



# INSIDER THREAT VIRTUAL CONFERENCE

Center for Development of Security Excellence, Insider Threat Division  
Under Secretary of Defense (Intelligence & Security)

September 2, 2021

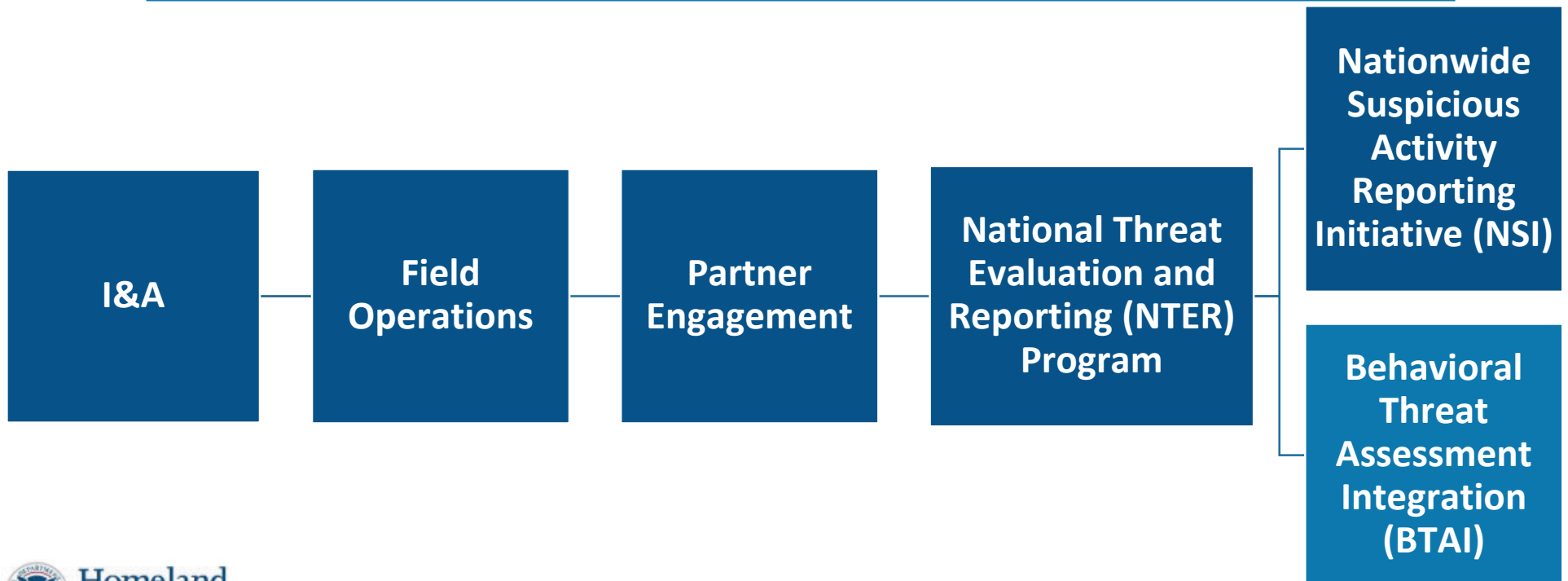


## Slide 1 Notes

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Introduction of DHS I&A NTER

## NTER's Role within the Office of Intelligence & Analysis (I&A)



## Slide 2 Notes

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Explaining NSI and BTAI.

## Behavioral Threat Assessment

Behavioral Threat Assessment (BTA) is a proactive, evidenced-based method of investigation and analysis that focuses on an individual's patterns of thinking and behavior to determine whether, and to what extent, a subject is moving toward an attack.

- Four-step process
- Multidisciplinary team approach



### Slide 3 Notes

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Explaining BTA as a cultural shift from reacting to targeted violence to preventing targeted violence.

- Mass attacks threatening homeland security are no longer primarily terrorist in nature. As the threat environment changes, it is important for us to adapt our processes as well. An alternate process that we are advocating for to help reduce the potential for targeted violence and mass attacks is Behavioral Threat Assessment. And Master Trainer Program was born out of that change in our threat environment.

## Building Culturally Competent Behavioral Threat Assessment

The most important feature in developing a comprehensive targeted violence prevention program is to establish a multidisciplinary team of individuals who will direct, manage, and document the targeted violence prevention process.

- Shared ownership and shared responsibility
- Healthy amount of communication
- Capacity for conflict
- Checks and balances



## Slide 4 Notes

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The process of building an effective violence prevention programs begins at the level of the team. An organization can have very effective leadership and well developed policy on cultural competence, but this can fall apart quickly if the recognition of difference and the diversity of experience extolled at an organizational level is not reflected within smaller teams/units.

It means that getting the right people on board should be a priority. The “what”, whether it is a new policy, a new initiative, or even new cases, can be addressed in a flexible and adaptive way by the correct personnel. Once we have the right people, then we can build a sustainable organizational culture that is aligned with the strategy, purpose, and vision of a targeted violence prevention.

Some important steps towards that sustainable org culture:

1. **Teams should have a designated leader.**
2. **Teams should establish consistent protocols and procedures.**
3. **Teams should meet on a regular basis.**

## Who Are We?

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Intelligence Analyst

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Clinical Psychologist

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Intelligence Analyst

(b)(6)(b)(7)(c)

Mental Health Counselor



## Slide 5 Notes

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Having a multi-disciplinary team will foster a multi-cultural, multi-perspective environment that is needed in the current violence prevention strategy.

- Describe culture in an organization is not just about mutual guiding principles and shared beliefs and values, it is also about diversifying your team, inviting people from different perspectives and experiences.
- A multi-disciplinary team is a culture itself and when incorporating that aspects in the threat assessment field, we can have a better violence prevention strategy and that defines our mission in assisting our partners.

Incorporate everyone's bio-psycho-social experiences that form the team and further the development of the program.

## What Do We Do?

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Empower Federal, State, Local, Tribal, and Territorial homeland security partners to assist their communities in adapting to an evolving threat landscape. Utilizing a train-the-trainer model, the NTER MTP will certify individuals in behavioral threat assessment techniques and best practices.

- Certification
- Program Support & Information Sharing
- Training & Continuing Education



## Slide 6 Notes

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What does that team do? Runs the MTP. Which is?

- When building this training, we incorporated the concept of cultural competence. We focused on bringing in a wide variety of folks from diverse fields such as mental health, law enforcement, school safety as well as folks from different levels of government and individuals from the private sector. The goal was to incorporate a broad degree of perspectives from different stakeholders into our training so that it represented not just our team's understandings of the process of investigation and threat management, but also the understandings of threat assessment is utilized on the community/local levels.

## How Do We Build Cultural Competence?

- Master Trainer Network
- National Network of Fusion Centers (NNFCs)
- Subject Matter Experts



## Slide 7 Notes

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We mean to build cultural competence at multiple levels: within organizations, across organizations, and across society.

Master Trainers:

- Involve key stakeholders and their community in the process.
- Webinars and bulletins to help Master Trainers aware threat cultural and develop competence to assess and manage
  - We currently have 20+ Certified Master Trainers and another 30+ Master Trainers on a wait list for future cohorts.
  - Our Master Trainers are spread across 13 States across the country.
  - They are DHS components (expanding to DoD soon), fusion centers, law enforcement, and school safety officials.

Fusion Centers

- Develop relationships with Fusion Centers that vent tips and leads and assist them with evidenced-based training
- Building culturally competent Threat Assessment Teams (referring to Slide 6)

Subject Matter Experts

- Connected with threat assessment professional (e.g. ATAP, SPCP, NASP)
- Develop relationships with academic scholars (e.g. START)

Conclusion:

As we get more people on the bus, we will be able to foster culturally competent threat assessment team across the communities.

## How Can You Get Involved?

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- Learning about Behavioral Threat Assessment
- Applying to become a Master Trainer
- Getting involved with a Threat Assessment Team at your workplace



## Slide 8 Notes

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How our program can bolster and support Insider Threat programs.



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