



WOMEN IN INTELLIGENCE AND NATIONAL SECURITY

WINS DIVERSITY AND INCLUSION NEWS - Vol. 4, No. 17 – February 26th, 2023- Edited by Sierra Mason

Hello, WINS Members!

This edition of the newsletter is part two of highlighting Black History Month! Continue reading to learn how different agencies and offices across the government are celebrating.

We hope that everyone enjoyed our meeting on DEI and is looking forward to our meeting on mental health. We look forward to seeing you all this Tuesday at **6pm in AOC2/Penny Hall 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)

**NATIONAL PARK
SERVICE, BLACK HISTORY
MONTH
(page 4)**

**THE PAST, PRESENT,
AND FUTURE OF
DIVERSITY, EQUITY, AND
INCLUSION IN THE
AMERICAN
INTELLIGENCE
COMMUNITY
(page 6)**

**SLED SUMMER
INTERNSHIP
(page 12)**

COMMENTS FROM OUR WINS PRESIDENT:

Hello, everyone! We hope you all had a great meeting with Brianna and Giovanna. We look forward to seeing you all at our next segment (with a special guest)! As a reminder, apply to the internships and jobs listed below as it is never too early. As always, reach out to any of the executives as we are always here to help.

-Sarah Gabriel

BLACK HISTORY MONTH

Carter G. Woodson and Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLH) in September 1915. This organization was created for the purpose of researching and promoting achievements by Black Americans and others of African descent.

Today, this organization is known as the Association for the Study of African American Life and History (ASALH). In 1926, it chose the second week of February and coined it Negro History Week. This inspired communities nationwide to organize events and celebrations of their own.

Many cities across the United States began issuing annual proclamations that recognized “Negro History Week.” This had evolved into Black History Month on college campuses by the late 1960s, because of the growing awareness of Black identity and partially because of the Civil Rights Movement.

In 1976, President Gerald Ford officially recognized Black History Month. He called on the public to “seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history.” Since 1976, every President has designated February as Black History Month.

Read more about the origins of Black History Month here:

- Black History Month 2023: Facts, Origins & More (History Channel)

<https://www.history.com/topics/black-history/black-history-month>

- Origins of Black History Month (ASALH)

<https://asalh.org/about-us/origins-of-black-history-month/>

Read how different government agencies are celebrating so far:

- **America’s Navy**

- o “Inspiring Change” Creates Progress in the US Navy

- <https://www.navy.mil/Press-Office/News-Stories/Article/3293516/inspiring-change-creates-progress-in-the-us-navy/>

- **Department of Commerce**
 - Black History Month: A Career of Firsts for a Diversity-Minded Chief Financial Officer (CFO)
 - <https://www.commerce.gov/news/blog/2023/02/black-history-month-career-firsts-diversity-minded-cfo>
 - Black History Month: A Leader in Supporting Diversity and Inclusion at the US Census Bureau
 - <https://www.commerce.gov/news/blog/2023/02/black-history-month-leader-supporting-diversity-and-inclusion-us-census-bureau>
 - Black History Month: A Leader in Protecting Lives, Livelihoods, and Property for All People
 - <https://www.commerce.gov/news/blog/2023/02/black-history-month-leader-protecting-lives-livelihoods-and-property-all-people>
 - Black History Month: Advocating for and Supporting Diversity, Equity, and Inclusion at the USPTO
 - <https://www.commerce.gov/news/blog/2023/02/black-history-month-advocating-and-supporting-diversity-equity-and-inclusion>
 - Test your knowledge: Census Trivia in Honor of Black History Month
 - <https://www.commerce.gov/news/blog/2023/02/test-your-knowledge-census-trivia-honor-black-history-month>
 - Black History Month: Forging a Path for Other to Come
 - <https://www.commerce.gov/news/blog/2023/02/black-history-month-forging-path-others-come>
 - Black History Month: At EDA, Equity is Our Number One Investment Priority
 - <https://www.commerce.gov/news/blog/2023/02/black-history-month-eda-equity-our-number-one-investment-priority>
- **Department of Defense**
 - Black History Month
 - <https://www.defense.gov/Spotlights/Black-History-Month/>
- **Department of Defense Education Activity**
 - African American History Month
 - <https://blog.dol.gov/tag/african-american-history-month>
 - Black History Month
 - <https://www.dodea.edu/dodeacelebrates/african-american-history.cfm>
- **Department of Energy**
 - Growing Beyond the Legacy: DOE Celebrates Black History Month
 - <https://www.energy.gov/diversity/articles/growing-beyond-legacy-doe-celebrates-black-history-month>
 - February Spotlight: Black History Month
 - <https://www.energy.gov/eere/fuelcells/articles/february-spotlight-black-history-month>

- NNSA Defense Programs Spotlight (Black History Month Edition): Anthony Lewis
 - <https://www.energy.gov/nnsa/articles/nnsa-defense-programs-spotlight-black-history-month-edition-anthony-lewis>
- **Department of Health and Human Services**
 - Celebrate Black History Month
 - <https://www.minorityhealth.hhs.gov/BHM/>
- **Department of the Interior**
 - Exploring Black and African American Heritage
 - <https://www.doi.gov/blog/exploring-black-and-african-american-heritage>
- **Department of Labor**
 - Black History Month
 - <https://blog.dol.gov/tag/black-history-month>
- **Department of State**
 - Black History Month
 - <https://www.state.gov/state-department-celebrates-heritage-and-history-months/#black-history-month>
- **National Air and Space Association (NASA)**
 - NASA Celebrates Black History Month with the Smithsonian National Museum of African American History and Culture
 - <https://www.nasa.gov/image-feature/nasa-celebrates-black-history-month-with-the-nmaahc/>
- **National Guard Bureau**
 - 2023 Black History Month
 - <https://www.nationalguard.mil/Features/2023/Black-History-Month/>
- **National Park Service**
 - Black History Month
 - <https://www.nps.gov/subjects/npscelebrates/black-history-month.htm>
 - 28 Days of Black History
 - <https://www.nps.gov/articles/000/28-days-of-black-history.htm>
 - National Parks Named in Honor of African Americans
 - <https://www.nps.gov/articles/000/parks-named-in-honor-of-african-americans.htm>

- **National Geospatial-Intelligence Agency (NGA)**
 - Celebrating Black History Month: Meet Four Black American GEOINT Trailblazers
 - [https://www.nga.mil/history/Celebrating Black History Month Meet Four Black Am.html](https://www.nga.mil/history/Celebrating%20Black%20History%20Month%20Meet%20Four%20Black%20Am.html)
- **National Security Agency (NSA)**
 - Challenge, Overcome, Give Back: Kenneth's NSA Story
 - <https://www.nsa.gov/Press-Room/News-Highlights/Article/Article/3296263/challenge-overcome-give-back-kenneths-nsa-story/>
- **US Army**
 - MSCoE CG and CSM Send: Celebrating Black History Month
 - https://www.army.mil/article/263628/mscoe_cg_and_csm_send_celebrating_black_history_month
- **United States Census Bureau**
 - Recognizing 2023 Black History Month
 - <https://www.census.gov/newsroom/blogs/director/2023/02/celebrating-black-history-month.html>
- **White House**
 - A Proclamation on National Black History Month, 2023
 - <https://www.whitehouse.gov/briefing-room/presidential-actions/2023/01/31/a-proclamation-on-national-black-history-month-2023/>

DIVERSITY IN THE NEWS:

DEI PLAYS CRUCIAL ROLE IN THE FBI'S MISSION

Helena Moore, a supervisory special agent for the FBI, talks about her experiences working at the bureau as a Black woman. She also talks about her passion for recruitment efforts that center around diversity, equity, and inclusion. Specifically, the FBI's projects with HBCUs or Historically Black Colleges and Universities. Read more about it below!

Full Story Here: <https://federalnewsnetwork.com/federal-insights/2023/02/diversity-equity-and-inclusion-plays-crucial-role-in-the-fbis-mission/?readmore=1>

FIRST BLACK WOMAN IN SECRET SERVICE DIES AT 71

In 1974, Zandra Flemister became the first Black woman agent to enter the Secret Service. This article talks about the trajectory of her career, including instances of hate and how she overcame them. Read here to learn more about Ms. Flemister.

Full Story Here: <https://www.post-gazette.com/news/obituaries/2023/02/25/zandra-flemister-black-woman-secret-service-president-washington/stories/202302250088>

PEOPLE WITH DISABILITIES BRING DIVERSE TALENT TO THE ARMY

The Army recently attended a job fair at Gallaudet University, which is a bilingual, diverse, and multicultural institution for the deaf and hard of hearing. Read more about it to learn about current Army employee and GU alum, Christy Bowers-Brimmer!

Full Story Here:

<https://www.army.mil/article/264065/people-with-disabilities-bring-diverse-talent-to-army>

PEER-REVIEWED WORK ON DEI

Intelligence Project, Belfer Center for Science and International Affairs, Harvard Kennedy School

- The Past, Present, and Future of Diversity, Equity, and Inclusion in the American Intelligence Community
 - o Summary: <https://www.belfercenter.org/publication/past-present-and-future-diversity-equity-and-inclusion-american-intelligence-community>
 - o Full report: <https://www.belfercenter.org/sites/default/files/files/publication/DEI%20in%20the%20IC%20-%20Michael%20Miner%20and%20Lindsay%20Temes.pdf>

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

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

LOUDON COUNTY SHERRIFF'S OFFICE

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

-Deadline: March 1st, 2023

NATIONAL ENDOWMENT FOR DEMOCRACY

Internships: <https://www.ned.org/about/jobs/>

-Deadline: Until filled

NEW JERSEY TRANSIT

Intelligence Unit Intern (Newark): https://njtransit.my.salesforce-sites.com/FCMS_CMSLayout?jobIds=a295x000008DAIL&page=CorporateDetailPage&sessionId=&JobSite=Default&p=Candidate&ApplPage=Corporate

-Deadline: Not specified

Cyber Security Information Risk Intern (Newark): https://njtransit.my.salesforce-sites.com/FCMS_CMSLayout?jobIds=a295x000008D737&page=CorporateDetailPage&sessionId=&JobSite=Default&p=Candidate&ApplPage=Corporate

-Deadline: Not specified

STATE OF CONNECTICUT OFFICE OF POLICY AND MANAGEMENT

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

-Deadline: March 1st, 2023

PREVIOUSLY POSTED

ADVANCED PROTECTION SERVICES, LLC

Security Police Officer Intern: https://app.joinhandshake.com/stu/jobs/1359809?ref=non-split-view-web-app&search_id=56d3b587-81f9-481d-bb26-c6b3915b63db

-Deadline: April 3rd, 2024

BENJAMIN A. GILMAN INTERNATIONAL SCHOLARSHIP

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

-Deadline: March 9th, 2023

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

City of Norfolk

Forensic Specialist:

https://coastal.joinhandshake.com/stu/jobs/7461072?utm_source=job_recommendation_mailer&utm_medium=email&utm_campaign=email

-Deadline: January 26th, 2024

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)

Henrico County Police Division

Police Officer:

https://coastal.joinhandshake.com/stu/jobs/7483144?utm_source=job_recommendation_mailer&utm_medium=email&utm_campaign=email

-Deadline: March 20th, 2023

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

-Opens: March 1st, 2023

Washington DC

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

FLORIDA FISH AND WILDLIFE CONSERVATION COMMISSION

Law Enforcement Officer:

https://coastal.joinhandshake.com/stu/jobs/7478560?utm_source=job_recommendation_mailer&utm_medium=email&utm_campaign=email

-Deadline: May 1st, 2023

GILMAN-MCCAIN INTERNATIONAL SCHOLARSHIP FOR MILITARY FAMILIES

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

-Deadline: March 9th, 2023

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

MASTERCARD

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

-Deadline: Not specified

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

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