National Roma Government (Hungary)

Momodou Jallow, Vice Chair, European Network Against Racism (Sweden)

Assita Kanko, Town Councilor, Ixelles, Brussels (Belgium)

Anna Kárníková, Candidate, Prague City Council (Czech Republic)

Ufuk Kâhya, City Council Member, 's-Hertogenbosch (The Netherlands)

Arba Kokalari, Member of Stockholm City Local Government (Sweden)

Edita Miftari, Master's Candidate, CEU, Budapest (Bosnia and Herzegovina)

Brian DeQuincey Newman, Columbia City Councilman, South Carolina (United States)

Orkan Özdemir, Integration Spokesperson, Social Democratic Party, Tempelhof-Schoeneberg (Germany)

Marco Palillo, Member, Young Democrats of Rome (Italy)

Anja Petrović, Member of the Board, Party of Democratic Progress (Bosnia and Herzegovina)

Gabriel Gerardo Sepulveda, Director, Policy and Public Affairs, Board of Hispanic Caucus Chairs (United States)

Dijana Simijonovic, Assistant in the Parliament Presidency, Independent Liberal Party (Republic of Kosovo)

Branimir Stojanovic, Mayor of Gracanica (Republic of Kosovo)



For more information on the Transatlantic Inclusion Leaders Network (TILN):

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