



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



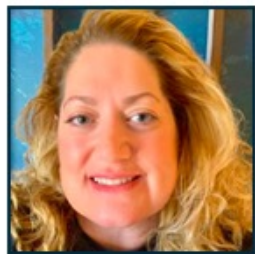
9K+
members



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.*



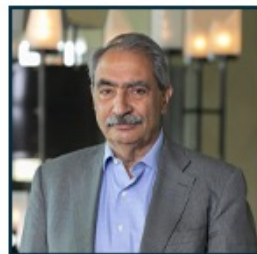
WiCyS Board Members



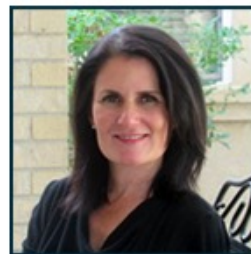
ALLISON MILLER
UnitedHealth
Group/Optum



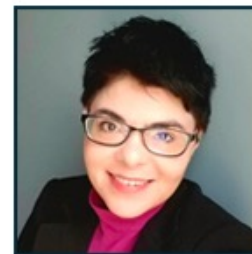
DR. AMBAREEN SIRAJ
Founder



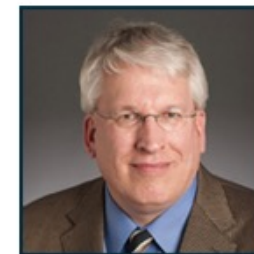
DR. COSTIS TOREGAS
Treasurer



DR. DAWN M. BEYER
Lockheed Martin Space



DIANA KELLEY
SecurityCurve



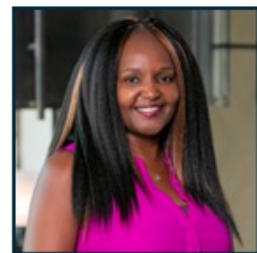
DR. GREG SHANNON
Idaho National Laboratory
and CyManII



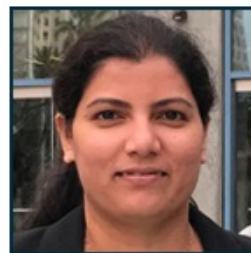
DR. JANELL STRACH
Chair of The Board



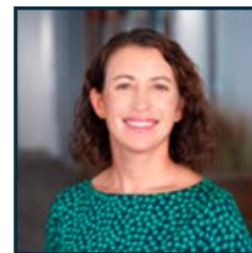
MARIAN MERRITT
NICE and US
Department of Commerce



NOUREEN NJOROGE
Nike, INC.



PRAJAKTA JAGDALE
Palo Alto Networks



SARAH MORALES
Google



VALERIE JANE CHUA
JPMorgan Chase & Co.

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Coordinator



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Manager



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Financial
Manager



PETER BALDWIN
Chief Financial
Officer

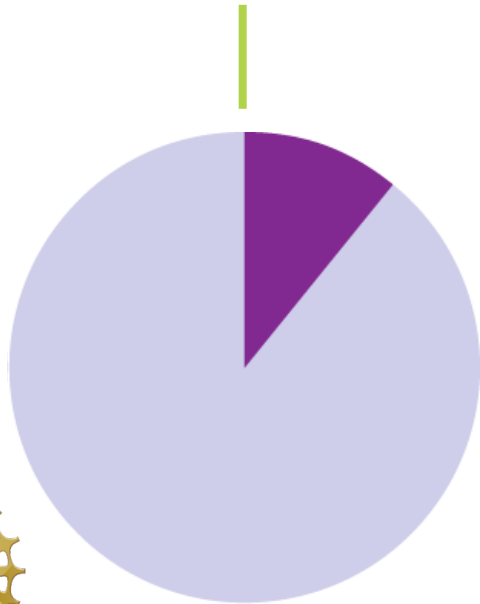


QUIANA OATES
Program
Manager

2014 vs 2023

11%

Women in
Cybersecurity



**1
million**

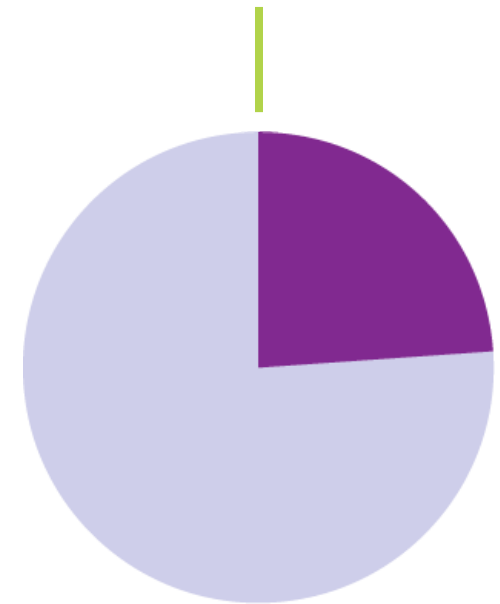
Unfilled
Cybersecurity
Roles

**3.4
million**

Unfilled
Cybersecurity
Roles

24%

Women in
Cybersecurity



WiCyS Timeline



“ 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



#WiCyS2023

2,100 Conference Registrants

1,004 Scholarships

450 Volunteers

338 Travel Stipends

189 Recruiters

121 Sponsors

134 Military

115 Speakers/Presenters

37 Research Poster Presenters

37 Faculty Grants

19 Countries Represented

18 Awards

78 Unique Sessions

60 CPE/CEU Hours

28 Research Posters

19 Workshops

16 Technical Presentations

16 Lightning Talks

15 Featured Speakers

14 Meetups/Information Sessions

7 Socials

5 Birds of a Feather

5 Panels

5 Keynotes

3 Special Invite Meals

1 AllyShip Symposium

1 CTF

THANK YOU TO OUR 2023 Conference Sponsors

VIP Sponsors



Premium Sponsors



Diamond Sponsors



Platinum Sponsors



Gold Sponsors



Silver Sponsors



CEU and CPE credits available by: CompTia, GIAC and (ISC)²



2024 Conference

11-13
APRIL
2024

- **CALL FOR PROPOSALS**
- **SCHOLARSHIPS**
- **VOLUNTEERS**
- **SPONSORSHIPS**



#WiCyS2024

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



Voice of WiCyS



Community



Recognition



Advocate



Growth



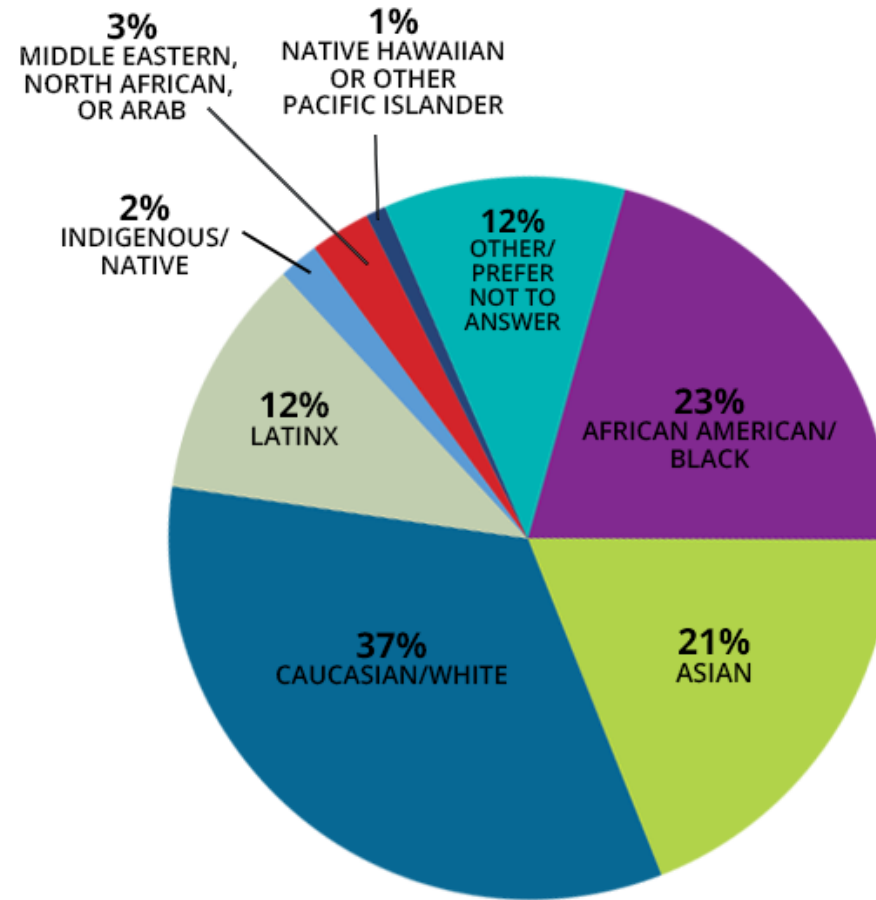
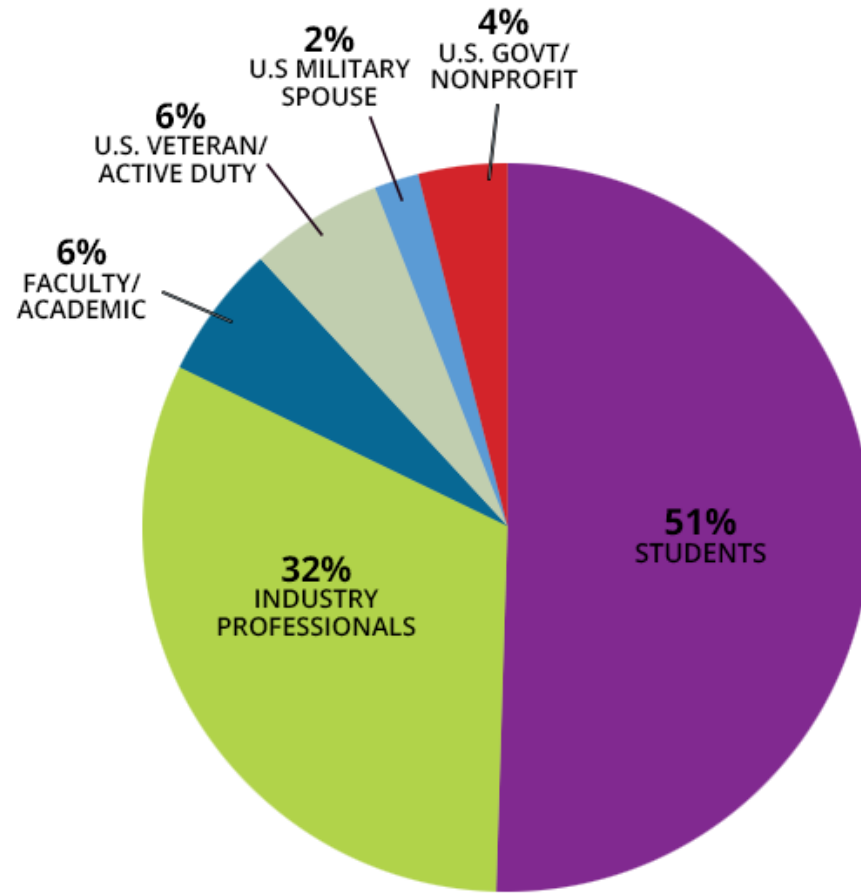
Leadership



Mentorship



WiCyS Members: 9K+



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 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 Mississippi
WiCyS Montana
WiCyS NE Ohio
WiCyS North Carolina
WiCyS Northern Alabama
WiCyS Oregon
WiCyS Phoenix AZ
WiCyS Pittsburgh
WiCyS San Antonio
WiCyS San Diego
WiCyS Silicon Valley
WiCyS South Carolina
WiCyS South Dakota
WiCyS St. Louis Metro
WiCyS Tennessee
WiCyS Utah
WiCyS Western Washington
WiCyS Wisconsin



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 Germany
WiCyS Norway
WiCyS UK

WiCyS Corporate Affiliates:

WiCyS Accenture
WiCyS Lockheed Martin
WiCyS MITRE

WiCyS Specialty Affiliates:

WiCyS BISO
WiCyS Cloud Security
WiCyS Colors of Inclusion
WiCyS Critical Infrastructure (CI)
WiCyS Deaf
WiCyS DevSecOps
WiCyS Education and Training

WiCyS Healthcare
WiCyS Latina
WiCyS Military
WiCyS Neurodiversity
WiCyS Pride LGBTQ+
Privacy Law and Policy
WiCyS Trusted AI Affiliate

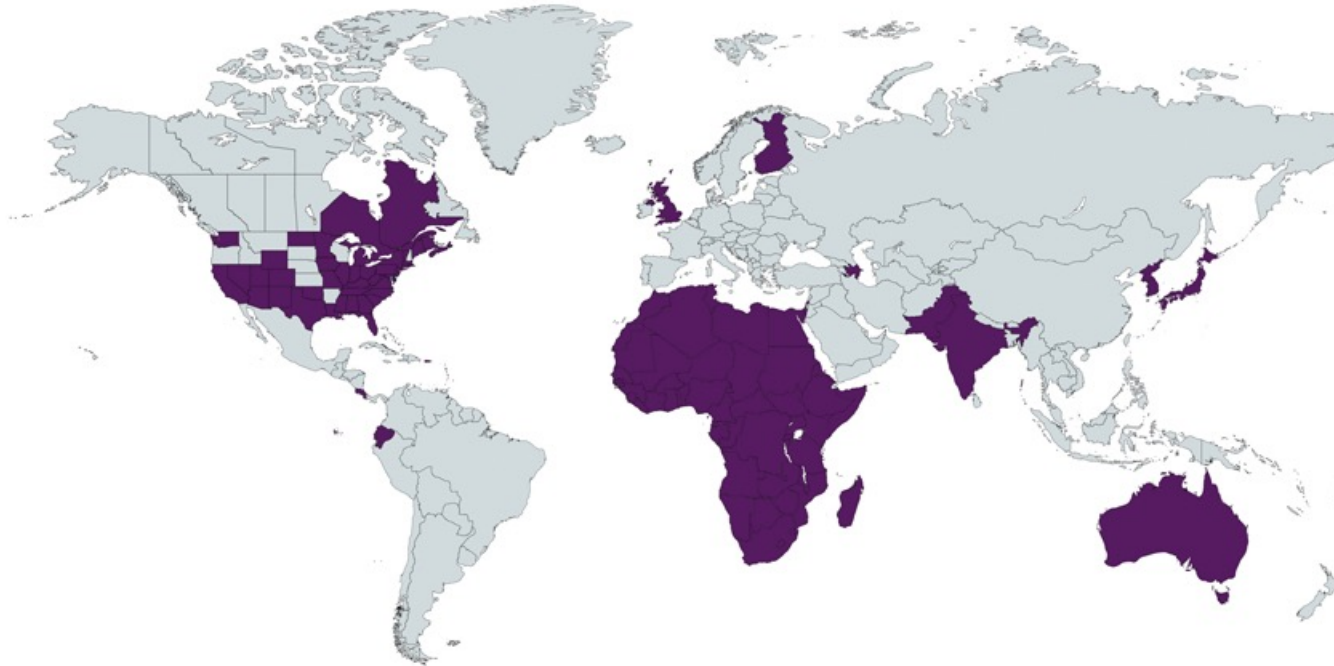
<https://www.wicys.org/initiatives/affiliate-and-industry/>



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

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 INITIATIVES



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 Gutterez

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 SECURITY TRAINING SCHOLARSHIP

APPLICATIONS OPEN: AUGUST 2

APPLICATIONS CLOSE: AUGUST 30

Made Possible by WiCyS Tier 1 Partners and Premier Supporters



AT&T Cybersecurity



Bloomberg



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





Mentor/Mentee Infrastructure
Sponsored by:



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/>

**CYBER DEFENSE
CHALLENGE**
MADE POSSIBLE BY TARGET

2023 Top 10 Participants



Jill Chandler



Wendy Edwards



Theresa Hayes



Rebecca Huang



Hannah Rapetti.



Jodi Rehlander



Paulina Smarduch



Alexis Sparko



Jessica Spencer



Davianys Zapata

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

<https://www.wicys.org/benefits/cyber-defense-challenge-made-possible-by-target/>



2023 Total Applications: 1,002

2023 Total Accepted: 500

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



SPEAKER

Spotlight Program

2023 Total Participants: 286

<https://www.wicys.org/benefits/speaker-spotlight-program/>



BOOK CLUB

BOOKS • COMMUNITY • DISCUSSION

The Art of Attack: Attacker Mindset for Security Professionals

by Maxie Reynolds

THURSDAY, FEBRUARY 15 AT 1PM CT

ZOOM REGISTRATION IS REQUIRED

Register here:

<https://us06web.zoom.us/meeting/register/tZ0lfumprDkuH9Y00SJlkZDXAz8cnvvhSWj#/registration>

Cybersecurity Awareness Month

Real Stories of Ethical Hackers Series (4 webinars)

- ▶ 4 total webinars
- ▶ 942 totals registration
- ▶ 398 live views

Secure Yourself Series

- ▶ 4 total webinars
- ▶ 1,454 totals registration
- ▶ 448 live views
- ▶ Website views: 3.9K+

Toolkit clicks: 11K+

- ▶ <https://www.wicys.org/wp-content/uploads/2023/09/ToolKit-Updated-Comp.pdf>



women in CYBERSECURITY
WiCyS

**CYBERSECURITY
AWARENESS MONTH**
— TOOLKIT —

Brought to you by WiCyS Tier I Strategic Partners:

Akamai **amazon** AT&T Cybersecurity **BATTELLE**

Bloomberg Carnegie Mellon University Software Engineering Institute **CISCO** **Ford** **FORTINET**

Google **LOCKHEED MARTIN** **Microsoft** **Optum** Sandia National Laboratories **SentinelOne**

Leadership Series Speak. Listen. Community.

Topics of conversation include:

- ▶ Supporting Neurodivergent Individuals
- ▶ Inclusive Language
- ▶ Addressing Racial Tensions
- ▶ Trauma-Informed Workplaces
- ▶ Inclusive Language





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

225 WiCyS
student
chapters

WiCyS Global Student Chapter Initiative

MADE POSSIBLE BY
MICROSOFT PHILANTHROPIES



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:

1,700+ Resumes Uploaded

Search Job Postings

Get Actively Recruited

STRATEGIC PARTNERS:

66 Partner Booths

Jobs Posted

Search Resume Database

2023 Virtual
Career Fair:
24K Booth
Visits



Special Thanks

WICYS STRATEGIC PARTNERS

Tier 1



Tier 2



Tier 3



WICYS FOUNDING PARTNERS





WiCyS Instagram Feature



#womenincybersecurity

Brought to the WiCyS community by...



amazon

AT&T Cybersecurity

BATTELLE

Bloomberg

Carnegie Mellon University
Software Engineering Institute



DeVry University



FORTINET

Google

LOCKHEED MARTIN

Microsoft

Optum



SentinelOne

accenture

DeVry University



JPMORGAN CHASE & CO.

LinkedIn

MCKESSON



NAVY FEDERAL
Credit Union

nccgroup

workday

yubico

<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:

Master
Slave
Blacklist
Whitelist
White board
Whitebox testing
Blackbox testing
Master Git branch
Scrum 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
Grandfathered
Blackhat hacker
Whitehat hacker
Native feature
Man-in-the-middle
DMZ
Blackhole
Blackout
Application whitelisting
Gray hat
White-hat
Handicapped

CHANGE TO:

Lead, Primary, Original
Follow, Secondary, Replica
Deny list, Blocklist
Allow list, Approved list
Collaboration board, Ideation, Brainstorm
Open Testing
Closed Testing
Main, Production, Release, Live branch
Scrum Lead/Manager
Check for completeness and clarity
Baffling ex. "baffling outliers in the data"
Six Sigma Expert
You all, team, folks
Hours ex. "how many hours..."
Staff a booth, staff a table, workforce
Chair of the board
Exempt, rollover
Unethical hacker
Ethical hacker
Built-in
On-path
Perimeter network
Process vacuum or sinkhole
Power failure or power loss
Application control
Semi-authorized
Authorized or legal or ethical
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



HOW TO BE AN ALLY FOR WOMEN IN CYBERSECURITY

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.

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

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 inequities, 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.

TOGETHER, WE THRIVE!

These allyship definitions and actions were created by our partner, Melinda Briana Epler, Founder & CEO of Change Catalyst and author of How to Be an Ally.

www.wicys.org



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



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: 6.6K+
- ▶ Facebook Group: 12.7K+
- ▶ Twitter: 22.5K+
- ▶ Instagram: 8.8K+
- ▶ LinkedIn: 74.2K+
- ▶ Student Chapters: 254
- ▶ Affiliates: 65
- ▶ Webinar Subscribers: 28.9K+
- ▶ Newsletter Subscribers: 25.2K+
- ▶ Members: 9K+

View Upcoming WiCyS Events

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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.

WiCyS 2024 Conference

Calendar of Events

WiCyS Global Webinars

Cybersecurity Awareness
Month

Archive ▾



<https://www.wicys.org/events/calendar/>

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A banner image featuring a smiling woman with a headwrap looking at her smartphone. The background is a mix of purple and white geometric shapes.

ADVANCING
Women in
CyberSecurity

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

[JOIN US](#)

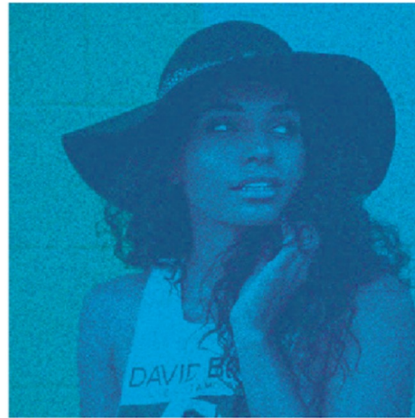
[SUPPORT](#)

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.

