

Diversity and Inclusion: French and American Perspectives

February 4th 2017, Harvard Kennedy School, Taubman and Belfer buildings, Cambridge, MA, USA

MORNING SESSIONS:

Breakfast served and badge pick-up (8:00-8:45)

5th floor of Taubman Building, 15 Eliot Street, Cambridge

Welcoming remarks (8:45-9:00)

- **Claire Boine**, Chair of the HKS francophile club, Co-Chair of the Symposium
- **George-Axelle Broussillon Matschinga**, Vice President of Diversity of HKS Student Government, Co-Chair of the Symposium
- **Valéry Freland**, Consul General of France in Boston

Opening remarks (9:00-9:10)

Patricia Bellinger, Executive Director and Adjunct Lecturer at the Center for Public Leadership at the Harvard Kennedy School, specialist of diversity and inclusion

Introductory lecture (9:15-9:45)

“Europe between religious identity and religious freedom”, lecture by Olivier Roy, joint-chair at the Robert Schuman Centre for Advanced Studies and Political and Social Sciences department of the European University Institute in Florence (Italy)

Discussion panel: Inclusion through public policy in France and the US (9:45-11:15)

Location: Nye A, B, C Taubman 5th floor, HKS

Both in France and in the United States, public policies can be effective to solve the pressing social issues of exclusion and discrimination of all kind. This panel aims at examining the effectiveness of policies implemented at the local and national levels in France and the US. What are the impacts of these policies? Who mainly benefits from them?

- **Jacqueline Bhabha**, Ph.D., attorney, Professor of the Practice of Health and Human Rights at the Harvard T.H. Chan School of Public Health, junior lecturer in Law at Harvard Law School, adjunct lecturer in Public Policy at Harvard Kennedy School
- **Sal DiDomenico**, State Senator for the Middlesex and Suffolk District of Massachusetts
- **Nawel Rafik-Elmrini**, Deputy mayor of the city of Strasbourg, France (Boston sister city), in charge of international relations and human rights, councillor of the urban community of Strasbourg
- **Daniel Sabbagh**, Ph.D., Senior Research Fellow, Sciences Po Paris, specialist of comparative analysis of affirmative action in France and the US

- **Pierre Sallenave**, Ph.D., President of the Department of City, Transportation and Environment at the Ecole Nationale des Ponts et Chaussées, former general director of ANRU, the French national agency for urban renovation
- **Jacques Toubon**, Former French minister, French *Défenseur des Droits*
- *Moderator*: **Tim McCarthy**, Ph.D., Lecturer on History and Literature, Adjunct Lecturer on Public Policy at the Harvard Kennedy School, Director of the Sexuality, Gender, and Human Rights Program at the Carr Center for Human Rights Policy

Short break 11:15 - 11h30

The audience splits among three sub-group meetings until 1:00 pm

Action-oriented panel: Solving conflict and creating empathy in diverse settings (11:30-1:00)

Location: Nye A, B, C, Taubman 5th floor, HKS

How to create dialogue, empathy and conflict resolution between diverse populations?

- **Roger Brooks**, Ph.D., President and CEO of Facing History
- **Maria-Fernanda Gabriel Hanning**, City Councillor, Strasbourg, France (Boston sister city)
- **Robert Livingston**, Ph.D., Lecturer of Public Policy at Harvard University's John F. Kennedy School of Government, specialist of diversity, leadership, and social justice at the micro and the macro level
- **Eva Millona**, Executive Director of the Massachusetts Immigrant and Refugee Ad-

Action-oriented panel: Education and diversity (11:30-1:00)

Location: Allison Dining Room, Taubman 5th floor, HKS

How to manage diversity in schools and universities? How to ensure that they are inclusive? Can education be a tool for inclusion in society? What are the implications of affirmative action? How can children and students learn to be inclusive?

- **Charline Avenel**, Executive Vice President, Sciences Po Paris
- **Karen Jackson-Weaver**, Ph.D., Senior Associate Dean for Degree Programs & Student Affairs, Harvard Kennedy School
- **Margareta Matache**, Instructor and Director of the Roma Program, FXB Center for Health and Human Rights, Harvard University

Action-oriented panel: diversity and employment (11:30-1:00)

Location: Weil Town Hall, Belfer building, 65 JFK Street, 1st floor, HKS

Can diversity be an asset in the workplace? How to manage diverse teams? How can the private sector promote inclusion in society? What are some examples of successful initiatives in favor of inclusion in the workplace?

- **Rohini Anand**, Ph.D., Senior Vice President Corporate Responsibility and Global Chief Diversity Officer, Sodexo
- **George-Axelle Broussillon Matschinga**, International Diversity Expert, VP Diversity, Harvard Kennedy School's Student Government
- **Karilyn Crockett**, Ph.D., Director of Economic Policy

- vocacy Coalition (MIRA)
- **Marie Trellu-Kane**, social entrepreneur, Founder of Unis-Cité, France, Member of the French Social, Economic and Environmental Council
 - *Facilitator: Andrew H. Bellisari, Ph.D. Candidate, Department of History, Graduate School of Arts and Sciences, Harvard University, Co-Chair of the Harvard GSAS Francophone Club*
 - **Evelyne Hebrault**, Director, P'tits Bouts School, Education Française Greater Boston, Special education and immersive language learning
 - **Natasha Kumar Warikoo**, Ph.D., Associate Professor of Education at Harvard University, specialist of racial and ethnic diversity and of students' conceptualized identities
 - *Facilitator: Henry Shah, Harvard College, B.A., History & Literature (2017)*
 - & Research at the City of Boston, co-founder of the Multicultural Youth Tour Of What's Now
 - **Rita Hardiman**, Ed.D, Chief Diversity & Inclusion Officer, Keolis Commuter Services
 - **Régis Mulot**, Executive Vice President of Global Human Resources, Staples
 - **Aline Scouarnec**, Ph.D., University Professor, Université de Caen, IAE CAEN, and ESSEC Executive Education, President of AGRH (French association of human resources), Co-Chief Editor of the Journal Management & Avenir
 - *Facilitator: Eva Bernard-Lohman, MCOMPA Candidate, Harvard Kennedy School*

Lunch served (1:00-2:00) (For all present)

AFTERNOON SESSIONS:

“Minority Presence in a Reactionary Age: Revisiting Representation”, lecture by **Bruno Perreau**, Ph.D., Associate Professor of French Studies at MIT **(2:00-2:30)**

Discussion Panel: The relation between individual and collective identities (2:30-4:00)

Location: Nye A, B, C, Taubman 5th floor, HKS

Is there tension between individual identity and collective identity? What are the French and American perspectives on an individual's multiple identities?

- **Nicolas Prévélakis**, Ph.D., Assistant Director of Curricular Development, Center for Hellenic Studies, Lecturer on Social Studies, Harvard University

- **Zahia Rahmani**, Writer, Director of the Research Program on Art and Globalization at the French National Institute of the History of Art (INHA)
- **Lakshmi Ramarajan**, Ph.D., Assistant Professor in Organizational Behavior at Harvard Business School, specialist on the consequences of identities in organizations
- **Susan Rubin Suleiman**, Ph.D., Writer, C. Douglas Dillon Research Professor of the Civilization of France and Professor of Comparative Literature, Harvard University
- *Moderator*: **Sylvain Bruni**, President of the Boston Pride, Cognitive Systems Integration lead at Aptima, New England French Consular Councillor

Short break 4:00-4:15

The audience splits among three sub-group meetings until 5:45 pm

Action-oriented panel: Gender equality and inclusion (4:15-5:45)

Location: Allison Dining Room, Taubman 5th floor, HKS

What can be done towards gender equality today?

- **Victoria Budson**, Founder and executive director of the Women and Public Policy Program (WAPPP) at Harvard Kennedy School, Chairperson of the Massachusetts Commission on the Status of Women
- **Michelle-Kim Cohen**, Legal Counsel Americas, Dassault Systèmes
- **Sarah Ourahmoune**, French boxing champion, silver medal winner at the 2016 Summer Olympics, graduate of Science Po Paris, founder of NGOs fostering empowerment, in-

Action-oriented panel: The civil rights movement and how to fight racism (4:15-5:45)

Location: Weil Town Hall, Belfer building, 65 JFK Street, 1st floor, HKS

What are the key takeaways in driving the civil rights movement agenda and Black Lives Matter? How do these issues resonate in France?

- **Michèle Lamont**, Ph.D., Professor of European Studies, professor of Sociology and African-American Studies at Harvard University, President-Elect of the American Sociological Association, Director of the Weatherhead Center for International Affairs at Harvard University and Co-Director of the Successful Societies program of the Canadian Institute for Advanced Research

Action-oriented panel: Understanding laïcité in France and American secularism (4:15-5:45)

Location: HKS Nye A, B, C, Taubman 5th floor, HKS

In France as in the US, religion is officially separate from the State. However, French laïcité and American secularism lead to differing practices. How to explain these divergences historically and philosophically? How is French laïcité perceived in the US?

- **Laurent Burin des Rozières**, advisor to the French Prime Minister Bernard Cazeneuve in charge of speeches and prospective
- **Guillaume Métayer**, Ph.D., French philosopher and researcher in literature, specialist of Voltaire and Nietzsche, CNRS, Paris Sorbonne

- cluding a female-only boxing club with a child day care
- **Céline Schillinger**, Head of Quality Innovation & Engagement at Sanofi Pasteur, 2013 Woman of the Year, La Tribune Women's Awards (International category), 2014 Best Use of Social Media for Healthcare Awardee
- **Stéphanie Seydoux**, Head of the Directorate for Women's Rights and Equality between Men and Women, assistant to the General Director of the Department of Social Cohesion within the French Ministry of Health and Social Affairs
- *Facilitator: Lacey Gibson, Master of Science Candidate in Global Health and Population, T.H. Chan School of Public Health, Harvard University*
- **Ann Morning**, Ph.D., Associate Professor of Sociology, NYU, specialist of ethnicity, multiracial population and immigration
- **Michael Privot**, Ph.D., Director, European Network Against Racism (ENAR)
- **Karlene Griffiths Sekou**, public theologian, pastor, women's advocate, clinical therapist, public speaker, global public health strategist, senior advisor to Black Lives Matter in Boston
- **Maboula Soumahoro**, Ph.D., Associate Professor, English Department, Université François-Rabelais-Tours, France
- *Facilitator: Lauren R. Powell, Ph.D., MCMPPA Candidate '17, Harvard Kennedy School, Sheila C. Johnson Leadership Fellow*
- **Kathryn Sikkink**, Ph.D., Ryan Family Professor of Human Rights Policy at Harvard Kennedy School, Carol K. Pforzheimer Professor at the Radcliffe Institute for Advanced Study
- **Ioanna Tourkochoriti**, Ph.D., legal scholar specialist of religious freedom and French secularism, Wertheim Fellow, Labor and Worklife Program, Harvard Law School, Lecturer Below The Bar, School of Law, NUI Galway
- *Facilitator: Pamela Nwakanma Adaugo, Ph.D. Candidate, Department of Government, Graduate School of Arts and Sciences, Harvard University*

Break from 5:45 to 6:00

Brief summary by each rapporteur from the action-oriented panels (6:00-6:20)

Concluding remarks by Dean Karen Jackson-Weaver, Senior Associate Dean for Degree Programs & Student Affairs, Harvard Kennedy School (6:20-6:30)

Concluding remarks by Jacques Toubon, Former Minister, French *Défenseur des Droits* (6:30-6:40)

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