



Transatlantic Inclusion Leaders Network

Eighth Annual TILN Workshop

June 23-29, 2019

Brussels, Belgium

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

*in cooperation with the
Commission on Security and Cooperation in Europe*



OVERVIEW

The Transatlantic Inclusion Leaders Network ([TILN](#)) advances leaders who are global in outlook, representative, culturally competent, and inclusive. TILN serves as the premier venue for young, diverse U.S. and European elected and civil society leaders to meet, enhance their inclusive leadership portfolio, and engage senior policymakers. The workshop's greatest power is to bring the TILN young leaders into GMF's powerful, inclusive and supportive alumni network. In its eighth year housed within the German Marshall Fund in cooperation with the Commission on Security and Cooperation in Europe (U.S. Helsinki Commission), TILN is honored to work in partnership with the U.S. Department of State, Balkan Trust for Democracy, Open Society Foundations, Democracy Fund, Meridiam, ONCE Foundation, Operation Black Vote, KfW, the European Parliament Anti-Racism and Diversity Intergroup, Unitas Communications, and the World Jewish Congress.

At the center of the initiative is an annual leadership workshop for rising diverse elected leaders from Europe and the United States, joined by business and civil society counterparts. TILN workshops have created an empowered and highly upwardly mobile network that bridges the Atlantic and strengthens transatlantic relations for the future. TILN alumni utilize their experiences to reach new heights such as becoming Members of the U.S. Congress and European Parliament, National Parliaments, Ministers, and regionally and locally elected officials. Distinguished alumni include newly elected Members of the European Parliament Samira Rafaela (Netherlands), Arba Kokalari (Sweden), and Assita Kanko (Belgium); U.S. Congressman Ruben Gallego; UN Expert on Minority Issues Rita Iszak; and other Parliamentarians, Ministers, Mayors, City Councilpersons, regional and local leaders.



The first TILN workshop convened in April 2012 in Copenhagen, Denmark with young leaders from 26 countries. TILN II ensued in Brussels in March 2013, with the benefit of joining GMF's flagship policy convening, the [Brussels Forum](#), through its Young Professionals' Summit. Since 2013, TILN has convened annually in Brussels. Of note, the fourth edition of TILN in 2015 coincided with the Transatlantic Minority Political Leadership Conference where diverse senior members of Parliaments and U.S. legislatures met on pressing policy issues. 2016 marked the fifth anniversary of TILN; GMF hosted an event to unite alumni from across the years in Turin, Italy. TILN VI and VII convened in March 2017 and 2018; participants explored leadership strategies, networked with political and civil society leaders, and engaged the private sector. U.S. and European experts facilitated peer learning sessions on personal missions, empowering diverse communities, shaping inclusive policies, and smart campaigns. TILN members participated in the [Young Professionals Summit](#), serving as speakers and engaging with high level policymakers.

The eighth TILN workshop sustained this high quality in the selection of the cohort, facilitators and speakers, detailed in the pages that follow. The TILN annual workshops address key leadership needs related to inclusion, with many TILN alumni now carrying out their own inspiring initiatives that promote equality and inclusion in their home countries through Alumni Leadership Action Project seed grants that allow former participants to maintain their connections, further the work of inclusion across borders, and maximize the impact of collective action.

[TILN VIII on air at the European Parliament](#)

[Sir Simon Woolley reflects on the impact of TILN](#)

PROGRAM AT A GLANCE

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SUNDAY, JUNE 23, 2019	
12:00 – 1:00 pm:	Welcome: Making the Case for Inclusive Leadership
1:00 – 2:30 pm:	Transatlantic Trends – Changing Populations and Politics
2:45 – 3:30 pm:	Unapologetically Great
3:30 – 5:00 pm:	Your Mission, Vision, Purpose
5:00 – 5:40 pm:	Individual Personal/Professional Development Sessions
7:00 – 9:00 pm:	Dinner on Advancing Political Inclusion Across Boundaries & Borders
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MONDAY, JUNE 24, 2019	
9:30 – 11:30 am:	Smart Campaigns - Aims, Strategies, and Tactics
11:30 – 12:30 pm:	Passion Framing & Movement Building: Engaging voters and supporters for change
12:30 – 1:30 pm:	Lunch discussion: Your Leadership Portfolio
2:00 – 3:30 pm:	From Running to Governing; and Forming Your Personal Cabinet
3:30 – 4:30 pm:	Staying the Course – Power, Ethics, & Value Driven Leadership
4:30 – 5:00 pm:	Brussels Forum, YPS, & Protocol Brief
6:00 – 7:00 pm:	Individual Personal/Professional Development Sessions
7:30 – 10:00 pm:	Meta-networking dinner with Brussels based Network Leaders
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TUESDAY, JUNE 25, 2019	
9:30 – 11:00 am:	Strategic Communications to Build Power and Influence
11:00 – 12:30 pm:	Media Savvy
1:30 – 3:30 pm:	Lunch on Inclusive Policies in Practice: Civil Society
5:00 – 6:00 pm:	Individual Professional/Personal Development Sessions
7:00 – 9:00 pm:	Dinner: Faith and Politics
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WEDNESDAY, JUNE 26, 2019	
9:00 – 10:30 am:	Inclusive Policymaking in Practice: Government Innovators
11:00 – 11:30 pm:	On Camera Panel
5:15 – 6:45 pm:	Young Professionals Summit (YPS)
7:30 – 8:45 pm:	Night Owl Sessions
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THURSDAY, JUNE 27, 2019	
8:30 am:	Young Professionals Summit
2:00 pm:	Brussels Forum
7:15 pm:	Transfer to Brussels Forum Gala Dinner
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FRIDAY, JUNE 28, 2019	
8:00 am - 10:00 pm:	Brussels Forum
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SATURDAY, JUNE 29, 2019	
8:15 – 11:30 am:	Brussels Forum
11:45 – 1:30 pm:	TILN debrief and setting goals
1:30 pm:	End of the fellowship program

DAILY WORKSHOP

DAY 1: JUNE 23, 2019

Opening: The TILN 2019 Workshop opened June 23 with a half day program facilitated by U.S. and European experts in inclusive leadership, designed to build strong team spirit as a basis for a lasting peer support network. Dr. Mischa Thompson, Director of Global Partnerships, Policy, and Innovation at the Commission on Security and Cooperation in Europe (U.S. Helsinki Commission), Lora Berg, Counselor for Inclusive Leadership, GMF, and Sir Simon Woolley, Founder and Director of Operation Black Vote, shared the history and vision of TILN. Kamran Ullah, News Content Director of Der Telegraaf in the Netherlands and candidate coach, facilitated conversations with participants on inclusion challenges in their different regions, ranging from Eastern Partnership and Balkan countries to European Union member countries and states across the U.S. Participants gained greater fluency on such topics as the rise of xenophobic and exclusionary political parties, Brexit, lingering social and political repercussions of the financial crisis, as well as the promise and challenges related to migration trends. TILN participants honed and shared their professional mission statements and focused on ways to grow in their current positions and to reach new heights. Overall, participants practiced making the case for inclusive leadership, particularly in light of current political uncertainties.



Individual coaching sessions took place across the days of the program with the full facilitation team, including with Tennessee State Senator Raumes Akbari; Christin CiCi Battle, Executive Director, Young People For; and Kristel Ba, Program Officer for Inclusive Leadership.

Unapologetically Great: Guided by CiCi Battle, participants explored how to embrace your own leadership style, distinct from how people are conventionally taught to emulate the values and demeanor of leaders who came before. Participants exposed barriers to taking a unique approach to leadership, as well as strategies to tap into your authentic approach and lead on your own terms.

Your Mission, Vision, Purpose: TILN fellows work in teams to develop and refine their personal mission statements, and practice sharing this work in the larger group. This leadership practice is evergreen, allowing participants to focus on both their near, and longer term, goals, and reflect and revise them as needed. Mission statements ranged from empowering elected officials and civil society leaders to be more inclusive to strengthening institutions by recruiting, retaining and advancing diverse leaders.

DAY 2: JUNE 24, 2019

Smart Campaigns – Aims, Strategies, and Tactics: Senator Raumesh Akbari and Kamran Ullah facilitated conversations with participants on campaign strategies – and how they are tied to a leader's personal brand. Participants discussed similarities and differences to campaigns in North America and Europe and formed groups to practice building fictitious campaigns on current issues.

Passion Framing & Movement Building: Engaging voters and supporters for Change: Cici Battle, who is an activist and organizer for diverse voices in youth leadership and the women's movement, led a session on passion framing: how leaders can engage young and non-traditional voters in the civic process for the long-term. The use of passion framing presents a sustainable way to engage voters beyond just an election. The presentation revealed how civic engagement tactics utilizing inspirational and relevant candidates assists in engaging and inspiring young and diverse communities.



From Running to Governing; and Forming Your Personal Cabinet: TILN alumna and State Senator of Tennessee Raumesh Akbari spoke about the steps in growing from a candidate to an effective elected official. She emphasized the importance of staying true to your word and never forgetting or neglecting those who elected you to be their public servant. She discussed maintaining relations with one's community, building legislative agendas based upon feedback from constituents, the importance of compromise across political parties, as well noting the difference between attacking issues versus

individuals when advocating for policy change. She reflected on how to build and nurture a circle of advisors who can be depended upon to provide honest feedback.

Staying the Course – Power, Ethics, & Value Driven Leadership: Participants explored with Dr. Mischa Thompson and Sir Simon Woolley the critical importance of ethical leadership. The facilitators discussed how to keep one's core principles intact in the face of difficult decisions as a leader. Participants also gained awareness about the particular vulnerability of minority leaders to ethics scrutiny.

Participants concluded the day with a networking dinner with Brussels-based leaders from Europe-wide networks with an inclusion focus, such as the European Network Against Racism, Jewish Contribution to an Inclusive Europe, Humanity in Action, European Roma Information Office, Concordia Forum, and others. A highlight was meeting Magid Magid, former Sheffield City Council's first Green Party Mayor and the UK's newly appointed Member of the European Parliament (MEP).

DAY 3: JUNE 25, 2019

Strategic Communications to Build Power and Influence: Participants discussed new communications technologies and opportunities and challenges presented by social media. Through case studies and testimonials introduced by the facilitators, participants were introduced to methods for strategic communications including on and off camera interviews, engaging with journalists, and building credibility with new and skeptical audiences.



Media Savvy: TILN alumni leader Kamran Ullah led a discussion on the importance of one's online presence and why social platforms are a critical for personal branding and communicating policy ideas and efforts. Participants also discussed how to address hate speech, threats, and security concerns related to social media. A major challenge many of the TILN participants expressed was security and online identity theft, including problems with stolen identities, fake accounts, and targeting and harassment at public events.

DAY 4: JUNE 26, 2019



Inclusive Policymaking in Practice: Government Innovators: TILN participants met with policy leaders from EU institutions at the European Parliament for a discussion on inclusion initiatives. A roundtable conversation with Alfiaz Vaiya (European Parliament Anti-Racism and Diversity Intergroup and MMF '19), Merete Bilde (European External Action Service), Louisa Klingvall (Fundamental Rights Unit, European Commission DG JUST), and Juliette Sanchez (European Parliament Intergroup LGBTI Rights), underscored the importance of the

Transatlantic partnership, specifically when it comes to promoting the rights of and protecting diverse populations. The speakers addressed the recent EU elections and the role TILN leaders can play in addressing the inclusive leadership vacuum by building coalitions across political parties and communities to elevate legislation and policies to tackle racism and xenophobia. Other topics raised included faith identity, Brexit, increasing dialogue with Eastern European leaders, and anti-racism and anti-LGBT discrimination. Divisions on defining anti-racist terminologies, forming relationships with MEPs and how to address parliamentarians who back



exclusionary policies were also highlighted for TILN participants. Afterwards, TILN participants took part in on-camera exercises at the European Parliament.

Later in the evening, TILN participants attended the Brussels Forum Young Professionals Summit (YPS), where some served as speakers on panels and night owl sessions. The TILN cohort also had the opportunity to meet with TILN alumna and newly elected MEP Samira Rafaela from the Netherlands. TILN stakeholder and trainer of prior years Laurie Glenn, President and CEO of Chicago Based political consultancy ThinkInc offered a session on Your Life, Your Story, Messaging for Transformational Leaders.

DAY 5: JUNE 27, 2019 to DAY 7: JUNE 29, 2019



YPS and Brussels Forum: The TILN cohort joined YPS at the Brussels Forum, an annual high-level meeting of influential North American and European political, corporate, and intellectual leaders to address pressing transatlantic security challenges currently facing both sides of the Atlantic. The TILN cohort had the rare opportunity to directly engage with top U.S. and European leaders from European Union institutions and the member states, U.S. cabinet officials, U.S. congressional representatives, parliamentarians, academics, and members of the media. During three days,

TILN participants led conversations at main sessions, off-the-record night owls, as well as at breakout lunches.

TILN participant Nadeem Javaid, Mayor of London's Senior Adviser on Community Relations, was featured on a panel entitled *Divided We Stand? Rethinking the Future of Europe* as well as a panel moderated by Editor at Large of The Hill Steve Clemons entitled *Political Movements and the New Social Contract*. TILN participant Bee Nguyen, U.S. State Representative of Georgia, was also featured on the panel *Disrupted Demographics – People, Places and Politics*.



TILN alumni Samira Rafaela (Inclusion Lead, National Police of the Netherlands; and new Member Elect of the European Parliament) spoke on the Brussels Forum Breakfast: *Divided Societies – A Conversation on Race, Equity and Cultural Identity*.

TILN leaders Mimoza Gavrani (Project Manager of World Vision in Kosovo) and Cante Heart (Candidate for Rapid City Council in South Dakota) participated in a side event organized by the European Roma Information Office and European Economic and Social Committee entitled, *Empowering Roma Through Participation: After the EU Elections, What's Next for Roma?* on the margins of the Brussels Forum. TILN leader Heart shared similarities between the Roma in Europe and the indigenous peoples in the United States. Dr. Mischa Thompson spoke on behalf of the TILN network about leadership development opportunities.



The TILN cohort further participated in discussions and Q&As during the Brussels Forum, getting the opportunity to directly address high-level leaders such as The Honorary Federica Mogherini (EU High Representative for Foreign and Security Policy, Vice President, European Commission), The Honorary Andrea L. Thompson (Undersecretary for Arms Control and International Security, U.S. Department of State), and Members of the U.S. Senate and U.S. House of Representatives, including a closed conversation with U.S. Representative Mark Green of Tennessee.



TILN VIII concluded with a group debrief and participants setting goals for the future. The TILN participants formally became members of GMF's Alumni Leadership Council, opening up pathways to join alumni transatlantic seminars, and to apply for and carry out Alumni Leadership Action Projects. The TILN network and GMF alumni network continue to grow with new generations of diverse and inclusive leaders who further the work of transatlantic engagement into the future.

Amsterdam Incleaders Follow-On Event: On June 30, a delegation of TILN leaders led by Kristel Ba and Dr. Mischa Thompson traveled to Amsterdam for the annual TILN alumni led "Incleaders" capacity building event for a wide range of Netherlands based talent who are leading efforts to strengthen social

cohesion. Senator Raumes Akbari of Tennessee, State Representative Jeramey Anderson of Mississippi, Councilman Don Ceder of Amsterdam, Nida Ansari and the U.S. Embassy in the Netherlands assisted with civil society and government meetings following the event. <https://www.incleaders.com/>



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STRENGTHENING TRANSATLANTIC COOPERATION



*In cooperation with the
Commission on Security and Cooperation in Europe*



*We thank our partners, as well as GMF's alumni who support
this work through GMF's Alumni Leadership Council*

Thank you

*If you would like to become a partner of the TILN Fellowship
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