



DIVERSITY INTEGRATION OPPORTUNITY



**Ambassador  
William R. Timken, Jr.**

*I would like to thank the German government and the many businesses, organizations, and individuals who have shared in the development and the success of our Windows on America program. During my term as Ambassador to Germany, I have come to appreciate more and more how much government and the private sector can accomplish, if only they work together.*

*My wife Sue and I, from the beginning, have considered the Windows on America program as a private partnership and have, as a result, worked in collaboration with both Germans and Americans to establish the Windows on America Association.*



Ambassador William R. Timken, Jr. and his wife Sue Timken



**Chancellor  
Dr. Angela Merkel**

*I am happy that on Ambassador William R. Timken's initiative and with great support from the economy, the Windows on America project has come into existence. I thank everyone who has helped and will continue to help with the fulfilment of this initiative which is so important because it ties our societies together. I wish all participants interesting and unforgettable impressions in the spirit of transatlantic friendship.*

*We must continue to cultivate the friendship between our societies. Therefore it remains important that young people from both sides of the Atlantic continue to have the opportunity to picture each other's country, people, society and culture. Through such direct experience, invaluable contacts and competences are developed that promote mutual understanding.*

**WINDOWS ON AMERICA ASSOCIATION**

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Goethestraße 27, 14163 Berlin, Tel.: +49 (0)30 805862 20, Fax: +49 (0)30 805862 21  
info@WindowsonAmerica.com, www.WindowsonAmerica.com



## WINDOWS ON AMERICA PROGRAM

Ambassador William R. Timken, Jr., and his wife Sue Timken initiated the Windows on America program in Germany in 2006 for high school students from immigrant backgrounds and German families who are significantly underrepresented in traditional exchange programs between Germany and the United States. They did so with the intention of giving these students the educational opportunity afforded by “overseas experience”. The ten-day visitors program in the United States for groups of ten youth and two accompanying teachers is intended to motivate the students to pursue further education and to encourage them to learn English. The Windows on America program includes guided visits, round table discussions, school visits, and host family stays with American families. The content and specific locations included in each project are tailored to the needs of the participants. The program is implemented in the United States by the well-known Washington D.C.-based exchange organization World Learning and its German partner, Experiment e.V.

The staff of the U.S. Embassy and Consulates approaches schools (of all types), mosques, and youth centers nationwide to introduce them to the Windows on America program. Students applying for the program must write an essay in English on the theme “My Window on America”. The participants are selected by U.S. Mission staff, in collaboration with teachers and staff. After the trip, the participants are asked to share their impressions and experiences in a short written report. All participants qualify for alumni status, as past participants in a U.S. State Department-sponsored program. As alumni, the students are encouraged to share their experiences with other students, and to take advantage of the alumni contact and support network. Ideally, the program should not only open a window on America for the participants, it should also present them with brighter perspectives for their futures. To this end, the Windows on America Association offers concrete support in cooperation with the American Embassy and the program’s sponsors, such as continuing educational opportunities, English language tutoring, and opportunities for internship positions.

## WINDOWS ON AMERICA ASSOCIATION

The Windows on America Association was established by Ambassador William R. Timken, Jr. and his wife Sue Timken in February of 2008 with the collaboration of both Germans and Americans in Berlin. It represents the public engagement of private citizens on topics of national interest in the field of **integration** of youth from immigrant backgrounds, offering education and **opportunity** while recognizing cultural **diversity**. As an accredited not for profit organization, the Windows on America Association is funded primarily through donations from German and American companies, foundations and private individuals.

The interests of society at large are brought together in a strategic and unique way with those of the private sector and those of the state. In confronting problems with integration, the state is limited in its institutional capacity to respond; only society itself can promote integration, by recognizing the resource represented by its own diversity.

The diversity of modern society, influenced through globalization and demographic changes, has already influenced the economic life in Germany tremendously. Economic success is only possible to those who recognize, utilize and promote diversity.



## OUR VISION FOR INTEGRATION

In the coming years, the successful integration of immigrants will play a decisive role in Germany and much of Europe. The wide-reaching experience of the United States with issues of integration and diversity, which the Windows on America Association draws upon in carrying out its program, can be useful in this regard. A strong German-American partnership and a good relationship between Germany and the United States can only be maintained if teenagers from immigrant backgrounds establish their own connections and experiences with the United States and are able to cultivate friendships with Americans.

The economy above all will profit from improved integration, including through increased workforce productivity. German society as a whole will benefit from integration. Diversity and the appreciation of diversity stand to benefit corporations, society, and individuals. Enterprises profit in economic terms when a broad range of talent is acknowledged in the labor market through an open enterprise structure. Appreciation and acknowledgement lead to motivation and personal commitment. An open enterprise structure opens the way to new labor markets and new talents, making employers more competitive.


The Windows on America Association helps to make cultural diversity visible to the economy and to society. In order for our country to retain its leading position in a globalized economy, we must prove even more successful in integrating the different skills and abilities of people from different countries and cultures into our economy.



*"Who gets a chance like we got? We are so grateful that we had the opportunity to go to this country which plays such an important role in the world. The American people are very open, helpful and friendly. I was very surprised, how openhearted our host-families were to us foreigners. I was part of their family for a while. It was great and comfortable. I got a different opinion about the people and the country."*

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