Women in CyberSecurity (WiCyS)
Global Nonprofit Organization

Lynn Dohm
WiCyS Executive Director
@lynn_dohm

Recruit, RETAIN and Advance women in cybersecurity.
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.
WiCyS Board Members

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Nike, INC.

PRAJAKTA JAGDALE
Palo Alto Networks

SARAH MORALES
Google

VALERIE JANE CHUA
JPMorgan Chase & Co.
2014 vs 2023

11% Women in Cybersecurity

Unfilled Cybersecurity Roles: 1 million

3.4 million Unfilled Cybersecurity Roles

24% Women in Cybersecurity
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
How it started

2014

How it’s going

2023
# THANK YOU TO OUR 2023 Conference Sponsors

## VIP Sponsors
- Bloomberg
- FORTINET
- Optum
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## Premium Sponsors
- AWS
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- Precise Software Solutions
- Red Hat
- Rackspace
- Salesforce
- ServiceNow
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- Workday
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- Zscaler

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- Flexera
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- Intuit
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- JPMorgan Chase & Co.
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- Primer Risk
- Precise Software Solutions
- Red Hat
- Rackspace
- Salesforce
- ServiceNow
- VMware
- Workday
- Xerox
- Zscaler

CRU and CPE credits available by: CompTia, GIAC, and (ISC)²
Learn more: https://www.wicys.org/events/wicys-2024/
WiCyS MISSION

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

RECRUITMENT
RETENTION
ADVANCEMENT for women in the field
WiCyS Members: 8.9K+

- **32%** Industry Professionals
- **51%** Students
- **4%** U.S. Govt/Nonprofit
- **2%** U.S. Military Spouse
- **6%** U.S. Veteran/Active Duty
- **6%** Faculty/Academic

**Race/Ethnicity分布**

- **23%** African American/Black
- **37%** Caucasian/White
- **12%** Latinx
- **12%** Other/Prefer Not to Answer
- **3%** Middle Eastern, North African, or Arab
- **1%** Native Hawaiian or Other Pacific Islander
- **2%** Indigenous/Native
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 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

19 Countries: Africa, Australia, Azerbaijan, Cameroon, Canada, Costa Rica, Ecuador, Finland, 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 MISSION:
Help build a strong gender-diverse cybersecurity workforce by facilitating recruitment, retention, and advancement for women in the field.

WICYS INITIATIVES

- Virtual & In-Person Career Fair
- Online Member Forum
- Student Chapters
- Skill Development Training Programs
- Newsletters
- Professional Affiliates
- Scholarships, Grants & Awards
- Webinar Series
- Equity Advocacy Committee
- Annual Conference
- Mentors/Mentees
- Speaking & Media Opportunities
- Job Board++
- NICE Workforce Framework Video Library
- Apprenticeships and Internships
- Leadership Series
- Veterans Military Spouse
- Speakers Bureau
WiCyS MISSION:
Help build a strong gender-diverse cybersecurity workforce by facilitating...

RECRUITMENT
RETENTION
ADVANCEMENT for women in the field

WiCyS Security Training Scholarship

One journey started...
One year invested...
One career elevated...
CYBERSECURITY
The WiCyS Security Training Scholarship experience has been unlike anything I have experienced in my life. I have gained an incredible support system, and access to hundreds of resources, and have the honor of taking classes with SANS, the most respected cyber training program in the world. This opportunity has given me a clear path forward to enter the field with confidence knowing that I will not be on this journey alone.

- Lauren Guitterez
WiCyS Security Training Scholarship Program

- Since 2020, the WiCyS Scholarship program impact is as follows:
  - Over 2,500 WiCyS members with beginner-level CTF
  - 612 CyberStart scholars
  - 400 CyberGen.IQ aptitude assessments
  - 120 Advanced Training Scholarships
  - 100% career placement for graduates within 12 months of program completion
  - Website Views: 121K+
WiCyS MISSION:
Help build a strong gender-diverse cybersecurity workforce by facilitating...

RECRUITMENT
RETENTION
ADVANCEMENT for women in the field

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

APPLICATIONS OPEN: AUGUST 2
APPLICATIONS CLOSE: AUGUST 30
WiCyS MENTORSHIP PROGRAM

Total Mentees: 1,368 | Total Mentors: 344
https://www.wicys.org/initiatives/mentorship/
228 Applicants, 100 Participants

https://www.wicys.org/benefits/fortinet-nse4-certification-summer-camp/
WiCyS FORTINET Bootcamp for NETWORK FUNDAMENTALS

Deadline to Apply is October 6

Learn more here:
https://www.wicys.org/benefits/fortinet-nse4-certification/
2023 Top 10 Participants

Tier 1: 824 Registrants | Tier 2: 50 Participants | Tier 3: Top 10 Invited

2023 Total Applications: 1,002
2023 Total Accepted: 500

https://www.wicys.org/benefits/isc2-certified-in-cybersecurity-certification/
WiCyS WEBINAR SERIES
CYBERSECURITY AWARENESS MONTH

“Secure Yourself and Real Stories of an Ethical Hacker”
This engaging and informative series aims to promote cybersecurity awareness and empower participants to safeguard their digital lives.

Learn more here:
https://www.wicys.org/events/cybersecurity-awareness-month/
Leadership Series
Speak. Listen. Community.

Topics of conversation include:
- Supporting Neurodivergent Individuals
- Inclusive Language
- Addressing Racial Tensions
- Trauma-Informed Workplaces
- Inclusive Language
Funding available throughout the year. Learn more: https://www.wicys.org/initiatives/wicys-global-student-chapter-initiative-made-possible-by-microsoft-philanthropies/
BOOK CLUB

BOOKS • COMMUNITY • DISCUSSION

Rise of the Cyber Women Volume One:
Inspirational Stories From Women Who Are Taking the Cyber Security Industry by Storm.

SATURDAY, OCTOBER 21 AT 12PM CT
ZOOM REGISTRATION IS REQUIRED

Register here:
https://us06web.zoom.us/meeting/register/tZwrfuugqDsjGtKK4mDkwDQjMn4CAv8BKn3j
WiCyS Job Board ++

MEMBERS:
1,700+ Resumes Uploaded
Search Job Postings
Get Actively Recruited

STRATEGIC PARTNERS:
68 Partner Booths
Jobs Posted
Search Resume Database

2023 Virtual Career Fair: 24K Booth Visits
# Special Thanks

## WICYS Strategic Partners

### Tier 1
- Akamai
- Amazon
- AT&T Cybersecurity
- Battelle
- Bloomberg
- Carnegie Mellon University
- Cisco
- Ford
- FORTINET
- Google
- Lockheed Martin
- Microsoft
- Optum
- SentinelOne

### Tier 2
- Accenture
- Arista
- Dell Technologies
- DeVry University
- Intel
- JPMorgan Chase & Co.
- LinkedIn
- McKesson
- Navy Federal Credit Union
- NCR
- Workday
- Yubico

### Tier 3
- American Airlines
- Aon
- Arctic Wolf
- Arete
- CrowdStrike
- Cybersecurity Service Alliance
- Edward Jones
- Envestnet
- Federal Reserve Bank of Atlanta
- flatiron.
- FireEye
- Hitachi
- IBM
- ISC2
- McDonald's
- MITRE
- Motorola Solutions
- National Science Foundation
- Oak Ridge National Laboratory
- Palo Alto Networks
- PayPal
- RUSH
- SANS
- ServiceNow
- Starbucks
- StoneX
- Tenable
- TikTok
- Trend Micro
- UC San Diego
- Vanguard
- Verizon
- Wayfair

## WICYS Founding Partners
- Cisco
- Facebook
- Palo Alto Networks
WiCyS Instagram Feature

#womenincybersecurity

Brought to the WiCyS community by...

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 shape the industry into one we can all be proud of as we move forward together.

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

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

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, share their own vulnerabilities, 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 Mentorship Committee

www.wicys.org

www.wicys.org
Allyship is empathy in action.
As allies, we learn about people’s unique experiences, show empathy for them, and take action in support.

The following are essential actions for WiCYS allies to practice at our events, in your workplace, and in your communities.

1. **Learn, unlearn, relearn.** As allies, we build understanding and show empathy for women in cybersecurity. We pay attention to women’s ideas. We seek to learn more about their unique identities and experiences. We also practice humility and recognize where we might have more to learn. We are open to unlearning what we thought we knew and relearning with a new perspective.

2. **Do no harm.** As allies, we work to ensure we are not harming people through acts of exclusion like biases and microaggressions. We pause and check our assumptions before we speak or act. We avoid centering our own experiences as the norm. We also move past any fears we might have to take action as allies.

3. **Advocate for people.** As allies, we are mentors, sponsors, and champions for the women around us. We open our networks, lend our power and influence, and give women new opportunities. We counter exclusion by actively showing we trust women, growing their confidence, and amplifying their voices and ideas.

4. **Stand up for what’s right.** As allies, we intervene when we witness biases, microaggressions, or other harm toward a woman. We interrupt interruptions, make space for women in conversations, and pause to acknowledge harmful words and actions. Rather than shaming, we call people in to learn, creating a safe space for everyone to grow.

5. **Lead the change.** As allies, we model allyship and encourage other people to become allies. We investigate our day-to-day work and take action to become more equitable, inclusive, and accessible. When we notice systemic inequalities, we work to change them. We share our learning journey and normalize allyship in the workplace.

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.

**HOW TO BE AN ALLY IN 5 STEPS**
- Learn, unlearn, relearn
- Do no harm
- Advocate for people
- Stand up for what’s right
- Lead the change

WiCYS inclusive leadership

**6 INCLUSIVE LEADERSHIP ACTIONS**
1. **Lead with empathy.** Use curiosity to understand each woman’s unique experiences, show empathy and respect for their experiences, and support them.

2. **Create safe team environments.** 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.

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 growth and roles. 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.
Let’s climb this mountain together...

and as one woman rises, let’s give the grace and space for others to rise as well.
WiCyS Thriving Community

- Facebook: 6.5K+
- Facebook Group: 12.2K+
- Twitter: 22.2K+
- Instagram: 8.3K+
- LinkedIn: 69.9K+

- Student Chapters: 225
- Affiliates: 62
- Webinar Subscribers: 25.6K+
- Newsletter Subscribers: 24.7K+
- Members: 8.9K+
View Upcoming WiCyS Events

CALENDAR OF EVENTS
Want to get a pulse on what WiCyS global, professional affiliates and student chapters have planned? Check out our events calendar for all the latest WiCyS happenings around the world.

https://www.wicys.org/events/calendar/
Subscribe to the WiCyS Newsletter

ADVANCING
Women in CyberSecurity
WiCyS is where the recruitment, retention and advancement of women in cybersecurity happens.

www.wicys.org
Together. We Thrive.
Women in CyberSecurity (WiCyS)
Global Nonprofit Organization

Lynn Dohm
WiCyS Executive Director
@lynn_dohm

Recruit, RETAIN and Advance women in cybersecurity.