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**WOMEN IN INTELLIGENCE AND NATIONAL SECURITY**

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WINS DIVERSITY AND INCLUSION NEWS - Vol. 4, No. 10 - October 30th, 2022- Edited by Sierra Mason

**Hello, WINS Members!**

**Researchers will now be required to submit a diversity, equity, and inclusion plan** if they want to receive a grant from the Department of Energy. Additionally, Customs and Border Protection just recently committed to the 30x30 Initiative with the goal of hiring more women. It's great to see government agencies taking steps towards becoming more inclusive!

Happy Halloweekend, everyone; stay safe! We can't wait to see you this **Tuesday, November 1<sup>st</sup> in AOC 210 at 6pm** to conclude our workshop on *Online Security for Intelligence Professionals!* Don't forget to apply to internships and jobs!

On behalf of the WINS Executive Council,

**Sierra Mason**

Intelligence and Security Studies, Coastal Carolina University  
Finance Officer, Head of Europe Desk, Chanticleer Intelligence Brief (CIB)  
Communications Officer, Women in National Security (WINS)  
Treasurer, International Association for Intelligence Education Zeta Chapter (IAFIE)

**AIRMAN BECOMES FIRST  
US WOMAN TO ATTEND  
THAI AIR FORCE'S  
COMMAND AND STAFF  
COLLEGE (page 3)**

**NSA CAREERS: DIVERSITY  
OF ABILITIES PANEL  
(page 3)**

**NUCLEAR REGULATORY  
COMMISSION: STUDENT  
TEMPORARY INTERNSHIP  
(page 5)**

## COMMENTS FROM OUR WINS PRESIDENT:

Hello WINS! Happy Halloween weekend! We have our last meeting for the Online Security for Intelligence Professionals workshop this week and we would love to see everyone there! As the semester is drawing to a close, we have special events coming up. Reminder to mark your calendars for November 15<sup>th</sup> for our self-defense demonstration. As always, reach out to anyone if you have any questions or concerns.

-Casey Mazzone

## DIVERSITY IN THE NEWS:

### DEPARTMENT OF ENERGY TO REQUIRE DIVERSITY-EQUITY PLAN IN ALL SCIENCE RESEARCH GRANTS

It will soon be mandatory for all researchers seeking grants through the US Department of Energy's Office of Science to submit a Promoting Inclusive and Equitable Research Plan (PIER). The PIER plan is a diversity, equity, and inclusion plan that describes activities and strategies researchers will implement to promote the DEI effort.

**Full Story Here:** <https://www.thecollegefix.com/department-of-energy-to-require-diversity-equity-plan-in-all-science-research-grants/>

### OP-ED: HONORING FILIPINO AMERICANS' LEGACY OF SERVICE

Gina Ortiz Jones is the second highest-ranking Filipino American serving in the Biden-Harris administration and the first woman of color to serve as an undersecretary of any military department. In this op-ed, Jones talks about her mother's journey from the Philippines, her experience under the "Don't Ask, Don't Tell" policy as someone who identifies as LGBTQ+, and the importance of Filipino American History Month.

**Full Story Here:**

<https://www.airforcetimes.com/opinion/commentary/2022/10/27/honoring-filipino-americans-legacy-of-service/>

### INTERVIEW: GINA ABERCOMBIE-WINSTANLEY

Gina Abercombie-Winstanley, the State Department's Chief Diversity and Inclusion Officer (CDIO), is one of the few African-American women who ascended to the senior ranks of the Foreign Service. This interview explores her initiative for diversity within the department as well as the pushback she has faced in her career ranging from racism to sexism. TW: sexual harassment

**Full Story Here:** <https://foreignpolicy.com/2022/10/21/gina-abercrombie-winstanley-state-department-diversity-inclusion-biden/>

## **CUSTOMS AND BORDER PROTECTION COMMITS TO HIRING MORE WOMEN**

On October 20<sup>th</sup>, Customs and Border Protection (CBP) has committed to the 30x30 Initiative and it is the first agency in the Department of Homeland Security to do so. This initiative is a coalition of law enforcement leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in policing. CBP pledges to ensuring at least 30% of its annual recruit class by 2030 is female.

**Full Story Here:** <https://www.cbp.gov/newsroom/national-media-release/cbp-commits-30x30-initiative>

## **FIRST US WOMAN TO ATTEND ROYAL THAI AIR FORCE'S COMMAND AND STAFF COLLEGE**

Major Jessica Padeomthontaweekij is an intelligence officer in the US Air Force and is now the first US servicewoman to attend the Royal Thai Air Force's Air Command and Staff College. Previously, the college had been open to men only. Read more about it below!

**Full Story Here:** <https://www.military.com/daily-news/2022/10/25/airman-becomes-first-us-woman-attend-royal-thai-air-forces-air-command-and-staff-college.html>

## **VIDEOS:**

**AFRICAN-AMERICANS IN MILITARY HISTORY: BREAKING BARRIERS-**

<https://www.youtube.com/watch?v=Vgv0mZCHPrs>

**DIVERSITY IN NATIONAL SECURITY: CRITICAL TO SECURING OUR NATION AT HOME AND ABROAD-** [https://www.youtube.com/watch?v=b6S7Q\\_hADfk](https://www.youtube.com/watch?v=b6S7Q_hADfk)

**HISPANIC-AMERICAN SOLDIERS CONTRIBUTIONS TO THE US ARMY-**

<https://www.youtube.com/watch?v=cxEyX1KTx0>

**INNOVATION THROUGH DIVERSITY-**

<https://www.youtube.com/watch?v=8L5gHe1I6JE>

**NSA CAREERS: DIVERSITY OF ABILITIES PANEL-**

<https://www.youtube.com/watch?v=nhFcQYHpQcE>

**SPY HUNTERS: THE WOMEN WHO CAUGHT ALDRICH AMES-**

<https://www.youtube.com/watch?v=S3wRWeEEptI>

**WOMEN IN INTELLIGENCE: STORIES OF FEMALE DIRECTORS AND CHIEFS OF SPY AGENCIES -** <https://www.youtube.com/watch?v=3W7TGrqJLLM>

**WOMEN AND NATIONAL SECURITY: THE IMPORTANCE OF WOMEN AS**

**PRACTITIONERS IN NATIONAL SECURITY-** <https://www.youtube.com/watch?v=-gtleg0Z-jQ>

## PODCASTS:

### DELOITTE

- The future of diversity, equity, and inclusion in government:
- <https://www2.deloitte.com/us/en/insights/multimedia/podcasts/bias-discrimination-racial-equity-government.html>

### IRON BUTTERFLY

- This is the first podcast by and for women in the US Intelligence Community, bringing you real stories from women in intelligence.
- <https://shows.acast.com/the-iron-butterfly>

### MODERN WAR INSTITUTE PODCAST

- Women in Defense and Security:
- <https://mwi.usma.edu/mwi-podcast-women-defense-security/>

### NATIONAL SECURITY PODCAST

- Celebrating Women in Security:
- <https://nsc.crawford.anu.edu.au/departments-news/20214/celebrating-women-national-security>

## INTERNSHIPS AND JOBS

### NEW POSTINGS AND UPCOMING DEADLINES

#### JACOBS

Entry-level Intelligence Analyst: <https://careers.jacobs.com/job-search-results/?keyword=Entry%20Level%20Intelligence%20Analyst&fuzzy=false>

#### HORRY COUNTY POLICE DEPARTMENT

Police Officer: <https://www.horrycountysc.gov/employment/job-details/?id=16824742>  
-Deadline: Closes once filled

#### MYRTLE BEACH POLICE DEPARTMENT

Police Recruit 2022:  
<https://www.governmentjobs.com/careers/myrtlebeach/jobs/3754537/police-recruit-2022?page=2&pagetype=jobOpportunitiesJobs>  
-Deadline: November 4<sup>th</sup> at 5pm

## **NSA**

Cooperative Education Program (HI): <https://apply.intelligencecareers.gov/job-description/1190763>

-Deadline: October 31<sup>st</sup>, 2022

Exploitation Analyst (GA, HI, MD, TX): <https://apply.intelligencecareers.gov/job-description/1192844>

Linguist/Language Analyst (MD): <https://apply.intelligencecareers.gov/job-listings?agency=NSA>

-Deadline: October 31<sup>st</sup>, 2022

Summer Internship—Computer Science (MD): <https://apply.intelligencecareers.gov/job-description/1191813>

-Deadline: October 31<sup>st</sup>, 2022

Other NSA internships: <https://www.intelligencecareers.gov/NSA/students-and-internships>

-Deadline: Varies

## **NUCLEAR REGULATORY COMMISSION**

Student Temporary Internship: <https://www.usajobs.gov/Job/674145800#shorten-link>

-Deadline: October 31<sup>st</sup>, 2022

## **WAWA**

Information Security Intern: [https://wawa.wd1.myworkdayjobs.com/en-US/careers/job/WAWA---Wawa-Inc---Corporate-Office/Information-Security-Intern\\_JR110392](https://wawa.wd1.myworkdayjobs.com/en-US/careers/job/WAWA---Wawa-Inc---Corporate-Office/Information-Security-Intern_JR110392)

## **PREVIOUSLY POSTED**

### **Booz Allen Hamilton**

Summer Internship Program: <https://www.boozallen.com/careers/university-talent/booz-allen-summer-games.html>

-Deadline: Not specified

### **CACI**

Internships/Jobs: <https://careers.caci.com/global/en/search-resultskeywords=Intern&from=30>

-Deadline: Varies

## **CIA**

Operations Officer (DC): <https://www.usajobs.gov/job/628601600>

-Deadline: December 22nd, 2022

Specialized Skills Officer (DC): <https://www.usajobs.gov/job/628604800>

Undergraduate Internship Program—Computer Science:

<https://www.cia.gov/ehl/careers/7133>

Other internships :<https://www.cia.gov/careers/student-programs/>

-Deadline: varies

## **COUNCIL ON FOREIGN RELATIONS**

Internships: <https://www.cfr.org/career-opportunities/internships>

-Deadline: Varies

## **DEPARTMENT OF STATE**

Critical Language Scholarship: <https://clscholarship.org/apply>

-Deadline: November 15th, 2022

## **DMV AREA INTERNSHIPS**

### **Virginia**

Fairfax County Police Department:

<https://www.fairfaxcounty.gov/police/commontopics/joinourteam/internships>

Loudon County Sherriff's Office:

<https://www.loudoun.gov/DocumentCenter/View/138045/Internship-Program-PDF>

Prince William County Police Department: <https://www.joinpwcpd.org/internship/>

### **Washington DC**

Metropolitan Police Department: <https://joinmpd.dc.gov/metropolitan-police/collegiate-internship-program>

INTERPOL, Department of Justice: <https://www.justice.gov/interpol-washington/internships>

Office of Naval Intelligence: <https://www.oni.navy.mil/Careers/Intern-Programs/>

### **Maryland**

Anne Arundel County: <https://www.aacounty.org/departments/police-department/jobs/police-student-intern/>

Baltimore County Police Department:

<https://www.baltimorecountymd.gov/departments/human-resources/jobs/internship-program>

Howard County Police Department:

<https://www.howardcountymd.gov/sites/default/files/media/2016-10/Internship%20Application.pdf>

Harford County Police Department: <https://harfordsheriff.org/employment/internships/>

## **EXPERIAN**

Cyber Threat Intelligence Internship (SC): <https://g.co/kgs/u8uUGz>

## **THE FEDERAL RESERVE**

Congressional Liaison:

<https://frbog.taleo.net/careersection/1/jobdetail.ftl?job=23270&lang=en&src=LinkedIn>

Investigative Intern:

<https://frbog.taleo.net/careersection/1/jobdetail.ftl?job=23329&lang=en>

Policy Planning and Strategy Intern:

<https://frbog.taleo.net/careersection/1/jobdetail.ftl?job=23236&lang=en&src=LinkedIn>

## **INTELLIBRIDGE**

Junior Intelligence Analyst (DC):

[https://www.talent.com/view?id=40153067558a&utm\\_campaign=google\\_jobs\\_apply&utm\\_source=google\\_jobs\\_apply&utm\\_medium=organic](https://www.talent.com/view?id=40153067558a&utm_campaign=google_jobs_apply&utm_source=google_jobs_apply&utm_medium=organic)

## **KNOWBE4**

Information Security Intern (Remote):

<https://www.indeed.com/viewjob?jk=f5d8f3f0f44f2492&tk=1gelc6rpmjcbt800&from=serp&vjs=3>

## **LOCKHEED MARTIN**

Internships: [https://www.lockheedmartinjobs.com/college-](https://www.lockheedmartinjobs.com/college-students?_ga=2.55386987.134862569.1644454890-321250224.1644454890)

[students?\\_ga=2.55386987.134862569.1644454890-321250224.1644454890](https://www.lockheedmartinjobs.com/college-students?_ga=2.55386987.134862569.1644454890-321250224.1644454890)

## **NORAD and USNORTHCOM**

Volunteer Summer Internship Program: check out the attachment!

-Deadline: November 30<sup>th</sup>, 2022

## **NORTHEAST STATES INTERNSHIPS**

### **New Jersey**

Bergen County Police Department:

<https://www.bcsd.us/images/pdf/internshipapplication.pdf>

New Jersey/Connecticut—multiple internships (local and federal):  
<https://lanyan77.wixsite.com/fducriminternships/internships>

Monmouth County Sheriff's Office: <https://www.mcsonj.org/about-us/internship-opportunities/>

Middlesex County District Attorney's Office:  
<https://www.middlesexda.com/careers/pages/internship-opportunities-0>

## **Connecticut**

Fairfield County Police Department: <https://fpdct.com/intern/>

State of Connecticut Office of Policy and Management (different divisions within link):  
<https://portal.ct.gov/OPM/ADMIN-MAIN/Admin-General/Services/Internship-Opportunities>

## **Massachusetts**

Massachusetts State Police: <https://www.mass.gov/how-to/apply-for-a-massachusetts-state-police-college-student-internship-or-high-school-job-shadowing>

Massachusetts State Police Crime Laboratory: <https://www.mass.gov/state-police-crime-laboratory-employment-and-internship-programs>

Worcester County Sheriff's Office: <https://worcestercountysheriff.com/careers/>

## **NORTHROP GRUMMOND**

Internships/Jobs: <https://www.northropgrumman.com/jobs/?search=campusjobs>

## **NRO**

Job: <https://www.nro.gov/Careers-and-Internships/NRO-Apply-Now/>

## **SLED**

Internship: <https://www.sled.sc.gov/internship.html>

## **STATE DEPARTMENT**

Internships: <https://careers.state.gov/interns-fellows/other-programs/>

## **VARIOUS ACTIVE INTELLIGENCE**

Internships: <https://www.intelligencecareers.gov/icstudents.html>

## **VARIOUS POLICE DEPARTMENTS**

Charlotte Police Department:  
<https://charlottenc.gov/CMPD/Organization/Pages/SupportSvcs/Internships.aspx>



Columbia Police Department: <https://columbiapd.net/intern-program/>

Raleigh Police Department: <https://raleighpd.org/recruiting/internship-program.html>

**WESTERN UNION (BANK)**

Strategic Intelligence Analyst (CO): <https://careers.westernunion.com/job-details/16588524/strategic-intelligence-analyst-denver-co/>



# NORAD AND USNORTHCOM NORTH AMERICAN DEFENSE AND SECURITY ACADEMIC ALLIANCE (NADSAA) NEWSLETTER



## NADSAA OPPORTUNITIES

### VOLUNTEER STUDENT INTERNSHIP PROGRAM (VSIP)

NORAD and USNORTHCOM has expanded eligibility for its internship program to include graduate, ROTC, and Service Academy students. The NORAD and USNORTHCOM VSIP is accepting applications for the Summer 2023 semester. Deadline for applications is 30 November 2022. The VSIP is actively working to expand internship opportunities for international students and building Post-Doctoral research opportunities in-residence at the NORAD and USNORTHCOM Headquarters. More information about the internship program, including introductions of current interns, can be found on pages 3-8. The USNORTHCOM staff is available for virtual or in-person presentations to prospective VSIP students. Please contact the staff : Mrs. Lauren Nazareus ([lauren.c.nazareus.civ@mail.mil](mailto:lauren.c.nazareus.civ@mail.mil)), Ms. Jessica Flecha ([Jessica.t.felcha.civ@mail.mil](mailto:Jessica.t.felcha.civ@mail.mil)) and Dr. Douglas Johnston ([douglas.l.johnston.civ@mail.mil](mailto:douglas.l.johnston.civ@mail.mil))

### RESEARCH AND WRITING PROGRAM

The Academic Writing Program allows students to directly interact and engage with the NORAD and USNORTHCOM missions, priorities, and subject matter experts (SMEs). The research topics for Academic Year (AY) 2021-2022 are available on pages 9-10 and can be found on the USNORTHCOM portal page <https://www.northcom.mil/research/>

### HOMELAND DEFENSE AWARENESS SYMPOSIUM (HDAS)

The NORAD and USNORTHCOM J72 and the Homeland Defense Institute (HDI) recently hosted the 2022 HDAS at the United States Air Force Academy (USAFA) on 13-14 July. The symposium included presenters from academic institutions as well as government and non-government institutions. A wide variety of topics were discussed ranging from Women, Peace, and Security to Homegrown Violent Extremists. To access the presentations and papers discussed during the symposium, please visit our website at <https://www.northcom.mil/HDsymposium/#events>. More information about the symposium can be found on page 11.



# NORAD AND USNORTHCOM NORTH AMERICAN DEFENSE AND SECURITY ACADEMIC ALLIANCE (NADSAA) NEWSLETTER



## NORAD AND USNORTHCOM VOLUNTEER STUDENT INTERNSHIP PROGRAM

### PROGRAM OVERVIEW

NORAD and USNORTHCOM's Volunteer Student Internship Program (VSIP) provides valuable hands-on experience to graduate, select undergraduate, and ROTC Cadet / Service Academy students related to their educational endeavors while working in a joint, interagency, and international environment at NORAD and USNORTHCOM Headquarters. Students may use their internship to acquire academic credit related to an internship or capstone requirement. A Department of Defense SECRET Clearance is initiated for all applicants fully accepted into the program. Although a security clearance will be initiated on behalf of accepted student participants, the adjudication of a security clearance is conducted externally by the Office of Personnel Management (OPM) and is not controlled or guaranteed by participating in the VSIP. The VSIP supplies interns to every directorate within NORAD and USNORTHCOM Headquarters, the Washington Operations Center, the new Homeland Defense Institute at the U.S. Air Force Academy, and Special Staff Offices when available. Placement is determined by candidate goals and candidate suitability to the positions available.

### ELIGIBILITY

In order to participate in the NORAD and USNORTHCOM VSIP, the following criteria must be met:

- Applicants must be civilian students and select ROTC / Service Academy Cadets, enrolled at least half-time at an accredited academic institution
- Applicants must demonstrate and maintain a minimum 2.5 GPA on a 4.0 scale
- Applicants must be U.S. Citizens
- Applicants must be able to successfully complete a background security investigation
- Applicants must be available for a minimum of 12 weeks, during which they are required to dedicate 20 hours (minimum) per week to their responsibilities at NORAD and USNORTHCOM

### APPLICATION

Interested parties must submit a complete application package to the NORAD and USNORTHCOM VSIP Admin Team. A complete application package must include the following:

- Volunteer Student Internship Program Application
- Professional Resume
- Professional Cover Letter
- Unofficial Transcripts
- NORAD and USNORTHCOM Educational Institution Acknowledgement Letter

These requirements and additional information are available for download at [https://www.northcom.mil/USNORTHCOM/ACADEMIC\\_ALLIANCE/VSIP/](https://www.northcom.mil/USNORTHCOM/ACADEMIC_ALLIANCE/VSIP/)



**NORAD AND USNORTHCOM  
VOLUNTEER STUDENT INTERN PROGRAM**

Over **190** Students have applied for the NORAD and USNORTHCOM VSIP in the three years since the program was initiated.

**80%** of student interns who participate in the program are employed in the homeland defense and security field, including in the Commands and Industry Leaders \*(See page 4)

#### SUMMER 2022

The VSIP is currently supporting 18 student interns, including 6 undergraduates, 10 graduates, and 2 cadets.

#### FALL 2022

VSIP admin are in the process of onboarding the fall 2022 cohort. Internships are scheduled to begin in October 2022.

#### SPRING 2023

The application period for the Spring 2023 program recently closed. VSIP admin are currently processing applications. Internships will begin in January 2023.

#### SUMMER 2023

The N&NC VSIP is currently accepting applications for the Summer 2023 program until 30 November 2022. Internships will begin in June 2023.



# NORAD AND USNORTHCOM NORTH AMERICAN DEFENSE AND SECURITY ACADEMIC ALLIANCE (NADSAA) NEWSLETTER



## PROGRAM TIMELINE

### SPRING (WINTER)

- Applications accepted 01 April to 31 July
- Students notified of their acceptance by 31 August
- Students begin their internship in January
- Students complete their internship in March

### SUMMER

- Applications accepted 01 August to 30 November
- Students notified of their acceptance by 31 December
- Students begin their internship in May
- Students complete their internship in July

## CONTACT

Questions about program eligibility, deadlines or requirements can be directed to [n-nc.peterson.n-ncj7.mbx.j72-internship-omb@mail.mil](mailto:n-nc.peterson.n-ncj7.mbx.j72-internship-omb@mail.mil)

## ADDITIONAL RESOURCES

VSIP Website

[https://www.northcom.mil/USNORTHCOM/ACADEMIC\\_ALLIANCE/VSIP/](https://www.northcom.mil/USNORTHCOM/ACADEMIC_ALLIANCE/VSIP/)

NORTHCOM Website

<http://www.northcom.mil/>

NORAD Website

<http://www.norad.mil/>

USA Jobs Resume

USAJOBS Help Center | [What should I include in my federal resume?](#)

## SUMMER 2022 COHORT

The NORAD and USNORTHCOM Volunteer Student Internship Program supported 18 student interns. Each intern has contributed to the success of NORAD and USNORTHCOM through their diligent efforts and continued support of the various directorates in which they are assigned. The Summer 2022 cohort included the following outstanding students:

### SUMMER 2023

Applications for the Summer 2023 intern class will be accepted 01 August 2022 to 30 November 2022.

*\*Under 5 U.S.C. 3111, a student volunteer is not a Federal Employee for any purposes other than injury compensation and law related to the Tort Claims Act. Student Participation in the program occurs on a voluntary basis, and there is no remuneration, or other employee benefits provided. NORAD and USNORTHCOM VSIP does not provide housing assistance or support. Volunteer service is not credible for leave or any other employee benefits or monetary compensation.*

*All NORAD and USNORTHCOM Volunteer Student Internship Program candidates must consent to a suitability determination, a security investigation, and drug testing protocols. Acceptance into the program is conditional upon favorable completion of these requirements.*

*\*Student participation in the program does not guarantee employment. Subsequent employment is the sole responsibility of the student intern, and not the NORAD and USNORTHCOM VSIP.*

If you are interested in NORAD and USNORTHCOM VSIP opportunities, or would like a program representative to discuss the program in more detail with students, faculty, or staff, please do not hesitate to reach out.