

HFX

PEACE WITH WOMEN FELLOWSHIP



Class of 2022 Report



2022 Fellows with HFX President Peter Van Praagh during orientation ■

OVERVIEW

Increasing women's leadership in international security is central to strengthening strategic cooperation among the world's democracies. To that end, the HFX Peace With Women Fellowship brings together senior, active-duty, female military officers from NATO member and partner countries for a three-week executive tour of the political and technology capitals of the United States and Canada.

The Fellowship is designed to challenge participants by engaging with senior government, military, corporate, and academic leaders to discuss and better understand the world's leading security issues. The program endeavors to not only ensure that the Fellows can discuss the problems and ideas they face, but also propose innovative solutions and apply what they learn in their home countries. HFX is proud to lead the security community with this unprecedented Fellowship program advancing women's leadership in security, while fostering a dynamic network of women military leaders across the world.

PROGRAM

The Fellowship program draws from diverse sectors, including defense, science and technology, government, media, academia, and civil society. In keeping with HFX's goal of advancing a broad vision of security, the Fellowship aims to extend its focus beyond the traditional definitions of national and international security.

The 2022 Fellowship program began on October 24 in Washington, DC. Meetings in Washington included those with the Department of Defense, Department of State, USAID, the White House Gender Policy Council, the U.S. Institute of Peace, the Center for Strategic and International Studies, the media and private sector. Following Washington, the Fellows traveled to San Francisco where academic and private sector meetings focused on Africa, Asia, nuclear weapons, cybersecurity, technology and innovation.

In Toronto, the program focused largely on the issue of technology and security and the Fellows were briefed on public opinion by IPSOS and filmed interviews for the **Halifax International Security Forum**. The last leg of the Fellowship took place in Ottawa and included meetings with Minister of Defence Anita Anand, other officials from the government of Canada, the Canadian Red Cross and the Canadian Global Affairs Institute, a NATO Arctic crisis simulation with the Macdonald-Laurier Institute and participation in the annual Remembrance Day ceremony.

The 2022 Halifax International Security Forum was the capstone of the program with three days of conference sessions and meetings with top decision-makers, including senior military officers, cabinet-level officials, members of the US Senate, and global industry leaders.

PARTICIPANTS

The 2022 Fellowship included thirteen leaders from NATO and NATO-partner countries, including one new country (Austria) and two U.S. military services (the Coast Guard and Space Force). Between them, the 2022 Fellows have 26 higher education degrees, 26 deployments and 330 years of combined service.



Colonel Cordula Becker-Ebert, MD
Director, Chief of Branch Public Health FMOd, Germany



Colonel Julie Callacott
Canadian Forces Intelligence Command Assistant Chief of Staff Support, Royal Canadian Air Force, Canada



Captain Cécile Dumont-Dayot
Naval Air Base Commanding Officer, French Navy, France



Group Captain Leah Griffin
Commandant, Defence School of Logistics and Administration, Royal Air Force, United Kingdom



Lieutenant Colonel Inga Jancevičienė, MD
Chief of Joint Medical Department Defence Staff, Lithuania



Colonel Lina Kongshavn
National Liaison Representative to NATO ACT, Norwegian Royal Air Force, Norway



Colonel Nicole Petrucci
Operations Research Analyst, U.S. Space Force, United States



Brigadier General Sylvia-Carolina Sperandio, MD
Director, Military Health Services, Austria



Captain Jenny Ström
Commanding Officer, 3rd Naval Warfare Flotilla, Swedish Navy, Sweden



Colonel Rebecca Talbot
Australian Liaison Officer to the U.S. Joint Staff Directorate of Logistics and U.S. Transportation, Australian Army, Australia



Colonel Lara Troy
Commander Joint Movements, Australian Army, Australia



Captain Carolien Verbene
Head of the Policy Control, Department Directorate of Finance & Control, Royal Netherlands Navy, Netherlands



Captain Erin Williams
Commanding Officer, USCG Activities Far East, U.S. Coast Guard, United States

SELECTION COMMITTEE

Five experts from a variety of fields served on the Selection Committee that was responsible for reviewing candidate applications and making recommendations for the 2022 Fellowship class.



Chair: Iain Paterson, Well Health Technologies Corporation
Lieutenant General (Ret.) D. Michael Day, Canadian Armed Forces
Colonel (Ret.) Kathy Graef, United States Armed Forces
Gina Bennett, Edmund A. Walsh School of Foreign Service, Georgetown University
Dr. Jacquelyn Schneider, Hoover Institution, Stanford University



■ Fellows during a meeting with U.S. Senators Shaheen, Gillibrand, Rosen, and Congresswoman Jacobs

IMPACT

The Fellowship followed a successful curriculum model that expands participants' understanding of international security through an intersectional approach that goes beyond traditional military education to include emerging technological and societal trends, taking into account Fellows' specific interests as well.

The impact of the Fellowship is intentionally measured throughout the program. Before the beginning of the program, Fellows were asked about their top interests in international security and what topics they would like to see covered throughout the program. On the first day of the Fellowship in Washington, an external monitoring and evaluation team met with the Fellows to discuss their goals and expectations as well as the knowledge, skills and networks they hoped to gain. During that session, one Fellow said "This fellowship is already helping. We are strengthened by knowing we are not alone." During the program, daily online surveys sought to measure the quality of the meetings and speakers. At the end of each city leg, there were in-person group meetings to discuss the events, content and overall program in that location.

In a post-program evaluation, Fellows shared that they valued the opportunities offered by the program and praised it as an important contribution to their professional development. Without exception, Fellows said that the program provided a unique opportunity to meet and get to know other female senior officers with similar experiences. Fellows also said that, as a result of their participation in the program, they now have a better understanding of how they can serve as role models to junior women officers and younger civilian women.

PODCAST GUESTS

Fellows Julie Callacott, Jenny Ström and Erin Williams were featured on the Center for Strategic and International Studies (CSIS) Smart Women, Smart Power Podcast. Each discussed a major decision that she made or helped make and explored with host Kathleen McInnis the extent to which gender made a difference when it comes to decision-making. While research and literature exist about how gender equity can improve teams in the private sector, the value of equitable teams is harder to discern in the public policy space because there is no profit margin or bottom line against which to assess outcomes. The podcast series looks at the extent to which having women in positions of power influences public policy decision-making outcomes.

ALUMNAE

The 2020 Fellowship Class participated in the 2022 Halifax International Security Forum, where they joined the 2022 Class as well as other Fellowship alumnae. With each new class completing the program, the alumnae network continues to expand and former Fellows continue to rise in the ranks. Among the 56 former Fellows, 15 are ranked as general officers.



■ Fellows before the opening plenary session at the Halifax International Security Forum



■ U.S. Space Force Colonel Nicole Petrucci with U.S. Secretary of Defense Lloyd Austin III



■ Fellows during a meeting on technology and security with Selection Committee Member Iain Patterson

TEAM

The Fellowship was led by a fresh team in 2022. Susan Markham is the new Director of the Peace With Women Fellowship program at HFX. She previously served as a partner and co-founder of Smash Strategies, as the Senior Coordinator for Gender Equality and Women's Empowerment at USAID, as Director of Women's Political Participation at the National Democratic Institute, and previously as a political consultant domestically. She earned a Master's degree from George Washington University and a Bachelor of Arts from the Ohio State University. Mekayla Tucker joined HFX as the Program Associate for the Fellowship, where she supports the planning and programming of the Fellowship. She is a recent graduate from The Johns Hopkins University SAIS where she obtained her Master's degree in International Affairs and International Economics. She graduated from George Washington University with her B.A. in International Affairs.

CONCLUSION

HFX takes great pride in creating the opportunity for officers across the NATO Alliance to further develop their leadership, knowledge, and networks to support security priorities. The number of alumnae continues to grow and their shared experiences keep them connected across the globe. When Fellows return home, they understand that it is not the end of the Fellowship - it is just the beginning. HFX is committed to expanding the scope and impact of its work to broaden the definition of security. While the Fellowship will remain a key component, additional activities, including building a network of women in the security sector, will be introduced in the year to come.

APPENDIX: MEETINGS AND CONTENT

Government:

- Anita Anand, Minister of Defence, Canada
- Erin Cooper, Deputy Director for Women, Peace, and Security, Office of Secretary of Defense, U.S. Department of Defense
- Cailin Crockett, Director for Military Personnel & Readiness, National Security Council/Senior Advisor, White House Gender Policy Council
- Captain John Egan, U.S. Coast Guard Attaché to Canada
- Kirsten Gillibrand, U.S. Senator, New York
- Jennifer Hawkins, Senior Women, Peace and Security Advisor, USAID
- Sonya Holt, (Ret.) Deputy Associate Director of CIA for Talent for Diversity and Inclusion and Chief Diversity and Inclusion Officer
- Sara Jacobs, U.S. Member of Congress, CA-53
- Bonnie Jenkins, Undersecretary of State for Arms Control and International Security, U.S. Department of State
- Rupal Kharod, (Ret.) FBI Intelligence Analyst
- Lawrence Livermore National Laboratory
- Lida Noory, Senior Advisor and Director for Women, Peace, and Security in the Secretary's Office of Global Women's Issues, U.S. Department of State
- Jacqueline O'Neill, Ambassador for Women, Peace, and Security, Canada
- Brooke Owens, Women, Peace and Security Advisor, Joint Staff J5, U.S. Department of Defense
- Jacky Rosen, U.S. Senator, Nevada
- Jeanne Shaheen, U.S. Senator, New Hampshire
- Mike Smith, Director Office of Global Program and Initiatives, Bureau of Political-Military Affairs, U.S. Department of State
- Jody Thomas, National Security and Intelligence Advisor, Office of the Prime Minister, Canada

Military:

- Lt. General Nina Armagno, Director of Staff, Headquarters U.S. Space Force
- James Baker, Director of Net Assessment, U.S. Department of Defense
- Admiral Rob Bauer, Chair of the NATO Military Committee, NATO
- Ms. Caroline Baxter, Deputy Assistant Secretary of Defense for Force Education and Training, U.S. Department of Defense
- Canadian Forces College
- Lieutenant General (Ret.) D. Michael Day, Canadian Armed Forces
- Meike Eoyang, Deputy Assistant Secretary of Defense for Cyber Policy, U.S. Department of Defense
- Admiral Linda Fagan, Commandant, US Coast Guard
- Admiral Lisa Franchetti, Vice Chief of Naval Operations

- Dr. Mara Karlin, Assistant Secretary of Defense Strategy, Plans, and Capabilities, U.S. Department of Defense
- Lt. General Mary O'Brien, Director of Command, Control, Communications and Computer (C4)/Cyber, and Chief Information Officer, J6, Joint Staff
- Michelle Strucke, Deputy Assistant Secretary of Defense, U.S. Department of Defense

Civil Society:

- Daniel Araya, CIGI Senior Fellow and Senior Partner at the World Legal Summit
- Elsa Barronis, Research Fellow, Center for Climate and Security
- Dr. Balkan Devlen, Senior Fellow, Macdonald-Laurier Institute
- Sahana Dharmapuri, Director, Our Secure Future
- Paul Fagan, Director of the Human Rights and Democracy Programs, McCain Institute
- Dr. Mohamed Habsah, Health Advisor, Health in Emergencies, Canadian Red Cross
- Hans Hogrefe, Congressional Fellow, Our Secure Future
- Brigitte Hugh, Research Fellow, Center for Climate and Security
- Kathleen Kuehnast, Director, Gender Policy and Strategy, U.S. Institute of Peace
- Branka Marijan, Senior Researcher, Project Ploughshares
- Mai Mavinkurve, Senior Fellow, Centre for International Governance Innovation (CIGI)
- Kathleen McInnis, Senior Fellow, International Security Program and Director, Smart Women, Smart Power Initiative, Center for Strategic and International Studies
- Bessma Momani, CIGI Senior Fellow and Professor and interim Assistant Vice, President of International Relations, University of Waterloo
- Dr. David Perry, President, Canadian Global Affairs Institute
- Dr. Heather Exner-Pirot, Senior Policy Analyst and Research Coordinator, Macdonald-Laurier Institute
- Cody Ragonese, Senior Program Officer, Equimundo
- Andrea Rezzonico, Deputy to the CEO and the Deputy Director, Converging Risks Lab
- Nicole Ripley, Senior Program Officer, Asia Foundation
- Dr. Sophie Rondeau, Senior Legal Advisor, International Humanitarian Law, Canadian Red Cross
- Paul Samson, President, Centre for International Governance Innovation (CIGI)
- Ms. Sharonya Sekhar, Director of Humanitarian Diplomacy, Policy and Global Relations, Canadian Red Cross
- Ms. Lakmini Seneviratne, Operational Legal Coordinator, International Committee of the Red Cross
- Aaron Shull, Managing Director and General Counsel, CIGI

- Erin Sikorsky, Director of the Center for Climate and Security and the International Military Council on Climate and Security
- Dr. Salim Sohani Senior Director, Health in Emergencies, Canadian Red Cross
- Kristina Wilfore, #ShePersisted

Academia:

- Gina Bennett, Adjunct Associate Professor, Center for Security Studies, Georgetown University
- Paula Doyle, Adjunct Associate Professor, Center for Security Studies, Georgetown University
- Joe Felter, Research Fellow, Hoover Institution
- Jendayi Frazer, Duignan Distinguished Visiting Fellow, Hoover Institution
- Herb Lin, Hank J. Holland Fellow in Cyber Policy and Security, Hoover Institution
- Dr. Rob Huebert, Associate Professor
- Jacquelyn Schneider, Hoover Fellow, Hoover Institution

Private Sector:

- Diane Ashley, Managing Director, Deloitte Consulting
- Debbie Baxter, Partner, Real Estate Advisory, Deloitte Canada
- Judith Bennett, Director General, Materiel Systems and Supply Chain, PMP
- Darlene Chiu Bryant, Executive Director, GlobalSF
- Dean Fealk, Co-Managing Partner, DLA Piper

- Nicole Foster, Head of Global Communications & Inclusion and Outreach Programs, AWS
- Darren Hawco, VAdm (Ret.), Executive Advisor, Consulting, Deloitte
- France Hébert, Vice President and General Manager, Defence & Security, CAE
- Beth McGrath, Managing Director, Government and Public Services, Deloitte
- Iain Paterson, Chief Information Security Officer, WELL Health Technologies Corp.

Media/Public Affairs:

- Adrienne Arsenault, CBC News
- Darrell Bricker, Ipsos
- Jennifer Griffin, Fox News
- Missy Ryan, Washington Post

Diplomatic Sessions were hosted in Washington, DC by HFX and in Ottawa by Susannah Goshko, the British High Commissioner to Canada and the Women in Defence and Security Canada. Both receptions provided the opportunity for Fellows to meet with their diplomatic representatives.

A Leadership Session took place in Ottawa, allowing the participants to meet with military and Department of National Defence leaders in Canada to discuss professional leadership, challenges and solutions. The session was led by Brigadier General Tattersall.



■ Fellows speak with Beth McGrath, Managing Director, Deloitte Consulting

About HFX

Halifax International Security Forum (HFX) is dedicated to strengthening strategic cooperation among democratic nations.

HFX is an independent, non-profit, non-partisan organization based in Washington, DC.

Our flagship **Halifax International Security Forum** is widely recognized as the world's foremost security conference for democracies. The annual Forum in Halifax, Nova Scotia attracts an array of top decision-makers, including senior military officers, cabinet-level officials, members of the U.S. Senate, and global industry leaders, along with leading journalists, strategists, and champions for human rights from around the globe.

HFX also convenes high-level meetings in Washington, London, and elsewhere, as well as produces public policy recommendations and strategic advice on the major geopolitical challenges of the day.

HFX thanks the following sponsors of the 2022 Peace With Women Fellowship:

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