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Recruit, retain and advance women in cybersecurity to build a robust and diverse cybersecurity workforce.
Ten years ago, our founder, Dr. Ambareen Siraj, who was at Tennessee Tech University then, wasn’t seeing women in her industry, academia and government circles. She decided something needed to be done, so she reached out to the National Science Foundation (NSF) and was awarded $70,000 to host the first Women in CyberSecurity (WiCyS) conference and a community was born. With 350 attendees in the first year and 550 in the second year, it became apparent that the value of WiCyS was longstanding.

WiCyS became a convening of like-minded individuals to learn and grow collectively and an opportunity to create awareness of the lucrative cybersecurity careers for women to be recruited, retained and advanced. As the community of WiCyS grew, so did the demand on the workforce. Quickly, through the years, the number of unfilled jobs in cybersecurity increased, jumping from 2 million roles needed to over 3 million. However, the data on women in cybersecurity remained stagnant. In 2018, more employers were leaning in on WiCyS for not only their cybersecurity recruitment efforts, but for their retention of women and underrepresented in the workforce, which led the humble conference to become a 501c3 nonprofit.

Today, WiCyS stands as the nonprofit organization that creates accessibility and opportunities for the cybersecurity workforce. With many initiatives and programming efforts, we continue to pave paths for many to get into cybersecurity and advance because of it. Our strategic partners, philanthropic funders and conference sponsors are the foundation for making this happen.

We are so grateful that our funders are investing in the industry by supporting WiCyS. They are fully aware that for the cybersecurity workforce to thrive in the future, the investment needs to be made today!

Through this annual report, you will witness the growth throughout 2023 but know the momentum has been going strong since our humble beginnings in 2014.

Enjoy!
In FY23, WiCyS partnered with the DEI firm Aleria to launch a pioneering study regarding the disparities of women in cybersecurity. The goal of the study was to identify the barriers that keep women from being recruited, retained, and advanced at the same rates as their male counterparts. Over 300 women completed a detailed assessment about their career experiences.

Some of the more pointed outcomes of the study found that:

- Respect and Career Growth are the areas where organizations have the best opportunity to create greater inclusion.

- Women in cybersecurity experience a “glass ceiling” of sorts at around six years within an organization.

- There is a strong correlation between being a WiCyS strategic partner and practicing/enjoying greater levels of inclusion.

The findings were so profound and impactful, that WiCyS and Aleria have continued to partner in their research and are producing another series of studies in FY24.
Meet the TEAM

We are grateful for the continued leadership and support of our Executive Committee and Board of Directors. Through their stewardship, WiCyS has continued to increase its offerings and scope.
WiCyS by the NUMBERS
67 Strategic Partners  
17.5% Increase

7,999 Members  
85 Countries  
34% Increase

24,632 Newsletter Subscribers  
14.2% Increase

67,603 LinkedIn Subscribers  
31.6% Increase

61 Professional Affiliates  
21% Increase

220 Student Chapters  
33% Increase

21,734 Twitter Subscribers  
18% Increase

25,548 Bright Talk Webinar Subscribers  
41% Increase

8,173 Instagram Subscribers  
43.1% Increase

2,943 Job Board Resumes

33,872 Program Participations
PROGRAM
Highlights
For FY23, WiCyS facilitated a total of 84 programs with 33,872 program participations. Those programs were varied in scope, skillset and target audience. WiCyS staff crafted offerings that allowed participants to upskill, reskill, connect and grow. The following are highlights from one of our core programs, the Security Training Scholarship.

This training program was offered in partnership with SANS, Google, Bloomberg and Meta. 881 participants were invited to take part in this tiered program which provided participants the access and opportunity to learn new skills in a supportive environment with the aid of technical mentors. Graduates of this program have gained employment at Fortune 500 companies like Microsoft, Southwest and Apple. Top performers earned GIAC certification.

WiCyS member, Lori Murphy, took part in the program. In her words, “The WiCyS Security Training Scholarship has provided me with the resources and support to gain the skills needed in order to change careers into cybersecurity...I’m thankful to be a part of a cohort of inspiring women.”

In this third year of the program, the Security Training Scholarship has produced some high-level impacts to include 2,500 completions of the CTF exercise, 612 CyberStart Scholars, 400 CyberGen.IQ completions with 120 Advanced Training Scholarships. Most importantly, within 12 months of program completion, 100% of the graduates had career placement. This program is life changing, affirming and a proven tool to help decrease the critical workforce shortage in the cybersecurity field.
<table>
<thead>
<tr>
<th>Program Participations</th>
<th>Count</th>
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<tr>
<td>AWS Game Day</td>
<td>335</td>
</tr>
<tr>
<td>Book Club</td>
<td>378</td>
</tr>
<tr>
<td>Fortinet NSE4 Certification Summer Camp</td>
<td>100</td>
</tr>
<tr>
<td>Inclusion Assessment</td>
<td>702</td>
</tr>
<tr>
<td>ISC2 Camps</td>
<td>765</td>
</tr>
<tr>
<td>Leadership Series</td>
<td>161</td>
</tr>
<tr>
<td>Mobilize Community College Cyber Fast Track</td>
<td>11</td>
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<tr>
<td>NICE Workforce Framework WiCyS Library</td>
<td>10,563</td>
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<tr>
<td>Security Training Scholarship</td>
<td>881</td>
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<tr>
<td>Speaker Spotlight Program</td>
<td>267</td>
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<tr>
<td>Target’s Cyber Defense Challenge</td>
<td>723</td>
</tr>
<tr>
<td>Virtual Career Fair</td>
<td>7,441</td>
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<tr>
<td>Webinar views on BrightTalk</td>
<td>9,784</td>
</tr>
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<td>WiCyS Internship Program</td>
<td>302</td>
</tr>
<tr>
<td>WiCyS Mentorship Program</td>
<td>1,459</td>
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Professional AFFILIATES
Our **Professional Affiliate** program provides opportunities for members to come together to build community while enhancing the WiCyS mission through outreach, awareness, networking, sharing, mentoring and engagement. We have regional, corporate, and specialty affiliates.

Over the course of the last year, WiCyS DFW has witnessed firsthand the incredible impact our affiliate program has had on the local community. It’s not just beneficial—**it’s transformative**. The collaborative spirit, knowledge sharing, and support within our community empower us to make a real difference in the field of cybersecurity. Our affiliate is a driving force for change and a testament to the power of unity in advancing women’s roles in this critical industry.

—*Krysta Gallegos*

President of WiCyS Dallas/Fort Worth

**61** Affiliates

**21%** Increase

**33** Countries

**Types of Affiliates:**

- Regional
- Corporate
- Specialty
- Worldwide

More information about Professional Affiliates
Student
CHAPTEERS
Our **Student Chapters** provide high school, community college, and university students the opportunity to come together in a formal group setting to learn, connect and grow.

Student Chapter participants gain additional access to WiCyS resources and are given primary consideration for many of our programs.

“Launching a WiCyS Student Chapter and having a WiCyS membership has helped not only myself but my college campus. The ability to have a nationally recognized organization’s resources and name represented at my campus is awesome! I am thankful for WiCyS’s resources and support.”

*Sarah Shaub*
San Bernardino Valley College, April 2023
“At the WiCyS Conference, we demonstrate DIVERSITY not by pointing out the problem, but by SHOWCASING a spectrum or talent from a diverse group of professionals.”

- Dr. Ambareen Siraj, WiCyS Founder
Conference

STATS

#WiCyS2023
Conference Sponsors

The WiCyS Conference is the flagship event to recruit, retain and advance women in cybersecurity. This interactive and enriching experience could not be possible without the support of our conference sponsors. We are grateful to their commitment, encouragement and engagement in creating a supportive space for our community of women and allies.

VIP SPONSORS
- Bloomberg
- Fortinet
- Optum
- Raytheon

PREMIUM SPONSORS
- AWS
- Carnegie Mellon University Software Engineering Institute
- Cisco System Security & Trust Organization
- Deloitte
- Devry University
- GE Gas Power
- Google
- Mastercard
- National Security Agency
- PACCAR
- Palo Alto Networks
- SentinelOne
- Shopify
- Verizon /Basis Technologies
- Walmart

DIAMOND
- Adobe
- American Airlines
- AON
- Bank of America
- Brown Brothers Harriman BBH
- Check Point Software Technologies
- DHS Cybersecurity Service
- ECS Federal
- Federal Bureau of Investigation (FBI)
- Huntington National Bank
- JSCM Group
- Lockheed Martin
- MorganFranklin Consulting, Cybersecurity
- National Center for Systems Security and Information Assurance (CSSIA)
- Protiviti
- Sandia National Laboratories
- ServiceNow
- Southwest Airlines
- Tennessee Tech University - CEROC
- Tik Tok
- Wayfair
- Workday
- Zebra Technologies

More information about Conference Sponsorships
• Arctic Wolf
• Aristocrat
• Battelle
• BrainGu
• Capitol Technology University
• Carnegie Mellon University - INI
• CGI
• Champlain College
• CME Group
• Cyberbit
• Drexel University College of Computing & Informatics
• Home Depot
• ISC2 - International Information System Security Certification Consortium, Inc.
• JPMorgan Chase & Co.
• Marshall University College of Engineering and Computer Sciences
• MIT Lincoln Laboratory
• NCyTE Center @ Whatcom Community College
• NETSCOUT
• New York Independent System Operator
• New York University - Tandon School of Engineering
• NICE - Nat'l Initiative for Cybersecurity Education
• NuHarbor Security
• SpecterOps
• Starbucks
• Truffle Security Co
• U.S. Department of State
• UCLA Health
• University of Washington Bothell
• University of Washington, Tacoma
• Visa Inc.
• Wentworth Institute of Technology
• Yubico Inc.

• Antisyphon Training (Black Hills Information Security)
Financial Overview

Total Revenue

2021 $2.21M
2022 $3.8M
2023 $4.39M

2023 Organizational Spend

- Program: 81%
- Management: 7%
- Fundraising: 12%

15.5% Revenue Increase

81% Program Spending

Primary Funding Sources:
- Conference Sponsors
- Grants
- Foundations
- Philanthropies
- Premier Supporters
- Strategic Partners

Financial Governance:
- Board of Directors
- Chief Financial Officer
- Finance Committee
- Financial Manager
- Independent Bookkeeping
- Treasurer

Donate Now
Strategic Partners

Strategic Partners are the backbone of WiCyS. They provide year-round support to ensure that we are able to meet our mission and objectives. Due to their efforts, WiCyS is able to upskill, connect and provide life changing opportunities to all of our members.

TIER 1 (Top Contributors)
Akamai Technologies
Amazon
AT&T Cybersecurity
Battelle
Bloomberg
Carnegie Mellon University Software Engineering Institute
Cisco
Ford Motor Company
Fortinet
Google
Lockheed Martin
Microsoft
Optum
Sandia National Laboratories
SentinelOne

TIER 2
Accenture
Aristocrat
Dell Technologies
DeVry University
Intel
JPMorgan Chase & Co.
LinkedIn
McKesson Corporation
Navy Federal Credit Union
NCC Group
Nike
Workday
Yubico Inc.

PHILANTHROPIES
AWS Philanthropies
Craig Newmark Philanthropies
Microsoft Philanthropies
Sans Institute
Vanguard Charitable
William and Flora Hewlett Foundation

TIER 3
American Airlines
Aon
Arctic Wolf
Arete
Blue Cross Blue Shield
CrowdStrike
Department of Homeland Security (DHS)-Cybersecurity Service
Edward Jones
Envestnet Financial Technologies, Inc.
Ernst & Young
Federal Reserve Bank of Atlanta
Federal Reserve Bank of New York
Flatiron Health
Haystack Solutions, Inc.
IBM
ISC2
McDonald’s
MITRE
Motorola Solutions
National Cyber League (NCL)
Nestlé IT
Oak Ridge National Laboratory
Palo Alto Networks
PayPal Inc.
Rush University System for Health
Salesforce
SANS Institute
ServiceNow
Starbucks
StoneX
Target
Tenable
The Home Depot
TikTok
Trend Micro
University of California-San Diego
Vanguard
Verizon
Thank you for supporting WiCyS!

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To support through partnership:
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strategic-partnerships