Women in CyberSecurity (WiCyS)
Global Nonprofit Organization

www.wicys.org
How to pronounce WiCyS

Sounds like

we•sis

Meaning: We Cyber Sisters
WiCyS is the premier organization with global reach dedicated to bringing together women in cybersecurity from academia, research and industry to share knowledge, experience, networking, and mentoring.
2014 vs. 2022

2014

- Women in cybersecurity: 11%
  *Frost and Sullivan, 2013
- Unfilled Cybersecurity Roles: 1 Million
  *Cybersecurity Ventures

2022

- Women in cybersecurity: 24%
  *(ISC)2, 2019
- Unfilled Cybersecurity Roles: 2.75 Million
  *(ISC)2
GENDER BALANCE CHALLENGES

- Lack of Awareness
- Lack of Visibility of Role Models
- Lack of Pay Parity
- Inadequate Professional Development Opportunities
- Lack of Access to Mentors
- Stereotypical Notions
- Lack of Resources
- Lack of National/Regional/Local Community
- Lack of Social Support
- Inadequate Advancement Opportunities
2014: National Science Foundation (NSF) funded Dr. Ambareen Siraj from Tennessee Tech University for the first-ever Women in CyberSecurity Conference.

2015: With the grant funding, WiCyS was to engage 250 women in 2 years. After the 2015 conference, WiCyS exceeded those expectations by reaching over 900 attendees in 2 years.

2016: Dr. Siraj created the WiCyS organization to engage the WiCyS community in year-round initiatives and sustain the project beyond the NSF grant cycle.

2017: The expansion of the organization continues and WiCyS launched Job Board ++, professional affiliates, student chapters, speakers bureau, veterans assistance program, and more.

2018: WiCyS became a member-based 501(c)(3) nonprofit organization!

2019: Global growth increased with representation in over 70 countries. WiCyS added virtual summits, skill development training programs, military spouse assistance, veterans' apprenticeship program, mentor/mentee program, and more.

2020: #WiCyS2022 hashtag reached 16 Million!

2021: WiCyS continues to SUSTAIN and SCALE through multiple employer collaborations and the vested interested of WiCyS members.
<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conference Registrants</td>
<td>1,500+</td>
</tr>
<tr>
<td>Recruiters</td>
<td>200+</td>
</tr>
<tr>
<td>Scholarships</td>
<td>750</td>
</tr>
<tr>
<td>Travel Stipends</td>
<td>218</td>
</tr>
<tr>
<td>Sponsors</td>
<td>121</td>
</tr>
<tr>
<td>CPE Hours</td>
<td>67</td>
</tr>
<tr>
<td>Research Posters</td>
<td>29</td>
</tr>
<tr>
<td>Awards</td>
<td>17</td>
</tr>
<tr>
<td>Countries Represented</td>
<td>15</td>
</tr>
<tr>
<td>Employer Socials</td>
<td>9</td>
</tr>
<tr>
<td>Information Sessions</td>
<td>8</td>
</tr>
<tr>
<td>Birds of a Feather</td>
<td>5</td>
</tr>
<tr>
<td>Capture-the-Flag (CTF)</td>
<td>1</td>
</tr>
<tr>
<td>Volunteers</td>
<td>350+</td>
</tr>
<tr>
<td>Recruiters</td>
<td>200+</td>
</tr>
<tr>
<td>Military</td>
<td>107</td>
</tr>
<tr>
<td>Faculty Grants</td>
<td>22</td>
</tr>
<tr>
<td>Workshops</td>
<td>23</td>
</tr>
<tr>
<td>Technical Presentations</td>
<td>16</td>
</tr>
<tr>
<td>Lightning Talks</td>
<td>14</td>
</tr>
<tr>
<td>Featured Speakers</td>
<td>8</td>
</tr>
<tr>
<td>Leadership Events</td>
<td>6</td>
</tr>
<tr>
<td>Keynotes</td>
<td>5</td>
</tr>
</tbody>
</table>
THANK YOU TO OUR 2022
CONFERENCE SPONSORS

VIP Sponsors
- Bloomberg
- OPTUM
- Raytheon Technologies

Premium Sponsors
- AWS
- DELL
- Deloitte
- Cisco
- Google
- Microsoft
- SentinelOne

Diamond Sponsors
- abbvie
- AON
- IAIA
- IBM
- Intel
- KeyBank
- Lockheed Martin
- MetroHealth
- PayPal
- Rice University
- Shopify
- Verizon
- Walmart
- Wayfair
- Workday
- Zebra

Platinum Sponsors
- Align
- Amazon
- osirion
- Dell Technologies
- EY
- Georgia Tech Research Institute
- Keyfactor
- Microsoft
- NIST
- ProgressSoft
- SANS
- Security Risk
- Securionix
- Siemens Healthcare
- Southwest

Gold Sponsors
- Aflow
- Arista
- BAE Systems
- Boeing Defense
- C4I Systems
- CME Group
- Conquest
- Cybereason
- Dailion
- Evolve
- Fastly
- F5
- FlairOn
- Information Security Daily
- NICE
- NIST
- Oracle
- PRAETORIAN
- Protiviti
- Splunk
- Trustwave
- Westfield

Silver Sponsors
- Brookhaven National Laboratory
- Capital One
- Center for Cybersecurity Policy
- Cloud Security Alliance
- Cisco
- CISO Fellows
- Cybereason
- Dartmouth College
- ESET
- F5
- Febreze
- FOD
- Fortinet
- FTIR
- Gauss
- Hewlett Packard Enterprise
- Idaho National Laboratory
- Information Security Media Group
- MITRE
- NIST
- NCSL
- Nox Security
- Oracle
- Rapid7
- RSA
- SANS Institute
- Snyk
- Splunk
- Tenable

Aron S. Grossman
Director, Cybersecurity Awareness and Policy Program
“At the WiCyS Conference, we demonstrate DIVERSITY not by pointing out the problem, but by SHOWCASING a spectrum of talent from a diverse group of professionals.”

- Dr. Ambareen Siraj, WiCyS founder
How it started | How it’s going

2014 | 2022
March 16-18, 2023
https://www.wicys.org/events/wicys-2023/
Now impacting over 1.7K women in cybersecurity, the WiCyS community continued to grow rapidly.

**2018**

WiCyS became a member based 501(c)(3) nonprofit organization!

Global growth increased with representation in over 70 countries. WiCyS added virtual summits, skill development training programs, military spouse assistance, veterans’ apprenticeship program, mentor/mentee program, and more.
WiCyS MISSION:
Help build a strong gender-diverse cybersecurity workforce by facilitating...
RECRUITMENT
RETENTION
ADVANCEMENT for women in the field
WiCyS Membership Map

United States, Albania, American Samoa, Argentina, Australia, Austria, Bangladesh, Brazil, Cameroon, Canada, Cayman Islands, China, Colombia, Costa Rica, Denmark, Ecuador, Egypt, Ethiopia, France, Germany, Ghana, Hong Kong, India, Ireland, Israel, Italy, Jamaica, Japan, Kazakhstan, Kenya, Kosovo, Lebanon, Malaysia, Mauritius, Mexico, Nepal, Netherlands, New Zealand, Nigeria, Norway, Pakistan, Peru, Philippines, Poland, Portugal, Puerto Rico, Romania, Rwanda, Serbia, Singapore, South Africa, South Korea, South Sudan, Spain, Sri Lanka, Sudan, Sweden, Switzerland, Taiwan, Trinidad and Tobago, Tunisia, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, Venezuela, Vietnam
WiCyS Members 6.2K

- 51% Students
- 30% Industry Professionals
- 6% Faculty/Academic
- 6% U.S. Veteran
- 5% U.S. Govt/Nonprofit
- 2% Active Duty/U.S. Military Spouse
- 2% Indigenous/Native
- 2% Middle Eastern, North African, or Arab
- 1% Native Hawaiian or Other Pacific Islander
- 11% Other/Prefer Not to Answer
- 11% Hispanic or Latino
- 19% African American/Black
- 40% Caucasian/White
- 22% Asian
WiCyS 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 Los Angeles
WiCyS Metro NY
WiCyS Mid-Atlantic
WiCyS Minnesota
WiCyS Mississippi
WiCyS Montana
WiCyS New England
WiCyS NE Ohio
WiCyS North Carolina
WiCyS Northern Alabama
WiCyS Oregon
WiCyS Phoenix AZ
WiCyS San Antonio
WiCyS San Diego
WiCyS Silicon Valley
WiCyS South Dakota
WiCyS St. Louis Metro
WiCyS Tennessee
WiCyS Utah
WiCyS Western Washington

Africa:
WiCyS East Africa
WiCyS Southern Africa
WiCyS West Africa

Asia:
WiCyS India
WiCyS Pakistan

Australia:
WiCyS Australia

Canada:
WiCyS Ontario
WiCyS Western Canada

Europe:
WiCyS France
WiCyS UK

WiCyS Specialty Affiliates:
WiCyS BISO
WiCyS Cloud Security
WiCyS Colors of Inclusion
WiCyS Critical Infrastructure (CI)
WiCyS Cybersecurity Data Law & Privacy

WiCyS Corporate Affiliates:
WiCyS Lockheed Martin
WiCyS MITRE

WiCyS Military
WiCyS Neurodiversity
WiCyS Pride LGBTIQ+
WiCyS Trusted AI Affiliate

https://www.wicys.org/initiatives/affiliate-and-industry/
214 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 Jersey
New York
North Carolina
North Dakota
Ohio
Oklahoma
Pennsylvania
Puerto Rico
Rhode Island
Tennessee
Texas
Vermont
Virginia
Washington
Washington D.C.
West Virginia
Wyoming

8 Countries: Africa, Canada, Costa Rica, India, Nigeria, Rwanda, Tokyo, U.K., and U.S.

https://www.wicys.org/initiatives/student-chapters/
Tier 1: 881 | Tier 2: 250 | Tier 3: 100
Tier 4 and 5 (advanced certifications and career placement): 60

https://www.wicys.org/benefits/security-training-scholarship/
'20 - '21 WICYS SECURITY TRAINING SCHOLARSHIP

ALL RECIPIENTS EMPLOYED WITHIN ONE YEAR

C. Campbell
SENIOR SYSTEMS ADMINISTRATOR

K. Cotton
INFORMATION TECHNOLOGY FELLOW

A. Singh
APPLICATION SECURITY ENGINEER

L. La
SECURITY ANALYST

H. Deepa
ASSOCIATE ANALYST

S. Ramamurthy
INFORMATION SECURITY INTERN

A. Desperoux
ANALYST

H. Pillay
SENIOR PROGRAMMER ANALYST

L. Gallegos
NETWORK ENGINEER

L. Beattie
SOC II ANALYST

A. Reyes
SECURITY ENGINEER INTERN

C. Morency
CLOUD SECURITY ANALYST

M. Bigger
CLOUD SECURITY ENGINEER

J. Otieno
LEVEL I SOC ANALYST

L. Machado
THREAT INTELLIGENCE INTERN

WiCYS.org
WiCyS Security Training Scholarship

One journey started...
One year invested...
One career elevated...
CYBERSECURITY
WiCyS Security Training Scholarship

In partnership with the SANS Institute, WiCyS is proud to offer the Security Training Scholarship made possible by Google, Bloomberg, and Meta.

1684 Applicants

362 Cyberstart Scholars

55 students selected for advanced training scholarships

100% Students in the advanced pathways have a passing score on GIAC Certification exams

GIAC CERTIFICATIONS

Course pathways include a corresponding GIAC Certification exam for the following areas:
- Hacker Tools, Techniques, Exploits, and Incident Handling
- Cloud Security Essentials
- Network Intrusion Detection and Ethical Hacking
- Web App Penetration Testing and Ethical Hacking
- Windows Forensic Analysis, Cloud Security, and DevSecOps Automation

Students can earn up to 3 GIAC certifications

100% of program graduates are employed within 4 months of completion

Job titles our graduates have gone on to get:
- Network Engineer, SOC Analyst, Senior Programmer Analyst
- Security Analyst, Senior Systems Administrator, Information Security Intern, Cloud Security Engineer, Security Engineer Intern, Associate Analyst, Threat Intelligence Intern

"I can say with absolute confidence that I couldn’t have made the career switch if I hadn’t taken SANS courses. Taking the courses provided me the knowledge necessary to land a job in cybersecurity."

Kamran Saleh, Detection and Response Analyst at Rapid 7

"The SANS Immersion Academy did just as the title states. It immersed me in a new world of technology while simultaneously providing all the support and tools I needed to succeed and excel during this process."

Christine Morency, Cloud Security Analyst at Booz Allen Hamilton and WiCyS Security Training Scholarship Program Graduate

"The SANS Immersion Academy did just as the title states. It immersed me in a new world of technology while simultaneously providing all the support and tools I needed to succeed and excel during this process."

Christine Morency, Cloud Security Analyst at Booz Allen Hamilton and WiCyS Security Training Scholarship Program Graduate

115 Final Recipients of Advanced Certifications

Companies that have hired our graduates:
- Raytheon Technologies
- Deloitte
- Booz Allen Hamilton
- Amazon
- VECTRUS

Learn more at WiCyS.org/benefits/security-training-scholarship

Website Views: 46K+

Applicants: 2.4K+

Final Recipients of Advanced Certifications: 115
Honoring Her Service

Veterans’ Apprenticeship Program

Supporting female veteran members within the WiCyS community as they transition from military to cybersecurity careers.
WICY S VETERAN APPRENTICESHIP PROGRAM
(Completed Training and Enrolled in WiCyS Mentoring)

A. Renix
Army Veteran

A. Stephens
Marine Veteran

H. Williams
Navy Spouse

I. King
Navy Spouse

J. Brooks
Army Veteran

J. Graham
Army Veteran

J. Rivers
Army Veteran

J. Sams
Army Veteran

K. Manzon
Army Veteran

L. Sturgeon
Army Veteran

M. Brown
Army Veteran

M. Conahan
Air National Guard Veteran

M. L. Ludwa
Army Reserve Veteran

M. Rodriguez
Navy Veteran

N. Knight
Army Veteran

R. Pascua
Army Veteran

T. Simpson
Navy Veteran

VETERAN MENTORS

Sarah Luiz
Air Force

Stephanie Harris
Navy

Molly Handy
Navy

Julie Davila
Army

Elizabeth Tatulis
Navy

Kayla Ventresca
Army

Patrice Siravo
Air Force

Rebecca Newman
Air Force

Felicia Jackson
Air Force

Latoyia Overton
Air Force

Employer Partners: SentinelOne, Bloomberg

WICYS.org
WiCyS Mentor/Mentee Program

APPLICATIONS OPEN: FEBRUARY 2023

Mentor/Mentee Infrastructure Sponsored by: Workday

https://www.wicys.org/initiatives/mentorship/
<table>
<thead>
<tr>
<th>Anmol A</th>
<th>Verity B</th>
<th>Carmela G</th>
<th>Meghan J</th>
<th>Alexis M</th>
<th>Hema P</th>
<th>Elena S</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dawn A</td>
<td>Alexia C</td>
<td>Karen G</td>
<td>Shauna J</td>
<td>Barbara M</td>
<td>Jeff P</td>
<td>Elizabeth S</td>
</tr>
<tr>
<td>Grusha A</td>
<td>Ans C</td>
<td>Klaudia G</td>
<td>Surbhi J</td>
<td>Barbra M</td>
<td>Jinal P</td>
<td>Lisa T</td>
</tr>
<tr>
<td>Justin A</td>
<td>Cassandra C</td>
<td>Lisa G</td>
<td>Alicia K</td>
<td>Becky M</td>
<td>Kathy P</td>
<td>Murielle T</td>
</tr>
<tr>
<td>Karina A</td>
<td>Celine C</td>
<td>Mandie G</td>
<td>Deborah K</td>
<td>Camille M</td>
<td>Lauren P</td>
<td>Holly S</td>
</tr>
<tr>
<td>Megha A</td>
<td>Dhana C</td>
<td>Mari G</td>
<td>Khuala K</td>
<td>Faith M</td>
<td>Mike P</td>
<td>Katy V</td>
</tr>
<tr>
<td>Michaela A</td>
<td>Emily C</td>
<td>Nicole G</td>
<td>Meghana K</td>
<td>Laura M</td>
<td>Prutha P</td>
<td>Sai Sujitha V</td>
</tr>
<tr>
<td>Nicole A</td>
<td>Eric C</td>
<td>Silvia G</td>
<td>Nichole K</td>
<td>Lisa M</td>
<td>Quintana P</td>
<td>Corrin W</td>
</tr>
<tr>
<td>Noubra A</td>
<td>Gwenn C</td>
<td>Simon G</td>
<td>Shaheera K</td>
<td>Lisandra M</td>
<td>Ruchira P</td>
<td>Dana W</td>
</tr>
<tr>
<td>Saja A</td>
<td>Jennifer C</td>
<td>Sonal G</td>
<td>Sheetalk</td>
<td>Marti M</td>
<td>Carmen R</td>
<td>Lee S</td>
</tr>
<tr>
<td>Venika A</td>
<td>Jessica C</td>
<td>Vidya G</td>
<td>Shreyas K</td>
<td>Mary M</td>
<td>Cassi R</td>
<td>Lindsey W</td>
</tr>
<tr>
<td>Ankita B</td>
<td>Pamela C</td>
<td>Allison H</td>
<td>Tanvi K</td>
<td>Megan M</td>
<td>Merle R</td>
<td>Liz W</td>
</tr>
<tr>
<td>Christina B</td>
<td>Swathi C</td>
<td>Ann Marie H</td>
<td>Ujwala K</td>
<td>Reema M</td>
<td>Mitali R</td>
<td>Nalini S</td>
</tr>
<tr>
<td>Deletra B</td>
<td>Neera D</td>
<td>Aparna H</td>
<td>Amanda L</td>
<td>Sharon M</td>
<td>Pam R</td>
<td>Swathi W</td>
</tr>
<tr>
<td>Fiona B</td>
<td>Taryn D</td>
<td>Claire H</td>
<td>Angel L</td>
<td>Thavaseliy M</td>
<td>Sneha R</td>
<td>Rose S</td>
</tr>
<tr>
<td>Jalpa B</td>
<td>Carolyn E</td>
<td>Elizabeth</td>
<td>Christina L</td>
<td>Karen N</td>
<td>Veena R</td>
<td>Ryleigh S</td>
</tr>
<tr>
<td>Jeff B</td>
<td>Lisa E</td>
<td>Jen H</td>
<td>Kate L</td>
<td>Kim N</td>
<td>Alina T</td>
<td>Kathleen Y</td>
</tr>
<tr>
<td>Krista B</td>
<td>Rita E</td>
<td>Laura H</td>
<td>Kristin L</td>
<td>Nicola N</td>
<td>Alpana T</td>
<td>Misha Y</td>
</tr>
<tr>
<td>Lisa B</td>
<td>Stacy E</td>
<td>Ahmed I</td>
<td>Michala L</td>
<td>Sushmitha N</td>
<td>Alphlesia T</td>
<td>Geetu</td>
</tr>
<tr>
<td>Mark B</td>
<td>Essencejoy E</td>
<td>Iulia I</td>
<td>Michelle L</td>
<td>Sushritha N</td>
<td>Anita S</td>
<td></td>
</tr>
<tr>
<td>Meg B</td>
<td>Rhonda F</td>
<td>Sanjana I</td>
<td>Ricardo L</td>
<td>Ebere O</td>
<td>Ashwarya S</td>
<td></td>
</tr>
<tr>
<td>Missy B</td>
<td>Saman F</td>
<td>Ashley J</td>
<td>Sophie L</td>
<td>Ebudo O</td>
<td>Ashwini S</td>
<td></td>
</tr>
<tr>
<td>Sarah B</td>
<td>Sharon F</td>
<td>Lara J</td>
<td>Stacey L</td>
<td>Alicia P</td>
<td>Caroline S</td>
<td></td>
</tr>
<tr>
<td>Sydnie B</td>
<td>Agnieszka G</td>
<td>Liz J</td>
<td>Akshata M</td>
<td>Archana P</td>
<td>Cat S</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Elena P</td>
<td>Danielle S</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
WiCyS Internship Program
Applications Open Thru September 19

EMPLOYER PARTNERS

462 applicants | 321 assessments
21 open roles | 92 WiCyS members shortlisted

https://www.wicys.org/initiatives/wicys-student-intern-program/
Enrollment Starting Soon
AWS Security GameDay: September 14, 12pm-4 pm CT

@awscloud  @WiCySorg  @unicorn_rentals

335 Participants
https://www.wicys.org/events/aws-security-gameday/
228 Applicants, 100 Participants
https://www.wicys.org/benefits/fortinet-nse4-certification-summer-camp/
This Is How They Tell Me the World Ends:
The Cyberweapons Arms Race
Nicole Pelroth

SATURDAY, NOVEMBER 19 AT 12 PM CT
ZOOM REGISTRATION IS REQUIRED

Registration:
https://us06web.zoom.us/meeting/register/tZcoduCppjoaH93kIzq06Ktu7C7HZlZ9i2HTc
WiCyS Supports

CYBERSECURITY AWARENESS MONTH

OCTOBER 2022

#SeeYourselfInCyber

https://www.wicys.org/initiatives/cybersecurity-awareness-month/
Funding available throughout the year
Learn more: https://www.wicys.org/initiatives/wicys-global-student-chapter-initiative-made-possible-by-microsoft-philanthropies/
WiCyS Alan Paller Memorial
Cyber Talent Emergency Fund

Emergencies happen. This fund provides financial support for female students pursuing cybersecurity careers who are experiencing urgent, short-term financial barriers to success.

WiCyS Contributions: $110K in support
Funding: 62 grants | $37,138 awarded
As of October 2022:

**MEMBERS:**
Upload your Resume
Update your Profile
Search Job Postings
Get Actively Recruited

**STRATEGIC PARTNERS:**
Set up your Booth
Post your Jobs
Search Resume Database
Engage with Members

Virtual Career Fair: Aug 16, 2023

https://careerfair.wicys.org/
Special Thanks

WICYS STRATEGIC PARTNERS

Tier 1

aws  
Battelle  
Bloomberg  
Carnegie Mellon College of Engineering  
cisco  
Fortinet  
Google  
Intel  
Lockheed Martin  
Meta  
Microsoft  
Optum  
Sandia National Laboratories  
SentinelOne

Tier 2

Abbvie  
Aristocrat  
DELL Technologies  
JPMorgan Chase & Co.  
LinkedIn  
Mckesson  
Navy Federal Credit Union  
nccgroup  
Nike  
Workday

Tier 3

accenture  
American Airlines  
ARCTIC WOLF  
Champlain College Online  
citi  
Cybersecurity Service  
Edward Jones  
Envestnet  
EY  
Federal Reserve Bank of Atlanta  
Flatiron  
HPE  
IBM  
ISC  
InsiTech  
Cybersecurity  
MITRE  
Motorola Solutions  
NVIDIA  
Information Technology  
Oak Ridge National Laboratory  
PayPal  
Recorded Future  
RUSH  
Salesforce  
Schlumberger  
SpearTIP  
Starbucks  
Target  
UC San Diego  
Verizon  
Wayfair

WICYS FOUNDING PARTNERS

CISCO  
FACEBOOK  
paloalto
WiCyS Instagram Takeovers

#womenincybersecurity

Brought to the WiCyS community by...

https://www.instagram.com/wicysorg/
Tier 1: 723 Registrants
Website Views: 3.1K+
News Release Reach: 77M potential audience | 94 total pickup
812 total engagement actions
Tier 1: 723 Registrants
Tier 2: 37 Participants
Tier 3: 18 Invited
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
- Groundskeeper
- Blackhat hacker
- Whitelabel hacker
- Native feature
- Man-in-the-middle
- DMZ
- Blackhole
- Blackout
- Application whitelisting
- Gray hat
- White-hat
- Handicapped

CHANGE TO:
- Lead, Primary, Original
- Fellow, Secondary, Replica
- Don’t list, Blacklist
- 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

https://www.wicys.org/resources/resources/

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

www.wicys.org
The DIVERSITY of Thought
Let’s climb this mountain together...

And as one woman rises, let’s give the grace and space for others to rise as well!
Grow with us.

- 22.8K+ Newsletter Subscribers
- 19.8K+ Webinar Subscribers
- 6.2K+ Members
- 51 Affiliates
- 214 Student Chapters

Social Media:
- Facebook Page: 6K+
- Facebook Group: 9.1K+
- Twitter: 19.7K+
- Instagram: 6.4K+
- LinkedIn: 52K+