Switching from Defense to Offense: Preparing for 2024 and Beyond

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National Association of Secretaries of State
Annual Conference
Instead of Reacting, We are Preparing
Protecting elections requires lots of cyber tools, but it also requires a lot of non-cyber security tools.

Building the Lifeboat Requires:
Developing Trust
Providing Resources & Training
Expanding Capacities
Planning for the Future
1. Developing Trust

The most terrifying words in the English language are: I'm from the government and I'm here to help.
Assembled the Right Team – Experienced & Service Focus

- Secretary visited all counties with Senior Leadership to Listen
- Revised Procedures Manual in consultation with counties to be a step-by-step guide for conducting elections
- Constant two-way communications
- Focus on helping, not regulating

Result: Trust & Communications
Facilitated Communications

- Monthly Recorder/Elections Calls
- Monthly Election Security Tech Talks
- Regular Communications staff calls
- Bi-Weekly Newsletter
- Staff lists with emails & cellphones
2. Providing Resources & Training

People don't care how much you know until they know how much you care.

Theodore Roosevelt
American Statesman and Conservationist
Conduct Needs Assessments

• Conduct Needs Assessment –
  • CISA, AZ DHS, National Guard Assessments
  • Counties get the results – share if they want

• Sometimes they didn’t know what they need – be ready with suggestions (when asked).

• Ask multiple times, circle back, use peer pressure

• Tiger Teams – group of experts could come in with solutions and resources
Cyber Security Resources

• Anti-Phishing / Security Awareness Training (SAT)
• Advanced Endpoint Protection (AEP)
• Converged Endpoint Management (XEM)
• Multi-Factor Authentication (MFA)
• Web Application Firewall (WAF)

• All Counties are also now using .gov domains
Other Resources

- HAVA/ ARPA Sub-grants for:
  - Physical Security Enhancements
  - Cyber Training
  - Delete.me
  - Broadband for rural areas, particularly Tribal lands
Helped Prepare

- **Continue to Provide Other Trainings** –
  - Revamped Election Officer Training – For new staff as well as Recertification training for all staff including:
    - Contingency Planning,
    - Crisis Communications
    - De-escalation & Resiliency Training
  - Voter Registration System Training
  - Signature Verification Training
  - Ballot Management & Chain of Custody
3. Expanding Capacities

- Placed 15 student Fellows in county election administration offices
- Program time frame: July 1 – November 30
- $15,000 stipend plus course credit
- Housing provided as necessary
- Funded by an ARPA grant from the Governor's Office
Next Steps (4. Planning for the Future)

EVALUATION

- Partnership with Bipartisan Policy Center and USC Schwarzenegger Institute for State and Global Policy
  - Experience of Fellows – does this impact their interest in becoming an election official?
  - Effectiveness of recruitment strategies
  - Rural versus urban recruitment/placement
  - Did this meet election officials’ needs? Suggestions for changes to help them utilize Fellows effectively
INSTITUTIONALIZATION

- Encouraging a university to create an emphasis in Election Administration in their Public Administration program
  - Need to provide election administrators the public administration skills and best practices needed to effectively do their work
  - Have Fellowship be part of that program as "on the job" experience opportunity
Questions?

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