



JULY 12, 2023

## DEI SUMMIT JOINT STATEMENT

Security industry nonprofits – [ASIS International](#), the [International Security Foundation \(ISF\)](#), and the [International Security Management Association \(ISMA\)](#) – commenced a first of its kind DEI (diversity, equity, and inclusion) Summit for several well-known public-private security partnerships. The nonprofits are collaborating with leaders from the [Domestic Security Alliance Council \(DSAC\)](#) and the [Overseas Security Advisory Council \(OSAC\)](#) to promote DEI initiatives within the security profession. All participating organizations are focused on supporting and enhancing DEI initiatives through expanded partnerships across the security community. The Summit was held on April 11, 2023, at The Boeing Company headquarters in Arlington, VA, and facilitated by [Wavelength Solutions](#).

The Summit yielded organizational commitments focused on addressing the lack of diversity within the security industry. “Approximately 94% of candidates for security, risk, and resiliency positions were men and 70% derive their experience from a former government, military, law enforcement, or intelligence background.” (Source: SMR Group, a security-focused executive search and recruitment firm.) Participation by leaders of DSAC and OSAC – federal programs that support the Department of Homeland Security and Federal Bureau of Investigation, and the U.S. Department of State, respectively – further underscores the industry-wide commitment to DEI.

“Focusing on DEI is a strategic imperative for the ISF and security profession,” says Peggy O’Neill, Executive Director of the ISF, which hosted the Summit. “We believe that DEI programming is essential for the security profession to thrive, remain resilient, and lean into the future threat landscape. Meeting the challenges of evolving risk in a complex threat environment requires diversity of thoughts and opinions derived from an all-source perspective. This Summit is an exciting leap forward for our public-private partners and advancing DEI-related programming. This landmark event underscored a collective commitment toward DEI initiatives with the potential to directly impact safety and security globally.”

The DEI Summit embraced the belief that diversity adds tremendous value to the industry. The group affirmed that many backgrounds, experiences, and cultures more enable security professionals to prepare and respond more effectively to safety and security challenges impacting organizations, our nation, and the world.

DEI Summit participants identified two clear priorities:

1. Create organizational alignment to remove DEI barriers while directly influencing industry culture at all levels in the public and private sectors
2. Develop a talent pipeline and recruitment initiatives focused on creating opportunities to attract a more diverse talent pool to the security industry

## **Next steps:**

The group is developing a coordinated, and data-driven action plan, which includes programming, events, and engagement. The initiatives will focus on creating a more open and inclusive culture for existing and new members of the security community. To ensure sustained momentum, a key takeaway from the Summit is the formation of a new interorganizational task force, as incorporating diverse perspectives and representation is of paramount importance to the success of this initiative. Results, outcomes, and further steps will be delivered throughout 2023, culminating in the next 2024 DEI Summit hosted by the ISF.

## **Industry Support for This Important Initiative:**

“Our collaborative work seizes a critical opportunity to drive substantial change in our highly complex and continuously evolving profession. This leadership group’s recognition of the value inherent in diverse experiences and backgrounds reinforces to us that our future success hinges on amplifying our DEI engagement, thereby strengthening our industry’s capabilities and increasing returns for our stakeholders and clients. I am profoundly honored to be a part of this collective commitment to establish and fortify strong foundations that ensure lasting success and growth for all.” - Colin Daugherty Chair, DSAC Inclusion, Diversity, Equity, and Action (IDEA) Subcommittee; Director of Corporate Security, VF Corporation

“As a consultant across many organizations, I am impressed with the priority focus that these leaders are bringing to Diversity, Equity, and Inclusion in the security sector. There is a clear commitment to lead and motivate key players in the industry to create increased opportunities for an untapped pool of talent from diverse backgrounds, particularly women and people of color. Recognizing the escalating competition for talent across the security sector, these organizations are dedicated to addressing all aspects of DEI to build robust and inclusive pipelines for the development of future leaders.” - Ronald B. Brown, Ph.D., President, Banks Brown

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