

Women in CyberSecurity (WiCyS)
Global Nonprofit Organization

www.wicys.org

🔍 How to pronounce WiCyS

Sounds like

we•sis



Meaning: We Cyber Sisters



7K+
members



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*

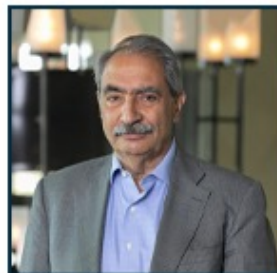
WiCyS Board Members



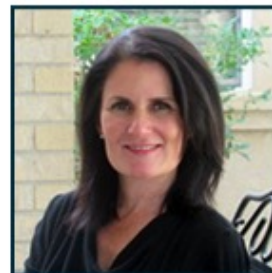
ALLISON MILLER
UnitedHealth
Group/Optum



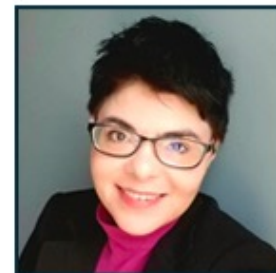
DR. AMBAREEN SIRAJ
Founder



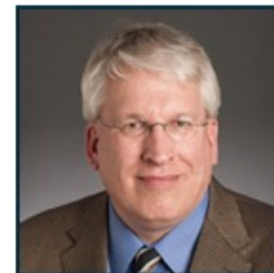
DR. COSTIS TOREGAS
Treasurer



DR. DAWN M. BEYER
Lockheed Martin Space



DIANA KELLEY
SecurityCurve



DR. GREG SHANNON
Idaho National Laboratory
and CyManII



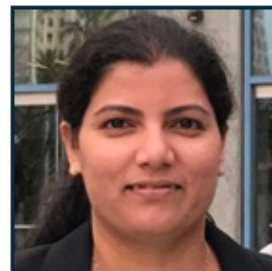
DR. JANELL STRAACH
Chair of The Board



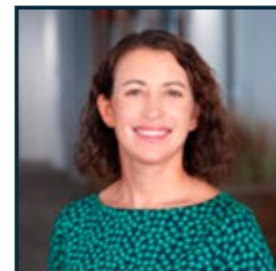
MARIAN MERRITT
NICE and US
Department of Commerce



NOUREEN NJOROGE
Nike, INC.



PRAJAKTA JAGDALE
Palo Alto Networks



SARAH MORALES
Google



VALERIE JANE CHUA
JPMorgan Chase & Co.

WiCyS Staff



LYNN DOHM
Executive
Director



COLLEEN HUBER
Marketing
Coordinator



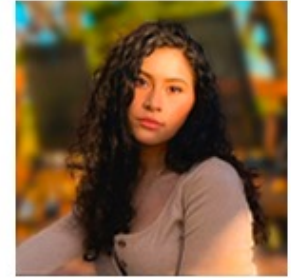
JACLYN JUSTICE
Professional
Affiliate Manager



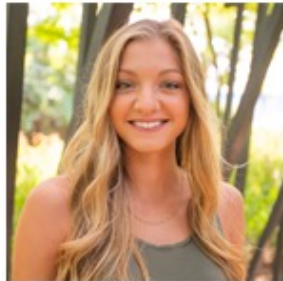
JESSICA ROBINSON
Chief Information
Security Officer



LANA RICHARDSON
Retail Store Management
& Executive Assistant to
the Conference Chair



LAURA VILLALOBOS
Community
Manager



MADDIE WITT
Social Media Specialist
& Content Creator



MORGAN GARLAND
Operations
Manager



MYRIAM SAINT JEAN
Financial
Manager



PETER BALDWIN
Chief Financial
Officer



QUIANA OATES
Program
Manager

2014 vs. 2023

2014

2023

11%

Women in
cybersecurity

*Frost and Sullivan,
2013

1 Million

Unfilled
Cybersecurity
Roles

*Cybersecurity
Ventures

24%

Women in
cybersecurity

*(ISC)2, 2019

3.4 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!

2023

#WiCyS2023
March 16-18
Denver, CO



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 2023 Conference Sponsors

VIP Sponsors

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Raytheon Technologies

Premium Sponsors

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ENVESTNET

FIU

Georgia Tech Research Institute

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GRAINGER

IBM

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JOHNS HOPKINS

LinkedIn

ManTech

MARQETA

MSU

NEW INFORMATION SYSTEMS CENTER

PACIFIC

Information Technology

NO

Northeastern University

PAYCHEX

RIT

SANS

SecurityRisk

Spectrum

Swift

Target

TREND

US Army Corps of Engineers

UCSS

VECTRA

V&C

Gold Sponsors

anderson

ARCTIC WOLF

ARISTOCRAT

BATTELLE

BrainGu

CAPITOL

CGI

CHAMPLAIN COLLEGE

CME Group

cyberbit

University of Colorado

(ISC)²

JPMORGAN CHASE & CO.

MIT LINCOLN LABORATORY

NCYTE CENTER

NETSCOUT

NICE

New York ISO

NYU/TANDON

NuHarbor

Starbucks

SPECTEROPS

THE HUMAN

UCLA Health

U.S. Department of Defense

UNIVERSITY OF WASHINGTON

UNIVERSITY OF WASHINGTON

VISA

YUBICO

Silver Sponsors

ANDERSON

BILLINGTON CyberSecurity

DEFENSE CYBER SECURITY SUMMIT

PURDUE UNIVERSITY

RIDER UNIVERSITY

Phylum

SECUREWORLD

University College

UNIVERSITY OF SOUTH ALABAMA

CEU and CPE credits available by: CompTia, GIAC and (ISC)²

**“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



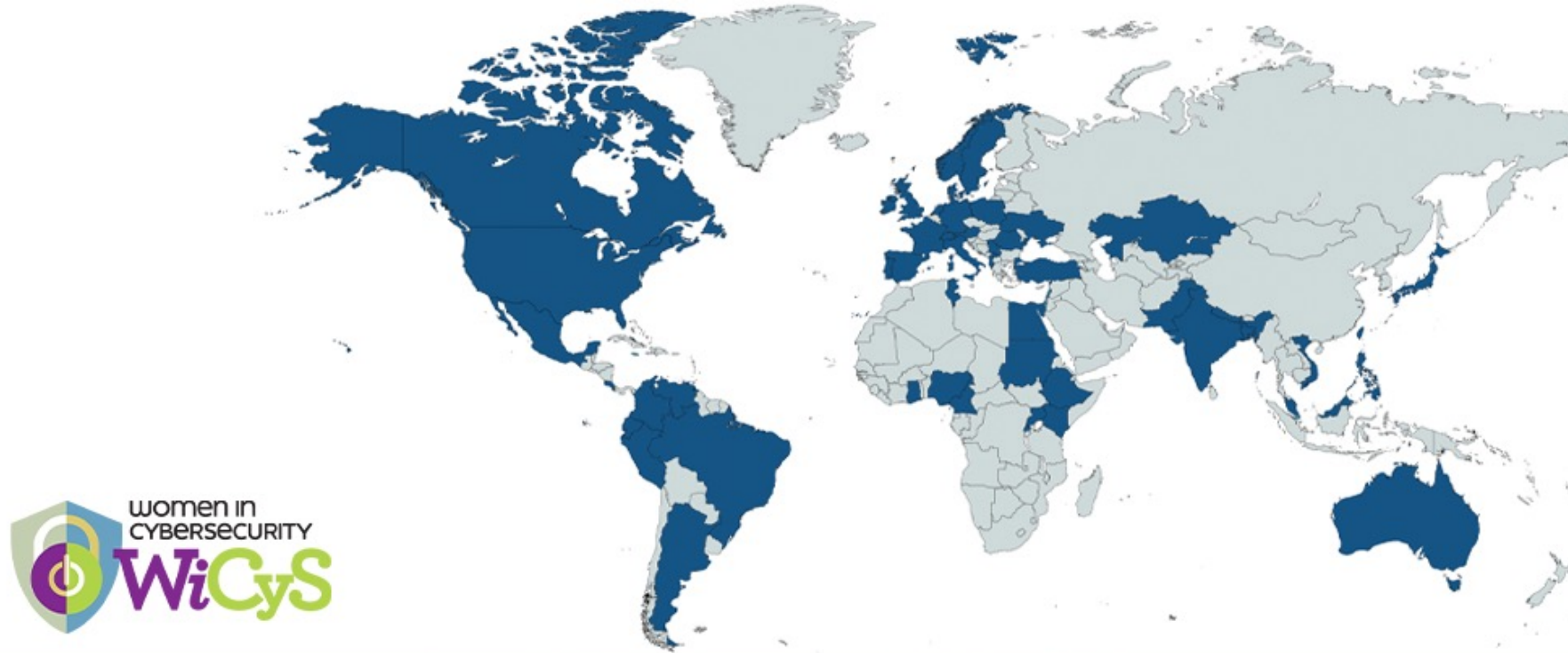
Leadership



Mentorship

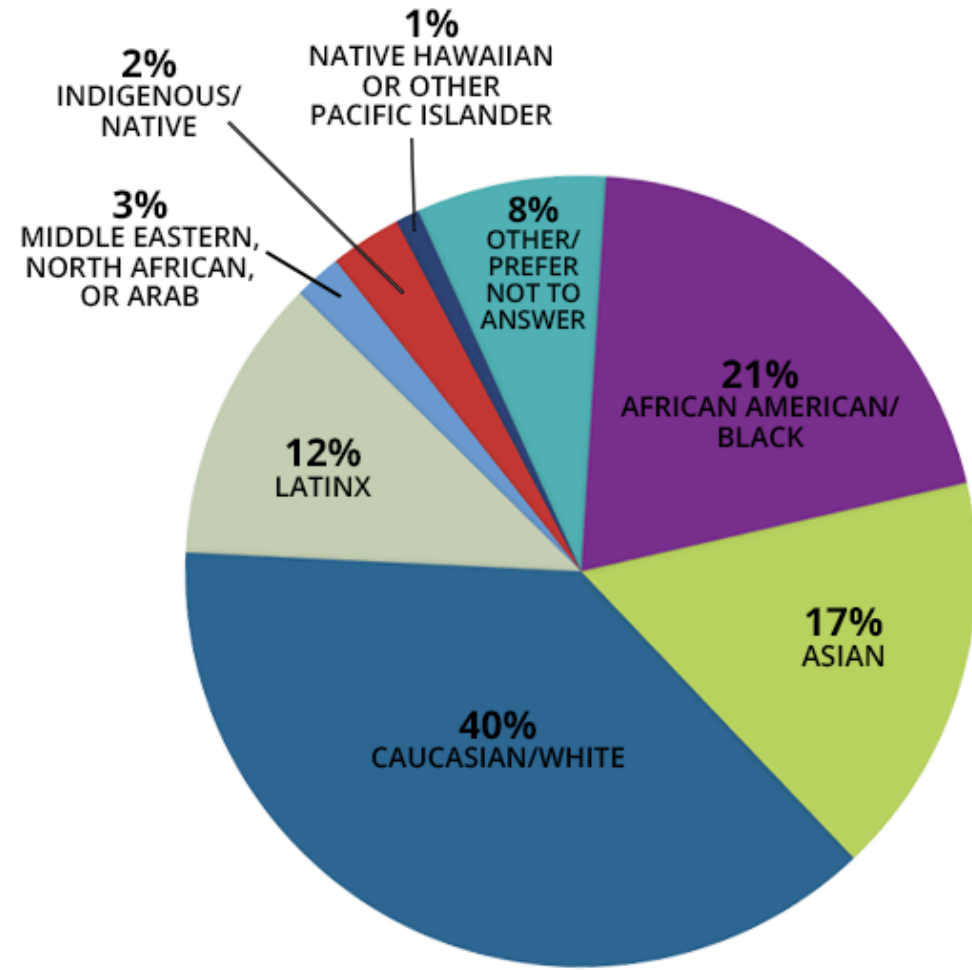
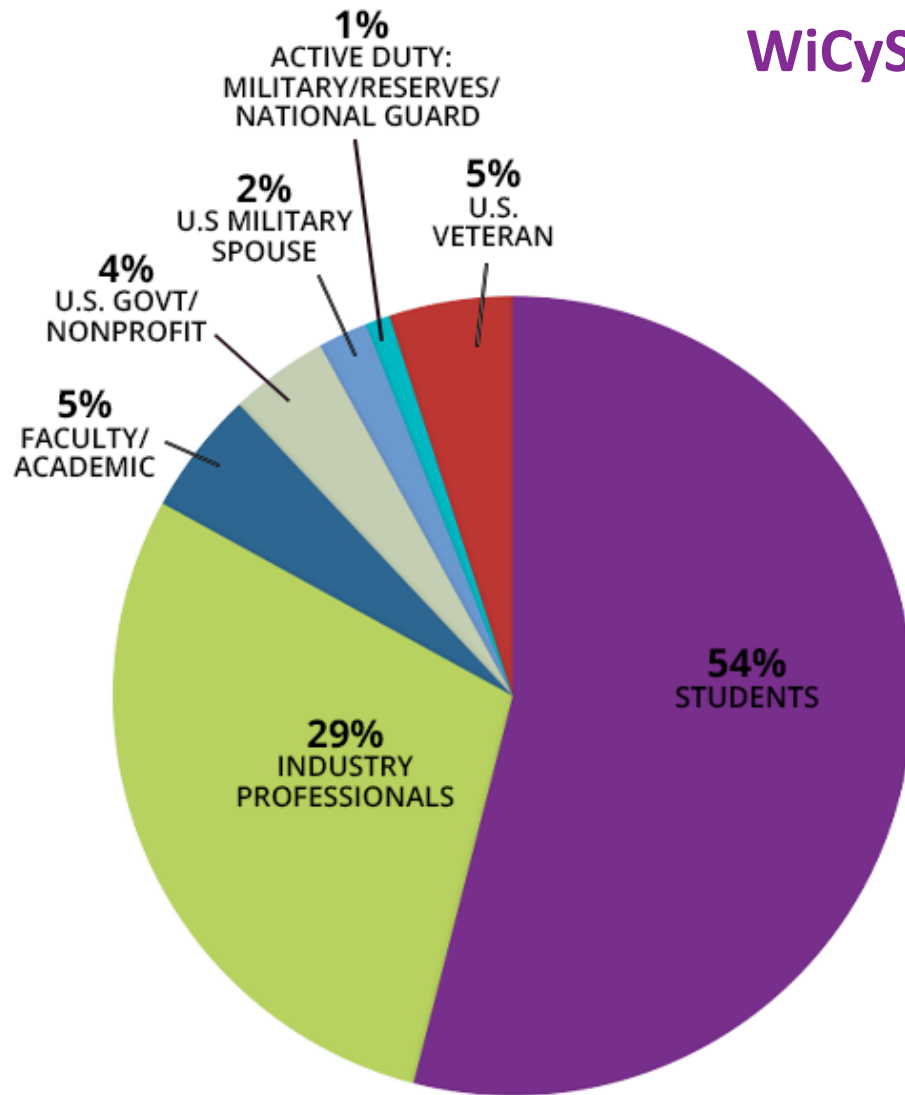


WiCyS Membership Map



United States, Albania, American Samoa, Argentina, Australia, Austria, Bangladesh, Brazil, Cameroon, Canada, Cayman Islands, 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: 7K+





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 Carolina
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 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 Norway
WiCyS UK

WiCyS Specialty Affiliates:

WiCyS BISO
WiCyS Cloud Security
WiCyS Colors of Inclusion
WiCyS Critical Infrastructure (CI)
WiCyS Latina

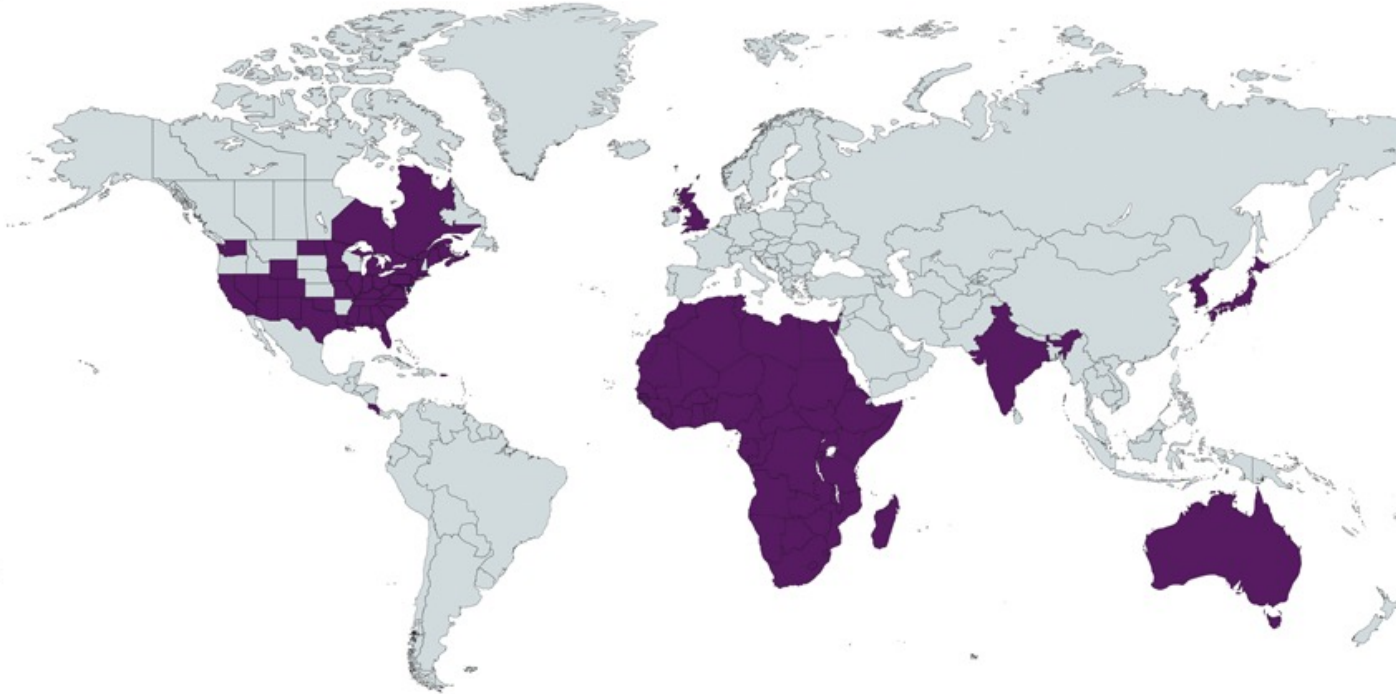
WiCyS Military
WiCyS Neurodiversity
WiCyS Pride LGBTQ+
Privacy Law and Policy
WiCyS Trusted AI Affiliate

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

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

15 Countries: Africa, Australia, Cameroon, Canada, Costa Rica, Ghana - West Africa, India, Korea, Nigeria, Rwanda, Scotland, South Korea, 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



Mehnas Yasmin



Liza Yorke





WiCyS 2021-2022 SECURITY TRAINING SCHOLARSHIP COHORT



Kathleen Gibson



Uliana Steshenko

Deloitte.

Catharine Vetter

Deloitte.

Palak Mittal



Bhawani Tripathi



Amanda Basso de Oliveira



Dominique Serna

LUCID

Tiffany Blacksher



Klaudia Gebala



Danyelle Loffredo



Jeng Kong



Anna Rawles



Jodi Galiher



Esther Nafula



Nghi Nguyen



Elizabeth Yorke



Annabelle Klosterman



Lori Murphy



Constanze Roedig



Merina Witz



Gopika Subramanian



Sakshi Aggarwal

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Reyes



Surabi
Ramamurthy

BDO

Astride
Desperoux

Booz | Allen | Hamilton

Christine
Morency

cognizant

Apoorva
Singh

Deloitte.

Harsha
Deepa



Liz
Beattie

EQUITY

Jennifer
Otiento

Midwest Regional
Network Enterprise
Center

Kristen
Cotton



Melinda
Bigger



Colleen Morin
(Campbell)

UCSF

Hema
Pillay

ZYSTON

Linda
La

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2022-2023 SECURITY TRAINING SCHOLARSHIP COHORT

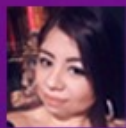
This is how they started



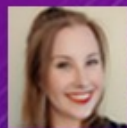
A. Chevez
Scholar



A. Ta
Scholar



B. Davis
Trust and
Safety Associate



C. Grimes
Intern



C. Porter
IT Coordinator



E. Schlieff
Reverse Engineer



G. Liu
ICT Admin
Officer



G. Nzeka
Scholar



H. Rapetti
Cyber Security
Analyst



J. Abuahmad
Technical Writer



J. Billingsley
Senior IT
Researcher/
Project Manager



**J. Bond
Jr.** System
Administrator



J. Cone
Student



J. Pierce
Scholar



J. Otieno
IT officer



J. Rehlander
Consultant



J. Spencer
Registered
Nurse



J. Sprowl



J. Suarez
Associate Transit
Management
Analyst



J. Chen
Jr. System
Administrator



J. Raczkiewicz
Scholar



J. Tong
Scholar



K. Drozdowska
Head of
Organic Growth



K. Givoni
Scholar



K. McLead
Scholar



K. Quinn
Cyber Security
Education
Content Writer



L. Dierking
Fraud
Investigator



L. Gutierrez
Mentee



L. Helgeson
Transportation
Security Officer



L. Hinz
IT Support
Computing
Analyst



L. Kirkham
Student



L. Pereira
Scholar



L. Schuering
Cyber Security
Apprentice





2022-2023 SECURITY TRAINING SCHOLARSHIP COHORT

This is how they started



L. Smith
CSE



M. Gasbarro
Associate



M. Friedman
Associate



M. Mallareddy
Scholar



M. Meij
Scholar



N. Haim
Math Education
Specialist



N. Kumar
Application
Security Course
Assistant



N. Mathieu
IT Technician



N. Merklein
Field Technician



L. Ebmeier
Data Entry
Specialist



N. Nurgul
IRM Analyst



N. Rana
IT Specialist



P. Smarduch
Scholar



P. Vargas
Scholar



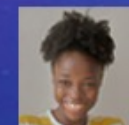
R. Earle
Director of
Consulting
Services



R. Echevarria
IT Specialist



R. Emad
Intern



R. Fatayo
Cybersecurity
Engineer



S. Henry
Army Reserve
Soldier/IT
Support Specialist



S. Kela
Technology
Product
Manager



S. Le
Intern



S. Matt
Senior Editor



S. Meyers
Teaching
Assistant



S. Mireku
Founder & CEO of
Soulcast Media



S. Modi
Google
WE Scholar



S. Fornander
Legal
Transcriptionist



S. Ortega
Security Analyst



S. Ramsay
Scholar



S. Rivas
Intern



S. Selvaraj
Student



S. Xiao
Cyber Security
Intern



Y. Kim
Barista



Z. Olayiwola
Scholar



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.

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#WICYS2022



WICYS VETERAN APPRENTICESHIP PROGRAM

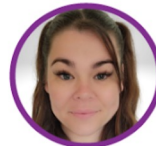
(Completed Training and Enrolled in WiCyS Mentoring)



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:
MARCH 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
Kandycy 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	Janella 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	Denra D	Denra D	Vidya G	Shaheera K	Shaheera K	Elizabeth K	Mina M	Laura M	Pallavi P	Andrea R	Aishwarya S	Rosalinda S	Alexis W
Grusha A	Missy B	Cherri C	Emma D	Isabel G	Apama H	Shraddha K	Benita 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	Annalyse H	Ashley K	Chyna 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	Maruschka G	Hulya K	Kristin L	Tasha H	Beth M	Ritika P	Sharon R	Muskan S	Lindsay W	Lindsey W
Petra A	Komal B	Taryn C	Ebisa D	Ashleigh H	Tremayne D	Deborah K	Susan L	Susan L	Faith M	Krisztina P	Sneha R	Priya S	Elizabeth T	Lucy W
Rishika A	Jeribeth B	Milah C	Tess G	Lana H	Enesha E	Elizabeth K	Anne L	Alisha M	Gina M	Mayra P	Elizabeth R	Yukti S	Tahila T	Jennifer W
Ghadir A	Melinda B	Kristine C	Larissa G	Ellora H	Jessica E	Avneet K	Christine L	Kerlyn M	Kaajal N	Chaitali P	Pink R	Anna S	Alina T	Liz W
Anita A	Stevie B	Rebecca C	Esther G	Cassie H	Bukola E	Bakshesh K	Tiffany L	Ally M	Swathi N	Swathi P	Veena R	Brittany S	Sagoon T	Cara W
Fatimah A	Michaela B	Crystal C	Esther G	Sena H	Jacqueline E	Kavleen K	Melanie L	Hillery M	Mani N	Sai Snigdha P	Amy R	Monique S	Murielle T	Jasmine W
Mariam A	Katie B	Cassandra C	Enesha E	Beth H	Kelly S	Samreet K	Hannah L	Jake M	Keeravani N	Kristen P	Valentine R	Kelly S	Lisa T	Lakenya W
Nimo A	Tiffany B	Brigitte C	Rachael E	Stanislava H	Carmela G	Chimera G	Tokumbo L	Damore M	Jinal P	Jinal P	Almee R	Saloni S	Gayathri T	Tamyria W
Caitlin A	Lataunya B	Brigitte C	Titi E	Sarah H	Larissa G	Harmedha K	Amanda L	Jeanette M	Sushmitha N	Simran P	Ana R	Apoorva S	Jeanell T	Janine W
Angelic A	Christina B	Jessica C	Lisa E	Kelli H	Agneszka G	Kassandra K	Carolyn L	Sofia M	Anitha N	Tarini P	Sharoon R	Roshni S	Anna T	Jamila W
Farah A	Stacey B	Chelsea C	Rana E	Kimberly H	Kimberly H	Alicia K	Octavia L	Christine Joy M	Maryna N	Tikisha P	Nichole R	Shivyanishi S	Erika T	Emma W
Saja A	Favour B	Kailynn C	Lobna E	Rida H	Dona G	Olivia K	Alexandria L	Maurya M	Christine 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	Kim N	Svetlana P	Alma Maria R	Sushma S	Jennifer T	Corrin W
Chinyere A	Ariel B	Kristen C	Elia E	Katherine H	Rose G	Amelia K	Jacquelyne L	Shannon M	Nghi N	Marisa P	Cyd R	Ashwini S	Bhawini T	Dana W
Karina A	Raven B	Lakeisha C	Mal E	Ievgenia I	Paula G	Shoshana K	Joan L	Bobbi M	Diana N	Malesha P	Barbara Ann R	Elizabeth S	Samantha T	Jacinta W
Sushmitha A	Laura B	Peyton C	Kate E	Giulia I	Ashleigh G	Nabrisa K	Mercy L	Megan M	Kim N	Alicia P	Yolanda R	Kalnat S	Hannah T	Qinyuan W
Jennifer A	Stephanie B	Caroline C	Stacy E	Vivine I	Sarah G	Seema K	Christina L	Leah M	Aynalem N	Patricia P	Cassi R	Shreya S	Julia T	Diana X
Anisha A	Maria B	Rachael C	Essencejoy E	Shannon I	Iris G	Elisha K	Sofia L	Jessica M	Aline N	Vanessa P	Andrea R	Shefali S	Bobbi T	Bhawna Y
Sanjnah A	Kang B	Alexia C	Lindsey E	Sanjana I	Mandie G	Margaret K	Sophie L	Marilyn M	Barb O	Gianni P	Merle R	Serenity S	Chaya T	Cavidan Y
Nicole A	Nadia B	Trish C	Reba F	Ime I	April G	Kelsey K	Amy L	Becky M	Carolyn O	Lupe P	Tawanna R	Gabriella S	Comfort U	Satom Y
Melissa A	Alyssa B	Elaine D	Kim F	C J	Emagen G	Clara K	Michaela L	Christy M	Adebumi O	Lillian P	Dayanara R	Tejas S	Gulnihal U	Anna Y
Subia A	Jessica B	Fatima D	Saman F	Danielle J	Allison G	Eunice K	Yue L	Ruhee M	Hannah O	Danni P	Tonya R	Sina S	Nicole U	Mehnas Y
Aditi A	Alexis B	Samarth D	Amy F	Aayushi G	Amanda J	Sofia K	Danielle L	Ayushi M	Collins O	Deirdra P	Karen R	Melanie S	Raven U	Mary Y
Mishadi A	Kynihay B	Aisha D	Pam F	Carla J	Deepti G	Nichole K	Dyonne L	Rodas M	Annette O	Alexis P	Ramona R	Anurag S	Selina U	Liza Y
Suzanne A	Lisha B	Ritu D	Nicole F	Meghan J	Saloni G	Bettina K	Ami L	Luciana M	Bernadine O	Erica P	Oorja R	Cat S	Lillane U	Zonira Z
Kristie A	Shannon B	Loyane D	Ashley F	Surbhi J	Tushar G	Virginia K	Angela L	Sterania M	Oluwadamilade O	Iresha P	Regina R	Julie S	Crystal V	Deema Z
Jane A	Diamond B	Diana D	Jelena F	Liz J	Silvia G	Christine K	Angel L	Natasha M	Opeyemi O	Mira P	Hira S	Sharon S	Gina V	Carolyn Z
Noubra A	Tulsi B	Arisha D	Meghan F	Breanna J	Lily G	Christine K	Sarah L	Berenise M	Amanda O	Victoria P	Sridhevi S	Vaishnavi S	Maggie V	Kayla Z
Sara A	Shannon B	Dara D	Amy F	Kalley J	Azeez H	Mariel K	Yijun Catherine L	Maria M	Marlen O	Ruchira P	Natalie S	Ashwarya S	Elise V	Geetu
Franchesska A	Brittany B	Kathryn D	Celena F	Abhilasha J	Charlotte H	Yettys K	Kate L	Victoria M	Jackie O	Sharee P	Yukthika S	Shweta S	Rachana V	
Guerline A	Maria D	Emily C	Amber F	Shanta J	Emily H	Natasha K	Chethana L	Palak M	Julia O	Sarah P	Janrose S	Anisha S	Christina V	
Malek A	Niky C	Giana D	Emily F	Reema J	Chelsee F	Lady Mae K	Danyelle L	Marti M	Mercy O	Divya P	Aurella S	Susan S	Damaris V	
Annmol B	Gretchen C	Davene D	Lee J	Reema J	Chelsee F	Tia K	Adelle L	Akshata M	Ebere O	Amiya P	Janice S	Mary S	Ginger V	
Pajjuri B	Elizabeth C	Sarah D	Rachel F	Gayle J	Siena H	Tarvi K	Imaris L	Barbra M	Faith O	Abhishek P	Kim S	Kristin S	Alekhyia V	



WiCyS Internship Program

Applications. Assessment. Placement.

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/)**

TRANSITIONING TO CYBERSECURITY: THE PATHWAY TO TECHNICAL CERTIFICATION

COMING SPRING 2023



FORTINET®

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



Registration Opens June 15



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



ISC2 Certified in
CybersecuritySM

Winter

CAMP

Total Applications: 704

Final Participants: 265

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

BOOK CLUB

BOOKS • COMMUNITY • DISCUSSION

Against All Odds: Overcoming Racial, Sexual, and Gender Harassment on the Digital Battlefield

Chanel Suggs

SATURDAY, APRIL 15 AT 12 PM CT

ZOOM REGISTRATION IS REQUIRED

Register here:

https://us06web.zoom.us/meeting/register/tZlucuGoqDspG9HxCw_Enhq8KEIAvN4dSQcm



Upcoming Leadership Series Topics

MARCH: IN Security: Why a Failure to Attract and Retain Women in Cybersecurity is Making Us All Less

MAY: Trauma-Informed Workplaces

JULY: Supporting neurodivergent individuals through hiring and in the workplace



Leadership Series

Thursday, March 23 at 1 pm CT

Guest speaker: Jane Frankland

Why a Failure to Attract and Retain Women in
Cybersecurity is Making Us All Less Safe

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

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

White Fragility by
Robin DiAngelo

How to be an Ally

Inclusive
Language

Trauma-Informed
Workplaces



LEADERSHIP SERIES: Speak. Listen. Community.

Unconscious bias, Microaggressions & how
empathy plays an important role

Anti-Asian Violence, our
response and roles of Leadership

Creating Inclusive Environments as it
Relates to the Transgender Community

IN Security: Why a Failure to Attract and Retain
Women in Cybersecurity is Making Us All Less Safe.

Power of Language
and Microaggressions
in the Workplace

Dare to Lead by
Brene Brown

Addressing
Racial Tensions

Supporting
Neurodivergent
Individuals

NICE Workforce Framework for Cybersecurity

WiCyS Video Album



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

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

WiCyS Job Board ++

AVAILABLE
24/7

MEMBERS:

1,100 Resumes Uploaded
Search Job Postings
Get Actively Recruited

STRATEGIC PARTNERS:

63 Partner Booths
Jobs Posted
Search Resume Database



2022:

11K

Booth Visits

Virtual Career Fair: August 16, 2023

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

Special Thanks

WICYS STRATEGIC PARTNERS

Tier 1



Tier 2



Tier 3



WICYS FOUNDING PARTNERS





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.



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/>

Exclusion

noun

Synonyms for exclusion:

boycott

rejection

prohibition

cut

interdiction

relegation

discharge

removal

refusal

debarment

lockout

repudiation

elimination

segregation

ban

dismissal

obstracism

debarring

embargo

separation

blackball

ejection

ousting

interdicting

eviction

suspension

blockade

exception

prevention

omission

veto

coventry

interdict

preclusion

The **DIVERSITY** of Thought

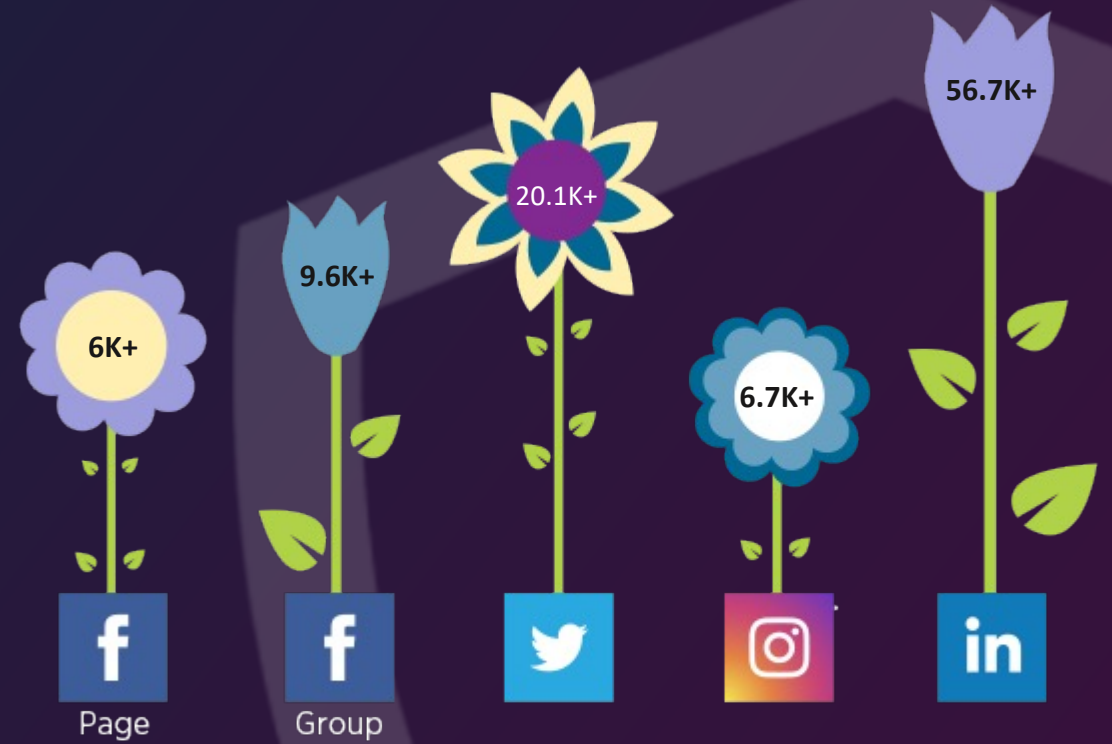


Let's climb this mountain together...



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