ISP Diversity, Equity, and Inclusion Action Plan  
Updated: July 13, 2020

The International Security Program¹ (ISP) knows diversity, equity, and inclusion are central to meeting its program mission and vision. Building on CSIS’s Diversity and Inclusion efforts, we are committed to meeting the following goals:

1. Changing the face of international security scholarship by ensuring that our organization at all levels reflects the diversity of America.  
2. Educating ourselves on the prevention of racism and all forms of discrimination, including their detrimental impacts, and how to be better colleagues for those who experience discrimination.  
3. Creating space for diverse voices in our public events, scholarship, and programming, and crediting their work.  
4. Fostering a safe workplace where diverse voices can share their concerns on issues of racism and racial discrimination.  
5. Challenging ourselves and our community to uphold these values.

Words are easy. Actions are harder. Building on efforts underway across CSIS, ISP will hold itself accountable, transparently and honestly, to meet the specific benchmarks provided here:

**Personnel**

- Beginning July 2020, ISP will make staff demographic data publicly available and will update that data on an annual basis. The most recent ISP staff demographics information can be found [here](#).  
- ISP will deepen the diversity of its workforce. In addition to current efforts to maintain gender balance, by the end of 2021, ISP aims for 25 percent of new hires and promotions at all levels (interns to senior staff) to reflect diversity in race and other areas.  
- The ISP director and ISP program directors will put in place a plan to ensure the composition of its non-resident affiliate network aims to reach these same benchmarks.

**Training**

- Beginning in 2020, ISP will ensure all employees receive annual training on the following topics: strategic recruiting and mitigating bias in hiring, diversity and cultural awareness, and bystander intervention. Wherever possible, refresher training sessions will also be made available virtually and on-demand.

**Events**

- Starting in July 2020, ISP will ask those speaking at public events hosted by its scholars to self-report demographic information, with the stated aim of assisting ISP in maintaining transparency around diversity, equity, and inclusion efforts. Beginning in July 2021 and annually thereafter, ISP will publish volunteered speaker population information.
demographics on its Diversity, Equity, and Inclusion web page. All speakers will be afforded an option to opt-out of this reporting.

- Beginning in July 2020, ISP will aim to ensure no less than 80 percent of its public events each year reflect diversity in their speaker demographics, per the information that speakers self-report. In pursuing this goal, ISP will not compromise its emphasis on broad political representation.
- Beginning in 2020, ISP will convene an annual conference designed to amplify diverse voices in national security, with a special emphasis on speakers who are Black, Indigenous, and people of color. (The first such CSIS conference was hosted in 2016.)
- ISP will continue to promote its Smart Women, Smart Power initiative, which is designed to amplify the voices of women in foreign policy, national security, international business, and development.

**Research**

- Beginning immediately, all ISP programs will seek opportunities to incorporate issues related to race into relevant research streams. Links to all such writing and programming are posted on the ISP Diversity, Equity, and Inclusion web page.
- Beginning in 2020, ISP will launch an annual essay series on “Race and National Security” on the Defense360 microsite. The series will engage and feature essays by diverse CSIS and external authors.

**Education, Service, Mentoring, and Outreach**

- Beginning July 2020, ISP will conduct at least two service opportunities annually aimed at engaging underserved youth around the country to advance mentorship, service, and outreach about careers in national security.
- Beginning in fall 2020 and each intern hiring cycle thereafter, ISP will organize and promote on social media a virtual staff member engagement targeted at seldom-reached colleges and universities or student demographics to aid in recruitment for internship and junior staff positions and to raise awareness of ISP’s mission and purpose.
- Beginning immediately, ISP will ensure it is sustaining ongoing relationships with a wide range of networks and organizations seeking to build diversity in the national security field.

**Governance Structure**

- By the end of 2020, the director of ISP will convene a standing advisory board to monitor the implementation of this diversity, equity, and inclusion plan and advise on future directions. The list of advisory board members will be publicly available on the ISP Diversity, Equity, and Inclusion web page.

This plan will be updated annually, accounting for progress made, failures observed, and other lessons learned. Staffing and public speaking demographics will also be updated each year.
ISP includes the Defense Industrial Initiatives Group, the Project on Nuclear Issues, the Aerospace Security Project, the Defense Budget Analysis Project, the Missile Defense Project, the Transnational Threats Project, the Defending Democratic Institutions Project, the Risk and Foresight Group, the Cooperative Defense Project, Smart Women Smart Power Initiative, and several independent scholars.