



Diversity & Inclusion in Armed Forces 2015

Berlin International Conference
June 7 - 10

International Conference
Berlin, June 2015

Brief Summary

The aim of Diversity & Inclusion in Armed Forces is to strengthen the dialogue on best practices for D&I with a special focus on armed forces and to enable decision makers to suitably implement or optimize diversity management for their organization by exchanging ideas with and learning from D&I leaders from around the world.

The three-day conference is hosted by the German Ministry of Defense, Women in international Security (WIIS.de) and Deutscher.Soldat. e.V. and held under the auspices of the German Minister of Defense, Dr. Ursula von der Leyen. The event is organized as a follow-up to the German Marshall Funds' 2013 Mission Critical conference and will take place in Berlin in June of 2015.

The conference will be a training opportunity for international guests to learn the German Ministry of Defense's, other European forces' and European corporate approaches to the topic of Diversity & Inclusion.

Scope:	60-80 int'l participants (Military, Politics, Business, NGOs)
Place:	Berlin, Germany
Date:	June 7 th – 10 th , 2015
Conference Fee:	EUR 200

Supported by

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

STRENGTHENING TRANSATLANTIC COOPERATION

Location: tbd

1800 Icebreaker & Networking
Supported by The German Marshall Fund of the United States, tbc

1515 Dr. Eric Germain
Policy Advisor, Directorate General for International Relations and Strategy, French Ministry of Defense, tbc

1700 **Panel Scientific Aspects of Diversity Management in Armed Forces**
Dr. Ines Michalowski
Berlin Social Science Center, Germany
Dr. Elyamine Settoul
Jean Monnet Fellow, Robert Schuman Centre for Advanced Studies, EUI, Florence, tbc
Prof. Dr. Philippe Manigart
Head of the Department of Behavioral Sciences, Royal Military Academy of Belgium, tbc
Dr. Félix Fonséca
Research and Strategy Analyst, Director General Military Personnel - Research and Analysis, Canada

1. Women
2. Ethnicity
3. Religion
4. Age & Disabilities
5. Sexual Orientation

Day One
Monday, June 8th, 2015

Location: Deutsche Bank, Unter den Linden, Berlin

0900 Welcome
Dr. Ursula von der Leyen, MdB
German Minister of Defense, tbc

0930 Keynote
Rear Admiral Henk Itzig Heine
Personnel Director, Dutch Ministry of Defense

1000 **Panel Diversity Management - Insights from the Corporate Sector and Beyond**
Ana-Cristina Grohnert
Chairwoman, Charta der Vielfalt and Managing Partner, Ernst & Young
Janina Kugel
Labor Director and Member of the Managing Board, Siemens AG
Guelabatin Sun
Managing Director, Global Head of Diversity & Inclusion, Deutsche Bank AG
Anka Wittenberg
Head of People Sustainability and Chief Diversity & Inclusion Officer, SAP SE

1200 **Dialogue Necessity and Benefit of Diverse Armed Forces**
Aydan Özoguz, MdB
Minister of State and Federal Commissioner for Integration

1300 **Panel Political Views on future Armed Forces**
Wolfgang Hellmich, MdB
Member of the Bundestag, social democrat (SPD)
Cemile Giousouf, MdB
Member of the Bundestag, conservative (CDU)
Omid Nouripour, MdB
Member of the Bundestag, green (Bündnis 90/Die Grünen)

1430 **Lecture The Value of Diversity Management for Modern Forces**
Dr. Nelson Lim
Senior Social Scientist; Professor, Pardee RAND Graduate School

1515 **Panel What is it good for? – Why Militaries invest in Diversity Management**
Rear Admiral Henk Itzig Heine
Personnel Director, Dutch Ministry of Defense
Dr. Jarris Louis Taylor Jr.
Deputy Assistant Secretary of the United States Air Force for Strategic Diversity Integration

1900 Evening Reception
Supported by SAP SE, tbc

Day Two
Tuesday, June 9th, 2015

Location: Der Tagesspiegel, Askanischer Platz, Berlin, tbc

0900 Workshops I

1300 Workshops II

1615 Summary & Presentation of Results

1800 Berlin Guided Tour & Conference Dinner tbd

Closing Ceremony
Wednesday, June 10th, 2015

Location: Ministry of Defense, Stauffenbergssaal, Stauffenbergstraße, Berlin

0900 Consolidation and Discussion of Results

1100 Presentation of Results and Farewell

Day Two Panels & Workshops

During the morning of Day Two, Workshops are aligned along six dimensions of diversity: gender, ethnicity, religion, age, disabilities and sexual orientation. In the afternoon, participants from these workshops are assigned to five different working groups. These groups are supposed to develop and discuss concepts on how to implement the results of the morning workshops and panels in the areas of leadership concepts & training, organizational representation, recruitment & retention and mission readiness.

Afternoon Panels & Workshops

1. Leadership Concepts & Training

Managing and dealing with an increasingly diverse (work-) force is a challenging task for leaders. In this workshop, ideas and approaches for the role of the internal leadership concepts, training and leader development are discussed.

2. Organizational Representation

An active Diversity Management requires several organizational accommodations. This panel is meant as a platform to discuss ideas of Diversity Management that fit organizational needs and possible structural changes to implement it.

3. Recruitment & 4. Retention

An important aspect of Diversity Management in any organization is the recruitment and retention of personnel. These workshops give an opportunity to talk about ways to increase recruitment from diverse communities (Workshop 3) and how to retain these colleagues and comrades (Workshop 4).

5. Deploying Diversity

The most critical question for armed forces is certainly the question of how to benefit from its diverse force when deployed and tasked with increasingly complex missions around the globe. This panel and the respective workshop are meant to discuss and develop answers for the essential issue of operational benefit.