Women in CyberSecurity (WiCyS)
Global Nonprofit Organization

www.wicys.org
How to pronounce WiCyS

Sounds like

we•sis

Meaning: We Cyber Sisters
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

8K+ members
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

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Idaho National Laboratory
and CyManII

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Nike, INC.

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Palo Alto Networks

SARAH MORALES
Google

VALERIE JANE CHUA
JPMorgan Chase & Co.
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

Women in cybersecurity increased from 11% in 2014 to 24% in 2023. The number of unfilled cybersecurity roles increased from 1 Million in 2014 to 3.4 Million in 2023.
GENDER BALANCE CHALLENGES

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

2015
Now impacting over 1.7K women in cybersecurity, the WiCyS community continued to grow rapidly.

2016
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.

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
#WiCyS2022 hashtag reached 16 Million!

2022
WiCyS continues to SUSTAIN and SCALE through multiple employer collaborations and the vested interested of WiCyS members.

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+
<table>
<thead>
<tr>
<th>#WiCyS2022</th>
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<tbody>
<tr>
<td>1,500+ Conference Registrants</td>
<td>200+ Recruiters</td>
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<tr>
<td>750 Scholarships</td>
<td>350+ Volunteers</td>
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<tr>
<td>218 Travel Stipends</td>
<td>200+ Recruiters</td>
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<td>121 Sponsors</td>
<td>107 Military</td>
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<tr>
<td>67 CPE Hours</td>
<td>22 Faculty Grants</td>
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<td>17 Awards</td>
<td>16 Technical Presentations</td>
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<tr>
<td>15 Countries Represented</td>
<td>14 Lightning Talks</td>
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<tr>
<td>9 Employer Socials</td>
<td>8 Featured Speakers</td>
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<tr>
<td>8 Information Sessions</td>
<td>6 Leadership Events</td>
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<tr>
<td>5 Birds of a Feather</td>
<td>5 Keynotes</td>
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<tr>
<td>1 Capture-the-Flag (CTF)</td>
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#WiCyS2022 hashtag reached 16 MILLION!
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<td>AllyShip Symposium</td>
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THANK YOU TO OUR 2023
Conference Sponsors

VIP Sponsors

| Bloomberg | Fortinet | Optum | Raytheon Technologies |

Premium Sponsors

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Diamond Sponsors

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Platinum Sponsors

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Gold Sponsors

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Silver Sponsors

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

**2018**

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

**2019**

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

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

RECRUITMENT
RETENTION
ADVANCEMENT for women in the field
WiCyS Membership Map

United States, Albania, 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: 8K+

- 54% Students
- 29% Industry Professionals
- 5% U.S. Veteran
- 4% U.S. Govt/Nonprofit
- 2% U.S. Military Spouse
- 1% Active Duty: Military/Reserves/National Guard
- 8% Other/Prefer Not to Answer
- 12% Latinx
- 21% African American/Black
- 17% Asian
- 40% Caucasian/White
- 3% Middle Eastern, North African, or Arab
- 2% Indigenous/Native
- 1% Native Hawaiian or Other Pacific Islander
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

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

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

- Skill Development Training Programs
- Scholarships, Grants & Awards
- Inclusion and Allyship Resources
- Apprenticeships and Internships
- NICE Workforce Framework Video Library
- Job Board++

- Virtual & In-Person Career Fair
- Online Member Forum
- Newsletters
- Annual Conference
- Speaking & Media Opportunities
- Leadership Series

- Professional Affiliates
- Webinar Series
- Mentors/Mentees
- Speakers Bureau
- Veterans Military Spouse

- Student Chapters
- Equity Advocacy Committee
WiCyS Security Training Scholarship

One journey started...
One year invested...
One career elevated...
CYBERSECURITY
'20 - '21 WICYS SECURITY TRAINING SCHOLARSHIP

ALL RECIPIENTS EMPLOYED WITHIN ONE YEAR

C. Campbell
SENIOR SYSTEMS ADMINISTRATOR

K. Cotton
INFORMATION TECHNOLOGY FELLOW

A. Singh
APPLICATION SECURITY ENGINEER

L. La
SECURITY ANALYST

H. Deepa
ASSOCIATE ANALYST

S. Ramamurthy
INFORMATION SECURITY INTERN

A. Desperoux
ANALYST

H. Pillay
SENIOR PROGRAMMER ANALYST

L. Gallegos
NETWORK ENGINEER

L. Beattie
SOC II ANALYST

A. Reyes
SECURITY ENGINEER INTERN

C. Morency
CLOUD SECURITY ANALYST

M. Bigger
CLOUD SECURITY ENGINEER

J. Otiene
LEVEL 1 SOC ANALYST

L. Machado
THREAT INTELLIGENCE INTERN

WiCYS.org
2020-2021 SECURITY TRAINING SCHOLARSHIP COHORT

Amazon
Aimee Reyes
Surabi Ramamurthy
Astride Desperoux
Booz Allen Hamilton
Cognizant
Apoorva Singh

Deloitte
Harsha Deepa
Liz Beattie
Jennifer Otiento
Midwest Regional Network Enterprise Center
Kristen Cotton

PSC Biotech
Melinda Bigger
Colleen Morin (Campbell)
Raytheon Technologies
UCSF
Zyston

Sponsored By: Google
2021-2022 WICYS SECURITY TRAINING SCHOLARSHIP RECIPIENTS

WICYS
SECURITY TRAINING SCHOLARSHIP

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 Safety Associate
- C. Grimes Intern
- C. Porter IT Coordinator
- E. Schlieff Reverse Engineer
- G. Liu ICT Admin Officer
- G. Nsoko Scholar
- H. Rapetti Cyber Security Analyst
- J. Abuehmad Technical Writer
- J. Billingsley Senior IT Redemptorist/Project Manager
- J. Bond Jr. System Administrator
- J. Cone Student
- J. Plerco Scholar
- J. Otteno IT Officer
- J. Rohlander Consultant
- J. Spencer Registered Nurse
- J. Sprowl
- J. Suarez Associate Transit Management Analyst
- J. Chien Jr. System Administrator
- J. Raczkiewicz Scholar
- J. Tong Scholar
- K. Druzdiauskas Head of Organic Growth
- K. Girvoni Scholar
- K. McLeod Scholar
- K. Quinn Cyber Security Education Content Writer
- L. Dinkins Fraud Investigator
- L. Gutierrez Mentor
- 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 Cyber Security (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. Moll  
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. Nasrud  
IRM Analyst

N. Rana  
IT Specialist

P. Smarduch  
Scholar

P. Vargas  
Scholar

R. Esite  
Director of Consulting Services

R. Echevarria  
IT Specialist

R. Emad  
Intern

R. Fateyo  
Cybersecurity Engineer

S. Henry  
Army Reserve Soldier/IT Support Specialist

S. Keia  
Technology Product Manager

S. Le  
Intern

S. Malt  
Senior Editor

S. Meyers  
Teaching Assistant

S. Hineku  
Founder & CEO of Souzacloud Media

S. Modl  
Google WE Scholar

S. Formander  
Legal Transcriptionist

S. Ortega  
Security Analyst

S. Ramsay  
Scholar

S. Rivas  
Intern

S. Selvarej  
Student

S. Xiao  
Cyber Security Intern

Y. Kim  
Barista

Z. Olayiwola  
Scholar

Google  
Bloomberg  
craig newmark philanthropies

SANS INSTITUTE  
Women in Cybersecurity WiCyS
WiCyS Security Training Scholarship

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

**1684 Applicants**
**362 Cyberstart Scholars**

**55 students selected for advanced training scholarships**

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

**100% of program graduates are employed within 6 months of completion**

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

**GIAC CERTIFICATIONS**
Course pathways include a corresponding GIAC Certification exam in the following areas:
- Hacker Tools, Techniques, Exploits, and Incident Handling
- Cloud Security Essentials
- Network Forensics Testing and Ethical Hacking
- Web App Penetration Testing and Ethical Hacking
- Windows Forensic Analysis, Cloud Security and DevOps Automation

**100% of program graduates are employed within 6 months of completion**

**Final Recipients of Advanced Certifications: 120**

"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."

Kanan Saleh, Detection and Response Analyst at Rapid 7

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

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

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

Registration Closes June 14

Total Applications: 704
Final Participants: 265
https://www.wicys.org/benefits/isc2-certified-in-cybersecurity-certification/
Program runs June 12th - July 21st
Application opens May 15
Application closes May 31

https://www.wicys.org/benefits/isc2-certified-in-cybersecurity-certification/
SPEAKER Spotlight Program
Launching June 2023

https://www.wicys.org/benefits/speaker-spotlight-program/
Navigating the Cybersecurity Career Path

Helen Patton

SATURDAY, AUGUST 26 AT 12 PM CT
ZOOM REGISTRATION IS REQUIRED

Register here:
https://us06web.zoom.us/meeting/register/tZ0tdeuhrijgjGNX6qpbTO1v2DB_9Ozfy9xtR
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.

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

Power of Language and Microaggressions in the Workplace
Dare to Lead by Brené Brown
Addressing Racial Tensions
Supporting Neurodivergent Individuals
Funding available throughout the year
Learn more: https://www.wicys.org/initiatives/wicys-global-student-chapter-initiative-made-possible-by-microsoft-philanthropies/
MEMBERS:
- 1,300+ Resumes Uploaded
- Search Job Postings
- Get Actively Recruited

STRATEGIC PARTNERS:
- 68 Partner Booths
- Jobs Posted
- Search Resume Database

Virtual Career Fair: August 16, 2023
https://careerfair.wicys.org/
## Special Thanks

### WICYS STRATEGIC PARTNERS

#### Tier 1
- Akamai
- Amazon
- AT&T Cybersecurity
- Battelle
- Bloomberg
- Boeing
- Cisco
- Ford
- Fortinet
- Google
- Lockheed Martin
- Microsoft
- Optum
- Sandia National Laboratories
- SentinelOne

#### Tier 2
- Arista
- 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 Alliance
- Equifax
- Envestnet
- EY
- Federal Reserve Bank of Atlanta
- flatiron.
- HSBC
- IBM
- ITA (ISOTEC)
- KPMG
- Lenovo
- McDonald's
- MITRE
- Motorola Solutions
- NSC International
- Oak Ridge National Laboratory
- Palo Alto
- PayPal
- Recorded Future
- RUSH
- SANS
- ServiceNow
- Starbucks
- StoneX
- Target
- Tenable
- TikTok
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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
- Slave
- Blacklist
- Whitelist
- White board
- Whitebox testing
- Blackbox testing
- Master Gift branch
- Script 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
- Goddesshead
- Blackhat hacker
- Whitelabel hacker
- Native feature
- Man-in-the-middle
- DMZ
- Blackhole
- Blackout
- Application whitelisting
- Gray hat
- White-hat
- Handicapped

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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 workplace. The cohort and inclusive mentors provide the heart and soul.

SEVEN STEPS FOR INCLUSIVE MENTORING

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!

The document provided through contributions of the WiCyS Racial Equity Committee and WiCyS Mentor/Mentee Committee

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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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- Members: 8K+
- Student Chapters: 218
- Page: 6.4K+
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- 21.7K+
- 8.1K+
- 67.6K+
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