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**WOMEN IN INTELLIGENCE AND NATIONAL SECURITY**

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WINS DIVERSITY AND INCLUSION NEWS - Vol. 4, No. 11 – November 5<sup>th</sup>, 2022- Edited by Sierra Mason

**Hello, WINS Members!**

**Today, we have a special edition of the newsletter.** A couple of weeks ago, the WINS Executive Council traveled to the first domestic in-person International Association for Intelligence Education (IAFIE) Conference since 2019. Continue reading to see our key takeaways from this experience.

Also, be sure to check out the new postings; there may be an author you all recognize.

We hope that everyone enjoyed the *Online Security for Intelligence Professionals* workshop and is ready for the self-defense training on **Tuesday, November 15<sup>th</sup> from 6-8pm.** Remember we will **NOT** be meeting this **Tuesday, November 8<sup>th</sup>.**

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)

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## COMMENTS FROM OUR WINS PRESIDENT:

Hello WINS! Do not forget that we will not be meeting November 8<sup>th</sup>, please go out and vote instead! We look forward to seeing everyone for the self-defense workshop on Tuesday, November 15<sup>th</sup> from 6-8pm. Look out for an email with additional details soon! Remember to apply to the internship/job opportunities below, as deadlines are coming up. As always, reach out for anything you may need!

-Casey Mazzone

## IAFIE CONFERENCE:

From October 20<sup>th</sup> to 22<sup>nd</sup>, the Citadel hosted the 2022 International Association for Intelligence Education (IAFIE) Conference. This year's theme was "Intelligence Education in a Contested World." In total, there were five keynote speakers:

- Ms. Linda Weissgold, Deputy Director of Analysis at CIA
- Dr. David Priess, noted publisher, author, and former presidential briefer
- Captain Clinton Carlson, the commanding officer of the USCGC Stone
- Dr. George Friedman, founder and chairman of Geopolitical Futures
- Major General Aaron Prupas USAF, Director for Defense Intelligence (Warfighter Support) at the Office of the Undersecretary of Defense for Intelligence

In addition to the keynotes, there were several panels and seminars exploring an array of topics in intelligence and security including espionage, cyber challenges, technological developments, Ukraine and Russia, and structured analytic techniques. Four students from Coastal Carolina University hosted a student panel titled "A World in Flux: Implications for US Intelligence" where they presented on instability in South Asia, China's United Front, Chinese foreign influence through Official Development Assistance, and sociopolitical militancy in the US during the SARS-CoV-2 Pandemic. Additionally, many of the WINS Executives attended the Women in Intelligence Roundtable.

**Each member of the Executive Team provided their key takeaways from the conference. Read here what each of them want to share:**

### **Casey Mazzone, WINS President:**

WINS Related:

- We must count on **support** from each other.
- Be able to **adapt** to power. Do not take the bait and do what you are there to do. Stay focused.
- Never compromise yourself or your principles.
- **You do not need to become someone else in order to succeed.**
- Be someone that people want to work with.

### Careers in Intelligence:

- Leverage the **alumni network**.
- As intelligence analysts, we have to prove that we are worth hearing. Our credibility relies on tradecraft.
- As intelligence analysts, we need **objectivity, humility, and courage**.
- **Be open** to feedback.

### Alexa McMichael, Vice President:

- CIA cover letter tips
  - Include why you want to work for the agency (**motivators and inspirations**).
- Double check **spelling and grammar** in your resume/CV.
- **Be careful of wording** used in Intel products (never, increasing, always, etc.)
- When adding people on **LinkedIn**, first look at who they follow.

### Sarah Gabriel, Recruitment Officer:

- **Seek discomfort!** Change never happens from staying in your level of comfort.
- Use any opportunity to **network** and **connect** with someone.
- Don't strictly try to network with people whom your desired career correlates with- **branch out!**
- Despite whom they may be, if their comments are publicly discourteous, do what you see fit to avoid them. (ex: not connecting with certain people on LinkedIn.)
- Don't expect other people to carry your weight; you still **represent** yourself and your school.
- Start a **business card collection**. Like our alumni speaker said, these are basically currency.
- Never submit a resume without a **cover letter** unless it says not to.
- Take your time on the cover letter, mention every **relevant** point not in your resume and further expand the relevant things in your resume.
- Get a good night's sleep and caffeine if that's your thing (obviously).
- **Be as prepared as Dr. Nolan!**

### Giovanna Constantiello, Records Officer:

- There is no right way to get into the IC.
- **Networking** is key—it's who you know.
- Make sure to have important **keywords** in your cover letter.
- It's **never too early** to start working on your **resume**.
- **Mentors** are very important - even if at first glance they don't seem beneficial, trust the process.
- There is no wrong way to brief, **adapt** to the style of the person you're briefing.
  - It's important they are engaged so they can comprehend the information.
- Sell yourself - don't be afraid to **talk yourself up**.
- You will get thrown into the fire right away - **don't get discouraged**, you'll get there!

### **Geena Schwartz, Finance Officer:**

- **Don't be discouraged** if you don't get a job or position on the first try.
- **Be yourself** even if that means you disagree with someone ranked higher than you. You still need to be **respectful** but voice your idea if it is crucial to the mission.
- As a woman, don't bring attention to every dig/rude remark you get. **Pick and choose your battles.**
- Explain why you are an **asset** to them and why they need you, not why you need them.
- **Networking** is so important. Go up to people cold turkey, everyone must start somewhere.
- Go to social events (sometimes more important than actual panels).

### **Sierra Mason, VP of Communications:**

Traits for Intelligence Analysts:

- **Readiness to learn** when we do well and when we do not.
- **Courage** to defend what we think and modify when new data comes.
- All motivated by the **desire to serve** and the **eagerness to learn.**
- Have an **intellectual curiosity.**

Togetherness:

- Never put out the thought of only one person.
- Remember that it's okay to disagree, but it's important to find out **why** we are disagreeing.
- Be willing to **challenge people** and step up.
- **Our greatest strength is each other.**

Advice:

- “The day I’m not nervous is the day I probably shouldn’t go [to work].”
  - “If I’m not nervous, it means I’ve forgotten the importance of what I do.”
  - It’s okay to be nervous, turn it into something **positive** and don’t let it negatively affect your work.
- Don’t let being young or at something deter you, your **CAPABILITY overrides SENIORITY.**
- **The way that you treat people, they’ll remember that always.**
- There is more than one path to intelligence and everyone’s story is different.



The Fall 2022 WINS Executive Team representing at the Women in Intelligence and National Security sign-up and swag table.

The wristbands and buttons/pins in the photo are now for sale! Three dollars for one or two for five dollars. Contact one of the Executives to purchase or for further information.

The WINS Executives, student presenters, and Dr. Fitsanakis posing in front of the Coastal van and outside of the hotel.

This photo was taken shortly after the road trip to Charleston and directly before the Conference Reception at the Citadel on October 20<sup>th</sup>, 2022.

Photo credit: Dr. Nolan



Student presenters and Dr. Fitsanakis leading the "A World in Flux: Implications for US Intelligence" student panel.

If you are interested in learning more about the IAFIE conference, here are two articles:

**CITADEL CONFERENCE HIGHLIGHTS:** <https://www.iafie.org/page/CitadelConference>

**INSTITUTE OF WORLD POLITICS:** [https://www.iwp.edu/press-](https://www.iwp.edu/press-releases/2022/10/31/iwp-speakers-present-at-the-iafie-conference-at-the-citadel/)

[releases/2022/10/31/iwp-speakers-present-at-the-iafie-conference-at-the-citadel/](https://www.iwp.edu/press-releases/2022/10/31/iwp-speakers-present-at-the-iafie-conference-at-the-citadel/)

## DIVERSITY IN THE NEWS:

### **NSA AWARDED THE 2022 GOVERNMENT AGENCY OF YEAR AWARD FROM THE SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS (SHPE)**

The NSA recently won the 2022 Government Agency of the Year Award from the Society of Hispanic Professional Engineers (SHPE) for demonstrating exceptional support on cultivating Hispanic leadership in STEM. Through a collective initiative by the NSA and Hispanic/Latino Employee Resource Group, diversity has increased through the Agency's hiring efforts. Additionally, awareness of STEM disciplines across minority communities has been raised. Representatives from the NSA will accept the award during the SHPE's Award Gala Celebration from November 2<sup>nd</sup> through 5<sup>th</sup>.

**Full Story Here:** [https://www.nsa.gov/Press-Room/News-](https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3208303/nsa-recognized-with-2022-award-by-the-society-of-hispanic-professional-engineers/)

[Highlights/Article/Article/3208303/nsa-recognized-with-2022-award-by-the-society-of-hispanic-professional-engineers/](https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3208303/nsa-recognized-with-2022-award-by-the-society-of-hispanic-professional-engineers/)

### **FBI ALBANY HOLDS RECRUITMENT EVENT WITH FOCUS ON DIVERSITY**

The Albany FBI is holding a chance for applicants of all backgrounds, genders, and cultures to get an inside look of the bureau. This supports the FBI's goal of breaking barriers and working towards recruiting a force that reflects the community it serves. The Albany field office hasn't held an event with this type of access since 2020.

**Full Story Here:** <https://spectrumlocalnews.com/nys/capital-region/news/2022/10/30/fbi-holds-recruitment-event--focuses-on-diversity>

### **DIVERSITY, EQUITY, AND INCLUSION IN NUCLEAR SECURITY CULTURE**

The policy paper attached is part of the International Nuclear Security Forum Project published by the Institute of Nuclear Materials Management. The author argues that in order for nuclear facilities to more effectively screen their personnel for insider threats, the methodologies used must acknowledge changes in the threat environment, understanding underlying biases in 'othering' frameworks, and adapt to present/future changes. To accomplish these things, DEI security culture must become normal. Read the full paper below!

**Full Story Here:** <https://www.stimson.org/2022/diversity-equity-and-inclusion-in-nuclear-security-culture-insider-threat-assessments-at-nuclear-facilities/>

## PEER-REVIEWED WORK ON DEI

### **International Journal for Intelligence and Counterintelligence Volume 35, Issue 4 (2022)**

- Diversity in Intelligence: Organizations, Processes, and People
  - o <https://www.tandfonline.com/doi/full/10.1080/08850607.2022.2047533>
- From the “Lavender Scare” to “Out and Equal”: LGBTQIA+ Diversity in the US Intelligence Community
  - o <https://www.tandfonline.com/doi/full/10.1080/08850607.2022.2060693>
- What About Her? Increasing the Actionability of HUMINT in Paternalistic Cultures by Considering Female Intelligence
  - o <https://www.tandfonline.com/doi/full/10.1080/08850607.2022.2068890>

## 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/department-news/20214/celebrating-women-national-security>

### SECURITY CLEARANCE CAREERS

- Simple Interview Changes Can Make National Security Careers More Accessible
- <https://news.clearancejobs.com/2022/11/04/enabling-a-more-accessible-path-to-a-national-security-career/>

## INTERNSHIPS AND JOBS

### NEW POSTINGS AND UPCOMING DEADLINES

### CROWDSTRIKE

Summer 2023 Intelligence Analyst Intern (remote):  
[https://crowdstrike.wd5.myworkdayjobs.com/en-US/crowdstrikecareers/job/Analyst-Intern--Remote---USA---Summer-2023\\_R10750](https://crowdstrike.wd5.myworkdayjobs.com/en-US/crowdstrikecareers/job/Analyst-Intern--Remote---USA---Summer-2023_R10750)

**NATIONAL CONSORTIUM FOR THE STUDY OF TERRORISM AND RESPONSES TO TERRORISM (SMART)**

Spring 2023 Internships: <https://www.start.umd.edu/careers/internships>

**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)

## **JACOBS**

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

## **KNOWBE4**

Information Security Intern (Remote):

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

## **LOCAL POLICE DEPARTMENTS:**

Horry County Police Department:

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

-Deadline: Closes once filled

## **LOCKHEED MARTIN**

Internships: [https://www.lockheedmartinjobs.com/college-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>

## **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)

## **WESTERN UNION (BANK)**

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