



## ATAP DC CHAPTER QUARTERLY NEWSLETTER

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SEPTEMBER FOCUS TOPIC:  
COUNTER INSIDER THREAT  
AND CULTURAL AWARENESS

A 30-DAY VIRTUAL  
SUMMIT IN SEPTEMBER

C-Int SBS  
summit  
2021





# LETTER FROM THE EDITOR

Eva Jernegan, MA

DC Chapter Member

Newsletter Editor

Intelligence Analyst



A NEWSletter. A new beginning. We all need a brighter prospect for what lies ahead of us. We look back at what we have gone through for the past year and a half – as individuals, as families, as communities, as a nation, and as human beings. We met challenges to our health and safety, our understanding and tolerance, our ability and willingness to change and adapt, to sacrifice and help each other. Some of us have suffered losses but many of us have gained resilience, a new perspective, a new way to live our lives and seek human connection.

The ATAP community will be looking at each other for help more than ever, to reach the required new level of generating solutions, solving problems, and managing threats. We have missed each other – the face-to-face exchange of knowledge and wisdom, the networking, the smiles. Some of you may know me as your faithful Workplace intel provider, but as I humbly take on this new role as a newsletter editor, I want to express how much I am looking forward to reuniting with those of you I know and meeting everyone else – hopefully very soon!

**Welcome to all new ATAP members** and remember – your Board and fellow members are always just a message away! Join our Ohana on social media!

EVA



**Workplace** is ATAP's private social media platform for networking and sharing the latest developments in TA, including resources, training opportunities, and topic-specific information! Please email Ms. Angelique Grellus at [agrellus@atapworldwide.org](mailto:agrellus@atapworldwide.org) to activate your account.

The ATAP DC Chapter is excited to be working on merchandise designs. **We want to hear your original ideas for a slogan** that represents our mission and values! Please send your submissions to Joshua Reese at: [sgtatarms@atapdc.org](mailto:sgtatarms@atapdc.org) by October 1.



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## ATAP DC CHAPTER RECOGNITIONS



Our former DC Chapter President **Dorian Van Horn** made **ABOD** **1<sup>ST</sup> Vice-President!**

**Fun fact about Dorian** – one of her favorite possessions is the walking/climbing stick she earned as she climbed Mt. Fuji.



### CERTIFIED THREAT MANAGERS (CTM)

**Sara-Jane Raines**

**Heather Morris**

**CONGRATULATIONS!**

# MEET YOUR BOARD OF DIRECTORS



**Mike Elliot**  
President



**Michelle Calhoun**  
Vice-President



**Josh Reese**  
Sgt. At Arms

**What people may not know about me:**

- ✚ I played the guitar in a band, played soccer, and ran cross country in college (believe it or not!)
- ✚ I am a dual citizen (U.S. and Germany)

[president@dc.atapworldwide.org](mailto:president@dc.atapworldwide.org)

**What people may not know about me:**

- ✚ I enjoy distance running, yoga, mindfulness, culinary art, and photography
- ✚ I am interested in Early American and Native American history

[vicepresident@atapdc.org](mailto:vicepresident@atapdc.org)

**What people may not know about me:**

- ✚ I'm a die-hard Baltimore Ravens fan #GoRavens
- ✚ I like Marvel comics and movies and have a collection of both

[sgtatarms@atapdc.org](mailto:sgtatarms@atapdc.org)



**Rick Cormier**  
Treasurer



**Jason D. Griffeth**  
Secretary

**What people may not know about me:**

- ✚ I played Men's ice hockey for 20 years
- ✚ I am a reserve police officer with Anne Arundel County, MD

[treasurer@atapdc.org](mailto:treasurer@atapdc.org)

**What people may not know about me:**

- ✚ I enjoy fishing
- ✚ I have an interest in American Civil War and Early 20<sup>th</sup> Century European History

[secretary@atapdc.org](mailto:secretary@atapdc.org)

CONNECT WITH  
THE REST OF YOUR BOARD!

**Chapter Officers**

**Michael Blackman** - [membership@atapdc.org](mailto:membership@atapdc.org)

**Rob Gallagher** - [logistics@atapdc.org](mailto:logistics@atapdc.org)

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# LETTER FROM THE BOARD/ SERGEANT AT ARMS

Josh Reese



Dear Chapter,

As we enter September, we commemorate the 20th anniversary of 9/11. With this in mind, I found myself pondering what this anniversary means to me. Two thoughts come to mind. The first is the importance behind reflecting on the lessons learned from that day, contained in 'The 9/11 Commission Report'. By doing so, we commit to never straying away from how far we have come to ensure we are doing everything possible (in our respective fields) to prevent another catastrophic event. The second thought is the overwhelming feeling of unity that I know we possess when we are navigating through our darkest times. Our country, full of people from different walks of life and diverse backgrounds, have always banded together and remained steadfast, resilient, and strongly unified against a common cause or adversary, a hallmark of American pride and spirit. This was particularly true during the aftermath of 9/11. I share these thoughts with you because I believe it is also the best way to honor the fallen and all of those still affected today. As members of ATAP, we have a forum and a network that provide us all with the opportunity to collectively address and overcome problem sets, such as information sharing impediments, organizational issues, as well as policy and legal challenges within our respective threat assessment fields.

On that note, it is a pleasure to present the inaugural ATAP DC Quarterly newsletter. Our membership continues to grow, and we continue to explore new ways to engage the chapter while still navigating around the national pandemic. Our new newsletter effort is a way to not just share relevant updates but also highlight the professional aptitude and expertise our chapter has to offer, share best practices and professional opportunities with each other, and showcase why our chapter's region truly has some of the most dedicated, determined, and proactive professionals in our field across the globe. The focus of this edition is on 'Counter Insider Threat' where we recognize 'National Insider Threat Awareness Month' and this year's theme, 'Cultural Awareness', as it aligns with current nationwide Counter Extremism efforts. On behalf of the Board of Directors, we thank you all for your membership and welcome all feedback, ideas, and suggestions as we move forward.

Special thanks to Ms. Eva Jernegan, our new newsletter editor, for her patience, enthusiasm, and willingness to streamline this effort. Wishing you all a happy and prosperous Fall season. Go Ravens!

Respectfully,

Joshua E. Reese

Sergeant at Arms – Washington, D.C. Chapter

PROUD TO PRESENT OUR NEWEST ATAP DC CHAPTER MEMBERS:

## WELCOME TO THE ATAP OHANA!!!



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# CERTIFIED THREAT MANAGER (CTM) EXAM

## For new members:

The threat management certification showcases a person's knowledge, experience, and skills to perform a specific role as part of a threat assessment and management team. The goal of this certification is to elevate professional standards and enhance individual performance.

## Eligibility:

- Possess five (5) years of compensated professional experience in the field of threat assessment and management (TAM), or
- Two (2) years of membership in good standing in ATAP as defined in the Association Bylaws and two (2) years of compensated professional experience, which may be concurrent.

## Upcoming CTM Exam Dates:

- November 17th @ 9:00 am (Herndon, VA)
- December 15th @ 9:00 am (Herndon, VA)

For more information on body of knowledge, application guidance, and all other information, please visit the [ATAP Website](#) or contact your Board.

## UPCOMING TRAINING AND OTHER OPPORTUNITIES

### ATAP Winter Conference

February 1-4, 2022

Walt Disney World Swan and Dolphin Resort Hotel - Orlando, FL



### DC CHAPTER MEETINGS:

- September 16th @ 10:00 am (virtual) - *"Letting Slip the Dogs of War: Implicit Violent Rhetoric and its Role in the January 6th Attack on the U.S. Capitol"* – Speaker: Kurt Braddock, Assistant Professor of Public Communication at American University
- November 18th @ 10:30 am/location TBD - *"Leveraging Threat Assessment and Multidisciplinary Teams to Prevent Violence; A Look into the Development of DHS' National Threat Evaluation and Reporting Program"* – Speaker: Dr. Melissa Zisler, U.S. Department of Homeland Security, Office of Intelligence and Analysis



### AMERICAN PSYCHOLOGICAL ASSOCIATION

#### CALL FOR PAPERS:

*The Journal of Threat Assessment and Management* is currently inviting submissions for a special issue on cultural factors affecting threat assessment and management.

Submission deadline: January 21, 2022

Guidelines and Submissions [HERE](#)



#### CALL FOR PAPERS:

Inaugural Issue of *Counter-Insider Threat Research and Practice*

Submission Open: July 20, 2021

Submission Deadline: December 31, 2021

Guidelines and Submissions [HERE](#)

### 2021 National Threat Assessment Conference for Educational Institutions



Tuesday, October 12, 2021  
to  
Thursday, October 14, 2021

Virginia Beach Convention Center  
1000 19th Street  
Virginia Beach, VA

Agenda and Registration  
[HERE](#)

# MEMBER HIGHLIGHT

## Violence Prevention Starts With the Department of Homeland Security Office of Intelligence and Analysis (DHS I&A) National Threat Evaluation and Reporting (NTER) Program

By Jennifer Cohen and Malikah Adams

### Challenges in Existing Threat Assessment Landscape

Over the past few decades, the field of threat assessment and management has evolved beyond the pathway to violence. Many agencies, communities, governing bodies, and other stakeholders have developed their own violence prevention strategies; however, there is a lack of standardization in threat assessment policies, procedures, common language, and assessment tools across the board. Given that targeted violence is a multifaceted problem that often requires local, state, and national-level intervention, as well as the integration of multiple sectors of society, the NTER Program has developed a national behavioral threat assessment and management (BTAM) framework that can be shared and adapted to meet the needs of all violence prevention programs.

### NTER: A National Framework in Violence Prevention

The NTER Program has built upon the success of the Nationwide Suspicious Activity Reporting (SAR) Initiative (NSI), expanding beyond ideologically motivated violence. NTER leveraged existing threat assessment research, such as foundational documents and studies from the US Secret Service and the Federal Bureau of Investigation and collaborated with elite members of the Association of Threat Assessment Professionals (ATAP) and other distinguished researchers to develop the Master Trainer Program (MTP), which provides a national framework in threat assessment and management. This program also cultivates a national network of certified Master Trainers from all sectors of society, dispersed across the country, working in violence prevention programs on the federal, state, local, tribal, and territorial levels. This truly is a collaborative effort in combating targeted violence in all parts of society.



### Look Into the Future

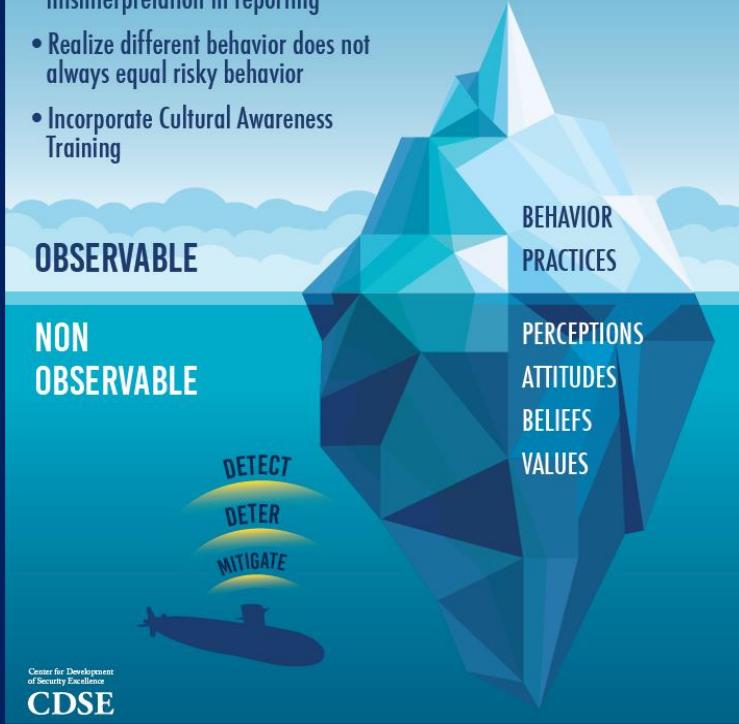
The NTER Program is at the forefront in developing a national framework in threat assessment and management. We want to empower our homeland security partners, from all levels of society, in building their capabilities in identifying, investigating, assessing, and managing threats across the nation. This decentralized, community-based approach works for all levels of government and promotes collaboration with multiple industry sectors. This process will help shift the paradigm from responding to violence to preventing violence and assist in reducing targeted violence incidents and mass casualty events across the United States. The NTER Program has a commitment to past victims of targeted violence, the community we all build, and the safety of our nation. You can learn more about the NTER Program at [National Threat Evaluation and Reporting \(NTER\) Program | Homeland Security \(dhs.gov\)](https://www.dhs.gov/national-threat-evaluation-and-reporting-nter-program-homeland-security). For questions and comments, and to learn more about how you can get involved, please contact [NTER@hq.dhs.gov](mailto:NTER@hq.dhs.gov).

Jennifer Cohen and Malikah Adams

Social Scientists, National Threat Evaluation & Reporting (NTER) Program  
Partner Engagement | Field Operations Division  
Office of Intelligence & Analysis  
Department of Homeland Security

## THE CULTURAL ICEBERG & INSIDER RISK

- Recognize bias and misinterpretation in reporting
- Realize different behavior does not always equal risky behavior
- Incorporate Cultural Awareness Training



### 2021 Insider Threat Virtual Conference



This year's NITAM theme is "Insider Threat and Cultural Awareness".

#BETHECHANGE

### NITAM Intended Outcomes:

**OUTCOME 1:** Increased reporting of risk indicators by the workforce to prevent and mitigate InT incidents over the long-term.

**OUTCOME 2:** Increased partnership, research, and engagement on initiatives related to cultural awareness inside and outside of the workplace (e.g., toxic workplaces, leadership and top-down culture, microaggressions in the workplace, and life stressors).

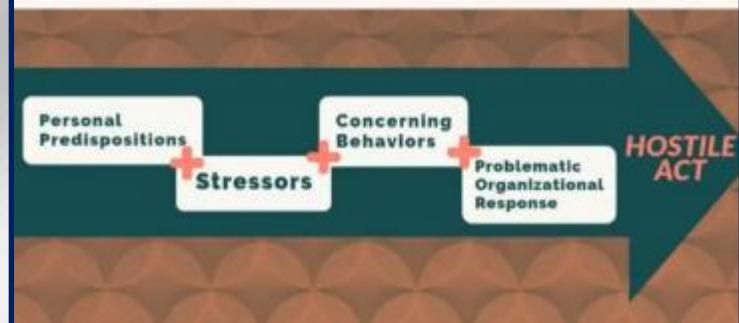
**OUTCOME 3:** Reduction in workplace incidents related to cultural misunderstanding and/or lack of cultural awareness and competence.

**OUTCOME 4** Prepared and aware workforce armed with proactive strategies to improve organizational culture and reduce InTs.

C-InT  
SBS  
2021  
summit

The second annual [C-InT SBS Summit](#) will be held in support of National Insider Threat Awareness Month. **This year's theme is Cultural Intelligence.** This 30-day virtual Summit is a publicly accessible body of knowledge for insider threat and security stakeholders around the world.

### FACTORS ALONG THE CRITICAL PATH TO INSIDER RISK



- [Letter of Endorsement](#) by the Office of the Director of National Intelligence (ODNI)
- [Stakeholder Communication Package](#)

**Microaggressions** are everyday insults, slights, and invalidators that are often delivered to people of minority or marginalized backgrounds.



### How to Address Microaggressions in the Workplace:

#### Senior Leadership and Management

- 1) Cultivate a sense of belonging for your workforce
- 2) Learn about the diversity of your workforce
- 3) Embrace values of cultural competence

#### Peers and Coworkers

- 1) Validate the experiences of marginalized persons
- 2) Be an ally to diversity
- 3) Speak up, but not for, the offended persons

#### If Accused of a Microaggression

- 1) Listen to those willing to take a risk and share their feelings
- 2) Acknowledge your mistake
- 3) Commit to learning how to avoid this social misstep



## ATAP DC Chapter

### Quarterly Newsletter Submission Guidelines



The ATAP DC Chapter Quarterly Newsletter aims to bring valuable, diverse content to its readers, covering topics related to various aspects of behavioral threat assessment and management. ATAP members from different chapters, disciplines, and backgrounds are welcome to submit original material, preferably not published previously, and offer their unique perspectives or expertise.

All submissions must be professionally written in an objective manner, non-discriminatory or offensive, and relevant to the challenges we face as threat assessment professionals. Submitted pieces should not exceed 800 words, must include proper citations, and may include appropriate pictures and links.

Example submissions include professional opinion pieces on timely topics, project highlights, research findings, emerging trends and issues, analysis of incidents from a threat assessment perspective, and case studies with proper Personal Identifiable Information (PII) redacted. The newsletter does not intend to promote any business or personal commercial interest unless the content furthers the understanding of a particular issue or contributes to the threat assessment toolbox. However, the ATAP DC Chapter will be thrilled to highlight a member's professional or academic achievements in the threat assessment and management arena!

All submissions will be reviewed by the Editor and the Sergeant At Arms (SAA), and approved by the Board, to ensure all ATAP's high standards are upheld. Exceptions to the guidelines are acceptable on a case-by-case basis, with proper justification and the Board's approval. The editor and the Board hold the right to edit content and recommend changes, and the author(s) will be contacted for final approval. In cases of suspected plagiarism, the piece will be rejected, and the author will lose the privilege to publish work in future newsletters. Any concerns about ethical, legal, or other violations of the ATAP Code of Ethics shall be referred to the SAA and ABOD.

Please contact the editor with topic suggestions, questions about submission guidelines or previously shared content, and if there is anything of interest you would like to share, such as training events in the NCR area or online, as well as useful resources. Recommendations for improvement are always welcome, so the newsletter can better serve the ATAP community!

**Submissions for the December Newsletter are due November 15, 2021**

**Suggested Topics: Self-Care, Personal Safety Considerations, Digital Footprint Risks During Online Communication and Investigations**

Eva Jernegan,  
Newsletter Editor  
[Eva.jernegan@gmail.com](mailto:Eva.jernegan@gmail.com)