

**CYBERSECURITY PLANNING COMMITTEE  
FRIDAY, July 21, 2023, 3:00 PM**

**1. WELCOME AND CALL TO ORDER**

Ms. Narvaiz called the meeting to order at 3:02 p.m. and welcomed everyone to the meeting.

**2. ROLL CALL**

**MEMBERS PRESENT**

Peter Mantos, Chair  
Mr. Raja Sambandam  
Mr. Carlos Lobato  
Mr. William (Tim) Presley  
Brigadier General Miguel Aguilar  
Mr. Robert L. Benavidez  
Mr. Michael W. Good

Cassandra Hayne  
Dr. Lorie Liebrock  
Mr. Bradley K. Purdy  
Mr. Bill A. York  
Ms. Tracy Lopez  
Mr. Nathan C. Brown

**MEMBERS ABSENT**

Dr. Srinivas Mukkamala  
Senator Michael Padilla

**OTHERS PRESENT**

Renee Narvaiz  
Rick Comeau - Deloitte  
Chris Perkins, Anthony Ballo, Jeff Roth, Joshua Yadao, William Campos (Deloitte), Dan Garcia, Pam Nicolary (Information Security Mgr. for CNM)

**3. APPROVAL OF AGENDA**

**MOTION** A motion was made by Mr. Lobato and seconded by Mr. Sambandam to approve the agenda as presented.

There being no opposition, the motion passed.

**4. APPROVAL OF MEETING MINUTES**

**MOTION** A motion was made by Mr. Sambandam and seconded by Mr. Lobato to approve the minutes of the June 16, 2023 meeting as presented.

There being no opposition the motion passed.

**5. Subcommittee Reports -**

**a. Plan Subcommittee – Carlos Lobato**

Subcommittee met this morning and were presented with a draft presentation from Deloitte on the outcome of the Capabilities Assessment Survey. Continuing

to make progress on development of the Cybersecurity Plan set up for the state. Other members of the subcommittee provided feedback on the content provided. Subcommittee will be meeting again this coming Monday at 8:00 a.m. with the main agenda item being examination of the timeline and prioritization of items to be completed.

Mantos – Thanked Mr. Lobato for his report.

**b. Engagement Subcommittee – Robert L. Benavidez**

Last meeting on Friday, July 14<sup>th</sup>, which was tentative deadline for receiving input on the first cycle of the plan. A few responses received since then, now with a total of 63 responses to the Capabilities Assessment, of which 62 are unique organizations, so one duplicate, which is just a little less than a 60% response rate from the original survey, which is pretty good and they are happy with this. Most stakeholder groups, verticals expected, were above 50%, with the exception of higher education which was approximately 33%. Generally good response, the kind of response needed. Deloitte doing fantastic job with analysis of the data.

Mantos – Thanked Mr. Benavidez for his report.

**6. CISA and FEMA Update – Raja Sambandam**

Mantos – Update given at last meeting by Mr. Sambandam and Ms. Gutierrez, but no quorum was established at that meeting. Ms. Gutierrez not able to attend today, but Mr. Sambandam will give a mini-update for those not at the previous meeting.

Sambandam – Met with CISA and FEMA approximately four weeks ago. Meeting very productive, lots of ideas exchanged. Comparison of how New Mexico is doing with respect to other states. Suggestions made based on review of the Executive Order and other items discussed. Recommendation made that DoIT reconsider taking on the role and responsibility of being the SAA for this project. Agreed with this advice, so the New Mexico State Department of Homeland Security & Emergency Management will remain the SAA for this initiative to minimize additional cycles needed, as they are the experts in this process. Had follow up conversations with NM-HSEM and they are in agreement and are currently working to get additional resources.

Discussed obtaining local consent on services to be provided based on the outcome of the Cybersecurity Plan. Given that NM-HSEM has gone through these types of processes for other aspects they know whom to contact, so they have agreed to this as well.

Mantos – Thanked Secretary Sambandam for this report.

**7. Document OMA Resolution and Rolling Quorum Practices**

Mantos – Almost a moot point. The deliverable, as pointed out by Plan Subcommittee Chair Lobato, is almost ready, and once this is delivered this Committee will disband as Secretary Sambandam pulls up the Office of Cybersecurity and establishes the new Advisory Committee. No resolution to vote on today, however, because there were some questions and many members here will be participating on the new Advisory Committee, Chair Mantos reviewed the Open Meetings Act, the reasons for this, and the specifics related to a Rolling Quorum.

Opened for questions. There were none.

**8. Workforce Development**

Mantos – Question of workforce development has come up in many areas, including cybersecurity in general. In his new role as Special IT Projects Advisor to the Governor he is working on a Cloud vehicle to enable agencies to procure Cloud services that are in compliance with state interests. Discovered that federal government has a vehicle called CloudSmart, and one of the top five principles in that is workforce, making sure to have the appropriate workforce available. Workforce was also a major topic of discussion at recent cybersecurity forum for chief information security officers within state government, hosted by Mr. Sambandam. IT workforce development is critical. Broadband has addressed this and is discussing establishment of programs to develop skills specific to broadband development, as simple as training people how to splice fiber, where to teach this, how to qualify this and where to hire people for this. Community colleges, specifically CNM, are getting involved. Need for apprenticeship programs, which CNM offers. Need to get down into the K-12 schools and communicate that these types of careers exist and are needed, make information available regarding steps to pursue these careers that may fall outside traditional degree programs. Very important issue. Discussion today specific to development of skills related to cybersecurity, but would like to see discussion related to IT in general in New Mexico.

Liebrock – Previous discussion about REC-1. Will be restarting that effort, which will take training and certification testing down to the high school level. Working on a proposal through the state for Google Kids Initiative to provide outreach in the form of hands-on training events across the state utilizing programs that have existed for a couple of years, but on a smaller scale, trying to scale this up with Google Initiative funding, to make kids aware of cyber hygiene as well as the career path opportunities related to cybersecurity but not just core computer science/network security: this is one part, but there is so much more to it. Applauds consideration that workforce development is a central piece of this and pursuing statewide collaboration is critical for success of the state. Needs to be distributed where everyone looking for an opportunity can find it, locally if possible or via distance, or with incoming special events.

Mantos – Thanked Dr. Liebrock for her comments. Deep Dive has been good with respect to coding. Recognizing importance is good first step. What to do going forward to fill the workforce pipeline for the future?

Lobato – Totally agrees with previous comments. There is a place in cybersecurity for many professions in addition to cybersecurity, such as communication and education with respect to basic cyber hygiene and safe computing practices. Much more than just programming. Good cybersecurity enables businesses and organizations to remain up and running. In the process of creating a SOC for NMSU system and probably 90% of the staffing for this will be students from various programs.

Mantos – Thanked Mr. Lobato for his comments. Yes, there are many professions involved, such as project managers, those who can run wire, or configure network devices, routers, etc. It takes a community.

Purdy – Community colleges also focusing on re-careering. Example of San Juan College offering non-credit courses for security certifications. One problem in workforce development may be people just don't know where to look for these programs. New Mexico Tech Summit coming up in less than a month. Organization like IAT<sup>2</sup> and Black Hat offer training specifically in cybersecurity before those summits and conferences happen but there is a cost involved. Could funds be provided to things like New Mexico Tech Council for their Summits, to do a week of sessions before, i.e. two or three day courses for people in IT to do a quick dive and get their certification to break through the barriers? This could fill some of the slots the state is looking for with respect to cybersecurity, which he is also looking for within the City of Santa Fe.

Sambandam – Need to re-educate hiring managers and break barriers of preconceived perspectives related to hiring, such as only looking for people with CISSP certification, etc. Hiring managers need to be open and receptive to the existing workforce. There are generational differences they need to understand and consider. Hiring managers should have an awareness of what the newer generation coming into the workforce can bring in without an undergraduate degree, or with only a certification, or perhaps a combination of both. Need to work through the system to make these changes acceptable. Job requirements may be outdated and need to be re-written. Hiring managers need to take steps to make these modifications happen.

Mantos – Great comments. Recognized Pam Nicolary with CNM and asked if she had any comments to add.

Nicolary – Introduced herself as the Information Security Manager at CNM. Noted that she works with Alan Rose, who is their CISO. First time attending this meeting. Has no additional comments.

Mantos – Asked if she was aware of efforts at CNM for helping to fill the cybersecurity workforce pipeline.

Nicolary – No specific information. Noted they do have a program for cybersecurity through the Business and Hospitality Technology Program. Bill Halverson is also recruiting through CNM Ingenuity.

Mantos – Good discussion. Any action items to consider? What concrete steps can be taken in the short time left for this Committee to advance this agenda, to fill that pipeline.

Sambandam – Members could share locations for resources in this regard and he could compile a list and make this available on the DoIT website.

Mantos – Thanked Mr. Sambandam for this. Suggested perhaps Ms. Narvaiz could share her e-mail in the chat and collect these suggestions, noting the time constraints Mr. Sambandam has.

Renee – Agreed, just added her e-mail to the chat.

Mantos – Asked Mr. Campos if there might be resources available from Deloitte regarding how to create or build this workforce pipeline.

Campos – No firsthand knowledge of these types of resources but can definitely take this up as an action item.

Purdy – Suggested DoIT contact New Mexico Tech Council to inquire how much it would cost to fund a 3-day session and hire someone out of CNM Ingenuity to host a session. Would not have to pay for all of it but treat it as subsidized and list it to help some existing IT people from different state agencies participate in training.

Mantos – Great suggestion; is sure Mr. Sambandam will follow up on this. In the past DoIT and New Mexico Tech interactions have not been as supportive as the agency would like. DoIT was asked to co-host the upcoming forum, along with the City of Albuquerque, and was willing to do so, but was unable to get the funds to do this. This suggestion might be more defensible in light of the creation of the new Office of Cybersecurity which involves the whole state. People needed people and it would be in the State's best interest to fund this and make this happen. Asked Mr. Sambandam if he was speaking out of turn to state this is something to pursue.

Sambandam – Will be more than happy to pursue this. Asked Ms. Narvaiz to confirm if there was some sponsorship made available for the New Mexico Tech Council. If this is another item to be pursued in parallel he is fairly sure there will be a lot of interest, not only from the state but other political subdivisions, so

there needs to be an understanding of what this would look like. Cybersecurity mandate is forthcoming.

**9. Agenda Topics Seed List for future meetings**

Mantos – Keep it light. Only four meetings of this Committee remaining.

Would like to see path left to complete from Deloitte, the Plan Subcommittee and the Engagement Subcommittee, before this Committee disbands, to make sure things are checked off.

Liebrock – One thing discussed in this morning’s meeting would be laying out the schedule for the rest of the final review of the Plan and the survey that has been completed. Next week the Subcommittee plans to lay out what the schedule will look like for the Subcommittee review first, then the full Committee review followed by an Action Item of approving that plan, based on how long it is taking and how much time people should have to do proper reviews and doing that correctly this time. Suggested that the timeline laid out by the Subcommittee next week be presented to the full Committee at the next meeting to make sure nothing has been overlooked.

Mantos – Excellent. Any other topics? Suggestion in the chat from Chris Perkins; inventory of classes offered in the state, the students in those pathways and the baseline to measure that might also be used to identify gaps, etc.

**10. Public Comment**

Perkins – Introduced himself. Former CNM student and cybersecurity practitioner for the past 18 years, knows many on the call today. Shared information about a grassroots community of communities created by himself, Pam Nicolary and others, called ChileSec, which has a LinkedIn group and a Slack space of over 55 people, with the goal to create a fabric between communities and interest groups in New Mexico and beyond, and to also put together sentiment and communication pathways so this Board and the community have a nice channel of communication. Would like to send three PDFs to Renee after the meeting which describe the mission of ChileSec, its charter and the bios and backgrounds of those involved. Just wanted to put this on the record and invited all to joint this space. They have been active in posting new jobs, resources such as the one shared previously in this meeting. Will share with and reach out to Dr. Liebrock as well. Would like to solidify the communication pathways to get information to the right people.

Mantos – That would be great. Yes, please send these links to Renee and he requested that they be included in the minutes of today’s meeting.

Liebrock - Thanked Chris. Commented she did not believe he was at the Space Cybersecurity meeting but one of his team members was and the group for Space Cybersecurity had already agreed to use ChileSec as their coming

together space to leverage the resources already collected there. Thanked Chris for starting this so there is a place for people to get together for these discussions which had already been established and rather than creating a new group they have joined ChileSec. This is much appreciated. Subgroups have been formed, such as the Space and Cybersecurity Compliment being done with AFRL, but having the broader audience coming together is very valuable.

Mantos – Any other comments?

## 11. **Adjournment**

Chair Mantos called for a motion to adjourn.

**MOTION** A motion was made by Mr. Lobato, seconded by Dr. Liebrock to adjourn the meeting.

There being no objection the motion passed.

Chair Mantos thanked everyone for their continued efforts to move this important topic forward, putting thought and energy into it. This is very much appreciated.

There being no further business before the Committee the meeting adjourned at 3:49 p.m.

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Peter Mantos, Committee Chair