

Women in CyberSecurity (WiCyS)
Global Nonprofit Organization

www.wicys.org

🔍 How to pronounce WiCyS

Sounds like

we•sis



Meaning: We Cyber Sisters



6.6K+
members



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*

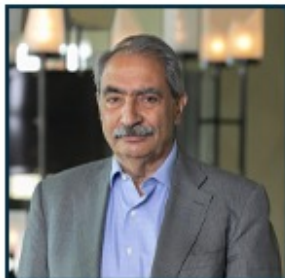
WiCyS Board Members



ALLISON MILLER
UnitedHealth
Group/Optum



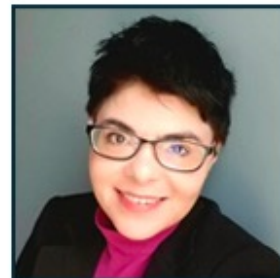
DR. AMBAREEN SIRAJ
Founder



DR. COSTIS TOREGAS
Treasurer



DR. DAWN M. BEYER
Lockheed Martin Space



DIANA KELLEY
SecurityCurve



DR. GREG SHANNON
Idaho National Laboratory
and CyManII



DR. JANELL STRAACH
Chair of The Board



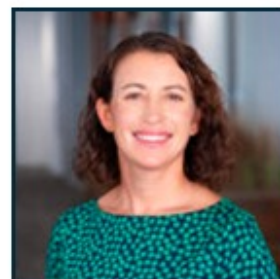
MARIAN MERRITT
NICE and US
Department of Commerce



NOUREEN NJOROGE
Nike, INC.



PRAJAKTA JAGDALE
Palo Alto Networks



SARAH MORALES
Google



VALERIE JANE CHUA
META

2014 vs. 2022

2014

2022

11%

Women in
cybersecurity

*Frost and Sullivan,
2013

1 Million

Unfilled
Cybersecurity
Roles

*Cybersecurity
Ventures

24%

Women in
cybersecurity

*(ISC)2, 2019

2.75 Million

Unfilled
Cybersecurity
Roles

*(ISC)2

GENDER BALANCE CHALLENGES

Lack of Awareness

Stereotypical Notions

Lack of Resources

Lack of Visibility
of Role Models

Lack of National/
Regional/Local
Community

Lack of
Pay Parity

Lack of Access
to Mentors

Lack of
Social Support

Inadequate
Professional
Development
Opportunities

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

Now impacting over 1.7K women in cybersecurity, the WiCyS community continued to grow rapidly.

2017

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

2018

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

2019

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

2020

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.

2021

WiCyS continues to SUSTAIN and SCALE through multiple employer collaborations and the vested interest of WiCyS members.

2022

#WiCyS2022 hashtag reached 16 Million!



2014 | Nashville | 350+



2017 | Tucson | 900+



2015 | Atlanta | 550+



2018 | Chicago | 1,100+



2016 | Dallas | 800+



2019 | Pittsburgh | 1,300+



2021 | Denver | 1,315



2022 | Cleveland | 1,700



#WiCyS2022

1,500+ Conference Registrants **200+** Recruiters

750 Scholarships

350+ Volunteers

218 Travel Stipends

200+ Recruiters

121 Sponsors

107 Military

67 CPE Hours

22 Faculty Grants

29 Research Posters

23 Workshops

17 Awards

16 Technical Presentations

15 Countries Represented

14 Lightning Talks

9 Employer Socials

8 Featured Speakers

8 Information Sessions

6 Leadership Events

5 Birds of a Feather

5 Keynotes

1 Capture-the-Flag (CTF)

#WiCyS2022
hashtag reached
16 MILLION!

THANK YOU TO OUR 2022 CONFERENCE SPONSORS

VIP Sponsors

Bloomberg

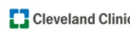


Raytheon
Technologies

Premium Sponsors



Diamond Sponsors



Platinum Sponsors



Gold Sponsors



Silver Sponsors



**“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



2014

How it's going



2022





March 16-18, 2023

<https://www.wicys.org/events/wicys-2023/>



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



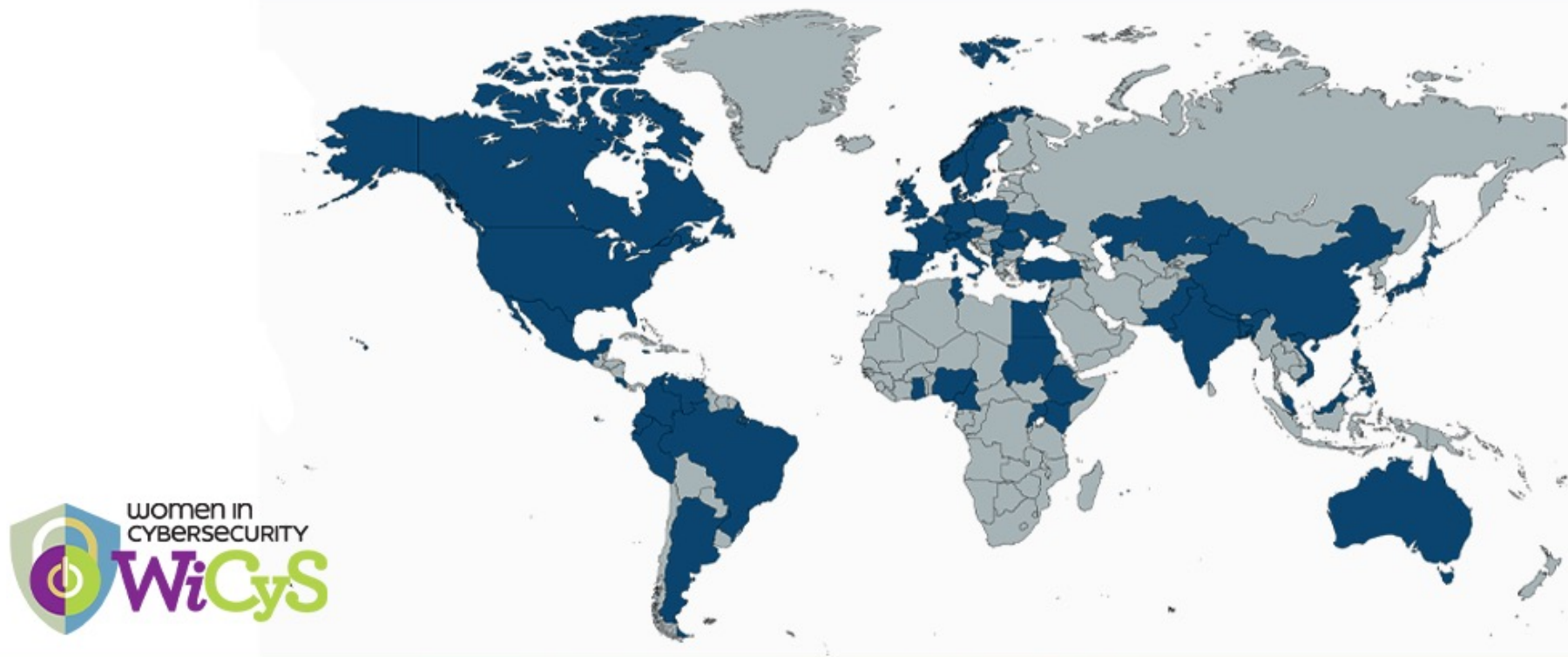
Leadership



Mentorship

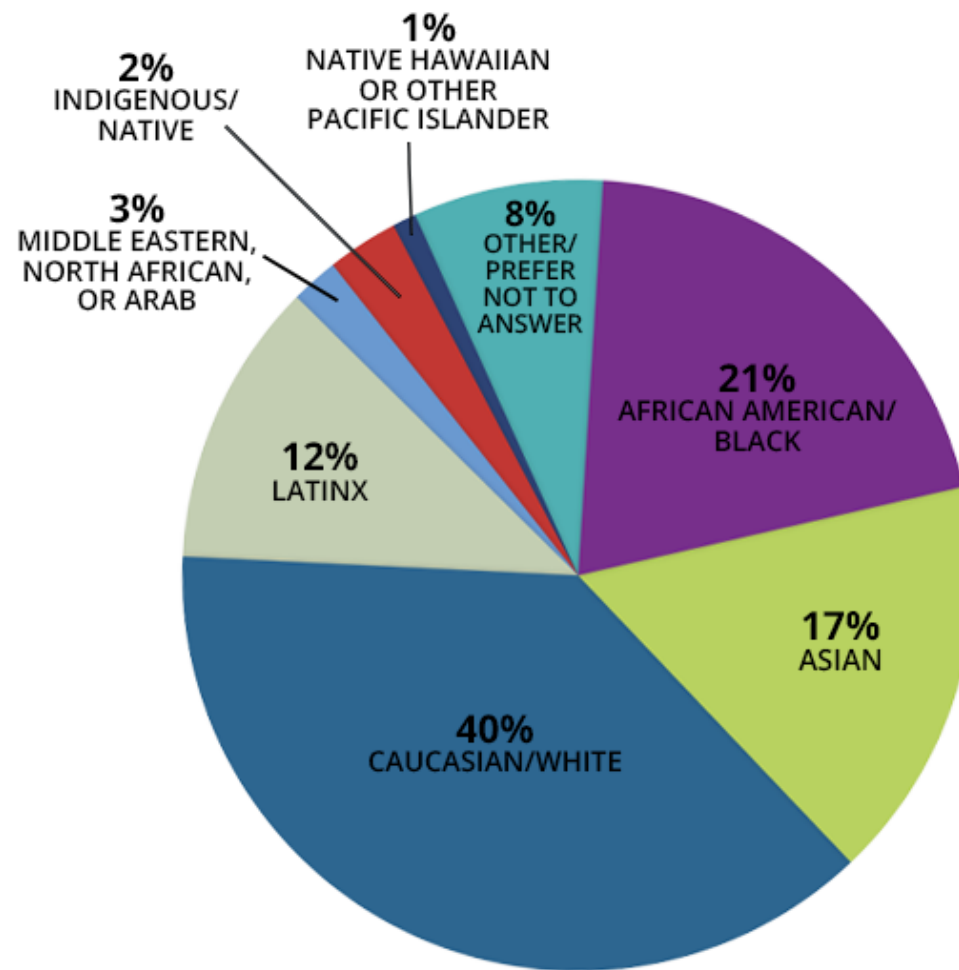
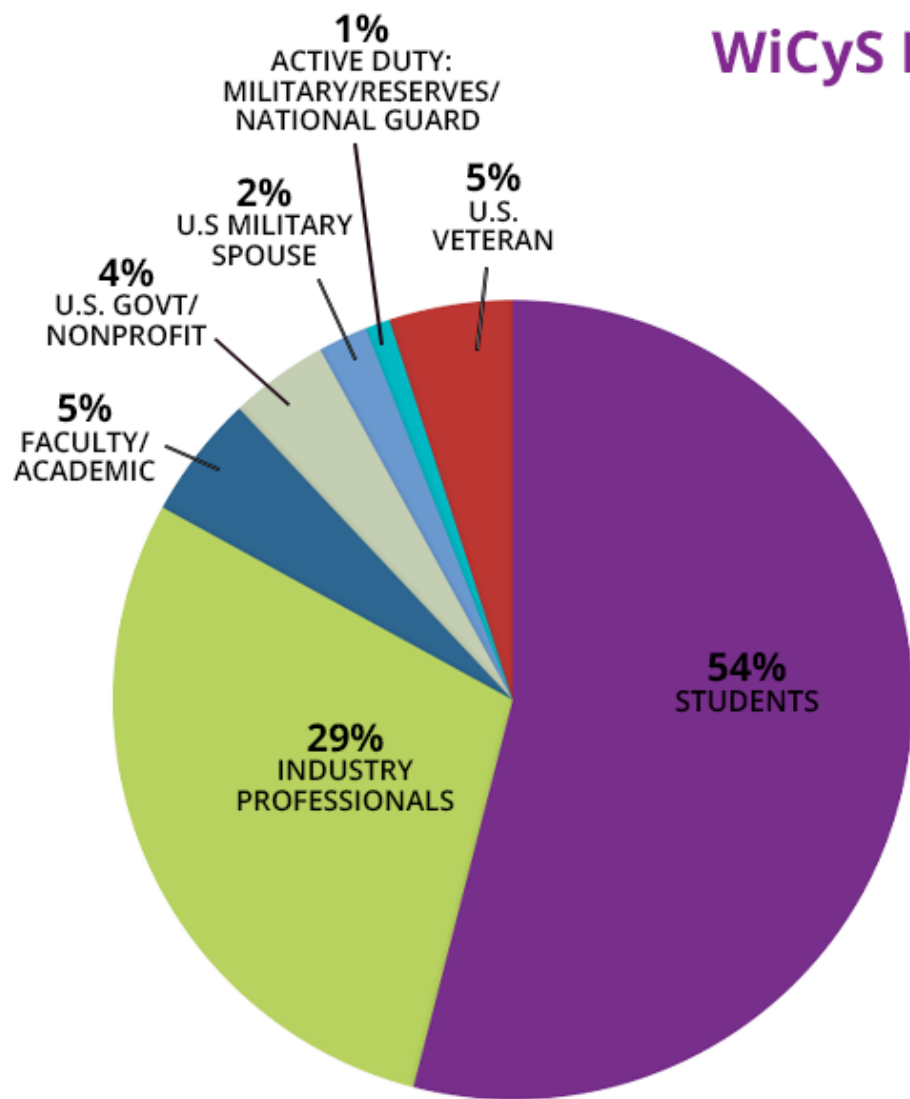


WiCyS Membership Map



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: 6.6K+





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

WiCyS Corporate Affiliates:

WiCyS Lockheed Martin
WiCyS MITRE



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 Norway
WiCyS UK

WiCyS Specialty Affiliates:

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

WiCyS Latina
WiCyS Military
WiCyS Neurodiversity
WiCyS Pride LGBTQ+
WiCyS Trusted AI Affiliate

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

WiCyS Professional Affiliates LEADERSHIP

WiCyS Corporate Affiliates

Lockheed Martin

Jaidie Vargas
Pam Sheary
Sarah Fries
Tambre Paster

Mitre

Susie Heilman
Michaela Adams
Emily Hopkins
Amy Robertson

WiCyS Specialty Affiliates

BISO Affiliate

Alyssa Miller
Barbee Mooneyhan
Janice Reese
Dawn Kristy
Diana Kelley

Cloud Security

Allie DeCastro
Anna Cotter
Val Miller
Margaret Zimmerman
Gili Lev

Critical Infrastructure

Veronica Kazaitis
Rosemary Christian
Courtney Greeley
Tina Kuhn

Cybersecurity Data Law & Privacy

Reema Moussa
Gita Patel
Rebecca Fisher
Kelly McKain
Anahit Behjou

Latina

Candelaria Cid
Takeya Clark
Marcela Gill
Gloria Rodriguez
Penelope Rozhkova

Military

Kristen Cotten
Elizabeth Tatulis
Kelly Jackson
Martha Laughman

Neurodiversity

Nathan Chung
Kassandra Pierre
Stephanie Ihezukwu
Angela Brown
Cat Contillo
Aleise McGowan

Pride LGBTQ+

Amber DeSadier
Samantha Peters
Lisa Love
Jenna Lawrence

Trusted AI

Pamela Gupta

WiCyS Global Affiliates

EUROPE

France

Nanding Sarr
Oumalma Baira
Maria Veronica Auvert
Elizabeth Saint-Cast
Mariama Sarr
Svetlana Pekarskikh
Pauline Sokhna

United Kingdom

Laura Wellstead
Natasha Harley
Zoe Mackenzie
Mollie Chard

Norway

Mona Baerug
Kristine Beitland
Anette Roll Richardson
Trude Talberg-Furulund
Monica Verma

ASIA

India

Sabna Sainudeen
Sushmitha Nayak
Lekshmi Nair
Preeti Bhisikar

Pakistan

Zainab Hameed
Sehrish Mujtaba
Seema Haseeb
Farida Damani
Jannat Ali Kalyar
Khaula Karim

AUSTRALIA

Fiona Byrnes
Anita Siasios
Deyan Pejovic
Amelia Araya
Jane Chow
Cassandra Diamond
Dr. Elena Sitnikova
Kevin Crowley

AFRICA

East Africa

Aprielle Oichoe
Leah Kimata
Joan Mburu
Diana Agaba Tukundane

Southern Africa

Kerissa Varma
Michelle Wynne-Griffith
Leanne Gerbach
Alizanne Adams
Loren Hollingsworth

Western Africa

Olayinka N.D. Wilson-Kofi
Audrey Mlisi Mireku
Abigail Dede, Okley
Julia Asante-Mensah
Nina Pearl, Doe

CANADA

Ontario

Karen Nemani
Heather Ricciuto
Pat Antliff
Helen Krissalis
Ikjot Saini
Cathy Ganiotis

Western Canada

Manna Ng
Sridevi Sadhineni
Tina Singh
Juanita DeSouza-Huletey
Aarti Gadhia

WiCyS Professional Affiliates LEADERSHIP



WiCyS United States Affiliates

Florida

Dr. Eman El-Sheikh
Marie Perry
Paulina Mendez
Ashley Nelson
Ami Ensmann
Ami Linish
Jacqueline Ore

Georgia

Sherry Naleszkiewicz
Brigitte Collier
Karen Broughton
Shaleah Grice
Camille Bolton
Kruti Vadikar
Brandy Griffin
Michelle Rivers
Dr. Elizabeth Rasnick

WiCyS Greater Philadelphia

Bella Merchant
Erica Raffle
Kimberly Klinck
Monica Romel
Shontia Dennis

Houston

Annie Jamshed
Abeer Asad
Anmol Deep Kaur Puri
Chimeria Gonzales
Aishwarya Mandikal
Nader Zaveri
Fatima Ali

Idaho

Jana Richens
Sara Hoyt
Frankie Adams
Eleanor Taylor
Cathy Owen

Los Angeles

Holly Parrish (Syed)
Latrunda Smith
Dawn Armstrong
Erika Serrano
Jennifer Adesso

Metro NY

Megan Kaczanowski
Jessica Nelson
Stacey Romanello
Viola Sarkantus
Angeliki Zavou
Rebecca Gershen
Ruth Murphy

Mid-Atlantic

Meghan Jacquot
Deborah Kariuki
Nikkia S. Henderson
Racquel J. James
Diane M Janosek
Amelia Estwick

Minnesota

Judy Hatchett
Tina Meeker
Kris Boike
Michael Larson

Mississippi

Sarah Lee
Susan Kelly
Anna Jackson
Anna Wan

Montana

Dianne Burke
Cheryl Simpson
Ronda Black
Kristal Crowley
Cheyenne Laue

New England

Kelley Misata
Jennifer McLarnon
Lisa Kendall

NE Ohio

Pam Gerber
Tiffany McClaskey
Kathy Peters
Jenn Zacharias
Janine Spears
Krista Burns

North Carolina

Noureen Njoroge
Reena Madan
Sphurthi Annamraju
Latisha Scarborough

Northern Alabama

Stacie Bohanan
Rebecca Miller
Aleise McGowan
Mayra Paredes

Oregon

Mandy Sessions
LJ Johnson
Jason Mitsky
Sandra Morrissey
Alexis Culp
Jovita Alphonse
Sarba Roy
Whitney Aguilar

Phoenix AZ

Dara Gibson
Pam Rowland
Zerene Sangma
Janet Hartkopf

San Antonio

Areej Albataineh
Vanessa Garza Clark
Smriti Bhatt
Geeta Goswami

San Diego

Jennifer Cheung
Caitlin Delmore
Sherawn Jackson
Michelle Moore
Megan Deblois
Viraj Gandhi
Dru Macasieb
Amruta Mujumdar
Jennifer Bate

Silicon Valley

Stephanie Olsen
Kristen Beneduce
SaiSujitha Venkatesan
Kylie McRoberts
Arpita Biswas
Sofia Bekrar
Lily Lee
Suzy Wanja

South Dakota

Katie Shuck
Kanthi Narukonda

St Louis Metro

Simone Cummings
Katie Boudreau
Ally Frame
Danijela Bule
Se'Vonne Jones

Tennessee

Barbee Mooneyhan
Janice Reese
Raenesia Jones

Utah

Kristina Belnap
Mark Milne
Sherrie Cowley

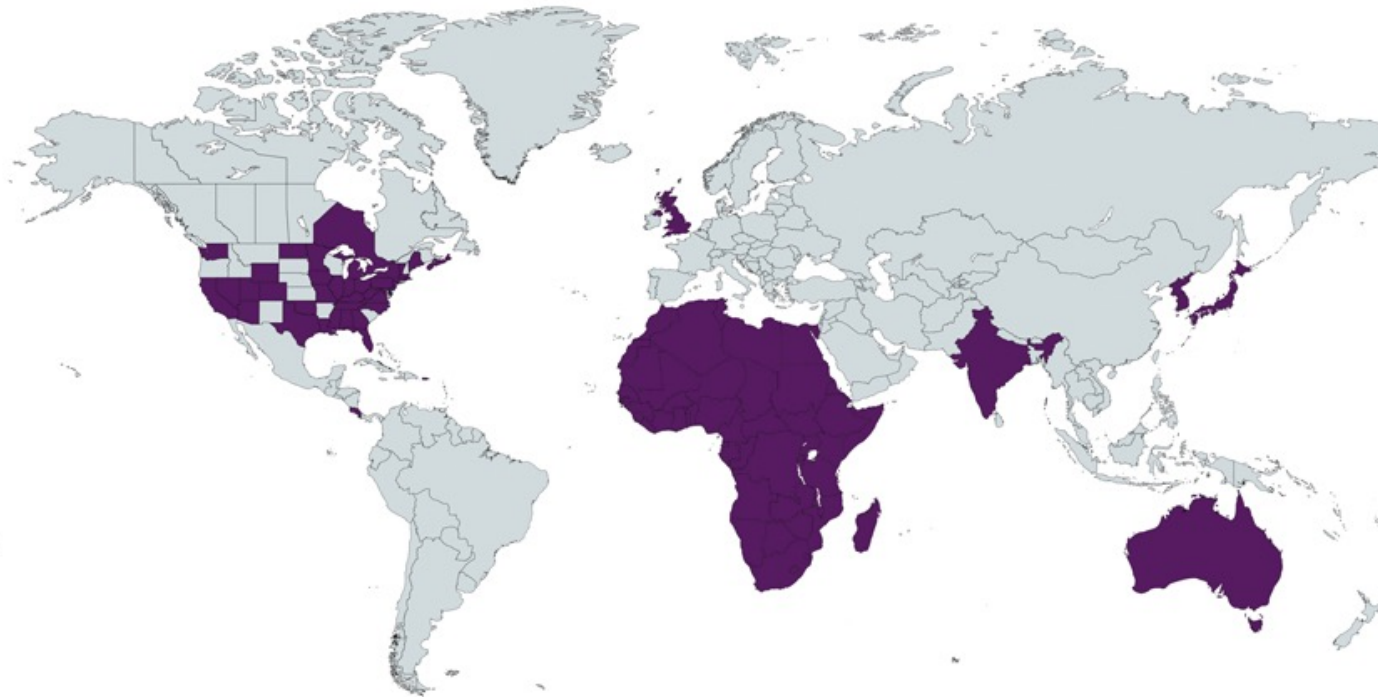
Western Washington

Zabrina McIntyre
Andrea Frost
Masako Long

193 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
Utah
Vermont
Virginia
Washington
Washington D.C.
West Virginia
Wyoming

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



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

WICYS INITIATIVES



WICYS SECURITY TRAINING SCHOLARSHIP

Google

Bloomberg

Meta

craig newmark
philanthropies

women in
cybersecurity
WiCyS

SANS
INSTITUTE

Tier 1: 881 | Tier 2: 250 | Tier 3: 100

Tier 4 and 5 (*advanced certifications and career placement*): 65

<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. Cotten
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

2021-2022 WICYS SECURITY TRAINING SCHOLARSHIP RECIPIENTS



Sakshi
Aggarwal



Jay
Alexander



Jennifer
Amato



Amanda
Basso de Oliveira



Tiffany
Blacksher



Jessica
Brodeur



Lan
Che



Gabriel
Chen



Caroline
Crooks



Jodi
Galiher



Klaudia
Gebala



Kathleen
Gibson



Alejandra
Giraldo



Saloni
Gupta



Siena
Hanna



Sherawn
Jackson



Annabelle
Klosterman



Jeng
Kong



Benita
Landrey



Danyelle
Loffredo



Palak
Mittal



Lori
Murphy



Esther
Nambuya



Nghi
Nguyen



Cesarina
Paula



Anna
Rawles



Constanze
Roedig



Oorja
Rungta



Gopika
S



Dominique
Serna



Anisha
Srivastava



Uliana
Steshenko



Anjana
Suresh



Jnana
Tekumudi



Bhawini
Tripathi



Catharine
Vetter



Jennifer
White



Merina
Witz



Mehna
Yasmin



Liza
Yorke



WiCyS Security Training Scholarship

One **journey** started...

One **year** invested...

One **career** elevated...

CYBERSECURITY



Bloomberg



**Craig Newmark
Philanthropies**





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.

Google

Bloomberg

Meta

SANS



1684
Applicants



362
Cyberstart
Scholars



55
students selected for
advanced training
scholarships

Students can earn up
to **3** **GIAC** certifications



100%

Students in the
advanced pathways have
a **100% pass rate** on GIAC
Certification exams

100%

of program graduates
are employed **within 6**
months of completion

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 Penetration Testing and
Ethical Hacking
- ▶ Web App Penetration Testing and
Ethical Hacking
- ▶ Windows Forensic Analysis, Cloud
Security and DevOps Automation

*"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."*

Hanan Saleh, Detection and Response
Analyst at Rapid 7



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



*"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

Companies that have hired
our graduates:



Deloitte.

Booz | Allen | Hamilton



amazon



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

Website Views: 46K+

Applicants: 2.4K+

Final Recipients of
Advanced Certifications: 120

Honoring Her Service

Veterans' Apprenticeship Program

Supporting female veteran members within the WiCyS community as they transition from military to cybersecurity careers.

EMPLOYER PARTNER:



Bloomberg®



#WICYS2022



WICYS VETERAN APPRENTICESHIP PROGRAM

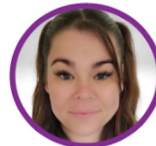
(Completed Training and Enrolled in WiCyS Mentoring)



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 Reserves 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:



<https://www.wicys.org/initiatives/mentorship/>

WiCyS 2021-22 Mentors

Anmol A
Dawn A
Grusha A
Justin A
Karina A
Megha A
Michaela A
Nicole A
Noubra A
Saja A
Venika A
Ankita B
Christina B
Deletra B
Fiona B
Jalpa B
Jeff B
Krista B
Lisa B
Mark B
Meg B
Missy B
Sarah B
Sydney B

Verity B
Alexia C
Ans C
Cassandra C
Celine C
Dhana C
Emily C
Eric C
Gwenn C
Jennifer C
Jessica C
Pamela C
Swathi C
Neera D
Taryn D
Carolyn E
Lisa E
Rita E
Stacy E
Essencejoy E
Rhonda F
Saman F
Sharon F
Agnieszka G

Carmela G
Karen G
Klaudia G
Lisa G
Mandie G
Mari G
Nicole G
Silvia G
Simon G
Sonal G
Vidya G
Allison H
Ann Marie H
Aparna H
Claire H
Elizabeth H
Jen H
Laura H
Ahmed I
Iulia I
Sanjana I
Ashley J
Lara J
Liz J

Meghan J
Shaunna J
Surbhi J
Alicia K
Deborah K
Khaula K
Meghana K
Nichole K
Shaheera K
Sheetal K
Shreyas K
Tanvi K
Ujwala K
Amanda L
Angel L
Christina L
Kate L
Kristin L
Michala L
Michelle L
Ricardo L
Sophie L
Stacey L
Akshata M

Alexis M
Barbara M
Barbra M
Becky M
Camille M
Faith M
Laura M
Lisa M
Lisandra M
Marti M
Mary M
Megan M
Reema M
Sharon M
Thavaselvi M
Karen N
Kim N
Nicola N
Sushmitha N
Ebere O
Ebudo O
Alicia P
Archana P
Elena P

Hema P
Jeff P
Jinal P
Kathy P
Lauren P
Mike P
Prutha P
Quintana P
Ruchira P
Carmen R
Cassi R
Merle R
Mitali R
Pam R
Sneha R
Veena R
Alicia S
Amanda S
Anita S
Ashwarya S
Ashwini S
Caroline S
Cat S
Danielle S

Elena S
Elizabeth S
Hira S
Holly S
Janrose S
Julie S
Kate S
Lee S
Nalini S
Nanding S
Rose S
Ryleigh S
Shannon S
Sridevi S
Aakash T
Alina T
Alpana T
Alphesia T
Bobbi T
Brandy T
Gayathri T
Hannah T
Kandyce T
Karen T

Kelli T
Lisa T
Murielle T
Katy V
Sai Sujitha V
Corrin W
Dana W
Lindsey W
Liz W
Swathi W
Anna Y
Kathleen Y
Misha Y
Geetu





WiCyS 2021-22 Mentees

Posie A	Deletra B	Jessica C	Estela D	Yolande F	Amalie H	Kelly J	Lindsey K	Stacey L	Camille M	Renee O	Emily P	Haja S	Christina S	Sama V
Afira A	Christine B	Chanci C	Suzanne D	Alexa F	Emily H	Maranda J	Aarushi K	Caroline L	Mary M	Agnes O	Sonali P	Sanika S	Shelley S	Sai Sujitha V
Simone A	Melanie B	Swathi C	Sara D	Ana Vitoria F	Marylyn H	Najean J	Janelle K	Devon L	Bethany M	Ebudo O	Kelly P	Ishani S	Caroline S	Anshika V
Folashayo A	Ankita B	Mahalakshmi C	Christina D	Michelle F	Stephanie H	Tisa J	Reshma K	Anne L	Christine M	Fatima O	Archana P	Alison S	Danielle S	Catharine V
Mecca A	Sanchita B	Celine C	Taryn D	Hannah F	Claire H	Ashley J	Rachel K	Brittany L	Nicole M	Laura O	Shrijith Jaya P	Alexis S	Shannon S	Jennifer V
Michaela A	Deborah B	Claire C	Neera D	Christina G	Taffaney H	Ashley J	Zhyldyz K	Elva L	Sarah M	Patience O	Chandhea Q	Karoline S	Jasmine S	Katy V
Abosedo A	Megan B	Erin C	Rebecca D	Jodi G	Lindsay H	Jenny J	Manisha K	Priscilla L	Asma M	Jennifer O	Siddharth R	Jillian S	Suba S	Alarika V
Victoria A	Krista B	Christina C	Tiffani D	Claudia G	Pradnya H	Lyndsey J	Ujwala K	Val L	Reema M	Juddy O	Mital R	Liz S	Shree Janani S	Adele W
Diana A	Sydney B	Lan C	Lin D	Paloma G	Lorie H	Melissa J	Emmeline K	Shahida L	Saman O	Saman O	Supraja R	Lee S	Shree Janani S	Lauren W
Ridhima A	Natalia B	Ashley C	Veronica d	Katie G	Alexandria H	Jennifer J	Michelle K	Raysa L	Barbara M	Laurine O	Surabi R	Elisabeth S	Rochelle S	Jessica W
Venika A	Kate B	Gabriel C	Colleen D	Mari G	Jen H	Destiny J	Joan L	Tasneem L	Albraa M	Amanda P	Cindy R	Sadhvi S	Kate S	Jing W
Vinayak A	Callista B	Janis C	Payoshnee D	Mayra G	Katie H	Swetha K	Tiandra L	Dabney L	Bridget M	Chrissie P	Rossimar R	Nida S	Erica W	Erica W
Vishakha A	Andria B	Janet C	Taisha D	Viraj G	Valerie H	Lucie K	Mika L	Kai M	Emily M	Jodi P	Carmen R	Amanda S	Nabeeha S	Alexandria W
Nasly A	Beatriz B	Dennd D	Talsha D	Vidya G	Shaheera K	Hulya K	Anna L	Mina M	Mayra M	Pallavi P	Andrea R	Aishwarya S	Rosalinda S	Alexis W
Grusha A	Missy B	Cherri C	Emma D	Isabel G	Shraddha K	Deborah K	Christine L	Anshita M	Lori M	Vaibhavi P	Hanalei R	Mehrnoosh S	Christina S	Barbara W
Esther A	Nicole B	Lexie C	Ferun D	Klaudia G	Ashley K	Avneet K	Christina L	Britta M	Anusheh M	Abhinav P	Harini R	Samantha S	Mahima T	Swathi W
Amber A	Jalpa B	May C	Renee D	Jennifer G	Tasha H	Bakshesh K	Tiffany L	Ashley M	Beth M	Ritika P	Sharon R	Muskan S	Lindsay W	Lindsey W
Petra A	Komal B	Taryn C	Ebisa D	Ashleigh H	Lana H	Deborah K	Susan L	Aisha M	Faith M	Kristina P	Sneha R	Priya S	Elizabeth T	Lucy W
Rishika A	Jeribeth B	Tremayne D	Tess G	Lana H	Elizabeth K	Elizbeth K	Anne L	Marcello M	Gina M	Krisztina P	Elizabeth R	Yukti S	Tahila T	Jennifer W
Agadir A	Melinda B	Kristine C	Jessica E	Ellora H	Shraddha K	Avneet K	Christine L	Kerlyn M	Kaajal N	Chaitali P	Pink R	Anna S	Alina T	Liz W
Anita A	Stevie B	Rebecca C	Bukola E	Cassie H	Ashley K	Bakshesh K	Tiffany L	Ally M	Swathi N	Swathi P	Veena R	Brittany S	Sagoon T	Cara W
Fatimah A	Michaela B	Crystal C	Jacqueline E	Sena H	Hulya K	Kavleen K	Melanie L	Hillery M	Mani N	Sai Snigdha P	Monique S	Murielle T	Lisa T	Jasmine W
Mariam A	Katie B	Cassandra C	Enesha E	Beth H	Deborah K	Samreet K	Hannah L	Jake M	Keeravani N	Kristen P	Valentine R	Kelly S	Gayathri T	Lakenya W
Nimo A	Tiffany B	Aejah C	Rachael E	Stanislava H	Shraddha K	Harmedha K	Tokumbo L	Damore M	Sushmitha N	Jinal P	Almee R	Saloni S	Tamyria W	Janine W
Caitlin A	Lataunya B	Brigitte C	Titty E	Sarah H	Harmedha K	Harmedha K	Amanda L	Jeanette M	Anitha N	Simran P	Ana R	Apoorva S	Jeanell T	Jamila W
Angelic A	Christina B	Jessica C	Lisa E	Kelli H	Kassandra K	Kassandra K	Carolyn L	Sofia M	Maryna N	Tarvi P	Sharon R	Roshni S	Anna T	Emma W
Farah A	Stacey B	Chelsea C	Rana E	Kimberly H	Alicia K	Alicia K	Octavia L	Christine Joy M	Christine N	Tikisha P	Nichole R	Shivvanshi S	Erika T	Emma W
Saja A	Favour B	Kailynn C	Lobna E	Rida H	Olivia K	Olivia K	Alexandria L	Maurya M	Kim N	Eponine P	Sharyl R	Anita S	Dannie T	Eliza W
Marcy A	Renee B	Tria C	Jill E	Shinelle H	Jess K	Jess K	Hanna L	Adrienne M	Nghi N	Svetlana P	Alma Maria R	Sushma S	Jennifer T	Corrin W
Chinyere A	Ariel B	Kristen C	Elia E	Katherine H	Amelia K	Amelia K	Jacquelyne L	Shannon M	Diana N	Marisa P	Cyd R	Ashwini S	Bhawini T	Dana W
Karina A	Raven B	Lakeisha C	Mal E	Ievgenia I	Shoshana K	Shoshana K	Joan L	Bobbi M	Barbara Ann R	Maleesha P	Barbara Ann R	Elizabeth S	Samantha T	Jacinta W
Sushmitha A	Laura B	Peyton C	Kate E	Giulia I	Nabrisa K	Nabrisa K	Mercy L	Megan M	Yolanda R	Alicia P	Yolanda R	Kalnatat S	Hannah T	Qinyuan W
Jennifer A	Stephanie B	Caroline C	Stacy E	Vivine I	Seema K	Seema K	Christina L	Leah M	Cassi R	Patricia P	Cassi R	Shreya S	Julia T	Diana X
Anisha A	Maria B	Rachael C	Essencejoy E	Shannon I	Elisla K	Elisla K	Sofia L	Jessica M	Andrea R	Vanessa P	Andrea R	Shelfa S	Bobbi T	Bhawna Y
Sanjnah A	Kang B	Alexia C	Lindsey E	Sanjana I	Margaret K	Margaret K	Sophie L	Marilyn M	Merle R	Gianni P	Merle R	Serenity S	Chaya T	Cavidan Y
Nicole A	Nadia B	Trish C	Reba F	Ime I	Kelsey K	Kelsey K	Amy L	Becky M	Tawanna R	Lupe P	Tawanna R	Gabriella S	Comfort U	Satom Y
Melissa A	Alyssa B	Elaine D	Kim F	Emagen G	Clara K	Clara K	Michaela L	Christy M	Dayanara R	Lillian P	Dayanara R	Tejas S	Gulnihal U	Anna Y
Subia A	Jessica B	Fatima D	Saman F	Allison G	Eunice K	Eunice K	Yue L	Ruhee M	Tonya R	Danni P	Tonya R	Sina S	Nicole U	Mehnas Y
Aditi A	Alexis B	Samarth D	Amy F	Aayushi G	Sofia K	Sofia K	Danielle L	Collins O	Karen R	Deirdra P	Karen R	Melanie S	Raven U	Mary Y
Mishadi A	Kynihay B	Aisha D	Pam F	Deepti G	Nichole K	Nichole K	Dyonne L	Rodas M	Ramona R	Alexis P	Ramona R	Anurag S	Selina U	Liza Y
Suzanne A	Lisha B	Ritu D	Nicole F	Saloni G	Bettina K	Bettina K	Ami L	Luciana M	Oorja R	Erica P	Oorja R	Cat S	Liliane U	Zonira Z
Kristie A	Shannon B	Loyane D	Ashley F	Virginia K	Christine K	Christine K	Angela L	Stefania M	Regina R	Iresha P	Regina R	Julie S	Crystal V	Deema Z
Jane A	Diamond B	Diana D	Jelena F	Liz J	Christine K	Christine K	Angel L	Natasha M	Hira S	Mira P	Hira S	Sharon S	Gina V	Carolyn Z
Noubra A	Tulsi B	Arisha D	Meghan F	Lily G	Christine K	Christine K	Sarah L	Berenise M	Kayla Z	Victoria P	Kayla Z	Vaishnavi S	Maggie V	Kayla Z
Sara A	Shannon B	Diana D	Amy F	Azeez H	Christine K	Christine K	Yijun Catherine L	Maria M	Natalie S	Ruchira P	Natalie S	Ashwarya S	Elise V	Alekhyia V
Franchesska A	Brittany B	Kathryn D	Celena F	Charlotte H	Yettys K	Yettys K	Kate L	Victoria M	Yukthika S	Sharee P	Yukthika S	Shweta S	Rachana V	
Guerline A	Maria D	Shanta H	Amber F	Ira H	Natasha K	Natasha K	Chethana L	Palak M	Janrose S	Sarah P	Janrose S	Anisha S	Christina V	
Malek A	Niky C	Giana D	Emily F	Emily H	Lady Mae K	Lady Mae K	Danyelle L	Marti M	Aurella S	Divya P	Aurella S	Susan S	Damaris V	
Annmol B	Gretchen C	Davene D	Chelsea F	Courtney H	Tia K	Tia K	Adelle L	Akshata M	Janice S	Amiya P	Janice S	Mary S	Ginger V	
Pajjuri B	Elizabeth C	Sarah D	Rachel F	Siena H	Gayle J	Gayle J	Imaris L	Barbra M	Faith O	Abhishek P	Kim S	Kristin S	Alekhyia V	



WiCyS Internship Program

Applications. Assessment. Placement.

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/>

WOMEN IN CYBERSECURITY



Ask Me About My
CyberGEN.IQ
ASSESSMENT

www.wicys.org



GAMEDAY

AWS SECURITY

AWS Security GameDay: September 14, 12pm-4 pm CT

@awscloud

@WiCySorg

@unicorn_rentals

335 Participants

<https://www.wicys.org/events/aws-security-gameday/>

WiCyS
FORTINET NSE4
CERTIFICATION
Summer Camp

FORTINET



228 Applicants, 100 Participants
**[https://www.wicys.org/benefits/fortinet-nse4-
certification-summer-camp/](https://www.wicys.org/benefits/fortinet-nse4-certification-summer-camp/)**

CYBER DEFENSE CHALLENGE

MADE POSSIBLE BY TARGET



Registration available March 17 - April 7

Website Views: 3.1K+

News Release Reach: 77M potential audience | 94 total pickup
812 total engagement actions



CYBER DEFENSE
CHALLENGE
MADE POSSIBLE BY TARGET



Top 10 Participants



Alessandra P.



Anchalee M.



Isabel M.



Katherine B.



Krysten S.



Natalia D.



Paulina S.



Poornima V.



Robin B.



Shannon S.

Tier 1: 723 Registrants

Tier 2: 37 Participants

Tier 3: 18 Invited

BOOK CLUB

BOOKS • COMMUNITY • DISCUSSION

Tribe of Hackers: Cybersecurity Advice from the Best Hackers in the World

Marcus J Carey and Jennifer Jin

SATURDAY, JANUARY 19 AT 12 PM CT

ZOOM REGISTRATION IS REQUIRED

Registration:

<https://us06web.zoom.us/meeting/register/tZwsd--sailiF9AcHYkKz2UcsmT3nUaxdudb>

How to be an
Anti-Racist by
Ibram X. Kendi



LEADERSHIP SERIES:
Speak. Listen. Community.

Power of Language
and Microaggressions
in the Workplace

White Fragility by
Robin DiAngelo

Unconscious bias, Microaggressions & how
empathy plays an important role

Dare to Lead by
Brene Brown

How to be
an Ally

Anti-Asian Violence, our
response and roles of Leadership

Addressing
Racial Tensions

Creating Inclusive Environments as it
Relates to the Transgender Community

193 WiCyS
student
chapters

WiCyS Global Student Chapter Initiative

MADE POSSIBLE BY
MICROSOFT PHILANTHROPIES



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



2022 VIRTUAL CAREER FAIR

**August 17, 2022
11am – 5pm CT**

Total Booths: 40

Total Number of Booth Views: 11,046

Total Unique Views: 7,441

WiCyS Job Board ++

AVAILABLE
24/7

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

As of December 2022:

Resumes: 1.1K+

Strategic Partners: 64

<https://careerfair.wicys.org/>

Special Thanks

WICYS STRATEGIC PARTNERS

Tier 1



BATTELLE

Bloomberg



FORTINET

Google



Meta

Microsoft

Optum



Tier 2

abbvie



DELL Technologies

JPMORGAN CHASE & CO.

LinkedIn

McKESSON



nccgroup



workday

yubico

Tier 3

accenture

American Airlines



citi

CYBERSECURITY SERVICE

Edward Jones

ENVESTNET

EY

Federal Reserve Bank of Atlanta



IBM

(ISC)²



MITRE



Information Technology

OAK RIDGE National Laboratory



Recorded Future

RUSH



SANS

Schlumberger



UC San Diego

verizon

wayfair

WICYS FOUNDING PARTNERS



FACEBOOK





WiCyS Instagram Takeovers



#womenincybersecurity

Brought to the WiCyS community by...



Bloomberg

Carnegie
Mellon
University
Software
Engineering
Institute



FORTINET

Google



Meta

Microsoft



abbvie

JPMORGAN CHASE & CO.

LinkedIn

MCKESSON



wayfair

workday

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

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

www.wicys.org



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

The **DIVERSITY** of Thought

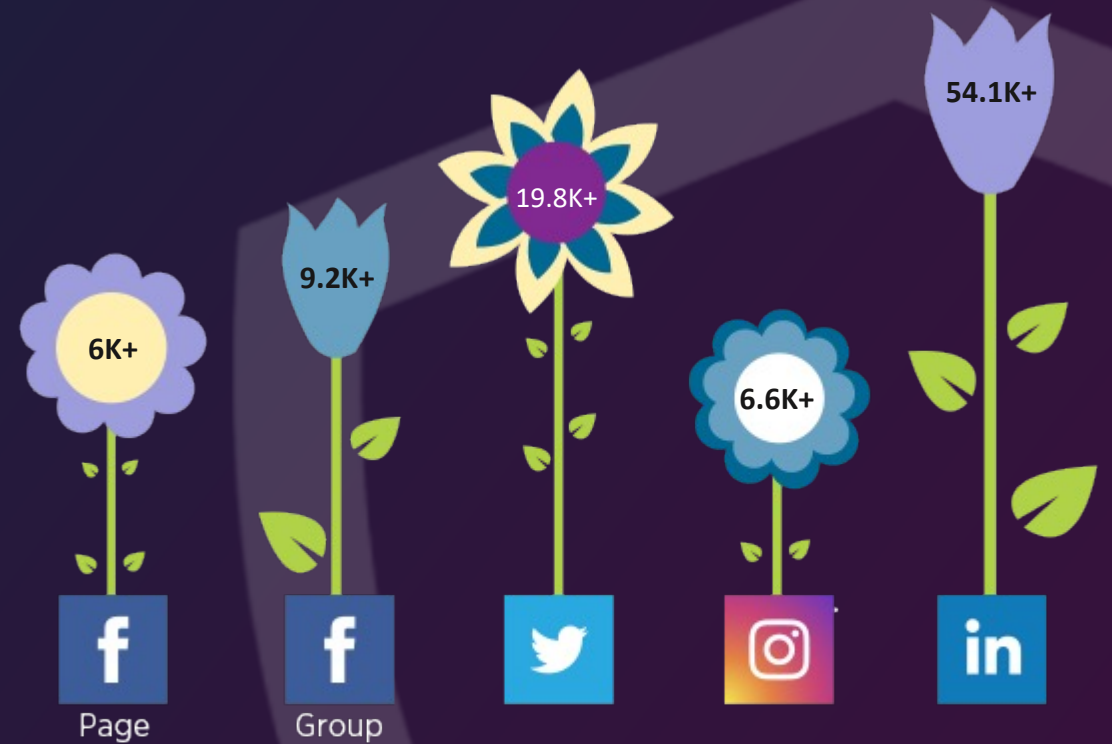


Let's climb this mountain together...



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

Grow with us.



LYNN DOHM

WiCyS Executive Director

lynn@wicys.org
TWITTER: @lynn_dohm

wicys.org