THE WICYS STATE OF INCLUSION OF WOMEN IN CYBERSECURITY

Take advantage of a unique opportunity to help the cybersecurity industry and your organization become more inclusive, diverse, and successful.

What is the opportunity?

Previous studies have shown that the representation of women in cybersecurity is not where it should be, but it is not as clear why this is the case or how to improve matters. In collaboration with the DEI firm Aleria, WiCyS has launched a pioneering study quantifying the State of Inclusion of Women in Cybersecurity, to help us understand how best to pinpoint and remove the barriers that keep women from being recruited, hired, retained and promoted at the same rate as men.

In Phase 1

WiCyS collaborated with Aleria on an initial study of individual members, to identify major areas that impact workplace satisfaction and the inclusion of women in Cybersecurity.

In Phase 2

WiCyS partner firms have a unique opportunity to join our study by conducting an Inclusion Assessment for their firm at a WiCyS-subsidized rate:

Tier 1: $20,000

Tier 2: $25,000

Tier 3: $30,000

Why does this matter?

Extending the initial study to include partner firms will provide additional insights and allow for a comparison between the experiences of women and men, while making sure that the industry-wide benchmark is reflecting a wide range of firms.

Participating firms will gaining deep insights into the state of inclusion of their own firms and will be able to compare their State of Inclusion with the industry-wide benchmark.

What does each firm get?

By participating in the study, each firm will receive a confidential State of Inclusion Report, providing a quantitative assessment of their level inclusion across more than two dozen indicators, and a comparison of each metric with the overall industry benchmark.

Each State of Inclusion Report will also include detailed descriptions of specific experiences impacting their employees. Combined with the quantitative analysis, these descriptions will give each participating firm a crystal-clear understanding of their current level of inclusion, where the biggest opportunities for improvement lie, and what specific actions and initiatives are most likely to succeed.

Firm leaders will learn how to link inclusion metrics to greater diversity and to top- and bottom-line financial results. They will also understand how to the State of Inclusion Report can serve as a roadmap to make their employees happier while increasing their firm's performance.

What else is required for participation?

For successful participation and to ensure high-quality results, each firm should dedicate an internal project lead or small team that will interact with WiCyS and Aleria staff on all aspects of the project, including:

- Invite members of the leadership team to participate in one of several Leadership Inclusion Workshops
- Encourage employees to participate in one of several Inclusion Measurement Workshops
- Review draft report and provide feedback
- Disseminate results internally

Deadline to participate is June 30th

wicys.org/initiatives/wicys-state-of-inclusion