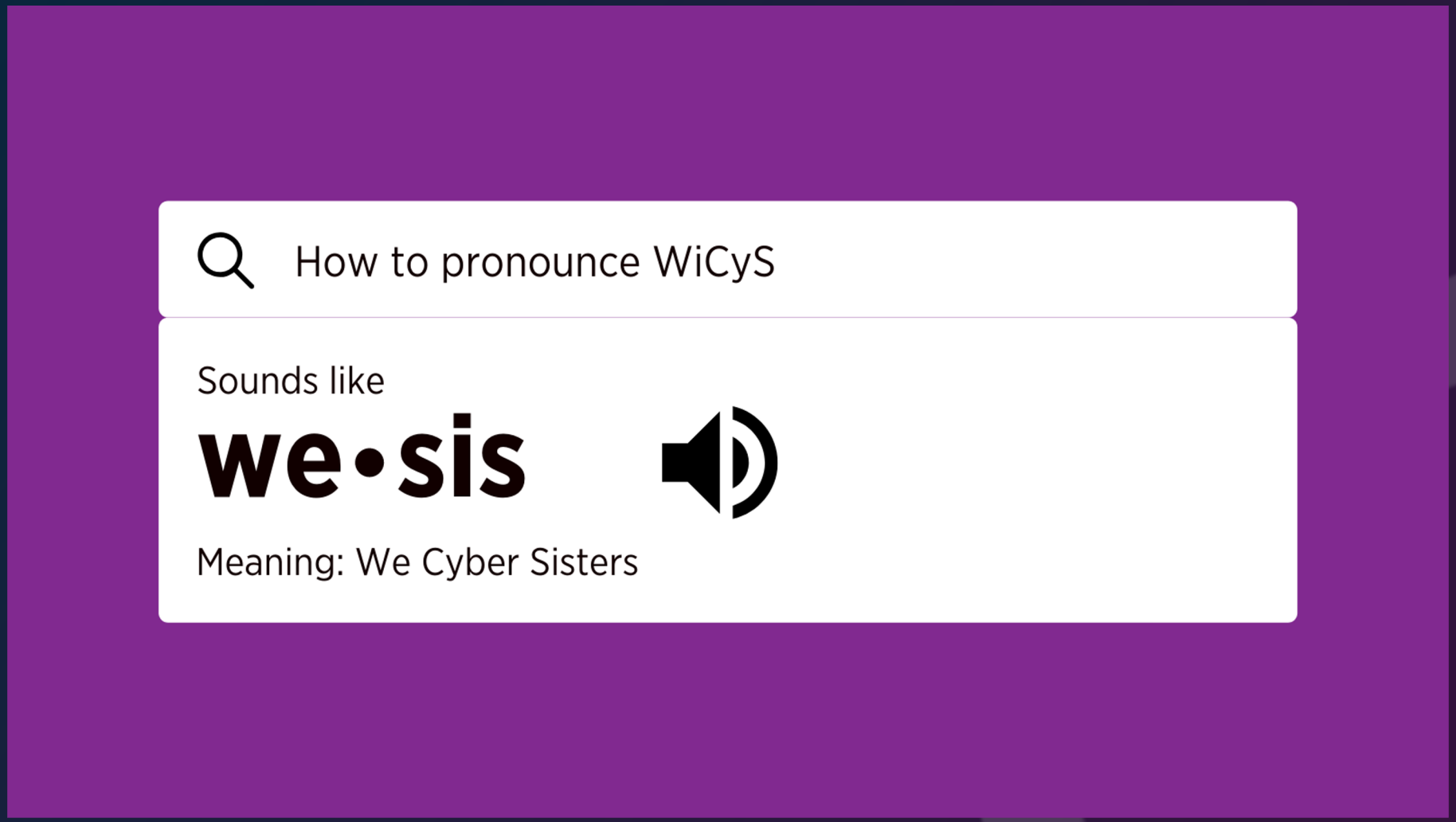
Women in CyberSecurity (WiCyS)

Global Nonprofit Organization

www.wicys.org


How to pronounce WiCyS
Sounds like
we•sis
Meaning: We Cyber Sisters

NSF

TENNESSEE TECH 19 15

women in CYBERSECURITY WiCyS

7.5K+ 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

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Treasurer

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Lockheed Martin Space

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SecurityCurve

DR. GREG SHANNON
Idaho National Laboratory and CyManII

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Chair of The Board

MARIAN MERRITT
NICE and US Departent of Commerce

NOUREEN NJOROGE
Nike, INC.

PRAJAKTA JAGDALE
Palo Alto Networks

SARAH MORALES
Google

VALERIE JANE CHUA
JPMorgan Chase & Co.

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Director

COLLEEN HUBER
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Coordinator

JACLYN JUSTICE
Professional
Affiliate Manager

JESSICA ROBINSON
Chief Information
Security Officer

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

11%

Women in cybersecurity

*Frost and Sullivan, 2013

1 Million

Unfilled Cybersecurity Roles

*Cybersecurity Ventures

2023

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 Access to Mentors

Lack of Pay Parity

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 interested of WiCyS members.

2022

#WiCyS2022 hashtag reached 16 Million!

2023

#WiCyS2023
March 16-18
Denver, CO

2014 | Nashville | 350+

2015 | Atlanta | 550+

2016 | Dallas | 800+

2017 | Tucson | 900+

2018 | Chicago | 1,100+

2019 | Pittsburgh | 1,300+

2021 | Denver | 1,315

2022 | Cleveland | 1,700

2023 | Denver| 2,100

#WiCyS2022

#WiCyS2022 hashtag reached 16 MILLION!

- **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** Reseach 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)

#WiCyS2023

2,100 Conference Registrants

1,004 Scholarships

338 Travel Stipends

121 Sponsors

115 Speakers/Presenters

37 Faculty Grants

18 Awards

60 CPE/CEU Hours

19 Workshops

16 Lightning Talks

14 Meetups/Information Sessions

5 Birds of a Feather

5 Keynotes

1 AllyShip Symposium

450 Volunteers

189 Recruiters

134 Military

37 Research Poster Presenters

19 Countries Represented

78 Unique Sessions

28 Research Posters

16 Technical Presentations

15 Featured Speakers

7 Socials

5 Panels

3 Special Invite Meals

1 CTF

THANK YOU TO OUR 2023

Conference Sponsors

VIP Sponsors

Bloomberg · FORTINET · Optum · Raytheon Technologies

Premium Sponsors

aws · Carnegie Mellon University Software Engineering Institute · cisco · Deloitte. · DeVry University · Google · PACCAR · paloalto NETWORKS · SentinelOne · shopify · verizon · Walmart

Diamond Sponsors

Adobe · American Airlines · AON · BANK OF AMERICA · Brown Brothers Harriman · CSSIA · CHECK POINT · CERIAS · ECS · Huntington Bank · JSCM · LOCKHEED MARTIN · MorganFranklin Consulting · protiviti · RICE UNIVERSITY · Sandia National Laboratories · servicenow · Southwest · CYBERSECURITY SERVICE · TikTok · wayfair · workday. · ZEBRA

Platinum Sponsors

accenture · ACTIVISION · asurion · ComericaBank · CROWDSTRIKE · DELL Technologies · EY · ENVESTNET · FIU Florida International University · Georgia Tech Research Institute · Goldman Sachs · GRAINGER · IBM · INL Idaho National Laboratory · Johns Hopkins School of Advanced International Studies · LinkedIn · ManTech Securing the Future · MARQETA · MSU Denver Master of Science in Cybersecurity · MOTOROLA SOLUTIONS · Naval Information Warfare Center Pacific · Nestlé Information Technology · NCPACE · Northeastern University Khoury College of Computer Sciences · PAYCHEX The Power of Simplicity · RIT Department of Computing Security · SANS · SecurityRisk Solutions · Spectrum · Swift · TREND · US Army Corps of Engineers · UCCS University of Colorado Colorado Springs · VECTRA · VS&Co

Gold Sponsors

antisyphon training · ARCTIC WOLF · ARISTOCRAT · BATTELLE · BrainGu · CAPITOL Technology University · CGI · CHAMPLAIN COLLEGE · CME Group · cyberbit · College of Computing & Informatics · (ISC)² · JPMORGAN CHASE & CO. · College of Engineering and Computer Sciences · MIT LINCOLN LABORATORY · NCYTE CENTER · NETSCOUT · NICE · New York ISO Independent System Operator · NYU TANDON · NuHarbor SECURITY · SPECTEROPS · The Home Depot · UCLA Health · UNIVERSITY of WASHINGTON | BOTHELL · UNIVERSITY of WASHINGTON TACOMA · VISA · yubico

Silver Sponsors

ANDERSON College of Business and Computing · BILLINGTON CyberSecurity · THE OFFICIAL CYBER SECURITY SUMMIT · PURDUE UNIVERSITY · RIDER UNIVERSITY · Phylum · SECUREWORLD · University College UNIVERSITY OF DENVER · UNIVERSITY OF SOUTH ALABAMA SCHOOL OF COMPUTING

CEU and CPE credits avaialble 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

2016
2017
2018
2019
2020
Now impacting over 1.7K women in cybersecurity, the WiCyS community continued to grow rapidly.
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.

How it started

2014

How it's going

2023

women in CYBERSECURITY WiCyS

WiCyS MISSION:

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

RECRUITMENT
RETENTION
ADVANCEMENT for women in the field

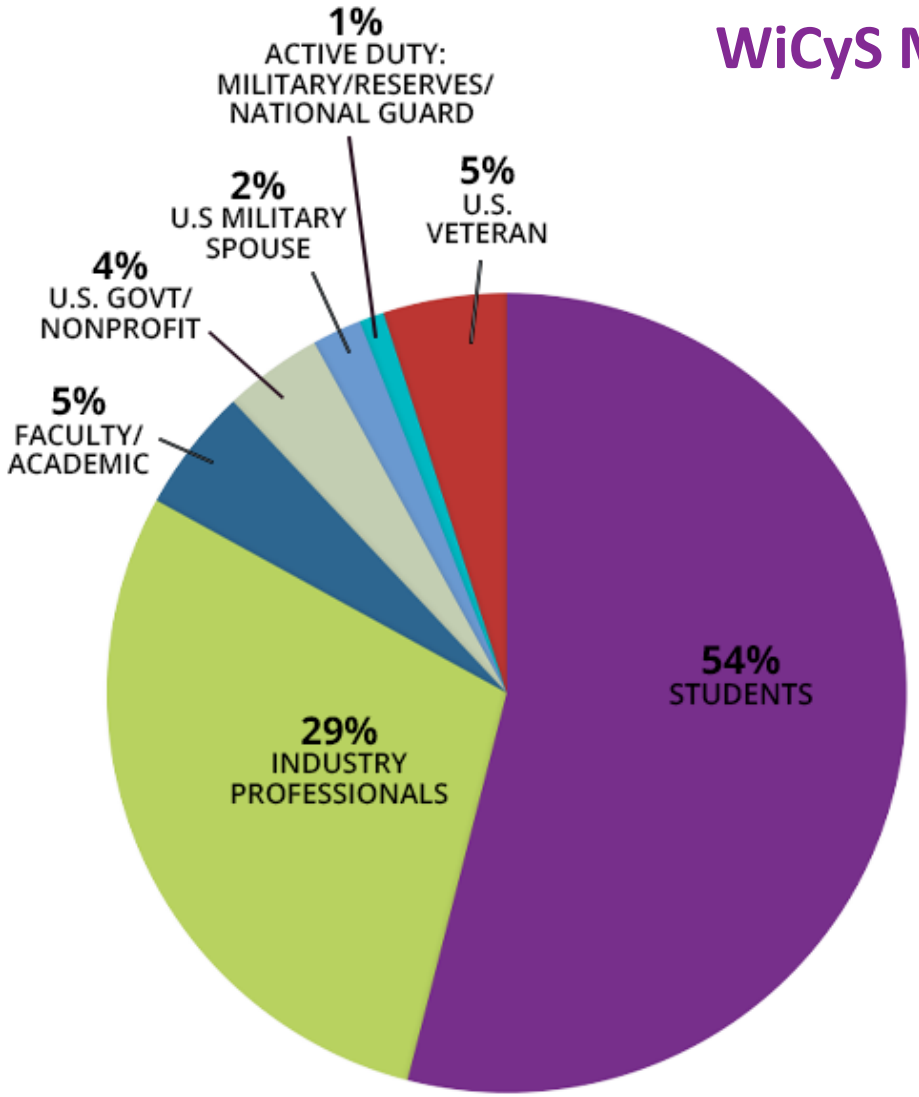
Recruit
Retain
Advance
women in
CYBERSECURITY
WiCyS

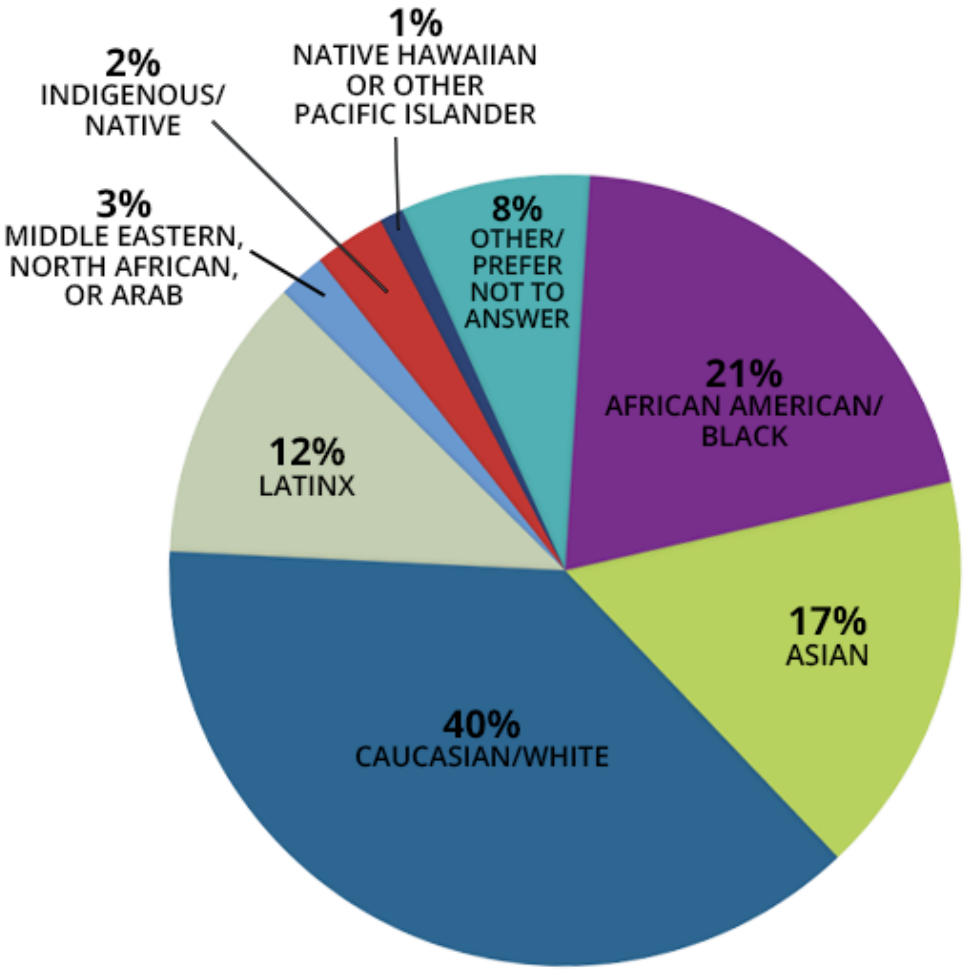
WiCyS Membership Map

women in CYBERSECURITY WiCyS

United States, Albania, Antigua and Barbuda, Argentina, Australia, Austria, Bahamas, Belgium, Brazil, Cameroon, Canada, Chile, Colombia, Costa Rica, Denmark, Djibouti, Egypt, eSwatini, Ethiopia, Finland, France, Georgia, Germany, Ghana, Hong Kong, Hungary, India, Ireland, Israel, Italy, Japan, Kazakhstan, Kenya, Kosovo, Kuwait, Kyrgyzstan, Libya, Luxembourg, Malaysia, Mauritius, Mexico, Mongolia, Morocco, Netherlands, New Zealand, Nigeria, Norfolk Island, Norway, Oman, Pakistan, Panama, Papua New Guinea, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Rwanda, Saudi Arabia, Serbia, Singapore, Slovenia, South Africa, South Korea, Spain, Sri Lanka, Switzerland, Trinidad and Tobago, Tunisia, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, Uruguay, Uzbekistan, Virgin Islands, U.S.

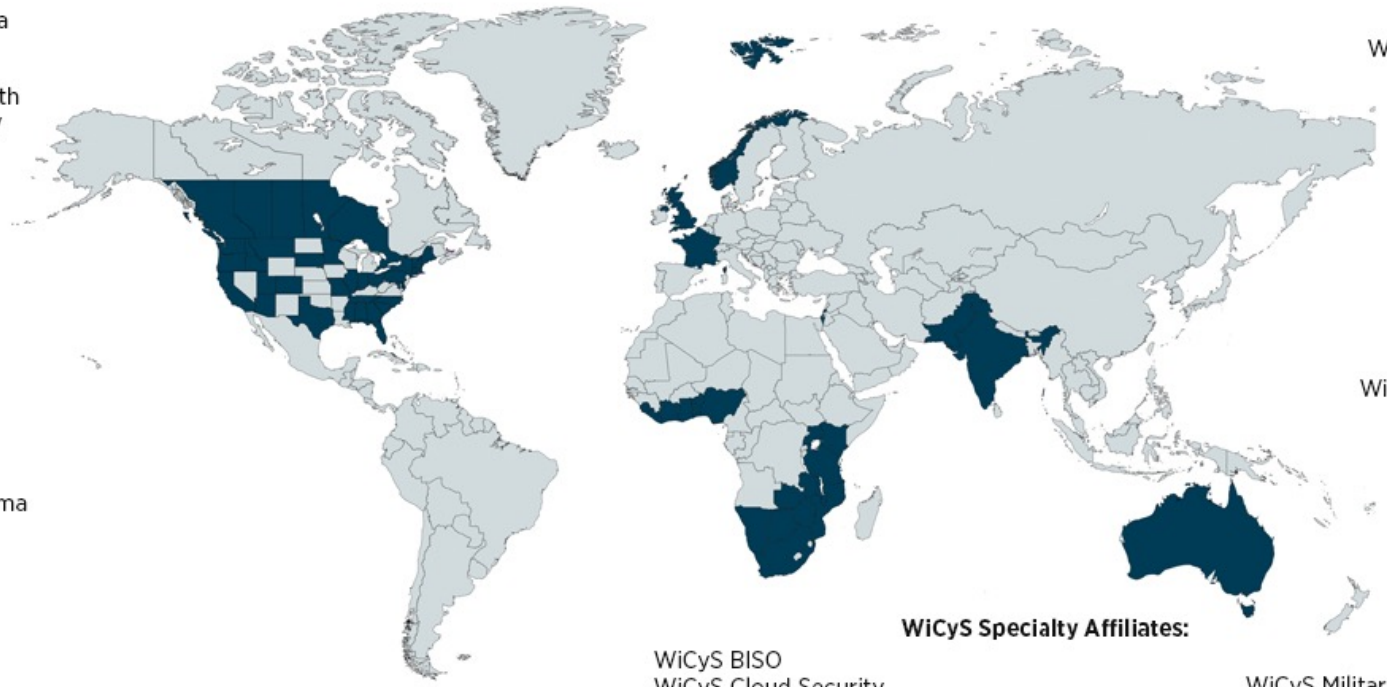
WiCyS Members: 7.5K+





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 Indianapolis
WiCyS Los Angeles
WiCyS Massachusetts
WiCyS Metro NY
WiCyS Mid-Atlantic
WiCyS Minnesota
WiCyS Missisippi
WiCyS Montana
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 Tennesee
WiCyS Utah
WiCyS Western Washington



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

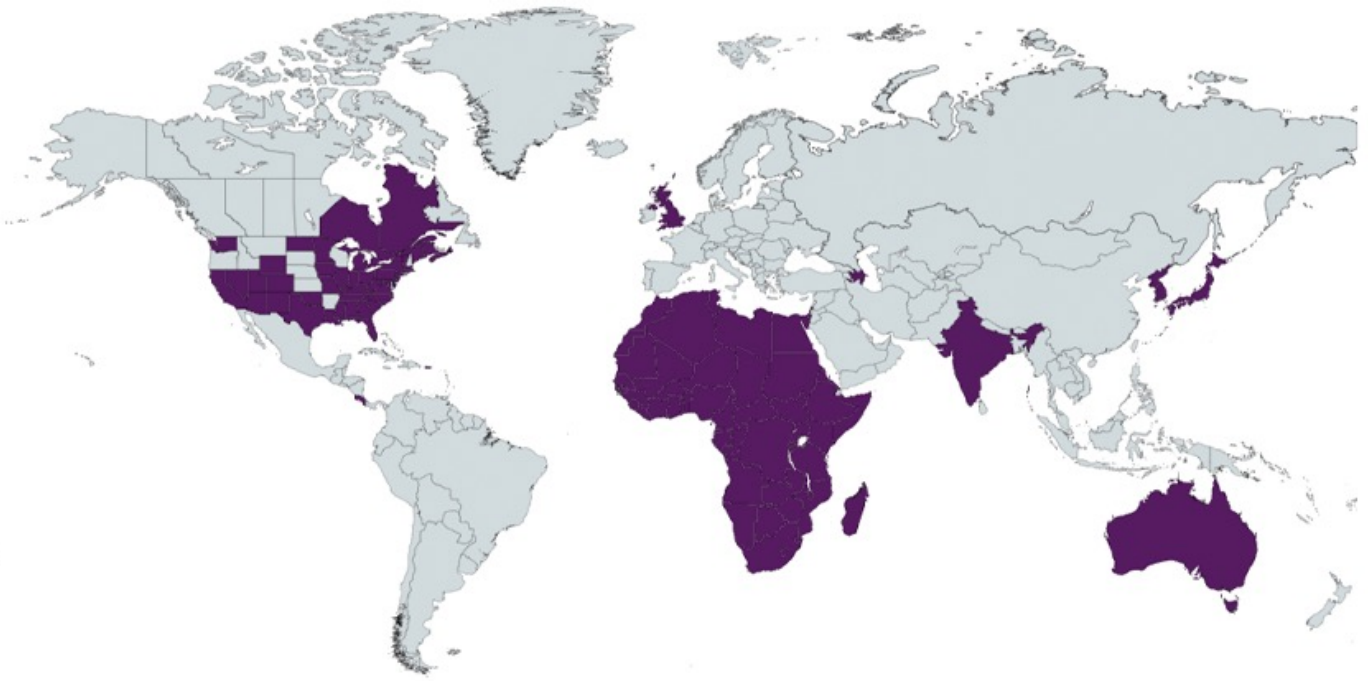
WiCyS Corporate Affiliates:
WiCyS Lockheed Martin
WiCyS MITRE

WiCyS Specialty Affiliates:
WiCyS BISO
WiCyS Cloud Security
WiCyS Colors of Inclusion
WiCyS Critical Infrastructure (CI)
WiCyS Deaf
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



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

women in CYBERSECURITY WiCyS

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

WICYS INITIATIVES

WiCyS Security Training Scholarship

One journey started...
One year invested...
One career elevated...
CYBERSECURITY

Women in Cybersecurity WiCyS | Google | Bloomberg | Craig Newmark Philanthropies | SANS Institute

'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

Women in CYBERSECURITY WiCyS

Google

SANS

WiCYS.org

WiCyS 2020-2021 SECURITY TRAINING SCHOLARSHIP COHORT

Sponsored By: Google

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

Women in CyberSecurity WiCyS

Google

Bloomberg

Meta

SANS INSTITUTE

WiCyS 2021-2022 SECURITY TRAINING SCHOLARSHIP COHORT

Kathleen Gibson

Uliana Steshenko

Catharine Vetter

Palak Mittal

Bhawani Tripathi

Amanda Basso de Oliveira

Dominique Serna

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

Sponsored By: Bloomberg Meta Google

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

Tier 4 and 5 *(advanced certifications and career placement)*: 66

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

2022-2023 SECURITY TRAINING SCHOLARSHIP COHORT

This is how they started

A. Chevez
Scholar

A. Ta
Scholar

B. Davis
Trust and Saftey 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 Reasearcher/ Project Manager

J. Bond
Jr. System Administrator

J. Cone
Student

J. Pierce
Scholar

J. Otieno
IT officer

J. Rehlander
Consulant

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

Google

Bloomberg

craig newmark philanthropies

SANS INSTITUTE

Women in Cybersecurity WiCyS

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

Google

Bloomberg

craig newmark philanthropies

SANS INSTITUTE

women in CYBERSECURITY WiCyS

Website Views: 46K+

Applicants: 2.4K+

Final Recipients of Advanced Certifications: 120

women in CYBERSECURITY WiCyS smoothstack

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

Mentor/Mentee Infrastructure
Sponsored by:

women in CYBERSECURITY WiCyS

workday.

WiCyS MENTORSHIP PROGRAM

Enrollment Closes March 22

Total mentees: 1,368, Total mentors: 344

Next Enrollment: Fall 2023

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

228 Applicants, 100 Participants

https://www.wicys.org/benefits/fortinet-nse4-certification-summer-camp/

TRANSITIONING TO CYBERSECURITY:
THE PATHWAY TO TECHNICAL CERTIFICATION

COMING FALL 2023

FORTINET®

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

CYBER DEFENSE
CHALLENGE
MADE POSSIBLE BY TARGET
women in CYBERSECURITY
WiCyS
Registration Closes June 14

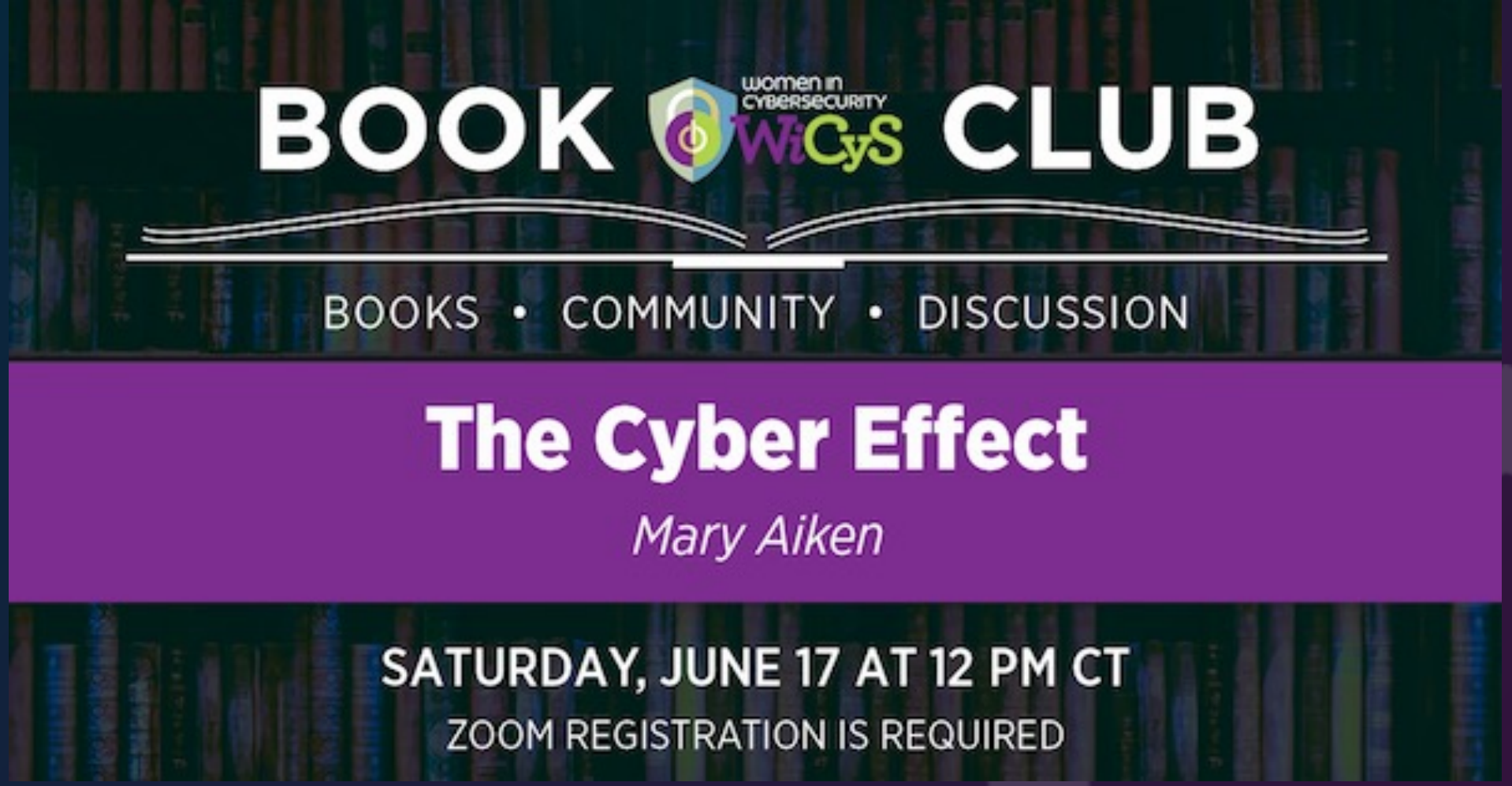
Total Applications: 704

Final Participants: 265

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

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

women in CYBERSECURITY
WiCyS
CISCO
SPEAKER
Spotlight Program
Launching June 2023



Register here:
https://us06web.zoom.us/meeting/register/tZYpcOGgrz4tE9Il3EY1OP7uM0KftYVmFQw9

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
women in cybersecurity
WiCyS
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

Leadership Series

Thursday, July 20 at 1pm CT

Supporting Neurodivergent Individuals
through Hiring and in the Workplace

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

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

214 WiCyS student chapters

WiCyS Global Student Chapter Initiative

MADE POSSIBLE BY MICROSOFT PHILANTHROPIES

Microsoft

women in CYBERSECURITY WiCyS

Funding available throughout the year

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

WiCyS Job Board ++

AVAILABLE 24/7

MEMBERS:

1,200 Resumes Uploaded

Search Job Postings

Get Actively Recruited

STRATEGIC PARTNERS:

65 Partner Booths

Jobs Posted

Search Resume Database

2022:
11K
Booth Visits

Women in Cybersecurity WiCyS

Virtual Career Fair: August 16, 2023

https://careerfair.wicys.org/

Special Thanks

WICYS STRATEGIC PARTNERS

Tier 1

Akamai, amazon, BATTELLE, Bloomberg, Carnegie Mellon University Software Engineering Institute, cisco, FORTINET, Google, LOCKHEED MARTIN, Microsoft, Optum, Sandia National Laboratories, SentinelOne

Tier 2

ARISTOCRAT, DELL Technologies, DeVry University, intel, JPMORGAN CHASE & CO., LinkedIn, McKESSON, NAVY FEDERAL Credit Union, nccgroup, Nike, workday., yubico

Tier 3

accenture, American Airlines, AON, ARCTIC WOLF, CROWDSTRIKE, CYBERSECURITY SERVICE, Edward Jones, ENVESTNET, EY, Federal Reserve Bank of Atlanta, flatiron., HAYSTACK SOLUTIONS, The Home Depot, IBM, (ISC)², HUNTRESS, MITRE, MOTOROLA SOLUTIONS, Nestlé, Information Technology, OAK RIDGE National Laboratory, paloalto, PayPal, Recorded Future, RUSH, salesforce, SANS, servicenow, tenable, TikTok, TREND, UC San Diego, verizon, wayfair

WICYS FOUNDING PARTNERS

cisco, FACEBOOK, paloalto

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:	CHANGE TO:
Master	Lead, Primary, Original
Slave	Follow, Secondary, Replica
Blacklist	Deny list, Blocklist
Whitelist	Allow list, Approved list
White board	Collaboration board, Ideation, Brainstorm
Whitebox testing	Open Testing
Blackbox testing	Closed Testing
Master Git branch	Main, Production, Release, Live branch
Scrum Master	Scrum Lead/Manager
Sanity-check	Check for completeness and clarity
Crazy ex. “crazy outliers in the data”	Baffling ex. “baffling outliers in the data”
Master Black Belt (Six Sigma)	Six Sigma Expert
(You) guys	You all, team, folks
Man Hours ex. “how many man hours…”	Hours ex. “how many hours…”
Man a booth, man a table, manpower	Staff a booth, staff a table, workforce
Chairman	Chair of the board
Grandfathered	Exempt, rollover
Blackhat hacker	Unethical hacker
Whitehat hacker	Ethical hacker
Native feature	Built-in
Man-in-the-middle	On-path
DMZ	Perimeter network
Blackhole	Process vacuum or sinkhole
Blackout	Power failure or power loss
Application whitelisting	Application control
Gray hat	Semi-authorized
White-hat	Authorized or legal or ethical
Handicapped	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

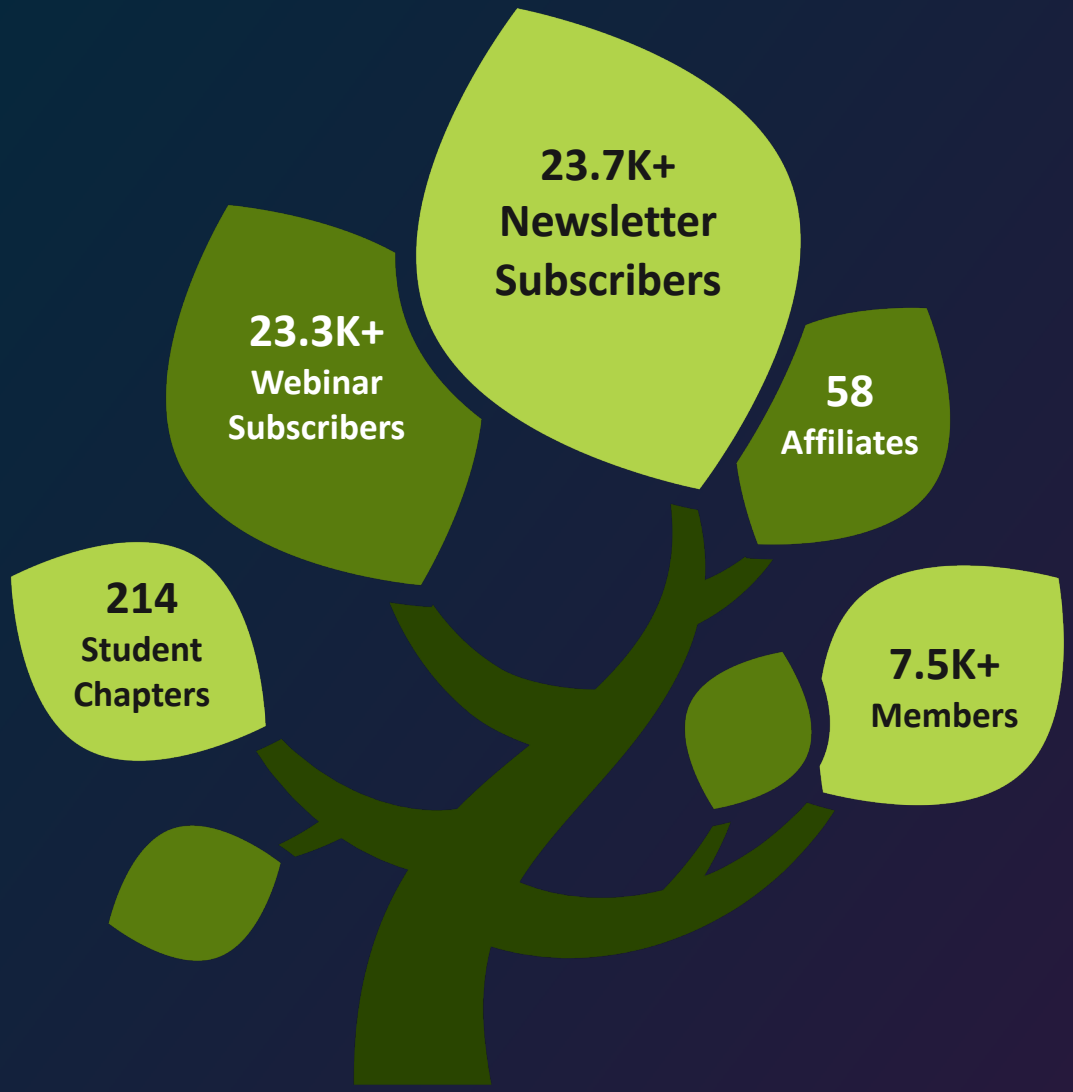
https://www.wicys.org/resources/resources/

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.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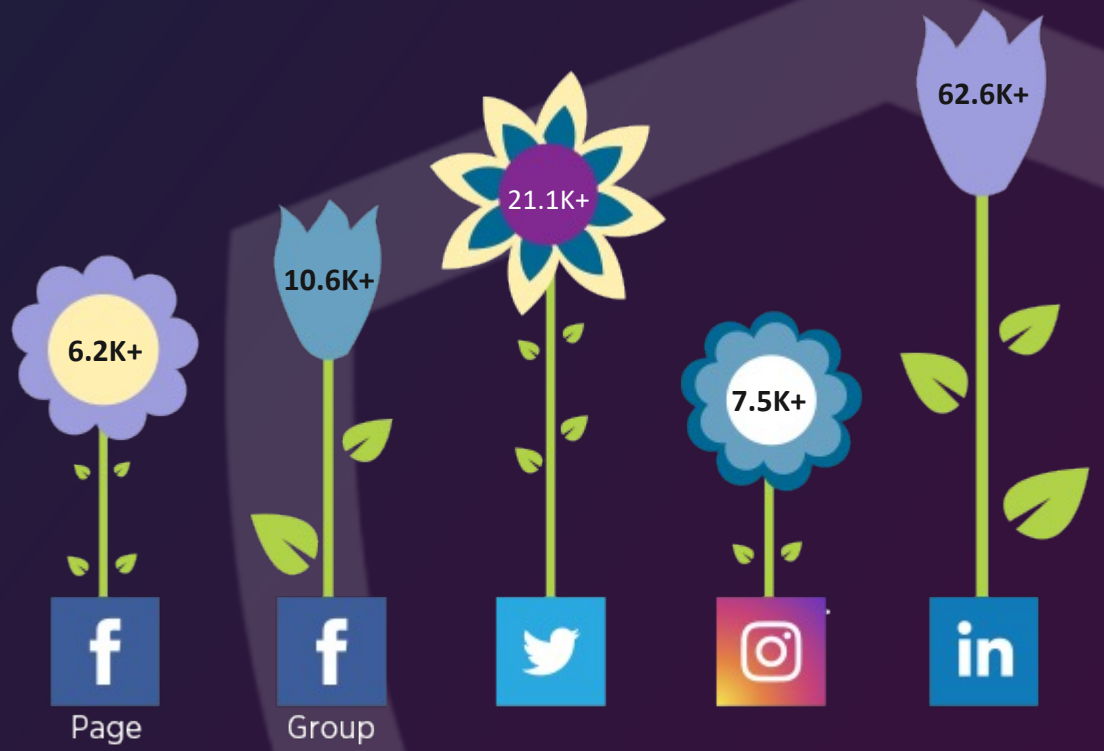
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Group

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