



WOMEN IN INTELLIGENCE AND NATIONAL SECURITY

WINS DIVERSITY AND INCLUSION NEWS - Vol. 4, No. 14 - February 4th, 2023- Edited by Sierra Mason

Hello, WINS Members!

For the first newsletter of the semester, we are looking back into 2022. Continue reading to see some of the initiatives and events held in the past year that have contributed to furthering diversity, equity, and inclusion.

We hope that everyone enjoyed our *Online Security for Intelligence Professionals* workshop last semester and are looking forward to our *Career Exploration* workshop. Attached to this newsletter are the Resume slides from last week; be sure to check those out! We can't wait to see you all back for our next meeting this **Tuesday at 6pm** in **AOC 210**.

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)
Vice President, International Association for Intelligence Education Zeta Chapter (IAFIE)

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**DHS, TRANSPORTATION
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COMMENTS FROM OUR WINS PRESIDENT:

Welcome back, everyone! We are so excited to get this semester rolling with our new and returning members. The WINS Executives and I are beyond excited for the Career Exploration workshop and are working hard on catering it to each of your futures. We look forward to seeing you on Tuesday in AOC 210! As always, feel free to reach out with any questions.

-Sarah Gabriel

LOOK BACK INTO 2022

**2022 was filled with many diversity, equity, and inclusion initiatives and events!
Let's take a look back at some of them:**

January:

- The Office of Personnel Management calls for agencies to name a chief diversity officer in order to create a Chief Diversity Officer Council.
 - o <https://federalnewsnetwork.com/workforce/2022/01/opm-to-create-chief-diversity-officer-council-to-elevate-role-across-government/>

February:

- The National Oceanic and Atmospheric Administration announces and appoints the most diverse leadership in the agency's history, with 50% identify as BIPOC and 85% as women.
 - o <https://www.noaa.gov/news-release/noaa-welcomes-new-members-of-agencys-leadership-team>
- The only all-female, Black WWII unit is recognized with the Congressional Gold Medal.
 - o <https://www.militarytimes.com/veterans/2022/02/28/black-female-wwii-unit-recognized-with-congressional-honor/>

March:

- The Biden Harris Administration announces critical steps to advance pay equity and to promote women's economic security.
 - o <https://www.whitehouse.gov/briefing-room/statements-releases/2022/03/15/fact-sheet-biden-harris-administration-announces-commitments-to-advance-pay-equity-and-support-womens-economic-security/>
- NSA goes to the Women in Cybersecurity (WiCyS) Conference 2022.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/2967904/nsa-on-the-road-at-the-women-in-cybersecurity-wicys-conference-2022/>
- Black Girls in Cyber Leaders visit NSA-Washington.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Feature/Article/2955331/representation-is-empowerment-black-girls-in-cyber-leaders-visit-nsa-washington/>

- Commander Billie J. Farrell becomes the first woman commander of the USS Constitution, the oldest commissioned warship in the US Navy.
 - o <https://www.nytimes.com/2022/03/07/us/billie-farrell-constitution-navy.html>

April:

- The White House launches a diversity action plan for the government.
 - o <https://www.reuters.com/world/us/white-house-launches-diversity-action-plan-government-2022-04-14/>
- Air Force and Space Force allows troops up to 35 days off for fertility treatments.
 - o <https://www.military.com/daily-news/2022/04/14/air-force-and-space-force-will-now-allow-troops-35-days-off-fertility-treatments.html>
- US Agency for International Development gets its first Chief Diversity Officer.
 - o <https://www.govexec.com/management/2022/04/usaids-new-and-first-ever-chief-diversity-officer/365933/>

May:

- NSA reflects on the Asian American and Pacific Islander Heritage Month.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3042743/asian-american-and-pacific-islander-aapi-heritage-month-critical-reflections-ge/>

June:

- 2022 IC Pride Summit returns to the NSA.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3078934/2022-ic-pride-summit-embraces-bringing-authenticity-to-the-workplace/>
- NGA celebrates Pride Month.
 - o <https://www.nga.mil/news/Celebrating-Pride-at-NGA-Two-LGBTQ-teammates-share.html>

July:

- Blue Angels Squadron announces its first female jet pilot in history.
 - o <https://www.military.com/daily-news/2022/07/18/legendary-blue-angels-squadron-announces-first-female-jet-pilot.html>

August:

- NSA hosts its first ever “Women Immersed in NSA Cybersecurity” event.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3125732/illuminating-the-future-of-cybersecurity-women-from-across-the-nation-visit-nsa/>
- Master Chief Information Systems Technician Angela Koogler becomes the first woman to serve as chief of the boat.
 - o <https://www.navytimes.com/news/your-navy/2022/09/01/this-sailor-is-the-first-woman-to-serve-as-chief-of-the-boat/>
- General Michael Langley becomes the Marine Corps’ first Black 4-Star General.
 - o <https://www.marines.mil/News/News-Display/Article/3119142/gen-michael-langley-becomes-the-marine-corps-first-black-four-star-general/>

September:

- NSA begins the Mucho Gusto podcast in celebration of National Hispanic Heritage Month.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3167429/national-hispanic-heritage-month-mucho-gusto-edmundo-r/>
- California enacts law that helped LGBTQ veterans who were discharged under the “Don’t Ask, Don’t Tell” policies.
 - o <https://www.militarytimes.com/veterans/2022/09/18/california-enacts-law-to-help-lgbtq-military-veterans/>
- Office of Naval Intelligence Official receives the League of United Latin American Citizens (LULAC) 2022 Excellence in Service Uniformed Services Public Service Award.
 - o <https://www.navy.mil/Press-Office/News-Stories/Article/3155487/office-of-naval-intelligence-official-receives-national-award-for-diversity-hir/>
- Harriet Tubman statue is unveiled at the CIA.
 - o <https://www.cia.gov/stories/story/honoring-pioneer-harriet-tubman/>

October:

- NSA celebrates National Coming Out Day.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3184486/celebrating-national-coming-out-day-at-nsa/>
- Women Cryptologists of World War II are honored with USPS Forever Stamp.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3200397/women-cryptologists-of-world-war-ii-honored-with-usps-forever-stamp/>
- CIA unveils its first-ever standalone fitness, health, and wellbeing facility.
 - o <https://www.cia.gov/stories/story/accessible-fitness/>
- Gina Ortiz Jones honors Filipino Americans’ legacy of service.
 - o <https://www.militarytimes.com/opinion/commentary/2022/10/27/honoring-filipino-americans-legacy-of-service/>

November:

- NSA wins the 2022 Award by the Society of Hispanic Professional Engineers.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3208303/nsa-recognized-with-2022-award-by-the-society-of-hispanic-professional-engineers/>
- NSA’s Fort Meade East Campus opens an innovative workplace named the Morrison Center.
 - o <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3219024/nsa-opens-an-innovative-workplace-for-critical-missions-focused-on-the-future/>
- African American veterans honored in an exhibit aboard the USS Hornet.
 - o <https://www.ktvu.com/news/african-american-veterans-honored-in-new-exhibit-aboard-uss-hornet>

- The 934th Airlift Wing hosts its first Celebration of Nations event.
 - o <https://www.afrc.af.mil/News/Article-Display/Article/3216138/the-934th-airlift-wing-hosts-its-first-celebration-of-nations-event/>
- CIA names its first Chief Wellbeing Officer.
 - o <https://www.cia.gov/stories/story/cia-names-first-chief-wellbeing-officer/>

December:

- Captain Rhea McFarland becomes one of the first Black female airmen to receive the Distinguished flying Cross.
 - o <https://www.militarytimes.com/video/2022/12/19/black-female-air-force-pilot-receives-historic-distinguished-flying-cross/>

DIVERSITY IN THE NEWS:

FBI HONOLULU SEEKS TO HIRE MORE WOMEN

The FBI office in Honolulu is seeking to hire more women for the special agent position. FBI data shows there are approximately 10,000 special agents in the US with 77% of them being men and 23% women. This article by Hawaii News Now highlights some benefits to having women special agents, including how they have often been found to help witnesses and victims of crimes feel more comfortable.

Full Story Here: <https://www.hawaiinewsnow.com/2023/01/12/push-diversify-fbi-seeks-recruit-more-women-its-ranks/>

BLACK FEMALE MARINE SET TO BE A 2-STAR GENERAL FOR THE 1ST TIME IN HISTORY

Early December, the Senate confirmed Brig. Gen. Lorna Mahlock to the grade of major general following her appointment from President Joe Biden. Mahlock was born in Jamaica and immigrated to New York when she was 17, shortly after she enlisted in the Marine Corps. In 2018, she became the first Black woman to achieve the brigadier general rank. Read this article to learn more about Mahlock's achievements. Additionally, this article showcases some of the biggest achievements in diversity for 2022, which are highlighted in the *Look Back into 2022* section.

Full Story Here: <https://www.fbi.gov/news/stories/fbi-recruiting-road-trip-brings-promising-returns-110222>

ARTICLE PUBLISHED BY THE CIA COVERS WORK-LIFE BALANCE

In this two-part article, CIA officers share their experiences on what being a parent while working for the agency is like. Read more about it below!

Full Story Here: <https://www.cia.gov/stories/story/officer-and-a-parent-part-1/> (part 1)
<https://www.cia.gov/stories/story/life-with-cia-an-officer-and-a-parent-part-2/> (part 2)

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>

Journal of Strategic Security Volume 8, No. 3 (2015)

- America’s Evolution of Women and Their Roles in the Intelligence Community
 - o <https://digitalcommons.usf.edu/cgi/viewcontent.cgi?article=1479&context=jss>

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

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>

WHY WE SERVE: NATIVE AMERICANS IN THE UNITED STATES ARMED FORCES-
https://www.youtube.com/watch?v=kj4R_kLeDeo

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:

THE DAILY SCOOP

- Diversity, Equity, and Inclusion in the military
- <https://www.fedscoop.com/radio/diversity-equity-and-inclusion-in-the-military/>

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>

JUST SECURITY PODCAST

- Promoting Diversity in the U.S. Military
- <https://www.justsecurity.org/84755/just-security-podcast-promoting-diversity-in-the-u-s-military/>

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>

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

BENJAMIN A. GILMAN INTERNATIONAL SCHOLARSHIP

Link: <https://www.gilmanscholarship.org>

-Deadline: March 9th, 2023

GILMAN-MCCAIN INTERNATIONAL SCHOLARSHIP FOR MILITARY FAMILIES

Link: <https://www.gilmanscholarship.org/program/gilman-mccain-scholarships/>

-Deadline: March 9th, 2023

MASTERCARD

Cyber Threat Intelligence Internship (NY): <https://careers.mastercard.com/us/en/job/R-177817/Cyber-Threat-Intelligence-Internship>

-Deadline: Not specified

DHS

Transportation Security Officer (SC):

Full time: <https://jobs.tsa.gov/job/detail/698779200>

Part time: <https://jobs.tsa.gov/job/detail/703186100>

-Deadline: February 28th, 2023

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

Undergraduate Internship Program—Computer Science:

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

-Not specified:

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

DMV AREA INTERNSHIPS

Virginia

Fairfax County Police Department:

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

-Deadline: 60 days before whichever semester you're applying for (Spring, Summer, Fall)

Loudoun County Sherriff's Office:

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

-Deadline: March 1st, 2023

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

-Opens: March 1st, 2023

Washington DC

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

-February 15th, 2023

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

-Deadline: Not specified

Maryland

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

-Deadline: Not specified

Baltimore County Police Department:

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

-Deadline: April 30th, 2023

Howard County Police Department:

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

-Deadline: Not specified

Harford County Police Department: <https://harfordsheriff.org/employment/internships/>
-Deadline: Not specified

JACOBS

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

LOCKHEED MARTIN

Internships and Jobs: https://www.lockheedmartinjobs.com/college-students?_ga=2.55386987.134862569.1644454890-321250224.1644454890
-Deadline: Varies

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

Spring 2023 Internships: <https://www.start.umd.edu/careers/internships>
-Deadline: March 12th, 2023

NORTHEAST STATES INTERNSHIPS

New Jersey

Monmouth County Sheriff's Office: <https://www.mcsonj.org/about-us/internship-opportunities/>
Deadline: May 1st, 2023

Middlesex County District Attorney's Office:

<https://www.middlesexda.com/careers/pages/internship-opportunities-0>
Deadline: Not specified

Connecticut

Fairfield County Police Department: <https://fpdct.com/intern/>
-Deadline: April 1st, 2023

State of Connecticut Office of Policy and Management (different divisions within link):

<https://portal.ct.gov/OPM/ADMIN-MAIN/Admin-General/Services/Internship-Opportunities>

-Deadline: March 1st, 2023

Massachusetts

Massachusetts State Police: <https://www.mass.gov/how-to/apply-for-a-massachusetts-state-police-college-student-internship-or-high-school-job-shadowing>
-Deadline: March 15th, 2023 (internship)

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

-Deadline: Varies

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

NORTHROP GRUMMOND

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

NRO

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

SLED

Internship: <https://www.sled.sc.gov/internship.html>
-Deadline: March 30th, 2023

STATE DEPARTMENT

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

VARIOUS ACTIVE INTELLIGENCE

Internships: <https://www.intelligencecareers.gov>
-Deadline: Varies

VARIOUS POLICE DEPARTMENTS

Columbia Police Department: <https://columbiapd.net/intern-program/>
-Deadline: Not specified

Raleigh Police Department: <https://raleighpd.org/recruiting/internship-program.html>
-Deadline: March 17th, 2023