



Executive Summary

The IASMN's 32nd Session met online for its 32nd session from 22 to 30 June 2020, with IOM¹ and the Swiss Government as the (virtual) hosts. Some 80 participants, representing over 40 organizations of the United Nations Security Management System (UNSMS), took part in the meeting, which was chaired by Mr. Gilles Michaud, USG UNDSS, and co-chaired by Mr. Lassi Kuusinen of the ICC.

In this session, the IASMN approved a number of important documents and established several new working or other collaborative groups. The Terms of Reference (TORs) for the IASMN Steering Group were approved, and the IASMN recommended that the TORs for the IASMN itself be reviewed as well, with work to follow on the completion of the ongoing policy reviews. A new Strategic Communications Working Group, to be led by IOM, was established, along with a working group to re-examine the 2015 Strategic Review, to be led by ASG UNDSS with the participation of a limited number of organizations. The IASMN also endorsed the draft guidelines on Disability Considerations in Security Risk Management, as well as the road traffic crash taxonomy.

As in previous IASMN sessions, participants discussed the seven UNSMS priorities, including those related to expectations (priority #3), compliance/oversight (#4), communications (priority #5), review of the SRM/SSIRS implementation (#6), a new vision for the UNSMS (#7), as well as other priorities being addressed by dedicated working groups. The IASMN received updates on the UNSMS HR Strategy Working Group (UNSMS priority # 1), as well the review of the security funding mechanism, recommending that the latter group engage with the Finance and Budget Network to consider the options proposed by members for a revised mechanism. The IASMN discussed training (UNSMS priority #2), including the

¹ Names of individual UNSMS entities that regularly participate in the IASMN, or terms that are frequently used, will not be spelled out in this report.

training governance mechanism, and recommended that UNDSS Training and Development Section (TDS) no longer chair the Security Training Working Group, with the new chair to be decided at the next IASMN session. Mr. Simon Butt, OCHA, was confirmed as one of the IASMN representatives of the training governance mechanism, with the second IASMN representative was still to be confirmed.

Three individual sessions were dedicated to technology-related projects. The IASMN supported the draft Guidance and Procedure for Security Communications Systems Working Group and recommended that the longer-term funding and sustainability for Telecommunications Security Standard {TESS+} be reviewed in light of the challenging funding outlook, with a small group to be created to work on the issue. A scoping group for a Potential Security ID Project, to be led by UNICEF, was also established. An update on the eTA application was presented and, based on feedback from members, the USG UNDSS recommended that the proposed guidelines for AFPs are put on hold and that he would convene a smaller group to discuss the application's future.

Finally, Director DHSSS delivered a briefing on UNSSNET and participants discussed the issue of safety, agreeing to reconvene to discuss the issue more comprehensively. Proposed changes to the Commercial Air Travel Safety Policy were also tabled and, to review them in depth, a working group was created, to be led by UNDSS/DSOS.

Before the meeting closed, participants discussed meeting frequency and, conditions permitting, the locations of future IASMN meetings. There was overwhelming support for four meetings a year (two IASMN full sessions and two Steering Group meetings), as had been the practice over the past few years, along with virtual *ad hoc* meetings if needed.

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Introduction

1. The IASMN met online for its 32nd session from 22 to 30 June 2020. While the agenda had initially been planned for five days, a sixth day was added so that participants could finish discussing the items on the agenda. IOM and the Swiss Government were the (virtual) hosts for the meeting and some 80 participants, representing over 40 UNSMS organizations, took part.² The meeting was chaired by Mr. Gilles Michaud, USG UNDSS, and co-chaired by Mr. Lassi Kuusinen of the ICC. This was the first time the IASMN conducted an entire full session via an online application, although two *ad hoc* IASMN meetings had already been held virtually in March and April, as well as the IASMN Steering Group meeting in April.

Opening Session

Opening Remarks and Adoption of Agenda

2. Ambassador Frank Grütter, Head of the United Nations and International Organisations Division, welcomed participants to the IASMN's 32nd session. He emphasized the importance of considering the safety and security of international organizations and personnel during the COVID-19 pandemic. He also expressed his belief that open and proactive communication is crucial to facing the challenges encountered by the international community in Geneva during the COVID-19 pandemic. Ambassador Grütter expressed his commitment to ensuring that the interests of the international community in Switzerland are taken into account in the nation's crisis response. He confirmed that the Swiss Foreign Ministry hopes to support the IASMN session that will take place in Switzerland in 2021 if possible, given the current situation.
3. USG Michaud emphasized the importance of contextualizing this week's discussions around the current COVID-19 pandemic. USG Michaud also noted that creativity and flexibility will be crucial in adapting to the current situation. He also established several ground rules for meeting virtually such as how to "take the floor" and how best to use the chat box.
4. Mr. Luc Vandamme, UNDP, proposed to move the discussion of the safety mandate of DSS earlier in the week as there were a few items on the agenda that were safety related; e.g. road safety and to include it in the discussion of Priority #7 (New Vision for the UNSMS). USG Michaud noted that the agenda was already full for the rest of the day and he wanted to ensure that the discussion of safety is given sufficient time. He also clarified that the Department was not moving away from its safety-related responsibilities.
5. The agenda was adopted (**CRP 1**) as presented.

² See Annex B for full list of participants.

Update on UNSMS Priorities

Compendium Update: Priorities #3, #4, and #7

6. Ms. Florence Poussin, UNDSS/SPPS, highlighted the progress on priorities #3, #4, and #7 (**CRP 2**). She recalled the seven priorities, noting that there has not yet been a discussion on how the IASMN wanted to address them, given that some have been taken on board as part of the UNDSS Strategic Plan and some are being discussed in dedicated working groups. On Priority #3 (Expectations from UNDSS and Field Operations), she noted it was not yet clear whether UNDSS or the IASMN would lead the work on the 2015 strategic review document (Annex I: Matrix of UNDSS Internal Functions). She also noted that priority #4 (Strengthening Compliance, oversight, lessons learned and best practices) had been taken into consideration in the most recent UNDSS Strategic Plan 2020-2023 (**CRP 2 Annex A**) as well as the Department's priorities for 2020. She added that the compliance unit was now working within the Strategic Planning and Policy Service, and that the main priorities were: 1) staffing the unit (currently just 2 staff members), 2) establishing a baseline for the implementation of policies through a survey of P/C/SAs, and 3) discussions with IASMN entities who have established a compliance monitoring framework to plan future work on compliance.
7. In response to a question from OCHA on compliance, and the moment-by-moment correction, redirection or support that is often needed, Ms. Poussin clarified that operational oversight continues to rest with DRO, and SPPS is providing support. She noted that the compliance policy approved by the IASMN provides the basis for systems to be established by UNDSS. The plan is to establish a mechanism for those organizations that have internal capacity, as well as those that do not. Mr. Bill Miller, UNDSS/DRO, added that information sharing between the field and HQ desks continues to be two-way, with the desk reviewing all submissions.
8. In response to a question from IOM on whether the timelines presented in the Strategic Plan were overly ambitious, USG Michaud noted that the plan spanned just three years as the environment is apt to change quickly. He added that the action plans would be done on an annual basis and noted that an exercise has begun on lessons learned from COVID-19, with inputs from the field. He highlighted that he has engaged with the senior leadership team within UNDSS to review the ways of working and other implications in the context of the pandemic, and that he had requested that security be discussed at the HLCM, noting the need for continuous funding to security, particularly in an economic downturn.
9. Members discussed the 2015 Strategic Review document, noting the document could be a launching pad, as well as a basis for evaluation, compliance and other documents, including TORs for security professionals. Mr. Paul Farrell, UNICEF, stressed the document would give the IASMN much-needed clarity and suggested the work commence immediately. USG Michaud agreed that a small working group could be formed to review the 2015 document. He requested the group be kept small and cut across organizations and be led by Ms. Nóirín O'Sullivan, ASG UNDSS. The ASG agreed that the document should be taken as a baseline and noted the group would consult with field personnel.

10. The IASMN:

- Recommended that a small working group, to be led by ASG O’Sullivan, review and update the 2015 strategic review Annex I : Matrix of UNDSS Internal Functions with the participation of a limited number of organizations (UNHCR, UNFPA, DPO, UNICEF, WFP, WHO, UN Women, OCHA and UNDP), and that the document be taken as a baseline.

Priority #5: Strategic Communications Plan

11. Mr. Valentin Aldea, DPPA, gave an update on the work of the Scoping Group on the Strategic Communications Plan (**CRP 3**). He explained the background on the work presented, noting the group took an empiric approach to the needs, and highlighting the group’s proposal that the work continue, through a working group or standing advisory group on communications to produce a strategic communications plan for the IASMN.
12. Ms. Poussin noted that, in addition to a small communications team within UNDSS, security personnel such as security focal points and security advisers should be part of communications efforts on safety and security, noting the importance of partnership and collaboration and leveraging any resources that were not being fully utilized. Participants agreed that communications efforts should be streamlined and include programming personnel.
13. USG Michaud suggested that the focus of communications efforts should be on how security enables programmes and the results of those programmes. He noted that, unless there had been an incident, it was difficult to get security on the CEB or HLCM agenda, as security was seen as a “black cloud” of bad news. He requested the support of SFPs in reinforcing this to their respective Executive Heads. Mr. Michael Dell’Amico, UNHCR, agreed, noting that the security field often focuses on the worst-case scenario, but should try to forecast the situation, which would include predictions for both good and bad outcomes. He added that the gradual decline in casualties – without a concomitant fall in incidents – is a real success story for the IASMN.
14. Mr. Farrell suggested that, to gather momentum, the group could focus on small wins, such as a visual logo and other branding possibilities for the IASMN, videos or podcasts with field personnel.
15. USG Michaud agreed with the proposal that a working group continue the scoping group’s work, noting, however, that the group does not need to be led by communications professionals. UNDSS, along with other organizations, would contribute communications personnel to the effort. Mr. Willie Wairoa-Harrison, IOM, and Ms. Maria Montalvo, WFP, volunteered their organizations’ communications personnel.

16. The IASMN:

- **Established a Working Group on Strategic Communications, to be led by IOM, with DPPA and other entities continuing to participate.**

Priority #6: Field-focused review of SRM/SSIRS implementation

17. Mr. Miller explained the process of the review of SRM and SSIRS (**CRP 4**), which involved a group of ten colleagues from the field, analysts, desk officers, OICT. The policy’s original intention and

its current use were considered, and necessary revisions made to remain relevant moving forward. The second phase is now being convened over the next two months, involving the revision and validation of the first phase report. He noted that, in the third phase in the fall, the IASMN and a number of Designated Officials, along with others (as per the CRP), would be invited to contribute, and that the work would be undertaken in coordination with ASG O’Sullivan’s work on knowledge management. Network improvements, work process changes, culture and training, evaluation, suggestions for policy and the SRM manual will be reviewed with a UNSMS focus.

18. Mr. Simon Butt, OCHA, welcomed the update and expressed agreement with the intent and direction and the link to SSIRS. He noted that this was necessary for trend analysis and to be able to visualize data, with the nuancing of risk assessment and risk management of critical importance. He gave the example of Mali, where the risk to mission was different to risk to the development and humanitarian operations and nuance was missing. Mr. Michael Dell’Amico, UNHCR, reaffirmed support for the involvement of AFPs in the process at phase 2, and asked what timeframe was envisaged for that phase.
19. Mr. Naqib Noory, UNFPA, asked how this would be simplified for decision makers. Mr. Farrell proposed sharing of the first phase report with the IASMN. He also offered to support the SRM implementation through some UNICEF-specific products, including of-line SRM tool and training concepts. Mr. Miller advised that he would engage AFPs and the draft would be shared more widely once validated in phase 2. Mr. Paul O’Hanlon, UN Women, expressed that his organization would like to be involved, having participated in the development of the SRM and training materials, and noted that all of UN Women’s products are fully aligned with the SRM process. Ms. Montalvo emphasized the importance of simplicity and relevance in the SRM process. Mr. Butt advised that AFP involvement would be useful at this stage, and also requested that the document be shared. Mr. Jean-Louis Dominguez, ILO, emphasized the need for effective and straightforward communication as this document would be shared outside of SMT members.

20. The IASMN:

- **Took note of the work to date;**
- **Agreed that the draft of the review would be shared with IASMN once Phase 2 has been validated;**
- **Noted the offer by several agencies to provide support and input to the review by their security personnel and other managers, including for Phase 2 as outlined in the CRP.**

IASMN Steering Group TORs

21. Mr. Arve Skog, UNOPS, presented the draft TORs for the IASMN Steering Group (**CRP 5**). Mr Skog focused on two items: the ToRs for the Steering Group and the possible revision of ToRs for the IASMN. He noted that the previous IASMN session in January requested detailed TORs to fully flesh out the role of the Steering Group. A working group to draft the TORs was proposed at the last Steering Group meeting in April, to be led by UNOPS with the support of other members. The Steering Group also requested to consider if the ToRs for the IASMN itself required revision.

22. Mr. Skog highlighted key points of the TORs: the Steering Group is there to advise, support and facilitate; the IASMN determines the size and composition of the Steering Group; the USG UNDSS chairs the Steering Group (though this may be delegated to the ASG); and the Group meets at a minimum twice a year. He noted the working group recommended that the TORs of the full IASMN be reviewed, expanding the focus into a broader issue of UNSMS governance.
23. Mr. Angelito Bermudez, WHO, thanked the working group and expressed support for the TORs, noting that the bulk of the work was done by the Steering Group. Mr. Butt advised that everything coming to the IASMN should go via the Steering Group because otherwise discussion is lengthy as the topics are new for all participants. Mr. Skog advised that Mr. Butt's advice would be better placed in the TORs of the full IASMN.
24. Participants discussed the recommendation in the TORs of the chair of the Steering Group, with Mr. Farrell expressing a preference for the USG to chair the group. He noted that this had been the practice with previous USGs and that having the USG UNDSS chair the IASMN had shown good results, and was a lesson learned. He added that IASMN members not on the Steering Group want the confidence that the Steering Group's recommendations are solid, and having the USG chair those meetings would add to this. Mr. O'Hanlon emphasized the intention of "future-proofing" the TORs for future USGs, should they wish to assume chairpersonship of the Steering Group, acknowledging the managerial decision to delegate to the ASG. Several participants, including Mr. Noory, Mr. Farrell and Mr. O'Hanlon, expressed they were satisfied with ASG O'Sullivan's chairing of the Steering Group meeting. Mr. Jose Miguel Sobron, OCT, noted the need to engage with smaller entities to elicit their expertise during IASMN sessions. USG Michaud stated that his decision to not chair the Steering Group was not a personal preference and was done purposefully to ensure distance between the IASMN and the Steering Group, and to ensure that all IASMN members felt comfortable that IASMN full sessions were not a "rubber stamping exercise". He stressed that he wanted IASMN members to feel that topics and recommendations brought to the IASMN necessitate further discussion and deliberation.
25. USG Michaud asked for input on expanding the working group to update the TORs of the IASMN. Members overwhelmingly supported the review of the IASMN TORs and the working group's expansion (with support expressed by UNICEF, UN Women, UNFPA, UNDP, DPPA, DPO, IOM, ITU, PAHO, ILO, WHO, FAO, IFAD, UNHCR and UNAIDS). Members added that this would need HLCM approval, given the body's governance role. Mr. Skog suggested that UNDSS should chair the working group if it is expanded, and USG Michaud initially proposed that ASG O'Sullivan lead the work, however the group agreed with Ms. Poussin's suggestion that the revision of the IASMN TORs be addressed after the three policies already identified by the IASMN as priorities for revision in 2020. .
- 26. The IASMN:**
- **Endorsed the TORs for the IASMN Steering Group after edits by IASMN members were provided during the meeting;**

- **Agreed that the review of the IASMN TOR will be put in a queue of policies to be revised (after discussions on [1] FoA, [2] Applicability and [3] Relocation, Evacuation and Alternate Work Modalities).**

Guidance and Procedures for Security Comms Systems

27. Mr. Peter Casier (TESS), as chair of the IASMN Working Group on Guidance and Procedures for Security Communications Systems (SCS), gave an update on the progress of this Working Group (**CRP 6**). Mr. Casier presented a draft of the Security Management Operations Manual (SMOM) Chapter for SCS for endorsement by the IASMN. He detailed the process of creating this core chapter of body text, which included 6 videoconferences with the working group and multiple online iterations of the draft that integrated comments and input from the IASMN Steering Group, IASMN Technology Advisory Group, and several other entities. He explained that the core purpose of this chapter is to give an overview of the purpose and components of the SCS as well as to provide guidance on the implementation at the country level and on the technical components.
28. Mr. Casier also noted that the working group has begun to draft around 15-20 annexes, and that there are currently around 50 pages in draft. He expressed the intention of the working group to have the annexes ready for presentation at the IASMN Steering Group meeting in October and to then present them for full IASMN endorsement at the IASMN's 33rd session in January 2021.
29. Several members, such as Mr. O'Hanlon and Mr. Butt, expressed approval of the presented text given, but recommended that it is not circulated without the annexes, to avoid confusion. Mr. Casier clarified that this chapter would not be published without the annexes and that he is simply looking for IASMN endorsement of the overall SMOM framework, as presented in the CRP, to be able to proceed in detailing the annexes.
30. Mr. Casier confirmed that they should be able to present the annexes to the IASMN Steering Group during its meeting in October. At the suggestion of Mr. Wairoa-Harrison, it was decided that if the document is deemed ready for consumption and approval by the full IASMN body at the steering group's meeting, then IASMN will proceed with virtual approval and dissemination before the IASMN's 33rd session. If necessary, a separate meeting of the IASMN members will be held to discuss and review the document.
31. **The IASMN:**
 - **Endorsed the main part (excluding annexes) of the new chapter in the SMOM on the "Guidelines on Security Communications Systems";**
 - **Requested that the annexes be completed, and full document package be presented, to the IASMN Steering Group meeting in October 2020 before proceeding to virtual approval consultations/approval by IASMN, and requesting also assistance with formatting from UNDSS/SPPS;**
 - **Supported the overall progress, process and workplan of the Working Group.**

TESS Project

32. Mr. Peter Casier, TESS Senior Programme Manager, provided an update on the work to date on each of the three TESS project streams (**CRP 7**). Mr. Peter Casier presented the progress of the TESS Project, as well as the the TESS/{TESS+} business case (CRP 7 Annex E), which outlined the cost savings and increased efficiencies for TESS in the past two years, and the projected cost savings and improved efficiencies in the coming years for {TESS+}. In both cases, the business case showed the cost savings were higher than the actual TESS or {TESS+} costs. He presented the current TESS funding expenditure and outlined how TESS adjusted its operations from on-the-ground field support to remote support, providing wider SCS status surveys, a monthly updated survey on the status of the mobile network operators and public electricity services, and extended support to the IASMN WG on guidance and procedures for SCS. Mr. Casier confirmed the current TESS funding, through JFA, will support the TESS project in its conversion to {TESS+}, taking into account the travel restrictions due to COVID-19.
33. Mr. Noory asked if with the advancement of VTS technologies, these would allow existing systems remaining compatible with the proposed standard. Mr. Vandamme advised that UNDP country offices and security practitioners expressed their appreciation of the TESS project. On the VTS, UNDP expressed satisfaction that there is no common hardware standard because the organization was rolling out its own VTS system. Mr. Vandamme suggested that in the development of ToRs of SOC'S, the TESS VTS working group should be involved.
34. Mr. Butt emphasized the value of on-the-ground assessments which form a core service in giving proper guidance and support, especially with COVID-19's impact on the ability to do that. He requested more information on how effective support could be provided without on-the-ground assessments or support. He asked for clarification on the various VTS, predicting issues of analysing many different systems. Mr. Casier confirmed that there would be no need to change existing or future VTS that AFPs might have because it has been proven possible to pull the needed data from different hardware systems into one common SOC monitoring system, as specified in the VTS standards document as submitted. He noted the SMOM update included the specifications for common UN mobile phone contract components, which will give guidelines to the field to have unified competitively priced contracts for their mobile phone contracts. He advised that all the TESS field missions are currently on hold due to the pandemic, but the 15 key countries are being monitored for future missions while all countries where TESS provided previous onsite assessments and support missions, are remotely monitored and supported. Mr. Casier confirmed that remote TESS support is currently intensified and for those operations where onsite support or future assessments are needed, TESS will fly in once possible, likely early September. Mr. Casier agreed with the inclusion of VTS working group into development of the SOC ToRs.
35. Mr. O'Hanlon advised that he would like a focus on consolidation and noted perceived increasing costs resulting from local SOC's' consolidation into remote SOC's in Afghanistan. Mr. Dell'Amico highlighted the necessity for the TESS Steering Group to be involved in all related processes, as

per the intent of the governance structure. This includes technical specifications, meeting the requirements for the future as well as to ensure interoperability and ensuring that all costs are accounted for within the business case model. Mr. Casier advised that he would follow up on UN Women's concerns for Afghanistan remote SOCs. Mr. O'Hanlon advised that UN Women supported the funding of {TESS+} from the JFA in the future. Mr. Piergiorgio Trentinaglia, FAO, noted that having "boots on the ground" in September was quite optimistic, given the COVID-19 pandemic. Mr. Casier responded that TESS would adapt their field support as soon as it was practically possible. Mr. Vandamme indicated that in an effort to achieve cost efficiencies, some resources could be centralized and efforts made to build local capacity. This would, however, require a mapping exercise to assess gaps after which a new business model could be considered.

36. On the future {TESS+} sustainable longer term business model and funding, Mr. Casier suggested to form a consultative group consisting of IASMN representatives and the TESS Interagency Steering Group members, to work on a concrete proposal, to be submitted to the IASMN Steering Group, prior to submission to the IASMN for their full endorsement.

37. The IASMN:

- **Took note and supported the overall process and progress made to date in the current TESS project;**
- **Endorsed the TESS recommendations on the use of Vehicle Tracking Systems as a Security Communications Systems tool;**
- **Endorsed the proposed governance model for the publication and updates of SCS technical details, manuals and training modules in support of the IASMN-endorsed SCS standards architecture, as technical bulletins on UNSMIN (based on the TESS Steering Group approval process);**
- **Recognized the cost savings and improved efficiencies realized by the TESS project, and the potential for further cost savings and efficiencies for the {TESS+} as an institutionalized longer-term service, as presented in the TESS/{TESS+} business case;**
- **Noted that the USG UNDSS confirmed that \$375K from existing JFA funding would cover the costs of {TESS+} until the end of the fiscal year (2020);**
- **Requested a revised longer-term business model and sustainable funding of {TESS+} for the future, using various funding options, considering the possibility for increased remote field support, reducing/optimizing field missions and taking into account the COVID-19 lessons learned, for 2021 and onward;**
- **Agreed to form a focused consultative group, consisting of the TESS Interagency Steering Group and additional IASMN participation, to work on a revised {TESS+} business model and long-term funding sustainability, to be presented to the IASMN Steering Group before tabling the document(s) virtually at a dedicated IASMN meeting prior to December 2020.**

eTA Update and Draft Guidelines

38. Mr. Wilber Wejuli, UNDSS/DSOS, delivered a PowerPoint presentation on the eTA application³, highlighting that the tool is sensitive to the crisis at hand (**CRP 8**), and noting functionalities were being updated. He stressed that the team was coordinating with AFPs and added that communications efforts continued to explain that the use of the eTA not mandatory.
39. Mr. Robert Delaney, UNDSS/DSOS, gave a brief overview of the planned timelines, noting that the team will have tested key functionalities by mid-fall (the proof of concept for location services will be tested as of 1 July and bulk SMS field testing will start in September). He highlighted that the eTA would coexist with other applications such as SCAAN, and that OICT would work to bridge any divides to ensure that there is integration between them.
40. Mr. Nicolas Hergot, UNESCO, noted that he found the application useful during the time of civil unrest in NYC and Washington. In that vein, USG Michaud highlighted that there was a small working group reviewing what tools worked best for communicating with personnel under such circumstances.
41. A broad discussion followed, with participants acknowledging the progress that has been made on the application but noting several serious concerns that, in some cases, made them reluctant to support the approval of the guidelines or query injecting additional resources into the application. The comments have been grouped thematically.
42. **Use among UNSMS personnel:** Mr. Trentinaglia noted that less than 12 per cent of UNSMS personnel used the application, even including high risk duty stations, and that the eTA should not be considered an emergency communications tool in its current state. Mr. Hergot suggested that it was difficult to convince those who do not travel to download the application, proposing that the app's name could change to more broadly reflect its nature, for instance, to the "Electronic Threat Advisory".
43. **Cost:** Several participants also raised the issue of cost, noting that if JFA funds continued to be expended, a more thorough discussion would be required.
44. **Timelines:** Several participants expressed disappointment at the amount of time it has taken for the application to acquire functions that were scheduled to be operational in 2019
45. **Technical capacity:** Mr. Drew Donovan, ITU, noted that the ability for staff to contact security personnel in "real time", which the eTA does not yet have, is fundamental. He noted that since January 2018 a technical fix to enable areas to be geofenced (important for 50% of UN system personnel living in France but working in Geneva) was still not operational. He further indicated that even the UNDSS/SSS in Switzerland does not use the eTA system but uses Everbridge as its SMT crisis management resource for sending out emergency notifications. Ms. Montalvo noted it was important to stop thinking of the application as a technology tool but as a service. Mr. Wairoa-Harrison also spoke of the importance of the "back office" functions, which the application still needed, and noted the eTA lacked the needed tools. Members also queried if the P4 post for eTA

³ The presentation is available on UNSMIN.

management was intended just as the project manager and or would have the appropriate technical competencies to make the technical upgrades required.

46. **Guidelines:** Several participants (UN Women and UNDP) expressed they were not prepared to support the approval of the guidelines at this point. Mr. O'Hanlon noted there were issues with cost implications as well as the language in the guidelines (such as the use of 'strongly encourage'), which he suggested may reinforce the misperception of some P/C/SAs in the field that the use of the application is mandatory. Mr. Vandamme noted that the tests should be completed before an endorsement takes place, while Mr. Dell'Amico suggested that, to make up for the existing delays, the guidelines could be approved and implemented without testing, as adjustments could readily be made.
47. **Request for concrete business plan:** Several participants (Ms. Montalvo, Mr. Vandamme, Mr. Wairoa-Harrison, Mr. Donovan) requested that a business plan, with concrete timelines and expected future costs, would help to evaluate the eTA's progress and potential use by AFPs.
48. **Comparison with other applications:** Participants also raised the issue of other applications, particularly SCAAN and Everbridge. Mr. Trentinaglia noted that the PSA in Somalia had formed a working group to look into the compatibility of the Everbridge system used by the Mission, and the shortcomings of the eTA, during a recent mortar attack. Mr. Dell'Amico highlighted that his organisation was starting research on alternative options. Mr. Donovan noted also that SCAAN already had the functionality that the eTA was striving for, and that ITU had previously presented their findings at the 31st IASMN Session on their use of SCAAN. Mr. Kuusinen noted that his organisation has also been using SCAAN, including during the recent crisis. Mr. Noory added that SCAAN could be customized to meet the needs of IASMN members.
49. **AFP involvement:** Several members noted the importance of involving AFPs early on, which they felt had not been done, and that giving administrative rights to AFPs could have been a "force multiplier" in the application's use and success. UNHCR expressed disappointment that despite prolonged discussion extending over at least a year and a half, user rights had still not been granted to single-agency security professionals, emphasizing that this touched on the accountabilities of the agencies funds and programmes and was a sine qua non for a system to have value for UNHCR.
50. In response, Mr. Delaney said he would be able to develop a coherent business plan with major milestones and that the deadlines were now firm. He expressed confidence in the application's ability to reach the right functionality and noted that the P4 post-holder would be dedicated to addressing the issues with the eTA. He added that the Government of Luxembourg, a donor to the project, would also receive an implementation plan, and offered to give the group periodic updates on the overall plan's implementation.
51. Finally, Mr. Noory suggested that a smaller group should assess existing applications, considering cost-effective options, with a view to possibly move away from the eTA. Mr. Butt echoed the suggestion, noting his organization would not be selecting its own system but rather buy into a common system. However, the briefing indicated that there was now a longer timescale for the

eTA to be as operationally effective as SCAAN and asked whether it was time to look again at what is the best system for the UNSMS. The USG UNDSS noted that, given the majority of comments, support seemed limited and that he would review the eTA as well as SCAAN, gathering a small group to discuss the best options to move forward.

52. The IASMN:

- **Took note of the update on the eTA;**
- **Recommended that the guidelines are put on hold and not distributed for the time being;**
- **Took note that UNDSS would gather a smaller group to discuss the future of and alternatives to the eTA app in order to meet the needs, before reconvening a larger group for discussions.**

Inclusion of Disability Considerations within the Security Risk Management

53. Mr. O'Hanlon, Chair of the working group for inclusion of disability considerations in SRM, updated the IASMN on the progress of the group's progress (**CRP 9**). He presented three main requests to the IASMN. The first was to recognize the work that has been done by the working group thus far, and the second was to recognize the guidelines that were provided to IASMN members with the acknowledgement that minor changes have been made to the document at the request of the field reference group in OLA. Mr. O'Hanlon stressed that the changes to the document do not impact it as an overall guideline and simply serve to enhance the document. He also noted that this is a living document that will undergo continuous change. The final request was for the IASMN to approve the guidelines for implementation and circulation to the whole UNSMS.
54. Mr. O'Hanlon discussed several topics, such as the question of quantity of examples provided in the document to help with understanding and clarification for colleagues in the field. He also mentioned a request from OLA that a manual be developed, but Mr. O'Hanlon noted that this is out of the scope of the working group whose purpose is to simply make guidelines. He also mentioned that SPPS and OICT have agreed to create a tab on the UNSMIN site to allow for changes, given that this is a living document. Mr. O'Hanlon also acknowledged the limitations of the work done thus far, such as that many of the tools and resources initially acquired were majority US-based, and he recognized the attempts being made to remedy this.
55. He also detailed the next steps which would entail inputting minor changes, submitting the guidelines to SPPS, and for the working group to assist SPPS in sending out a communication if USG Michaud deemed it necessary.
56. Ms. Ling Kituyi, UNHCR, representing the Medical Directors Group, suggested including a PEEP (Personal Emergency Egress Plan) as a footnote to help ensure that there is adequate preparation for an emergency response for individuals with mobility problems. She also mentioned that the working group may want to use the language of "reasonable and practical" in reference to all

workplace accommodations including security measures to allow for more flexibility in discerning when it is not possible to include certain workplace accommodations in high threat environments.

57. Mr. O'Hanlon agreed with Ms. Kituyi's first point and asked for her guidance on the inclusion of a footnote regarding PEEP. As for the second point, Mr. O'Hanlon acknowledged its importance, but he clarified that the document is intended to address security-related measures only, and that this discussion is beyond the scope of the document's responsibilities.

58. **The IASMN:**

- **Recognized the work of the Working Group;**
- **Recognized that the guidelines and support materials may require minor changes once FRG and OLA input is provided, along with additional inputs from UNMD;**
- **Approved the guidelines for implementation and circulation to the UNSMS with minor amendments if needed from the FRG and OLA feedback.**

Establishment of a Security ID Project Group

59. Ms. Poussin presented the findings of a review of the security clearance policy that began last year. She explained that, during the review, it became clear that there was a bigger issue with security clearance and that, with the recent progress of technology, it was possible to improve the entire system and to ensure that all operations at the field level are covered and interconnected.

60. Ms. Poussin proposed establishing a group to analyze and solve the broader issues related to security ID (**CRP 10**). She stressed the importance of having a clear understanding of the purpose and goals of the security ID group to ensure success and requested support for the establishment of a scoping group on the security ID project. She explained that, through the review process, the group found that a best practice had been established in several countries which entailed using TRIP as an ID and as the basis for supporting personnel. Ms. Poussin noted that this solution was already available to improve the mechanisms for locating and supporting staff. She highlighted that the version of the draft guidelines on the security check-in process that had been previously circulated was incomplete, noting that she would recirculate the complete document for endorsement.

61. Mr. Mark Polane, FICSA and UNISERV, urged the group to look beyond a security ID card and to broaden the scope of the discussion to include the creation of a UN-wide digital identity that serves several purposes. He also expressed his interest in being a part of the scoping group given that he and others on his team have a technical background that could be useful to the development of this project. Ms. Poussin clarified that, at this moment, the IASMN should focus on the more conceptual questions of providing a solution to better support and facilitate the lives of staff and to encourage them to support security. She also explained that the question of digital identity is beyond the scope of the current discussion and project.

62. Mr. Vandamme emphasized the need to reflect on what the UNSMS wants to achieve with the project. He added that UNDP was rolling out its multi factor authentication system that will be

smartphone based and expressed interest in participating or providing inputs into the establishment of ToRs. Mr. Vandamme also added that inputs will be provided separately into the guideline and there was the need to link the various ERPs with TRIP. Mr. Donovan recalled that, in 2015, a global identity management project involving the IASMN and the ICT network was pioneered and that standards for global identity management were already established and approved by these two networks. He emphasized the importance of staff representation and the inclusion of those with a technological background, and he suggested looking outside the UN to academic think tanks or study groups that work with ID management and blockchain technology to assist in scoping.

63. Mr. Hergot, Mr. O'Hanlon, Mr. Donovan, Mr. Dell'Amico, and Mr. Philippe Franzkowiak, ILO, expressed interest in participating in the scoping group. Mr. Farrell agreed to lead the scoping group.

64. **The IASMN:**

- **Supported the establishment of a scoping group for a potential Security ID Project, which UNICEF offered to lead;**
- **Agreed to review and potentially endorse the SMOM guidelines on the security check-in process once an updated version of these is circulated electronically.**

Road Safety

65. Mr. Giulio Galante, UNDSS/DSOS, presented an update on Road Safety Strategy Implementation (**CRP 11**). Mr. Galante noted that, in July, the Road Safety Unit would be mainstreamed within the directorate of DSOS, with a P4 postholder continuing to carry out the coordination and implementation of road safety, using DSOS resources. He noted that the Secretariat ST/AI on road safety was being reviewed and would be shared at the next IASMN session. He added that the taxonomy was being presented for endorsement, and contained a map of a possible database, not only for input to SSIRS but also as a guide for other existing databases used by AFPs, with no mandatory guide for implementation. This taxonomy makes it possible for the database to share information among AFPs related to road safety crashes which will improve and analyse data. It also records more information about driver. The number of fields was reduced as the Steering Group indicated that the number of fields was too many.

66. Mr. Noory welcomed the taxonomy for road accidents and sought clarification on the timeline of the standardized training. Mr. O'Hanlon supported the taxonomy and encouraged an active focus on meeting the needs of driver training deliverables. Mr. Bermudez asked if a new database of road safety incidents would be created and added that it would make sense to utilize SSIRS for road crash reporting if already linked. Mr. Vandamme noted that the taxonomy is to the point, asking if this has been discussed by the DRO working group on SRM and SSIRS and if UNDSS would be able to produce an analysis and recommendations.

67. In response, Mr. Galante noted that the taxonomy was modelled on existing SSIRS fields, with unique data entry in SSIRS to be handled by specialized trained staff in road safety to produce other data analysis. However, the current taxonomy is sufficient to give guidance and elements

to determine the nature and origin of road crashes. The taxonomy was referred to the Steering Group on training as recommended by IASMN and a manual has been created for security professionals to guide on awareness and integrate into normal training. Both the manual and eventual changes in SSIRS will be delivered to DRO within the existing mechanism and will integrate into SSIRS. Other agencies will have mechanisms to integrate road safety into their own databases.

68. Mr. Miller noted that the taxonomy is one of the most important things being addressed with SSIRS, due to the SRM not lending itself to solving road safety issues. The focus of DRO is the process, not individual hazards. Mr. Paul Bagguley, EBRD, expressed interest in taking part in the development of training going forward. He also called for the training to be delivered in participants' first language, ensuring it meets international standards. In order to reduce financial commitments, he recommended pooling training across agencies in shared locations.
69. Mr. Polane requested clarification on the data being collected on vehicle crashes, asking if any identifiable data would be collected. He expressed concerns on data being used for profiling, infringing on the right to privacy. Mr. Galante advised that the driver and passengers who suffer injuries would be identified, though this would be available to a restricted number of SSIRS users, in line with the UNSMS policy.
70. Mr. Michael Rowell, DOS, noted that formal collaboration and senior level decision-making were needed on this topic, instead of working on parallel fractured paths. Ms. Kituyi stated that the UN Medical Directors WG approved of the taxonomy and noted that medical databases would never be shared due to privacy. Mr. Rowell and Mr. Butt noted support for the taxonomy. USG Michaud noted that this discussion set the stage for the future discussion on safety.
71. **The IASMN:**
- **Noted the progress on the activities undertaken by the Road Safety Strategy Implementation Working Group;**
 - **Reviewed and endorsed the road traffic crash taxonomy.**

UNSMS HR Strategy

72. Ms. Renu Bhatia, UNDSS/EO, briefed the IASMN on the UNSMS HR Strategy (**CRP 12**). At the last IASMN meeting on the HR Workforce Strategy, it was decided to expand scope of the current HR Strategy working group. She noted that the security workforce demands were high, with the need to diversify, increase professional development, career growth and mobility. The working group has produced a harmonized P3 profile and the Steering Group directed that a harmonized P4 profile should also be prepared. Benchmarks, standards and common rosters will also be established. Ms. Bhatia noted the reprioritization of the scope of work for the working group with the approach to move toward generic job profiles and common rosters. Mr. Noory, co-chair of the HR working group, stated that the IASMN Steering Group meeting in the Hague identified seven priorities with workforce as the first priority.

73. Mr. Polane praised the progressive approach to HR especially with inter-agency mobility. He suggested a seat on the working group for the Federations as an observer. Mr. O’Hanlon expressed support for the TORs and noted concern about mobility between AFPs and Secretariat. Mr. Farrell emphasized the need to investigate the feasibility of implementing diversity within mobility.
74. Mr. Vandamme recalled that his organization managed to put together a P3 roster with UN Women and UNFPA in a couple of months, which was successful because HR units were involved from outset and minor technical issues addressed as they went along. In order to successfully create inter-agency mobility, HR counterparts of all AFPs must be involved early. Ms. Bhatia agreed with Mr. Vandamme, that commitments from the respective HR of every organization is needed and stated that the ASG OHR supports the common roster. Ms. Bhatia noted that she and USG Michaud would reach out from HR and UNDSS. Mr. Dell’Amico suggested agencies liaise with their respective HRs as he has done in the past with HR working group. Mr. Farrell noted the need to be realistic the on expectations to coordinate all HR across all UNSMS, which can become more difficult with organizations most dissimilar from the Secretariat. He also emphasized the value the 2015 Strategic Review (CRP 2, Annex B, “Sustainable Operational Framework for ‘in-country’ security delivery”) will add to Generic Job Openings for P/CSAs and for those in UNSMS Organization (who support “in-country” security delivery). Mr. Noory noted that UNFPA engaged their HR office who have been supportive from the beginning and recommended that, when the working group can bring more defined outcomes, these could be presented to ASG of HR at the Secretariat. Ms. Bhatia requested that IASMN participants sensitize their respective HR.
- 75. The IASMN:**
- **Reviewed and provided input to the revised TORs;**
 - **Endorsed the TORs for the HRWG and the activities identified therein;**
 - **Requested that the Working Group reconvene as soon as possible, and volunteers be identified to take on specific aspects of the group’s work, such as strategic workforce planning.**

Review of Security Funding Mechanism

76. Ms. Bhatia gave an update on the working group’s progress (**CRP 13**). She highlighted that the group was considering the proposals presented by UNICEF, UNDSS, UN Women, the World Bank and IOM. Two of the options (IOM and World Bank), however, had not yet been considered as they arrived recently. She noted the proposals should be evaluated on the basis of whether they were simple, reasonable, implementable, flexible, transparent and evidence based. She noted that, to date, the group has not come to a consensus on an alternate way forward, largely due to cost implications, and the status quo has so far been maintained. She stressed that the aim of the exercise was not to expand the budget, and that the Controller’s position was that the Secretariat would not support options that required General Assembly approval. She noted also that at the last meeting, the UNHCR representative posed the question of whether this Working Group was still needed and requested further comments on this.

77. Mr. Erwan Rumen, WFP, noted that any change that comes with a financial increase, without a clear benefit, would likely be blocked. He highlighted that Option G (UN Women proposal) was of interest, as it aimed to decentralize resources being directed to the field and would enable closer alignment with the SRM, as well as the architecture of the LCSSB and oversight mechanisms.
78. Mr. O’Hanlon suggested that the group be deactivated, as progress seemed limited. He noted that the UN Women option (Option G) did not increase costs but rather aligned operations. Mr. Noory suggested that, to overcome the Working Group’s impasse, an outside entity could be tasked with reviewing the options and presenting one to the HLCM. He stressed that headcount figures should be from 2019. He noted UNFPA had supported Option F.
79. Mr. Vandamme highlighted that this Working Group had been established after a long time, and that he felt that progress was being made. He noted also that the IASMN – along with the Finance and Budget Network – had agreed that this Working Group was required. He said his organization would not support the Working Group stopping its work, nor keeping the status quo. He added that there were solid proposals on the table, such as Option E (UNICEF proposal) and option F (UNDSS proposal), which would be easy to implement, as it shares central costs equally. He noted that Option G would not be easy to implement. Mr. Vandamme also mentioned that a biennial membership fee of \$75,000 needs to be adjusted upwards and that there is the urgent need to ensure that an accurate and recent headcount be utilized in the formulation of the budget proposal.
80. To summarize the discussion, Ms. Bhatia noted that Working Group and IASMN members agreed on the need for an accurate headcount, and that headcounts needed to be aligned with the budget preparation timelines. Further, she added that members agreed on the need for a fair contribution from OECD countries, and that the minimum amount of \$75,000 per biennium (for organizations with fewer than 1 per cent personnel in the field) was too low. She suggested that the group should seek inputs from the Finance and Budget Network (FBN), as this group has not yet provided comments on the options being considered.
81. Mr. Alister Wood, IOM, noted that serious attention should be given to alternative proposals, adding that the IOM proposal (Option I) was based on concrete budget figures rather than the more malleable headcount. Ms. Montalvo added that for her organization, more detailed expenditure reports were important. Mr. Noory and Mr. Vandamme noted the importance of establishing a timeline for the consultations, and the need for direction from the FBN.
82. Ms. Bhatia noted that the FBN also does virtual consultations, and she would approach their Secretariat to enquire whether such a consultation, outside a regular meeting, would be possible. She agreed that the budget preparation timeline was important, to allow the IASMN to make changes in time for the 2022 budget.
83. **The IASMN:**
- **Took note of the briefing;**

- Requested the Working Group to engage with the FBN and consider the options put forward with the understanding that the issue of the headcount figures (currently from 2017) needs to be addressed;
- Agreed that Working Group should continue to meet and continue its work, or bring ongoing work to a close, once advice is received from FBN.

Training Updates

Update from STWG

84. Ms. Samantha Ferrell-Steenkamp of the World Bank, and co-chair of the STWG, gave a presentation the group's progress (**CRP 14**), and the three priority areas identified by the IASMN Steering Group as being key to training (professionalism, UNSMS actors and coaching and mentoring.) A broad discussion with IASMN members followed (with comments grouped thematically below).
85. **Updating the SCP:** Mr. Dell'Amico indicated that UNHCR would be interested in participating in this discussion. The organization has a fully online version of the SCP and may need to change its content as a result of any update. Mr. Farrell stressed that this review should be linked to the 2015 Strategic Review.
86. **Virtual training:** Mr. O'Hanlon noted that, from recent discussions and surveys, it is clear colleagues prefer face-to-face trainings, which could be supplemented, but not replaced, by online training. Mr. Russell Wyper, DPO, noted a move to wholly virtual trainings may be inevitable, with peacekeeping operations, among others, facing significant cuts, and urged the IASMN to embrace virtual training more fully.
87. **Training for managers / non-security professionals:** Mr. Dell'Amico noted that the focus on training for managers was welcome, and UNHCR had been doing similar trainings and are now moving this online. He offered to share their resources and potentially collaborate further. Mr. Robert Telenta, UNODC, also welcomed a more comprehensive approach on how organizations could increase the skills and knowledge of people with security functions who are not security personnel. Mr. Vandamme expressed support for the training of non-security professionals which was a priority for UNDP and welcomed the revival of the agency country security focal point training, stressing also the importance of training for heads of agencies at the country level as they were members of the SMT. Ms. Montalvo offered that WFP learned, from training DOs a.i., that the training is more helpful when approached like a dialogue rather than more top-down instruction. Mr. Farrell emphasized mainstreaming security decisions into managers' work was important for UNICEF, and noted the organization carries out its own training to support decision-makers in SMTs. He noted that agency country security focal points would be added to the Framework of Accountability in the policy review, which was now ongoing.
88. **Gender in security management:** Mr. Dell'Amico highlighted that UNHCR piloted a training for this, targeting the security workforce. He requested any interested IASMN members to reach out to Julie Dunphy, who managed the project.

89. **WSAT:** Mr. Dell’Amico urged that this sub-working group be revived, noting that UNHCR has a focal point focusing on gender-based threats who could co-chair the group. Mr. O’Hanlon also expressed concern that this group had not made much progress, noting this was a repeated request from the field. Mr. Wyper and Mr. Farrell also supported the revitalization of the WSAT, with Mr. Farrell suggesting that a SMOM entry be produced for WSAT, as was done for SSAFE. He added that the SMOM HIM module should be renamed to include hostage prevention, with prevention (rather than just “surviving captivity”) to be more clearly highlighted in the document.
90. **LMS integration:** Mr. Dell’Amico noted the lack of integration of data had been flagged by UNHCR’s auditors as a compliance/monitoring issue and would need to be rectified. Ms. Montalvo supported the need for the integration of the various LMS systems.
91. **STWG:** Mr. O’Hanlon called for more collaboration at the STWG, noting that some conversations happened bilaterally. He advocated for the review of the TORs of the STWG. He noted also that the TDC training needed to be discussed at the STWG since it often seemed to supersede higher-level qualifications. Mr. Farrell also urged for this group to work more collaboratively.
92. **Resourcing and focus of TDS:** Mr. O’Hanlon noted that, given staffing levels of TDS versus those of other organizations, IASMN partners expected that TDS would continue to develop some trainings (such as the security focal point training). Mr. Vandamme also highlighted that some AFPs do not have dedicated resources and have to utilize their security professionals to deliver part-time on training needs, while TDS had 23 posts, and requested confirmation of whether TDS would deliver, and not just coordinate, training, as UNDP still expects that training will be delivered by TDS. UNDP also hopes that the blueprint that will be shared will provide some clarity on this. In addition, Mr. Dell’Amico requested greater clarity on the strategic focus of TDS going forward, specifically what proportion of time/resources would be devoted to UNDSS, ISF, UNSMS security, or UNSMS all-inclusive workforces.
93. **Career paths:** Ms. Montalvo requested more information on how work on career paths of security professionals would integrate HR processes, which are unique in all organizations.
94. In response to the interventions made, Mr. Delaney welcomed training contributions from UNHCR and noted UNHCR’s offer on co-chairing the WSAT sub-working group. He noted that UNDSS was working towards inter-operability of the systems, aiming at data sharing. He added that UNDSS has gone through a bid evaluation process on the LMS and was close to having the system in place. He commented that the 1st draft of the blueprint will be shared with the ASG next week.
95. USG Michaud agreed that virtual training would likely be the future of training, and it was the intention of UNDSS to implement more virtual training that the ACABQ expected that there would be more use of technology. He agreed there was a need to revamp the STWG, and to align this group with the new governance framework for training. Mr. Miller noted he would engage on the HIM update separately.
96. **The IASMN:**
- **Acknowledged the progress made by the STWG on the potential new training process;**

- Requested a review of the STWG Terms of Reference, including role vis a vis IASMN, and Training Governance Mechanism, role of TDS, chairpersonship:
- Requested that work on UNSMS Priority 2 Focus Group needs to be discussed at the STWG;
- Acknowledged the TDS plan and forthcoming Blueprint for TDS, noting a request for the Blueprint to outline work deliverables, set timelines, consider diverse methodologies for training delivery and leverage existing UNSMS resources.

TDS Update and Training Governance

97. USG Michaud noted he was looking forward to the group's first meeting in July (date TBC) and noted the need to finalize the two IASMN representatives for this group. USG Michaud also highlighted that the Chair of the STWG was already part of the governance mechanism. He noted TDS cannot fully operate by getting priorities coming through the STWG, DRO and elsewhere, and that the discussion needed to be filtered through one body that is representative of the IASMN.
98. Mr. O'Hanlon suggested that the chairpersonship of the STWG could be transferred from TDS to another entity, such as one of the larger IASMN members. USG Michaud agreed that TDS should no longer chair the STWG, but act as a technical advisor to the group. Mr. Delaney agreed with the recommendation, as did other IASMN members, including Mr. Wyper and Mr. Farrell. Ms. Farrell-Steenkamp volunteered the World Bank to assume chairpersonship of the STWG, and Mr. Farrell volunteered UNICEF as the future chair. Participants felt that the issue of STWG chairpersonship was important and required further discussion. USG Michaud proposed that the issue be tabled at the next IASMN.
99. Mr. Butt volunteered to be part of the governance mechanism, representing the smaller UNSMS organizations. While there was a proposal that the IASMN co-chair be part of this mechanism, Mr. Kuusinen suggested the co-chair may not be the best representative, particularly given that the term is limited, and the post-holder would change. Ms. Montalvo, Mr. Vandamme, Mr. Farrell and Mr. Dominguez also volunteered. Mr. Dell'Amico expressed support for Ms. Montalvo's candidacy, noting that as WFP is, like UNHCR, an organization based outside of New York, it was well positioned to represent UNHCR's similar challenges and interests. USG Michaud noted he would take the proposals into account and revert with a final decision.
100. **The IASMN:**
 - Agreed that OCHA would be part of the Training Governance Mechanism, along with a second IASMN member (to be confirmed by USG UNDSS⁴), in addition to the Chair of the STWG;
 - Agreed that the STWG would no longer be chaired by TDS and noted that the World Bank and UNICEF have volunteered, with the issue to be decided at the next IASMN session.

⁴ After the IASMN session, it was confirmed that WFP would be the second IASMN member of the Training Governance Mechanism.

Operational Excellence

101. ASG O’Sullivan gave a brief overview of the operational excellence pillar, noting that it brings together several streams being discussed at the IASMN. She spoke of the continuum of training that is required to ensure the security workforce remains agile and well supported. She noted that a more comprehensive update on the pillar would be provided to the IASMN Steering Group in the fall.

Specific Issues on Written Updates

102. In this session of the IASMN Steering Group, members were invited to provide inputs on the CRPs which did not request a review or recommendation of specific documents. For future IASMN sessions, Mr. O’Hanlon proposed having a discussion prior to the sessions where topics that will be addressed are discussed and decisions are made on what should be a written update and what required a discussion. USG Michaud suggested that this recommendation be made at the next IASMN Steering Group meeting.
103. **The IASMN:**
- **Requested that the IASMN Steering Group decide which issues should have a dedicated session at IASMN sessions, and which should solely be submitted as written updates.**

Review of IASMN Session Recommendations

104. Ms. Poussin provided an update on the status of outstanding IASMN session recommendations (**CRP 1 Annex B**). She noted that most of the recommendations have been initiated and are ongoing, and two have been put on hold due to COVID-19, namely the in-person meeting of the TAG and the HIM training. She highlighted that a few recommendations have been completed.
105. **The IASMN:**
- **Took note of the progress.**

Update on the Review of UNSMS Policies and DO+SMT Handbook

106. Ms. Poussin updated on the review of the UNSMS policies and the completion of the DO and SMT handbook (CRP 15). She reported that the working group has made significant progress on the review of the Framework for Accountability and is halfway through the document. She mentioned that the issue of safety still needs to be resolved, which is why the IASMN has a specific discussion to address that during this 32nd session. She added that the review of the DO and SMT handbook is being finalized, thanking organizations who had reviewed and provided input to the process and that the team hopes to circulate the document in July. Mr. Farrell inquired about the implementation of feedback he had previously provided on the French version of the SRM Manual, which Ms. Poussin noted would be addressed.
107. **The IASMN:**
- **Took note of the progress.**

Technology Advisory Group

108. Ms. Poussin provided a brief update on the work of the TAG (**CRP 16**), noting that the TAG had reached consensus on a road map for the future, including consensus on priorities.

109. **The IASMN:**

- **Acknowledged the progress of the TAG to date.**

Commercial Air Travel Safety Policy

110. Ms. Poussin also introduced the issue of commercial air travel safety (**CRP 17**), which included a proposal for a revised policy, along with detailed annexes. Mr. Butt noted that there are several points of feedback he wanted to provide and he emphasized one with regards to the use of the word “paramount” in the phrase “the safety of UNSMS personnel is paramount”. He stressed the need to replace that word to avoid creating misunderstandings and implying that the safety of personnel is supreme to all other considerations. Mr. Telenta noted that the policy must include direction on the use of government-donated flights, as UNODC and other IASMN organizations rely on them.

111. USG Michaud recommended that the IASMN body be given time to provide input and to then modify the document accordingly. Mr. O’Hanlon, Mr. Vandamme, and Mr. Butt expressed concern at having only received the document this week, given that it is extensive, and it required more time to be properly reviewed to ensure all issues are addressed.

112. Mr. Vandamme noted that he had several issues with the content and that he believed it was not ready for endorsement. He emphasized the need for more discussion within the working group on topics such as an increase in the decentralization of advice from DSS to local UN country teams especially when the UN in country would like to use an airline not on the list. He further underlined the implications of the use of the term “recommended” airlines list and suggested “pre-approved”. He concluded by adding that the current process does not help UNDP measure the level of safety reliability of an air operator that is not on the list and in making decisions for the use of such flights. Mr. Delaney acknowledged the late circulation of the document and welcomed input to consider in the next iteration of the document. He also agreed to the changing of the word “paramount”. Mr. Kuusinen suggested that the process of addressing written and status updates, as well as issues of policy, be reformulated to adapt to this new remote meeting modality. He noted that new versions of documents should not be presented to the full IASMN without the Steering Group having reviewed them.

113. Ms. Poussin suggested that the IASMN members send their comments and feedback to Mr. Delaney and that a subsequent meeting be held with those who provided input to discuss the issues before the new iteration is presented to the Steering Group and to the IASMN for approval. Mr. Farrell expressed support for this and emphasized its benefits as a best practice method that promotes transparency.

114. Mr. O’Hanlon requested that a working group be formed to address this substantial change in policy to ensure a timely delivery. Mr. Vandamme suggested that the working group be chaired by

UNDSS and volunteered UNDP as Co-chair, noting the issues with the policy are understood and should be easy to address. Mr. Dominguez also volunteered that ILO could co-chair.

115. Mr. Delaney agreed that DSOS could chair the group, noting that the current policy revision did not include substantial changes (though now did not include the business process of how CATSU arrived as its recommended list). USG Michaud recommended that the new Working Group would come back to the IASMN with an updated policy, after presenting it to the Steering Group. (UNDP, UNOPS, WFP, UNODC, OCHA, UN Women, DPO, DPPO, IOM, ILO, ICC, UNFPA, FAO, UNOCT and UNICEF volunteered to take part).

116. **The IASMN:**

- **Requested that a Working Group form to review changes to Commercial Air Travel Safety Policy, to be led by DSOS/UNDSS;**
- **Took note that discussions are underway to determine whether DOS and UNDSS may improve efficiency to the IASMN in the provision of advice on CATS through enhanced collaboration.**

Close of Session

Meeting Frequency

117. ASG O'Sullivan advised to plan for virtual meetings using lessons learned from previous sessions, while also having contingency plans in place if travel is possible, monitoring restrictions over the next 4-6 weeks. USG Michaud agreed that virtual meetings should be the primary plan, with back-up plans for physical meetings in case travel restrictions are relaxed.

118. Ms. Montalvo offered to host the Steering Group meeting in Rome in the fall of 2020, while Mr. Trentinaglia offered to host the full IASMN meeting in Rome in January if the Steering Group meeting is virtual. Mr. Wairoa-Harrison noted, however, that generally one of the IASMN meetings was meant to be in North America.

119. Arrangements for the future IASMN sessions and Steering Group meetings may also be discussed in *ad hoc* meetings of the IASMN. Ms. Poussin noted that the IASMN's 34th session in June 2021 will need to be moved to the beginning of July due to budget cycle requirements for senior UNDSS personnel, which will be done in coordination with IOM and the Swiss Government.

120. **The IASMN:**

- **Agreed to maintain two in-person meetings of the full Network a year, along with two in-person meetings of the IASMN Steering Group a year, with ad hoc virtual meetings to be called for interim discussions**

AOB

HIM

121. Mr. Dell’Amico presented the HIM update (**CRP 18**). He noted that the trainings had been postponed due to COVID-19 travel restrictions, but there were plans to organize two trainings next year instead if conditions permit. The team, working closely with UNDSS/DRO and UNICEF, was also considering what training could be done through virtual means and would work to capture lessons learned and consider adjustments to the HIM training post-COVID.
122. Mr. Igor Mitroshkin, UNDSS/DRO, stressed that the UNSMS has developed substantial expertise in HIM, and that expertise should be enhanced and expanded. He stressed that collective efforts continued to be required and that the pandemic environment has made some adjustments necessary, such as the enhancement of pre-learning exercises and greater investment in learning technology and other tools. Mr. Farrell added that the HIM approach was much broader than training and reminded the group of the IASMN decision to create an Expert Advisory Group on HIM for the USG UNDSS and the wider IASMN.
123. Mr. Alister Wood, IOM, noted that his organization supported the idea of an advisory or working group on HIM, noting his experience in hostage management as well as his organization’s policy, which is closely aligned with UNSMS policy, but also deals with third party contractors, among other issues.
124. Mr. O’Hanlon raised the question of individuals who have been trained on HIM, but whose skills are no longer current, which is an issue that the proposed standing capacity group could deal with. He therefore urged for the group to commence work quickly. Mr. Marshall, UNEP, and Mr. Sinha, OLA, also volunteered to be part of this group. Mr. Marshall added that crisis intervention and domestic abuse applications could also be considered by the group.
125. Mr. Miller confirmed the need for person-to-person training, and the importance of building on the existing capacities. He highlighted that DRO would drive the process of building HIM expertise. USG Michaud agreed that the group should kick-start its work in managing HIM and noted the need to transfer knowledge from existing practitioners.
126. **The IASMN:**
- **Took note of the update on efforts to implement HIM Training V3;**
 - **Recommended the HIM Experts Standing Capacity group kick-start its work, to be led by UNDSS/DRO with support from UNICEF, and other IASMN members.**

UNSSNET Briefing

127. Mr. Delaney provided a briefing on the issues discussed at the annual Chiefs Conference/ UNSSNET meeting, as requested by Mr. Farrell at the Steering Group. Lessons learned and best practices across the SSS community were discussed, as well as the key focus, the PACT 3 Project. This project is centered around upgrading security infrastructure across Headquarters and Offices away from HQ. Mr. Delaney noted that it was time to reinvest in this infrastructure as ten years have passed since PACT 2. UNSSNET was a forum to discuss types of technology and

approaches needed for a more modernized process. The need for a consistent global approach to gender and disability inclusivity was noted. In order to achieve consistency across SSS, 2-3 of the UN Women enabling guidelines will be included in the annual workplans to achieve significant change from implementation. Drones are a new issue confronting some SSS locations; while in New York they are completely banned, Geneva staff have been trained to use drones. WFP updated on the HQ security modernization project. Mr. Delaney noted that the issue of an ageing workforce needed to be managed.

128. Mr. Noory suggested that the 2015-6 JIU reports might be helpful for access control discussions. Both Mr. Noory and Mr. Dell’Amico questioned if these activities would be integrated within existing working groups, noting the issue of information silos between DRO and SSS. Mr. Farrell suggested that an UNSSNET update could be a standing item for the IASMN. USG Michaud agreed that there was value in highlighting the issue and proposed a regular IASMN UNSSNET written update, with discussion if necessary.

129. **The IASMN:**

- **Recommended that the UNSSNET update is a regular item for the IASMN in a written update at the January session and, as required, a particular discussion would take place at the June meeting.**

Safety Within UNSMS

130. Participants discussed how to move forward with the existing inconsistencies on safety. Dr. Mike Rowell, OSH/DOS, gave participants the perspective from the UN Secretariat/DOS/OSH section, recalling the findings of the Safety Working Group. He noted that since the establishment of DOS – which has a lead role in occupational safety and health (OSH) – the UN Secretariat was increasingly recognizing OSH as being separate. He suggested that the OSH section would not wish to force a change on how safety and security are separated but could take over the policy and advice side, leaving emergency response to security. He noted that the lack of safety expertise was a clear vulnerability, as were the parallel systems for security and OSH that try to cover the same things. He noted, however, that not all aspects of safety could be moved to OSH if there’s no OSH capability to take it over. He suggested a recommitment to the principles and findings of the Safety Working Group, and that any move of safety issues to OSH should be managed actively. He added that, because of multi-organisational nature of the issue, it likely needed to be escalated to a strategic, multi-organizational body like the HLCM, where an approach on the relationship between OSH and security could be endorsed.

131. There was broad agreement among participants that the UNSMS did not possess the right kind of safety expertise (and that the different parts of safety required different types of expertise), whether on prevention or response. Mr. Butt and Mr. Vandamme noted, however, that in most UN personnel’s minds, safety and security go together, and there needed to be a way that one could be “rolled into the other”. Mr. Vandamme suggested that safety should be mainstreamed in the SRM process, recalling a recent BOI that concluded medical advice needed to part of SRM, and that some LCSSB requested medical advisors. Mr. Farrell suggested that OSH could fall under

UNDSS or UNDSS could become the “Department of Security” with a separate inter-agency capacity on OSH for the UN system. Mr. Dell’Amico noted that quality delivery of the services, rather than who provides them per se, would be important, and they needed to be provided in a prompt and effective manner, by the people best equipped to provide them, with a consideration of cost.

132. Participants expressed support for engaging the HLCM on the issue. Ms. Ling Kituyi, UNMD, clarified that the HLCM policy requested all UN system organizations to set up their own OSH framework and, to coordinate, the HLCM established an OSH forum, which had been on hold due to COVID-19, and was now scheduled to meet in August. She noted it would be incumbent upon the IASMN to engage in this. (The OSH forum is co-chaired by ILO and WHO).

133. **The IASMN:**

- **Recommended that the Chair convene an IASMN meeting after consultations with the existing HLCM working group on safety, as well as consultations with the Secretariat’s DOS/OSH.**

IASMN Working Groups

134. At the request of USG Michaud, the IASMN reviewed existing working groups (in Annexure of this report), in addition to the newly established groups, as highlighted below.

New Working / Consultative Groups:

- Strategic Communications **Working Group**, to be led by IOM;
- **Scoping Group** for Potential Security ID Project, to be led by UNICEF;
- **Working Group** to re-examine the 2015 Strategic Review Matrix of Functions as a baseline, to be led by ASG UNDSS with the participation of a limited number of organizations;
- Ad-hoc group to assist TESS Programme Manager for {TESS+} to work on the revised {TESS+} business model and long-term sustainability;
- HIM Experts Standing Capacity group, to be formally established and led by DRO with support from UNICEF and other members;
- **Working group** to review changes to Commercial Air Travel Safety Policy, to be led by DSOS/UNDSS.

135. Participants reviewed changes to the listing above, agreeing that the Commercial Air Travel Safety Policy should be reviewed by a dedicated Working Group. Members discussed group size, with Mr. Vandamme noting that larger working groups generally mean more buy-in, though smaller groups may be more efficient. He added that the working groups were often made up of the same people, most often Steering Group members, and that the full IASMN should participate more in such discussions. Participants noted that sometimes IASMN members will sign up for working groups but will not engage productively, and the bulk of the work falls to the same organizations.

136. USG Michaud suggested that participants reflect on how other IASMN members could be encouraged to take the floor at meetings and participate in working groups, so the IASMN could tap into other ideas and experiences. He requested that participants send him their ideas. (The

post-meeting survey also requested feedback on the issue, and a summary is found in the Annexure.)

Annexure (Agenda, Participant List, List of Working Groups and Survey)

**Inter-Agency Security Management Network (IASMN)
32nd Session
Virtual Meeting, 22 to 26 June 2020**

CRP 1

Agenda

Monday, 22 June 2020

08:00 – 08:10 Opening Session

- Opening remarks by Ambassador Frank Grütter, Head of the United Nations and International Organisations Division, Directorate of Political Affairs, Federal Department of Foreign Affairs
- Meeting Protocol
- Adoption of the Agenda (USG UNDSS) (CRP 1)

08:10 – 09:30 Update on UNSMS Priorities

- Introductory Discussion on Priorities
- Compendium update (Priority #3: Expectations from UNDSS and Field Operations, #4: Strengthening Compliance, oversight, lessons learned and best practices, and #7: New Vision for the UNSMS) (SPPS) (CRP 2)
- Priority #5: Strategic Communications plan (DPPA) (CRP 3)

09:30 – 09:40 Break

09:40 – 10:20 Update on UNSMS priorities (continued)

- Priority #6: Field-focused Review of SRM/SSIRS implementation (DRO) (CRP 4)

10:20 – 11:00 IASMN Steering Group ToRs (UNOPS) (CRP 5)

Tuesday, 23 June 2020

08:00 – 08:25 Guidance and Procedures for Security Comms Systems (P. Casier) (CRP 6)

08:25 – 09:10 TESS Project (P. Casier) (CRP 7)

09:10 – 09:20 Break

09:20 – 10:00 eTA Update and draft guidelines (DSOS) (CRP 8)

Wednesday, 24 June 2020

07:00 – 08:00 Virtual Coffee (Optional)

08:00 – 08:55 Inclusion of Disability Considerations in SRM (UN Women) (CRP 9)

08:55 – 09:05 Break

09:05 – 09:35 **Establishment of a Security ID Project Group (SPPS)** (CRP 10)

09:35 – 10:00 **Road Safety (DSOS)** (CRP 11)

Thursday, 25 June 2020

08:00 – 08:55 **UNSMS HR Strategy (UNSMS priority #1)** (EO) (CRP 12)

08:55 – 09:05 *Break*

09:05 – 10:00 **Review of Security Funding Mechanism** (EO) (CRP 13)

Friday, 26 June 2020

08:00 – 08:50 **Training (UNSMS priority #2)**

- Update from STWG (Co-Chair of STWG) (CRP 14)
- Training Governance
- Operational Excellence (ASG)

08:50 – 09:30 Specific issues on written updates (CRPs as below)

09:30 – 09:40 *Break*

09:40 – 11:00 **Close of Session**

- Meeting Frequency
- Any Other Business
 - HIM (UNHCR, UNICEF, DRO) (CRP 18)
 - UNSSNET Briefing (DSOS)
 - Safety within UNSMS (USG)
- Review of Action Points (SPPS)
- Wrap-up

Written Updates

Due to time restrictions, not all active working groups will present updates. Written updates will be provided on the following:

- Review of IASMN Session Recommendations (CRP 1 Annex B)
- Update on the review of UNSMS policies; DO Handbook (CRP 15)
- Technology Advisory Group (CRP 16)
- Commercial Air Travel Safety (CRP 17)
- TDS Update (CRP 19)

List of Participants

| | <u>Entity</u> | <u>Name of Participant</u> |
|-----|----------------------|-------------------------------------|
| 1. | ADB | Mr. Dewaine Farria |
| 2. | CTBTO | Mr. Jose Rosemberg |
| 3. | DESA | Mr. Tom Rudi |
| 4. | DOS | Mr. Anders Brynnel |
| 5. | DPO | Mr. Russell Wyper |
| 6. | DPPA | Mr. Valentin Aldea |
| 7. | DPPA | <i>Mr. Alessandro Caselli</i> |
| 8. | EBRD | Mr. Ian Evans |
| 9. | EBRD | <i>Mr. Mark Allen</i> |
| 10. | EBRD | <i>Ms. Leigh Anderson</i> |
| 11. | EBRD | <i>Mr. Stephen Moran</i> |
| 12. | FAO | Mr. Piergiorgio Trentinaglia |
| 13. | FAO | <i>Mr. Vladislav Khamidov</i> |
| 14. | IAEA | Mr. Criostoir Leaney |
| 15. | IAEA | <i>Mr. Niels Bolt</i> |
| 16. | IAEA | <i>Mr. Veljko Nenadic</i> |
| 17. | IAEA | <i>Mr. Steve Potter</i> |
| 18. | ICAO | Mr. Michael Romero |
| 19. | ICC | Mr. Lassi Kuusinen |
| 20. | IFAD | Mr. Matthias Meyerhans |

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|-----|------------|------------------------------------|
| 21. | IFAD | <i>Mr. Thomas McKean</i> |
| 22. | IFAD | <i>Ms. Berkis Patricia Perez</i> |
| 23. | ILO | Mr. Jean-Louis Dominguez |
| 24. | IOM | Mr. William Wairoa-Harrison |
| 25. | IOM | <i>Mr. Alister Wood</i> |
| 26. | IMF | Mr. Martin Kleiber |
| 27. | ISA | Ms. Zorana Malter |
| 28. | ITU | Mr. Drew Donovan |
| 29. | ITU | <i>Mr. Juan Manuel Fernandez</i> |
| 30. | OCHA | Mr. Simon Butt |
| 31. | OHCHR | Mr. Abraham Mathai |
| 32. | OPCW | Mr. Bernd Schreiber |
| 33. | PAHO | Mr. Rustam Ergashev |
| 34. | UNAIDS | Mr. Peter Koopmans |
| 35. | UNDP | Mr. Luc Vandamme |
| 36. | UNDP | <i>Ms. Vera Kirienko</i> |
| 37. | USG UNDSS | Mr. Gilles Michaud |
| 38. | ASG UNDSS | Ms. Noirin O’Sullivan |
| 39. | UNDSS/DRO | Mr. Bill Miller |
| 40. | UNDSS/DSOS | Mr. Michael Browne |
| 41. | UNDSS /EO | Ms. Renu Bhatia |
| 42. | UNDSS/SPPS | Ms. Florence Poussin |
| 43. | UNDSS/SPPS | Ms. Justyna Pietralik |
| 44. | UNEP | Mr. Peter Marshall |

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| 45. | UNESCO | Mr. Nicolas Hergot |
| 46. | UNFPA | Mr. Naqib Noory |
| 47. | UNFPA | <i>Mr. Richard Jansen</i> |
| 48. | UNHCR | Mr. Ahmed Shire Warsame |
| 49. | UNHCR | <i>Ms. Julie Dunphy</i> |
| 50. | UNICC | Ms. Milena Grecuccio |
| 51. | UNICC | <i>Mr. Toby Felgenner</i> |
| 52. | UNICEF | Mr. Paul Farrell |
| 53. | UNICEF | <i>Mr. Majed Altwal</i> |
| 54. | UNICEF | <i>Mr. Igor Mihailevschi</i> |
| 55. | UNOCT | Mr. Jose Miguel Sobron |
| 56. | UNODC | Mr. Robert Telenta |
| 57. | UNOPS | Mr. Arve Skog |
| 58. | UPU | Ms. Dawn Wilkes |
| 59. | UNRWA | Mr. Brian Baker |
| 60. | UN Women | Mr. Paul O'Hanlon |
| 61. | UN Women | <i>Ms. Bridget Hancock</i> |
| 62. | WBG | Mr. Gregory Lee Sanders |
| 63. | WBG | <i>Mr. Johannes Jacobus van der Merwe</i> |
| 64. | WFP | Ms. Maria Victoria Montalvo |
| 65. | WFP | <i>Mr. Erwan Rumen</i> |
| 66. | WFP | <i>Mr. Nicolas Morin</i> |
| 67. | WFP/TESS Project | Mr. Peter Casier |
| 68. | WFP/TESS Project | <i>Mr. Alf Ellefsen</i> |

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| 69. | WHO | Mr. Angelito Bermudez |
| 70. | WIPO | Ms. Aurore Chatard |
| 71. | WIPO | <i>Mr. Olivier Bruyere</i> |
| 72. | WIPO | <i>Mr. Daniel Smith</i> |
| 73. | CCISUA | Mr. Guy Avognon |
| 74. | CEB Secretariat | Mr. Remo Lalli |
| 75. | CEB Secretariat | <i>Ms. Carmen Jimenez Gonzalez</i> |
| 76. | CEB Secretariat | <i>Mr. Michael Rosetz</i> |
| 77. | OLA | Mr. Surya Sinha |
| 78. | OLA | <i>Ms. Vita Onwuasoanya</i> |
| 79. | Registry Staff Council | Mr. Abolade Sobola |
| 80. | UNISERV/FICSA | Mr. Mark Polane |
| 81. | UNMD | Dr. Anne-Gaelle Selod |
| 82. | UNMD | <i>Ms. Gloria Dalforno</i> |
| 83. | UNMD | <i>Ms. Ling Kituyi</i> |
| | | |
| 1. | EBRD | Mr. Paul Bagguley |
| 2. | EBRD | Ms. Deborah Gorman |
| 3. | EBRD | Ms. Sonia Whitely |
| 4. | EBRD | Ms. Venessa Wise |
| 5. | IOM | Ms. Maricar Purganan |
| 6. | STWG | Ms. Samantha J. Steenkamp-Farrell |
| 7. | UNDSS/CATSU | Ms. Lisa Spencer |
| 8. | UNDSS / DRO | Mr. Igor Mitrokhin |

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|-----|--------------|-------------------------------------|
| 9. | UNDSS / DRO | Mr. John Schot |
| 10. | UNDSS / DSOS | Mr. Giulio Galante |
| 11. | UNDSS / DSOS | Mr. Wesonga Wilber Wejuli |
| 12. | UNDSS/OUSG | Ms. Martina Dragovic |
| 13. | UNDSS/OUSG | Ms. Arifueya Eri |
| 14. | UNDSS/OUSG | Ms. Elena Rice-Howell |
| 15. | UNDSS/OUSG | Ms. Laragh Mcauley |
| 16. | UNDSS/SPPS | Ms. Suchada Kulawat |
| 17. | UNDSS/SPPS | Ms. Tamara Moctezuma |
| 18. | UNDSS/SPPS | Ms. Milanka Stamenkovic |
| 19. | UNFPA | Ms. Graciela Puebla |
| 20. | UN Women | Ms. Jarkyn Algadaeva |
| 21. | UN Women | Mr. Steve Barnes |
| 22. | UN Women | Ms. Sanja Potrebic |
| 23. | UN Women | Ms. Thirarat Yuenyong |
| 24. | WBG | Mr. Machiel Croukamp |
| 25. | WBG | Mr. Cesar Orlando Gonzalez Espinoza |
| 26. | WBG | Mr. Jae Hyun Park |
| 27. | WBG | Mr. Roy David Patrick |
| 28. | WBG | Ms. Janet Syme Piller |

| IASMN Working Groups as of July 2020 | | | | |
|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|---------------------|
| Working Groups | | Objective | Participants | Meetings |
| POLICY DEVELOPMENT | | | | |
| 1. | Disabilities Consideration Established at the 29th IASMN January 2019 Chair : UN Women Contact : Paul O'Hanlon paul.ohanlon@unwomen.org | This WG is addressing inclusion of disability considerations within the UNSMS. The WG has developed its Terms of Reference (TOR) which includes: a) development of guidelines on how to consider personnel and visitors with disabilities when attending United Nations locations, in the recommendations and design of security risk management measures and procedures; and b) communications advice and related products to assist security professionals in tailoring security presentations and briefings for personnel with disabilities. | UN-DHMOSH, DPPA, UNHCR, ILO, UNDP, WBG, UNICEF, UNFPA, UNWTO, WFP, UN-Habitat, UNDSS (DRO, DHSSS, SPPS). | Monthly / as needed |
| 2. | WG on Review of Three Priority Policies Established at the 30th IASMN June 2019 Chair: UNDSS/SPPS Contact: Florence Poussin poussin@un.org | This Working Group is reviewing policies on: 1) the Framework of Accountability, 2) Applicability and 3) Relocation, Evacuation and Alternate work modalities. <i>This Working Group will be replaced by a Working Group on the IASMN TORs, which will be led by ASG UNDSS, once its work on the three above-mentioned policies is completed.</i> | ADB, DPO, DPPA, FAO, ICC, ILO, IOM, ITU, OCHA, UNICEF, UNDP, UNOPS, UN Women, UNHCR, WIPO, WHO, UNDSS. | Weekly / as needed |

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| 3. | WG on Guidance on Security Communications Systems Chair: TESS Contact: Peter Casier peter.casier@wfp.org Co-chair: UNDSS/SPPS Contact: Florence Poussin Poussin@un.org | This Working Group will develop guidance on security communications systems, based in large part on work done by the TESS Project. | DSOS, SPPS, DRO, UNDSS Field personnel, OCHA, IOM, UNHCR, WFP, UN Women, WHO, UNICEF, UNFPA, UNDP, TESS. | Regularly and as needed |
| COORDINATION | | | | |
| 4. | Technology Advisory Group (TAG) Active since August 2017 Chair: UNDSS/DSOS/PSU Contact: Jamie Medby medby@un.org Co-chair: OICT Contact: Eduardo Artigas artigas@un.org | <p>The aim of the Advisory Group is to inform the IASMN on options to leverage advancements in information technology, with a focus on interoperability, coordination, standardization, and information management; and to increase effectiveness and efficiency of security operations, including cost-effective procurement.</p> <p>The TAG is currently supporting the implementation of two major projects: 1) the Telecommunications Security Standards (TESS) project, and 2) the eTA application.</p> | UNDSS (DSOS, DRO, SPPS, field personnel), DPO, OICT (co-chair with DSOS), ITU, WFP, UNDP, UNICEF, UNHCR, World Bank, ADB, UNFPA, UN Women, IOM. | Monthly |
| 5. | Security Training Working Group (STWG) Active since 2005 Chair: TBC Contact: | The WG's goal is to identify safety and security training requirements; promote an integrated global security training strategy; ensure standardization of security training; and develop standards, quality and content, including a mechanism for certification of security learning programmes. | DPKO-DFS, FAO, IOM, OCHA, UNDP, UNDSS (TDS, SPPS, DRO), UNFPA, UNHCR, UNICEF, UN Women, WFP, ILO. | Monthly |

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| 6. | Critical Incident Stress Management (CISWG) Active since 2015 Chair: UNDSS/CISMU Contact: Moussa Ba ba2@un.org | The focus of the WG is coordination of activities and formulation of policies and guidance on Critical Incidents Stress Management and Prevention (CISMP). | World Bank, UNHCR, WHO, IAEA/UNOV, ITU, UNICEF, ILO, IC, WFP, FAO, IOM, UNDP, OCHA, UNOG, UN/MSD, UN/EPST, UN/UNMERT, UNDSS/CISMU. The office of the Ombudsman is an observer. | Annual |
| 7. | Implementation of Road Safety Strategy Active since October 2015 Chair: UNDSS/DSOS Contact: Giulio Galante Giulio.galante@un.org | The UN Internal Strategy on Road Safety was adopted in 2018. The WG is focused on the implementation of the strategy. | UNDSS (DSOS, TDS, field personnel), FAO, UN Women, UNHCR, UNDP, DPPA, ITU, IMF, UNFPA, WHO, UNECE, UNICEF, WFP, UN Office Vienna, UNODC, EBRD, WIPO, UNSSC, PAHO (representing UN medical Directors), World Bank, DOS. | Monthly |
| STRATEGY | | | | |
| 8. | Review of Security funding mechanism Established at the 26 th IASMN session in June 2017 Chair: ASG DSS Contact: Renu Bhatia bhatia@un.org Zhengfan Sun sunz@un.org | This WG is composed of Security experts and Finance experts from the FB network. The WG is meant to review the security funding methodology to better support programme delivery, with the aim to present a model for the JFA to the HLCM, the CEB and the General Assembly. | UNFPA, IOM, UNHCR, FAO, WFP, UNDP, UNICEF, UNOPS, ITU, UN WOMEN, UNIDO, UNESCO, CTBTO, ICGB, WHO, UN Secretariat, CEB Secretariat, UNDSS. | As needed |

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| 9. | Human Resources Strategy, including Gender parity Established by the 29 th IASMN – January 2019 Chair: UNDSS/EO Contact: Renu Bhatia bhatia@un.org Co-chair: UNFPA Contact: Naqib Noory noory@unfpa.org | This WG composed of both security and HR professionals, should develop initiatives to facilitate mobility, career path and gender parity for the security workforce across the United Nations Security Management System. This can include the use of common rosters, common selection criteria, terms of references, and addressing gender and learning considerations. | UN Secretariat (UNDSS, DHMOSH, DPPA) UNHCR, UNDP, WBG, UN Women, ADB, IOM, UNICEF, UNWTO, UNFPA, FAO, WFP, ILO, UN-Habitat, FAO, IMF. | Monthly |
| 10. | Strategic Communications Working Group Established by the 32 nd IASMN – June 2020 Chair: IOM Contact: Alister Wood alwood@iom.int | This WG will produce a strategic communications plan for the IASMN. | IOM, WFP, UNDSS, UNICEF | |

If you wish to add your organization's name to any working group in this table, or add any other inputs, please contact SPPS.

IASMN 32nd Session – Post-Meeting Survey Findings

Executive Summary

The IASMN met for its first fully virtual session from 22 to 30 June 2020. This survey aimed to gauge its success, highlight potential improvements and solicit ideas to shape the format of future meetings.

Participants rated the meeting as above average, with an average rating of 3.7 (out of 5) stars. The overall length of the session (six days) was judged, on average, as “just right”, though there was significant variability among responses. The same trend was echoed in a question requesting feedback on the length of any future virtual IASMN session, with responses indicating, on average, the same preferred length of meeting.

The length of the *individual* sessions was judged to be “slightly too short”, though again, there was significant variability among responses. In open-ended questions, several respondents indicated that there should be more flexibility with regard to session length, and some noted they felt a few of the sessions had been rushed.

Participants gave the digital platform used, Microsoft Teams, a score of 4 stars. Overall, they expressed satisfaction with the preparations for the meeting, but requested that the CRPs arrive earlier, and gave further suggestions for meeting preparations.

Participants also gave suggestions on how to increase the participation of non-Steering Group members in IASMN sessions, including through broadening their participation in working groups, surveying them to gauge their areas of interest, instituting more voting/surveys, delivering CRPs with clearer “asks”, and tighter management of speakers, whereby pre-selected speakers (e.g. non-Steering Group members) are given the floor first.

Introduction

To help learn lessons from the IASMN’s first full session virtual meeting, which took place from 22 to 30 June 2020, feedback was solicited through a short survey on the SurveyMonkey.com platform. Responses were received from 39 respondents over a ten-day period (July 6 to 15). The feedback was collected anonymously, though respondents were requested to identify whether they were members of the IASMN Steering Group (SG) so that any meaningful differences between SG and non-SG member responses could be analyzed.

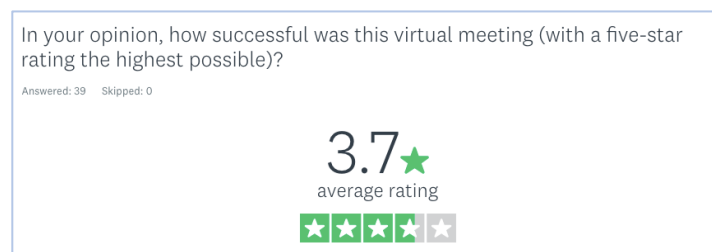
There was a total of ten questions, with a mix of multiple-choice, sliding scale, rating scale and open-ended questions. This report summarizes the findings per category and uses extracts of feedback received.¹ Where relevant, background/contextual notes have been included in this analysis.

Survey Findings

Participants: Of the 39 respondents, 14 were Steering Group members. Where relevant, and where a difference in response trends was noted, this report highlights variations between the answers of IASMN members who are part of the Steering Group and those who are not.

Attendance: Over 60 per cent indicated they took part in all six days of the meeting, with another 31 per cent attending between three to five days, indicating that the great majority of the respondents was present for most of the meeting days.

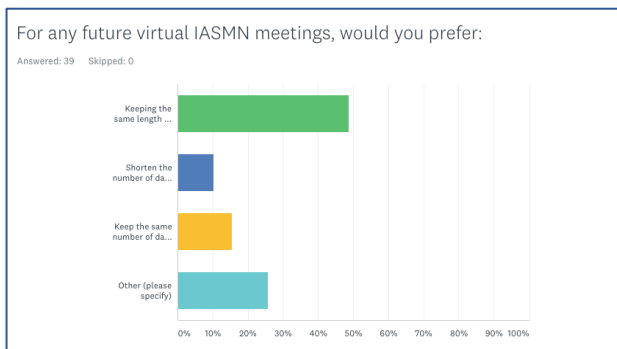
Meeting rating: Participants rated the meeting fairly highly, with an average score of 3.7. Members of the IASMN Steering Group rated the meeting slightly lower on average (3.57) than non-Steering Group members (3.72). To contrast, however, the last meeting of the IASMN Steering Group, held in April-May, received an average score of 4.1, showing a negative difference of 0.5 star between the Steering Group meeting and this meeting for IASMN Steering Group members.



Length of Session

The length of the overall session was judged to be “just right”. In question #4 (“In your opinion, how was the overall length of the IASMN’s 32nd Session?”), responses were given on a sliding scale, with -50 signifying “far too short” and +50 signifying “far too long”. The average response was precisely in the midpoint, 0, signifying “just right”. However, while many respondents did indicate the session was “just right” in length (56 per cent selected 0 or +/- 1), there was also significant variation in responses (from -28 to +47), particularly among Steering Group members (with four indicating strongly the session was too short, and three indicating strongly the session was too long). Therefore, it would be recommended that the session maintain the same overall length, with the understanding, however, that there is no overall consensus on the issue.

¹ Some of the comments have been edited for spelling or grammar. No substantive edits were made.



This was echoed by findings of question #6, which asked members to suggest the length of any future virtual IASMN meetings. Most members selected “keeping the same length (6 days, 2-3 hours per day)”, and the number of those selecting an option of a longer overall session length (“keep the same number of days and have longer sessions per day”) were balanced by those selecting the “other” option, and stating a desire for shorter meetings. There were also requests for

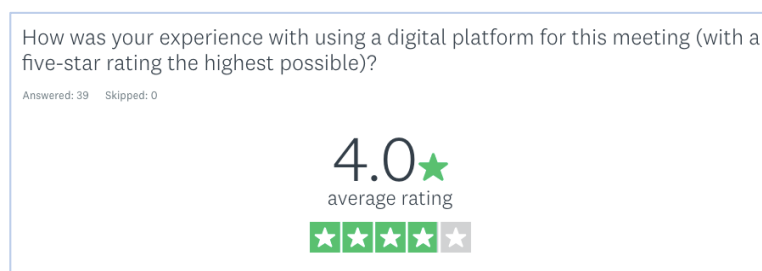
more “focused” topics or interaction, as well as greater flexibility in timing for some topics that required more deliberation.

Length of individual sessions

The length of the individual sessions was judged, on average, to be slightly too short. Responses to Question #5 (“In your opinion, how was the length of the individual sessions?”) used the same sliding scale as the previous question, with -50 signifying “far too short” and +50 signifying “far too long”. The average response was -4, signifying “slightly too short”, while the mode (the number that occurs the most frequently) was 0, signifying “just right”. There was still variability in responses (from -43 to +16), but responses were more consistent than in the previous question on the length of the overall session.

*“Holding the IASMN by VTC does not provide flexibility on the length of sessions; some were not allocated enough time but this is **not something that can be planned in advance**; you never know how the discussions go.”*

Digital Platform



The digital platform received a fairly high score (4 stars), though some members indicated in open-ended questions that they preferred other platforms, such as Zoom. One participant noted: “MS Teams is the least user-friendly virtual platform. It showed itself least capable of

approximating what was needed to replicate the main advantages of an in-person meeting.” Another member noted that: “Teams application was very helpful”.

"Felt isolated on the platform, hidden away while a few others spoke. Could only see a few participants."

Difficult to interact with others: A few participants noted the difficulty with the platform, in that a limited number of people (up to nine) can be seen on screen, and it was not possible to tell what entity they were representing without consulting the List of Participants document. One participant noted that it was not possible to send messages to an individual or save the chats. (**Note:** Microsoft is piloting a 7 x 7 grid view on the Teams app to allow the viewing of up to 49 participants on a single screen. This feature is slated to be rolled out by the end of August).

Not a suitable replacement: Two participants noted specifically that they felt meetings via VTCs could not replace face-to-face meetings. *"VTC are useful tools - particularly for ad hoc meetings to discuss a particular issue. They are not a replacement for face-to-face meetings where a considerable number of other factors come create additional value add."* Another participant, however, proposed: *"All IASMN meetings should be virtual."*

Meeting Preparation

This section gathered overall comments on the meeting preparation, and suggestions on what could be done to better prepare. Several participants expressed appreciation for the work, and several had specific suggestions.

CRPs arriving earlier and with more specific 'asks'? Most respondents stressed they wished to get CRPs for the session well in advance. One participant noted: *"Excellent preparation overall. However, we must have CRPs (particularly if we are to approve something) well in advance."* (**Note:** Though most CRPs were uploaded two weeks in advance, not all CRPs had been received by that date, with several arriving late, and one (#17) arriving after the session formally commenced.) There was also a suggestion for improved CRPs, in that *"Decision and actions should be better defined [in] CRPs; need to have more clarity on issues that need to be discussed"*. Another member noted: *"Presenters should follow established guidelines by submitting CRPs."*

*"The meeting was prepared in the same way as an in-person meeting. Great job by all the respective units of DSS and the contributions of the WGs and representatives of agencies. An **uncharted path** which led successfully to the same destination."*

SharePoint instead of calendar attachments? A couple respondents noted it was confusing to receive some of the CRPs again, which happened when CRPs arrived late and were added to a calendar invite that already contained the other CRPs for the day's session, and the package was recirculated. (**Note:** CRPs were added to the calendar invite – in addition to being uploaded to UNSMIN – to facilitate access. However, the system of appending CRPs to the invite for a specific date would have worked well only if all CRPs had been received by the date stipulated and should therefore be avoided.) One participant suggested the use of SharePoint for future meetings: *"I am wondering if there are any plans to move documents to Microsoft Sharepoint and have everyone to review and comment on one version of the document. I have seen so many copies of*

the same document circulated via email, which is not efficient.” (Note: Yes, there are plans to set up a SharePoint site for IASMN documents.)

*“It would be beneficial to **allow for a period of comments** on all documents/agenda items before the meeting (...) Too much time was spent arguing on topics that could have been communicated through a silent approval process.*

Pre-meeting commentary period? There was also a suggestion to allow for a period of commentary prior to the meeting’s commencement, whereby comments from IASMN members could be collated and sent to the author of a CRP, and responses could be shared with the IASMN prior to the meeting.

More time for certain sessions? Several participants noted that there had been insufficient time for some of the sessions, and that the schedule should take this into account. Another noted that: *“We spent a lot of time on things where there were not key decisions leaving the need to rush through a couple of key issues.”*

“Well prepared but rushed due to time constraints.”

Suggestions for Future Virtual Meetings

Participants had specific suggestions for future meetings, including the use of voting, tighter control over the chat box, and how to better anticipate (and plan around) discussions that run over time.

Introduce voting? Several participants suggested that voting be introduced as a better way of gauging opinion. One respondent suggested that this be done formally through the chat function, suggesting this would allow *“everyone [to] respond to an option/answer with a single click, and it’s easily aggregated / displayed.”*

*“Given that this is a virtual format, there needs to be a **better way to vote on decisions** as those participants that remain quiet do so when decisions are made and **silence is not always agreement.**”*

*“There can be a disconnect or lag between typed chat comments, and the live spoken meeting. Perhaps there could be a better way of **moderating the chat comments.**”*

Better use of chat box? One participant noted that there was a lag between the typed chat comments and the live meeting, suggesting that chats be monitored more closely, i.e. through frequent pauses to review them, or that chats be blocked until the floor is opened for comments.

Unallocated time periods in schedule? A member suggested that additional time is factored into the schedule that is not allocated to any particular topic and is there as a fallback mechanism in case some sessions need to go over time.

Suggestions for Broader Participation

Participants also had detailed and in-depth suggestions on how to encourage non-SG members to participate more. (Answers in this section are divided into those provided by SG and non-SG members, and those that were suggested by both.)

Suggestions of both SG and non-SG members

Several suggestions were given by both SG and non-SG respondents and are featured separately as the overlap implied greater consensus.

Increase participation in working groups? Several respondents commented on the link between participation in working groups and in the IASMN, suggesting that non-SG members should be encouraged to play a greater part in the working groups. One SG member noted that: *“there is a pattern that only [a] few members do the bulk of the work at the working groups and do the talking - this aspect needs to be looked into.”* A non-SG member also noted that: *“Members involved in the review at the WG/SG level definitely have comparative advantage”*, which meant that non-SG members often have less knowledge of the issues being discussed and thus their inputs would be limited.

*“We should **establish a system of mandatory participation** in working groups from agencies (...) Otherwise, it's just too painful to see every time how everyone is not willing to volunteer when chair is repeatedly asking for someone to say yes to become a group lead.”*

Some SG members proposed that participation be enforced. One SG member suggested a system of mandatory participation in working groups from agencies, whereby an agency member would be assigned to lead them in a certain rotating order, which could be alphabetical. Another SG member suggested a similar mandatory system, in that: *“a “rule” could be constituted at each member has an obligation to take part in a working groups and this could be tracked and made available at the beginning of each session and at the end. If a member is inactive, a word could be had.”* Another SG member expressed that: *“It is clear*

only a handful of participants actually read and prepare properly for the session, therefore some way of ensuring preparation would help. (...) The USG should be aware of all WG participation and insist that non-participating AFPs do so and also act as Chairs or least co-chairs of new WGs.” That member suggested that the final IASMN report could be shared with Principals, which may prompt participation.

More control of who takes the floor? This was the point of greatest agreement between SG and non-SG members, pointing to a possible solution of managing speakers more closely. One SG member suggested that the group could *“avoid that SG members take the floor too many times during the IASMN full sessions. They all have had the opportunity to express their views/proposals during the Steering Group.”* Another SG member simply suggested that the floor be given first to non-SG members. One non-SG member echoed this, saying “[non-SG members] should be given the floor”, and one non-SG member suggested *“asking a particular person who didn't speak what does he/she think of a particular subject”*.

“Chair stops the usual interveners and starts to ask others first.”

Another non-SG member seconded this, with: *“Proactively ask participants to contribute so there is more diversity in speakers.”* An SG member proposed to: *“Have some set questions (3 or 4) that the Chair could ask and seek responses from non SG members. Restrict SG members from making comments until after the set questions have been responded to by non SG members.”*

“The virtual IASMN was more like a panel discussion among the SG with others in attendance.”

Another non-SG member suggested that the USG UNDSS had a specific role in this, proposing: *“They have to be encouraged by the USG to step up and represent their interests and those of the wider UNSMS.”* One non-SG member saw a role for the SG members, suggesting: *“The SG members need to encourage others to weigh in as they have already discussed at length at the SG meeting”.*

More targeted CRPs? One respondent suggested that participation would increase if CRPs were clearer. *“CRPs need to have clear summary of what the problem is and what are the options at the table.”*

Suggestions of SG Members

Survey of non-SG members and the “so what” question? Two SG respondents suggested a survey of non-SG members, noting it may be difficult for non-SG members to participate “strategically and operationally”, as they do not have a large footprint in the field and the security team is relatively small and/or centralized at headquarters. Another respondent suggested that it would be good to “have an understanding of how these topics affect specialized agencies”. Another SG member offered a similar explanation: *“If the subject is not really relevant to your organization, you will not or have no interest in taking the floor.”* One member suggested specifically asking non-SG members why there some participate relatively little in the meetings (although a couple respondents noted that non-SG members also contributed to the meeting.)

*“Some efforts should be made to find out what are [non-SG members’] security management issues of concern, with the objective to orienting the discussion on **topics that would more capture their interests.**”*

Informal pre-meeting between SG and non-SG rep? One SG member suggested *“an informal pre-meeting between the SG and full IASMN meeting during which the priorities and interest could be discussed and a spokesperson representing smaller O/AFP could take the floor.”*

Suggestions of non-SG members

A couple non-SG members felt the discrepancy in participation was unavoidable. *“I think this is the same for physical or virtual meetings: some just have more to say, are more involved than others...”* Another non-SG member noted: *“That is our call if we have something to add.”* On another note, a non-SG member stated that: *“[the network] continues to be too NYC centric.”*

"This is easy to achieve through frequent voting and questionnaires such as this one."

Frequent voting / questionnaires / breakout groups? One non-SG member noted that *"Many participants don't have the background and experience to match those few that constantly talk at this meeting"*, but that if they were to receive a questionnaire, or ask to vote on something, they would be able to express an opinion. The same respondent recommended: *"Restructuring sessions and instead of inviting everyone to take a floor, for which we never have time and have to cut someone's speech quite often, but rather use sessions to brainstorm a solution, or present various options to everyone and ask to vote"*. This was echoed by another non-SG member, who suggested: *"smaller 'virtual break-out groups' on particular topics of interest, which are then reported back"*.

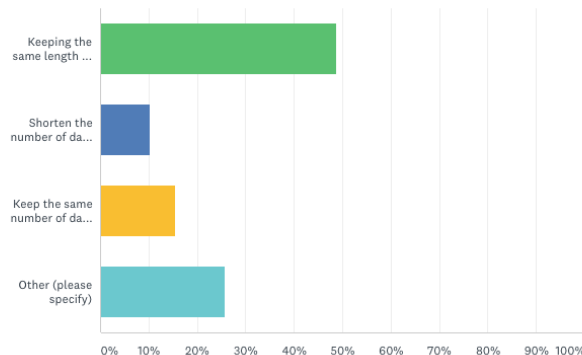
Summaries of key findings? One non-SG member suggested that: *"key findings of the morning's topics that afternoon, distribute, and first agenda item may be review of these summaries (verbal or written)"*. (**Note:** A summary of key findings was provided on the sixth day and discussed with members in a dedicated session.)

Annex: Full Responses to Open-Ended Questions

Question 6: For any future virtual IASMN meetings, would you prefer:

For any future virtual IASMN meetings, would you prefer:

Answered: 39 Skipped: 0



Other:

- Less days, **slightly longer sessions**
- **Longer sessions are needed**, however, the number of days must be determined by the number of subjects (CRPs)
- 5 days with **slightly longer sessions**
- Keeping the **same length**, but with **more focused interaction**.
- **Longer days (not longer sessions)**; ad hoc sessions as appropriate to reduce agenda for compressed meeting
- **I would do it more often, but more focused topics**, so the individual sessions can be longer
- Holding the IASMN by VTC does not provide flexibility on the length of sessions, some were not allocated enough time **but this is not something that can be planned in advance**, you never know how the discussion go and with the Chair and others having scheduled other meetings at the end of the sessions **we had no flexibility on time**.
- **Some specific sessions require more time for deliberation**. This should be a determining factor
- **Less days** and maximum 2 hs
- **Not more than 5 days**, 2-3 hrs per day

Question 7: Do you have any feedback on the preparation of this meeting?

Steering Group members:

- Too many **CRPs coming late** again and readout CRPs should be discussed before determining IF the should be only a readout.
- Presenters should follow established guidelines by **submitting CRPs**.

- CRPs **came too late** for proper discussion (some came during the week of the meeting).
- so far so **good**
- **Well done** to all concerned, given that this was the first go at this approach
- **We received most documents well ahead of time but re sending them the day or two in advance is extremely confusing** - we had no information on whether there were any changes made to the earlier version (that we had spent time reviewing).
- As mentioned in the past, all the material (CRPs and other documents) should / could be provided **earlier**.
- It would be beneficial to **allow for a period of comments on all documents/agenda items before the meeting**, consolidate the comments and forward to the group with responses from the appropriate parties **with additional response time from the initial author**. Too much time was spent arguing on topics that could have been communicated through a **silent approval process**. Certain topics warrant discussion and interaction and that needs to be determined before the virtual meeting.
- The CRP were sent **too late**. No time to read all of them and prepare for the discussions. For the next meetings (virtual or F2F) could you please take into account also the time difference? **Decision and actions should be better defined CRPs need to have more clarity on issues that need to be discussed**
- The meeting was prepared in the same way as an in-person meeting. **Great job** by all the respective units of DSS and the contributions of the WGs and representatives of agencies. An uncharted path which led successfully to the same destination.

Non Steering Group members:

- Frequent updates resulted in **too many documents to manage**
- Preparation seemed to be very good. I received all the information I needed in advance. It seemed well organized. :)
- Excellent preparation overall. However, we must have CRPs (particularly if we are to approve something) **well in advance**
- Didn't get all documents **early enough**.
- Early provision of all CRPs at **least 7 - 10 days in advance**.
- Good preparation
- We should **establish a system of mandatory participation** in working groups from agencies and assign an agency member to lead them in a certain rotating order (alphabetical?). Otherwise, it's just too painful to see every time how everyone is not willing to volunteer when chair is repeatedly asking for someone to say yes to become a group lead. **Can nominations be imposed and arranged prior to the sessions start?** Also, since we used Microsoft Teams platform for this meeting, I am wondering if there are any plans to **move documents to Microsoft Sharepoint and have everyone to review and comment on one version of the document**. I have seen so many copies of the same document circulated via email, which is not efficient. We don't have time to compare multiple documents to read all the comments, and come up with something that hasn't been mentioned yet. Instead send a link to a document on the Sharepoint and ask participants to comment on that document right there, not via email.

- Preparation was fine, but for the 3 sessions I was involved in, **there was not enough time to properly discuss indepth**. So I would suggest to have more frequent IASMN SG, and IASMN, each with less days, and with a more focused agenda, but with **longer individual CRP sessions** for those which we can predict need to be discussed more elaborately.
- Well prepared but some sessions **were rushed due to time constraints**. More time was required on specific subjects. Schedule should take this into account rather than be rigidly structured
- I got multiple outlook calendar updates for the same meetings, **perhaps try to limit that**.
- Do not **compress that much of the agenda**, please.

Question 9: Suggestions for future virtual meetings? Based on this week's experience in using a digital platform, do you propose changes to any future such meetings? Anything that was particularly helpful that you would want to maintain?

Steering Group members:

- Given that this is a virtual format, there needs to be a **better way to vote** on decisions as **those participants that remain quiet do so when decisions are made and silence is not always agreement**.
- **MS Teams is the least user-friendly virtual platform**. It showed itself least capable of approximating what was needed to replicate the main advantages of an in-person meeting. It is impossible to see any other participants except those on the main video page (a total of about 6 people). You can see their names on a list but their video. You cannot send messages to on individual, you cannot save the chats, etc. etc. Zoom platform is much better and should be used. Even Google Meets is better.
- **As new technology arrives the meetings and the delivery will evolve. Given the current technology and learning curve the meeting went well.**
- As mentioned above, the meeting was really hampered by the **lack of flexibility** on the time allocated for individual sessions.
- I would suggest to plan **additional time in the schedule which is not allocated to any particular topic** (each day or on three days).
- Institute a **silent approval process for finalized documents**.
- The chat box is useful.

Non Steering Group members:

- As with all large virtual meetings, **there can be a disconnect or lag between typed chat comments, and the live spoken meeting**. Perhaps there could be a **better way of moderating the chat comments with the live spoken discussion, e.g. pausing frequently to review them, or blocking chats until the floor is opened...?** Another suggesting is to use the **chat more formally for polling/voting on decisions, so everyone can respond to an option/answer with a single click, and it's easily aggregated/displayed**

- We spent a lot of time on things where there were not key decisions leaving the need to rush through a couple of key issues
- All IASMN meetings should be virtual
- **Felt isolated on the platform, hidden away while a few others spoke. Could only see a few participants.**
- A number of **key issues were brushed over** and rounded up abruptly due to other required engagements. Adhoc meetings may be required to tackle relevant issues ready for the IASMN's review.
- It was **hard to understand who is from which agency, we only were seeing names and faces, and had to look up the names in the PDF list of participants to understand which agency is speaking or which agency is chatting.** By the way, there is a File section of each Teams stream where you could potentially store all CRPs for easy reference by Team participants, instead of sending them via Outlook. **In this way you don't have to resend documents to everyone if something changes, simply update the File section in the Teams, where participants can see the latest version of those files.**
- Teams application was very helpful
- VTC are useful tools - particularly for ad hoc meetings to discuss a particular issue. They are **not a replacement for face-to-face meetings** where a considerable number of other factors come create additional value add.
- **Proactively ask participants to contribute** so there is more diversity in speakers.
- No, I think it was fine
- **nothing that I am willing to share openly at this point in time**, maybe if more openness comes in the future

Question 10: Do you have any suggestions on how to encourage IASMN members who are not part of the Steering Group to take the floor during sessions?

Steering Group members:

- The idea that some are intimidated is something I cannot accept, given the role they complete. It is **clear only a handful of participants actually read and prepare properly for the session, therefore some way of ensuring preparation would help. It is also clear that many attending have only their own organization's interest in mind and not the full IASMN**, missing that the greater good helps us all, **this needs to be stressed and communicated to all participants and maybe the principals also. A voting format would insist they invest, however, this does not mean they have a meaningful input.** As with the IASMN SG new TOR, there are principals to be upheld and this should be for the full session, indeed, **the USG should be aware of all WG participation and insist that non-participating AFPs do so and also act as Chairs or least ways co-chairs of new WGs.** Could the final IASMN report be shared with Principals if not already and this may prompt participation?

- There is a **pattern that only few members either do the bulk of the work at the working groups and do the talking** - this aspect needs to be looked into and a fair share of the work and taking the floor is highly encouraged.
- May be **we should avoid that Steering Group members take the floor too many times during the IASMN full sessions**. They all have had the opportunity to express their views/proposals during the Steering Group. This will grant more time for the IASMN members who are not part of the Steering Group to take the floor during sessions
- Perhaps **DSS should survey non-SG members to see if there is a predominate reason why there is little verbal participation**. Perhaps "encouragement" is not the solution, but we don't know until we identify if there is a problem and what it really is (if there is one).
- **It is difficult for them strategically and operationally**. Many do not have a large footprint in the field, thus their security team is quite reduce or centralized at the HQ. I believe some efforts should be made to find out what are their security management issues of their concerns, with **the objective to orienting the discussion on topics that would more capture their interests**.
- Have **some set questions (3 or 4) that the Chair could ask and seek responses from non SG members**. Restrict SG members from making comments until after the set questions have been responded to by non SG members.
- A number of non-Steering group members **did take the floor** (OCHA and UNODC on a number of times). **Sending out the documents well in advance as done for this meeting should help**. If the subject is not really relevant to your organisations you will not or have no interest in taking the floor.
- we could try to **strongly encourage every member to take the floor in the discussion on topic that is most to that member's interest**. (just to say something once during the meeting, maybe this would loosen their tongues). As the "silent" members normally represent smaller organisations / AFPs, **perhaps there should be an informal pre-meeting between the SG and full IASMN meeting during which the priorities and interest could be discussed and a spokesperson representing smaller O/AFP could take the floor**. In relation to taking part in a working group, a "rule" could be constituted at each member has an obligation to take part in a working groups and this could be tracked and made available at the beginning of each session and at the end. If a member is inactive, a word could be had.
- It would be good to have an **understanding of how these topics affect specialized agencies**. no suggestion at this stage.
- **CRPs need to have clear summary of what the problem is and what are the options at the table 1) Encourage them to participate in the work of the working groups/focus groups etc 2) Give the floor first to the non IASMN members**.

Non-Steering Group Members

- I suggest **summarize key findings of the mornings topics that afternoon, distribute, and first agenda item may be review of these summaries**. Verbal or written

- Possibly by having smaller '**virtual break-out groups**' on particular topics of interest, which are then reported back
- Not really, although it would be **useful not to hear others get involved**.
- **That is our call if we have something to add**. I certainly do not feel I had any lack of points to add
- It continues to be **too NYC centric** in terms of the network
- Chair stops the usual interveners and **start to ask others first**.
- The **virtual IASMN was more like a panel discussion among the Steering Group with others in the audience**. The SG members **need to encourage others to weigh in** as they have already discussed at length at the SG meeting.
- More time to **prepare would help to prepare interventions**
- Involve non SG members as much as possible. If they have little knowledge of issues being discussed (since they are usually not part of the WGs and SG) - inputs to discussions will be limited. **Members involved in the review at the WG/SG level definitely have comparative advantage**.
- no
- **This is easy to achieve through frequent voting and questionnaires such as this one. Many participants don't have the background and experience to match those few that constantly talk at this meeting**. However, if you send them all a questionnaire or ask to vote on something, they'd be ready to express their opinion right away. I would also recommend restructuring sessions and instead of inviting everyone to take a floor, for which we never have time and have to cut someone's speech quite often, **but rather use sessions to brainstorm a solution, or present various options to everyone and ask to vote**, etc. Just presenting pre-arranged drafts, TORs, etc. and looking for someone to comment on - is not efficient. This type of feedback can be easily collected via other means. We should use floors to rather discuss a possible solution/brainstorm or to vote on something. In this way you'd be able effectively engage everyone, I think.
- **They should be given the floor**
- I think this is the same for physical or virtual meetings: **some just have more to say**, are more involved than others...
- They have to be **encouraged by the USG to step up** and represent their interests and those of the wider UNSMS. If they don't step up, they can't complain when something goes against them.
- See Q9 (response to Q9 was: Proactively ask participants to contribute so there is more diversity in speakers).
- Maybe **asking to a particular person who didn't speak what does he/she think of a particular subject**.
- Nope, and that is **truly the main challenge for the IASMN now if you want to keep the collegiality and former cohesion**, virtuality minimizes the chances to be part of the group. Way too much rush.