



THIS
MONTH'S
FOCUS

INSIDER THREAT

NITAM 2021: SHOWING RESPECT THROUGH CULTURAL AWARENESS

DID YOU KNOW?

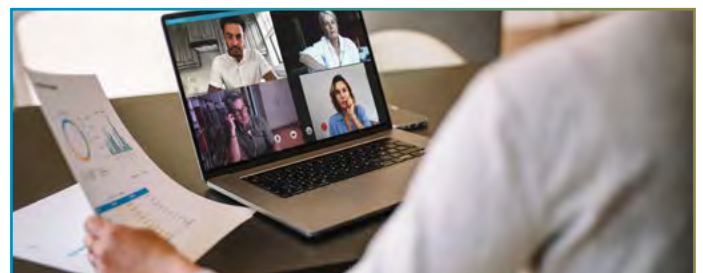
Insider threat programs are comprised of multidisciplinary teams that address insider threats while protecting the privacy and civil liberties of the workforce, maximizing organizational trust, and ensuring work cultures that foster diversity and inclusion.

This September marks the third annual National Insider Threat awareness month (NITAM). NITAM, which was created to increase awareness of insider threats (InT) to help maintain our personal safety, economy, and national security. NITAM invites all Americans to protect, preserve, and strengthen the security of our public and private organizations. The Office of the Under Secretary of Defense for Intelligence and Security (OUSDI&S), the National Insider Threat Task Force (NITTF), and the Defense Counterintelligence and Security Agency (DCSA) have partnered together with other stakeholder organizations to build off previous successes and expand the impact and audience of the NITAM campaign. Organizations that participate increase awareness and promote reporting of InTs across their workforces. Additionally, NITAM participation can improve

the detection, deterrence, and mitigation of InTs within their organizations. This year's theme is "Workplace Culture and Insider Threat," which promotes awareness and understanding of cultural differences within the work force. Having awareness of leadership styles, different cultures, and their impact can help organizations and individuals avoid social misunderstandings and prevent unintentional harm. This article will identify harmful workplace behaviors - show how they put national security at risk by creating InTs and show ways to mitigate those risks.

One of the largest influences on a workplace's culture is leadership. Toxic

leaders can put their own needs or image above their subordinates, micromanage their subordinates, and are insecure in their own positions. This type of leadership can perpetuate a toxic work environment, and can create poor communication, constant stress, regular infighting, mental or physical abuse, and strained relationships amongst co-workers. Another way leadership creates a difficult environment is with top-down culture. In top-down culture, a director or chief executive officer sets a negative cultural/workplace tone for the agency or organization. Lower-level management will then perpetuate this negative tone throughout the chain of command.



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NITAM 2021: SHOWING RESPECT THROUGH CULTURAL AWARENESS (CONT'D)

Another negative workplace behavior is microaggressions. Microaggressions are everyday insults, slights, and invalidations often aimed at people of minority or marginalized backgrounds. They can potentially put trusted insiders at-risk of becoming threats by causing unwarranted stress and disgruntlement, leading to lower morale and productivity. Stress in the workplace can sometimes add fuel to an already bad situation depending on an individual's personal life. Negative work-life stressors can be personal, financial, or professional events that require individuals to spend effort and energy to adjust. One of the ways to counteract some of the negative behaviors, is through cultural awareness.

Creating a positive organizational culture increases engagement and personnel loyalty to leadership and the organization while reducing the risk of InTs. You can create an effective organizational culture by facilitating trust and understanding both among the workforce and between the workforce and leadership. Organizations should incorporate awareness of diverse

cultures and subcultures into everyday interactions and policy writing, outreach efforts, risk mitigation, etc. If workplace issues remain unaddressed, they can lead to insider incidents.

Insider incidents can negatively affect public and private organizations by causing damage to national security, loss of life, and the loss or compromise of sensitive or classified information. They can also lead to billions of dollars in lost revenue annually due to trade secret theft, fraud, sabotage, damage to an organization's reputation, acts of workplace violence, and more. Compromises by insiders lower national security by allowing our adversaries to access classified information, change tactics to avoid detection, and learn where we are most vulnerable.

Most insiders who pose threats display concerning behaviors or risk indicators prior to engaging in malicious acts. Look out for personal predispositions, stressors, and concerning behaviors among employees that, in combination, make hostile acts and InT attacks more likely. As an organization, promote positive responses to at-risk

"The United States has suffered a rising number of incidents perpetrated by trusted insiders who have adversely affected public health and safety, national security, and the economic well-being of the United States." Michael J. Orlando, Acting Director, National Counterintelligence and Security Center (NCSC), Officer of the Director of National Intelligence (ODNI)."

employees to mitigate and de-escalate risk. InT programs help to detect, prevent, and mitigate risks associated with malicious or unwitting insiders while protecting privacy and civil liberties. Emphasize your organization's specific reporting procedures, protocol, and assign a point of contact.

Peer reports of concerning behaviors and risk indicators allow InT programs to take proactive measures that can lead to positive outcomes for individuals and mitigate risk for organizations. Use employee assistance programs (EAPs) along with InT programs to increase the likelihood of positive outcomes. Ensure the workforce understands the difference between legitimate whistleblowing and unauthorized disclosure. Legitimate whistleblowers who make protected disclosures in compliance with federal policy are NOT insider threats.

CDSE offers training and awareness products to help organizations understand and promote cultural awareness. Visit the [NITAM 2021 website](#) to learn more about these products. We also provide many different [InT training and awareness resources](#) to enhance InT programs, build and maintain organizational trust, increase knowledge of InT indicators and reporting, etc.

By promoting awareness and understanding of cultural differences within the workforce, you help your organization and individuals avoid social missteps and prevent unintentional harm. Create a workplace culture that prioritizes collective understanding of different backgrounds and cultures, mutual respect towards one another, and continued education on diversity and inclusivity in the workplace.



2021 INSIDER THREAT VIRTUAL CONFERENCE



The 2021 Insider Threat Virtual Conference was held on September 2, 2021. The conference was open to security professionals in government and industry

and was jointly hosted by DCSA and OUSD(I&S). The event brought security professionals and policy makers from across the U.S. government and industry together to kick off the NITAM campaign. The theme for this year's conference and campaign was "Workplace Culture and Insider Threat." If you missed the conference, or would like revisit the presentations, the recordings will be available in the next few weeks.

NEW AND RECENT INSIDER THREAT PRODUCTS

PRODUCT	URL
Targeted Violence Security Awareness Game	https://securityawareness.usalearning.gov/cdse/multimedia/games/kinetic/index.html
Insider Risk Implementation Guide for Food and Agriculture	https://www.cdse.edu/Portals/124/Documents/jobaid/Insider-Risk-Food-and-Ag.pdf?ver=ft0xXAw0CZ31fDiDHGMzg%3d%3d
Newest Case Studies	https://securityawareness.usalearning.gov/cdse/case-studies/index.php

NITAM RESOURCES

PRODUCT	URL
NITAM 2021 Website	https://securityawareness.usalearning.gov/cdse/itawareness/index.html
NITAM Public Service Announcement	https://www.dvidshub.net/video/805819/dcsa-cdse-nitam-psa
NITAM Insider Threat Cultural Awareness Short	https://securityawareness.usalearning.gov/cdse/multimedia/shorts/int-cultural-awareness/story.html
NITAM Potential Risk in Informal Banking and Finance Job Aid	https://www.cdse.edu/Portals/124/Documents/jobaid/insider/Potential-Risk-in-Informal-Banking.pdf
NITAM Customizable Awareness Brief	https://securityawareness.usalearning.gov/cdse/itawareness/index.html
NITAM 2021 Posters	https://www.cdse.edu/Training/Security-Posters/
NITAM Stakeholders Communications Packet	https://securityawareness.usalearning.gov/cdse/itawareness/documents/NITAM2021-StakeholderCommunicationsPacket.pdf
Cultural Competence and Insider Risk Job Aid	https://www.cdse.edu/Portals/124/Documents/jobaid/insider/Cultural-Competence-and-Insider-Risk.pdf?ver=Z1EbNPDE_OKEv85bWFRDHg%3d%3d



PROFESSIONAL DEVELOPMENT FOR THE INSIDER THREAT COMMUNITY

CDSE INSIDER THREAT TRAINING AND EDUCATION

CDSE offers a variety of **training opportunities** to include: eLearning courses, shorts, videos, case studies, and curricula to professionally develop Insider Threat practitioners. CDSE also offers an Education course, "**Foundations of Insider Threat Management (ED520.10)**." This 16-week course is designed to introduce students to the risks posed by trusted insiders, including the psychological motivations, predispositions, and behaviors associated with this group. Students will explore the historical context of insider threat and the counter insider threat mission, to include relevant law, policy, and regulation. This course was developed in partnership with the Office of the Under Secretary of Defense for Intelligence and Security and National Insider Threat Task Force.

CERTIFIED COUNTER-INSIDER THREAT PROFESSIONAL (CCITP PROGRAM)

The OUSD(I&S), in partnership with the NITTF, created two professional certifications focused on the people-related aspect of the C-InT capability. These certifications were developed with maximum participation from across the USG, resulting in broad applicability across C-InT workforces. The C-InT certifications establish workforce credibility, foster professional identity, and increase professional development. The CCITP certifications are:

**Certified Counter-Insider
Threat Professional -
Fundamentals (CCITP-F)**

**Certified Counter-Insider
Threat Professional -
Analysis (CCITP-A)**

CCITP certificants must obtain 100 professional development units (PDUs) over the course of their two year maintenance cycle in order to successfully maintain their certification. CDSE InT materials may be used to fulfill this requirement. Our webinars and eLearning courses provide three PDUs, per contact hour.

Visit <https://dodcertpmo.defense.gov/Counter-Insider-Threat/> to learn more about information about the program.

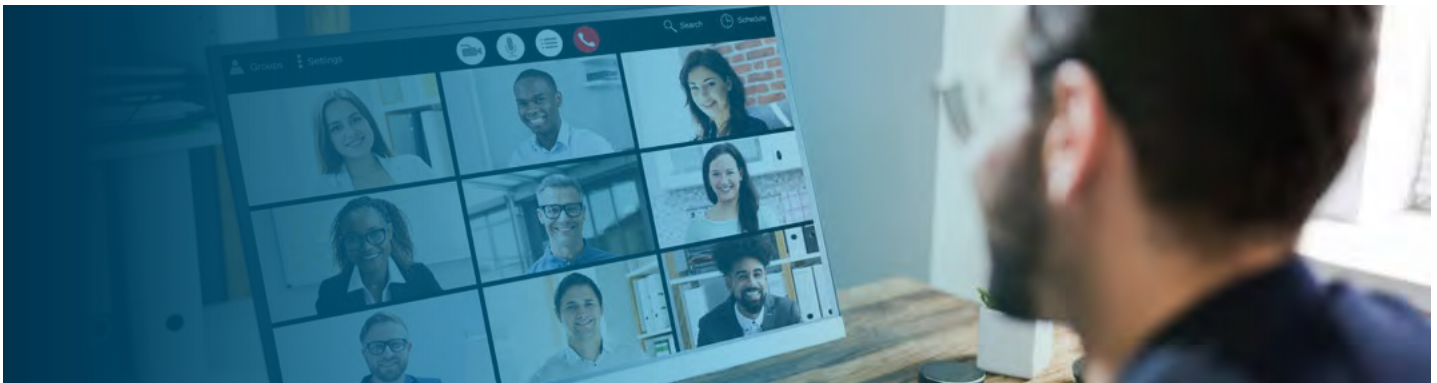
PERSEREC INSIDER THREAT INFORMATION

The Defense Personnel and Security Research Center (PERSEREC) is committed to improving the efficiency, effectiveness, and fairness of the DOD personnel security and suitability programs. In support of this mission, PERSEREC established The Threat Lab in 2018 to realize the DOD C-InT Program Director's vision to integrate the social and behavioral sciences into the mission space. As part of a partnership with the PERSEREC Threat Lab, CDSE provides links to their insider threat resources in the Insider Threat toolkit. This promotes the applied use of research outcomes to the insider threat community. New products are added monthly. Access the newsletters, white papers, job aids, and reports in the InT toolkit, under the "Research" tab: <https://www.cdse.edu/Training/Toolkits/Insider-Threat-Toolkit/>

PERSEREC COUNTER-INSIDER THREAT SUMMIT



The PERSEREC Threat Lab is hosting the C-InT Social & Behavioral Science (SBS) Summit: September 1-30, 2021. This 30-day event will feature live webinars, prerecorded webcasts, articles, books, training aids, and other open-source resources created and curated by leading subject matter experts in counter-insider threat research and practice. The summit will focus on building cultural intelligence to encourage healthy organizational cultures and maximize the effectiveness of C-InT programs. Register at <https://sbssummit.com>.



WHAT STUDENTS ARE SAYING

Course: Insider Threat Awareness (INT101.16)

"I have taken security training over multiple years. This training is the best I have taken to date."

Course: Developing a Multidisciplinary Insider Threat Capability (INT201.16)

"I thought this was an excellent course - very interesting."

Course: Foundations of Insider Threat Management (ED520.10)

"Good introductory session of a much-needed course in Insider Threat. It's a growing concern not only in DOD, but all government agencies and private industry."

"The course structure and agenda were excellent in conveying the intended information of the course. The lessons flowed very well together and were consistent week-to-week. The instructors were excellent!"



CDSE NEWS

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CDSE WEBSITE MIGRATION

Our website recently migrated to a new web-hosting platform. While our homepage URL (www.cdse.edu) is the same, the rest of the website URLs have changed. This may impact your "Favorite" or "Bookmark" pages. We apologize for any inconvenience this causes and thank you for your understanding.

