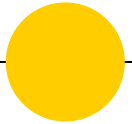


Safety Session

Rosem Morton



*We meet here today in Washington, DC on
the land of the Nacotchtank (or Anacostans)
Native peoples and their ancestors, who
have inhabited this landscape from time
immemorial to present day.*



“



INTRODUCTION

Community Agreements

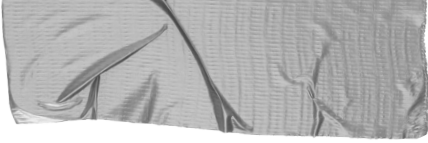
Content awareness

Bio breaks as needed!

Center learning + growth

Collective accountability and respect

Not an us/them. We are all here together



Which puppy are you today?

*Name *Pronouns *Role/Beat

*What are you hoping to learn today?



3



5



1



2



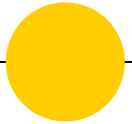
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6

Risk Assessments

Rosem Morton





Physical security



Digital security

Holistic Safety

Legal Protections



Psychological Wellbeing





Risks Faced by Journalists



Risks Faced by Journalists [non-exhaustive]

Physical

- Civil unrest
- Beatings
- Firearms
- Tear gas
- Crowd crushes
- Targeted attacks

Reputational

- Smear campaigns
- Impersonation
- Defamation

Psychosocial

- Harassment
- Trauma
- Burnout
- Isolation
- Loss of relationships

Cyber

- Online harassment
- Account takeover
- Hacking
- Electronic surveillance
- Data theft

Financial

- Professional precarity / layoffs
- No payment or late payment
- Medical bills
- Legal bills

Legal

- Defamation / Libel
- Copyright
- Trespassing
- Arrests
- Legal Harassment

● Stages of **Managing Risk**

BEFORE

- Risk Assessment & Contingency Planning
- Research
- Physical Preparation
- Emotional Readiness
- Coverage Plan

DURING

- Situational Awareness
- Risk Response
- Tactical Safety

AFTER

- Debrief
- Rest, Recover, Replenish
- Self-Care Plan

BEFORE:

Pre assessment planning

-
- Research
 - Risk assessment
 - Preparation

Before | During | After

[A Framework]



BEFORE:

What to research

- **Location scouting**
 - Google Maps, Google Earth, Snap Map
 - Can visit ahead of time to scope out choke points, exit routes
- **Power structures** (military, police, political, racial, etc.)
- **Historical context and cultural norms** for the physical spaces you'll be in and for the groups you'll be reporting alongside
- Make **contact with organizers and locals** who can help provide logistical information ahead of time.



BEFORE:

Risk Assessment

BEFORE:



Risk Assessment

- Aka: Threat Modeling
- A general approach to identifying your vulnerabilities; thinking through your security needs; and coming up with a mitigation *plan* that suits your *unique* circumstances.



Basics of Risk and Mitigations

There are two components of risk:

1. **Likelihood** - based on how exposed you are to the hazard, how likely is it to happen.
2. **Impact** - what would be the consequences if something happened.

Mitigations are measures that decrease the **likelihood** of a risk or that decrease the severity of its **impact**.

Risk Assessment Template

Dates: When is the assignment?

Activity: What are you doing?

Location: Where are you going? Break it down by different locations/assignments as appropriate

Hazards	Who/What is at Risk	Risk Rating/Consequence	Likelihood	Risk Mitigation
Outline what could cause harm or danger	Who could be affected?	Consider the level of risk and why: <ul style="list-style-type: none">• Negligible• Minor• Moderate• Severe• Critical	Consider the level of risk and why: <ul style="list-style-type: none">• Unlikely• Possible• Likely• Certain or Imminent	Consider what precautions you can take to control each hazard

Risk Assessment Template

Dates: When is the assignment?

Activity: What are you doing?

Location: Where are you going? Break it down by different locations/assignments as appropriate

Hazards	Who/What is at Risk	Risk Rating/Consequence	Likelihood	Risk Mitigation
Spotty cell service	Self Team	Negligible to Moderate	Possible to Certain	-Meeting point at X time -Printing out maps -Written phone numbers
Doxxing	Self Team Newsroom	Severe to Critical	Possible to certain	-Digital Security Measures, etc



Inherent risk

With no security measures



Residual Risk

After applying security measures



BEFORE:

Risk Assessment

Considerations

- When is a risk assessment necessary?
- Whose responsibility is it do to a risk assessment?
 - Do participants' identities affect the risk rating?
 - How high is your appetite for risk?
 - Who “owns” the risk? Who will take on the responsibility for it?
 - Have participants undergone safety training?
- What happens to a risk assessment in the field?
- Are there any additional resources needed to mitigate risk?

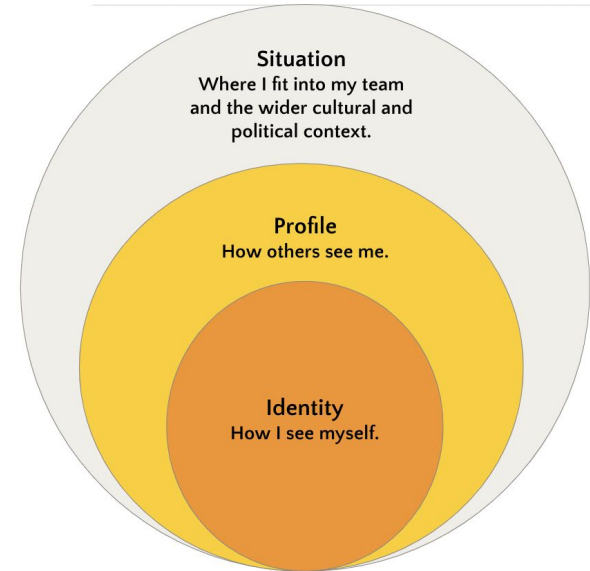


BEFORE:

Risk Assessment

What is my personal profile?

- Race
- Gender
- Nationality
- Ethnicity
- Religious Sect
- Sexual orientation
- Role (writer, photographer, etc.)
- News outlet
- Physical and mental health
- Level of experience



BEFORE:

High Profile vs. Low Profile

HIGH PROFILE

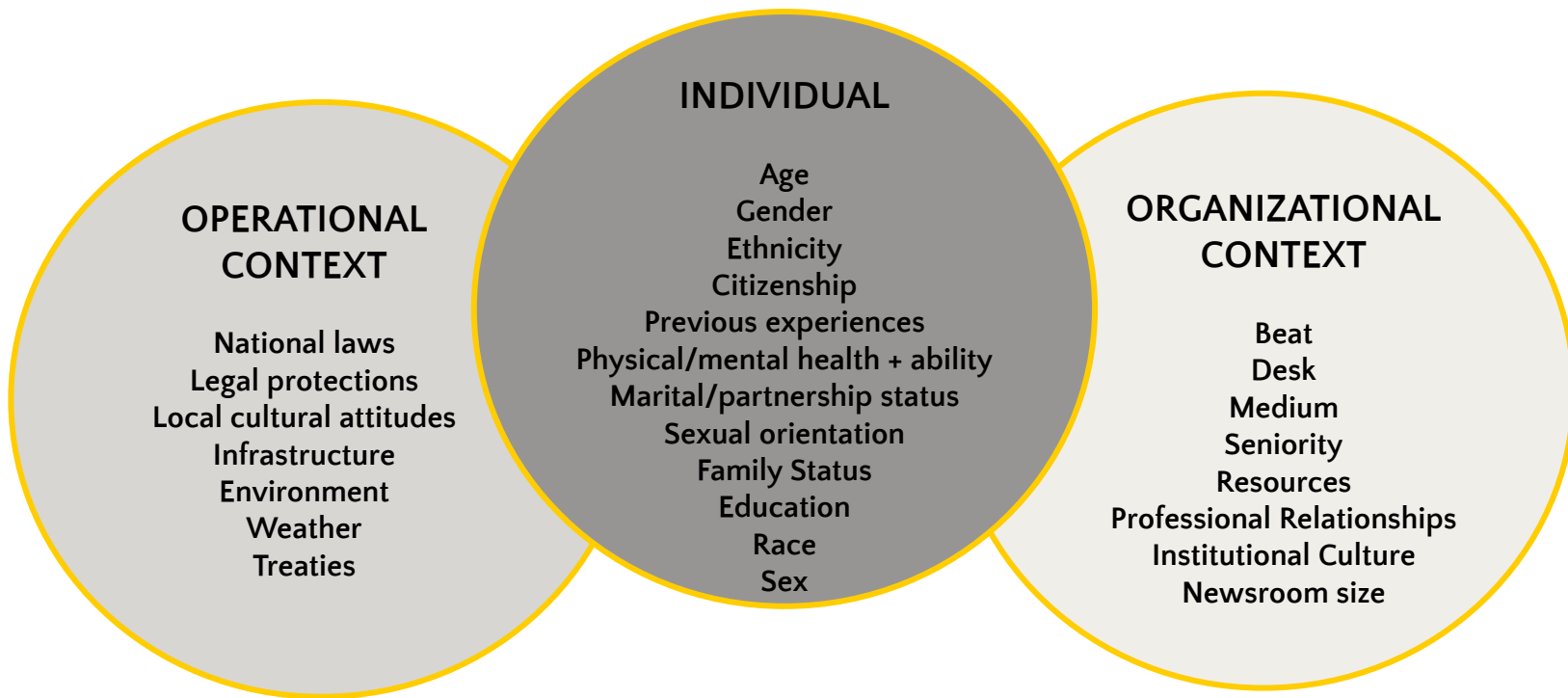


LOW PROFILE





Risk Management through an Intersectional Lens





BEFORE:

Risk Assessment

Actor Mapping (understanding motives and methods)

Different Actors

- Political parties and their supporters (local, regional, national)
- Activists and their supporters
- General Public
- Law Enforcement/Military (local, regional, national)
- Extremist/Terrorist Groups
- Person/people with influence, power, money
- Different locals/non-locals, different racial/ethnic/tribal groups



BEFORE: **Risk Assessment**

Actor Mapping

Political parties and their supporters

- Far-right politicians (local and state)
- Activists
- Election deniers

Public

- Angry person
- Identified stalker
- Trolls

Other Extremist Groups

- Far Left Extremist Groups

Law Enforcement/Military

- Local Police Department
- State Police

Far Right Extremists & Illegal Militias / Paramilitaries (13 Groups in the state)

- Act for America
- Federation for American Immigration Reform
- Patriot Front
- Mom Army DMV
- War on the Horizon

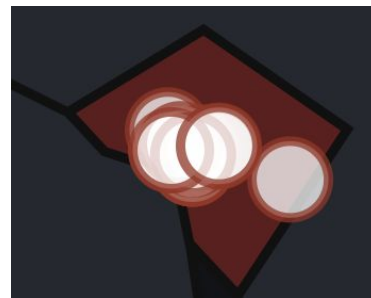


Image Source: Southern Poverty Law Center (SPLC)

Security force tactics

- **Containment**

- Base line and barriers
- Local Police/special police units
- National Guards

- **Dispersal**

- Use of tear gas/pepper spray
- Flash bang and rubber balls/sting balls
- Bicycles brigades
- Vehicles

- **Arrest and detention**

- Snatching team
- Confiscation of equipment
- Detention



Security force tactics

Nonlethal weapons and less lethal projectiles

Riot-Control Chemical Agents

- Tear gas (CS gas)
- Pepper spray (OC spray)

Disorientation devices (Sound and light)

- Flash bang/stun grenade

Kinetic impact projectile

- Less lethal foam projectile (rubber bullet)
- Pepper balls (paintball with OC)
- Sting balls grenade (100 rubber balls)



BEFORE:

Risk Assessment

Preparation/Mitigation

- ◉ Self profile
- ◉ Communication
- ◉ Meeting points
- ◉ Transportation
- ◉ PPE
- ◉ Insurance
- ◉ Legal/Rights
- ◉ Digital Security
- ◉ Network/Support
- ◉ Boundaries
- ◉ Things to bring
- ◉ Contingency plan(s)

BEFORE:

Risk Assessment

- Mental Health: Do I have any vulnerabilities that need attending to or that make this project challenging?
 - Physical and mental pre-care
 - Plan out your assignment:
 - The work: content, location, goals
 - Self-care: breaks, exercise, rest
 - Cope ahead
 - Anticipate difficult imagery



BEFORE:

What to Bring

- ⦿ Have key contacts available
- ⦿ Press pass, government identification
- ⦿ Appropriate clothing + footwear
- ⦿ Communication/tracking device
- ⦿ First Aid/Medical Kit
- ⦿ Work related equipment
- ⦿ Copy of emergency contacts + ground contacts + ID + medical info (digital + print)
- ⦿ Currency (CASH), cards
- ⦿ Food, water



BEFORE:

What to Bring (high risk)

- Personal Protective Equipment
 - Body Armor Level III+ or IV
 - Head Protection
 - Lightweight with ventilation holes, ASTM & CPSC Certified
 - Ballistic helmet, BMX helmet, climbing helmet, skateboard helmet
 - Eye Protection
 - Anti-fog, easily adjustable fit, rubber coating seal is best
 - ANSI Z87+, ANSI Z87.1+
 - Half Mask or Full Mask Respirator
 - with an organic vapor (OV) cartridge in combination with an N95, R95, P95, N99, R99, P99, N100, R100 or P100 filter
 - KN95, N95 can be used in the interim



BEFORE:

What to Wear (high risk)

- ◉ Wear a belt
- ◉ Wear shoes with good ankle support
- ◉ Avoid wearing all black (you might be targeted as a member of antifa)
- ◉ If you have long hair, wear it up (no long ponytail)
- ◉ Avoid wearing a lanyard
 - ◉ Press ID on your waist (tied around your belt loop) and in your pocket to minimize your profile
- ◉ Avoid wearing nylon, polyester, acrylic (synthetic fabrics). In contact with fire, these materials melt and cause severe burns.



BEFORE:

Communication

- ⦿ What devices do we need to bring?
- ⦿ How will we communicate with colleagues on the ground & in the office?
- ⦿ Who might be surveilling my devices, accounts, and networks?
- ⦿ What happens if those devices, accounts, or networks are compromised?
- ⦿ How might live social media posts from the event/location impact my and my colleagues' safety?



BEFORE:

Accommodation Considerations

- What is the size of the city that you are staying in (small, medium, big city)?
- Are you traveling by yourself?
- How high/low your profile is? Are you going to blend in?
- How might your accommodation affect your profile?
- What would be your exposure or how long you are going to stay?
- Are there already some security measures in place (e.g. Reception 24 hours, security guards, CCTV camera)?
- Who else is staying there?



BEFORE:

Transportation Considerations

- Type of roads + weather
- Public transportation vs personal car vs rental
- Type of car and how it might increase your profile.
 - Consider general vehicle check
 - Consider emergency supplies
 - Consider exits and how you are parked
- Are there people aware of your movement?
- Do you need to consider changing routes?



BEFORE:

Weather Considerations

- Type of roads
- Weather
- Transportation
- Supplies
- What to wear
- How long will it take to get there?
- Time vs Exposure



BEFORE:

Insurance

- Type of roads
- Weather
- Transportation
- Supplies
- What to wear
- How long will it take to get there?
- Time vs Exposure

During:

Assignment

-
- Things to consider
 - Risk assessment flexibility
 - Situational awareness
 - Exposure



During

- Focus on the task at hand
 - Why am I here?
 - What is the bigger picture?
- Use breathing/grounding/resourcing or other techniques
- Take breaks, take space
- **Honor your boundaries**



DURING:

Risk Assessment Flexibility

- ⦿ Risk assessments are not set in stone. They are living, shifting, flexible documents.
- ⦿ The risk assessment and mitigation strategies you envisioned before the assignment may need to change to meet real-time conditions on the ground.
- ⦿ Communicate any updates to your reporting team. **Make sure everyone understands.**



DURING:

Situational Awareness

- ◉ Where are you?
- ◉ Where are the safe havens? Where are the exits?
- ◉ Who is around you? What are they wearing? What are they doing?
- ◉ Where is your team? How are they handling the situation?
- ◉ How is your presence impacting the environment? How are people reacting to you?



DURING:

Personal Safety

- Arrive early
- Read the crowd/people around
- Know your limits and when to get out
- In crowds or high risk situations: identify reunion points, vantage points, security points, bathroom, safe haven, evacuation routes
- Buddy system plan with backwatcher, if possible

DURING:



Exposure time

- ⦿ Consider how many images/how much footage need to be taken in a certain scenario.
- ⦿ Weigh exposure risk against editorial interests.
- ⦿ Acceptance of risk changes depending on your circumstances.
- ⦿ Trust your gut. Honor your boundaries.

How do I move
in a hostile
crowd?

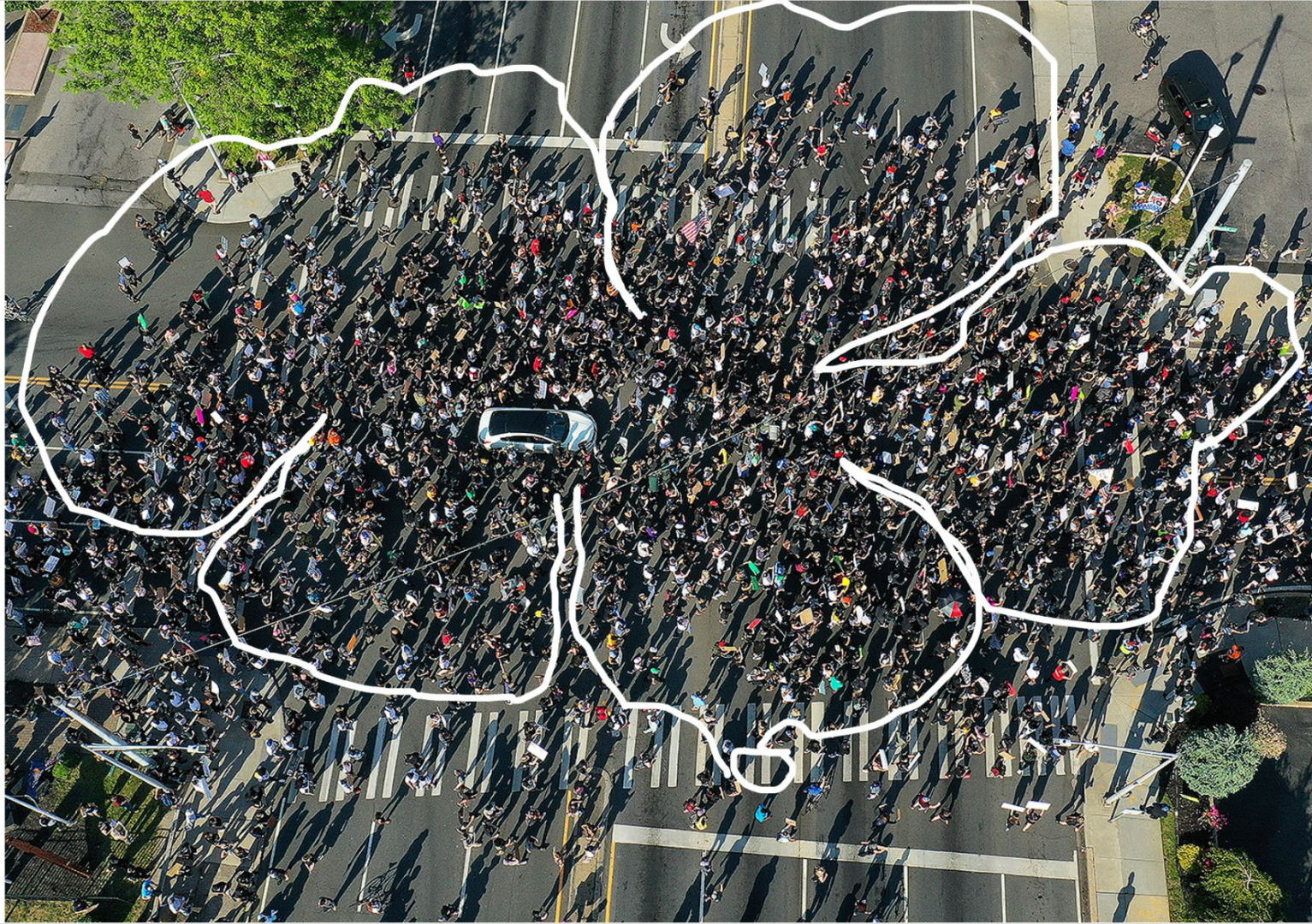


The Flower Method





The Flower Method



After:

Post assignment

-
- Self care
 - Debrief



AFTER:

Ensure safety and wellness

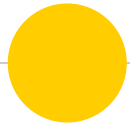
- ⦿ Make sure your whole team made it out and is safe
- ⦿ Fulfill editorial responsibilities
- ⦿ Replenish body needs
- ⦿ Reconnect with supportive networks
- ⦿ Recharge with mindfulness and self care



AFTER:

Debrief

- An evaluation of how effectively we mitigated risks.
- What went well?
- Did we have any close calls? Adverse outcomes?
- What have we learned?
- What can we do differently/better next time?



Your turn!

Small group scenarios

Objective: Practice mitigating risk for you and your colleagues by using a simple risk assessment tool.



SCENARIO 1: **Protest Coverage**

You are tasked with covering demonstrations in Washington, D.C., following the release of body camera footage from a police officer-involved shooting of a protester. Violence erupted at the previous rally of this kind, resulting in the arrests of several journalists and protesters.

Things to know:

- Your manager wants photos and video of the action on the paper's social media



SCENARIO 2:

Controversial Coverage

You have been working on a long-term project exposing a multi-million dollar company's toxic waste management practices in the local community.

You and your colleagues have started receiving phishing emails, and you've noticed unusual login attempts on your social media accounts.

Additionally, you have been receiving threatening messages urging you to drop the story or face legal action from the company's legal team.

You are also concerned for your safety, as a nondescript car seems to be following you.



SCENARIO 3: **An Exclusive Scoop**

Your colleague Corinne has been offered an exclusive one-on-one interview with a state senator who is widely seen as a rising star in far right circles.

She has been invited to interview him in his office at the statehouse on Thursday. She's asked you to help her brainstorm questions, so you have a chance to offer advice.

Things to know:

- Corinne is 23 and only a year into her career as a reporter. She's hungry for a big break.
- Corinne is brand new to the area, having recently relocated from Denver.
- Corinne drives a 2009 Subaru Forester with a Denver license plate.

Risk Assessment Template

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5 Hazards				**As many as you want**



Resources

IWMF US Safety resources:

- [US Emergency Fund](#): open to journalists of all genders, includes PPE, medical and mental health grants, must be related to reporting in US
- [One-on-one safety consultations](#)
- [Virtual safety training and policy support](#) for US newsrooms and journalism associations
- Newsroom Policy [Guide](#) ([Spanish](#)) & Protecting Freelance Journalists [Guide](#)
- Mental Health [Guide](#) ([Spanish](#))
- [Online Violence Response Hub](#) (digital security resources)



Post Training Survey



Thank you!

Questions:

Rosem Morton

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SCENARIO 4: **Mass Shooting**

It's Saturday afternoon. You're in the newsroom working the weekend shift when you hear reports of a shooting at an early voting station.

There is a video clip circulating on social media of a heavily armed man exiting his car in near the library.

You hear on the scanner that police are on their way to the library.

Things to know:

- This is your first weekend back from parental leave. You are balancing your job with your new responsibilities as a parent.
- There are two other staffers in the newsroom with you: a metro intern and a photographer.
- Your editor is the only manager in the newsroom right now.
- You know that one of your colleague's mom's always volunteers as a poll worker at the library.

To neutralize chemical agents

1. Use three teaspoons of baking soda mixed with 8 ounces (250ml) of water. It will work against pepper spray or tear gas. However health professionals warn that it could damage your eyes because baking soda is an irritant.
2. 50% Malox or Mylanta with 50% water. Mix and apply on face








DO NOT USE MILK OR VINEGAR

Using milk can be very dangerous, as it can cause infection due to the possibility of bacteria in the milk. There is no scientific proof that it neutralizes chemical agents.



Body armor

LEVEL IIIA PISTOL THREATS	LEVEL III BASIC RIFLE THREATS	LEVEL III+ HIGH VELOCITY THREATS	LEVEL IV ADVANCED THREATS
			
 <p>All pistols, Revolvers and shotgun and submachine gun 9mm. .38 special/9mm/357 magnum/ .40S&W/ .45</p>	<p>AK-47 and AR-15 7.62X 39 7.62 X 51 <u>or</u> 308 5.56 X 45 <u>or</u> 223</p>	<p>Ak-47 and new high velocity round from AR-15 5.56X 45 M193 5.56X 45 M855 green tip</p>	<p>Dragunov sniper rifle, PKM 30/06 FMJ 30/06 armor piercing M2 AP 7.62 X 54mmR</p>