

WICYS INCLUSIVE LEADERSHIP

Inclusive leaders pave the way to create inclusive and equitable workplaces for women in cybersecurity.

The WiCyS State of Inclusion study, done in collaboration with Aleria, shows that women feel their leaders and managers are not doing enough to respect their skills and expertise, provide career and growth opportunities, develop access and participation, and recognize their ideas and achievements.

Let's change this together!

The following are 6 inclusive leadership actions you can take to lead the change at our events, in your workplace, and in your communities.

6 INCLUSIVE LEADERSHIP ACTIONS

1. Lead with empathy
2. Create safe team environments
3. Recognize ideas and achievements
4. Provide valuable feedback
5. Support professional development goals
6. Improve systems, processes and cultures

1 Lead with empathy. Use curiosity to understand each woman's unique experiences, show empathy and respect for their experiences, and support them. Build team empathy through informal gatherings, DEI learning sessions and conversations where they genuinely get to know each other and don't talk about work.

2 Create safe team environments. If women don't feel safe or respected by team members, they're less likely to take risks and contribute. Stand up for what's right and intervene when you observe or learn about exclusion. Interrupt interruptions, ensure full inclusion in conversations and build trust between team members.

3 Recognize ideas and achievements. Actively listen to women's ideas and ensure they receive credit. Publicly acknowledge contributions to projects and career accomplishments. Show you trust women's expertise by seeking their advice, contributions and leadership.

4 Provide valuable feedback. Women, especially women of color, tend to receive lower-quality feedback. This limits their ability to develop skills as leaders. Provide career-improving feedback on presentations and projects, as well as one-on-ones and annual reviews.

5 Support professional development goals. Be transparent about the specific actions needed for promotions and raises. Check progress together in one-on-ones and reviews. Provide stretch assignments, speaking roles and leadership opportunities. Be their champion and recommend them for new opportunities.

6 Improve systems, processes and cultures. Pursue opportunities to improve systems, processes and cultures to be more inclusive and equitable for women. Collaborate with diverse women and other leaders to assess and make improvements together.

WiCyS is taking the lead on building allies in cybersecurity, and we're excited for you to join us. Thank you for leading the change to transform our WiCyS community and our industry.

TOGETHER, WE THRIVE!

The WiCyS State of Inclusion Benchmark is being developed in collaboration with Aleria. The inclusive leadership actions were created in partnership with Melinda Briana Epler, Founder & CEO of Empovia and author of How to Be an Ally.



www.wicys.org

