












Session 7	<b>Inclusive Security</b>	 Duration: <b>45 mins</b>
<b>Session Summary</b> This session examines the risks individual staff face due to their personal characteristics or profile, and outlines measures required to support staff with diverse profiles as part of an inclusive security approach.		
<b>Session Objectives</b>  <ul style="list-style-type: none"> <li>• Highlight the visible and invisible aspects of an individual's identity.</li> <li>• Consider how aspects of a person's identity affect their vulnerability to risks in the field.</li> <li>• Explain the measures and support required as part of the inclusive security approach.</li> </ul>		
<b>Learning Outcomes</b> By the end of this session, participants should be able to:  <ul style="list-style-type: none"> <li>• Explain how diversity considerations affect risks for individual staff, and highlight specific measures required to support staff with diverse profiles.</li> </ul>		
<b>Supporting Material</b>  <ul style="list-style-type: none"> <li>• <a href="#">GISF Managing the Security of Aid Workers with Diverse Profiles.</a></li> <li>• <a href="#">GISF Gender and Security: Guidelines for mainstreaming gender in security risk management.</a></li> </ul>		
Time	Suggested Activities	Resources
2 mins	<b>Introduction</b> Introduce the session and provide an overview of the session's focus.	<ul style="list-style-type: none"> <li>• S.7 Inclusive Security Presentation – Slide 1</li> </ul>
5 mins	<b>Diversity in Risk</b> Point out the diversity of individuals who work within aid organisations, or your organisation, and explain how an individual can experience different types of threats, or have different levels of vulnerability, depending on their personal characteristics or profile. <div data-bbox="296 1402 1147 1688" style="background-color: #e6f2e6; padding: 10px; margin: 10px 0;">  Although gender and nationality are significant risk factors, there are many other aspects of a staff member's identity or profile that affects the security risks they face.             While staff face significant external threats within their operating environments, incidents of harassment, bullying, and sexual violence are often internal and occur within the workplace.         </div> Be sure to reaffirm the need for a safe space for discussion, if required, and challenge any negative misconceptions or stereotypes.	<ul style="list-style-type: none"> <li>• Slide 2</li> </ul>
3 mins	<b>Identify, Diversity &amp; Intersectionality</b> Explain aspects of an individual's identity, and therefore their vulnerability, and discuss which aspects may be visible and invisible. For example, characteristics that are visible include skin colour, ethnicity, and age. Those that are invisible include sexual orientation, ability, and relationship status.	<ul style="list-style-type: none"> <li>• Slide 3</li> </ul>
5 mins	<b>Internal &amp; External Threats</b>	<ul style="list-style-type: none"> <li>• Slide 4</li> </ul>

	Describe the relationship between an individual's role and organisation, where they are working, and who they are, and how this interplay affects both the internal and external threats individual staff may face. Provide specific examples relevant to the participants' operating context and highlight risks individual staff may face due to their profile or identity. Draw specific attention to the internal threats staff face.	
20 mins	<p><b>ACTIVITY: Diverse Profile Risks</b></p> <p>This exercise looks at the unique vulnerability and security risks faced by staff with diverse profiles. Divide participants into four groups, depending on the number of participants. Cut up the character profile sheet and issue each group with one character profile.</p> <p>Ask each group to identify a scenario or situation that could be a security risk for their characters, and then discuss as a group:</p> <ul style="list-style-type: none"> <li>• How does this affect their character's personal security?</li> <li>• How might it impact other staff or the organisation?</li> <li>• Could it have been avoided and if so, how?</li> <li>• What can be done to minimise the risks for the character, or those affected?</li> </ul> <p>After 10 mins have each group to explain their character's profile and scenario, and then share their response to the questions. Ask the other groups to comment and highlight any issues not already raised.</p> <p>Once all groups have provided feedback, emphasise that organisations must identify and understand the risks facing staff with diverse profiles.</p> <p> To meet their duty of care, organisations must acknowledge and understand the different threats and vulnerabilities confronting staff, depending on their personal characteristics or profile. Failure to do so can have serious implications for the security of an individual staff member, and the wider team.</p>	<ul style="list-style-type: none"> <li>• Slide 5.</li> <li>• S.7 Diverse Profile Risks – Character Profiles.</li> </ul>
5 mins	<p><b>Inclusive Security</b></p> <p> Ask participants: <i>What is an inclusive approach to security?</i></p> <p>Describe an inclusive approach to security and discuss some of the challenges to achieving it in the field.</p> <p> An inclusive approach to security acknowledges the risks that individuals with diverse profiles may face, and actively provides them with the guidance and support they need to enable them to fully participate and feel protected.</p>	<ul style="list-style-type: none"> <li>• Slide 6.</li> </ul>
5 mins	<p><b>Inclusive Security Risk Management</b></p> <p> Ask participants: <i>Can you provide examples of how an inclusive approach to security might work in the field?</i></p> <p>Highlight some of the measures that can be undertaken to ensure a more inclusive approach to security. For example:</p> <ul style="list-style-type: none"> <li>• Involve staff with different profiles in risk assessments.</li> </ul>	<ul style="list-style-type: none"> <li>• Slide 7.</li> </ul>

	<ul style="list-style-type: none"> <li>• Adapt security plans and procedures to meet the diverse range of staff - accommodation requirements for female staff, buddy systems for staff with mobility restrictions during building evacuations.</li> <li>• Ensure briefings, orientations and trainings address diverse profiles - travel guidance for LGBTQI staff, women-specific security training,</li> <li>• Establish incident reporting processes that encourage reporting from staff with minority profiles.</li> </ul> <p>If an internal training, discuss existing measures within your own organisation.</p>	
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