Interagency Security Committee

2021 ANNUAL REPORT

March 2022

Message from the Chair

Dr. David Mussington, Executive Assistant Director for Infrastructure Security and ISC Chair

The Interagency Security Committee (ISC) plays an integral role in national security and resilience, bringing together 65 federal departments and agencies to address potential threats to facilities, personnel, and information. Over the past year, we made significant progress in realizing the ISC vision – "Federal facilities, the people who work in them, and those that visit are safe and secure throughout the country."

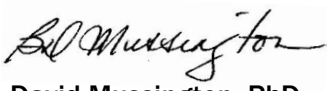
Our federal facilities remain in an increased threat environment based on the proliferation of false or misleading narratives, which sow discord and undermine public trust in U.S. government institutions coupled with calls for violence directed at U.S. critical infrastructure including government facilities and personnel. In this environment, the ISC continues to demonstrate its value and relevance as a policy and standard-setting body as well as an industry leader in establishing best practices. In addition to updating the Risk Management Process Standard and the Planning and Response to an Active Shooter Policy and Best Practice, this past year, the ISC produced two timely best practices on Pandemic Response and Recovery as well as Protecting Against Violent Civil Disturbances.

Compliance reporting is also serving an important function. Departments and agencies reporting in 2021 enabled a collaborative approach to improving ISC expertise and guidance as well as innovating additional capacity building efforts in 2022.

You will notice a new feature in this version of the Annual Report – Profiles in Excellence. As you read these vignettes throughout the report, you will notice that they take place or are otherwise associated with several areas that are important to me: expertise & guidance, capacity building, assessments & analysis, and security operations. The fact that this committee is achieving excellence in all these areas is a testament to the enduring strength and importance of the ISC.

I want to thank the members of the ISC who demonstrate unparalleled dedication and provide invaluable expertise and leadership to the collective efforts of the ISC. Your commitment, vision, and excellence are on display throughout this document. More importantly, they are furthering the mission to enhance the security and protection of federal facilities daily.

Finally, the ISC gained another member in November and now has 65 members. I want to welcome our newest associate member, the United States Agency for International Development and thank them for their desire to join the Committee. Their membership will have a positive impact on the ISC and will enhance USAID's collaboration with domestic partners and the sharing of best practices for domestic security requirements. I look forward to hearing about their contributions in the future.



David Mussington, PhD
Executive Assistant Director for Infrastructure Security
Cybersecurity and Infrastructure Security Agency

Old Post Office, Washington, DC
Credit: U.S. General Services Administration; Historic Building Photographs

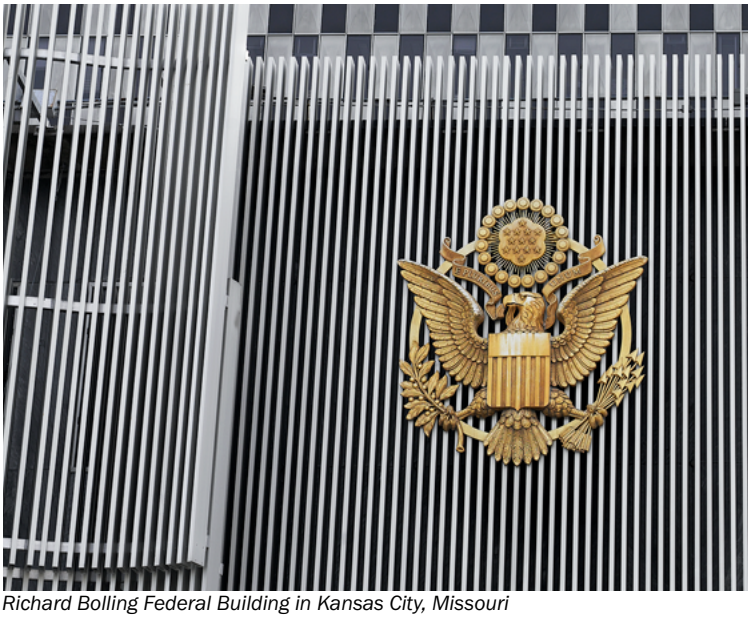
Table of Contents

Executive Summary

The Calendar Year (CY) 2021 Interagency Security Committee (ISC) Annual Report demonstrates the continued flexibility of the ISC to work in a virtual environment with its 65 members to provide continued excellence in federal security guidance and training. In CY 2021, the ISC successfully completed its third year of compliance reporting, published updates to the *Risk Management Process for Federal Facilities*, provided Risk Management Process training, and held annual meetings with members. Each section of the report includes significant accomplishments of each major Line of Effort (LOE): Compliance; Policies, Standards, & Recommendations; Training; ISC Regional Advisors; and Outreach. These milestone achievements were only made possible by the continued contribution of ISC member participation in subcommittees and working groups to enhance the security and protection of federal facilities.

Profiles in Excellence: Facility Security Level (FSL) V Campus Receives Enhanced Airspace Protection

Through the outreach and education efforts on the ISC's top-tier risk management resources, the ISC Staff were able to assist an ISC member organization in obtaining a Special Security Instruction (SSI) for its FSL V[1] site. This mitigation measure is detailed in the ISC's *Protecting Against the Threat of Unmanned Aircraft Systems (UAS): An Interagency Security Committee Best Practice*. Thanks to the Federal Aviation Administration for approving the member request. This security enhancement will prevent most drones from breaching the geofence established over the site.



Richard Bolling Federal Building in Kansas City, Missouri
Credit: U.S. General Services Administration; Historic Building Photographs

MISSION

The Interagency Security Committee collaboratively establishes policies, monitors compliance, and enhances the security and protection of federal facilities.

VISION

Federal facilities, the people who work at them, and those that visit are safe and secure throughout the country.

1. FSL determination is made using the *Risk Management Process for Federal Facilities* and ranges from Level I (lowest risk) to Level V (highest risk). The process provides the method for determining the FSL based on the characteristics of each facility and the Federal occupant(s). The five factors quantified to determine the FSL are mission criticality, symbolism, facility population, facility size, and threat to tenant agencies. After using the factors, the assessor may then consider any intangibles that might be associated with the facility.

Compliance

ISC members successfully completed their third year of compliance reporting, increasing the level of reporting and increasing levels of compliance in many areas. Compliance reporting provides ISC members with the means to measure, report, and analyze compliance with ISC policies and standards. This year was a major undertaking by all in order to achieve the Compliance Subcommittee's reporting goals. Members continued to report 100 percent of organization benchmarks and increased facility portfolios from 30 percent in 2020 to 70 percent in 2021 with 13 members reaching the 2022 goal of 100 percent.

We had immense support from the membership this year with **53 members reporting**! This does not include those that are not required to report due to Executive Order exemptions or being outside of the Executive Branch. Additionally, four exempt agencies found value in reporting and one new member reported for the first time.

Percentage of ISC Members Reported

Total Numbers Reported

Org. Benchmarks Submitted **215**

Facility Benchmarks Submitted **11,127**

18 additional sub-orgs & 4,556 additional facilities

Average Compliance Scores

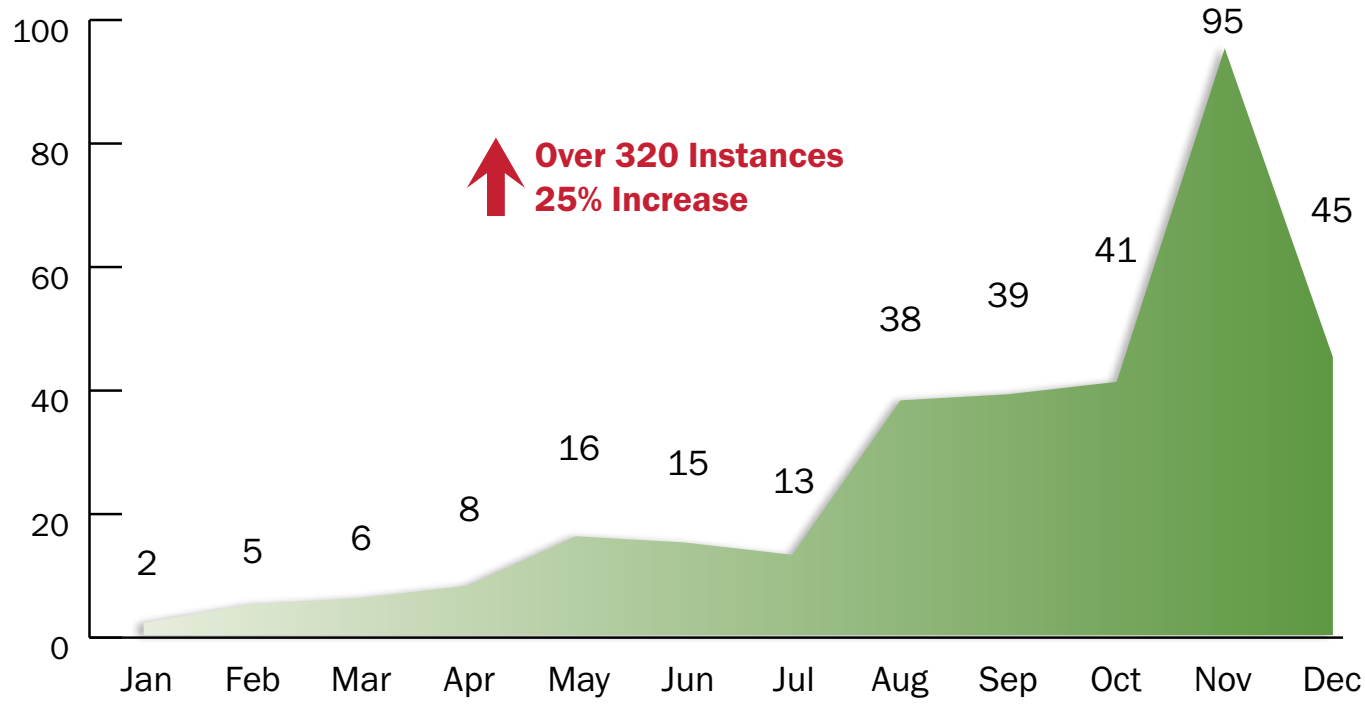
Org. Score **4.0**

Facility Score **3.5**

Org. compliance score up from 3.9 & Facility score remained constant

There were **18 sub-organizations and 4,556 facilities added** in 2021. The average organization compliance score increased from 3.9 last year to 4.0 this year while the average facility score remained constant at 3.5. Additionally, in support of the 2021 reporting period, the compliance staff responded to over 320 compliance assistance requests. A **25% increase** from last year.

Compliance Assistance in 2021

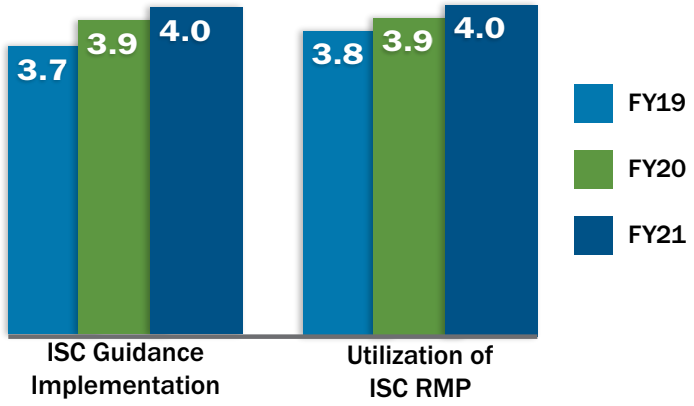


Compliance with ISC standards and policies empowers federal departments and agencies to make timely and informed decisions to make defensible, risk-based, resource-informed decisions that enhance security across the federal community. Monitoring compliance via the ISC Compliance System (ISC-CS) allows users to identify areas to focus their efforts individually and collectively. ISC compliance data also provides a resource for member departments and agencies to demonstrate their compliance with ISC standards and policies to government oversight entities.

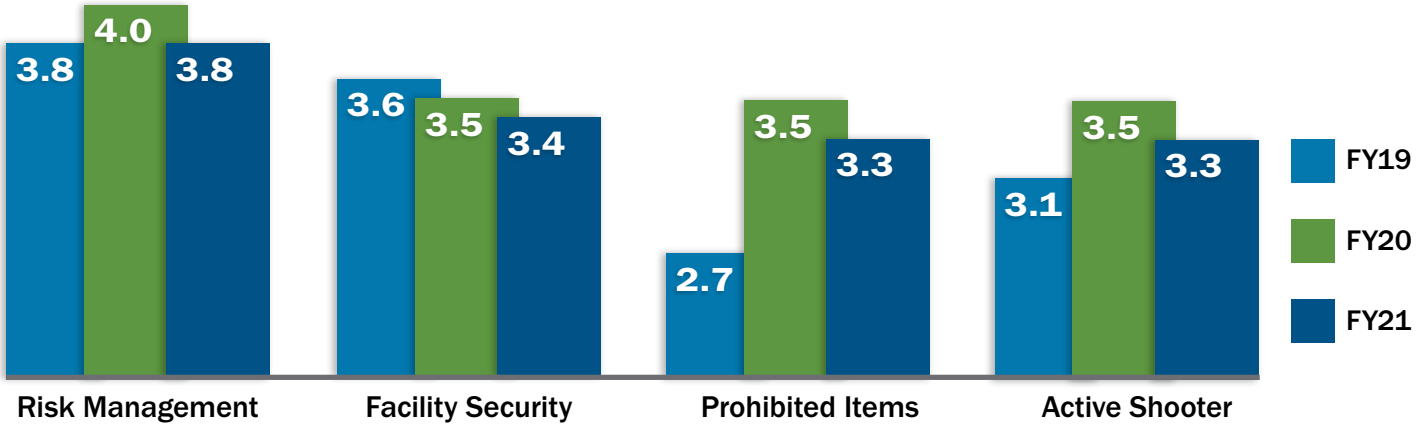
The 2021 reporting showed a slight increase in organizational scores, which have steadily increased over the last three years. However, the average facility benchmark chart below shows facility scores have decreased slightly from last year. This decrease is likely due to the increase of facilities entered in to the ISC-CS along with improved facility data by organizations. The average compliance scores for the application of the ISC Risk Management Process (RMP) continues to be the strongest area of compliance for facilities.

For more information or any questions, reach out to the Compliance Team at isccs-support@hq.dhs.gov.

Average Organization Benchmark Scores (FY2019 - FY2021)



Average Facility Benchmark Scores (FY2019 - FY2021)*



** Benchmark scores based on reported 70 percent of facility portfolios*

Profiles in Excellence: FEMA Virtual Risk Assessment

The Federal Emergency Management Agency's (FEMA) Office of Chief Security Office, Asset Protection Management Section (APMS), developed a comprehensive Virtual Facilities Risk Assessment this past year. To adhere to strict performance standards and best practices established by the ISC and other federal regulations and regulatory bodies, APMS conducted an operational analysis and thorough research methodology to determine what may limit, restrict, or promote a virtual platform to conduct risk assessments.

They quickly captured those findings and designed a structured virtual assessment program aligned with conventional assessment expectations and practices. They standardized the process by establishing a concise Standard Operating Procedure.

The innovation of virtual assessments enabled FEMA to maintain ISC standards and best practices by adapting in-person security assessments, carefully formulating procedures that were inclusive, and collaborating with local security personnel to accomplish virtual assessments. This innovative virtual assessment process provides an alternative, when necessary, which will be invaluable well into the future in an unpredictable environment.

Policies, Standards, & Recommendations

The ISC's Policies, Standards, and Recommendations directly support the ISC mission to "collaboratively establish policies, monitor compliance, and enhance the security and protection of federal facilities". Presently, the ISC maintains a library of over 20 documents that include standards, policies, best practices, white papers, templates, and guides.

These resources lay the foundation for the work of the ISC and serves as a collaborative road map to protect federal facilities and those that work and visit them. ISC Policies and Standards are scalable and tailorable resources to identify and address site-specific federal facility security needs. ISC policies and standards assist with the creation and implementation of initiatives to enhance security beyond the baseline requirements.

2021 Publications

Downloaded 1,700 times in three months

The Risk Management Process for Federal Facilities: An Interagency Security Committee Standard (RMP), 2021 Edition

The RMP defines the criteria and processes facility security personnel will use in determining a facility's security level. This standard provides an integrated, single source of security countermeasures and guidance on countermeasure customization for all nonmilitary federal facilities. Significant updates include:

- Clarified "routinely occupied" facilities
- Clarified the facility population factor and use of the peak number of visitors
- Updated references to security provider and security organization for context
- Updated RMP chart to add "Measure Performance" as a separate step
- Included guidance for single and multi-tenant campuses
- Added ISC training options and recommendations for Facility Security Committee (FSC) recurring training and guidance on FSC charters

Appendix A: Design-Basis Threat (DBT) Report, 2021 Edition

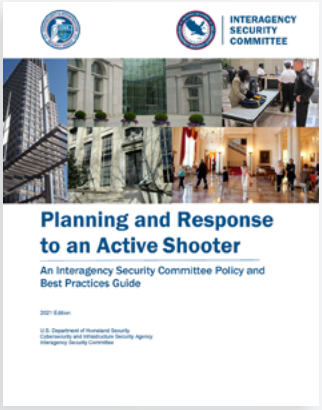
The DBT is an analysis of 33 Undesirable Events (UE) or threats federal facilities can face on a national level. It creates a profile of type, composition, and capabilities of adversaries. The annual review of all 33 UEs, statistics, descriptions, and threat scenarios by the DBT Subcommittee revealed that two UE's threat ratings increased by one level, one increased by two levels, 12 decreased by one level, and one decreased by two levels. Additional updates include:

- Evolving trends that focus on changes in security impacted through emerging environmental trends
- National impact of COVID-19 on federal facilities

Appendix B: Countermeasures, 2021 Edition

This document establishes a set of security countermeasures for all federal facilities based on the determined Level of Protection. The document provides 93 different security criterion organized into 7 security criteria tables. As a result of the Countermeasure Subcommittee annual review, the updates include:

- Added "return to tables" and index hyperlinks to improve document navigation
- Provided clarifications on several countermeasures in security criteria such as blast protection
- Aligned countermeasures to reflect DBT and emerging trends



Downloaded over 1,400 times

Planning and Response to an Active Shooter: An Interagency Security Committee Policy and Best Practices Guide, 2021 Edition

Outlines policy requirements for the development, review, and update of an active shooter preparedness plan along with training and exercises. Significant updates include:

- Expanded guidance for pre-incident planning, incident actions/response, and post-incident recovery
- Eliminated separate FOUO and non-FOUO versions
- Added an exercise requirement as a result of compliance reporting observations
- Changed requirement for active shooter preparedness plan to be "updated every two years" to "reviewed annually and updated as needed"
- Changed training requirement for new employees to "during the initial onboarding period and annually thereafter"

Subcommittees and Working Groups

The ISC is a collaborative forum charged with enhancing the quality and effectiveness of security in and protection of federal facilities. The ISC does this by, with, and through its members within the primary governance frameworks of subcommittees and working groups (listed in table below). Participation on a subcommittee or working group is a significant, tangible way for ISC member department and agency personnel to actively contribute to the work of the ISC.

The ISC subcommittees are enduring bodies, while ISC working groups address a specific problem or task and are dissolved once complete. Interested in participating? To learn more about the ISC subcommittees or working groups, contact Scott Dunford at scott.dunford@cisa.dhs.gov.

Subcommittees		Working Groups
• Steering	• Standards	• Mail Handling
• Design-Basis Threat	• Compliance	• Making the Business Case for Security
• Best Practices	• Countermeasures	• Active Shooter (recently completed)
• Convergence	• Training	• Federal Mobile Workplace Security (coming soon)

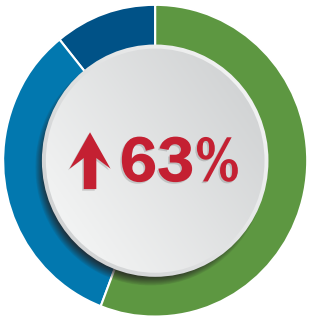
Profiles in Excellence: USCIS Uses RMP for New Facility

The U.S. Citizenship and Immigration Services (USCIS) recently used the ISC RMP in designing protection for a new construction project. This produced several benefits from determining the level of protection to determining countermeasures and expenditures. Importantly, it supported this effort through a process that is reproducible, defensible and credible. The USCIS construction project was successful from a security perspective and implemented many security countermeasures including, but not limited to, video surveillance, alarm systems, electronic access controls, screening, blast mitigations, controlled parking, guard services, and setback. USCIS was challenged by the significance of the mission related to this facility and was able to incorporate many advanced features such as artificial intelligence, integration of security systems, video analytics, license plate identification, and parking management integration. This level of integration was complex and relied heavily on the ability to use the USCIS Information Technology network to achieve these advanced features…The USCIS facility is now a state-of-the-art facility protected in accordance with the ISC's standards.

Training

The ISC continues to support capacity building within the federal facility security community by offering the Risk Management Process and Facility Security Committee (RMP & FSC) Virtual Instructor Led Training (VILT) course. To meet the continued COVID-19 pandemic driven demand, the ISC offered 18 virtual training opportunities, a **63 percent increase** over last year.

VILT Training Attendance



11% Non-Members: Bureau of Land Management (BLM); Defense Contract Management Agency (DCMA); and multiple State, Local, Territorial, and Tribal organizations

35% Associate Members: Social Security Administration (SSA), U.S. Coast Guard (USCG), Internal Revenue Service (IRS), and others

54% Primary Members: General Services Administration (GSA), U.S. Department of Agriculture (USDA), Department of Justice (DOJ), and others

Students Give 95% Approval Rating

"Instructors did an excellent job presenting the material and preparing me for my role on the FSC in my building."

"Great course! It was very helpful to me as a FSC member to understand the big picture as well as the specific processes. Thank you!"

"The overall training did a great job at demonstrating the ways to identify and assess risk within a federal facility. As someone who is new to this field, this training laid a good foundation for security measures that I should be looking for/at."

"I am prepared to participate as a member of an FSC. This training gave me new insight into many of the security related tasks I have and I will better understand what I am doing and why it is important."

Profiles in Excellence: ISC Member Collaboration

The U.S. Office of Personnel Management collaborated with the U.S. Capitol Police (USCP) to deliver the 62nd Class of the Federal Risk Management Process Training Program (FEDRMPT) to USCP security practitioners in response to the January 6th attack on the U.S. Capitol. The customized in-person training was held at the USCP Headquarters Building and instructed the attendees on the Risk Management Process and how to develop and utilize a risk assessment methodology to identify an appropriate level of protection and countermeasures that effectively protect critical assets, personnel, and operations.

Webinars

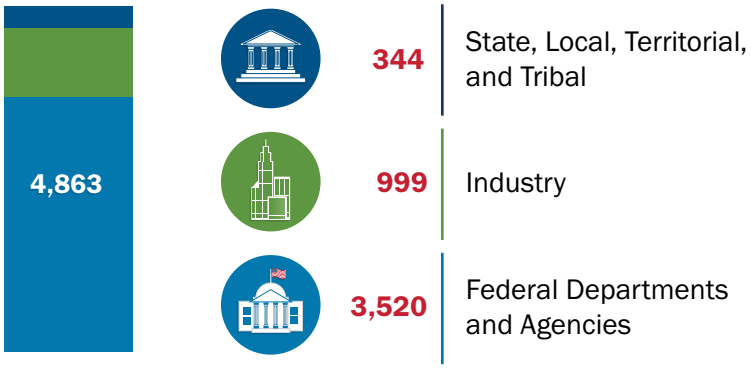
In addition to our RMP & FSC training, the ISC occasionally hosts webinars to better inform stakeholders on a variety of security related topics. In 2021, the ISC held a webinar titled, "Protecting Against the Threat of Unmanned Aircraft Systems (UAS): An ISC Best Practice." The webinar drew attendance from over 220 federal and non-federal stakeholders and aligns with the ISC's guide of the same title published in late 2020.

Online Training

The ISC also provides online training through the Federal Emergency Management Agency's Emergency Management Institute. The online courses provide information on the ISC, its publications, and the Risk Management Process. The courses include:

- IS-1170 Introduction to the Interagency Security Committee (ISC)
- IS-1171 Overview of Interagency Security Committee (ISC) Publications
- IS-1172 The Risk Management Process for Federal Facilities: Facility Security Level (FSL) Determination
- IS-1173 Levels of Protection (LOP) and Application of the Design-Basis Threat (DBT) Report
- IS-1174 Facility Security Committees

Online ISC Course Completion by Sector

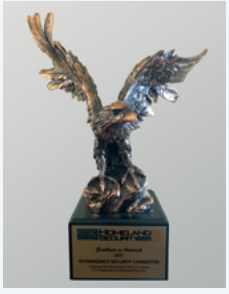


The training can be found here on FEMA's website. Contact ISC training for more information by emailing RMP_FSCtrng@cisa.dhs.gov.

Profiles in Excellence: ASTORS & Excellence in Outreach Awards

ASTORS AMERICAN SECURITY TODAY 2021 PLATINUM AWARD WINNER HOMELAND SECURITY AWARDS

The ISC's RMP & FSC training course received the 2021 Platinum ASTORs Award from American Security Today in the category of Government Excellence in Homeland Security. As the preeminent Homeland Security Awards Program, the 'ASTORS' recognizes innovations from organizations focused on homeland security and public safety.



The ISC Staff were recognized with Homeland Security Today's *Excellence in Outreach Award*. The Homeland Security Today *Excellence in Outreach Award* recognizes the agency, department, or team that has excelled at engaging and educating to benefit the mission of securing the nation.

Outreach

Strategic Communications and Outreach provides information and shares knowledge to inspire action. Key to effective understanding, utilization, and implementation of ISC standards is communication.

> *The folks do a great job and I appreciate their efforts. One of the features of ISC products in reliability and repeatability. This ensures that I maintain an "apple to apple" presence throughout the Fed govt when competing for OMB funding.*

The ISC facilitates a common level of understanding and shared information through a variety of Outreach and Communications channels. Through quarterly newsletters, Email communications sharing documents and resources, annual meetings, and other outreach activities the ISC allows all of our members to engage through a variety of modes – one to one, one to many, and one to all.

2021 Conferences

As part of the ISC's outreach efforts, ISC Staff and ISC Members regularly participate as speakers at security-related conferences and events. Serving as subject matter experts and panel members provides the ISC to highlight the great work of the Committee and its members. Topics over the last year ranged from active shooter preparedness to protecting against violent civil disturbance, to how to better use the ISC's RMP and other guidance documents to help attendees determine if they are prepared to meet those challenges, assess how they can be better postured to do so, and understand how to contribute to enhancing federal facility security and protection. In 2021, the main conferences the ISC supported were:

- ASIS National Webinar
- Security Industry Association Government Summit
- International Security Conference and Expo West
- Homeland Security Today Webinar
- ASIS Global Security Exchange

ISC In The News

Homeland Security Today's article "State of Physical Security: Assessing & Mitigating Risk" focuses on the security of our national infrastructure, from physical buildings to developments in technology, and how interagency collaboration can address ongoing threats from bad actors.

> *The ISC is very impressive and essential. Its commitment to innovative and collaborative initiatives and development is crucial for national security. Furthermore, it acts as a human-hub of knowledge focused in all aspects of security.*

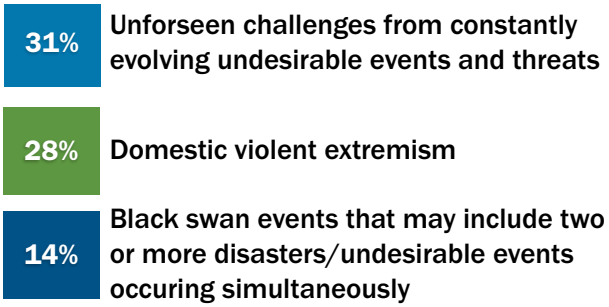
"The ISC falls under the purview of the Cybersecurity and Infrastructure Security Agency (CISA), an operational component within the Department of Homeland Security (DHS). CISA, through the ISC, "provides leadership to the non-military federal community supporting physical security programs that are comprehensive and risk-based." What were once security and protection "guidelines" have since evolved into "requirements" for nonmilitary federal facilities in the United States. The ISC has issued standards and best practices that help federal security professionals implement appropriate security policies and mandatory standards." Read the Full Article Here.

ISC Member Survey

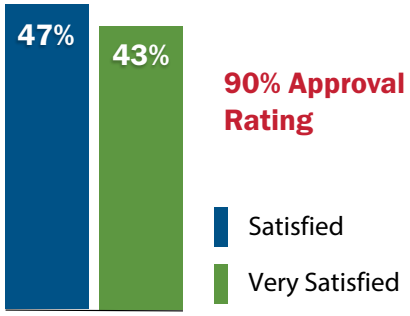
The ISC Staff conducted its annual all-member survey to improve the ISC's products and services to better meet our member's needs. 217 members responded to the survey, a **70% increase** from last year.

ISC members assessed ISC communications with **90%** rating their overall satisfaction as "Very Satisfied" or "Satisfied". The majority of ISC members valued the reliability, credibility, and trustworthiness of ISC communications the highest and over half of respondents found ISC products and communications informative. Members also reported "unforeseen challenges from constantly evolving undesirable events and threats" as the worst-case scenario that keeps them at night, followed closely by "domestic violent extremism".

What keeps you up at night?



Satisfaction with ISC Communications



Annual Meetings

In 2021, the ISC held 52 Annual Meetings providing meaningful communications directly with our members. The Annual Meetings provide an opportunity for one-on-one dialogue with our members to discuss their unique perspectives on the facility security issues impacting their Department or Agency with ISC leadership. The meetings also allow ISC leadership an opportunity to share updates on the collective work of the ISC. These open discussions result in improvements to ISC training and connect member regional offices with the ISC Regional Advisors.

Did you know the Best Practices Subcommittee has published four documents:

- *Pandemic Response and Recovery: Considerations for Federal Facilities*
- *Protecting Against Violent Civil Disturbance: Considerations for Federal Facilities*
- Key and Access Media Control
- Lock and Key Methodology

The subcommittee has also developed a variety of templates for security plans and other resources. These documents can be found on the Homeland Security Information Network or requested by emailing the ISC at ISC.DHS.GOV@HQ.DHS.GOV.

USAID
FROM THE AMERICAN PEOPLE

The U.S. Agency for International Development joined as an Associate Member in 2021.

Learn About USAID

The Way Forward

Compliance

The compliance staff has analyzed the results from FY21 compliance reporting and will use the results to inform ways the Committee, the Compliance Subcommittee and individual members can improve compliance. Additionally, we will be refining the ISC-CS user experience and developing key reporting metrics and improving the ISC-CS's analytic tools.

The ISC will conduct a series of compliance verification pilots to refine the verification process and procedures including compliance verification staffing, funding, responsibilities, and training requirements. Thanks to NARA, IRS, Commerce, DHS, and EPA for volunteering to assist our efforts.

The FY22 reporting requirement is 100 percent of Organizational Benchmarks and 100 percent of Facility Demographic and Benchmark information.

PSR

Looking ahead to 2022, ISC subcommittees and working groups are actively pursuing publication of several new documents including Security Convergence, Security Specialist Career Progression Ladder, and Making The Business Case for Security. Additionally, 2022 will see updates to Items Prohibited from Federal Facilities and Mail Handling (in collaboration with GSA).

Furthermore, the ISC will stand up a working group to update the "Federal Mobile Workplace Security: An Interagency Security Committee White Paper." Using the experiences and lessons learned from the pandemic, the working group will seek to update the white paper to a best practices document that will assist ISC members with implementing mobile federal workplace solutions for their workforce and for their facilities.

Training

The ISC is excited to offer in-person Risk Management Process and Facility Security Committee training opportunities starting in April, 2022. We will also continue to offer the training over our virtual platform.

Additionally, the ISC will pilot a new capacity building resource, the Facility Security Committee Workshop designed to improve the capacity of Facility Security Committees to carry out their duties and responsibilities.

Outreach

In 2022, the ISC Staff will work to extend outreach to non-members. We will also be increasing the ISC's social media presence to better communicate ISC and security-related events and news. Finally, the ISC will begin formal collaboration with the mission owners of other security and protection domains including but not limited to personnel security, counterintelligence, operations security, continuity of government, and others.

Birch Bayh Federal Building, Indianapolis, Indiana
Credit: U.S. General Services Administration Historic Building Photographs

Front Cover: Herbert C. Hoover Federal Building, Washington, DC
Credit: U.S. General Services Administration Historic Building Photographs

More Information: visit cisa.gov/isc

General Inquiries: ISC.DHS.GOV@hq.dhs.gov

Access FOUO ISC Publications: ISCAccess@hq.dhs.gov

ISC Compliance: ISCCS-Support@hq.dhs.gov

ISC Training: RMP_FSCtrng@cisa.dhs.gov