

The Real Security Workforce Canvas

Identify, support, and resource the people who generate genuine security through prevention and care — and make their work visible.

COMMUNITY / ORG	DATE	FACILITATOR
_____	_____	_____

1 Map Your Real Security Workforce

Who is actually doing security work? Name specific people and institutions in each category — and mark where the gaps are.

Ecological Stewards <i>maintain the natural systems you depend on</i>	_____
Health Guardians <i>prevent illness, build wellness</i>	_____
Economic Stabilizers <i>ensure dignified livelihoods</i>	_____
Civic Connectors <i>build trust, enable collective action</i>	_____
Cultural Custodians <i>maintain memory, meaning, belonging</i>	_____

2 Assess Resource Allocation

Compare spending on reactive defense (security systems, insurance, emergency response) against prevention infrastructure (health, education, ecological restoration, community building). Is the ratio aligned with actual impact on safety? And the harder question: are your care workers, teachers, and organizers paid living wages — with benefits, development, and career pathways?

3 Build Visibility & Prestige

Recognition that celebrates prevention work: awards, storytelling that makes it visible, leadership pathways that give it voice. Challenge the narrative that equates security with force — center stories of care, hire for relational skill, cultivate stewardship over dominance.

4 Protect & Invest

Shield prevention work from budget cuts and political capture: long-term contracts and endowments, legal protections, multistakeholder governance that distributes power. Invest in what these workers need — training, tools, peer networks and communities of practice.

5 Resource Someone — This Month

One person doing essential security work that goes unrecognized — and the concrete way you will resource or celebrate them this month. One person. One action.

