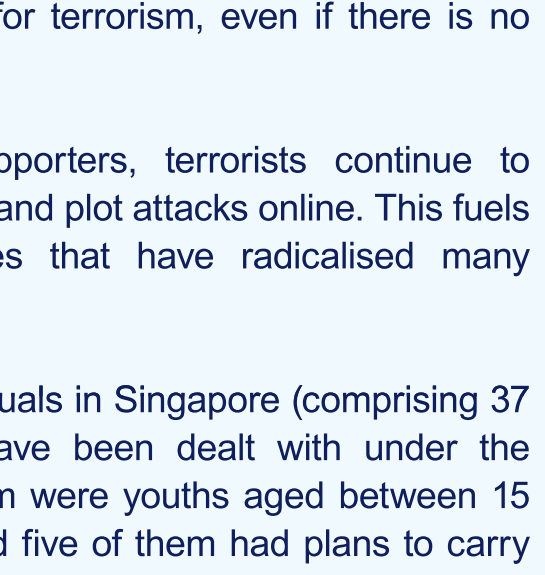


WHAT'S YOUR ROLE?



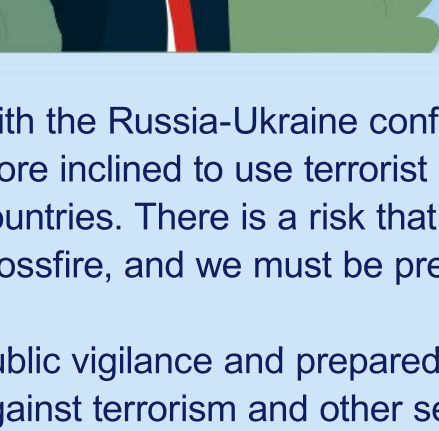
You might wonder if a terror attack is ever going to take place in Singapore. Even though security agencies do their best every day to keep threats at bay, the threat to Singapore remains real, as highlighted by the Singapore Terrorism Threat Assessment Report 2023. Every part of our community, including our workplaces, have an important role to play in continuing to keep Singapore safe.

The rising threat of self-radicalised individuals



- Singapore continues to be a target for terrorism, even if there is no indication of imminent danger.
- With help from a network of supporters, terrorists continue to disseminate propaganda, raise funds and plot attacks online. This fuels the spread of dangerous ideologies that have radicalised many individuals globally and in Singapore.
- Since 2015, 49 self-radicalised individuals in Singapore (comprising 37 Singaporeans and 12 foreigners) have been dealt with under the Internal Security Act (ISA). 11 of them were youths aged between 15 and 20 when ISD detected them, and five of them had plans to carry out weaponised attacks in Singapore.

Vigilance and preparedness against terrorism and other security threats



- With the Russia-Ukraine conflict, state and other actors may become more inclined to use terrorist methods against their enemies in third countries. There is a risk that Singapore may be caught in the crossfire, and we must be prepared.
- Public vigilance and preparedness are key components of our defence against terrorism and other security threats. It is important that our society has zero tolerance against all forms of hate speech, as this may promote extremism and support for terrorists.

Learn more from the Singapore Terrorism Threat Assessment Report 2023 [here](#).

SPOTLIGHT



We had a quick chat with Mr Andrew How, Managing Director of Kincentric Singapore, to find out how businesses can play their part in keeping Singapore secure by fostering a culture of inclusivity in their respective workplaces.

Q: Hi Andrew, thank you for agreeing to have a chat with the SGSecure@Workplaces team! Can you share more on what you do in Kincentric?

A: I am currently the Managing Director of Kincentric Singapore. Kincentric is a US-based Management Consulting firm with a key focus on helping Leaders and Organisations change and transform. One of our solution pillars is around helping organisations better align their work cultures with what they want to achieve as an organisation. I lead various consulting teams to help shape these discussions with senior leaders, and support them in their change initiative in Singapore and as well as within the region.

Q: In the new phase of SGSecure, social cohesion and unity plays an even bigger role than before. We recognise how a culture of inclusivity in workplaces can help to facilitate social cohesion and unity in times of crises. To help our reps, can you list down the key elements of an inclusive and fair workplace culture?

A: Based on Kincentric's data and leveraging on our global insights and research, we found that organisations that drive a culture of inclusivity and fairness will put a strong focus on providing employees with:

Fair and impartial treatment

Intentional efforts and initiatives to ensure people from all backgrounds have opportunities to succeed.

Equitable opportunities

Actions that give people an equitable footing in achieving workplace success by recognising that everyone's needs are different.

Positive win-win mindset

Everyone has fair opportunities to win and be uplifted by others in the team.

Psychological safety

Have a safe space for team members to take calculated risks or make mistakes to learn and grow from those missteps without fear of penalty.

Environment that encourages voicing out

Create an environment that ensures the team speaks up, shares their views, and values their opinions and voices.

Q: What are some good ways to promote an inclusive and fair culture in the workplace?

A: We find that building an inclusive and fair culture that recognises the contributions of all employees, regardless of their differences, will certainly help promote a culture where their contribution will:

Make employees feel accepted and have a sense of belonging

Help their career grow and thrive

Help provide a sense of purpose and meaning to their contribution

Provide a sense of accomplishment from their success

Promote a culture of inclusivity and fairness

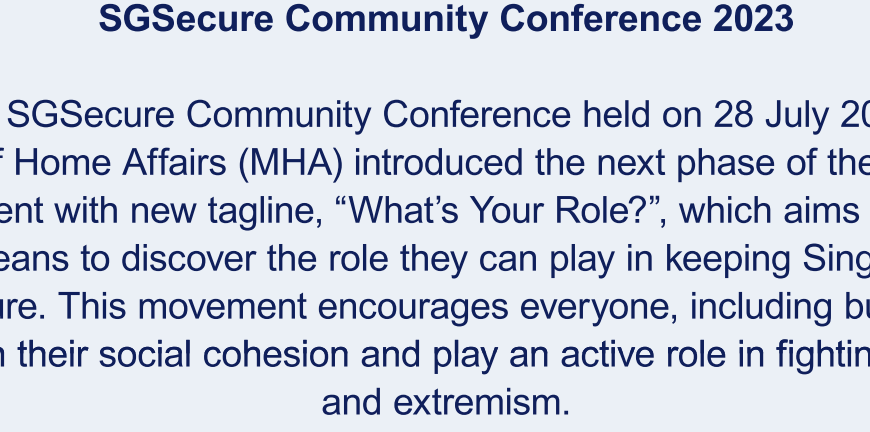
These are certainly rewarding experiences for any employee if their contributions are supported in organisations that promote inclusivity and fairness.

Q: Lastly, we also wanted to find out what's your role in the fight against terrorism! Please take a short quiz at sgsecure.gov.sg/whatsyourrole and let us know what's your role!

A: I have the characteristics of a "Uniter" that can help bring everyone together. These characteristics will enable me to know the people around me better and provide help when needed. It also enables me to learn from their culture, race, and religious practices so that I can be understanding and respectful to them regardless of our differences.

We can see that Andrew's role is aligned with his contributions at Kincentric! To find out what role you can play in keeping Singapore secure, take [this quiz](#) to find out!

Events



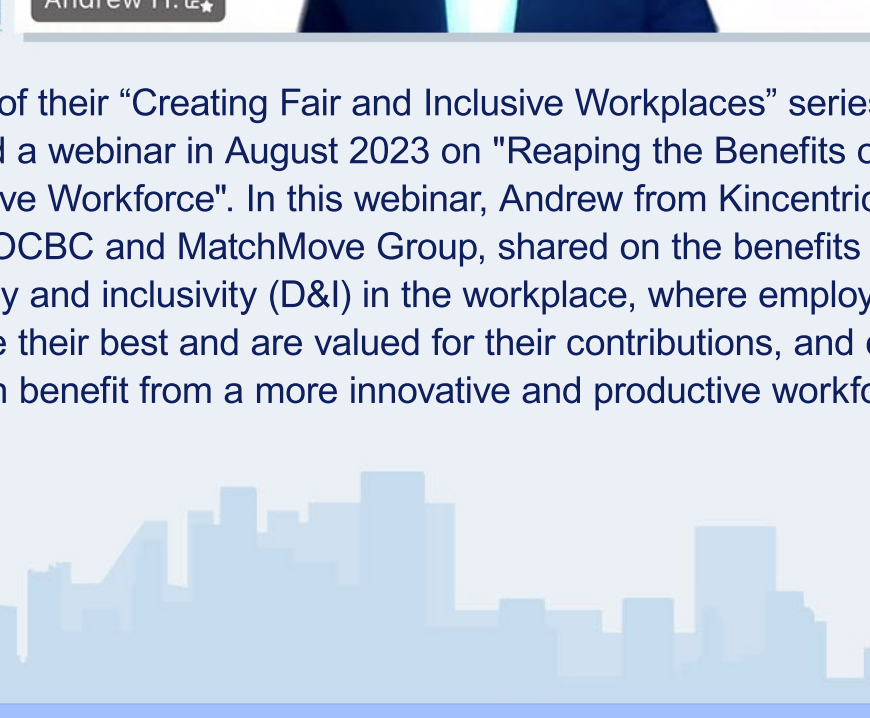
SGSecure Community Conference 2023

At the SGSecure Community Conference held on 28 July 2023, the Ministry of Home Affairs (MHA) introduced the next phase of the SGSecure movement with new tagline, "What's Your Role?", which aims to inspire Singaporeans to discover the role they can play in keeping Singapore safe and secure. This movement encourages everyone, including businesses, to deepen their social cohesion and play an active role in fighting terrorism and extremism.



The SGSecure@Workplaces team also held a breakout session during the launching event to present our upcoming launch with business leaders. The business leaders then shared on the roles they can play to keep their workplaces secure, and what support they need to further encourage ground-up initiatives within their respective sectors.

Webinar on "Reaping the Benefits of a Diverse and Inclusive Workforce" organised by TAFEP



As part of their "Creating Fair and Inclusive Workplaces" series, TAFEP conducted a webinar in August 2023 on "Reaping the Benefits of a Diverse and Inclusive Workforce". In this webinar, Andrew from Kincentric Singapore, as well as OCBC and MatchMove Group, shared on the benefits of cultivating diversity and inclusivity (D&I) in the workplace, where employees can contribute their best and are valued for their contributions, and companies can benefit from a more innovative and productive workforce.

Anyone with information on terrorism-related activities, or knows or suspects that a person is radicalised, should promptly contact the ISD Counter-Terrorism hotline at **1800-2626-473** (1800-2626-ISD).

If you want to learn more about SGSecure or sign up as an SGSecure Responder, you may visit this [link](#) for more information.

Additionally, you may also register an SGSecure representative for your workplace [here](#), and learn more on SGSecure [here](#).

Do let us know if you have any feedback by emailing

sgsecure_workplaces@mom.gov.sg

✓ PREPARE YOUR WORKFORCE ✓ PROTECT YOUR WORKPLACE ✓ PARTNER YOUR COMMUNITY

- SGSecure@Workplaces Bulletin -

STAY ALERT, STAY UNITED AND STAY STRONG
BE PART OF THE SGSECURE MOVEMENT

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