

INSIDER THREAT VIRTUAL CONFERENCE

Center for Development of Security Excellence
Insider Threat Division

September 3, 2020



WELCOME



Rebecca Morgan, Chief, CDSE Insider Threat Division

AGENDA



September 3, 2020 - Insider Threat Virtual Security Conference Agenda

10:00 Conference Welcome

10:10 Opening Remarks with Defense Counterintelligence and Security Agency (DCSA) Senior Leadership

10:35 Insider Threat Program Update with National Insider Threat Task Force (NITTF) and OUSD(I&S)

11:15 Industry Insider Threat with DCSA Industrial Policy

11:45 Lunch

12:15 Insider Threat Case Study: Christopher P. Hasson with US Coast Guard

1:25 The Threat Lab: Social and Behavioral Science Research in support of Insider Risk Mitigation with Personnel Security Research Center

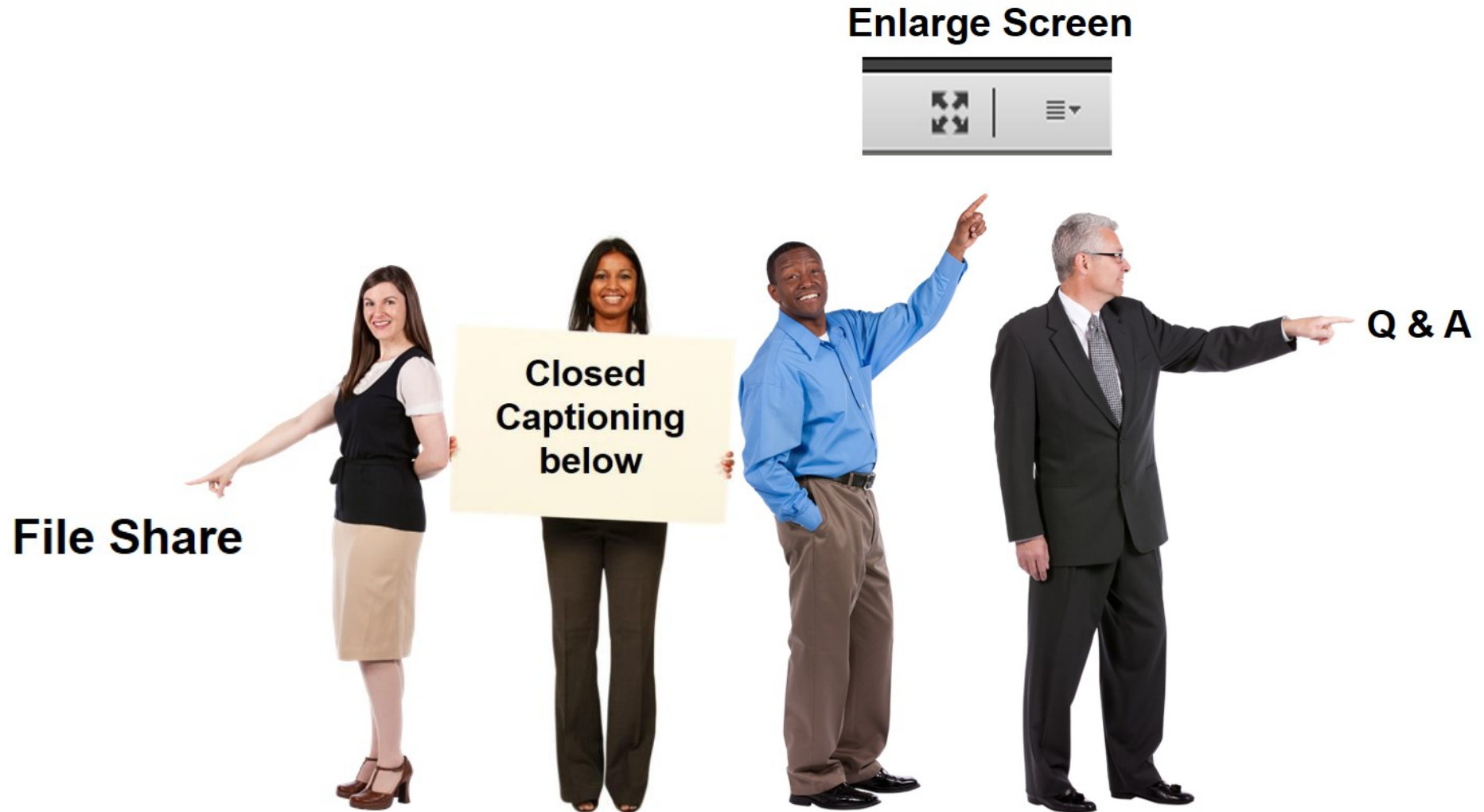
2:05 Building Personal and Organizational Resilience to Deter Insider Threats with Defense Insider Threat Management and Analysis Center

2:45 Professionalizing the Insider Threat Workforce with OUSD(I&S) and NITTF

3:15 Conference Wrap Up

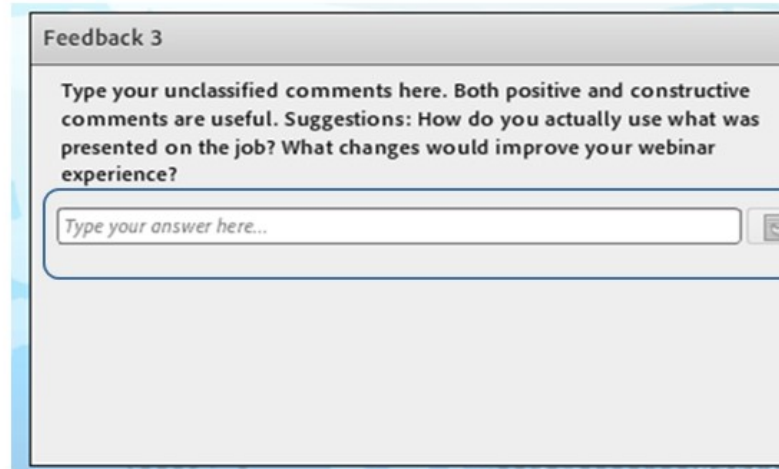
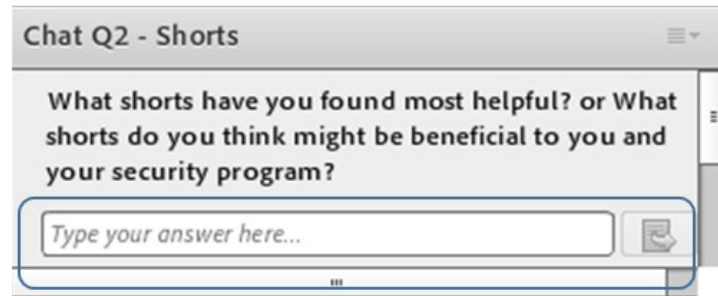
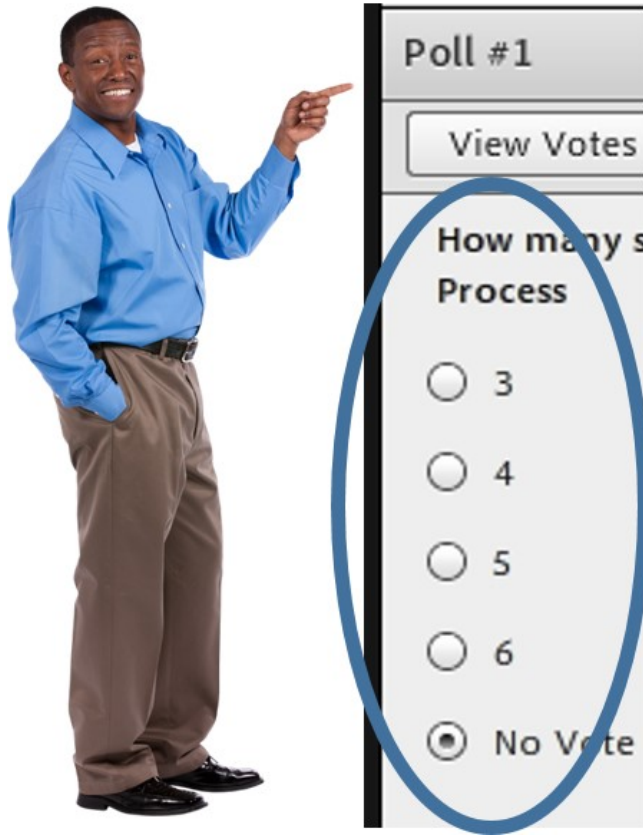


ATTENDEE PARTICIPATION & FEEDBACK



ATTENDEE PARTICIPATION & FEEDBACK

Polls, Chats and Feedback

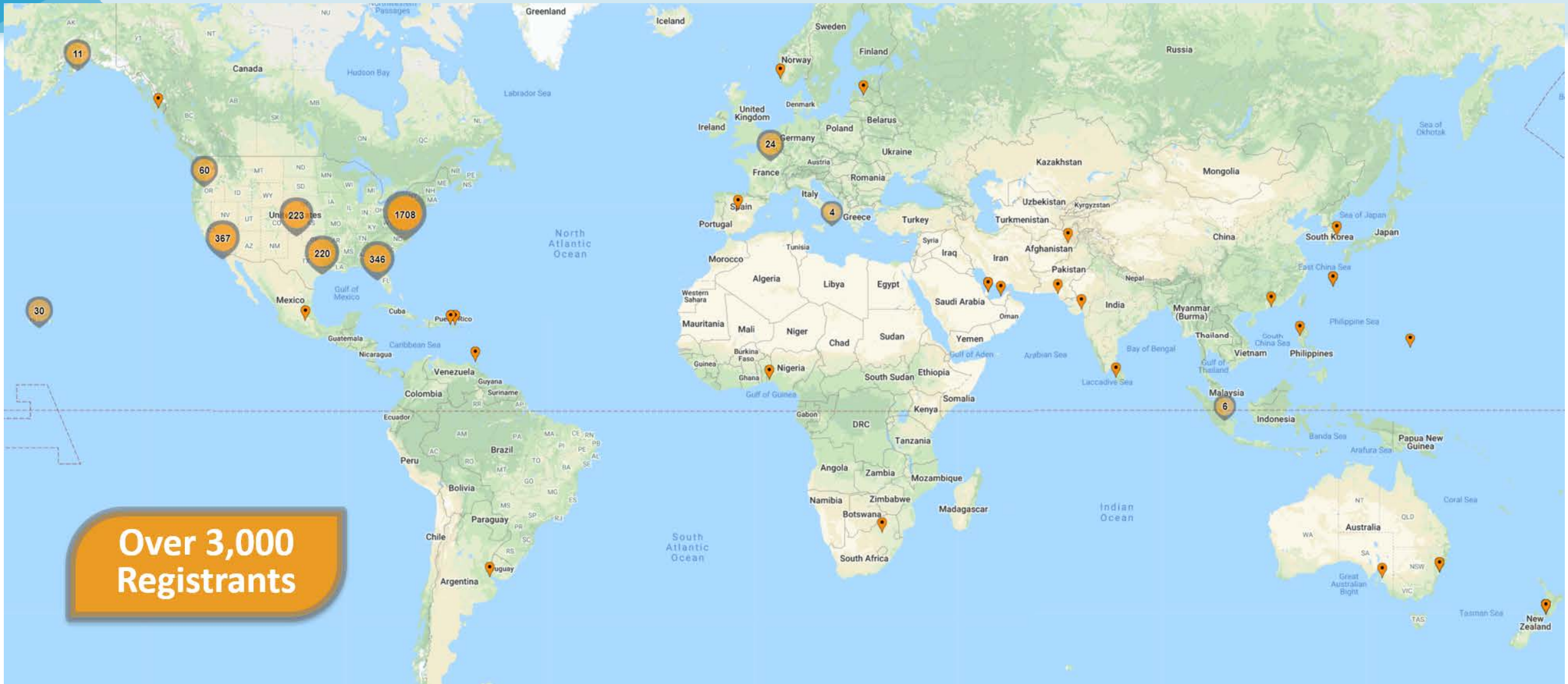


AUDIENCE POLL QUESTION #1

What Time is It There?

- a. 10:00 AM
- b. 7:00 AM
- c. 1:00 PM
- d. Too Early!!!
- e. Too Late!!!

INSIDER THREAT VIRTUAL CONFERENCE



OPENING REMARKS



Ms. Delice Bernhard, Director of Security, Insider Threat and Mission Assurance and DCSA and Acting Director DITMAC



AUDIENCE POLL QUESTION #2

Which Best Describes Your Affiliation?

- a. DoD
- b. Federal Agency
- c. Private Industry
- d. Critical Infrastructure Sector
- e. Foreign Partner
- f. Other

BREAK

Conference resumes at 10:35



INSIDER THREAT PROGRAM UPDATE WITH NITTF AND OUSD(I&S)

- Mr. Charles Margiotta, Director National Insider Threat Task Force
- Dr. Brad Millick, Director, Insider Threat Program, Undersecretary of Defense for Intelligence and Security





- **COVID-19 and Insider Threat**
- **Policy Updates**
- **New Initiatives**

BREAK

Conference resumes at 11:15



Cleared Industry Insider Threat Update

DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY

Keith Minard
Senior Policy Advisor
Industrial Security





NISP – INSIDER THREAT PROGRAMS

- Implemented by the issuance of NISPOM Change 2 in May 2016
 - Required program for all cleared contractors
 - Aligns with minimum standards implemented by the Federal Executive Branch as directed in “The National Insider Threat Policy and Minimum Standards for Executive Branch Insider Threat Programs”
- Supplemented by CDSE tools, training and resources
- Major collaborative effort between DCSA with cleared industry
- Revising the Insider Threat ISL and updating tools, training and resources for cleared industry, its time for change
- Implemented based on size and complexity of the cleared company, not all programs look the same
- What's important? Your **PLAN**, Your **SELF-INSPECTION**, and The **MINIMUM STANDARDS**

AUDIENCE POLL QUESTION #3

What's for Lunch?

- a. A well balanced meal
- b. Whatever is left on my kids plate
- c. Are “meals” still a thing? I haven't stopped snacking since Mid-March
- d. Popcorn! I'm sticking around for the lunch time movie!

LUNCH



We will now break for lunch and reconvene at 12:15

Stay tuned during the lunch break to watch CDSE's latest video "Insider Threat Awareness: Resilience" and learn more about exclusive National Insider Threat Awareness Month campaign materials.





Christopher Hasson Case Study

This briefing is
UNCLASSIFIED

The New York Times
*Christopher Hasson, Coast Guard Officer,
Plotted Attacks at His Desk, Filings Say*

USA TODAY
Coast Guard officer, self-described white nationalist, planned terror attack to 'kill almost every last person,' feds say

The Washington Post
'I Am Dreaming of a Way to Kill Almost Every Last Person on Earth': A Self-proclaimed White Nationalist Planned a Mass Terrorist Attack, the Government Says.

The Philadelphia Inquirer
Coast Guard officer accused of wanting to kill Democrats and journalists indicted on gun, drug charges

Daily Mail .com
US Coast Guard officer arrested for mass murder plot

CNN Coast Guard officer accused of wanting to kill Democrats and journalists indicted on gun, drug charges

BREAK

Conference resumes at 1:25



THE THREAT LAB: SOCIAL AND BEHAVIORAL SCIENCE RESEARCH IN SUPPORT OF INSIDER RISK MITIGATION



- **Ms. Stephanie Jaros, Director of Research, DoD Counter-Insider Threat Program, Defense Personnel and Security Research Center (PERSEREC) Office of People Analytics**
- **Ms. Amber Jackson, CDSE**





The Threat Lab

Onward & Upward

2020 Insider Threat Virtual Security Conference
September 3, 2020
Stephanie L. Jaros

Any opinions, findings and conclusions or recommendations expressed in this material are those of the author and do not necessarily reflect the views of the DoD, OPA, or PERSEREC.

DOD Counter-Insider Threat Program 101

| WHO | WHAT | WHY | HOW |
|-------------------------------------|---|---|--|
| USD(I&S) is the DoD Senior Official | Department-wide program to prevent, deter, detect, and mitigate the threat posed by the insider | Executive Order 13587 Recommendations from Washington Navy Yard & Ft. Hood Reports (PAR) | Monitoring Behavioral Analysis Intelligence and Information Exchange Training DITMAC |

DoD's Counter-Insider Threat Program Is...

- Decentralized with regard to design and funding
- Broader than EO 13587
- Legally allowed to access and store insider threat data on eligible population, which continues to expand

DoD's Counter-Insider Threat Program Is Not...

- Limited to or synonymous with cyber monitoring or counterintelligence
- Limited to information protection
- A response capability

About The Threat Lab: **Origin**

- DoD's Counter-Insider Threat Program has 8 goals, one of which is to establish the social and behavioral sciences (SBS) as a foundational pillar at both the enterprise and Component levels
- SBS objectives:



PERSEREC established the Threat Lab in 2018 to build the SBS foundational pillar

About The Threat Lab: Overview

STAFFING

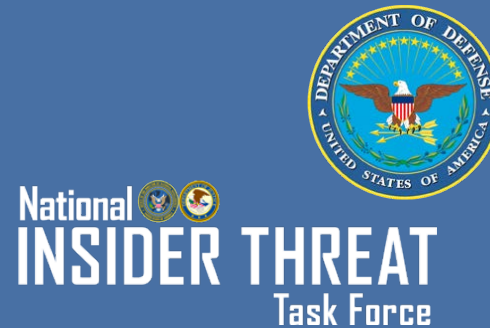
PERSEREC DEFENSE PERSONNEL AND SECURITY RESEARCH CENTER

Activities are coordinated through PERSEREC

1 FTE: Seaside, CA

Contractor support around the country

SPONSORS



DoD Counter-Insider Threat Program, OUSD(I&S)

National Insider Threat Task Force

ADVISORY PANEL



PRIME Panel composed of operational and research personnel who work in the mission space

Members drawn from government and FFRDC/UARC partners

About The Threat Lab: Overview

MISSION



Integrate the social and behavioral sciences into DoD's Counter-Insider Threat Program

VISION



Be a global leader in creating and sharing social and behavioral science knowledge to counter the insider threat

GOALS



Establish & Execute Counter-Insider Threat Research Priorities

Communicate & Integrate Counter-Insider Threat Research Results

About The Threat Lab: **Business Model**



Moving Forward: **Execute the Research**

- Update 2018 Strategic Research Plan
- Design a Comprehensive Counter-Insider Threat Program
- Sample Research Areas
 - Domestic Extremism
 - Loyalty & Allegiance in the 21st Century
 - Toxicity



Moving Forward: **Elevate the Profession**

- Professionalization Roadmap
- Professional Certification
 - Expand Certified Counter-Insider Threat Professional—Fundamentals (CCITP-F)
 - Advance accreditation process
- Sample Professional Development Units
 - Behavioral Threat Assessment
 - Analyst Case Handbook



Moving Forward: **Educate the Future Workforce**

- Develop and pilot graduate-level courses related to mission space
- Targeted outreach to MBA programs
- Student conference
- Annual journal



Moving Forward: **Evaluate the Effort**

- Evaluate Structured Professional Judgment Tools
- Assess The Threat Lab
 - Value of products and services
 - Strategic communication and outreach efforts
 - Opportunities for growth through partnerships





The Threat Lab

Onward & Upward

For More Information or to Request a Briefing:

DoDHRA.ThreatLab@mail.mil

BREAK

Conference resumes at 2:05



BUILDING PERSONAL AND ORGANIZATIONAL RESILIENCE TO DETER INSIDER THREATS

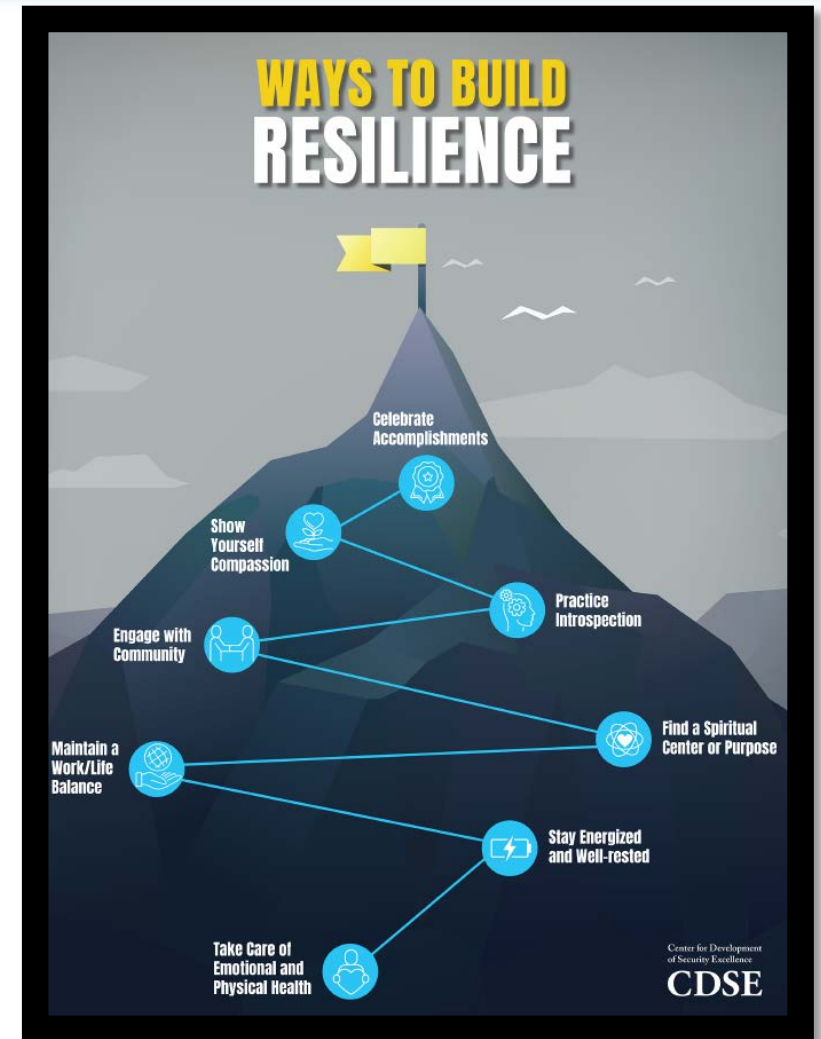


- **Dr. Richard Soto, Defense Insider Threat Management and Analysis Center**



BUILDING PERSONAL AND ORGANIZATIONAL RESILIENCE TO DETER INSIDER THREATS

- Defining Resilience
- Resilience and Insider Risk
- Wellness Techniques and Resources
- Considerations for Insider Threat and Security Practitioners
- Organizational Resilience



DR. RICHARD SOTO - DITMAC

- Background
 - Retired Operational Psychologist in USAF responsible for the behavioral health needs in the RPA community: prevention/resilience/build human capital/and optimize performance.
- Role at DITMAC
 - Senior Behavioral Science Advisor;
 - Reporting threshold guidance and consultation to contextualize risk indicators that include serious threats, such as harm to self and harm to others, and personal conduct, and criminal conduct.

OUTLINE

- Defining Personal Resilience
- How does one develop and sustain resilience, particularly in this time of COVID-19?
- What obstacles create resistance to better self-care?
- Resilience within the Insider Threat Domain
- What is organizational resilience?

“Perspective toward life is our ultimate freedom”

~ Viktor Frankl

PERSONAL RESILIENCE

- Invest in yourself
 - Personal definition of resilience – take action to top off our **mental, physical, spiritual, and emotional** reservoirs to prepare and enable us to take control of adversity or trauma
 - Mental and physical recovery from the day thru setting up good sleep routines and protecting your sleep
 - Nutrition (monitor alcohol intake) and physical activity (3-4x week/15 min and get HR elevated)
 - Stay connected by engaging in social support activities (cultural or religious routines/traditions)
 - Relaxation or meditation (individual or group)
 - Set up different routines for the work day and non-work days since the setting doesn't change
 - Callous the mind to develop mental immunity

Remember - we are not working from home during a pandemic...we are in a pandemic with all the problems that come with that and we are at home trying to get some work done

PERSONAL RESILIENCE AND INSIDER THREAT

How does compromised Personal Resilience relate to Insider Threat?

- Poor sleep means poor decision making, mistakes, and hyper focus on one problem area such as loneliness, debt, and physical ailments
- When we are struggling, we are more self-focused, withdrawn, and antagonistic; a self-centered mindset starts with distancing oneself, then insecurity, then fear, then anxiety, then frustration, and then anger, which potentially ends in violence
- Well balanced means more flexible, creative, adjusted to life's difficulties/daily frustrations, more loving, forgiving, and sociable

ORGANIZATIONAL RESILIENCE

People have a need to be connected!

We are hard-wired to identify with a group - Our Tribe.

- Engage leadership at all levels. Leadership can create social engagement opportunities for people to connect and promote self-care.
- Provide resources to all personnel (civilian, military, contractor).
- Provide new staff a mission brief. How do they fit into the mission and operations of your organization? What is their role in contributing, and what is the impact?
- Establish credibility, acceptance, trust, and buy-in from staff.
- Connect with your people. If there is a problem, there is a higher likelihood they will come to you.
- Everyone in the office is a sensor.

AUDIENCE POLL QUESTION #4

Your Motto for #2020 is:

- a. We are all in this together.
- b. Everything's gonna be alright.
- c. It's always darkest before the dawn.
- d. Wake me when it's over!
- e. More Cowbell!

BREAK

Conference resumes at 2:45



PROFESSIONALIZING THE INSIDER THREAT WORKFORCE



- **Ms. Caren Roushkolb, National Insider Threat Task Force**
- **Mr. Andy Hogan, Insider Threat Program Office, Enterprise Program Management Office, DITMAC**
- **Ms. Rebecca Morgan, CDSE**

National Insider Threat Task Force (NITTF)

- Hub Operations Course
- Tech Talks
- Working Groups
- Forums
- Online resources



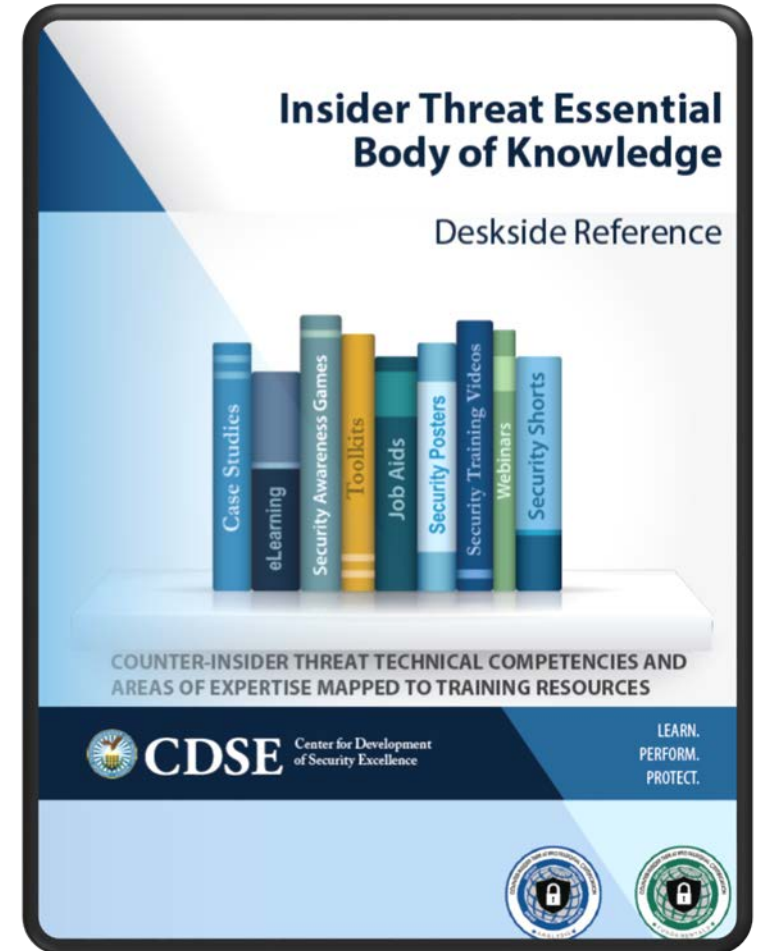
Insider Threat Certification Program

- Developed as all of government program
- Co-sponsored by ODNI and DoD
- 2 Certifications: Fundamentals and Analysis
- 1st conferrals in February 2020
 - Fundamentals - 286
 - Analysis - 146
- Submitted for 3rd party accreditation
- Efforts underway to expand program to include industry, partners, etc.



Certification Process

- Designed to encompass knowledge and experience
- Role of agency Program Reviewers
- Open registration
- Testing window
- Pearson Vue Testing Centers
- Programed for 2 testing cycles per year (Pre-COVID)



Current Process

- Registration is open and on-going until 25 September
- Testing window 16 October – 30 November
- Hybrid delivery options
 - Pearson VUE testing Centers (where available)
 - Live Remote Proctoring (LRP)
 - Test at home
 - Must use personal computer
 - Minimum system requirements
- Test time remains the same
 - Fundamentals – 130 minutes
 - Analysis – 160 minutes



Points of Contact

CCITP Website <https://dodcertpmo.defense.gov/Counter-Insider-Threat/>

CDSE Website www.cdse.edu

NITTF Website <https://www.dni.gov/index.php/ncsc-how-we-work/ncsc-nittf>

Email

OSD.CINT-Certification@mail.mil

Andy Hogan john.a.hogan14.ctr@mail.mil

Caren Roushkolb carenmr@dni.gov

CDSE INSIDER THREAT DIVISION

MISSION

Serves as the Insider Threat Center of Excellence coordinating training, awareness, professional development, education, research outcomes, and public outreach efforts in support of the Counter Insider Threat mission for DoD, US Government, industry, and critical infrastructure sectors.

TRAINING

Deploying Training to Insider Threat Program/Hub
Pillar Personnel and Security Professionals

EDUCATION

Institutionalizing the Counter Insider Threat
Mission for Future Security Leaders

AWARENESS

Providing Annual Awareness and Vigilance
Campaign for the General Workforce

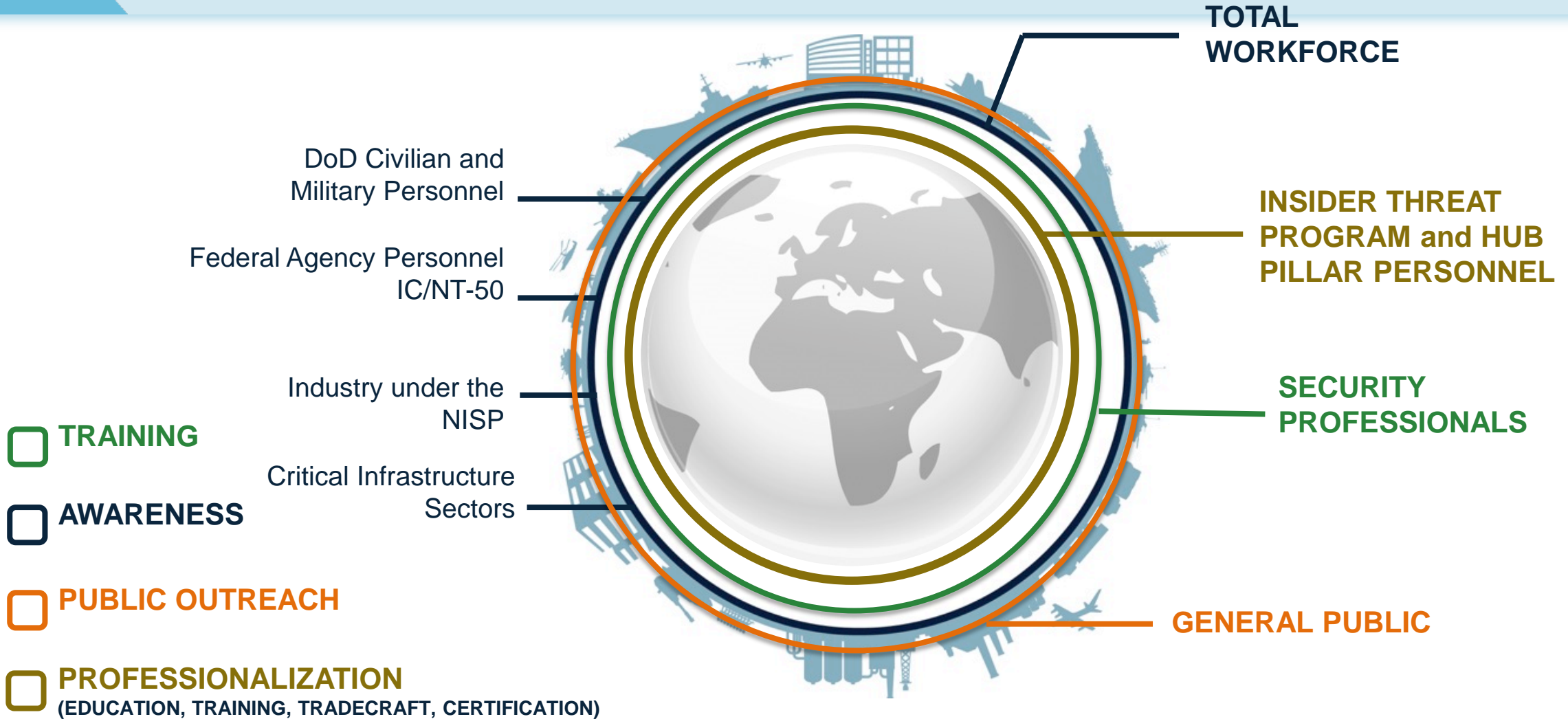
PROFESSIONALIZATION

Supporting the development of tradecraft for Insider Threat Analysts and
Operations Personnel. Supporting the certification program validating Insider
Threat Professional Achievement of Skills and Competencies

PUBLIC OUTREACH

Providing a Public Forum for Best Practices, Research
Outcomes, Training, and Awareness Materials

OUR AUDIENCE



CDSE INSIDER THREAT eLEARNING

- INT 101.16 Insider Threat Awareness Course
- INT 122.16 Establishing an Insider Threat Program for Your Organization
- INT 201.16 Developing a Multidisciplinary Insider Threat Capability
- INT 210.16 Insider Threat Mitigation Responses
- INT 220.16 Preserving Investigative and Operational Viability in Insider Threat
- INT 230.16 Insider Threat Records Checks
- INT 240.16 Insider Threat Basic Hub Operations
- INT 250.16 Critical Thinking for Insider Threat Analysts
- INT 260.16 Insider Threat Privacy and Civil Liberties
- INT 270.16 Maximizing Organizational Trust
- INT 280.16 Cyber Insider Threat
- INT 290.16 Behavioral Science in Insider Threat



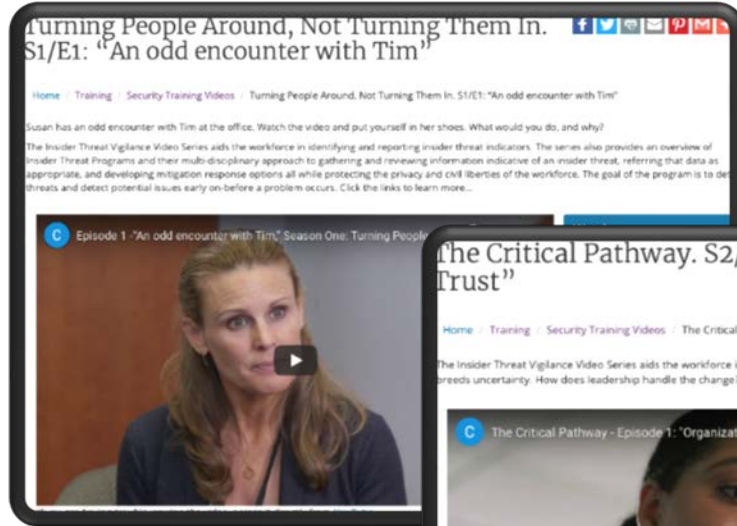
CDSE INSIDER THREAT CATALOG

The screenshot shows the CDSE website header with the logo and tagline "Center for Development of Security Excellence". Below the header is a navigation bar with "I'm interested in...", "I'm looking for...", and "I'm in need of..." dropdown menus, and a "Go!" button. The main content area is titled "Insider Threat" and includes a breadcrumb trail: "Home / Training / Insider Threat". A "View Other Content Areas" dropdown is visible. A paragraph of introductory text explains the purpose of Insider Threat Programs. Below this is a numbered list of five items: 1. National Insider Threat Awareness Month (NITAM) 2020, 2. Insider Threat Virtual Conference, 3. Insider Threat Awareness INT-01-16, 4. Establishing an Insider Threat Program INT-122-16, and 5. Insider Threat Toolkit: Policy/Legal, Reporting, Establishing a Program, Cyber Insider Threat, and Vigilance Tabs. To the right of the list is an "Expand All" link. On the left side, there is a vertical menu with expandable categories: Case Studies, Certifications, Curricula, eLearning Courses, Job Aids, Security Awareness Games, Security Posters, Security Shorts, Security Training Videos, Toolkits, and Webinars.

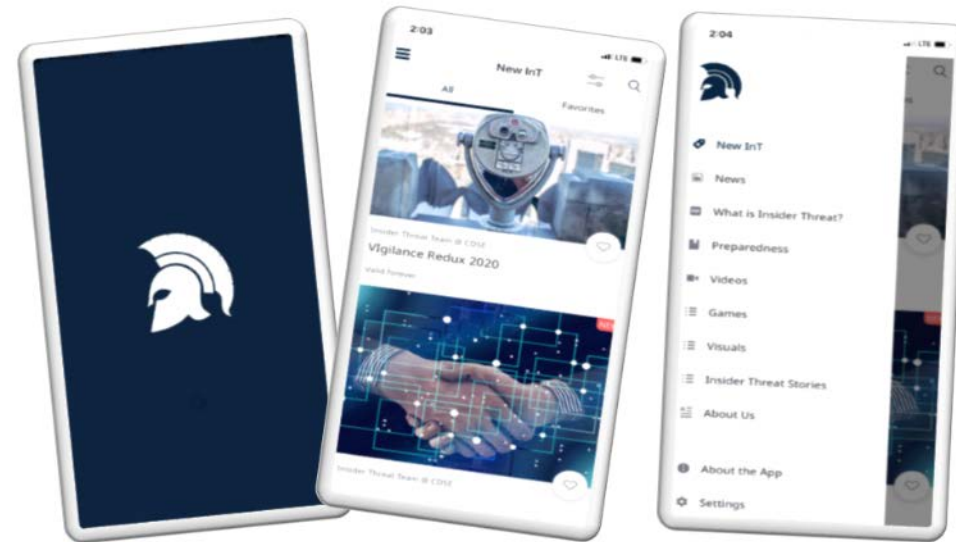
The screenshot shows the "Insider Threat Toolkit" page. At the top, there is a breadcrumb trail: "Home / Training / Toolkits / Insider Threat Toolkit". Below this is a paragraph of text: "Do you have a question about how to do something or need more information about a topic? This toolkit will quickly point you to the resources you need to help you perform your role in the Insider Threat field. More Industry Insider Threat Information and Resources information are available at https://www.dcsa.mil/mc/pv/mbi/report_others/index.html." Below the text is a heading: "Select a category below to start accessing resources." Underneath are ten category icons with labels: Awareness & Training, Policy/Legal, Reporting, Establishing a Program, Cyber Insider Threat/User Activity Monitoring, Vigilance, Kinetic Violence, Research, Resilience, Critical Infrastructure, and International Military Students. The icons are arranged in two rows of five. The bottom row of icons is faded.



INSIDER THREAT AWARENESS PRODUCTS



INSIDER THREAT SENTRY - MOBILE APPLICATION



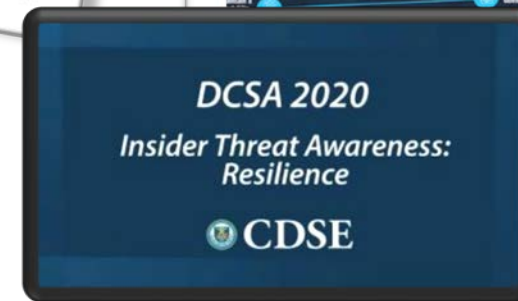
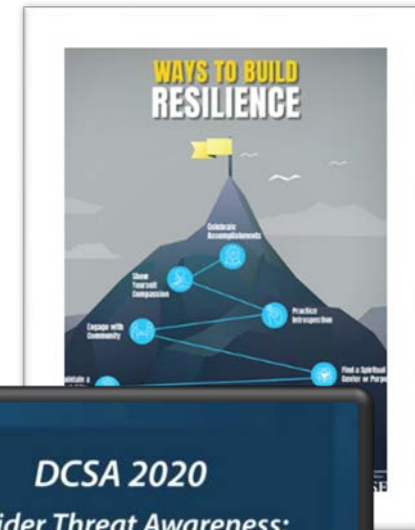
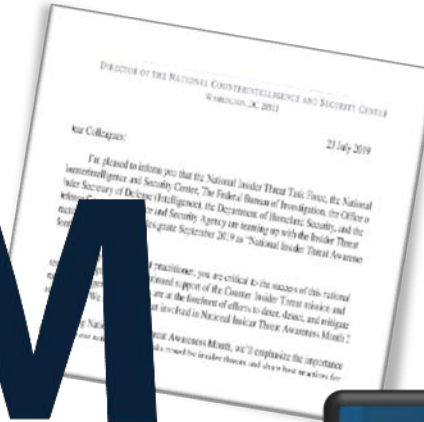
NATIONAL INSIDER THREAT AWARENESS MONTH - September 2020



NITAM

National Insider Threat Awareness Month

<https://cdse.edu/itawareness/index.html>



CDSE

CDSE INSIDER THREAT DIVISION

What to Expect in FY21

- Prevention Assistance Response Capability Resources
- Guidance for Critical Infrastructure Sectors
- Cultural Awareness & Insider Threat Resources
- Graduate Curriculum for Academia
- Current Events Webinars
- New Case Studies
- New Video Learning Sessions
- New Awareness Games
- New Posters
- National Insider Threat Awareness Month Resources
- Conference and Symposia Events



WHERE TO FIND US



CDSE Center for Development of Security Excellence
Education - Training - Certification - Resources -
<https://www.cdse.edu/>

YouTube
<http://www.youtube.com/user/dsscdse>

Facebook
<http://tinyurl.com/3p6ghle>

Twitter
@InT_Aware
@TheCDSE

Insider Threat Sentry on
Apple App Store and Google
Play



INSIDER THREAT VIRTUAL CONFERENCE

Thank You for Your Participation – Please Complete the Survey



<https://cdse.edu/itawareness/index.html>

