

Activity Overview

"Diversity and Inclusion in the Security Sector - Key Leadership Conference" SSR-H2-CF-17

RACVIAC - Centre for Security Cooperation, Rakitje, Stari hrast 53, HR-10437 Bestovje, CROATIA
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Dates 13-15 March 2017

Venue Hotel "Westin Zagreb", Izidora Kršnjavog 1, Zagreb, Republic of Croatia

Background Diversity in the Security sector must be observed primarily as an advantage, and relevant national institutions must apply a comprehensive approach in this matter. This change of the mind-set requires an adaptable leadership that can leverage diversity and inclusion while maintaining the organization's cohesion based on equal opportunities, ultimately improving its operational capabilities. With key leadership understanding this paradigm, diversity can only increase the Security sector's agility and responsiveness in executing its present and what is more important, future institutional missions, tasks and objectives. The subject event is a continuation of the established series of annual activities launched in 2013, aimed towards enabling comprehensive discussions on diversity and inclusion challenges, strategies and policies for the Security sector in SEE.

Purpose and

Objectives The purpose of this activity is to support the promotion of diversity and inclusion Management concepts in Security sector institutions, with an emphasis on the integration of gender perspectives and equal opportunity policies. This should be done primarily by introducing different experiences and benefits that this approach generates in Security sector organizations in the context of initiated reforms and designated ongoing missions and objectives. The concept and the contents of the event are the result of the 2016 Conference conclusions, and thus supports the RACVIAC principle of programme continuity and unity of efforts. The Conference objectives are:

- To promote diversity and inclusion concepts in the Security sector, with the focus on integration of gender perspectives and equal opportunities in the armed and police forces in SEE countries;
- To provide key leadership with the opportunity to understand the essential elements of these concepts in the context of long-term benefits for their organizations, its missions, individuals - organization members and, ultimately, the society within which they act;
- To support the implementation of UNSCR 1325 and related resolutions, including the execution of the respective National Action Plans;
- Ultimately, to promote dialogue, cooperation and regional ownership, and to support human rights in SEE.

Participation Senior level executives from the national Security sector institutions, Subject Matter Experts, national focal points, members of the diplomatic and academic community and civil society organizations dealing with equal opportunity policies and corresponding components of human rights strategies in the Security sector, including UNSCR 1325 National Action Plans. Approximately 35 participants in total.

Methodology The event is designed as an expert forum, this time around targeting primarily the strategic level of the decision makers. It will be conducted in the form of Conference briefings, panel discussions and corresponding round tables regarding fundamental dimensions of diversity and inclusion in the Security sector. The participants will also be given the opportunity to share their own experiences in order to establish a wider picture on the given topics. Chatham rules are to be applied and all participants are expected to take an active part in the Conference. The Conference working language is English.

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