



ASIS Working Groups

Women in Security

A Greeting from our Chair Woman

Welcome to the Spring 2013 edition of the ASIS Women In Security newsletter. I just returned from the ASIS Leadership meeting in Pentagon City along with my Vice Chair Gail Essen. We came away more impassioned (if that's possible) then when we arrived and we look forward to sharing all that we have learned. We have been reclassified as a Working Group so that we are in the same classification as Young Professionals and CIWG (Critical

Infrastructure Working Group). We will retain the council structure that is in place to accommodate the anticipated growth and to best serve our members.

We are pleased to be able to produce this document as a source of information to the security community as well as outline the purpose and mission of our Council. As the 2013 Council Chair I would like to thank a few people for their assistance. First, heartfelt thanks go out to Linda Harmon for her vision and hard work this last year as Chair of Women In Security. As part of the CSO Roundtable, Linda set the stage to enable WIS to launch successfully. Her council and guidance has been instrumental in making the transition a very smooth one. Next I would like to thank

Women in Security Working Group Members	
Chairman Lisa Dolan, CPP	Communications/ Social Media Chair: Natalie Runyon, CPP Members: Christina Duffy, CPP Cynthia Hetherington, CFE
Vice-Chairman Gail Essen, PSP	Global Chapter Liaison Chair: Loye Manning, CPP, PSP, CSPM Member: Shelley Sjerven
Secretary Jean Kristensen	Membership Chair: Mike Lehner
Advisory Members Marene Allison Linda Harmon	Newsletter Chair: Elisa Mula Member: Sandra Davies Angel Ross, CPP Olesya Abramenko
Alliance Sabina Anderberg	Security Management Chair: Kathy Lavinder
Annual Seminar/ Programming Chair: Gail Reese Members: Lynda Buel, CPP, CFE, CSC Dorene Coldwell	Session Reviewer Chair: Barbara Phillips, CPP
Certification Liaison Chair: Dawn Gregory	

Gail Essen for taking on the enormous responsibility of Vice Chair and for rolling up her sleeves and jumping in with passion and determination. I would like to recognize Loye Manning for her dedication in her role as Chapter Liaison. Her success in orchestrating well-attended and resourceful workshops and her tireless efforts in ensuring that the chapters receive the information necessary to have successful representation of WIS is applauded. Last but certainly not least, I would like to recognize and thank Gail Reese for her huge success in coordinating several networking and educational sessions at the ASIS Philadelphia event last September and in coordinating the partnering with (ISC)², as well as ensuring a significant sponsorship by Wal-Mart.

Our Working Group would not be what it is today without the passion and input of all of our members. We currently have 30 Working Group members and over 2500 members on LinkedIn. All of our Working Group members must take an active role. All of us share in the belief that this Working Group which is all-inclusive, has a lot to offer and will be making great strides in the New Year. Our plans for the coming year include co-hosting the Canadian Security Partners Forum in Ottawa Canada in February 2013; hosting WIS educational events in local chapters, generating quarterly newsletters, increasing our visibility through WIS Chapter Liaisons, hosting educational sessions at annual seminar, increasing our international participation, and continuing to collaborate with ASIS CSO Roundtable. I look forward to our monthly teleconferences where we will have the opportunity to network and learn about what each committee is doing to help meet our goals.

We intend to be an active ASIS Working Group. If you are a hard worker, passionate and feel a need to “give back to the industry” as I described above, please contact our Membership Committee Chair, Michael Lehner and let him know of your interest in joining our Working Group.

From all of us at WIS, we wish you the best of success in 2013 and look forward to seeing many of you in September in Chicago at the 59th ASIS Annual Seminar.



Respectfully,
Lisa J. Dolan, CPP
Chair

There's No Crying In Security *By Gail Essen, PSP*

In the movie *A League of Their Own*, Tom Hanks' character is a washed up ball player who was forced to manage a team in the newly formed all-women's baseball league. His leadership style was crude, rude and thoughtless. Not understanding that publically berating a player while throwing a bat was demotivating them, he was further annoyed when they cried after the verbal assaults. "There's no crying in baseball!" he yelled. For all the great leaders in place, there are some who do not understand that managing people requires self control and awareness of one's own actions. If I asked you to raise your hand if you have ever been exposed to a coworker or boss whose tirades at work raised the fear flag, many would. Sudden verbal outbursts and throwing objects in a meeting is not OK and should not be tolerated.



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The described behavior violates most workplace violence prevention policies, but due to lack of training, most employees do not understand this. They think that violence is purely physical. The ASIS Workplace Violence Prevention and Intervention Standard (ASIS/SHRM WVP1.1-2011) defines a threat as any verbal or physical conduct that conveys an intent or is reasonably perceived to convey an intent to cause physical harm or to place someone in fear of physical harm. OSHA lists five warning signs including anger, characterized by a visible change in body posture or disposition. Actions include pounding fists, pointing fingers, shouting or screaming. OSHA states that this signals very risky behavior. So what is the remedy? Having a policy that no one is aware of is pointless. Employer's need to educate employees, have a vehicle to report incidents, and institute prompt investigations and corrective actions.

Tom Salonek wrote an article where he said that happy employees thrive for two basic reasons: they believe what they do at work makes a difference and they are continually learning and gaining new skills. When workplace violence is tolerated, a counter-productive atmosphere is created. Individual performance degrades, and in the end, the employer pays the ultimate price when quality employees leave or do not reach their full potential.

In the security industry, where we make the standards and represent safety, we need to lead the charge in combating workplace violence. Training is fundamental, along with addressing threats and correcting the behaviors. In the movie, Tom Hanks' character changed, which resulted in a cohesive team that brought home the winning trophy. Ah, yes, another great ending, which translates directly into the workplace.

Gender Vulnerability In Disaster Zones for Women and Girls

By Kimberly Cunningham

Gender plays a significant role for families and communities seeking to respond and recover from disasters. Gender vulnerability results from lower socio-economic conditions, gender bias, gender abuses, crumbling social institutions and women's typical caregiving gender role.

LEADERSHIP SPOTLIGHT

Sarah Bynum, CPP



Sarah Bynum, CPP, is director of security at Siemens Energy, Inc., where she is responsible for physical and information security, business continuity, and the security of Siemens projects and personnel in the Americas and beyond.

Bynum joined Siemens in 1998 after moving to the United States from the United Kingdom where she was a police inspector in Hampshire Constabulary.

During her 20-year police career in the United Kingdom, Bynum worked in crime investigation. When Lord John Stevens, former Commissioner of the U.K. Metropolitan Police, commenced the Stevens Enquiry into collusion between U.K. forces and terrorists in Northern Ireland, Bynum was one of two female detectives selected to be on the initial inquiry team. In 2003, after the end of combat operations in Iraq, Bynum was among the first U.S. business representatives who traveled to that country to assess electricity infrastructure and the security of reconstruction projects. Bynum is a member of the ASIS Utility Security Council. She completed a Master of Science degree in Industrial Security and Risk Management from the United Kingdom's Leicester University.



By Kathy Lavinder

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Specifically, women and girls in disaster zones face uncertainty and abuses. When disaster strikes, women and girls are put in precarious situations. For instance, due to a lack of education, employment and support, they are vulnerable to a number of conditions not faced by the wealthy or men. They rely on each other and the support of governments and not-for-profit organizations and become vulnerable in disaster shelters.

WOMEN ON THE MOVE



Bridget Truxillo

As a woman in the security industry, it is always encouraging to find other women who have performed well in some

challenging roles and who continue to reinvent themselves in creative and inspiring ways. Bridget Truxillo began her career as a law enforcement officer at the Alachua County Sheriff's Office in Gainesville, FL, where she was the only female member of the SWAT team and one of only two females on the undercover narcotics unit. She made her first career transition when pursuing a law degree and setting her sights on becoming a litigation attorney in New York City. For several years she worked as an associate with one of the top litigation firms in the nation, however this motivated and driven woman has yet again decided to challenge herself with a new and courageous venture.

With the New Year came an incredible new opportunity for Bridget. In the beginning of January, Bridget had been contracted to work along side a high profile New York Court Appointed Review Officer, to interview, monitor and investigate corruption cases within New York City unions. This new opportunity has allowed Bridget to open her own consulting and investigation practice, which in her words has been a life long dream.

"I was able to make this happen by utilizing my connections within ASIS Women in Security, and I really look forward to becoming more involved throughout the year as a volunteer." Said Bridget in a recent interview.



By Elisa Mula

Further, since corrupt military and police in third-world countries are tasked with responding to and securing disaster zones, women and girls become victims of those who were supposed to protect them. Women and girls are victims of rape, sexual exploitation and forced prostitution. In fact, 80% of individuals trafficked are women and girls; sex trafficking is a \$32 billion dollar business; and millions more are trafficked globally every year. Studies indicate that thousands of women and girls have been trafficked from Thailand, India and Haiti and New Orleans after recent disasters and hundreds more die each year from lack of food and clean drinking water and lack of healthcare.

Gender bias and abuse has been recognized as a key-planning element, warranting attention by EPI Global. EPI Global is a not-for-profit organization whose mission is to serve as a bridge that informs emergency management practitioners, empowers stakeholder communities to collaborate effectively, and to identify issues and find solutions across the life cycle of emergency management resulting in a better prepared public and a more capable response community. EPI Global addresses issues such as age, gender, disabilities, children and religious and ethnic minorities in disaster zones.

As one of its first initiatives, EPI and its partner, Gender Disaster Resiliency Alliance (GDRA), are committed to bringing awareness about the importance of gender impact and disasters and to identify solutions to the problem of gender violence in disaster zones. For example, EPI and GDRA are sponsoring a five-part webinar series geared to

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academics, emergency management practitioners, law enforcement and security firms. The five-part webinar series began on July 11, 2012 with an overview of the problem; followed by a discussion on October 10, 2012 focusing on Gender-Based Violence; followed by a discussion on January 16, 2013 focusing on Gender, Health and Hygiene. The next two webinars are scheduled as follows: April 10, 2013 at 1:00 p.m. focusing on Gender and Climate Change and closing with Gender, Disaster, Policy and Politics on July 10, 2013 at 1:00 p.m. For more information, to access past webinars, and to register for the upcoming webinars, please visit www.epiglobal.org.

Women and girls should suffer no more. With appropriate consideration, planning and institutional and stakeholder support, gender violence in disaster zones can be an atrocity of the past. By including the particular needs of women and girls in pre-disaster planning, emergency managers and law enforcement can be an advocate against gender violence and abuse.

ANNOUNCEMENTS & EVENTS

- Follow ASISWIS on Twitter: @ASISWomeninSec
- Check out the pearls of wisdom from the last Ask-a-Mentor session with Sharon Schmucker, Security Director at Ernst & Young, by searching #asiswomeninsec
- April 17: Oksana Farber, Security Consultant and Former CSO, speaking on public-private partnerships
- May 15: Ed Levy, Security Consultant and Former CSO, speaking on security leadership
- June 19: Ruth Santos, Head of Americas Ops Risk at Bloomberg speaking on security risk partnerships



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