



Auswärtiges Amt

Internationale Diplomatenausbildung
Diplomacy by Networking



2022

Jahresheft
Yearbook

Auswärtiges Amt

Federal Foreign Office

Akademie Auswärtiger Dienst

Foreign Service Academy

Internationale Diplomatenausbildung

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Jahresheft Yearbook

Internationale Diplomatenausbildung
Diplomacy by Networking

2022

Liebe Leserinnen und Leser,



„Es sind schwere Zeiten für Diplomatinen und Diplomaten“ – das habe ich in den letzten Monaten in meinen Gesprächen immer wieder gehört. Und ich verstehe, warum Leute das sagen – angesichts von Russlands Angriffskrieg gegen die Ukraine, angesichts von Spannungen weltweit. Aber ich bin überzeugt: Auch wenn die Zeiten schwer sind – nie war die Arbeit von Diplomatinen und Diplomaten wichtiger als in diesem Moment. Heute ist die Zeit der Diplomatie.

Denn wir stehen als Weltgemeinschaft vor Herausforderungen, die wir nur gemeinsam lösen werden: Die Klimakrise ist die größte internationale Sicherheitsgefahr des 21. Jahrhunderts. Die globale Ernährungs Krise bedroht Millionen Menschen mit Hunger und Elend. Russlands Angriffskrieg bricht brutal das Völkerrecht und bringt unsagbares Leid über Kinder, Frauen und Männer – ebenso wie zahlreiche weitere Konflikte und Kriege in anderen Weltregionen.

In einer solchen Zeit brauchen wir neue Partnerschaften zwischen Menschen und Ländern weltweit – denn wenn wir gemeinsam handeln, können wir diese Welt zum Besseren verändern. Das aber geht nur mit Diplomatinen und Diplomaten, die jeden Tag unterschiedliche Sichtweisen erklä-

ren, gegenseitiges Verständnis fördern und so den wertvollsten Rohstoff der internationalen Politik schürfen: Vertrauen. Denn auf dieses Vertrauen gründen wir unsere Partnerschaften. Nie haben wir dieses Vertrauen so gebraucht wie heute.

Die Internationale Diplomatenausbildung des Auswärtigen Amtes tut genau das: Sie bringt junge Diplomatinen und Diplomaten zusammen, um miteinander zu diskutieren und voneinander zu lernen. Das geht am besten von Angesicht zu Angesicht – und deshalb freue ich mich sehr, dass die Internationale Diplomatenausbildung nach der Pandemie jetzt wieder fast vollständig vor Ort in Deutschland stattfindet.

Mein herzlicher Dank gilt allen Außenministerien weltweit, die ihre Diplomatinen und Diplomaten freistellen und ganz besonders den Teilnehmenden und allen Mitarbeitenden, die das tolle Programm der Internationalen Diplomatenausbildung jedes Jahr auf die Beine stellen. Für mich zeigt Ihre Arbeit und Ihr Herzblut: Wir können die Zukunft gemeinsam anpacken – in dieser entscheidenden Zeit der Diplomatie.

Herzliche Grüße

A handwritten signature in black ink that reads "Annalena Baerbock". The signature is written in a cursive, flowing style.

Annalena Baerbock

Bundesministerin des Auswärtigen Amtes

Dear Readers,

“These are difficult times for diplomats” – I have often heard that said during my talks in the last few months. And I understand why people say it – in light of Russia’s war of aggression against Ukraine and tensions around the world. However, I firmly believe that even if times are difficult, the work of diplomats has never been more important than it is at present. Diplomacy is pivotal in today’s world.

The international community is confronted with challenges that we can only master by working together. The climate crisis is the biggest threat to international security in the 21st century, while the global food crisis has placed millions of people at risk of hunger and hardship. Russia’s war of aggression is a brutal violation of international law and has brought untold suffering to children, women and men – as do many other conflicts and wars in other regions of the world.

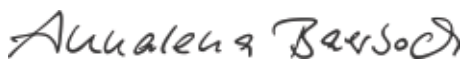
At such a time, we need new global partnerships among people and countries – because we can change the world for the better if we act together. But that is only possible if we have diplomats explaining different points of view

and fostering mutual understanding every day, thus making use of the most valuable asset of international politics: trust. For we found our partnerships on this trust, which we have never needed more than we do today.

Building trust is precisely what the Federal Foreign Office’s Training for International Diplomats does: it brings together young diplomats to discuss the issues of the day with each other and to learn from one another. The best way to do that is face to face – and that is why I am delighted that, now that the pandemic is over, the Training for International Diplomats seminars are once again taking place almost entirely here in Germany.

My sincere thanks go to all foreign ministries around the world that release their diplomats and especially to all participants and all staff members who put together the great Training for International Diplomats programme every year. To me, your work and your dedication show that we can tackle the future together – at this time when diplomacy is so crucial.

All the best,



Annalena Baerbock
Federal Minister for Foreign Affairs

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Dr Heinrich Seemann	

»Es geht darum, weniger für und mehr mit dem Netzwerk zu agieren«

Liebe Freundinnen und Freunde,

„... von 1-DA sind Sie? Ich bin Ihr Alumnus!“ Wie oft habe ich das im vergangenen Jahr gehört, immer mit einem strahlenden Lachen, immer mit einer wunderbaren Geschichte „von damals“ und immer mit dem Zusatz „wenn Sie etwas brauchen – ich unterstütze gern“. In diesem Moment wird es greifbar, dass unser Netzwerk unser Kapital ist, dass die während der Kurse geknüpften Beziehungen – untereinander und zum deutschen Außenministerium – auch nach vielen Jahren und Jahrzehnten noch tragen und dass unsere „Jungdiplomaten“ beachtliche Karrieren haben und heute zum Beispiel als Botschafter in Berlin unser Netzwerk stärken.

Wieso lenke ich zu Beginn dieses Jahresrückblicks den Blick auf die Alumni? Weil wir 2022 entschieden haben, dass wir das große Potential, das unsere Netzwerker mitbringen, noch viel mehr nutzen und jeden Einzelnen und jede Einzelne stärker aktivieren wollen. Deshalb sprechen wir nun von „Netzwerkerinnen und Netzwer kern“ statt Alumni, es geht darum, weniger für und mehr mit dem Netzwerk zu agieren. Wir haben mit vielen von Ihnen gesprochen, um herauszufinden, was Sie brauchen und was Sie zum Netzwerk beitragen möchten. Wir konzipieren für 2023 neue Formate und sind offen für Impulse und Ideen, die Sie haben, vielleicht auch bei der Lektüre dieses Jahreshaftes.

Bei all unseren Aktivitäten sind uns zwei Dinge besonders wichtig: Relevanz und Dialog. Und dies sowohl für unsere Teilnehmenden als auch

für das Auswärtige Amt. Denn nur so gelingt es uns, einen konkreten politischen Mehrwert zu schaffen. Besonders augenfällig ist dies bei dem Kurs zur feministischen Außenpolitik. Hier haben wir einen aktuell maßgeblichen Strategieprozess begleitet und über unsere Teilnehmenden Impulse in die vielfältigen Diskussionsstränge weltweit geben können. Dank der dialogischen Konzeption haben wir alle, inklusive der im Auswärtigen Amt damit befassten Arbeitseinheiten, voneinander lernen können, wir haben die unterschiedlichsten Sichtweisen kennengelernt und gemeinsam durchdacht. Wir haben es unseren Teilnehmenden ermöglicht, an den Leitlinien zur FFP mitzuwirken. Und das vielleicht größte Kompliment für unsere Arbeit kam aus dieser Gruppe: „Ich habe immer in relativ homogenen Kreisen über Feminismus gesprochen, immer war klar, was man sagen darf und was nicht. Doch hier, in dieser multinationalen, heterogenen Gruppe, war plötzlich alles diskutierbar, alles möglich, nur eines nicht: dass jemand für seine Meinungen in eine Ecke gestellt wird.“

Uns ist das Ansporn, auch weiterhin mit Ihrer Unterstützung ein offenes Dialogforum zu bieten, Themen zu durchdenken, die für unsere konkrete Arbeit relevant sind und Freundschaften zu knüpfen, die Jahrzehnte bestehen. Dazu lade ich Sie herzlich ein!



Andrea Christ

Leiterin Internationale Diplomatenausbildung



»Our aim is to do less for and more with the network«

Dear Friends,

“...You’re from Training for International Diplomats? I’m one of your alumni!” I have heard that so many times over the past year, always with a radiant smile, always with a wonderful story about “back then” and always followed by: “If you need anything, I’m happy to help”. Such moments demonstrate that our network is our biggest asset, that relationships formed during the seminars – both among the participants and with the Federal Foreign Office – are still going strong even after many years or decades. And it shows that our “young diplomats” have gone on to have impressive careers and are now strengthening our network, for example as ambassadors in Berlin.

Why am I focusing on the alumni at the start of this annual review? Because we decided in 2022 that we want to make much better use of the great potential that our networkers bring and get each one of them more involved. That is why we now talk of networkers rather than alumni. Our aim is to do less for and more with the network. We have spoken to many of you to find out what you need and what you want to contribute to the network. We are designing new formats for 2023 and are open to any input and ideas you may have, perhaps sparked by reading this yearbook.

Two things are especially important to us in all of our activities: relevance and dialogue. This applies both to our participants and to the Federal Foreign Office. For that is the only way

to attain concrete political value. This is particularly evident when it comes to the seminar on feminist foreign policy. Here we have been following a key current strategy process and have been able to contribute input to the varied discussion strands around the world through our participants. Thanks to the dialogue format, we – including the units focusing on this issue at the Federal Foreign Office – have all been able to learn from each other. We have been introduced to a wide range of views and we have examined them together. We have enabled our participants to contribute to the guidelines for FFP. And the perhaps biggest compliment for our work came from this group: “I have always talked about feminism within relatively homogeneous groups. It was always clear what could be said and what could not. But here, in this multinational, heterogeneous group, all of a sudden anything could be discussed, everything was possible – except one thing: sidelining someone because of their views.”

That motivates us, with your support, to carry on providing an open dialogue forum, addressing issues relevant to our concrete work and building friendships that endure for decades. I cordially invite you to join us!

A handwritten signature in black ink that reads "Andrea Christ".

Andrea Christ

Head of Training for Diplomacy by Networking



id1



45. Internationaler Diplomatenergang

17. – 28. Januar 2022 (Online); 1. – 27. Mai 2022 (Präsenz)

1. Reihe, von links nach rechts:

Štěpánka Parthoňová (Tschechische Republik), Maria Stoyanova (Bulgarien), Staatsministerin Dr. Anna Lührmann, Kotoe Otsuka (Japan), Tamar Kakulia (Georgien), Helena Koch (Estland), Abigail Greenwald (Vereinigte Staaten von Amerika)

2. Reihe, von links nach rechts:

Teboho Justinus Rakoloi (Lesotho), Leyla Zarringhami (Programmassistentin), Jenny Sorvold (Norwegen), Alan Torres Tovar (Mexiko), Didzis Stavausis (Lettland), Xuan Hao Nguyen (Vietnam), Botschafter a.D. Jörg Ranau (Programmdirektor)

3. Reihe, von links nach rechts:

Marika van Bentum (Programmkoordinatorin), Andrea Christ (Leiterin Internationale Diplomatenausbildung), Nikolay Nikolov (Bulgarien), Batur Bicaker (Türkei)

Abwesend: Maria Ximena Alvarez (Uruguay), Gian Luca Melchiorre (Programmkoordinator – Online)



id1

»Die größte Stärke des Programms liegt in der Vielfalt der Teilnehmenden«

Ohne Frage ist jeder Internationale Diplomatenlehrgang etwas Besonderes. Trotzdem bin ich davon überzeugt, dass das Schicksal für den 45. IDL einzigartige Bedingungen geschaffen hat. Zunächst wussten wir nicht, ob das Programm in Berlin abgehalten werden könnte, insbesondere angesichts der Prävalenz der Omikron-Coronavirus-Mutation in den Medien zu Beginn des Jahres 2022. Nach zwei Wochen Online-Vorlesungen dachten wir, dass alle Hindernisse überwunden seien und die Welt sich langsam von der Pandemie erhole. Doch leider haben wir uns geirrt. Die Welt wurde durch die militärische Invasion der Ukraine plötzlich mit neuen Prioritäten versehen, und das spiegelte sich dann auch in der Atmosphäre und unseren Erwartungen wider. Es war auf einmal undenkbar, ein Gespräch zu führen und den Elefanten im Raum nicht anzusprechen.

Als wir im Mai endlich in Berlin ankamen, fühlte sich alles fremd und vertraut zugleich an. Wir erkannten die Gesichter von unseren Bildschirmen, trotzdem war es aber ein ganz neues Gefühl, sich in Person zu begegnen.

Die größte Stärke des Programms liegt in der Vielfalt der Teilnehmenden – im IDL gibt es keine ortsgebundene Beschränkung der Gruppe, sondern das Programm ist für Menschen aus der ganzen Welt zugänglich. So trifft man Kollegen und Kolleginnen von fast jedem Kontinent. Für mich war es besonders interessant, mit Menschen zusammenzukommen, deren Herkunft außerhalb Europas liegt, die aber mit EU-Strukturen beruflich oft in Kontakt kommen und so zu sehen, wie unser europäisches Haus von außen wahrgenommen wird.

Wie anpassungsfähig die deutsche Diplomatie ist, begreift man erst, wenn es darum geht, schnell zu improvisieren. Dass innerhalb von Stunden ein Ersatzprogramm in Hamburg organisiert wurde, war ein kleines Wunder und für mich persönlich ein Highlight. Wir haben einen Nachmittag im Herzen des Meeresrechts mit tollen Diskussionen verbracht, obwohl dies ursprünglich nicht geplant war.

Die Robustheit der deutschen Außenpolitik sieht man auch in der Vielfalt der Rednerinnen und Redner, die wir überall getroffen haben – von den Spitzen der Ministerien über NATO-Experten bis hin zu einem breiten Netzwerk von UN-Agenturen, Stiftungen und NGO-Experten – keine Tür blieb uns verschlossen. Man fühlte sich immer und überall willkommen und wir haben viele offene Antworten auf unsere Frage bekommen.

Zum Zeitpunkt meiner Teilnahme am IDL-Programm war ich tief in die Vorbereitungen der tschechischen EU-Ratspräsidentschaft eingebunden. Vor allem aufgrund dieser Erfahrung weiß ich, wie viel Arbeit aus logistischer Sicht hinter jeder Veranstaltung steckt, und so gebührt dem Organisationsteam ein lautes Bravo für einen reibungslosen Ablauf des Programms!

Der Grund, warum ich Diplomatin geworden bin, ist die idealistische Neigung, die Welt zum Besseren zu ändern. Deshalb wünsche ich mir möglichst viele solcher Initiativen, die Verständnis fördern und Brücken bauen. Dieses Seminar hat diesen Einfluss auf Bildung und breite Netzwerke ermöglicht und so gilt dem Auswärtigen Amt mein herzlichster Dank.

Štěpánka Parthonová
(Tschechische Republik)
Teilnehmerin IDL 45



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idp

12th International Diplomats Programme

31st January – 1st June 2022

1st row, from left to right:

Jule Spohn (Programme Assistant), Nabil El Gawahery (Egypt), Dr Anna Lührmann (Minister of State at the Federal Foreign Office), Glenn Christian Apolinar Espinal (Dominican Republic), Claudia Belén Rolón Ozuna (Paraguay)

2nd row, from left to right:

Kim Dongkwang (South Korea), Andrea Christ (Head of Diplomacy by Networking), Ambassador (ret.) Andreas Meitzner (Programme Director), Merran Elaine Hulse (Ireland), Abdulaziz Alqarni (Algeria), Mohammed Fazeel Hussain (Maledives)

Absent: Malvino Aprialdy Mazni (Indonesia), Daniel Ferreira Magrini (Brazil), Touhid Imam (Bangladesh), Marie Moissl (Programme Coordinator), Gulnaz Neelum (Pakistan), Masaya Okamoto (Japan), Mariano Perez Varela (Argentina), Celine Teo (Singapore)

»It is through such cultural engagement that you really get a feel for the heart and spirit of a country.«

Merran Elaine Hulse
(Ireland)
Participant IDP 12

My name is Merran Hulse and I work for the Irish Department of Foreign Affairs, and am currently posted as Consul and Head of Irish Community Affairs at the Embassy of Ireland in Berlin. This year I was fortunate enough to be selected to participate in the 12th International Diplomats Programme organised by the Federal Foreign Office (FFO).

This year's programme focused on Germany's foreign policy and domestic challenges after the national elections of September 2021. A major theme was Germany's efforts to facilitate a just energy transition, a theme which became even stronger after the outbreak of the war in Ukraine and the suspension of the Nord Stream 2 pipeline mid-way through the programme.

My personal highlights from the programme include a discussion with members of the Foreign Affairs Committee of the Bundestag, which took place in the Reichstag building. It was fascinating to see the priorities and perspectives not only of German policy-makers, but also my diplomatic colleagues from around the world.

The programme also gave us a very comprehensive insight into the functioning of the FFO. We met with various representatives from multiple divisions within the FFO, which helped us to understand the policies and priorities of the FFO, as well as how internal policy is translated into external action. In addition to this comprehensive introduction, we also had the opportunity to learn more about governance in the Bundesländer. We enjoyed several excursions to Mecklenburg-Western Pomerania, Rhineland-

Palatine, North-Rhine Westphalia and Hesse, where we met with government representatives and visited important political and economic institutions.

Personally, I also really enjoyed the cultural dimension of the programme, which included visits to different museums around Germany, the Berlin Philharmonic and, of course, much sampling of the local cuisine and specialities while on excursions to the Länder. It is through such cultural engagement that you really get a feel for the heart and spirit of a country. For that reason, I also really appreciated the inclusion of Germany's cultural diplomacy in the programme, through discussions with the organisers of events like the Frankfurt Book Fair and the Berlinale.

After arriving in Berlin in the midst of pandemic lockdowns, it was really wonderful to get out and about again, meeting people face-to-face, and developing a network of contacts with other diplomats from all around the world. I think we all benefited from each other's diverse perspectives and discussions on how our respective countries handle major challenges like climate action and the energy transition.

On behalf of all the participants in the programme, I would like to extend thanks to the organising team at the FFO and Ambassador Andreas Meitzner for working so hard to put together this informative programme. I am certain we will all carry the lessons we have learned and the friendships we have made with us throughout our careers, and that our time in Germany will occupy a special place in our hearts.



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idp



nmo



19th Executive Seminar for Diplomats from the Middle East and North Africa

28th February – 25th March 2022

1st row, from left to right:

Salman Al Jalahma (Bahrain), Nadine Abu Al Hejja (Palestine), Julian Samojlow (Programme Coordinator), Hossein Shahmoradi (Iran), Ahlam Al Habsi (Oman), Tariq To (Jordan)

2nd row, from left to right:

Mohamed Moftah (Libya), Jakhongir Khasanov (OIC), Norma Abi Karam (Lebanon), Shant Vartanian (Lebanon), Andrea Christ (Head of Diplomacy by Networking), Mohammad Neshastesazan (Iran), Khalid Albalushi (Oman), Ahmed Amer (Egypt), Caroline Dietrich (Programme Assistant), Tobias Lindner (Minister of State of the Federal Foreign Office), Khawla Almuhairi (United Arab Emirates), Ambassador (ret.) Birgitta Siefker-Eberle (Programme Director)



nmo

»My fellow colleagues' professionalism, courtesy and energy made this an unforgettable experience.«

and fellow diplomats from across the region. This opened new dimensions to the discussions and allowed us to truly engage with the diverse points of view from the region in a true spirit of friendship and understanding.

Tariq To (Jordan)
Participant NMO 19

Following my nomination for the 19th Executive Seminar for Diplomats from the Middle East and North Africa, I could not contain my excitement! Several colleagues who had attended previous seminars offered positive feedback on it. Yet, in spite of that, I can confidently say that my experience in Germany as a whole and with the seminar in particular far exceeded my expectations.

It has only been a week since my return from Germany and my mind is still fresh with wonderful memories. Yet I can safely say that this learning experience in addition to my memories will stay with me forever. The programme's philosophy is "Diplomacy by Networking", and that may be what I will treasure the most: the network of friends I built during my time there. My fellow colleagues' professionalism, courtesy and energy made this an unforgettable experience.

I would like to start by thanking everyone from the Federal Foreign Office as well as the Programme Director and the amazing assistants who ensured the success of this extraordinary seminar, a far from easy task amid the challenging times we are witnessing with the lingering pandemic and the war in Ukraine. This experience was in many ways a reflection of the defining features of German diplomacy that has earned Germany the esteem and friendship of many in our region and beyond, with its deep commitment to excellence, dialogue, mutual respect and understanding.

I would also like to take this opportunity to express my deepest gratitude to Germany for its gracious hospitality. I am very grateful for the opportunity to experience Germany's stunning scenery and rich culture and to learn more about its history. My stay in Berlin, along with my visits to Munich and Hamburg, offered me a mosaic of Germany that one could not appreciate without having experienced it.

The seminar was complex and impeccably designed. It offered an intellectually stimulating experience, enabling us to delve into deep discussions on a myriad of topics and policy issues. From water diplomacy and environmental policy to German history and the Libyan conflict, the programme was thought-provoking and enabled an enriching engagement with experts

While I am writing this, the pandemic continues to be prevalent and there are various crises around the world, each causing distress in different countries. I would therefore like to conclude my piece by extending my sincere wishes for good health, peace and prosperity to all in the years to come.



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and-north-africa](https://diplomatictraining.alumniportal.com/programmes-2022/middle-east-and-north-africa)



zas



3rd Executive Seminar for Diplomats from Azerbaijan, Kazakhstan, Tajikistan and Uzbekistan

14th March – 8th April 2022

1st row, from left to right:

Ilhom Gadozoda (Tajikistan), Andrea Christ (Head of Diplomacy by Networking), Lala Mehdiyeva (Azerbaijan), Islom Orifjonov (Uzbekistan), Mara Eichhorn (Attachée), Jonathan Lehrer (Programme Coordinator), Dariva Shokhitbay (Kazakhstan), Ambassador (ret.) Ortwin Hennig (Programme Director)

2nd row, from left to right:

Elvin Alizada (Azerbaijan), Tobias Lindner (Minister of State of the Federal Foreign Office), Parviz Naviev (Tajikistan), Leyla Zarringhalami (Programme Assistant), Azizbek Tadjiev (Uzbekistan), Sabina Khanim Amirova (Azerbaijan), Julius Till Burba (Programme Assistant)

Absent: Timur Usmanov (Uzbekistan)

»It was a valuable chance for us to meet each other and, at the same, time high-level German officials and to share our views and experiences.«

Sabina Amirova (Azerbaijan)
Participant ZAS 3

In February 2020, when I was doing professionalisation training at the University of Cambridge, I was almost ready to attend my next diplomatic training course – the 3rd Executive Seminar for Diplomats at the Federal Foreign Office of Germany the following month. So many plans and expectations! And suddenly, in a way no one could have predicted, the COVID-19 pandemic spread worldwide. Therefore, just three days before the start of training in March 2020, it was announced that it was being postponed until a later date.

Nevertheless, I was confident that I would be able to attend the Federal Foreign Office's training, which was very important for my career and development. So, in January 2022, I got notification that this seminar was being resumed in an in-person format. Our first week kicked off intensively! Firstly, we got acquainted with very talented and professional colleagues – participants from Central Asia – Uzbekistan, Tajikistan and Kazakhstan. It was a valuable chance for us to meet each other and, at the same, time high-level German officials and to share our views and experiences. As young ambassadors of our countries, we had the opportunity to acquire new ideas and at the same time to broaden our cooperation opportunities, as well as the scope for joint collaborative action.

From our daily classes, I will always remember the history class by Alexander Claus from Freie Universität Berlin. Comparing and linking German

history with ours made this interaction more effective and led to interesting debates. Also, leisure-time activities like the piano concert at Berlin Concert Hall or the Berlin-Hoffenheim football match at the Olympic Stadium gave us an opportunity to see and experience the cultural life of Germany. Berlin's 3:0 victory made us all proud. We were over the moon, just like the other German fans!

This month-long 3rd Executive Seminar for Diplomats provided us with a very interesting introduction to modern diplomacy and a chance to explore the opportunities and the challenges in the age of globalisation. Practical classes, discussions with experts, cultural events, study trips as well as continuous support from the programme management and coordinators allowed us jointly to discuss and draw up strategies to resolve global and regional challenges.

I am very grateful to the Federal Foreign Office for this valuable opportunity and for organising the Executive Seminar and am very pleased to be part of the alumni network of the FFO! I want to thank Ms Andrea Christ, Ambassador Ortwin Hennig and the professional team leaders – Mr Jonathan Lehrer, Mr Julius Burba, Ms Mara Eichhorn and Ms Leyla Zarringalami – for the excellent and smooth coordination of the programme.

Thank you for making us feel at home!
Vielen Dank, Deutschland!



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zas



hsp



3rd Helmut Schmidt Programme on Global Issues

3rd May – 12th May 2022

1st row, from left to right:

Tom Nutland (United Kingdom), Hahyung Lee (South Korea), Semra Rana Gökmen (Türkiye), Andrea Christ (Head of Diplomacy by Networking), David Jessup (Australia), Ambassador (ret.) Dr Anna Prinz (Programme Director), Ricardo Silva Nogueira (Brazil)

2nd row, from left to right:

Lucas Tillessen (Programme Coordinator), Jennifer Feller Enríquez (Mexico), Michael Lloyd Eyestone (Canada), Miguel Berger (State Secretary of the Federal Foreign Office until 01/2022), John Matthew Ashworth (United States), Oronzo Console (European Union), Carla Clemens (Programme Assistant)



hsp

»Listening to each other is a key aspect of being a good diplomat.«

Last May, I was part of a truly fortunate group of senior diplomats from G20 countries who travelled to Berlin for the relaunch of the Helmut Schmidt Programme on Global Issues by the Federal Foreign Office. The programme was interrupted when the COVID-19 pandemic started in 2019. Sometimes it seems unbelievable that diplomacy was able to survive all that time in isolation.

Australia, Brazil, Canada, the European Union, the Republic of Korea, Türkiye, the United States, the United Kingdom, Mexico and, of course, Germany gathered amid new crises facing the international community: the military invasion of Ukraine, the threat of new variants of the virus and the challenges of the world economic recovery were all over the news and on our desks.

While I was aware that the proposed agenda would be useful, I never realised that it would be a golden opportunity for “unofficial” open and frank dialogue with various high-level authorities on the different perspectives on moving forward in a rapidly changing environment. We had the opportunity to exchange views on strategic matters. For instance, we had an exceptional discussion with former German State Secretary Miguel Berger and with Oliver Rentschler, responsible for coordinating Germany’s G7 Presidency in 2022. We travelled to Paris to meet Deputy Director for EU External Relations Caroline Ferrari from the Quai d’Orsay and Secretary-General of the OECD Mathias Cormann.

We also took the train to Hamburg to meet Mayor Dr Peter Tschentscher and learn about one of Europe’s most important ports and the consequences of the pandemic on supply chains.

Under the guidance of our coordination team, Ambassador Dr Anna Prinz, Lucas Tillessen and Carla Clemens, we learned about each other over ten days, shared our points of view, laughed (a lot) and even had heated discussions on feminist foreign policy. We established a solid network, yes, but we also became friends.

Most of all, we were reminded of the toll that war and division can take on human beings and of how we must never stop working together to avoid repeating the mistakes of the past. We realised how much diplomacy suffered from the lack of direct contact over the past few years. We may not have noticed before, but we grew apart during the pandemic. While Zoom can sometimes be helpful, it will never be able to replace the privilege of being face to face. Listening to each other is a key aspect of being a good diplomat and also the path to becoming wiser and stronger in order to tackle the challenges ahead. My Korean colleague from the programme, Hahyung Lee, shared with us a quotation attributed to Helmut Schmidt: “The biggest room in the world is the room for improvement.”

I think I can speak for each one of the participants when I say that this programme and every person we met opened the door to this room wide for all of us.

Jennifer Feller Enríquez (Mexico)
Participant HSP 3



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egy



7th Executive Seminar for Diplomats from Egypt

16th May – 27th May 2022

1st row, from left to right:

Sara Elessawy, Saeed Ezza, Andrea Christ (Head of Diplomacy by Networking), Hager Mahmoud Said Abdellatif, Menna Moustafa

2nd row, from left to right:

Ahmed Faisal Abd El Hamid, Haidy Ahmed, Ambassador (ret.) Michael Witter (Programme Director), Ahmed Saad Zowil, Nadine Mamdouh, Jenny Peters (Programme Coordinator), Maximilian Panten (Programme Assistant), Jaydaa Ashraf, Parihan Amer, Alaa Abdelazim, Mohammed Kandil, Ahmed Samy Abd El Fattah, Andreas Michaelis (State Secretary of the Federal Foreign Office), Omar Soliman, Aya Aly Hegazy, Ahmed Amir Salah, Amal Nosseir (Supervisor)

»I was particularly impressed, as a young diplomat, by the straightforwardness of some of the speakers we met, their desire to share their views with us and to discuss several important topics.«

Haidy Ahmed (Egypt)
Participant EGY7

The Iron Chancellor of Germany, Otto von Bismarck, once said: “The main thing is to make history, not to write it.” As a young diplomat coming from Egypt, a country with its own rich history, I know how the past shapes the future of our countries. Germany entered history through its wide portals, wrote its script, created a present, shaped a future reflecting its past, and now has set out its vision for the future. That is exactly what I witnessed when I visited Germany.

Our visit to Germany in May 2022 was our first official international trip as young Egyptian diplomats, since the COVID-19 pandemic had swept across our world. When it was first announced that we would be commencing our international training as junior diplomats, I was eagerly looking forward to this invaluable opportunity, given the positive reputation this programme has gained over the years. Well, let me tell you that this has proved to be absolutely true!

First, we had two weeks of virtual sessions during which we had the chance to meet different officials specialising in their respective fields, working at the Federal Foreign Office and other government agencies. We immersed ourselves in German and world history. We learned, interacted, discussed, and shared views. This virtual programme made me eagerly await our visit to Germany so that I could explore the country in person.

I believe there is no better way to know and understand another culture than by meeting its people, interacting and living with them, simply because “a nation’s culture resides in the heart

and in the soul of its people,” as Ghandi once said. And that is what we had the opportunity to experience by visiting different parts of Germany, starting in Berlin, followed by Munich and finally Hamburg.

In every city we visited, we were able to enter the most important political institutions, ask questions and get more insight on how the federal system works in Germany. I was particularly impressed, as a young diplomat, by the straightforwardness of some of the speakers we met, their desire to share their views with us and to discuss several important topics. Nonetheless, I would certainly not be doing justice to the programme if I only mentioned some of the visits we had the chance to make. The programme was very diversified and included visits to Siemens AG and the BMW Group, both technology and innovation giants of German industry, cultural tours and dining opportunities at Germany’s finest and most authentic restaurants, where we indulged in German cuisine in the midst of the asparagus season.

I can go on and on about my experiences during this trip, how it has impacted me and how well it was organised. I truly had a wonderful time in Germany, both on a professional and a personal level.

I came to Germany. To Berlin. I waded into history. I discussed the past, the present and the future. And I certainly look forward to returning again, either as an official diplomat representing my country, Egypt, or as an enthusiastic tourist. Dankeschön, Germany!



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egy



asp



13th Executive Seminar for Diplomats and Officials from the Asia-Pacific Region

13th June – 8th July 2022

1st row, from left to right:

Paulo Jean-Michel Maximo (Vanuatu), Vanida Siounethay (Laos), Faiza Akthar (Pakistan), Ambassador (ret.) Christine Althäuser (Programme Director), Tobias Lindner (Minister of State of the Federal Foreign Office), Fania Roseliza (Indonesia), Khadeeja Aufiyau (Maledives), Norina Voogt (Programme Assistant)

2nd row, from left to right:

A. S. M. Taz-Ul-Islam (Bangladesh), Eila Bessey (Deputy Head of Diplomacy by Networking), Bayarsaikhan Altankhuyag (Mongolia), Piseth Mao (Cambodia), Nipuni Shanika Samarasinghe Kanakani Achchige (Sri Lanka), Ezka Amalia (Indonesia, ASEAN-Secretary), Marius Weiler (Programme Coordinator)



asp

»A butterfly counts not months but moments, and has time enough.«

Had Albert Einstein opted for a career in diplomacy, he would be famous for his Theory of Insanity. His parable better matches my state of mind in doing the same thing over and over again and expecting different results. I wish I could rewind the clock and go back to Berlin once again as a participant of the 13th Executive Seminar for Diplomats and Officials from the Asia-Pacific Region.

The programme was studded with so many exciting events that each day I thought to myself, "This might just be the last best moment I've spent in Berlin." I counted each instance in Rabindranath Tagore's way: "A butterfly counts not months but moments, and has time enough."

The greater salience of the seminar was diplomacy by networking. Our study tours to a number of important institutions in Berlin, Bonn, Hamburg and Brussels enlightened me about the intrinsic and extrinsic factors in determining German foreign policy. Visiting Bonn, I came to discover how the culture of journalistic freedom in Germany made its state-owned broadcaster, Deutsche Welle, popular across the globe, particularly in Bangladesh.

To be honest, my earlier perception of German society was more mathematical and less artistic. It proved me wrong when I first stepped into Terminal 1 of Berlin Airport. There, I saw the monument Der Fall Daidalos und Ikaros and initially believed it only to be an expression of man's early attempt to fly. Visiting the Airbus factory and IRENA, I got my answer to how the artists' imagination shapes the mathematical horizon. The imagination gives impetus to diplomacy, so that it can face up to the global crisis and see it as an opportunity for innovation and efficient solutions. Although known for the world's best automobile brands, I saw people all over Berlin riding bicycles.

The most rewarding takeaway of the seminar was getting to know a promising group of diplomats, who eventually became friends. Their interesting interventions and thought-provoking conversations enriched me every time I came across them. On behalf of our group, I express my sincere gratitude to Ambassador Christine Althausen for her encouraging guidance, as well as to Mr Weiler and Ms Voogt for their untiring efforts, and above all to the Federal Foreign Office for its impeccable ability to hold such a successful event despite the uncertainties caused by the COVID-19 pandemic. My first visit to Europe took me to Germany, one of the first European nations to recognise Bangladesh's independence in 1972, and it provided me with a thousand opportunities to say, "Thank you!"

A.S.M Taz-Ul-Islam (Bangladesh)
Participant ASP 13



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dk



16. Diplomatenkolleg

29. August – 1. Dezember 2022

1. Reihe, von links nach rechts:

Evelina Menteshashvili (Georgien), Evie Ruymbeke (Belgien), Máirtín Cronin (Irland), Maria Lima Kallás (Brasilien), Daisy Goddard (Vereinigtes Königreich), Outi Koikkalainen (Finnland), Martin Gutjahr (Schweiz), Eleonore Koolen (Niederlande)

2. Reihe, von links nach rechts:

Botschafter a.D. Hans-Jürgen Heimsoeth (Programmdirektor), Dr. István Timár (Ungarn), Helena Schulzová (Tschechische Republik), Karin Marschall (Leiterin der Akademie Auswärtiger Dienst), Jozef Lina (Niederlande), Dr. Christiana Christova (Bulgarien), Domagoj Marić (Kroatien), Andrea Christ (Leiterin Internationale Diplomatenausbildung), Alexander Neuber (Programmassistent), Franziska Schechinger (Programmkoordinatorin), Héctor Salvador Ferri (Spanien)

Abwesend: Thomas Copeland Crewther (Vereinigtes Königreich), Roza Sargsyan (Armenien), Soumya Ranjan Rout (Indien), Josephine Winkler (Programmassistentin)

»Um uns Deutschland in seiner ganzen Vielfalt und gelegentlichen Widersprüchlichkeit zu präsentieren, scheute das Organisationsteam auch vor unbequemen Themen nicht zurück.«

Helena Schulzová
(Tschechische Republik)
Teilnehmerin DK 16

Das diesjährige Diplomatenkolleg führte uns neben Deutschland in drei weitere Länder, in die Niederlande, nach Belgien und Polen. Vom ersten Tag an war es eine großartige berufliche und persönliche Erfahrung. Wenn ich während meiner Zeit in Berlin eine wirklich gute Entscheidung getroffen habe, dann war es die, mich für das Diplomatenkolleg zu bewerben. Die letzten Jahre waren selbstverständlich für keinen von uns leicht. Als Diplomatin in einem neuen Land zu beginnen war aufgrund der Coronapandemie herausfordernd, weil es fast unmöglich war, die grundlegende Aufgabe unserer Arbeit zu erfüllen, nämlich die, mit anderen Menschen in Kontakt zu treten. Das Diplomatenkolleg war für uns alle Teilnehmenden ein Wunder, weil das Auswärtige Amt uns ein großartiges und durchdachtes Programm angeboten hat, das uns nicht nur Orientierung, sondern auch ein themenübergreifendes Netzwerk ermöglichte.

Das Diplomatenkolleg hat uns drei Monate lang einen sehr intensiven Einblick in die deutsche Gesellschaft gegeben, auch unter der Berücksichtigung aktueller Herausforderungen. Um uns Deutschland in seiner ganzen Vielfalt und gelegentlichen Widersprüchlichkeit zu präsentieren, scheute das Organisationsteam auch vor unbequemen Themen nicht zurück. Wir haben kritische Meinungen gehört und uns auch mit schmerzhaften Themen wie mit den Schrecken der deutschen Geschichte und dem Erbe der Teilung des Landes beschäftigt. Wir hatten die Gelegenheit, mit Mitgliedern des Auswärtigen Ausschusses des Deutschen Bundestages zu sprechen, darunter auch mit der deutschen

Politiklegende Jürgen Trittin. Wir hatten die Gelegenheit, Vertreter und Vertreterinnen des AA zu treffen, die sich mit den aktuellsten Problemen, wie dem Krieg in der Ukraine, befassen. Wir hatten die einmalige Gelegenheit, mit dem bayerischen Staatsminister Dr. Hermann über die Rolle Bayerns in der deutschen Innenpolitik und die Ambitionen Bayerns zu diskutieren. Ich persönlich habe mich sehr gefreut, einen Blick hinter die Kulissen des jährlichen Botschaftertreffens werfen zu können. Auch die Möglichkeit, mit Beauftragten der örtlichen Gemeinden in Frankfurt an der Oder zu sprechen und ihre einzigartige historische Erfahrung zu hören, war für mich persönlich sehr bereichernd.

Thematisch hat sich jeder von uns in dem Programm wiedergefunden, einige der Einsichten aus Veranstaltungen können wir in unserem zukünftigen Berufsleben nutzen, andere haben unseren Horizont und unser Wissen über Deutschland erweitert und einen neuen Kontext geschaffen. Das Diplomatenkolleg hat uns aber noch mehr ermöglicht. Wir haben nicht nur mit den Teilnehmenden, sondern auch mit dem Organisationsteam Freundschaften geschlossen. Wir sind zudem Teil des Alumni-Netzwerks geworden und werden unsere Verbindung zu Deutschland und seinem Außenministerium für immer beibehalten. Und wer weiß, vielleicht nehmen einige von uns nach unserem Diplomatendienst in Deutschland diese Erfahrung mit in die Ministerien unserer Heimatländer, um ein ähnliches Programm zu etablieren. Ich werde es auf jeden Fall meinen Kollegen und Kolleginnen zu Hause empfehlen.



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dk



afr



15th Executive Seminar for Diplomats from Africa

5th September – 23rd September 2022

1st row, from left to right:

Tapfumaneyi Zvechibwe (Zimbabwe), Wame Johane (Botswana), Furaha Ndossi (African Union), Jennifer Morgan (State Secretary of the Federal Foreign Office), Bendu Kamara (Liberia), Gladys Onema Kahambwe (Democratic Republic of Congo), Aldaw Abdalla (Sudan)

2nd row, from left to right:

George Tebagana (Uganda), Sowdo Matan (Somalia), Laurian Ntwale (Tanzania), Angela Nkata (Malawi), Kwaku Anno-Kumi (Ghana), Manuel João Mateus (Angola), Philipp Dietrich (Programme Coordinator)

3rd row, from left to right:

Ambassador (ret.) Hartmut Kraußer (Programme Director), Oumie Jobe Jarra (Gambia), Mahawa Koroma (Sierra Leone), Johanna Freistedt (Programme Assistant), Ivandro Emanuel Correia Lopes (Cape Verde), Eila Bessey (Deputy Head of Diplomacy by Networking)

4th row:

Abdirahman Gonjobe (Kenya)



afir

»These highlights show the in-depth learning experience we received, which will significantly influence our professional lives.«

The 15th Executive Seminar for International Diplomats from Africa took place after two years of the COVID-19 pandemic. It was an experience of a lifetime and a dream for most of the participants. Arriving in Berlin, the German capital seemed surreal, reflecting the special bond between Africa and Europe. The fact that reunification, after a long period of struggle, led to Germany becoming a powerhouse was an important lesson about resilience, especially for the post-colonial era in Africa.

The seminar was well-tailored and gave us a lot of insights and a learning experience in a quiet environment, accompanied by study excursions to Frankfurt and Mainz. Moreover, after the COVID-19 pandemic that shocked the world, it was a perfect time to meet other players from the world of diplomacy to share experiences, both my colleagues from Africa and our organisers from Europe as well as the many experts we met. Climate change, international law and diplomacy were topics of interest that triggered our thoughts on how we can improve our systems at the multilateral level, especially in light of the current war in Ukraine.

It was a golden moment to be in Berlin with the Ambassadors Conference taking place. We got a rare opportunity to listen to a powerful speech by Foreign Minister Annalena Baerbock to over 150 ambassadors attending the week-long conference on German foreign policy. As a diplomat, such a conference is a meaningful experience that enables us to increase bonds between

friendly nations for the betterment of our people. We also learned a different time orientation. German culture sees time as a critical aspect of our day-to-day activities. It prompted a moment of self-reflection as the interactive session showed how any end product needs proper planning with regard to time in order to yield effectiveness. Germany is way ahead in terms of development due to its respect for time.

These highlights show the in-depth learning experience we received, which will significantly influence our professional lives. We gratefully express our appreciation to the Federal Government of Germany for hosting us and to Ambassador Hartmut Krausser, Mr Philip Dietrich and Ms Johanna Freistedt for their guidance and the well-coordinated activities.

On a personal level, the seminar was the missing piece in the experience I have gained since I joined the foreign service. Meeting diplomats from Latin America and the Caribbean was a dream come true. Since we share the same heritage with most of the Caribbean states, it was interesting to discuss and talk about our music, way of life and the cooperation we can develop. I feel fortunate to have had the chance to network with my other participants from the west coast of sub-Saharan Africa to the southern part of Africa. A strong and rich bond is a prerequisite for realising the Agenda 2063 envisioned by the African Union as we shape our ideas on a global stage, learning and relearning among peers from our brother African states.

Abdirahman Gonjobe (Kenya)
Participant AFR 15



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1ak



15th Executive Seminar for Diplomats from Latin America and the Caribbean

12th September – 30th September 2022

1st row, from left to right:

Harold Randy Hayle Hernandez (Panama), Camila Eggers Aracena (Chile), Camila Sanchez Ugalde (Programme Coordinator), Nicolás Gauna (Argentina), Carlos Geppert (Programme Coordinator)

2nd row, from left to right:

Andrea del Pilar Alfonso Rodríguez (Colombia), Thomas Breslauer (Programme Assistant), Ambassador (ret.) Stefan Schlüter (Programme Director), Jennifer Morgen (State Secretary of the Federal Foreign Office), Eduardo Campos Navas (Honduras), Kinz Francis (Saint Lucia), Emmanuelle Alexa Mc Nally (Haiti), Harold Zances Mojica (Dominican Republic), Andrea Christ (Head of Diplomacy by Networking), Hayley-Ann Mark (Saint Vincent and the Grenadines), Enrique José Ponce Friend (Equador)

Absent: Lilian Vargas Trinidad (Paraguay)

»One of the most striking aspects of this seminar was the opportunity to present our region from a different perspective.«

Harold Zances Mojica
(Dominican Republic)
Participant LAK15

Our societies long believed that the planet's resources were unlimited, that the concept of global warming was nothing more than a scientific invention to generate headlines, that climate change was just a buzzword; however, nature and geography have proven how wrong we were.

Unmistakeable evidence that climate change is a reality that affects us all, regardless of distance, culture or language, can be seen in the fierce hurricane season in the Caribbean region, the melting of glaciers in Antarctica, the continuing drought and desertification in Africa, the increasingly extreme temperatures in Europe, the floods in Asia and the sinking of areas of land in the countries of Oceania. As Germany's Foreign Minister Annalena Baerbock has said: "The climate crisis is now the biggest security problem for all people on this planet."

In addition to jeopardising life itself, the effects of climate change currently pose a direct threat to the full enjoyment of a number of human rights, particularly the rights to health, education, food and housing. The international community is committed to drawing on multilateralism for innovative, sustainable and resilient solutions to address this complex challenge.

We therefore commend the Federal Foreign Office for choosing environmental and climate diplomacy as its focus for the 15th Executive Seminar for Diplomats from Latin America and the Caribbean. These 21 days of training have given us the opportunity to learn about the

various institutions of the Federal Republic of Germany as well as to discuss the significance of protecting the environment and battling climate change with top experts from the fields of diplomacy, politics, non-governmental organisations, the media and academia.

In this regard, it is worth mentioning that young diplomats from Latin America and the Caribbean recognise the leadership that Germany is promoting in the areas of climate protection, the energy transition and the expansion of renewable energies within the framework of the European Green Deal. Yet, it is essential to mention that one of the most striking aspects of this seminar was the opportunity to present our region from a different perspective. While it is true that the majority of the Latin American and Caribbean countries represented in this programme face multidimensional vulnerabilities and challenges, it is also a region of great opportunities.

On behalf of the group of diplomats from Latin America and the Caribbean, I would like to thank the entire team who made this seminar possible with their professionalism and dedication. At the same time, I cannot conclude without first acknowledging the excellence of the colleagues with whom I had the honour of sharing this programme. Thank you for inspiring me with the example that you set.

To conclude, I would like to quote the current Secretary-General of the United Nations, Antonio Guterres: "Climate emergency is the fight of our lives, for our lives."



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and-the-caribbean](https://diplomatictraining.alumniportal.com/programmes-2022/latin-america-and-the-caribbean)



talk



if



19th INTERNATIONAL FUTURES

3rd October – 14th October 2022

1st row, left to right:

Mauricio D. Aceves (Mexico), Zahrina Tamimi (Indonesia), Fajar Yuda Arafah (Indonesia), Wana Alamsyah (Indonesia), Isabela Blumm (Brazil), Futhi Vilakazi (South Africa), Akhilesh Singh (India), Nomtha Hadi (South Africa), Dren Kelmendi (Programme Assistant), Jie Li (China), Lea Siebel (Programme Coordinator)

2nd row, from left to right:

Aliasger Bootwalla (India), Michel Laham (Brazil), Jonathan Klein (Programme Assistant), Lena Niebling (Germany), Franziska Sophie Frank (Project Manager), Sabrina Dieter (Germany), Georgina Morates (Mexico), Leonie Trebeljahr (Germany), Defbry Margiansyah (Indonesia), Nurfika Wijayanti (Indonesia), Andrea Christ (Head of Diplomacy by Networking), Cordula Geinitz (Officer for International Law and Cyberspace at the Federal Foreign Office), Oliver Contla (Mexico), Bruna Eboli Machado (Brazil), Zuko Makaula (South Africa), Valentin Weber (DGAP), Kealeboga Ramaru (South Africa), Santana Khanikar (India), Simran Dhingra (India), Rebecca Dovernge (Germany), Ricklef Beutin (Director General for Central Services at the Federal Foreign Office), Manoj Joshi (India), Stephanie Kutschmann (Germany), Pratiksha Chhiba (South Africa), Ambassador (ret.) Peter Gottwald (Programme Director), Xin Wang (China), Carlos Lustosa (Brazil), Marcel Artioli (Brazil), Janice Fuchs (Programme Coordinator), David Bates (Mexico)

Absent: Déborah García Luna (Mexico)



if

»Amidst cascading crises, it is imperative to expand our horizons«

The 19th International Futures Seminar that combined engaging exchanges with enriching experiences in the multicultural capital of Germany, officially commenced on 3 October 2022. This significant date marks the Day of German Unity and it reminded me of the popular quote by Konrad Adenauer: “When the world seems large and complex, we need to remember that great world ideals all begin in some home neighbourhood.” This perfectly elucidates the power of communities and ideas in generating change for a better tomorrow.

Through fascinating sessions, simulation exercises and site visits, we explored opportunities and challenges in the age of globalisation whilst examining relevant case studies from the field of international relations. We delved into a plethora of topics ranging from geopolitical and geostrategic security issues to climate action, the energy transition, migration and digitalisation.

The IF19 seminar offered practical inspiration for shaping diplomacy through networking. With the underlying goal of building on and learning from our experiences whilst identifying key mechanisms, tensions and principles, the negotiation training was one of the key highlights. We learned about the “intent” and “impact” of certain actions and how one step can make or break relations between nations. In order to strengthen the multilateral system, these negotiation skills, including communication and confidence-building, are of the utmost significance.

Amidst cascading crises, it is imperative to expand our horizons, and the peer-to-peer coaching did exactly that by injecting new ideas and perspectives. Although we have made great strides in taking the roles of different groups (including women and marginalised communities) into account when discussing policy narratives, we must also work towards fostering space for participation. This topic was intensively discussed in the context of feminist foreign policy and the need to develop a safe and transparent space for different groups, which can yield development dividends. The objective of fostering stable democracies can only be achieved if gender equality and inclusiveness are the basis of a peaceful and prosperous society. This core credo made it quite imperative to discuss the topic of intersectionality.

It was abundantly clear that tackling the future and present challenges of the digital transformation, climate protection and addressing security concerns, all whilst strengthening social cohesion, can only succeed if diversity and inclusivity continue to shape the narratives in key positions. We therefore need to bring intellects together via platforms like IF because these serve as a melting pot for “glocal” synergies that bolster international cooperation.

Simran Dhingra (India)
Participant IF 19



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CS



2nd Executive Seminar on Climate, Peace and Security

4th October – 21st October 2022

1st row, from left to right:

Moises Lopes dos Santos (Guinea-Bissau), Kurth Anthony Rodrigues (Guyana), Ansar Hussain Shah Syed (Pakistan), Anood al-Breiki (United Arab Emirates), Raakook N.O. Singeo (Palau), Rahmat Omobolanle Mohammed (Nigeria)

2nd row, from left to right:

Adingra Prince-Florent Menzan (Côte d'Ivoire), Andrea Christ (Head of Diplomacy by Networking), Ambassador (ret.) Georg Witschel (Programme Director), Kwami Gnalédomé Amehe (Togo), Christian Alfonso Perea Parra (Colombia), German Daniel Quesada Paniagua (Costa Rica), Aissata Gaye Epse Traore (Mali), Henry Paul Krüger (Programme Assistant), Sina Musfeldt (Programme Coordinator), Jennifer Morgan (State Secretary of the Federal Foreign Office), Leilatou Garba Boulamine (Niger), Ribka Habtamu Fikadu (Ethiopia), Richardo Colmar (Vanuatu), Florence Kyasiimire (Uganda)

»The participatory nature of the seminar helped to illuminate hitherto complex issues«

Florence Kyasiimire (Uganda)
Participant CS 2

I was privileged to attend the 2nd Executive Seminar on Climate, Peace and Security in Berlin from 4 – 21 October 2022. Prior to attending this seminar, I had already developed an immense personal interest in obtaining advanced knowledge and understanding of the linkage between peace, security and climate change. This is due to my role as a desk officer on matters of regional peace and security in Sub-Saharan Africa, a region where a number of conflicts are linked to the impacts of climate change. In addition, my country, Uganda, is one of the first countries in Africa to recognise climate change as a threat multiplier.

The interdisciplinary programme, which drew participants from diverse professional, social, political and geographical backgrounds (especially from some of the most climate-fragile countries), as well as expert speakers from the field, offered me one of the most memorable learning experiences on the topic.

The seminar, coming at a watershed moment, just weeks before COP27, touched on some of the most topical issues on climate change in the world today, particularly the nexus between climate change, peace and security, climate-induced migration and loss and damage, among others. Of great importance also, were the negotiations on climate-related security issues in the United Nations Security Council, as well as on how NATO is transforming its approach to defence and security and aspiring to be the leading international body in understanding and adapting to climate change.

Moreover, the participatory nature of the seminar, which allowed deep and candid discussions between the tutors and participants, helped to illuminate hitherto complex issues and deepen understanding of the climate policies and practices of other countries through sharing country-specific experiences. The careful selection of highly experienced speakers was crucial, as they were able to juxtapose the issues raised by the participants, citing relevant examples based on their own experience.

The Berlin Climate and Security Conference 2022 that coincided with the seminar was another exciting event that offered an opportunity for the participants to learn from experienced speakers and experts on the topic. The Conference offered us the opportunity to forge new and better ways of addressing climate change impacts on peace and stability and its linkages with current global challenges such as the COVID-19 pandemic, the war in Ukraine and food insecurity as well as advancing locally informed action in response to these multiple global crises.

My appreciation goes to the organisers of the programme who were so passionate and helpful and, above all, had a sense of humour that made the whole experience in Berlin very homely, entertaining and fun, a reflection of the welcoming nature and hospitality of the German people.

Finally, I also wish to extend my appreciation to the Germany Foreign Office for funding the programme and it is my sincere hope that it will continue to do so, thus enabling more diplomats to benefit.



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CS



Auswärtiges Amt



ffp



1st Executive Seminar on Feminist Foreign Policy

8th November – 30th November 2022

1st row, from left to right:

Marianela Álvarez Blanco (Costa Rica), Mariano Pérez Varela (Argentina), Alice Duffy (United Kingdom),
Tanvir Kabir (Bangladesh), Gulnaz Neelum (Pakistan)

2nd row, from left to right:

Andrea Christ (Head of Diplomacy by Networking and Programme Director), Carlos Geppert (Programme Coordinator),
Sebastián Estay Toledo (Chile), Tobias Lindner (Minister of State of the Federal Foreign Office),
Patricia Gabriela von Wartenberg Salgado (Mexico), Valëza Oruqi (Kosovo), Nils Gajewski (Programme Assistant),
Noa Marie Moissl (Programme Coordinator), Ogenj Pojok Ogawi Agwar (South Sudan), Malek Zribi (Tunisia),
Dinara Zhumasheva (Kazakhstan), Lhuana Pamella Lopez Amorim (Panama), Fernanda Magalhães Lamego (Brazil)

Absent: Rucsandra Grigoroaia (Romania), Charbel Nassar (Lebanon)



ffp

»As a diplomat from the first Latin American country to embrace a feminist foreign policy, I found it to be inspiring. As a woman and a mother to a girl, I consider it a vital discussion for a sustainable future.«

“Feminist Foreign Policy (FFP) is a lens through which to address challenges,” as Minister of State Tobias Lindner underscored. Why should states use a FFP “lens” to deal with challenges such as armed conflicts, climate change and food security? What is FFP and how can it be implemented? These were the main questions of the fruitful discussions held with officials, experts and fellow diplomats at the 1st Executive Seminar on FFP.

There are different definitions and implementation strategies. For example, Mexico defines its FFP as a “set of principles that seek to promote government actions to reduce and eliminate structural differences, gender gaps and inequalities, in order to build a more just and prosperous society”. From the productive exchanges with my peers, it became clear that countries that have or pursue a FFP will be able to find common ground on which to collaborate.

Intersectionality is also crucial in this effort because current crises affect women, girls and marginalised groups differently. And it is about being coherent and helping achieve gender

equality and the protection and promotion of the human rights of women, girls and marginalised groups, also on a national level and within governmental institutions.

Women’s equal participation in public life and decision-making institutions is essential if we are to build a sustainable future. Unfortunately, a substantial gender parity gap remains in national bodies worldwide. Some 28 countries are led by women. Only 26% of all national parliamentarians are female. Only five countries have 50% or more female legislators, with Mexico being one of them as a result of electoral reform.

There are many challenges that lie ahead, but the adoption of a FFP is a step in the right direction to enable us to deal with current challenges and work towards more just and prosperous societies.

A warm thank you to the German Federal Foreign Office for this seminar. As a diplomat from the first Latin American country to embrace a feminist foreign policy, I found it to be inspiring. As a woman and a mother to a girl, I consider it a vital discussion for a sustainable future.

Patricia Gabriela von Wartenberg Salgado
(Mexico)
Participant FFP 1



Please visit our website:
[diplomatictraining.alumniportal.com/
programmes-2022/feminist-foreign-policy](https://diplomatictraining.alumniportal.com/programmes-2022/feminist-foreign-policy)

»We need ubiquitous but qualitative impacts that require a quantum transformation of ourselves: men.«

Tanvir Kabir (Bangladesh)
Participant FFP 1

The completion of the 1st Executive Seminar on Feminist Foreign Policy takes me back to my childhood: the influence of my invincible grandmother, resolute mother and the unyielding aunts who could have been the torchbearers for rights, representation and diversity in the society I grew up in if only they had been provided with the resources. I would like to flag the issue based on our own journey in Bangladesh, factoring in diverse societal landscapes and circumstances.

The course posed a truly fundamental question: do we have adequate research and localised approaches for qualitative representation of women everywhere? The evolution of women's empowerment in Bangladesh, with exclusively female heads of government for the last three decades, is a case in point. I recollect accompanying my young mother (a relative rarity in that era) to the demonstrations against an autocratic government in Bangladesh back in 1990. We have witnessed the impacts, the quantitative shifts. However, we need ubiquitous but qualitative impacts that require a quantum transformation of ourselves: men.

The underlying bearings of feminist foreign policy need to be universalised through investment in learning contents – to be liberated and made both attractive and accessible as a public good. Many women in rural areas of the Global South still lack access to non-formal education, technologies, financing for start-ups, etc. If we can unlock this potential, also in remote areas or traditional societies, women can be liberated economically without disrupting their local cultures or societal norms.

The spirit of feminist foreign policy requires a spontaneous, localised and coherent approach to be reflected in both domestic and foreign policy formulation, as well as governance and development.

More than two decades have now passed since the UN Security Council adopted the epochal resolution 1325, under Bangladesh's chairmanship of the Council. The concept of the end of history coined by Fukuyama might have been reversed: the Russian military invasion in Ukraine, the genocide against Rohingya or oppression against ethnic minorities still project the extreme vulnerability of women. We indeed need a paradigm shift in foreign policy, redefining soft and hard power.



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ffp



»A Foreign Policy for All«

»Federal Minister for Foreign Affairs Annalena Baerbock recently unveiled new feminist guidelines to guide Germany’s diplomacy and development efforts. In practise, what does this mean?«

Interview with:

Claudia Brinkmann

Team Lead for Feminist Foreign Policy at the Federal Foreign Office

Kristin Augsburg

Commissioner for Gender Equity and Diversity at the Federal Foreign Office

Harald Herrmann

Research Commissioner for the Policy Planning Unit at the Federal Foreign Office



Feminist foreign policy – this term has been a feature of Foreign Minister Annalena Baerbock’s time in office, which began in December 2021. But what does it actually mean?

Claudia Brinkmann: In fact, the Federal Foreign Office didn’t have a definition of feminist foreign policy ready to go. It was a key mission for us to develop guidelines for German feminist foreign policy. They will become an integral part of our values-led foreign policy. In general, it is about strengthening the rights, representation and resources of women and marginalised groups in our external action. It is about challenging established power structures and promoting equitable participation and equality for all people around the world. It is therefore about ending discrimination and promoting diversity. Feminist foreign policy is in not a policy “by women for women”. Rather, it considers the disadvantages faced by all marginalised groups in different contexts and seeks to make policy and decision-making processes more inclusive. Societies are more

prosperous, and peace and security are proven to be more sustainable, when they are inclusive by design. Feminist foreign policy is a cross-cutting issue. We see it as a mode of action that runs through everything we do, and not as a specific, restricted field of action.

The term is quite comprehensive in its aims – but not entirely new. How did the Federal Foreign Office come to develop its own feminist foreign policy?

Harald Herrmann: The development of feminist foreign policy is a task laid out in the coalition agreement that the three governing parties, the SPD, the Greens and the FDP, signed in December 2021. And it’s true that Germany is not the first or the only country to pursue feminist foreign policy. There are plenty of role models, and currently at least nine states have declared some form of support for the concept. They include Canada, Chile, France, Luxembourg, Mexico, the Netherlands and Spain; and Sweden



Presentation of the guidelines for feminist foreign policy at the Federal Foreign Office.

was the first country to officially commit to feminist foreign policy in 2014. The guidelines for German feminist foreign policy build on this while addressing our specific context. They are based on our conviction that gender equity and equal participation are preconditions for long-term peace and security – thus fundamentally affecting two core concerns of German foreign policy. As Federal Minister Baerbock emphasised in her speech on 12 September 2022 at the conference Shaping Feminist Foreign Policy, held at the Federal Foreign Office, no country in the world, no economy, no society can afford to partially or entirely exclude half of the population. And so we want to work with our like-minded partners to win the support of other states for feminist foreign policy – for their own version of it. Colombia, for example, announced at a feminist foreign policy event held as part of the UN General Assembly in 2022 that it also wants to pursue feminist foreign policy. This is a development that we want to build on.



It is one thing to stand for feminist foreign policy in your dealings with others. But what does feminist foreign policy mean for structures and processes within the Federal Foreign Office?

Kristin Augsburg: The feminist foreign policy guidelines address both dimensions. They aim to align our external action even more rigorously with feminist approaches. And at the same time, they aim to change our internal structures and processes. For us, this is a question of credibility. Therefore promoting diversity is one of the goals of feminist foreign policy. We need more equality, diversity and inclusion in our human resources policy. This includes – but is not limited to! – increasing the share of women in senior positions. The Federal Foreign Office has a lot to do on this front before we can speak of parity.

To remain an attractive modern employer, the Federal Foreign Office must offer more flexible and individualised responses to the different life situations of our staff in Germany and abroad. The aim must be to eliminate all forms of discrimination and disadvantage. For example, we have set up a universal complaints board for anti-discrimination, bullying and sexual harassment. We are gradually increasing the accessibility of our missions abroad. And we are bolstering the gender and diversity competencies of our colleagues.





Sanam Naraghi-Anderlini, Annalena Baerbock, and Veronika Tšpekalo were among the panellists for the presentation of the FFP-Guidelines.

What was the process for developing the guidelines?

Claudia Brinkmann: While developing our feminist foreign policy, we carried out an intensive consultation process with our staff, with international partners and with civil society. The process was designed to be as inclusive and participatory as possible – it was important to us to gather expertise and specialist knowledge, best practices, criticisms and suggestions on the broadest possible basis. Other federal ministries and members of the German Bundestag were, of course, also involved. In particular, we liaised closely and continually with the Federal Ministry for Economic Cooperation and Development, which is simultaneously drawing up principles for feminist development cooperation policy.

One highlight was the conference *Shaping Feminist Foreign Policy*, which was held at the Federal Foreign Office on 12 September 2022 at the invitation of Federal Foreign Minister Annalena Baerbock. Workshops with experts explored topics such as gender budgeting or potential paths of action in the field of sexual and reproductive health and rights. Meanwhile, numerous ministers and deputy ministers travelled to the conference – from Albania, Canada, Chile, Finland, Israel, Luxembourg, Mexico, the Netherlands, Norway, Rwanda and Sweden – to jointly address the issue in top-level discussions. The Netherlands announced that it will organise the next major conference on feminist foreign policy in 2023.

How is civil society involved in this process?

Harald Herrmann: Claudia has already mentioned the importance of expertise and specialised knowledge. We set up a call for papers and invited a broad group of civil society representatives in Germany and abroad to contribute input for the guidelines. The analyses address fundamental issues of feminist foreign policy, security and climate aspects and country-specific situations, and offer suggestions for the way we work at the Federal Foreign Office. There were also numerous other round tables, meetings and discussions with partners, experts and representatives of civil society.

At the end of 2022 – when the guidelines were already at an advanced stage – we held a three-part consultation process to discuss this draft version with representatives of civil society. The aim was to set out our considerations and open them up to criticism. This enabled us to further improve the guidelines and enrich them with ideas covering everything from terminology to focal areas.

The guidelines are now complete – but paper is only worth so much on its own. How does the Federal Foreign Office plan to implement and mainstream feminist foreign policy?

Kristin Augsburg: In this regard, I'd like to highlight two particularly important aspects. Firstly, there is gender budgeting, which we are beginning to roll out this year. This will

allow us to ensure that political priorities are reflected in the allocation of resources. The aim is to initially apply gender budgeting to all Federal Foreign Office project funding and gradually expand it to the ministry's entire budget. We aim to allocate 85% of project funding on a gender-sensitive basis and 8% on a gender-transformative basis by 2025.

Beyond that, the guidelines will influence the entirety of our external actions. We are planning various forms of training to facilitate gender mainstreaming. We will embed the topic of gender and diversity competencies firmly in our initial and mid-career staff training, and particularly in the training for our senior staff, whom we will support in recognising unconscious bias and promoting diversity in their teams. And in the future we want to rely more on the expertise of our local employees in order to inform newly seconded staff about the specificities of their host country.

More information:
shapingfeministforeignpolicy.org



Networkers

»Diplomacy by Networking: Connecting the World«

Our ever-expanding network of young, passionate and focused foreign diplomats is the beating heart of *Diplomacy by Networking*. We keep this heart pumping by fostering the networks that grow from our various educational programmes. Our name says it all: we believe in personal interaction as a key instrument to promote positive change across the globe. The Networkers Team provides the appropriate platforms for our networkers to stay connected and learn from their interaction.

2022 marked the 30th anniversary of *Diplomacy by Networking* and the 10th anniversary of the Networkers Team. It was a year of new beginnings – on all fronts. Not only did we change our name from *Training for International Diplomats* to *Diplomacy by Networking* and start referring to our former participants as networkers instead of alumni. Most significantly, for the first time since 2019 we had the fortune to resume our in-person events. The pandemic highlighted the importance of resilience and adaptability in networking. While face-to-face interactions will always remain invaluable, we were able to discover new and innovative ways of staying connected in the virtual space. By combining the best of both worlds, we created a dynamic and inclusive network that is not limited by physical distance or time zones. Whether online or in-person, the power of networking lies in its ability to connect people and ideas across borders. Our 30th year was a case study in fostering a dynamic, hybrid approach.

Top, standing, from left to right:

The Networkers Team on a sunny day in Berlin, outside the headquarters of the Federal Foreign Office: Maximilian M. Weiss, Pia Hansert, Paulina Huschenbett, Marleen Ziegs, Gesa Giesing.

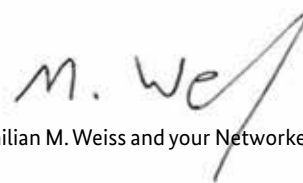
At the end of the day, however, the opportunity to connect in person once again proved to be exceptionally rewarding. Our division does what it does in order to foster global exchange on the issues that matter most for German diplomacy. From feminist foreign policy to cross-border cooperation, we offer course participants and networkers an opportunity to engage with the topics that our ministry wants to see at the forefront of diplomats' minds. Following our courses, we pursue a networking strategy that builds on the connections and insights that emerge from our programmes. We seek to create deeper bonds across our network, which now includes over 4300 professionals. That is the main purpose of all our various conferences. That is why we offer multiple in-person Network Consolidation Programmes each year. In 2022 – a year that was deeply tainted by Russia's war of aggression against Ukraine – our thematic conferences included events on sustainable peacebuilding and peace mediation. We are grateful to have been able to conduct our programmes in person.

As the COVID-19 pandemic winds down, we are eager to expand our in-person networking conferences in the future, while preserving the valuable online formats we developed during this public health crisis. In 2023, we will offer networking conferences that delve into themes of war and conflict, digitalisation and governance, and climate change and energy security, while also exploring the changing landscape in European security policy in light of the war against Ukraine. We are, however, especially looking forward to our first post-pandemic Regional Network Conference, due to take place in Cairo,

Egypt in early June. We are incredibly excited to be bringing back one of our most traditional offerings after four years, as we turn our attention to the MENA region, where a large proportion of our network lives and comes from.

While we enter a new and promising chapter in the history of *Diplomacy by Networking*, our core mission has not changed. Fostering networks is as crucial as it ever was in today's interconnected and globalised world. As our division has proven for the past three decades, personal interactions are key to advancing diplomatic interests and promoting positive change. By facilitating intercultural communication, we empower individuals to exchange perspectives and to collaborate to achieve common goals. Our network is a powerful tool for building bridges between diverse cultures and for addressing complex global challenges.

At the end of the day, our Networkers Team is no more than an instrument to make our network flourish. As we look to the future, we must continue to invest in the next generation of networkers. They are the protagonists of our story, the ones who will carry forward the torch of diplomacy and shape the world in the years to come. By providing them with the skills, knowledge and connections they need to succeed, we are investing in a brighter future for all. We want to use this opportunity to thank all of our networkers for the time and passion they have invested in our community, as well as for the ideas with which they have enriched both our offline and online programmes. We hope the next 30 years of *Diplomacy by Networking* will be marked by even greater networker engagement. Here's to the future!



Maximilian M. Weiss and your Networkers Team

Network Consol

»Cross-Border Cooperation« 26 June – 2 July

The 14th Network Consolidation Programme on “Cross-Border Cooperation” was finally held from Sunday, 26 June to Saturday, 2 July 2022 in various cities across southern Germany and surrounding areas. Originally meant to take place in May 2020, the programme was postponed for two years due to the coronavirus pandemic.

Borders are an essential aspect of international relations, and their management plays a critical role in promoting or hindering cooperation between nations. Understanding how borders function in different contexts is of great importance in today’s interconnected world, where the movement of people, goods, and ideas is increasingly fluid. By examining different approaches to border management from a variety of perspectives, we can gain valuable insights into how to foster greater cooperation between nations.

While national borders can often be a source of tension and conflict, the programme provided a glimpse into how borders operate in Europe. From exploring the natural beauty of Constance to learning about the significance of borders for a small state such as Liechtenstein,

the programme showcased the various ways in which countries can come together to address shared challenges. The programme offered a unique opportunity to explore different approaches to cross-border cooperation, highlighting practical aspects of border management, while also examining the cultural, economic, and political dimensions of the topic.

Starting in Stuttgart, the group of participants was greeted by the Institute for Foreign Cultural Relations, an organisation that focuses on transnational cultural cooperation. This visit set the tone for the rest of the programme by emphasising the cultural dimension of cross-border cooperation. The group also attended a reception at the State Ministry of Baden-Württemberg, where participants learned about the EU Strategy for the Danube Region, highlighting the importance of cooperation in a broader regional context.

The next stop was Constance, where the foreign diplomats had a chance to tour the city and explore its natural beauty. The group visited

A memorable reception: participants gathered in the State Ministry of Baden-Württemberg in June 2022.



idation Programmes

the Art Border between Constance and Kreuzlingen, Switzerland, with the German Federal Police, who provided a thorough overview of cross-border police work, including migration flows and capital transfers.

While in Constance, the group also had the chance to visit Liechtenstein for a day. First, they had lunch in Schaan with representatives from the country's economic sector, Mr Simon Tribelhorn, Head of Liechtenstein's Bankers Association and Ms Brigitte Haas, Head of Liechtenstein's Chamber of Industry and Commerce. Following that meeting, the group watched a presentation on intergovernmental cooperation in the Liechtenstein Institute. The day ended with a private meeting with the country's Foreign Minister, Ms Dominique Hasler.

The trip to the border between Laufenburg, Germany, and Laufenburg, Switzerland, highlighted the importance of local cooperation in promoting good cross-border relations. The group was greeted by the mayors of both towns, who accompanied participants on an excursion across their borders, emphasising the importance of people-to-people contacts in building cross-border relationships.

In Freiburg, participants delved into the history of German-French relations at the *Centre Culturel Français*. The final stop in Strasbourg provided an opportunity to explore cross-border media and broadcasting history while visiting the headquarters of ARTE. In addition to meeting city officials to discuss local cooperation, participants had an opportunity to visit the European Parliament before attending the programme's farewell reception at the German Ambassador's Residence.

The programme provided a unique opportunity for diplomats from various countries to come together, learn from one another and witness the intricacies of cross-border cooperation in Europe.

The grand Finale in Strasbourg:
Wissem Moatemri, Tsigui Nanice,
Loic Donjo Donfak and Haruna Musa
 pose for a picture.



Network Consol

»Sustainable Peacebuilding« 13 – 17 June

After almost two years of virtual meetings and online sessions due to pandemic restrictions, *Diplomacy by Networking* was thrilled to finally bring together 20 networkers for its 23rd Network Consolidation Programme in the beautiful city of Berlin. The programme, entitled “Sustainable Peacebuilding”, was specifically designed to address current issues in peace and security policy, highlighting Germany’s role as a peace policy actor and examining the peacebuilding work of other governments and civil society.

The first day of the programme kicked off with an interactive workshop on conflict management and resolution, with a focus on directly

linking theory and practice for diverse and sustainable learning. This was followed by expert contributions on the second day, which concentrated on specific conflict areas such as the war against Ukraine and hybrid threats, as well as possible transformative approaches. The participants were able to engage in lively discussions and gain valuable insights from the expert presentations.

Over the next few days, the programme focused on peacebuilding institutions and alliances, as well as preventive measures for peacekeeping. The participants were able to engage with leading experts in these fields and gain a deeper understanding of the complexities involved in peacebuilding operations. The programme provided a unique opportunity for participants to expand their knowledge and gain new perspectives on peacebuilding which they can apply in their future work in this field.

In addition to the enriching learning experiences, the programme also offered a variety of interesting excursions in Berlin. The visit to the exhibition on Stasi documents in the Federal Archive was particularly enlightening, as it introduced the participants to the history of Germany and the role of peacebuilding within the country. The excursions allowed the participants to experience the rich culture and history of Berlin, which added to the overall experience of the programme.

All in all, the one-week seminar was a resounding success, bringing together a diverse group of networkers and giving them the chance to expand their knowledge and expertise in the area of sustainable peacebuilding. It was an excellent opportunity for the participants to network with their peers, engage with leading experts and learn about new and innovative approaches to peace and conflict. *Diplomacy by Networking* looks forward to organising similar programmes in the future and continuing to provide valuable learning experiences for its networkers.



Networkers pose for a group picture just outside the Federal Foreign Office’s building.

idation Programmes

»Peace Mediation & Crisis Diplomacy in Action« 5 – 10 September

In September, *Diplomacy by Networking* collaborated with the European University Viadrina to organise the 24th Network Consolidation Programme, focusing on peace mediation and crisis diplomacy in action. The programme was a tremendous success, providing an excellent platform for 12 participants to gain valuable insights and instruments for practitioners in the field of mediation.

The week-long programme was packed with informative group discussions, engaging workshops and enlightening online sessions with several guest speakers with top-notch academic and professional expertise. The group had the opportunity to explore the fundamental questions surrounding peace mediation, including the conditions under which negotiations make sense in an ongoing war, the roles of various international organisations and the reforms required to respond to these issues effectively.

The programme started by putting Russia's war of aggression against Ukraine centre-stage, shedding light on the big picture of (non-) negotiation and mediation initiatives since the start of the war. Over the course of the week, different experts presented various methods and approaches to handling crisis diplomacy in action and gaining a better understanding of armed conflicts.

The programme's final day was devoted to ensuring impact and collecting visions, measures and entry points for acquiring momentum for real change. The participants explored practical steps that could be taken to implement the knowledge gained during the programme, which will be beneficial in the long run.

The collaboration between *Diplomacy by Networking* and the European University Viadrina continues to prove itself a meaningful instrument to promote peace and conflict resolution approaches to an international diplomatic audi-

ence. Not only did the programme provide important insights, it also facilitated the exchange of ideas and experiences among participants from diverse backgrounds. The contributions by a variety of experts were instrumental in giving participants a holistic understanding of the complex issues surrounding peace mediation and crisis diplomacy.

The 24th Network Consolidation Programme was an excellent opportunity for participants to deepen their knowledge and engage with one of the most important issues of our unpredictable and challenging times. The successful collaboration between *Diplomacy by Networking* and the European University Viadrina serves as an example of the benefits of cooperation between academic and diplomatic institutions. The lessons learned during the programme will undoubtedly prove invaluable to participants in their future endeavours.

A beautiful day in Frankfurt (Oder): participants enjoy their leisure time on a set of stairs.



»How Female is Diplomacy?«

The 22nd Network Consolidation Programme “How Female is Diplomacy?”, launched by *Diplomacy by Networking* in March 2022, was a remarkable success. With a focus on exploring the representation of women and women’s issues in diplomacy and international relations, the seminar spanned six weeks, giving participants ample opportunities to exchange ideas and perspectives with experts, diplomats and activists from diverse backgrounds and countries.

The programme had a total of 24 participants who engaged in discussions concerning gender justice, gender equity and female empowerment. Each week, participants gathered to learn, share and deliberate on various topics, from talks with different generations of female diplomats to promoting women at grassroots level.

One of the programme’s highlights was the meeting with State Secretary Susanne Baumann, who shared her experiences and insights on gender issues in diplomacy and within the Federal Foreign Office. The participants also had the opportunity to delve into the topic of feminist foreign policy, which allowed them to consider the meaning behind such a concept and the idea of a feminist disarmament policy.

The programme was designed to provide a platform for participants to share their experiences and strategies that can be implemented to promote female representation and narratives in international diplomacy. The participants engaged in lively discussions and shared insights and best practices on how to foster and cultivate a more gender-equitable diplomatic atmosphere.

The interactive activities and breakout sessions during the programme were well received. Participants could work on specific topics and questions in small groups, an opportunity for them to share their views and ideas with each other. The short storytelling sessions and ice breaker activities allowed participants to connect on a more personal level, providing them with unique and authentic experiences.

“How Female is Diplomacy?” was an unquestionable success, bringing together a diverse group of individuals and lending them an opportunity to learn, engage, and exchange ideas. The programme not only gave an overview of gender issues in diplomacy but also highlighted the importance of gender equity and empowerment in shaping the future of international relations. *Diplomacy by Networking* looks forward to continuing to promote innovative and engaging approaches that promote gender equity in diplomacy and international relations, recognising that diverse perspectives and voices are crucial for a more inclusive and sustainable world.

»Recurring Online Dialogue on the War against Ukraine«

Following the Russian invasion of Ukraine on 24 February 2022, the Networkers Team began an online series to foster dialogue between our Ukrainian network and the Federal Foreign Office. While we have offered expert exchanges for specific regional networks in the past, in 2022 we focused on supporting our Ukrainian networkers and creating dialogue opportunities in any way we could.

Our “Recurring Online Dialogue on the War against Ukraine” was moderated by Ambassador (ret.) Hans-Dieter Heumann, Director of the High-Level Experts Programmes at *Diplomacy by Networking*, and featured guest speakers including representatives from the Federal Foreign Office, who outlined the German position on a series of items and fielded networkers’ questions to create a frank and helpful dialogue. This open channel of communication generated thoughtful conversations and important information exchanges during this difficult time. We hope our Ukrainian networkers used this opportunity to help them navigate the situation. Germany stands unequivocally with the Ukrainian people.

Online Programmes

»Disinformation and International Politics«

The 25th Network Consolidation Programme on “Disinformation and International Politics” was the perfect way to wrap up the year. This year-end programme, consisting of a week of intensive online sessions, aimed to equip the participants with a deep understanding of the intricacies of disinformation and its implications for individuals, societies and nations.

The programme kicked off with a presentation on the concepts and theories of disinformation. The institutional and academic inputs on the topic were complemented by the perspectives of traditional media and social media representatives, providing a holistic understanding of the issue. The participants were introduced to fact-checking tools and instruments for detecting disinformation at the personal and institutional level. This deepened their understanding of the complexity of the topic and its practical relevance.

During the week, two case studies were presented and discussed, ensuring active participation and dynamic exchange among the participants. One case study focused on the 2022 Brazilian presidential election campaign, where there was widespread use of misleading information during and after the electoral process. This portion of the programme was particularly timely, given the current global political landscape.

The week concluded with a thought-provoking panel discussion entitled “The Nexus of Disinformation and Intelligence”. The discussion focused on the role of intelligence in disinformation and propaganda campaigns by foreign actors. Mr Burak Ünveren (Deutsche Welle) chaired the discussion with Ms Paula

Rejkiewicz (Ministry of Foreign Affairs, Poland) and Ms Verena Jackson (Center for Intelligence and Security Studies, Universität der Bundeswehr München). The panel discussion provided the participants with a deeper understanding of the mechanics of disinformation campaigns and the role of intelligence in countering them.

The week-long conference connected a number of experts with 16 participants from 16 different countries and five continents, including diplomats, journalists and academics. The diversity of the participants resulted in an enriching and varied learning experience for all.

The programme was well appreciated, providing participants with the tools and knowledge necessary to navigate the complex world of disinformation. It demonstrated the importance of global cooperation in countering insidious propaganda campaigns. The conference also highlighted the importance of education and awareness-raising on the topic, which will be crucial in mitigating the harmful impact of disinformation in the future.

»German Diplomacy Up Close: A Journey through the Federal Foreign Office«

Since April 2021, the Networkers Team has been hosting a recurring online series that connects our networkers with various divisions inside the Federal Foreign Office. This format, called “German Diplomacy Up Close – A Journey through the Federal Foreign Office,” has provided our networkers with an exciting opportunity to gain a glimpse into the vast structure that makes up the ministry. Throughout the series, our networkers have participated in several informative and interactive sessions that have given

them valuable insights into the day-to-day work of the Federal Foreign Office. They have also learned how this work compares to that of other foreign ministries worldwide, which was often described as a fascinating learning experience by many in our network.

One of the most significant benefits of this series is that it has encouraged participants to bring diplomatic colleagues who work on similar areas as the ones being presented in any given session. This has led to productive conversations and collaborations which have helped our networkers to expand their professional network and deepen their knowledge of important topics. In the first half of 2022, we continued the thematic focus we started in 2021, as we explored how the Federal Foreign Office works to implement the Sustainable Development Goals (SDGs) outlined by the United Nations. This was an exciting and crucial topic, as these goals have become increasingly important in the global political arena, and understanding how they are being implemented by Germany was an eye-opening experience for our networkers. The second half of the year saw an emphasis on cultural politics, which was an equally engaging and important theme. It included sessions with discussions on the ministry’s policies on religious diversity, sports, and educational development abroad. This provided our networkers with a broad and diverse range of topics to explore, and we are confident that it enriched their knowledge and broadened their perspectives on cultural and diplomatic issues.

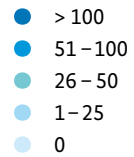
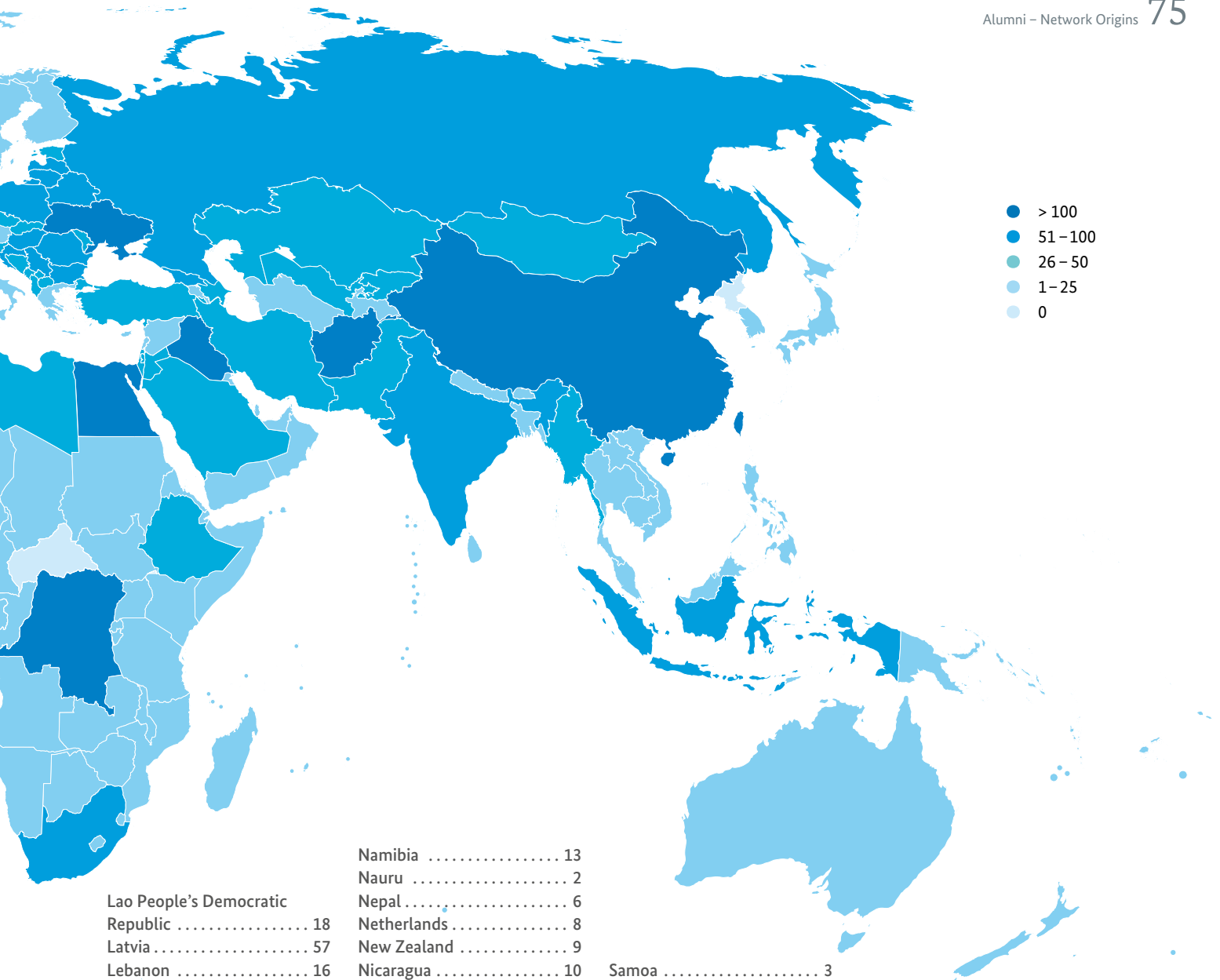
Overall, the “German Diplomacy Up Close – A Journey through the Federal Foreign Office” series has been great learning experience for our networkers, and we look forward to continuing it to provide our networkers valuable insights and opportunities to connect with leading experts in the field of diplomacy.

Network Origins

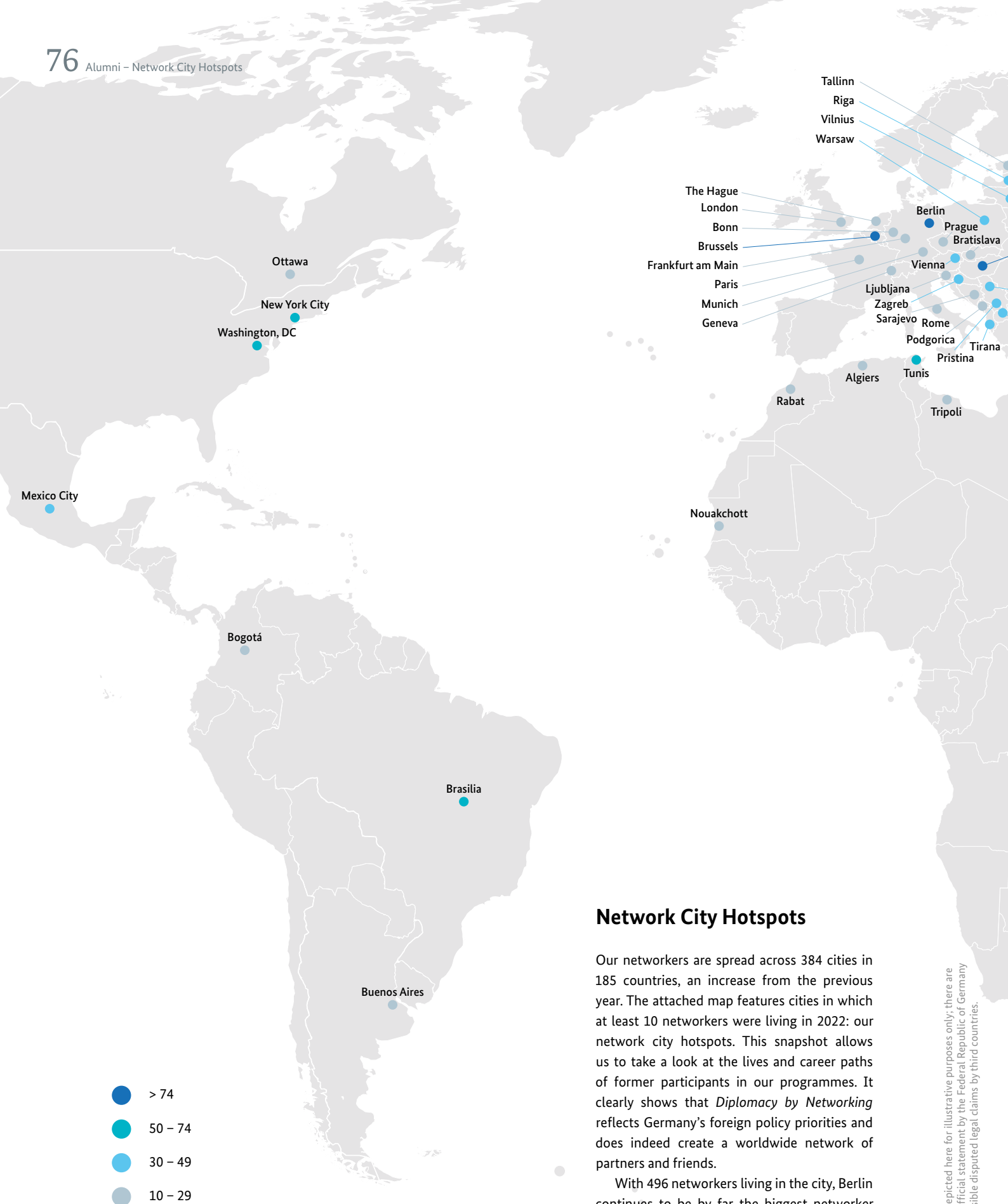
Where are our networkers from?

The following chart shows all places of origin and respective numbers of alumni who have participated in the programmes of Diplomacy by Networking since 1992. Participants come from 190 countries. The world map illustrates the number of alumni coming from the same place of origin.

Afghanistan	157
Albania	49
Algeria	30
Andorra	3
Angola	4
Antigua and Barbuda	2
Argentina	29
Armenia	22
Australia	16
Austria	2
Azerbaijan	40
Bahamas	1
Bahrain	18
Bangladesh	14
Barbados	2
Belarus	61
Belgium	10
Belize	2
Benin	7
Bhutan	3
Bolivia, Plurinational State of	3
Bosnia and Herzegovina	38
Botswana	12
Brazil	103
Brunei Darussalam	16
Bulgaria	55
Burkina Faso	4
Burundi	2
Cambodia	16
Cameroon	16
Canada	13
Cabo Verde	4
Chad	2
Chile	21
China	234
Colombia	32
Comoros	1
Congo	5
Congo, Democratic Republic of	10
Cook Islands	1
Costa Rica	11
Côte d'Ivoire	6
Croatia	51
Cuba	2
Cyprus	3
Czech Republic	49
Denmark	5
Djibouti	4
Dominican Republic	13
Ecuador	11
Egypt	208
El Salvador	11
Equatorial Guinea	3
Eritrea	2
Estonia	45
Eswatini	2
Ethiopia	34
Fiji	2
Finland	9
France	12
Gabon	5
Gambia	5
Georgia	57
Germany	93
Ghana	11
Greece	11
Grenada	3
Guatemala	8
Guinea	6
Guinea-Bissau	1
Guyana	6
Haiti	7
Honduras	11
Hong Kong	5
Hungary	63
India	96
Indonesia	98
Iran, Islamic Republic of	32
Iraq	105
Ireland	7
Israel	27
Italy	10
Jamaica	7
Japan	20
Jordan	26
Kazakhstan	27
Kenya	13
Kiribati	2
Korea, Republic of	11
Kosovo	49
Kuwait	22
Kyrgyzstan	35



Lao People's Democratic Republic	18	Namibia	13	Samoa	3	Timor-Leste	1
Latvia	57	Nauru	2	Sao Tome and Principe	2	Togo	8
Lebanon	16	Nepal	6	Saudi Arabia	28	Tonga	3
Lesotho	8	Netherlands	8	Senegal	4	Trinidad and Tobago	4
Liberia	9	New Zealand	9	Serbia	51	Tunisia	68
Libya	32	Nicaragua	10	Seychelles	7	Türkiye	27
Lithuania	56	Niger	6	Sierra Leone	5	Turkmenistan	25
Luxembourg	4	Nigeria	11	Singapore	9	Tuvalu	1
Madagascar	5	North Macedonia	47	Slovakia	42	Uganda	11
Malawi	9	Norway	8	Slovenia	29	Ukraine	246
Malaysia	19	Oman	18	Solomon Islands	2	United Arab Emirates	18
Maldives	8	Pakistan	41	Somalia	3	United Kingdom	14
Mali	6	Palestinian territories	36	South Africa	89	United States of America	18
Malta	4	Panama	11	South Sudan	19	Uruguay	13
Marshall Islands	3	Papua New Guinea	3	Spain	3	Uzbekistan	29
Mauritania	12	Paraguay	16	Sri Lanka	23	Vanuatu	6
Mauritius	9	Peru	14	Sudan	14	Venezuela, Bolivarian Republic of	8
Mexico	99	Philippines	9	Suriname	5	Viet Nam	22
Micronesia, Federated States of	1	Poland	55	Sweden	6	Yemen	18
Moldova, Republic of	40	Portugal	3	Switzerland	5	Zambia	11
Mongolia	31	Qatar	7	Syrian Arab Republic	11	Zimbabwe	11
Montenegro	27	Romania	56	Tajikistan	19		
Morocco	27	Russian Federation	59	Tanzania, United Republic	15		
Mozambique	2	Rwanda	5	Thailand	18		
Myanmar	44	Saint Kitts and Nevis	6				
		Saint Lucia	3				
		Saint Vincent and the Grenadines	1				



Network City Hotspots

Our networkers are spread across 384 cities in 185 countries, an increase from the previous year. The attached map features cities in which at least 10 networkers were living in 2022: our network city hotspots. This snapshot allows us to take a look at the lives and career paths of former participants in our programmes. It clearly shows that *Diplomacy by Networking* reflects Germany’s foreign policy priorities and does indeed create a worldwide network of partners and friends.

With 496 networkers living in the city, Berlin continues to be by far the biggest networker city cluster. This is likely to reflect the special interest of our former participants in Germany and German foreign affairs. Berlin is followed

All maps are depicted here for illustrative purposes only; there are in no way an official statement by the Federal Republic of Germany regarding possible disputed legal claims by third countries.

Network City Hotspots



by Kyiv with 167, Beijing with 166 and Cairo with 159 alumni. The fact that the capitals of Ukraine, China and Egypt are our largest alumni clusters is not surprising, as they represent some of the countries on which our largest and longest-standing nation-specific programmes have focused.

Furthermore, with Brussels (81), Washington, DC (54) and New York (50), there are three cities with a strong international orientation in the top 20, indicating that many of our networkers have found jobs in international organisations, in the hotspots of multilateral diplomacy.

In addition, the representation of our network in Eastern Europe is very high. Aside from our hotspot Ukraine, countries like Georgia with Tbilisi (41), Latvia with Riga (41) and North Macedonia with Skopje (39) stand out with a high number of alumni, which can be seen as a result of the success of our first programmes over thirty years ago for diplomats from Central and Eastern Europe.

We look forward to new hotspots being added to this map as our network continues to grow. In almost every capital and large city there are at least a few alumni. In the coming year we aim to foster our network through more in-person meetings and events in our city hotspots.



The Biggest Year in the History of the GDL: 13 Labs in 12 months

With more Labs in 2022 than in all the years since its founding combined, the past year was truly extraordinary for the Global Diplomacy Lab. Ever since the GDL's establishment in 2014, one four-day event, also known as a Lab, has been held each year, primarily organised by the Secretariat. As a members-driven project, however, fostering a sense of ownership among members is a key objective. In 2019, the decision was therefore taken that, from now on, members could not only propose their own ideas for events, but also, if selected, take the lead in planning as well as implementing them with support from the Secretariat. In this way, every Lab Host felt an even stronger sense of genuine ownership and pride in their project. Then, while the pandemic was in full swing, all planned Labs had to either take place online or be postponed to a – back then still unknown and potentially very distant – point in the future when meeting up with people in real life was possible again. This point in time turned out to be 2022.

In the past year, 12 Labs have been organised by GDL members and the Secretariat. The topics ranged from “Bringing Youth Voices into 21st Century Policies” and “Water Diplomacy 4.0: Process Matters” to rethinking the future of Training for International Diplomats under the heading “Realigning Diplomacy by Networking”. Sixty-eight members, dozens of external experts and over 45 young people pooled their knowledge, expertise and creativity together to work towards “diplomacy 4.0”: multi-stakeholder solutions in which global and local opportunities and challenges are linked to create the best possible solutions to current political challenges.



Learn more about the
Global Diplomacy Lab
on our website:
global-diplomacy-lab.org

Social Innovation to address the Nexus of Human Mobility and Development

**GDL Lab
in Mexico City,
Mexico**

**Impact Lab:
October 2021
to February 2022,
online**

UNDP Mexico approached the GDL about a joint project on the topic of migration in Mexico, as the country receives the second-largest number of migrants worldwide. The Lab was organised by the members Edna Martinez and Carolina Sheinfeld and, using a design thinking approach, the integration efforts of migrants were explored together with fellow members as well as community partners. Special attention was paid to the perspectives of sustainability, social justice and economic growth.

Lab Host Stefan Cibian and participating member Banu Pekol on the second day of the GDL's first face-to-face event since the pandemic.



Global Leadership and the SDGs: What Role for Local Communities?

GDL Lab in Făgăraş and Sibiu, Romania

Impact Lab: 15 to 19 May 2022

Follow-up Lab: 11 to 14 November 2022

Over half of the world's population lives in rural areas, yet on a global scale, they are almost invisible. Hosted by the Făgăraş Research Institute and organised by member Stefan Cibian, the Lab participants reflected on how rural as well as urban communities, including those with considerable diasporas, can play a constructive role in leadership when it comes to global challenges in politics, security and the SDGs. The members worked closely with different regional stakeholders on three tracks:

1. **The Făgăraş municipality and the SDGs (with the Făgăraş municipality as challenge holder);**
2. **Community foundations and the SDGs (with the Țara Făgăraşului Community Foundation as challenge holder);**
3. **Social entrepreneurship and the SDGs (with Ashoka Romania as challenge holder).**

Made possible thanks to a grant from the US State Department and additional funds provided by local partners and the FRI in Romania, a follow-up of the Lab took place from 11 to 14 November.

The participants finalised the deliverables resulting from the incubation and impact phase, worked on a series of training sessions for stakeholders in local communities, and also reflected on the Lab and its outcomes.

Bringing Youth Voices into 21st Century Policies

14 to 16 July 2022, online

Together with Training for International Diplomats as a challenge holder, five GDL members – Theresa Carrington, ElsaMarie D'Silva, Fabrice Muchiga, Nurana Mammadova and Ghada Zibri – organised an online Lab to address the gap in communication between diplomats and young people. To bridge this gap, the hosts made use of various interactive tools such as TED-style talks and co-creation sessions. Over four days, 18 diplomats and 42 young people from over 25 countries, above all the Global South, exchanged opinions, views and knowledge on the topics of changing economic and social environments that impact the future. In addition, each participating young person had the chance to – in tandem with a diplomat – propose and then refine a policy that they would like to see implemented in their country.



BRINGING YOUTH VOICES INTO THE 21ST CENTURY
DAY 1 LEARNING

OUR INTERNATIONAL FRAMEWORKS ARE NOT DELIVERING

REIMAGINE

EQUITY

SEE WITH NEW EYES

DEVELOPMENT REQUIRES STRUCTURAL CHANGES



Hannah Ryder
Development Reimagined

WEAK EDUCATION & KNOWLEDGE OF LANGUAGES

FINANCIAL PROBLEMS

POOR INFRA-STRUCTURE - ACCESS TO INTERNET

BARRIERS



POLIZY
TRANSFORMERS

WHAT DATA DO YOU NEED TO INFORM YOUR POLICY?

HOW WILL YOU ENSURE IT IS YOUTH-INFORMED?

YOUTH-LED RESEARCH



Kim Flores
Hello Insight

WEAK PARTICIPATION IN POLITICS/POLICIES

LITTLE EDUCATION

PHENOMENA OF LEAVING CIVIL SOCIETY

ERS

#HAPPY TO BLEED

PERSEVERE

IF ENOUGH PEOPLE TALK, THERE WILL BE AN IMPACT

YASS!

PREACH

IYKYK

STORYTELLING

TO SHIFT POLICY



Anshul Tewari
Youth Ki Awaaz


visual
@JULIAMOSAIQUE

Water Diplomacy 4.0: Process Matters

Incubation Lab: 14 to 16 June 2022, Berlin, Germany, hybrid format
Impact Lab: 24 to 27 August 2022, Ljubljana, Slovenia

Despite only joining the GDL in 2021, member Kathryn Bryk-Friedman nevertheless not only proposed but also implemented a Lab in 2022. On the topic of “Water Diplomacy 4.0: Process Matters,” she and her co-host ElsaMarie D’Silva gathered GDL members, experts on water issues and diplomats around a table. Conflicts and tensions over water as a natural resource are not only frequent but also running high. Transboundary water systems (TBWS) in particular are prone to conflict, and their nature makes cooperation and problem-solving integral aspects of managing them.

With the aim of co-designing a process toolkit based on scenario analysis for transboundary water systems, participants worked on five case clinics to engage with and hold discussions on the challenges of TBWS by applying different skills-building exercises. After a successful Incubation Lab, the impact phase focused on envisioning a new approach to TBWS challenges through a structured approach based on scenario analysis. The participants developed a Water Diplomacy 4.0 (process) toolkit with the aim of moving the needle on water insecurity challenges worldwide.



GDL members and external experts travelled to Ljubljana, Slovenia, for the Impact Phase of the Water Diplomacy Lab. Very befittingly, Ljubljana has excellent drinking water, something it is proud to showcase.

On the last day of the Lab in Mumbai, the GDL members and participating youths presented their results to local NGOs and other stakeholders and collected feedback.

The Impact of Urban Design on Inclusive Cities

14 to 17 September 2022, Mumbai, India, Impact Lab

GDL member and founder/CEO of the Red Dot Foundation ElsaMarie D'Silva proposed a Lab on the intersectionality of urban design and inclusivity of cities in 2020. After an online incubation phase, the participants were finally able to gather in person for the Impact Lab in Mumbai, India. Hosted by the Red Dot Foundation, GDL members, local stakeholders and young people came together to examine this intersectionality and improve governance and accountability in Mumbai. The city is one of extreme contrasts. For some, it is a place where dreams come true, but for others, it is a slum. Because of its challenging living conditions, it is in dire need of a more inclusive and safer infrastructure. During the impact phase, the participants developed four concrete ideas:

1. **Green urban commons in unused areas of the city for and maintained by local communities;**
2. **Youth civic fellowship with city institutional spaces: education, mentorship, internships, as well as a civic project for young people to learn how to be active citizens;**
3. **Publicly owned public spaces: an application to crowdsource information ward-wise that can be used by citizens;**
4. **Mumbai for all, all for Mumbai: increasing youth involvement in policy and politics through greater education and awareness-raising;**

Elsa and the Red Dot Foundation are going to present the outcome of the Lab at various UN Habitat events, such as the Urban Thinkers Campus and the World Urban Forum. In addition, the Foundation is going to implement some of these ideas in its own work.



Policy Workshop on Misinformation & Disinformation

28 September 2022, online

The phenomena of mis- and disinformation were brought to light yet again by current global events such as the elections in the Global South, the pandemic and climate change. In addition, the high penetration of smart phones and low bandwidth costs have made access to information on social media easy and cheap. As a result, both mis- and disinformation are on the rise. To combat this trend, GDL members Gaurav Sharma and Sylvia Mukasa planned a two-part policy workshop. The first part, which took place online on 28 September 2022, was dedicated to generating an understanding of “Misinformation and Disinformation in the Global South” through use-cases of current challenges linked to the phenomenon with a specific focus on digital literacy and social media penetration and misuse.

The impact phase is going to take place in Nairobi, Kenya, from 21 to 24 June 2023 and will centre around a policy discussion to identify key themes that should be taken into consideration regarding the online consumption of misinformation with a particular focus on lessons learned from the use of technology-based information flows. The results will be presented as a point of reference for policymakers (such as foreign ministries), relevant stakeholders, GDL members and partners, as well as local and global practitioners.

A Grassroots Efforts Approach for Peacebuilding adapted to Climate Security

26 to 29 October 2022, Slovenia

GDL members Dr Vivian Valencia, Kyle Matthews, Diego Osorio and Dr Stefan Cibian hosted a Lab in Ljubljana, Slovenia, with the aim of identifying communities that are successfully dealing with climate change-related conflict and then developing best practises to support other communities in their efforts. As different types of conflicts are either linked to or induced by climate change, the hosts saw a need to sit down with fellow members as well as external experts to develop a strategy to empower local communities in their struggles resulting from climate conflicts. Its focus is on creating a collaborative mechanism and maintaining a repository of local grassroots knowledge, expertise and civil society support. The participants discussed the nature of the climate security challenge with a focus on the local level, identified communities that have successfully developed and applied mechanisms for dealing with climate-related security issues, ascertaining which tools or mechanisms are missing and mapping key stakeholders.

Dr Vivian Valencia, one of the Hosts of the Climate Security Lab, guides the participants through the agenda for the day, which included elements held in a hybrid format.



Memory in Presence: Memorial Sites as Providers of Empowering Education

Incubation Lab: August to October 2022, online

Impact Lab: 7 to 12 November 2022, Buenos Aires, Argentina

After the GDL's 7th Lab entitled "Memory, Truth and Justice: Museums and Memory Sites as Spaces for Mass Atrocities Prevention" in 2017, participating members Julie August and Banu Pekol recognised the need for a continued dialogue.

Hosted by ESMA Memory Museum and the International Holocaust Remembrance Alliance, Julie and Banu invited their fellow members to dive deeper into the topic by developing sensitivity training for diplomats on the culture of remembrance. Societies that have been traumatised, for instance by dictatorship or war, are potential breeding grounds for extremist attitudes. Empowering these societies to come to terms with their past traumatic experiences is, therefore, crucial. During the Lab, the participants met different local stakeholders, such as children of perpetrators during the Argentinian dictatorship and experts on the culture of remembrance. They then drafted a potential training course for diplomats on the topic and presented it to representatives from the Argentinian Foreign Ministry and the Slovenian Embassy in Buenos Aires. A working group made up of members who participated in the Lab is developing this training further.



After the presentation of the results of the Lab to diplomats in Buenos Aires, a group picture was the last official item on that day's agenda.

Tired, but happy – Lab Hosts Julie August and Banu Pekol, along with Lea Schindler and Kyra Ritter from the Secretariat, all with big smiles.



Realigning Diplomacy by Networking

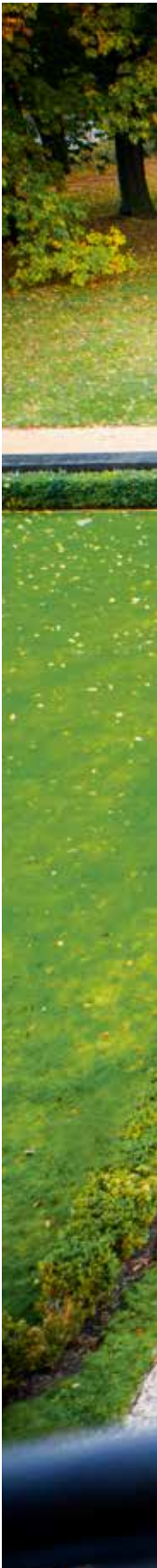
Incubation Lab: 16 to 19 October 2022, Berlin, Germany

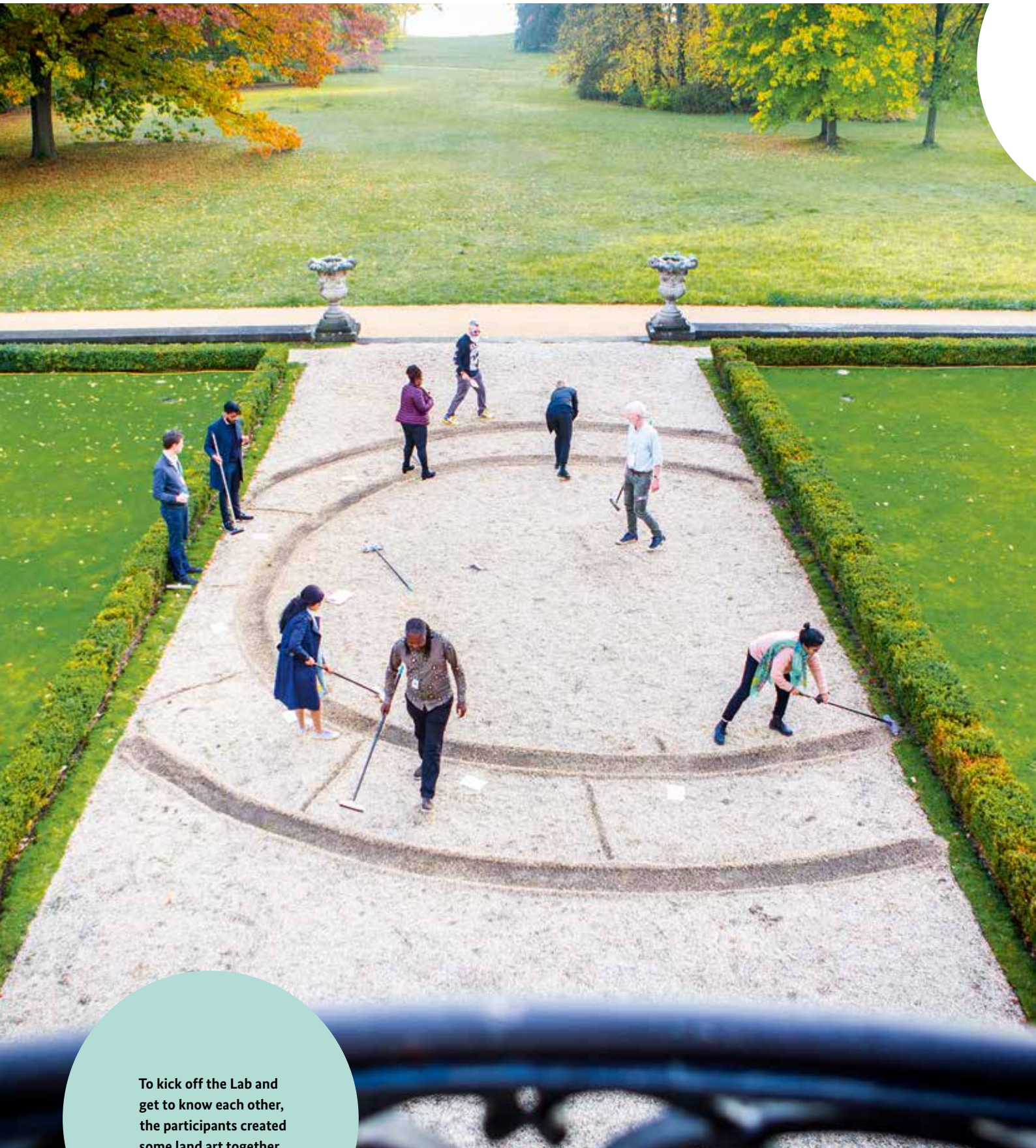
Training for International Diplomats celebrated its 30th anniversary in 2022 and its Head, Andrea Christ, decided to use this occasion to redefine the future of Germany's approach to train international diplomats. To this end, she enlisted the support of the Global Diplomacy Lab. Hosted by members Cristina Gallegos and ElsaMarie D'Silva, the incubation phase took place in Berlin with high-level diplomats from the Federal Foreign Office taking on the role of strategic partners. Around 12 GDL members participated in the Incubator Lab and will be joined by around 10 additional GDL members and FFO networkers for the impact phase. The participants defined the problems and challenges of the future of Training for International Diplomats in detail and explored in depth potential future pathways for the Division. During the Impact Lab in November 2023, they are going to map out concrete changes to the strategy of Training for International Diplomats to provide even better training for participants of the programme.

In 2023, the Global Diplomacy Lab is going to take up two of its projects from last year. The impact phases of the policy workshops on "Mis- and Disinformation" and "Realigning Diplomacy by Networking" are taking place in June and November, respectively. In addition, GDL members proposed new ideas, some of which are going to come to fruition in 2023 and others a little further down the line.



After a few official words of welcome, work began on the strategy for, and future of, Diplomacy by Networking.





To kick off the Lab and get to know each other, the participants created some land art together.

Foreign Policy – Better Fair than Feminist?

Foreign policy has long been too conservative and too outdated, and it has taken a long time to break with its old structures. With the concept of Feminist Foreign Policy (FFP), change finally appears to be on the horizon, especially in Germany with Foreign Minister Annalena Baerbock. More inclusion, more participation, more equality. Sounds good, doesn't it? GDL member Eirliani Abdul Rahman and Jesse Bump, a lecturer on Global Health Policy in the Department of Global Health and Population at the Harvard T.H. Chan School of Public Health, see room for improvement. They elaborated on this issue in an article for "Internationale Politik Quarterly".

"There have been various attempts to define FFP and a few studies on its efficacy, but there is no consensus definition or framework, and no cross-country comparison of its effect. This is despite seven countries adopting some form of it to date since Sweden launched its feminist foreign policy eight years ago – Canada in 2017, Luxembourg and France in 2019, Mexico in 2020 and Spain, Libya and Germany in 2021. These uncertainties are problematic. More broadly, differing understandings of a feminist foreign policy have created frictions between governments and civil society organisations", write Eirliani and Jesse.

In addition, the concept would not be able to realise its full potential, the authors conclude, listing four main points:

"First, the **term 'feminism' is sometimes polarising**. A 2020 survey about Canada's Feminist International Assistance Policy found that more than 50 percent of respondents believed feminist development, gender equality and/or women's empowerment programming did not benefit women but rather undermined men and boys. This perception runs counter to feminism's goals, and it is a serious obstacle for effective foreign policy." Because feminism tends to scare off people who are critical of it, it would be easier to change the wording so that women and other groups are more likely to benefit. Making feminism more attractive and not referring to it by its name is likely to be something that not everyone will agree with.

"Second, a **feminist foreign policy does not explicitly account for intersectionality, making it ineffective for issues with multiple dimensions or power differentials**," the authors write. Eirliani and Jesse offer an example: "If it overtly focuses on women and girls, as in Sweden, it may fail to capture complexities of race, ethnicity, religion, or age, and does not account for other vulnerable or marginalized groups. In Sweden's model, it is unclear whether intersectionality is actually implemented. For instance, it is insufficient to focus on women and girls in Europe without examining how Roma people may be excluded. Thus far, only Mexico and Spain have explicitly focused on intersectionality."

The Federal Foreign Office interprets the concept as follows: "In this context, the Federal Foreign Office applies the formula "3R+D": the aim is to promote the rights, representation and resources of women and marginalised groups, as well as to enhance diversity. In other words, feminist foreign policy describes first and foremost the way in which we want to work together in foreign, security and development policy in the future."

The third point of the authors' critique is as follows: "**FFP is specifically concerned with an outward-looking mandate and does not address domestic policies, leaving implementing governments open to accusations of hypocrisy and policy incoherence**" and a fourth point, especially relevant regarding the ongoing war in Ukraine: "**Feminist foreign policy debates sometimes oversimplify militaristic versus feminist, or weapons versus peace, into false binaries.**"

After years of working in the diplomatic service, Eirliani Abul Rahman, together with co-author Jesse Bump, shared her view on feminist foreign policy in an article for Internationale Politik Quarterly.



Therefore, the authors call for an expanded yet ambitious approach: **“Although equity is central to feminism, we advance ‘Fair Foreign Policy’ or FFP2.0 as a more inclusive concept with many advantages beyond a feminist foreign policy. FFP2.0 can resolve the four weaknesses we identify above. Where feminist foreign policy is centred on gendered problems, fairness is inclusive of all groups and does not carry the implication of favour or disfavour to any.”**

But do they run the risk of being very broad? As they themselves write: “We employ the term ‘fair’ broadly, meaning ‘treating an individual or a group of people in a right or reasonable manner, equally, not coloured by personal opinions or judgment’. Fairness could inform foreign policy to challenge the gendered binaries inherent in post-Westphalian diplomacy – the masculine state as the benchmark – and the patriarchal association of masculinity with universality and objectivity, while alternatives are silenced or dismissed.”

It is clear that the authors want an approach that explicitly goes beyond narrow versions of feminism that are not intersectional. “‘Fair’ makes space for gender diversity,” they argue, citing an applied version of the legal and critical race theory scholar Kimberlé Crenshaw’s definition of intersectionality. “FFP2.0 permits the disruption and transformation of harmful historic norms such as those relating to colonialism, racism, patriarchy, ableism and sexism, and recognizes the rights of LGBTQI+, rural and indigenous people.”

Eirliani and Jesse sum up their stance in one sentence: **“‘Fair’ foreign policy is untainted by the colonial and imperial links to the term ‘feminist’ and is therefore more appropriate globally.”**



ElsaMarie D'Silva is one of the GDL's most active members. Not only did she (co-)host several Labs in 2022, but she is also a member of the W7.

W7: Time to Deliver

At the G7 Summit that took place in July, global political issues and challenges such as Putin's war of aggression in Ukraine and the climate crisis were discussed in depth. Already in May, representatives of the W7 – a group of civil society organisations that come together to promote proposals on gender equality and women's rights within the G7 process – convened in Berlin at a meeting entitled "Time to Deliver" during the 2022 W7 Summit. Representatives from civil society, politics and science gathered online and offline, after W7 advisors from 24 countries had already met in working groups to develop political demands for the G7 Heads of State and Government. GDL member ElsaMarie D'Silva was part of the overall process.

The result was a joint declaration, the W7 Communiqué and the W7 Implementation Plan, which were presented to G7 President and German Chancellor Olaf Scholz. "It is high time for action, results and clear commitments from the G7 on gender equality," Beate von Miquel, Chairwoman of the German Women's Council, said at the handover.

The goal of the W7 is to "put gender equality at the centre of the G7 negotiations and formulate strong demands to the G7 Heads of State and Government."

The group calls for the following principles for a sustainable and gender-just transformation:

- **Ensure meaningful participation and representation of women and girls in decision-making;**
- **Apply gender equality as a cross-cutting principle;**
- **Implement gender-responsive budgeting;**
- **Invest in a sex- and gender-responsive, intersectional approach to data generation.**

The principles are followed by a list of particular issues such as:

- **Enable gender-equitable COVID recovery, adopting transformative economic policies that address structural barriers to gender equality;**
- **Eliminate discrimination against women in all their diversity in the world of work and entrepreneurship;**
- **Invest in gender-transformative climate action and in biodiversity conservation measures;**
- **Commit to the funding of comprehensive sexual and reproductive health services.**

It is now up to the G7 to implement the proposals made by the W7, including GDL member ElsaMarie D'Silva, for a more inclusive future for us all.

Why we need More Feminist Voices in Water Diplomacy

Does it make a difference for water diplomacy how many women sit at the table during negotiations? The answer is clear: yes. Although a great deal of research has been conducted on the role of gender in water management at the local level, transboundary water systems have until now been largely, if not completely, ignored. Water diplomacy, particularly in TBWS, lies at the intersection of engineering and diplomacy. Both areas of expertise are more male-dominated, which means that their processes, principles and approaches have been, for the most part, shaped by men with their way of thinking and experiences.

As a result, women often have to work harder than men in masculinised areas to get the same recognition. GDL member Kathryn Bryk-Friedman, who is an expert in water diplomacy and hosted a Lab on the topic, is of the opinion that “both research and experience demonstrate that transboundary water diplomacy is a reflection of the perspectives and voices at the table. As such, it is critical that women are brought to this table – not just influencing decisions behind the scenes, but actively making decisions that affect communities across the globe. We must continue to empower women through skills training, mentoring and education if we intend to move the needle in this space”. Research backs her up: it has been found that sessions on water diplomacy that involved women were more cooperative, but interestingly not because of the way the women behaved, but because of the way in which male participants behaved in their presence. More emphasis was placed on politeness and less confrontational styles of arguing were displayed. It is very important to Kathryn to make female voices heard. That is why she invited Irena Creed, a hydrologist and professor, as an external expert to her Lab on Water Diplomacy 4.0. Irena brought incredible expertise and a diverse skill set to the table that played a key role in shaping the outcome of the Lab. Usually, only members of the Global Diplomacy Lab’s Leading Partner networks can become members of the GDL, but Irena Creed was universally supported as an excellent candidate, even though not an alumna of any partner network and, as of 2023, is now a member of the GDL.



Kathryn Bryk Friedman,
Host of the Water Diplomacy
4.0 Lab and a water expert,
is a strong advocate for more
female voices in the field.



1-da



Team

Internationale Diplomatenausbildung
Diplomacy by Networking





Dear Readers,

My name is Özer Kürklü. Since August 2022, I have been working in document management for the Diplomacy by Networking division and belong to the permanent staff, which consists of seven colleagues, alongside numerous other external employees and interns. Prior to this, I was posted to Beirut in Lebanon, where, among other tasks, I processed national visas.

When I started out at Diplomacy by Networking, I didn't have a clear idea of what this job entailed or what exciting work was lying in store for me. I was very pleasantly surprised in this regard.

Since I love working in a diverse environment that has an international focus, my expectations were met to a great extent here. I find meeting people from all over the world, who travel to participate in the courses and events of Diplomacy by Networking and thus get to know both the Federal Foreign Office and Germany, particularly stimulating. It's quite normal to bump into people with interesting backgrounds in the corridors and rooms of the division on a daily basis, and you also have the opportunity to get into conversation with them. The participants are extremely curious and have many questions, which you can talk about together. It's fascinating to see the extremely wide range of backgrounds they have, and you can learn a lot yourself at the end of the day.

I'm delighted to be a member of Diplomacy by Networking's dynamic and diverse team. The work we do is important as it helps to equip diplomats with the skills and networks that they need. I'm grateful for the opportunities and experiences I have had here, and I look forward to further encounters and to continuing to be of assistance also in the future.



»Behind the scenes at
Diplomacy by Networking«

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Internationale Diplomatenausbildung Diplomacy by Networking

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Programme 2023

Programmes 2023

January – March

IDL | 46. Internationaler Diplomatenlehrgang
 IDP | 13th International Diplomats Programme
 EGY | 8th Executive Seminar for Diplomats from Egypt
 JOR | 1st Executive Seminar for Diplomats from Jordan
 EU | 1st Executive Seminar on EU – Rapprochement and Integration

April – June

NMO | 20th Executive Seminar for Diplomats from the Middle East and North Africa
 UKR | 11th High Level Experts Programme Ukraine
 Wi | Executive Seminar for Diplomats on Economics in Foreign Policy

July – September

DK | 17. Diplomatenkolleg

October – December

IF | 20th International Futures
 WAP | Executive Seminar for Diplomats on Values and Foreign Policy
 FFP | 2nd Executive Seminar on Feminist Foreign Policy
 INKL | Executive Online Seminar for Diplomats with Disabilities on Multilateralism

Alumni Activities in Germany and Abroad

26th Network Consolidation Programme: “Digital Resilience” (April)
 Regional Network Conference in Cairo, Egypt: “Common Horizons: Energy Security and Climate Change” (June)
 Strategic Foresight Workshop (June)
 27th Network Consolidation Programme: “Shifting Paradigms: Reimagining European Security Policy” (July)
 28th Network Consolidation Programme: “Peace Mediation: Level 1” (October)

Global Diplomacy Lab

Impact Lab on Mis- and Disinformation in Nairobi, Kenya (June)
 Impact Lab on Realigning Diplomacy by Networking in Berlin, Germany (November)
 Several additional activities such as Bled Strategic Forum and Africa Day (in cooperation with Slovenian Ministry of Foreign Affairs)

Nachruf | In Remembrance

The entire 1-DA Team mourns the loss of the widely respected and dedicated Ambassador and Programme Director Dr Heinrich Seemann.



Dr Heinrich Seemann

Throughout his career, Dr Heinrich Seemann demonstrated a deep passion for diplomacy and a genuine commitment to promoting understanding and cooperation among nations. His unwavering dedication to his work and his impeccable professionalism earned him the respect and admiration of his peers and the people he served. Upon his retirement, he started to share his experience with young diplomats at Diplomacy by Networking. He will be remembered by the Team for organising the first course for young diplomats from the Islamic world in 2002. As a wise and compassionate Programme Director, he never hesitated to lend a helping hand or offer useful advice. All who knew him admired his knowledge of political issues and strong sense of responsibility, as well as his polite, sincere demeanour. It is with deep sorrow that we remember him, but his memory will continue to inspire us to strive to build a better and more peaceful world.

May he rest in peace.

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