



Women in CyberSecurity (WiCyS)

Global Nonprofit Organization

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WiCyS Executive Director

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Recruit,
RETAIN
and Advance
women in cybersecurity.



WiCyS is a 501c3 nonprofit organization with global reach dedicated to bringing together women in cybersecurity from academia, research and industry to share knowledge, experience, networking and mentoring.



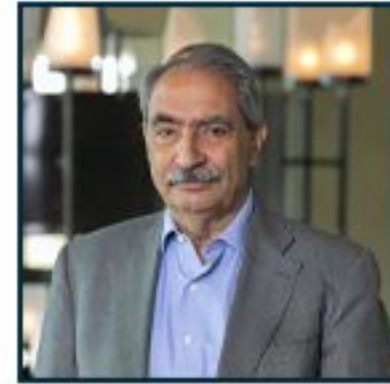
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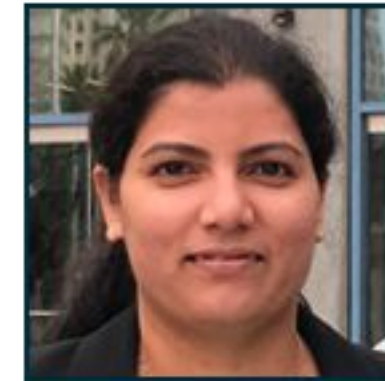
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Technology Manager



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Executive
Assistant

WiCyS Timeline





2014 vs 2024



11%

Women in
Cybersecurity



1
million

**Unfilled
Cybersecurity
Roles**

4.8
million

**Unfilled
Cybersecurity
Roles**

24%

Women in
Cybersecurity

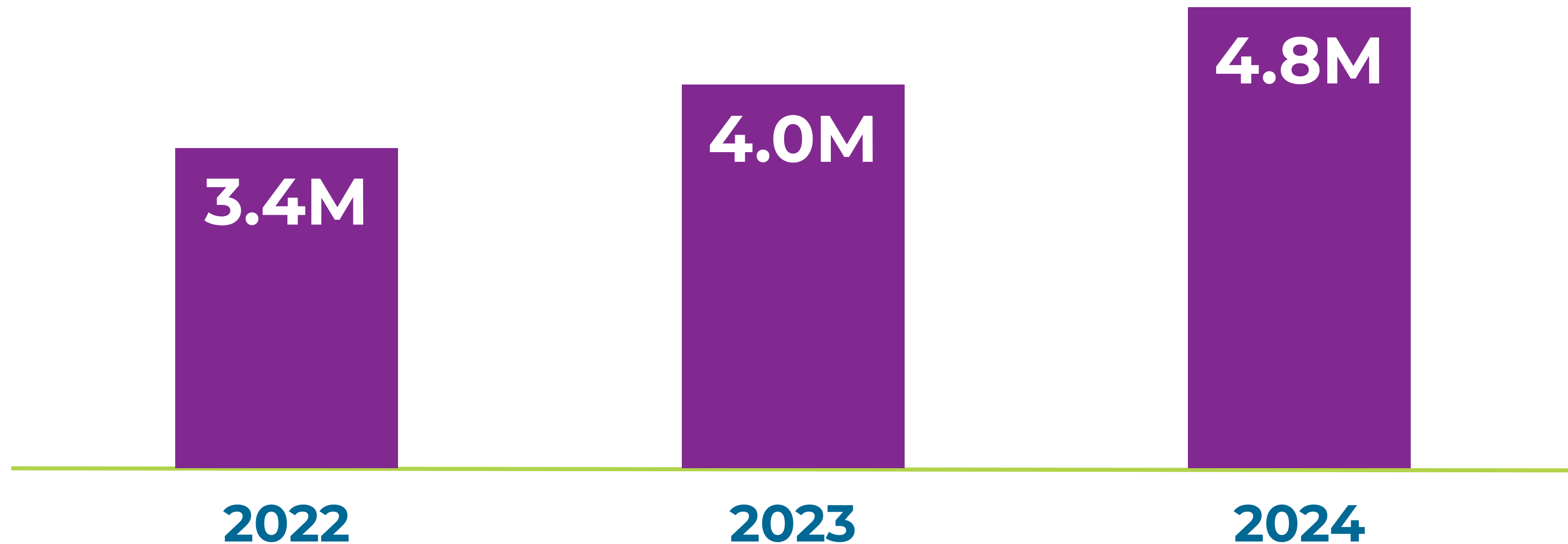


*ISC2 2024 CyberSecurity Workforce Study



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Women in Cybersecurity

The global cybersecurity workforce gap continues to increase



*ISC2 2024 CyberSecurity Workforce Study



At the WiCyS Conference, we demonstrate **DIVERSITY** not by pointing out the problem, but by **SHOWCASING** a spectrum of of talent from a diverse group of professionals.

-Dr. Ambareen Siraj
WiCyS Founder



How it started



2014

How it's going



2024



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Women in Cybersecurity

#WiCyS2024: By the Numbers

1950+ Conference Registrants

115 Sponsors

66 Unique Sessions

1,050 Scholarships

150+ Presenters/Speakers

192 Military

500+ Volunteers

59 Affiliates Represented

180+ Recruiters

133 Student Chap. Represented

#WiCyS2024: By the Numbers

78 Unique Sessions

60 CPE/CEU Hours

28 Research Posters

19 Workshops

16 Technical Presentations

16 Lightning Talks

15 Featured Speakers

14 Meetups/Information Sessions

7 Socials

5 Birds of a Feather

5 Panels

5 Keynotes

3 Special Invite Meals

1 Allyship Symposium

1 CTF

THANK YOU TO OUR 2024 Conference Sponsors

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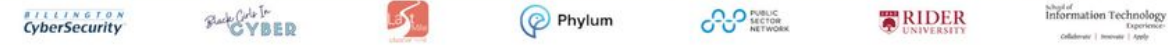
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10th Anniversary Sponsors - 2014 & 2024



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WiCyS Mission:

Help build a strong gender-diverse cybersecurity workforce by facilitating...

RECRUITMENT

RETENTION

ADVANCEMENT for women in the field



Voice of WiCyS



Community



Recognition



Advocate



Growth



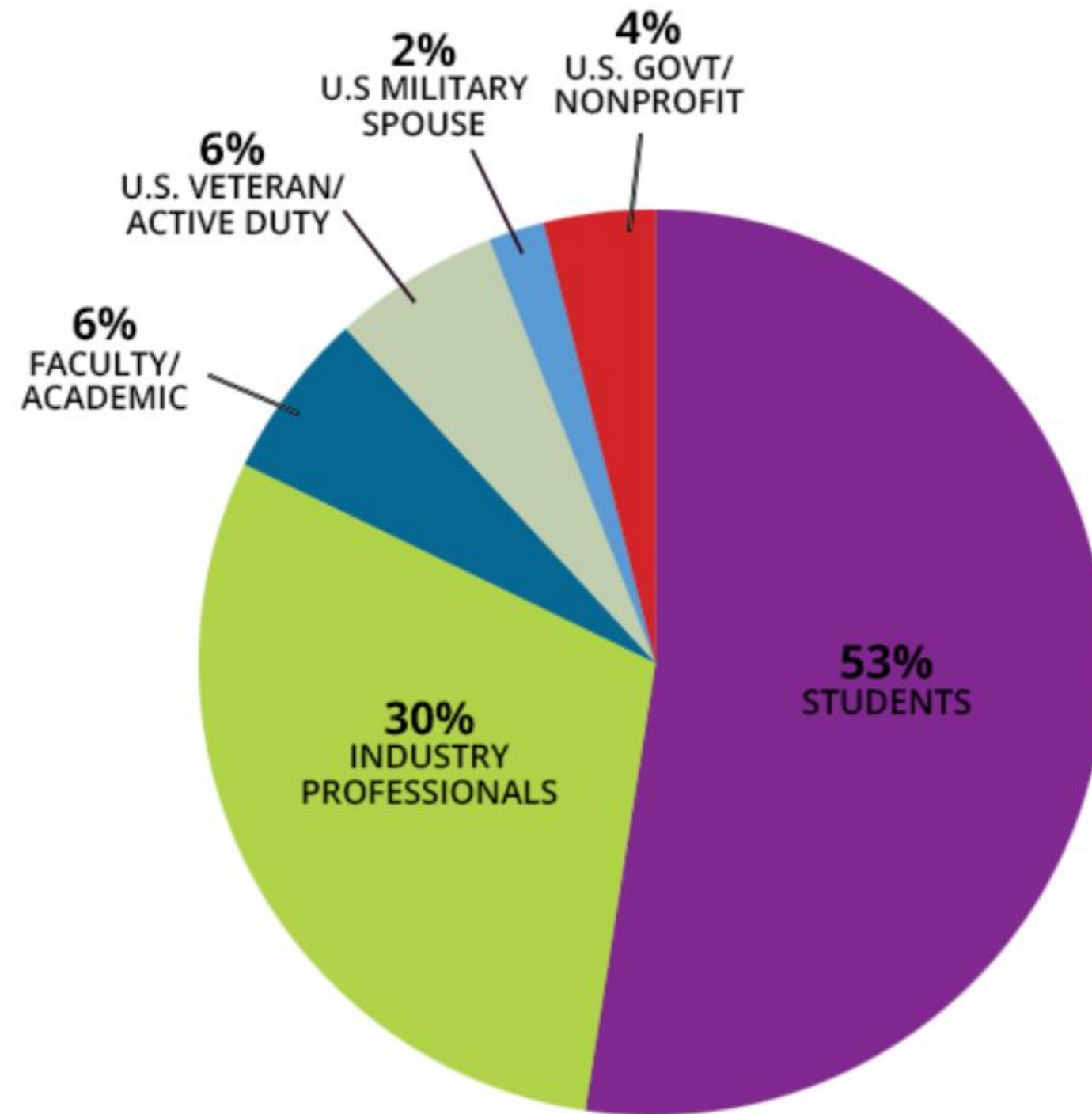
Leadership



Mentorship



WiCyS Members: 10.6K (as of 11.08.24)



WiCyS Membership Map



Albania, Algeria, American Samoa, Argentina, Australia, Austria, Bahamas, Bahrain, Bangladesh, Belgium, Bhutan, Bolivia, Brazil, Bulgaria, Burkina Faso, Cameroon, Canada, Chile, Costa Rica, Czech Republic, Denmark, Dominican Republic, Ecuador, Egypt, eSwatini, Ethiopia, Finland, France, Gambia, Germany, Ghana, Greece, Guadeloupe, Guatemala, Honduras, Hong Kong (China), Hungary, India, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Korea (South), Kyrgyzstan, Liechtenstein, Madagascar, Malawi, Malaysia, Mauritius, Mexico, Moldova, Mongolia, Morocco, Mozambique, Netherlands, New Zealand, Nigeria, Norway, Oman, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Rwanda, Serbia, Sierra Leone, Singapore, Slovak Republic, Slovenia, South Africa, Spain, Sri Lanka, Sweden, Switzerland, Tanzania, Thailand, Trinidad and Tobago, Tunisia, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States, Uruguay, Uzbekistan, Vietnam, Zambia, Zimbabwe

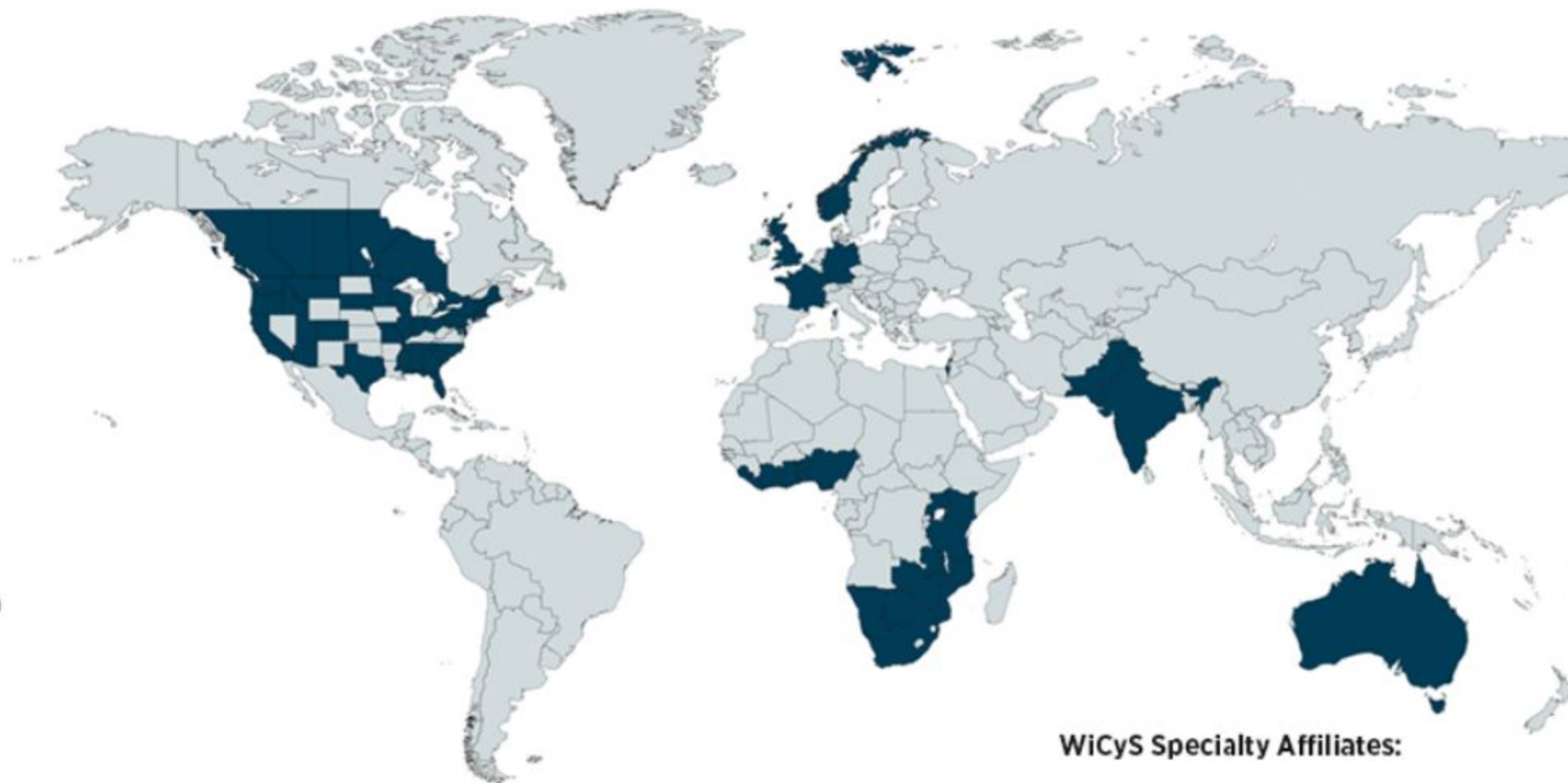


WiCyS Professional Affiliates

71
Professional
Affiliates

United States:

WiCyS Austin
WiCyS Central Alabama
WiCyS Chicago
WiCyS Colorado
WiCyS Dallas Fort Worth
WiCyS Delaware Valley
WiCyS Florida
WiCyS Georgia
WiCyS Houston
WiCyS Idaho
WiCyS Indianapolis
WiCyS Los Angeles
WiCyS Massachusetts
WiCyS Metro NY
WiCyS Mid-Atlantic
WiCyS Minnesota
WiCyS Mississippi
WiCyS Montana
WiCyS NE Ohio
WiCyS North Carolina
WiCyS Northern Alabama
WiCyS Oregon
WiCyS Phoenix AZ
WiCyS Pittsburgh
WiCyS San Antonio
WiCyS San Diego
WiCyS Silicon Valley
WiCyS South Carolina
WiCyS South Dakota
WiCyS St. Louis Metro
WiCyS Tennessee
WiCyS Utah
WiCyS Western Washington
WiCyS Wisconsin



Africa:
WiCyS East Africa
WiCyS Nigeria
WiCyS Southern Africa
WiCyS West Africa

Asia:
WiCyS India
WiCyS Israel
WiCyS Pakistan

Australia:
WiCyS Australia

Canada:
WiCyS Ontario
WiCyS Western Canada

Europe:
WiCyS France
WiCyS Germany
WiCyS Norway
WiCyS UK

WiCyS Corporate Affiliates:

WiCyS Accenture
WiCyS Lockheed Martin
WiCyS MITRE

WiCyS Specialty Affiliates:

WiCyS BISO
WiCyS Cloud Security
WiCyS Colors of Inclusion
WiCyS Critical Infrastructure (CI)
WiCyS Deaf
WiCyS DevSecOps
WiCyS Education and Training

WiCyS Healthcare
WiCyS Latina
WiCyS Military
WiCyS Neurodiversity
WiCyS Pride LGBTQ+
Privacy Law and Policy
WiCyS Trusted AI Affiliate

<https://www.wicys.org/initiatives/affiliate-and-industry/>



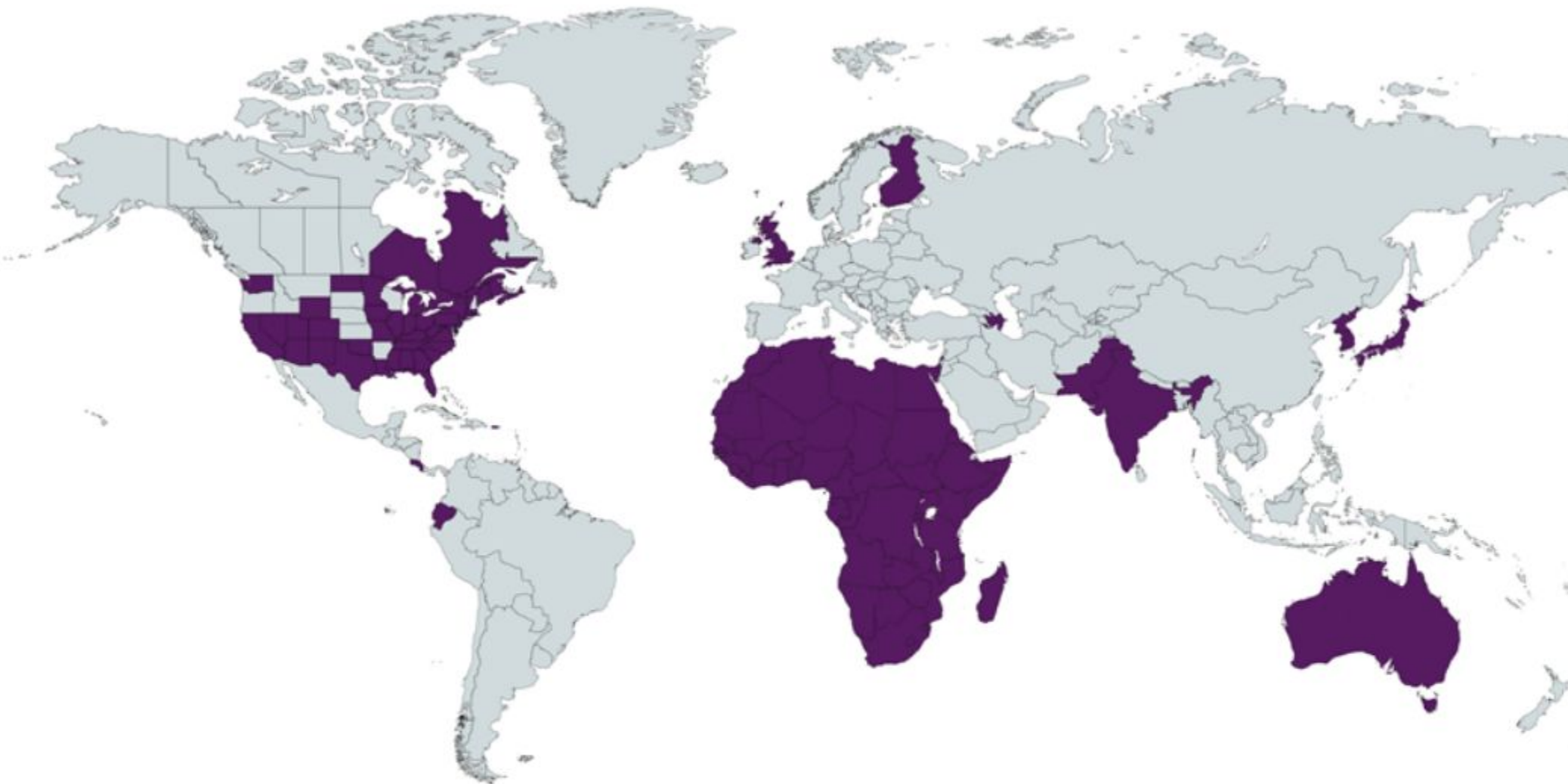
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WiCyS Student Chapters

301
WiCyS
Student
Chapters

United States:

- Alabama
- Arizona
- California
- Colorado
- Connecticut
- Delaware
- Florida
- Georgia
- Illinois
- Indiana
- Iowa
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Nevada



- New Mexico
- New Jersey
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Pennsylvania
- Puerto Rico
- Rhode Island
- South Carolina
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- Washington D.C.
- West Virginia
- Wyoming

19 Countries: Africa, Australia, Azerbaijan, Cameroon, Canada, Costa Rica, Ecuador, Finland, Ghana - West Africa, India, Korea, Nigeria, Pakistan, Rwanda, Scotland, South Korea, Tokyo, U.K., and U.S.



<https://www.wicys.org/initiatives/student-chapters/>



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WICYS INITIATIVES



AMAZON SECURITY x WiCyS

CAPTURE THE FLAG 2024

amazon

NOVEMBER 14TH & 15TH
IN PERSON

Arlington, VA • New York, NY • Seattle, WA



<https://www.wicys.org/benefits/amazon-security-capture-the-flag/>



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BOOK CLUB

BOOKS • COMMUNITY • DISCUSSION

Your Face Belongs to Us: A Secretive Startup's Quest to End Privacy as We Know It

by Kashmir Hill

THURSDAY, DECEMBER 5TH AT 1 PM CT

ZOOM REGISTRATION IS REQUIRED

<https://www.wicys.org/resources/wicys-book-club-corner/>



RECRUIT, RETAIN and ADVANCE
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Incident Response & Review Mini Sprint

SEPTEMBER 23 - OCTOBER 3, 2024

Creating & Implementing a Cybersecurity Program with AI Team Sprint

OCTOBER 11 - OCTOBER 28



<https://www.wicys.org/benefits/clicked/>



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WICYS FALL VIRTUAL CAREER FAIR

Wednesday,
September 25, 2024
11am-4pm CT

<https://www.wicys.org/events/virtual-career-fair-2024/>



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Google Cybersecurity

CERTIFICATE PROGRAM

Program runs June 3 - November 21

<https://www.wicys.org/benefits/google-cybersecurity-certificate-program/>



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<https://www.wicys.org/benefits/isc2-certified-in-cybersecurity-certification/>



Leadership Series

Thursday, November 7 at 1pm CT

Money, Power, and Purpose: Aligning
Your Finances with Your Future

Guest speakers: Barbara Best and Nancy Rizzuto

THE EVENT WILL BE HELD VIA ZOOM. REGISTRATION IS REQUIRED.

<https://www.wicys.org/benefits/leadership-series/>



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Mentor/Mentee Infrastructure
Sponsored by:



WiCyS MENTORSHIP PROGRAM



<https://www.wicys.org/initiatives/mentor/mentor-mentee-program/>



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Women in Cybersecurity



<https://www.wicys.org/resources/nice-workforce-framework-wicys-video-album/>



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WiCyS Tier 1 Partners



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Carnegie Mellon University
Software Engineering Institute



Google

LOCKHEED MARTIN

Microsoft

Optum



SentinelOne

<https://www.wicys.org/benefits/security-training-scholarship/>



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WiCyS Security Training Scholarship Program

Since 2020, the WiCyS Scholarship program impact is as follows:

- **3,000 WiCyS members participants in CTF**
- **360 GIAC Certifications**
- **183 Advanced Training Scholarships Awarded**
- **100% career placement for graduates within 12 months of program completion**
- **Website Views: 121K+**





The WiCyS Security Training Scholarship experience has been unlike anything I have experienced in my life. I have gained an incredible support system, and access to hundreds of resources, and have the honor of taking classes with SANS, the most respected cyber training program in the world. This opportunity has given me a clear path forward to enter the field with confidence knowing that I will not be on this journey alone.

-Lauren Gutterez





SPEAKER

Spotlight Program

Program Runs from June 6, 2024-June 6, 2025

<https://www.wicys.org/benefits/speaker-spotlight-program/>



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301
WiCyS
Student
Chapters

WiCyS Global Student Chapter Initiative


MADE POSSIBLE BY
MICROSOFT PHILANTHROPIES



<https://www.wicys.org/initiatives/wicys-global-student-chapter-initiative-made-possible-by-microsoft-philanthropies/>



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bet the odds || set the odds

CHAOS AT THE CASINO

2024 WiCyS cyber defense [& offense] challenge

Program Runs from July 18, 2024-October 8, 2025



<https://www.wicys.org/benefits/cyber-defense-challenge-made-possible-by-target/>



RECRUIT, RETAIN and **ADVANCE**
Women in Cybersecurity

WICYS 2025 *Conference*



In-Person | April 2-5, 2025

Virtual | April 9-10, 2025



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WiCyS Instagram Feature



#womenincybersecurity

Brought to the WiCyS community by...



<https://www.instagram.com/wicysorg/>



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Women in Cybersecurity

INCLUSIVE LANGUAGE

Language is used every day without truly understanding the whole meaning of the phrases or the origins of our words. In recent years, there has been an increased awareness in the United States to understand better the phrases we use and how they have impacted marginalized communities today. Various industries are introducing *inclusive language* for their cybersecurity teams to transition to and incorporate in their roles.

This *inclusive language* resource is an ongoing document drafted by the WiCyS Racial Equity Committee for others to share with their cybersecurity teams. This collective effort will help shape the industry into one we can all be proud of as we move forward together.

COMMONLY USED:

Master
Slave
Blacklist
Whitelist
White board
Whitebox testing
Blackbox testing
Master Git branch
Scrum Master
Sanity-check
Crazy ex. "crazy outliers in the data"
Master Black Belt (Six Sigma)
(You) guys
Man Hours ex. "how many man hours..."
Man a booth, man a table, manpower
Chairman
Grandfathered
Blackhat hacker
Whitehat hacker
Native feature
Man-in-the-middle
DMZ
Blackhole
Blackout
Application whitelisting
Gray hat
White-hat
Handicapped

CHANGE TO:

Lead, Primary, Original
Follow, Secondary, Replica
Deny list, Blocklist
Allow list, Approved list
Collaboration board, Ideation, Brainstorm
Open Testing
Closed Testing
Main, Production, Release, Live branch
Scrum Lead/Manager
Check for completeness and clarity
Baffling ex. "baffling outliers in the data"
Six Sigma Expert
You all, team, folks
Hours ex. "how many hours..."
Staff a booth, staff a table, workforce
Chair of the board
Exempt, rollover
Unethical hacker
Ethical hacker
Built-in
On-path
Perimeter network
Process vacuum or sinkhole
Power failure or power loss
Application control
Semi-authorized
Authorized or legal or ethical
Impeded

TOGETHER, **WE THRIVE!**

This document provided through contributions of the WiCyS Racial Equity Committee

www.wicys.org



INCLUSIVE MENTORING

Inclusive mentors are necessary to cultivate the space of respect and growth for women in cybersecurity to advance in their careers. Within the WiCyS Mentoring Cohort program, inclusive mentors selflessly commit their time, attention and focus on their mentee's success. WiCyS provides a curriculum that focuses on interpersonal and intrapersonal skills critical to gain influence in the workforce. The cohort and inclusive mentors provide the heart and soul.

SEVEN STEPS FOR INCLUSIVE MENTORING

- Create a safe space
- Don't impose your views
- Listen and facilitate
- Trust before everything else
- Engage everyone
- Be authentic and vulnerable
- CELEBRATE!!!!

- 1 Create a safe space:** Inclusive Mentors enter the space of the cohort with an understanding that everyone is always working and growing personally and professionally (including themselves). They ensure that non-judgment, equity and allyship are exhibited throughout their sessions and lay the foundational groundwork of mutual respect.
- 2 Don't impose your views:** Inclusive Mentors take the time to relate to the mentee and find commonalities in interests and perspectives. They respect their mentees' points of view and celebrate the uniqueness of any differences.
- 3 Listen and facilitate:** Inclusive Mentors are facilitators of the mentor/mentee cohort conversation. They listen, pay attention and take notes while honoring everyone's unique experiences. Through genuine interest and curiosity, inclusive mentors are the conduit to the cohort and help establish long-term sustainable relationships amongst the cohort participants. The goal is not to advise but to facilitate productive conversations.
- 4 Trust before everything else:** Inclusive Mentors bring out the best in their mentees by establishing trust. Trust-building takes time but every step counts along the way. Inclusive mentors use preferred pronouns, pronounce names correctly and identify if someone would like to be addressed otherwise. They devote their time and attention to building trust and never deviating.
- 5 Engage everyone:** Inclusive Mentors pay attention and are equitable to all mentees within the cohort. They listen, allow equal speaking time, and minimize their own speaking time. Inclusive mentors never cut anyone off and encourage others to share their experiences in the conversation.
- 6 Be authentic and vulnerable:** Inclusive Mentors are authentic about their professional growth by sharing the grit and the glory (when appropriate). Inclusive mentors show up with their guard down; they leave judgment at the door and open up to vulnerability themselves. They acknowledge the power of navigating through the sometimes confusing cybersecurity career ecosystem and honor the journey along the way.
- 7 CELEBRATE:** Inclusive Mentors celebrate their mentee's personal and professional wins and recognize accomplishments along the way. They are their mentee's #1 champions and through these celebratory actions, encourage all mentees to champion one another throughout the program and in ongoing friendships.

TOGETHER, **WE THRIVE!**

This document provided through contributions of the WiCyS Racial Equity Committee and WiCyS Mentor/Mentee Committee

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Women in Cybersecurity

HOW TO BE AN ALLY FOR WOMEN IN CYBERSECURITY

Allyship is empathy in action.

As allies, we learn about people's unique experiences, show empathy for them, and take action in support.

The following are essential actions for WiCyS allies to practice at our events, in your workplace, and in your communities.

HOW TO BE AN ALLY IN 5 STEPS

- Learn, unlearn, relearn
- Do no harm
- Advocate for people
- Stand up for what's right
- Lead the change

1 Learn, unlearn, relearn. As allies, we build understanding and show empathy for women in cybersecurity. We pay attention to women's ideas. We seek to learn more about their unique identities and experiences. We also practice humility and recognize where we might have more to learn. We are open to unlearning what we thought we knew and relearning with a new perspective.

2 Do no harm. As allies, we work to ensure we are not harming people through acts of exclusion like biases and microaggressions. We pause and check our assumptions before we speak or act. We avoid centering our own experiences as the norm. We also move past any fears we might have to take action as allies.

3 Advocate for people. As allies, we are mentors, sponsors, and champions for the women around us. We open our networks, lend our power and influence, and give women new opportunities. We counter exclusion by actively showing we trust women, growing their confidence, and amplifying their voices and ideas.

4 Stand up for what's right. As allies, we intervene when we witness biases, microaggressions, or other harm toward a woman. We interrupt interruptions, make space for women in conversations, and pause to acknowledge harmful words and actions. Rather than shaming, we call people in to learn, creating a safe space for everyone to grow.

5 Lead the change. As allies, we model allyship and encourage other people to become allies. We investigate our day-to-day work and take action to become more equitable, inclusive, and accessible. When we notice systemic inequities, we work to change them. We share our learning journey and normalize allyship in the workplace.

WiCyS is taking the lead on building allies in cybersecurity, and we're excited for you to join us.
Thank you for leading the change to transform our WiCyS community and our industry.

TOGETHER, WE THRIVE!

These allyship definitions and actions were created by our partner, Melinda Briana Epler, Founder & CEO of Change Catalyst and author of How to Be an Ally.

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WICYS INCLUSIVE LEADERSHIP

Inclusive leaders pave the way to create inclusive and equitable workplaces for women in cybersecurity.

The WiCyS State of Inclusion study, done in collaboration with Aleria, shows that women feel their leaders and managers are not doing enough to respect their skills and expertise, provide career and growth opportunities, develop access and participation, and recognize their ideas and achievements.

Let's change this together!

The following are 6 inclusive leadership actions you can take to lead the change at our events, in your workplace, and in your communities.

6 INCLUSIVE LEADERSHIP ACTIONS

1. Lead with empathy
2. Create safe team environments
3. Recognize ideas and achievements
4. Provide valuable feedback
5. Support professional development goals
6. Improve systems, processes and cultures

1 Lead with empathy. Use curiosity to understand each woman's unique experiences, show empathy and respect for their experiences, and support them. Build team empathy through informal gatherings, DEI learning sessions and conversations where they genuinely get to know each other and don't talk about work.

2 Create safe team environments. If women don't feel safe or respected by team members, they're less likely to take risks and contribute. Stand up for what's right and intervene when you observe or learn about exclusion. Interrupt interruptions, ensure full inclusion in conversations and build trust between team members.

3 Recognize ideas and achievements. Actively listen to women's ideas and ensure they receive credit. Publicly acknowledge contributions to projects and career accomplishments. Show you trust women's expertise by seeking their advice, contributions and leadership.

4 Provide valuable feedback. Women, especially women of color, tend to receive lower-quality feedback. This limits their ability to develop skills as leaders. Provide career-improving feedback on presentations and projects, as well as one-on-ones and annual reviews.

5 Support professional development goals. Be transparent about the specific actions needed for promotions and raises. Check progress together in one-on-ones and reviews. Provide stretch assignments, speaking roles and leadership opportunities. Be their champion and recommend them for new opportunities.

6 Improve systems, processes and cultures. Pursue opportunities to improve systems, processes and cultures to be more inclusive and equitable for women. Collaborate with diverse women and other leaders to assess and make improvements together.

WiCyS is taking the lead on building allies in cybersecurity, and we're excited for you to join us.
Thank you for leading the change to transform our WiCyS community and our industry.

TOGETHER, WE THRIVE!

The WiCyS State of Inclusion Benchmark is being developed in collaboration with Aleria. The inclusive leadership actions were created in partnership with Melinda Briana Epler, Founder & CEO of Empovia and author of How to Be an Ally.



www.wicys.org



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Women in Cybersecurity

Download and Learn More:

Executive Summary
THE **2023** STATE OF INCLUSION
BENCHMARK IN CYBERSECURITY

<https://www.wicys.org/initiatives/wicys-state-of-inclusion/>



WiCyS/Aleria 2023 State of Inclusion



EXECUTIVE SUMMARY

KEY TAKEAWAYS

- Outstanding Performance:** WiCyS members have demonstrated exceptional performance across several key areas of the NICE Framework, underscoring the importance of WiCyS's training and development programs.
- Strategic Insights:** Analysis revealed remarkable strengths and areas for development, providing WiCyS with actionable data to tailor future programs and initiatives and ensure its members remain at the forefront of cybersecurity excellence.
- Actionable Insights for Cybersecurity Workforce Development:** The study revealed critical areas for targeted development to enhance cybersecurity workforce readiness that empowers WiCyS to tailor programs specifically to meet the diverse needs of its members.
- Leadership Readiness Among WiCyS Members:** The study highlights that WiCyS members are highly skilled and uniquely prepared for leadership roles. Their exceptional performance demonstrates their readiness to lead and influence at high levels, and positions WiCyS members as prime candidates for advancing cybersecurity initiatives and shaping future industry standards.
- Proven Expertise in Critical Cybersecurity Domains:** Excelling in nearly every N2K Functional Area mapped to the NICE Framework, WiCyS members have shown they not only meet, but exceed the standards in key domains. Their scores illustrate a readiness to tackle complex challenges and lead innovations within the cybersecurity field.

OUTPERFORMING IN 17/20 OF THE SPECIALTY AREAS ASSESSED

Areas of Strength:

- Communications & Network Security: 60.6%
- Cyber/IT Leadership & Management: 64%
- Cyber Workforce, Training & Awareness: 62.3%
- Cyber/IT Policy & Governance: 64.3%

OUTPERFORMING IN EVERY NICE CATEGORY:

NICE Category	WiCyS Score	All Others Score
Analyze	68	55
Collect & Operate	64	61
Operate & Maintain	67	65
Investigate	57	54
Oversee & Govern	70	64
Protect & Defend	59	55
Security Provision	58	57

n2k.com/wicys

<https://www.wicys.org/initiatives/the-wicys-cyber-talent>



WiCyS/N2K 2024 Cyber Talent Study



The Growth of the WiCyS Thriving Community

(as of 11.08.24)

- **Student Chapters:** 301
 - **Professional Affiliates:** 71
 - **Webinar Subscribers:** 35.8K+
 - **Newsletter Subscribers:** 33.2K+
 - **Members:** 9.6K+
- **Facebook:** 7K+
 - **Facebook Group:** 14K+
 - **Twitter:** 24.5K+
 - **Instagram:** 11.7K+
 - **LinkedIn:** 100K+



Strategic Partnership



"Strategic partners continue to invest in WiCyS, supporting the most valuable and expensive asset in cybersecurity: **its people.**"

-Lynn Dohm
WiCyS Executive Director



RETENTION



Strategic Partners understand that they might not currently have the representation that they are seeking on their cybersecurity teams. By investing in WiCyS, they are providing community, resources, mentoring, professional development, and more to their existing talent, creating a **more inclusive place for ALL in the workforce to thrive.**

The DATA speaks for itself...



Those that identified as employees of WiCyS Strategic Partners reported:

49% fewer experiences of exclusion

- and -

63.8% higher levels of satisfaction

than employees of non-WiCyS partnering organizations.

**According to the 2024 WiCyS State of Inclusion Benchmark Report*

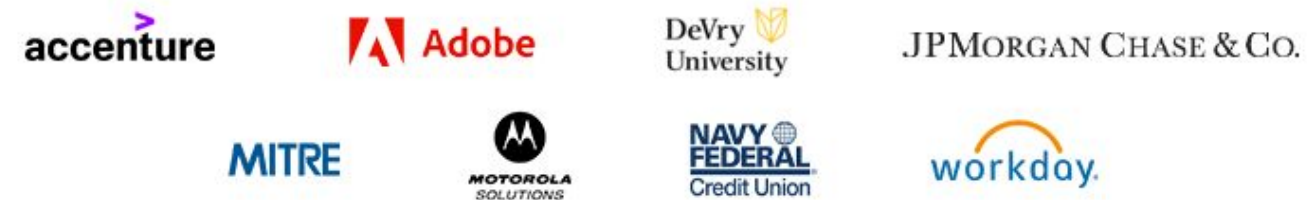
Special Thanks

WICYS STRATEGIC PARTNERS

Tier 1



Tier 2



Tier 3



WICYS FOUNDING PARTNERS



CALENDAR OF EVENTS

Want to get a pulse on what WiCyS global, professional affiliates and student chapters have planned? Check out our events calendar for all the latest WiCyS happenings around the world.

WiCyS 2025 Conference

2024 Virtual Career Fair

[Calendar of Events](#)

Global Webinars

Archive ▾



No matter where you're located,
WiCyS has an event for you!
Check out our Calendar of Events!

UPCOMING EVENTS

VIEW EVENT CALENDAR



<https://www.wicys.org/events/calendar/>



ADVANCING

Women in CyberSecurity

WiCyS is where the recruitment, retention and advancement of women in cybersecurity happens.

JOIN US →

SUPPORT →

Subscribe to the WiCyS Newsletter:

<https://www.wicys.org/subscribe/>



RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity

Let's climb this mountain together...



and as one woman rises, let's give the grace and space for others to rise as well.

Stay Connected!



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[@Women in CyberSecurity - WiCyS](#)



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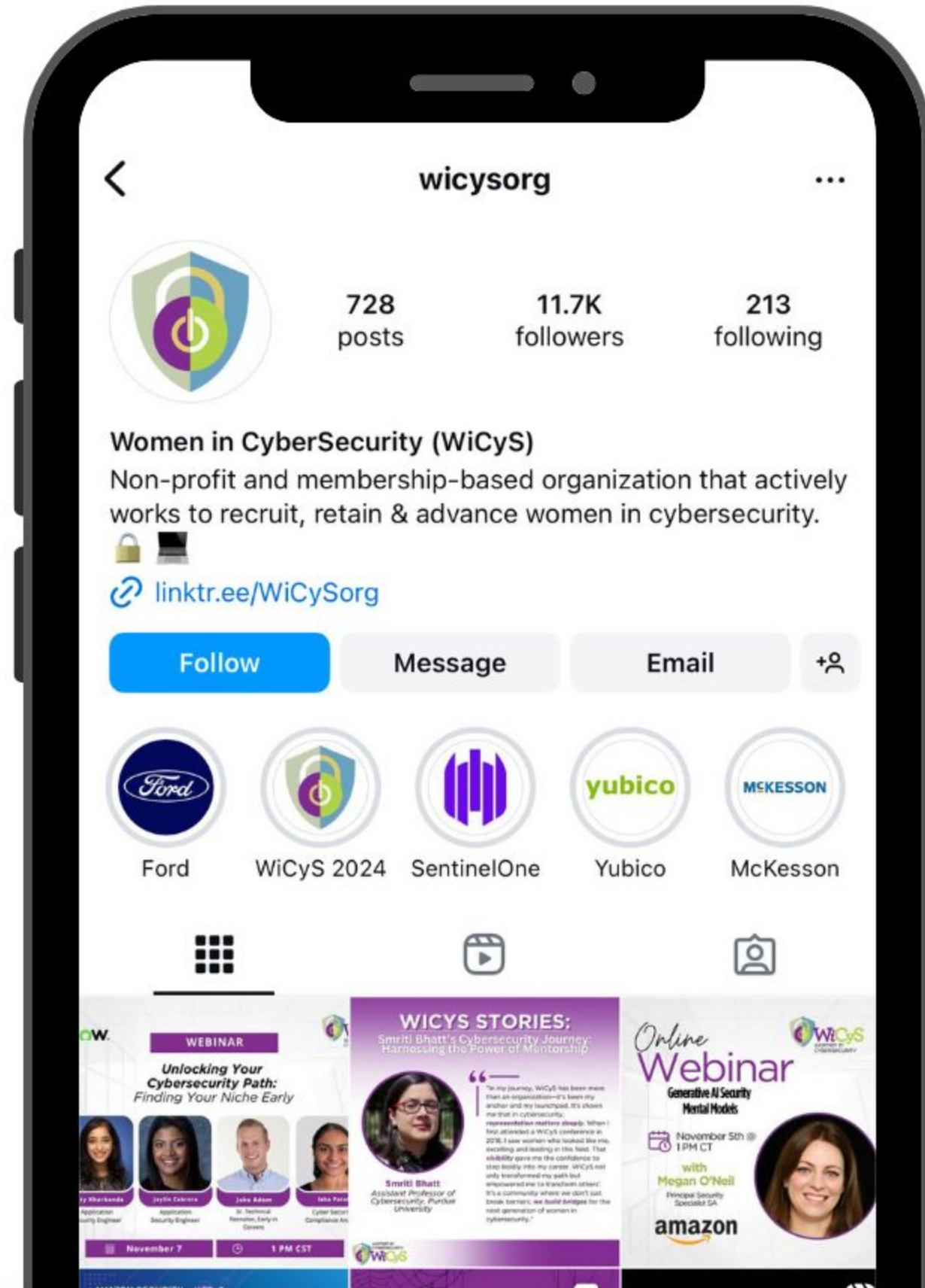
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