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the dive.

engage | enlighten | empower | evolve

"words MATTER:"

the importance of words

WINTER 23/24

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(U) *A LETTER FROM THE* EDITOR-IN-CHIEF

(U) A new year is a time for fresh starts. As we welcome 2024, all of us in ODNI's IC Diversity, Equity, Inclusion, and Accessibility (IC DEIA) Office are thrilled to re-launch The Dive as a quarterly magazine that highlights the great work happening across the IC.

(U//~~FOUO~~) The theme of the winter issue is the importance of words. This topic is near and dear to me. Over the years, many colleagues have asked me why it is that minority officers have a relatively high attrition rate within their first years in the IC. I do not know all the reasons, but I can personally speak to one. As a new analyst, I found it jarring how common it was for people to speak and write about foreign countries in a way that was disparaging. It was common for people to joke about the ineptitude of foreign governments in a way that implied that all people from that culture or nationality were uniformly incompetent. Some analytic work implicitly assumed that non-Western individuals and firms were not smart enough to produce high-quality goods and technology. Perhaps most hurtful of all, I often heard people refer to civilian victims of war as "collateral damage." Not only did this type of language contribute to inaccurate analysis and missteps in our dealings with other countries, but for many of us working in the IC, it was personal. I had the uncomfortable feeling that if my colleagues could so easily dehumanize foreigners, perhaps they also unconsciously perceived me as also being "less than." There were times that I contemplated leaving, but I realized that if people with my perspective resigned, who would be there to encourage change?

(U//~~FOUO~~) A lot has improved since then. Many people spoke up and advocated for change. In the last few years, IC employee resource groups advocating for people of Asian and Pacific Islander heritage have been particularly successful in creating a new framework and language guidelines for how we talk about the People's Republic of China. This work is paving the way for other groups to change language style guides and shift our work culture to talk, write, and think about foreign government and entities in a way that is more nuanced and rooted in evidence.

(U) This issue of The Dive highlights some such initiatives to improve the accuracy of the language we use on other topics; these are a sampling and are not comprehensive of all the great work being done across our agencies. This edition also has articles that speak to inclusivity more broadly, exploring gender identity, advances in accessibility, and diversity in leadership. I learned several new things through these articles, and I hope you do, too.

Cheers,
(b) (3), (b) (6) [redacted]

(U) The Dive is a product of the Intelligence Community Diversity, Equity, Inclusion, and Accessibility Office, Office of the Director for National Intelligence.

(U) Please contact (b) (3) [redacted] for comments and questions.

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(U) Although some words may be considered common, they are in fact offensive and inaccurate.

(U) Words Matter: Changing Terminology Related to Counterterrorism

BY (b) (3), (b) (6) [redacted]

(U) Our Words Matter. The words we use have a critical impact on every facet of our lives. What we say can make or break rapport, elevate or tarnish a reputation, and even support or refute a narrative. As employees of the IC, our work and our words are forever etched in history and speak volumes to the important work we carry out in service of the greater good. It is paramount that we are cognizant about the terminology we use in every aspect of our duties.

(U) The (b) (3) [redacted] is an effort by all nine diversity advisory committees in (b) (3) [redacted] who are working tirelessly to identify their constituents' challenges, concerning terminology, and themes to incorporate in their respective language guidance reports. This article is about one of our goals: disentangling Islam from words and phrases used to discuss terrorism and extremist violence.

(U) Q: What prompted you to start dialogue around the way we refer to extremist groups in our work?

(U) A (b) (3), (b) (6) [redacted] which was established around 2016 to raise concerns and advocate for employees of Middle Eastern, North African, Muslim, and Jewish identity. When we first started, we identified issues in various USG trainings that related to counterterrorism. For instance, we noticed how some trainings and official presentations conflated Islamic beliefs with terrorism, which is offensive and alienates our Muslim-American colleagues. The committee highlighted problems with how some USG officials labeled extremist ideologues with titles such as "Imam," "Muslim cleric," and/or "Shaikh," creating the erroneous perception that those extremists and their rhetoric have religious standing in Islam. Extremists wrongly add these religious titles to propagate themselves as part of their branding strategy to claim legitimacy. As members of the IC, it is imperative that we do not give the credibility and recognition they seek. We also noticed how the USG, particularly the IC, used certain phrases to identify international terrorism threats that are hurtful to Muslim-Americans and detrimentally impact our efforts as they bolster extremist rhetoric. We recognize that the terms are widely common in our nomenclature and, often, are unintentionally used since it is how we were all taught to describe the threat. However, just because it is common, does not mean it is right.

(U) The dilemma of problematic terminology is not new. In 2008, the Department of Homeland Security published a report titled "Terminology to Define the Terrorists," which outlined recommendations from several Muslim-Americans regarding words to describe international terrorism threats. The document reinforced how the status quo in our lexicon gives terrorists religious legitimacy and is not strategic, as it brands extremists with grandiose descriptions as "brave fighters" and glamorizes their violent actions.

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(U) Q: What are some examples of commonly used terms or phrases you are seeking to change in your language guide?

(U) A: Some of the problematic phrases include, but are not limited to: "Salafi-Jihadist," "Jihadist," "Islamic-Extremist," "Sunni/Shia-Extremism," and "Radical Islamists." These terms incorrectly suggest that Islamic beliefs somehow condone the actions and rhetoric espoused by these foreign terrorist organizations. We recommend identifying individuals and groups based on the foreign terrorist organization they are a part of and the region where they operate. If the individuals are based within the US, it is acceptable to identify them as Homegrown Violent Extremists (HVEs) while ensuring there is no reference to the problematic terms. Overall, it is encouraged to identify them for who they are—international terrorism extremists, or violent extremists—and explicitly state that they manipulate and distort Islam to wrongly justify violence. In cases where none of these substitute phrases are amenable, we recommend a word that many Islamic scholars, public leaders, and academics use to accurately identify extremists: Khawarij.

(U) The term Khawarij means "outsiders" and references a group of individuals in Islamic history who rebelled against Ali ibn Abi Talib—one of the rightly guided caliphs after the Prophet Muhammad's passing—during the Battle of Siffin in 657. The Khawarij assassinated Ali; they branded Muslims as disbelievers if they did not adhere to the Khawarij's extremists views; and committed heinous atrocities against men, women, and children through torture, beheadings, and sheer carnage. In the Hadith—the documented sayings and actions of the Prophet Muhammad—the Prophet foreshadowed the emergence of the Khawarij, calling them the worst in mankind. Sounds familiar, right? The rhetoric and actions of the Khawarij are identical to the narrative and violence we see with today's international terrorism threat landscape.

(U) Q: How did you incorporate insights from outside experts into your initiative?

(U) A: We took great efforts to engage with the Muslim community, academics, and members of our constituency across the country. The majority of people we spoke with mentioned how they "cringe" when hearing USG officials use these offensive terms and noted it creates an incorrect perception that the American identity conflicts with Islamic beliefs, even though Muslim-Americans have been a part of the fabric of this society as far back as the war for independence. As part of our strategy, we sought to establish awareness of this issue and affect change on a grassroots level. In July 2023, we invited a renowned Islamic scholar, Shaykh Hamza Yusuf of Zaytuna College, to speak (b) (3) [redacted]

(U) Q: To your knowledge, are there similar efforts outside the US IC to change the way in which organizations refers to extremism and terrorism?

(U) A: In the past decade, we have seen many Islamic scholars and community leaders highlight the specific terminology of concern to various USG officials. As the (b) (3) [redacted] is working to spotlight this internally, we are greatly appreciative that our initiative is gaining traction across the USG and has been positively received by so many, including executive leaders. Our committee is working closely with ODNI stakeholders in its analytic inclusivity initiative that greatly overlaps with our intended goal to use the right words in intelligence products and other forms of documentation. Also, we are working with (b) (3) [redacted] stakeholders to implement these changes within our own writing style guide and policies.

(U) Other governments are also taking action on this issue. In 2021, Australia's domestic intelligence agency announced they would no longer refer to international terrorists with tags like "Islamic-extremism," citing how the term is damaging, misrepresents Islam, and encourages hurtful stereotypes. In addition, some Muslim-majority countries, like Jordan, avoid using any such terms and accurately refer to terrorist groups as Khawarij. Recently, we learned that our French counterparts have been using Khawarij in their nomenclature and expressed an interest in changing their lexicon further to incorporate more appropriate language.

(U) Q: How can people at (b) (3) [redacted] or other IC elements get involved and help you?

(U) A: Words Matter. The words we use have a direct impact on everything we do in our daily life, including our work. We ask that employees spread awareness about the concern of the terminology we are seeing and utilize the substitute terms recommended to ensure we are inclusive, accurate, and sensitive. **(U//~~FOUO~~)** If you have questions or would like to get involved in this initiative, (b) (3) [redacted] If you are interested in fostering IC collaboration on this issue and/or are seeking support for similar initiatives at other IC agencies, please (b) (3) [redacted]

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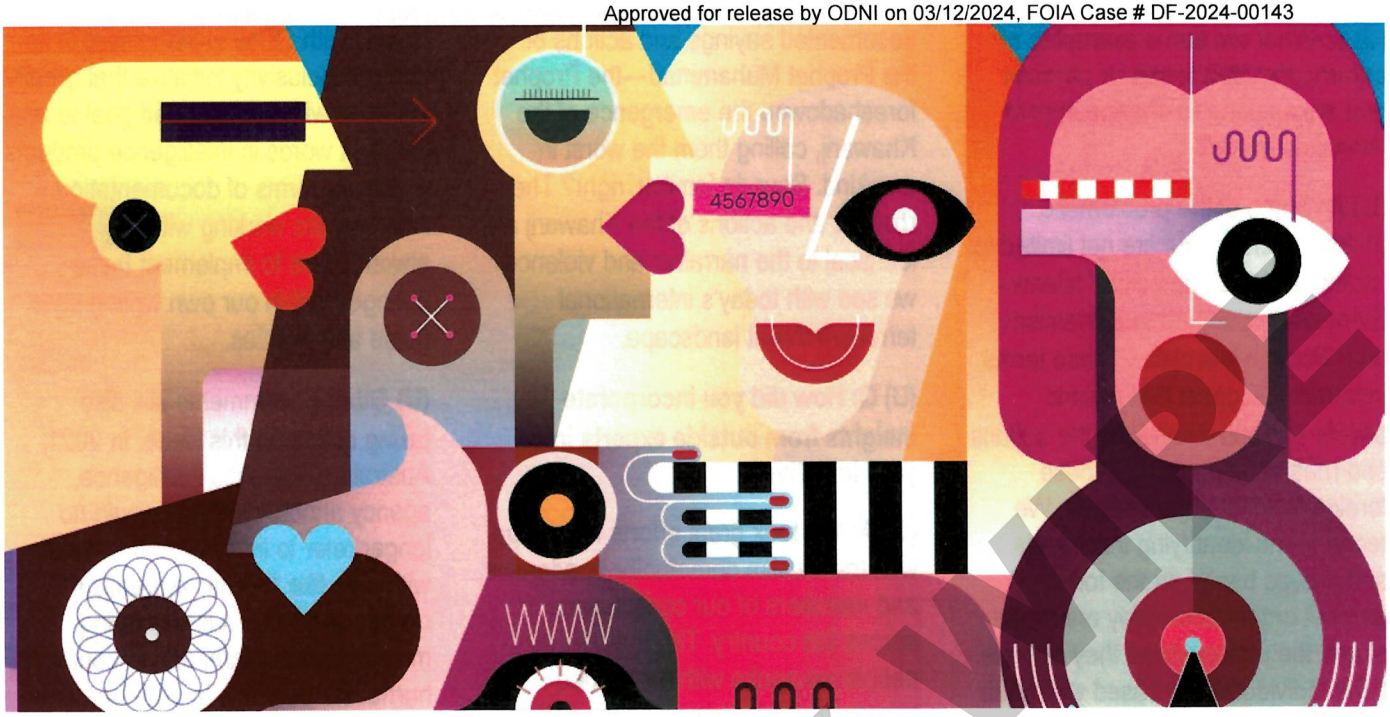

(U) Linguistics Diversity:
A Reflection of Who We Are

(U) (b) (3), (b) (6)

(U) Which country has over 122 languages with more than 1500 dialects?

(U) Language goes beyond dialects and is often associated with everyday 'sayings' that serve as a linkage between cultures, regionally, locally, and globally. Language as we know it, is supposed to promote understanding, while sharing a sense of identity. Language serves as a bridge to bring us together.

(U) Linguistics diversity is a term that measures the density of language, or a concentration of syllables in any given language. 'Diversity' refers to cultural traits such as community norms and/or family norms that influence how a language is spoken in relation to grammar and vocabulary. Density of language refers to the syntax of the language in terms of grammar, syllables, and the amount of information each syllable conveys. For example, Mandarin is a high-density language that has fewer syllables per word, where each syllable carries more information than in most other languages. Sometimes these languages are deemed to be spoken more slowly with very sharp pronunciations. All in all, language is diverse in many ways!

(U) Additionally, every language has historical context and impacts how we communicate with each other without intentionally offending one another. In my role as an organizational ombuds, I have worked on hundreds of issues pertaining to miscommunication and misunderstandings related to language, misuse of words and pronunciations extending to tone, accent, and other cultural traits. We work in diverse spaces every single day, and yet, we may not know the true background of our colleagues, such as culture, family norms, and variations of dialects associated with languages spoken within a family unit. Being curious can help you learn about linguistics diversity. A famous example: soda!

(U) How do you refer to a soft drink? Soda, pop, cola? In New England and California, for example, a soft drink is often stated as soda. The West Coast and Midwestern states call it pop. And in the South, to include Texas, many people refer to soft drinks as Coke.

(U) As we recognize with the term soda, communication has regional differences, including dialect and pronunciation variances. As societies and cultures blend, it creates a melting pot that influences how we communicate. As such, a common language evolves over time: think about how words and phrases have been pronounced differently in each of our households. For example, growing up in the South, I learned to pronounce pecans as 'pee-cans'. After relocating to the North, I recognized

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REFLECTION *of who we are*

Northerners pronounce pecans as 'pecawns' (with the 'a' sounding like 'awe'). Inherently, our race, culture, religion, and geographic location impact how we communicate and pronounce our words. It makes up our individual language. It also makes up how we listen and take in information.

(U) So, what should you know about linguistic diversity? The value of each language is to remember that all linguistic variations are structured and systematic. There is nothing good or bad or better or worse about any language or any variation of English. Language is a neutral way of communicating with people, and linguistically speaking, there are no hierarchies in language. Yet, historically, societies have undervalued or made judgments about people that used certain sound variations when speaking the terms. And we see these judgments and biases in the workplace.

(U) Another element of linguistics diversity is considering the origin of words and phrases, and how people from different backgrounds may understand the meaning of a phrase differently than its original intent. I want to share some everyday phrases that are commonly used in the workplace. (See chart on page 8.) These phrases, if not understood, can perpetuate bias. Bias language is made of words or phrases that make certain people and/or groups feel excluded and underrepresented.

(U) I invite you to consider phrases you have come across, their meanings, and what you can say instead. By working with DEIA organizations in your IC element, you can encourage changes to writing style guides and provide insight into how to better communicate.

In my work as an ombuds, I often find myself coaching individuals to use alternate phrases. Together we can make micro-changes in our culture and in our personal and professional environments.

(U) Finally, you may be wondering how linguistics diversity benefits the workplace. Organizational culture consists of values, norms, and beliefs that impact an employee's sense of engagement, as well as the inclusive space it creates. Language serves as an adhesive between the culture of an organization and an employee's sense of engagement. By being aware and ensuring your language is inclusive of all those around, you can increase your colleagues' creativity, problem-solving, and focus to complete mental tasks, and you can build connections to diverse talent pools by being curious and learning about your colleagues' cultures. Ultimately, your language creates the culture you want to work within, including building and sustaining long-term interpersonal relationships.

(U) I will leave you with a fun fact: India is the country with 122 languages and over 1500 dialects. Indian culture is built on a collectivist mindset, valuing relationships through a wide range of language, foods, and of course, a shared love for Bollywood and the broader cinema industry.

> **(U)** *"There is nothing good or bad or better or worse about any language or variation of English. Language is a neutral way of communicating with people, and linguistically speaking, there are no hierarchies in language. Yet, historically, societies have undervalued or made judgments about people that used certain sound variations when speaking."*
> (b) (3), (b) (6)

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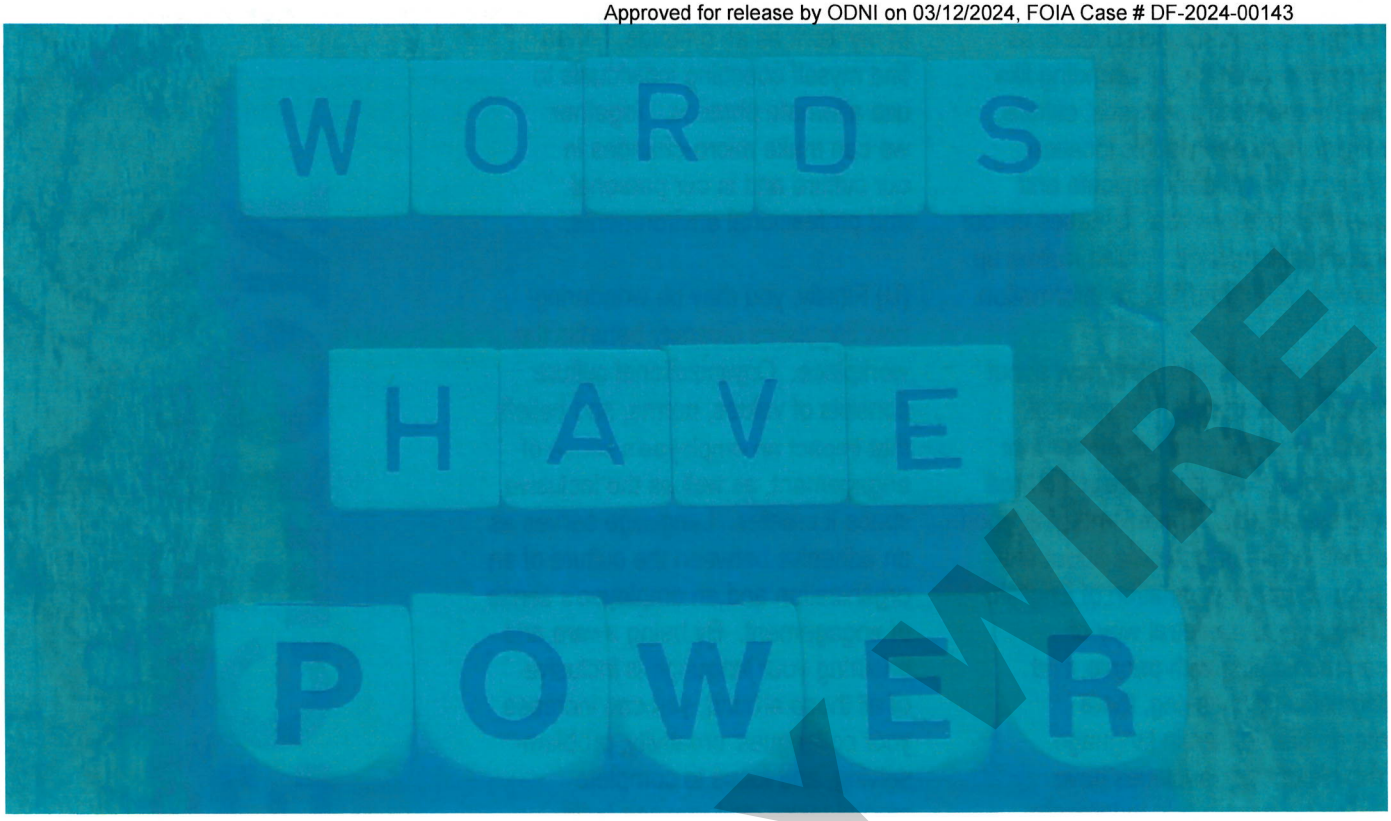

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(U) Examples of Removing Biased Language

instead of:	try saying:	because:
"I've been blacklisted from his event!"	"I've been banned or excluded..."	Blacklisted implies black is bad and white is good.
"You make multi-tasking seem like a cakewalk."	"... like an easy task."	Cakewalk refers to a dance performed by slaves for slave owners on plantation grounds. The winner received a cake.
"We will have a brown bag session on our team..."	"We will have a Lunch & Learn Session..."	Refers to the "brown bag" test practiced in the 20th century within the African American community. The comparison between an individual's skin tone to the color of the paper bag was used to gain or deny entry into public spaces.
"We were grandfathered into the old retirement system"	"We were included in the old retirement system"	Grandfather clause was a statutory and constitutional clause enacted by seven states from 1895 to 1910 that denied suffrage to African Americans, preventing them from the right to vote prior to 1866.
"Let's do a sanity check before our leadership brief"	"Let's do a double check/ review..."	Implies that individuals with mental illness are inferior, wrong, or incorrect.

Information Source: https://blog.ongig.com/diversity-and-inclusion/biased-language-examples/

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(U) REIMAGINING HOW WE TALK ABOUT AFRICA

(U) BY CIA (b) (3) OFFICERS

(U//~~FOUO~~) Since 2021, officers in CIA's (b) (3) have led a grassroots effort with colleagues across directorates and Agency Resource Groups to examine the language that the center uses to talk about the people, societies, and political context of the African continent. With nearly 50 countries in its geographic area of responsibility, (b) (3) covers a diverse and dynamic array of societies and cultures, and officers undertaking the language review sought to ensure that the terms used in both formal and informal discussions reflected nuance and specificity, while being free from implicit bias. The officers' effort accompanied a parallel grassroot initiative in (b) (3) to advocate for administrative policies that would foster a more diverse and inclusive workforce in the mission center, which generated the eventual establishment of a formalized DEIA steering group within (b) (3) in mid-2022. Analysts in (b) (3) also conducted an impressive years-long effort to update CIA World Factbook entries to include crucial pre-colonial histories of African countries—information that was previously omitted or underrepresented for the continent.

(U//~~FOUO~~) The officers directing the terminology reference guide project solicited formal and informal feedback from their colleagues and used these inputs to compile an initial list of key terms that officers judged had historically been used in a potentially biased or inconsistent way in CIA's analytic products and cables. The officers held consultative meetings and coordination processes with substantive experts, the mission center workforce, and key stakeholders in the DEIA space in the Agency, such as the African American Analysts Network and naturalized officers of African heritage, to ensure that the explanations and suggestions in the reference document reflected an accurate and inclusive understanding of the language.

(U//~~FOUO~~) AFMC officers working in the DEIA space believe strongly that the language guide should be seen as explanatory and as part of an organic dialogue about inclusive language, rather than as a list of banned words or a shaming tactic. As part of this ethos, they have begun annual updates of the guide that are driven by workforce inputs and feedback, the first of which will be published at the end of this year. (b) (3) espouses this view because officers have found that often it is purposeful intention, dedication to tradecraft, and humble self-awareness that are key factors for distinguishing a phrase that is used in an unbiased and inclusive way. For example, the word "tribe" has sparked a fascinating and complex conversation in (b) (3) and across the Agency, as the term can sometimes be the most culturally specific and accurate term when used in certain contexts, like Arab societies, while at other times can be seen as pejorative and demeaning, or inaccurate. These conversations have greatly benefitted (b) (3) analytic and substantive rigor, helping to improve tradecraft and deepen cultural understanding of the issues that we study.

(U//~~FOUO~~) The full text of the reference guide can be found on AFMC's website on JWICS systems, linked under "Resources" in the top right corner, or at this link: (b) (3)

(b) (3)

(U) (b) (3) DEIA Steering Group officers have championed this LGBTQIA+ pride logo to use in email signatures during pride month and throughout the year.

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(U) MY GENDER IDENTITY AND EXPRESSION MAKE ME A BETTER INTELLIGENCE OFFICER

(U) BY ANONYMOUS

(U//~~FOUO~~) I am an intelligence officer, and I am a man who likes to wear women's clothes sometimes. I think my experiences as someone who crossdresses have sharpened the skills I use as an intelligence officer, particularly critical thinking and perspective-taking. This has been useful in understanding foreign actor motivations and HUMINT asset motivations. I think it also has made me a better colleague.

(U//~~FOUO~~) I was excited to see that the ODNI in May signed Intelligence Community Directive (ICD) 125 to improve inclusion related to gender identity, transgender status, gender expression, and perceived gender. Crossdressing is still somewhat controversial. I have been surprised to see both who has responded favorably to (or ignored) me crossdressing, and who has had a problem with it. It merits attention given the climate of discussion around the topic and where it sits in the larger conversation about gender identity and expression and professional appearance.

(U) What is crossdressing?

(U) Crossdressing simply means wearing clothes associated with a different gender than you are. It may sound trivial to discuss our clothing, but clothing is a big component of gender expression, which is important because it is how we think of ourselves. Clothing is one of the ways we communicate in-group/out-group status to people and affects how we feel, physically and emotionally. It is how we show ourselves to the world, whether we are more cisgender or more gender expansive. Terminology is not always used accurately, and crossdressing and drag—which are different things—both come up.

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(U) The term crossdressing is more frequently used when men wear traditionally women-specific clothing than for women wearing clothing seen as men's clothing. This is both because there are more women-specific items—such as skirts and dresses—and also because longstanding gender bias against women leads some people to question why a man would want to dress in women's clothing.

(U) It is challenging for some people to understand crossdressing, and non-binary or genderfluid people because gender is a part of overall identity. Many of us think of our identities as fixed, and some find this approach to gender threatening to their own identity. I think of my gender identity as fixed, too, and male, even though I like to wear dresses sometimes. I see this as similar to how women are still women if they wear pants, but people see me differently when I wear a skirt to work.

(U) Drag is different. It is performative and traditionally associated with gay male culture.

(U) Crossdressing can be part of the journey of transgender people as they begin to affirm their true identity, but crossdressing is deliberately choosing to dress like the gender you aren't.

(U) I THINK CROSSDRESSING HAS MADE ME A BETTER OFFICER IN THE FOLLOWING WAYS:

(U//~~FOUO~~) I'm better now at understanding foreign actors. My experiences dressing in feminine clothing have helped me recognize and overcome my own identity-based biases and mindsets. Crossdressing has helped me understand that other people—including those we study in the IC—experience the world differently. Many in the international relations and national security fields call this strategic empathy—the practice of looking at issues from another person's perspective, used to better understand foreign actors.

(U//~~FOUO~~) *I'm better at understanding clandestine assets and their motivations.* I understand the motivation to keep secrets about who you are and what you are doing, which sounds similar to some of the experience of an asset. Crossdressing also can be a useful disguise, according to episode 12 (b) (3) [redacted]

(U//~~FOUO~~) *I'm more aware of, and hopefully supporting, my women colleagues.* I now have a better appreciation for how it can be uncomfortable to wear women's clothes sometimes. I know firsthand how wearing heels can make your feet hurt and make it take longer to walk somewhere. Although I like wearing a bra, I know it isn't comfortable for everyone, and is less comfortable after a few hours. On top of the biases that women often face at work, it must be hard to be uncomfortable, too.

(U) *I'm more aware of and hopefully supporting my LGBTQIA+ colleagues.* Everyone is better off if they can bring their whole self to work. I have definitely felt that, and now have supportive allies. I have more appreciation of the ways that identity and coming out are complicated, and difficult. I am part of a community that is not the majority and sometimes discriminated against, and I see how that feels.

(U//~~FOUO~~) I'm encouraged by ICD 125, and hopeful that we can be an inclusive and welcoming workplace. Every IC resource I found on dress codes suggests that dressing professionally, in any clothing, is the goal, so your clothes do not distract from what you're trying to do. When I crossdress, it still distracts people, even though it is professional. It is my hope that we can learn to accept a wider range of gender identities and expressions. **Let's choose, in the spirit and letter of ICD 125, to not to be distracted by what other people wear, to accept them, and get on with our vital work.**

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(U) A MODEL FOR ACCESSIBILITY IN A COMBAT ZONE: A PERSONAL ACCOUNT

(U) (b) (3), (b) (6)

(U//~~FOUO~~) (b) (3), (b) (6) analyst covering Sudan issues, bu (b) (3) From November 2022 to May 2023, he was deployed to Camp Lemonnier in Djibouti, Africa, as the (b) (3) managing a team of (b) (3) analysts. This interview relays his experience in navigating accessibility challenges while providing (b) (3) support in a combat zone.

(U) Q: Tell me a little about your experience with a deployment to Djibouti. How long were you there, what was your role, and what was your team seeking to achieve?

(U//~~FOUO~~) A: I deployed to Camp Lemonnier, Djibouti, as an (b) (3) Our team there primarily provided (b) (3) support to the Combined Joint Task Force – Horn of Africa (CJTF-HOA) mission, which conducts operations to enhance partner nation capacity, promote regional stability, dissuade conflict, and protect U.S. and partner interests on the continent. We also provided (b) (3) support to other camp tenants, US diplomats, and military personnel around the Horn of Africa.

(U//~~FOUO~~) (b) (3), (b) (6) I also developed and maintained close collaboration and partnership with CJTF-HOA, IC partners, and Camp Lemonnier personnel.

(U//~~FOUO~~) Throughout the six-month deployment working 12 hours a day, seven days a week, I gained a lot of experience and a better understanding of the US missions in East Africa. One of the highlights of my experience was coordinating the (b) (3) that enabled CJTF-HOA to provide support for the rescue of US personnel from the US Embassy in Khartoum, Sudan. I also had other unique experiences, including observing the Marine personnel aboard MV-22 Osprey Tiltrotor aircraft and riding along with Naval Criminal Investigative Service agents in Djibouti.

(U) The experience made me appreciate the personal sacrifice that US servicemembers, civilians, and contractors make while supporting the US missions in Africa. I developed lifelong friendships with many of the people that I worked with. My colleagues also learned a lot about (b) (3), its diversity, and the Deaf and Hard of Hearing (DHH) community, which helped break down attitudinal barriers and unconscious biases. They developed a better understanding of the diversity of the DHH workforce, and saw that DHH IC professionals are capable of performing mission roles.

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(U) Q: How did you learn about this opportunity and decide to pursue it?

(U) I previously deployed to Djibouti as (b) (3) analyst back in 2012 for four months. I had an opportunity to work with the (b) (3) at the time and thought I would love to aim for that opportunity in the future.

(U//~~FOUO~~) I signed up for the (b) (3) position at Camp Lemonnier when I moved back to (b) (3) Washington from Stuttgart, Germany, and was (b) (3) has a wide range of available positions around the world, I felt that Djibouti was the best fit based on my previous experience and the fact that US Africa Command (AFRICOM) already has an existing agreement and approved waiver (b) (3) that allows DHH to deploy in Africa in support of their mission.

(U) Q: Before your deployment, did you have any concerns about accessibility in a conflict zone? How did you navigate the process of requesting accommodations?

(U) I did not have any concerns about accessibility in a combat zone or other places, mainly because (b) (3) is considered one of the best federal agencies for providing reasonable accommodations. In the past, I have successfully worked overseas in austere environments with (b) (3) sign language interpreters.

(U//~~FOUO~~) The (b) (3) Interpreting Service established a process that enabled sign language interpreters to support DHH personnel in combat zones. Since this was the first time (b) (3) deployed an (b) (3) who is Deaf, it presented a different challenge to ensure adequate interpreting support to meet the demands of the high-tempo position, which required frequent engagements with customers and staff throughout 12 hours a day, seven days a week. The interpreting service reviewed the (b) (3) position description and previous (b) (3) experiences to determine the best and safest way to provide support. (b) (3) determined that two sign language interpreters would be required to ensure optimal (b) (3) mission support. They coordinated the logistics and procedures with the (b) (3) organization that enabled the interpreters to accompany me to Djibouti. To better support the DHH deployers, (b) (3) also outfitted the office with flashing alerts and installed visual smoke detectors in living quarters.

(U) Q: What challenges did you experience once in the position? How did you overcome those challenges?

(U) When the interpreters and I arrived in Djibouti, it took us about two weeks to figure out our daily tempo, schedule, meet new people, and get used to a new environment. This was to be expected for most (b) (3) deployers.

(U) Customers and service members were easy to work with, once they got over their initial surprise in discovering that I am Deaf and use interpreters. Most people were intrigued and it was often used as an ice-breaker in developing close professional relationships, which greatly benefited (b) (3) and the mission.

(U//~~FOUO~~) Additionally, there were times where the interpreting support was less demanding, and the interpreters acted as force multipliers by taking on other tasks. Their additional support enabled analysts to focus more on critical (b) (3) production. They also coordinated educational outreach to customers on working with DHH personnel and held a series of American Sign Language (ASL) classes for camp residents, which proved popular.

(U) During off hours, when I was not with the interpreters, I usually relied on written communication, such as pen and paper or the keyboard of an iPad or iPhone. Once in a while, some camp residents got to practice their ASL skills with me.

(U) Q: What advice would you have for USG officers who are unsure about working overseas because of concerns about accessibility?

(U//FOUO) My advice is, depending on region and mission, to go ahead and apply and sign up for opportunities. If you are selected, determine what your accessibility needs are, and then work with your respective reasonable accommodation office to develop plans and obtain waivers. Be sure to document everything. Check with other IC agencies for their experiences and best practices.

(U) Do not be afraid to apply for such an opportunity. Often people choose not to apply because of assumptions that they will not be allowed to fill the job due to accessibility issues.

(U) For my overseas PCS assignment to Stuttgart, Germany, I applied at least eight times before I was selected. This was not because of my disability or accessibility concerns, but because of competition. I did not give up.

(U//~~FOUO~~) More and more DHH are signing up for overseas opportunities. You never know unless you try.

THE DAILY WIRE

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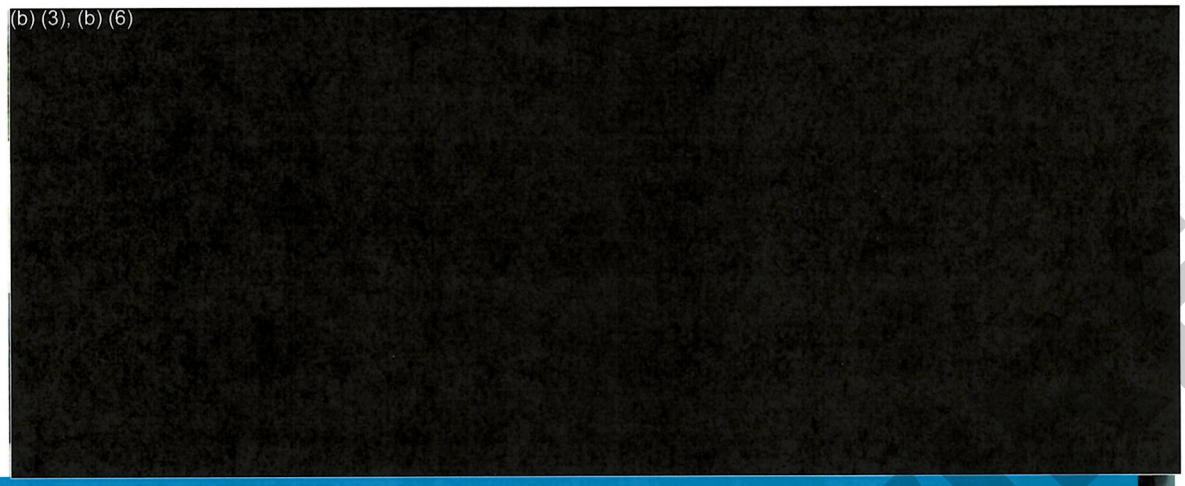
(b) (3), (b) (6)



(U//~~FOUO~~) IC Affinity Network Leaders pose with the Under Secretary of Defense for Intelligence and Security, Honorable Ronald S. Moultrie.

(U) HIGHLIGHTS FROM THE 6TH ANNUAL AFRICAN AMERICAN & HISPANIC LEADERSHIP SUMMIT

(U) BY (b) (3), (b) (6)

(U) On September 6 and 7, the African American Affinity Network (AAAN) and the Latino Intelligence Network (LINK) co-hosted their 6th Annual Leadership Summit. The theme of this year's event reflected the foundation of Intelligence Community Affinity Network (ICAN) core values: I can be a leader, I can be successful, I can be an inspiration, I can make a difference. The summit was hosted as a hybrid event enabling re-building community in-person at the Intelligence Community Campus in Bethesda, MD following several years of pandemic-era separation, while also offering virtual participation to reach the broadest possible audience.

(U) The summit featured a keynote address by the Under Secretary of Defense for Intelligence and Security, Honorable Ronald S. Moultrie, who discussed the challenges and successes he experienced throughout his federal career. He also discussed the necessity of having a diverse and inclusive workforce to solve the important issues we face in the Intelligence Community (IC). The summit also featured remarks from NSA Chief of Staff (b) (3), (b) (6), and a presentation by ODNI's IC DEIA Chief (b) (3), (b) (6) on the underrepresentation of African Americans and Hispanic officers in the IC.

(U) The summit included a special workshop, Bowties and Shoelaces Vol 2: Creating Inspiring Ideas and Building Your Brand by (b) (3), (b) (6) from NSA, who offered insights and ideas about the importance of building and maintaining a personal brand. Several panels were convened to discuss key work topics, including cybersecurity and the People's Republic of China. Other panels also offered perspectives on intentional leadership and opportunities for collaboration between ICANs to foster community and build a more inclusive IC.

(U) The summit also offered opportunities for individual participation beyond networking. Attendees were invited to share their voice, options, and ideas about promoting DEIA in the activity, I Can Be Heard: Use Your Voice to Initiate Positive Change. Attendees also learned about unique opportunities at other agencies in a Joint Duty Fair.

(U) If you are interested in helping to plan future events or getting involved, please feel free to contact (b) (3)

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WORD SEARCH

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ACCESSIBILITY
ADVOCATE
ALLY
COMMUNICATE
DIFFERENCES
DIVERSITY
EDUCATE
EQUALITY
EQUITY
ESSENTIAL
INCLUSION
INTELLIGENCE
IMPORTANCE
MISSION
PEER
TEAMWORK
WORDS

THE DIVE

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THE DAILY WIRE

HEY!

check this out...

(U) You may have noticed The Dive has a new look.

(U) We have added a tagline that speaks to IC DEIA's intent with our magazine: we seek to ***engage*** with officers across the IC, ***enlighten*** readers about advancements in DEIA, and ***empower*** every employee to speak their truth—which will allow our community to ***evolve***. The colors you see—cyan, magenta, yellow, and black—are the primary colors used in printing to make all other colors possible. We choose four colors because four is the magic number in our office. There are four parts to DEIA: diversity, equity, inclusion, and accessibility. We have four teams: Analysis and Assessments, Communications and Branding, Outreach and Education, and Strategy and Policy. Our strategy is built around four themes: data, partnerships, accessibility, and training. Perhaps most importantly, the way the four colors blend to create every imaginable color is symbolic of our office's goal of giving the 18 IC elements the tools to create the most innovative workforce possible.

(b) (3), (b) (6), Graphic Designer of The Dive