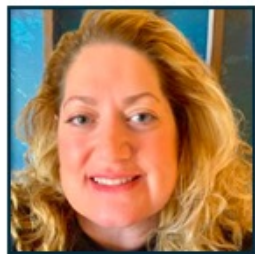9K+ members

women in CYBERSECURITY WiCyS

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.
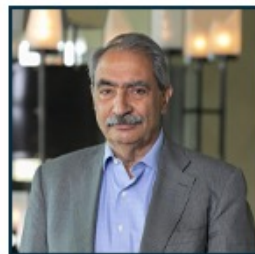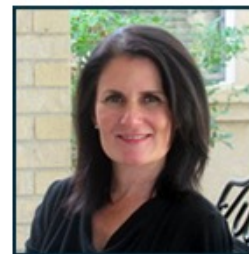
women in CYBERSECURITY WiCyS

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Founder

DR. COSTIS TOREGAS
Treasurer

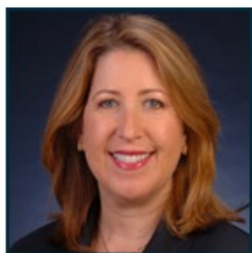**DR. DAWN M. BEYER**
Lockheed Martin Space
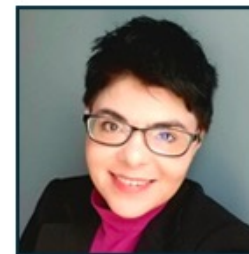
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DR. GREG SHANNON
Idaho National Laboratory and CyManII

DR. JANELL STRAACH
Chair of The Board

MARIAN MERRITT
NICE and US Departent of Commerce
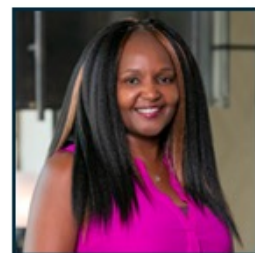
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Nike, INC.
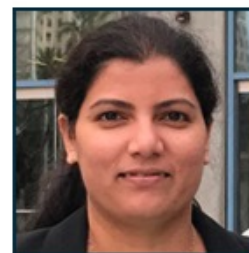
PRAJAKTA JAGDALE
Palo Alto Networks
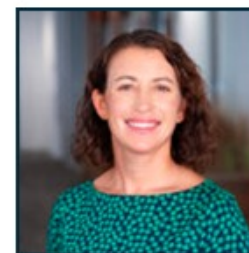
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WOMEN IN CYBERSECURITY
WiCyS

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Officer

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Program
Manager

QUINTANA PATTERSON
Cybersecurity and
Technology Manager

WOMEN IN CYBERSECURITY
WiCyS

WiCyS Timeline

2014
Dr. Ambareen Siraj receives NSF funding for the first-ever Women in CyberSecurity Conference.

2015
WiCyS reaches over 900 attendees in the first 2 years of the conference.

2016
WiCyS reaches 1.7k women.

2017
WiCyS organization created. Year round initiatives begin.

2018
WiCyS becomes 5013c member based organization.

2019
WiCyS launches Job Board++, Professional Affiliates, Student Chapters, Speaker's Bureau and Veteran's Programs.

2020
WiCyS pilots Skills Development Training, Mentor/Mentee Program and Virtual Summit.

2021
WiCyS continues to sustain and scale through employer collaborations and vested interest of WiCyS members.

2022
#WiCyS 2022 reaches 16 million!

2023
WiCyS grows to: 8100 members 224 student chapters 85 countries 67 strategic partners 62 professional affiliates.

2024
Next conference: April 11-13 Nashville, TN!

"At the WiCyS Conference, we demonstrate DIVERSITY not by pointing out the problem, but by SHOWCASING a spectrum of of talent from a diverse group of professionals."

- Dr. Ambareen Siraj

#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

WOMEN IN CYBERSECURITY

WiCyS

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VIP Sponsors
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NCYTE CENTER · NETSCOUT · NICE National Initiative for Cybersecurity Education · New York ISO · NYU TANDON · NuHarbor Security · Starbucks · SPECTEROPS

The Home Depot · UCLA Health · UNIVERSITY of WASHINGTON BOTHELL · UNIVERSITY of WASHINGTON TACOMA · VISA · yubico

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

WOMEN IN CYBERSECURITY
WiCyS

Learn more: https://www.wicys.org/events/wicys-2024/

Learn more: https://www.wicys.org/events/wicys-2024/wicys-virtual/

WiCyS MISSION

Help build a strong gender-diverse cybersecurity workforce by facilitating...
RECRUITMENT
RETENTION
ADVANCEMENT for women in the field
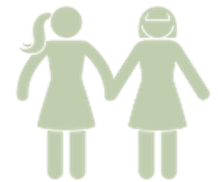
Voice of WiCyS
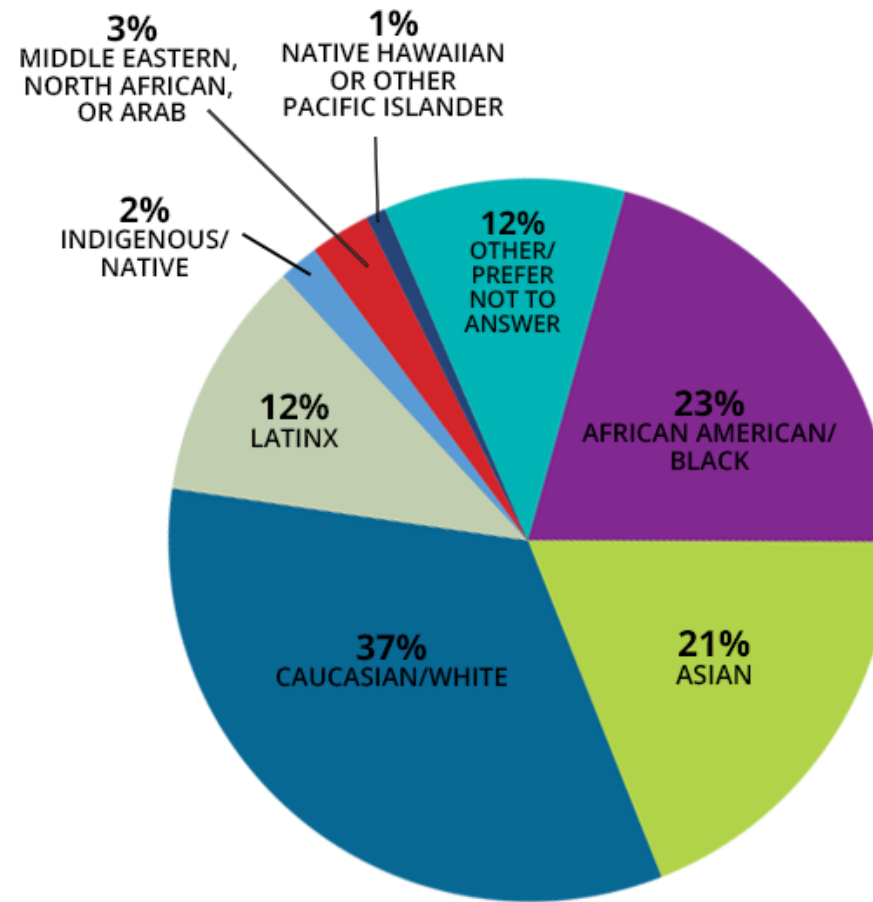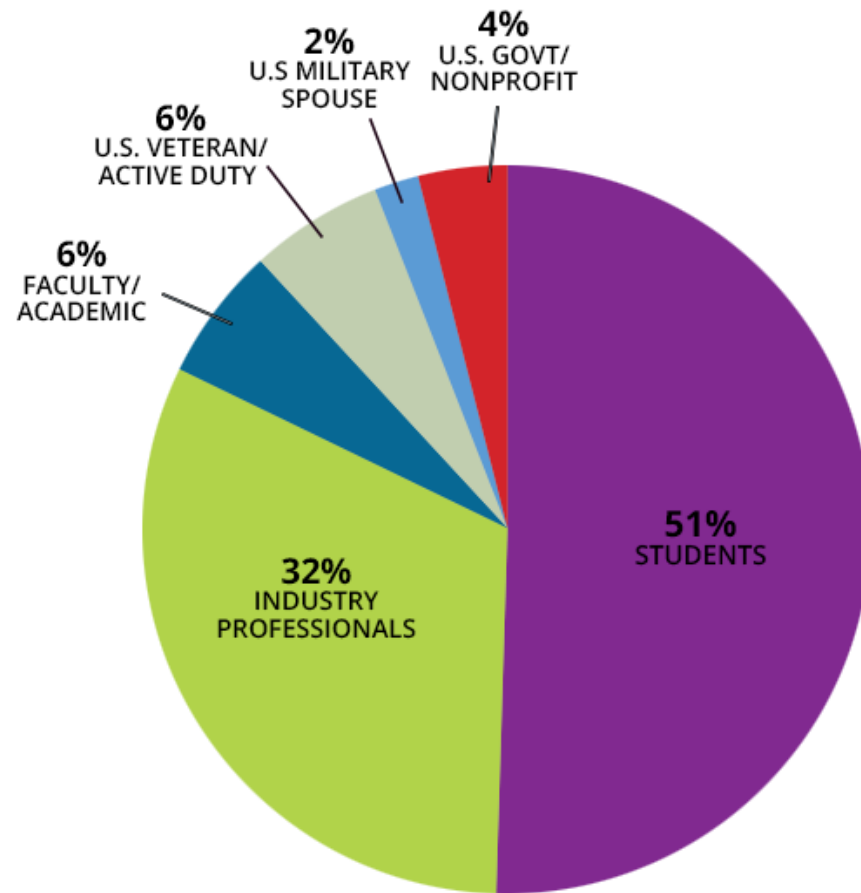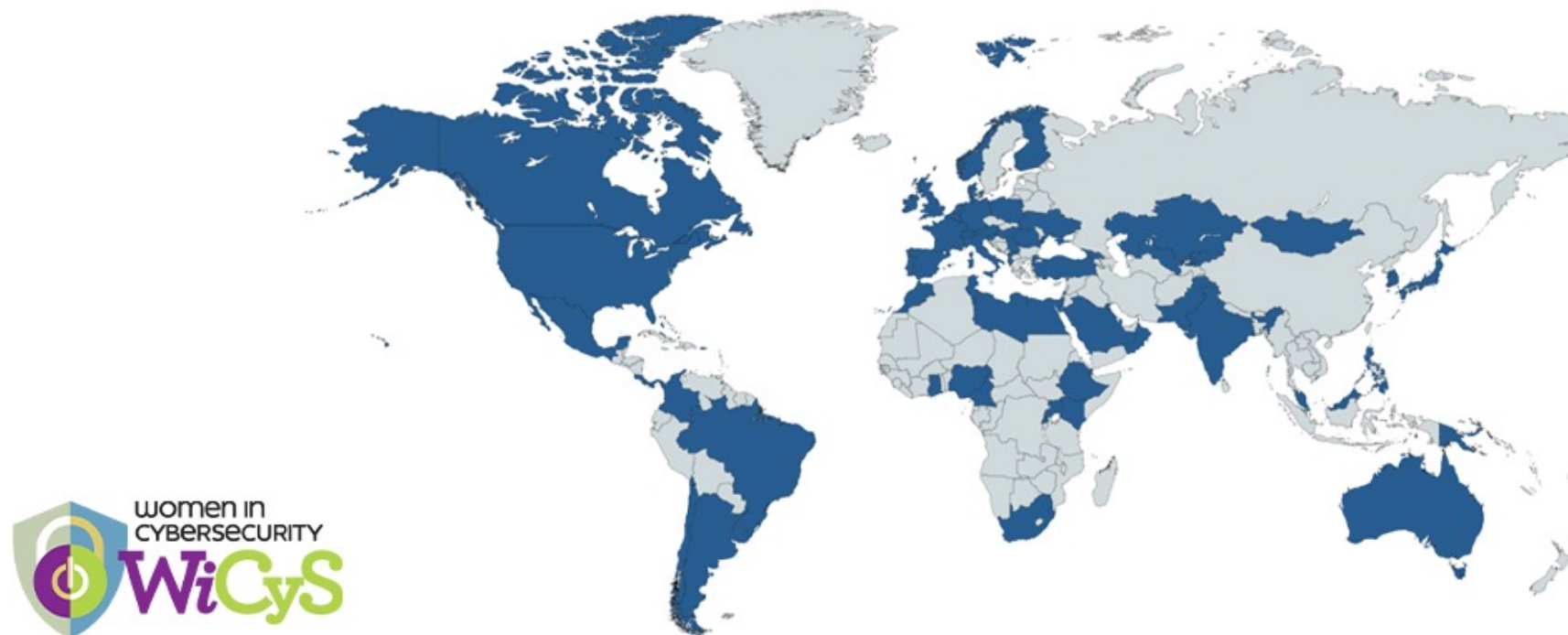Community
Recognition
Advocate
Growth
Leadership
Mentorship

WOMEN IN CYBERSECURITY
WiCyS

WiCyS Members: 9K+

Member type breakdown:
- 51% STUDENTS
- 32% INDUSTRY PROFESSIONALS
- 6% FACULTY/ACADEMIC
- 6% U.S. VETERAN/ACTIVE DUTY
- 2% U.S MILITARY SPOUSE
- 4% U.S. GOVT/NONPROFIT

Ethnicity breakdown:
- 37% CAUCASIAN/WHITE
- 23% AFRICAN AMERICAN/BLACK
- 21% ASIAN
- 12% LATINX
- 12% OTHER/PREFER NOT TO ANSWER
- 3% MIDDLE EASTERN, NORTH AFRICAN, OR ARAB
- 2% INDIGENOUS/NATIVE
- 1% NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER

WOMEN IN CYBERSECURITY
WiCyS

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 Missisippi
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 Tennesee
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
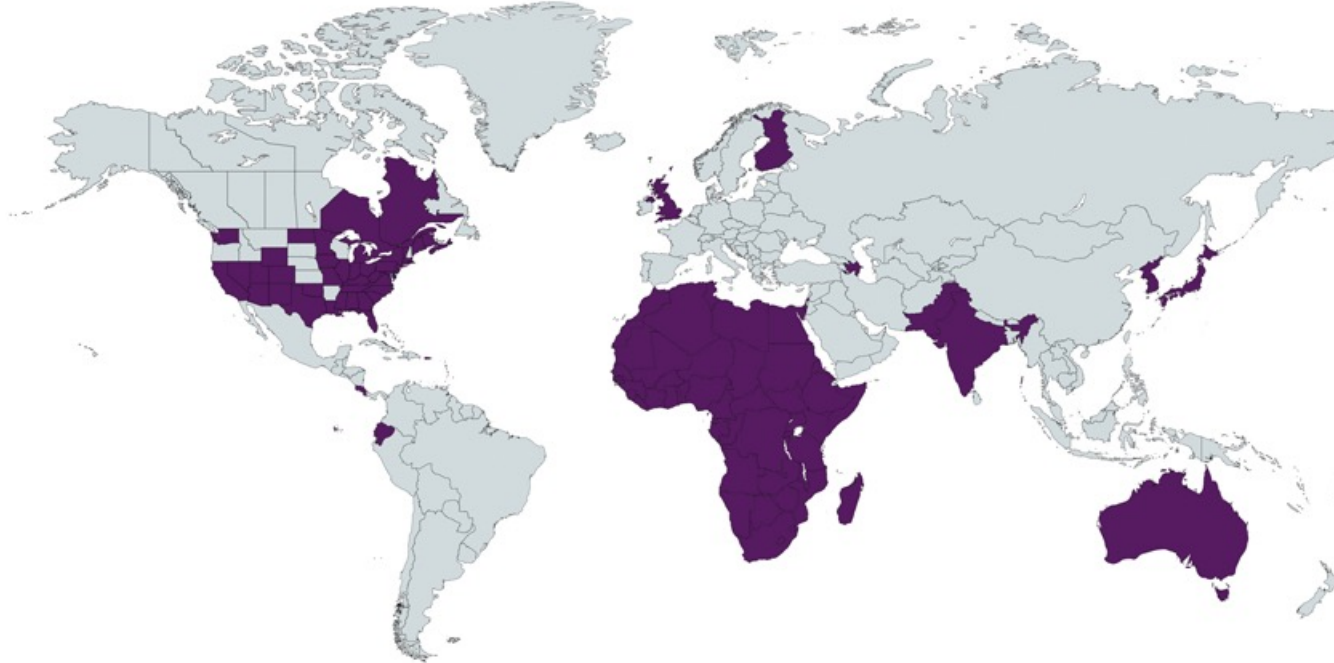
New Mexico
New Jersey
New York
North Carolina
North Dakota
Ohio
Oklahoma
Pennsylvania
Puerto Rico
Rhode Island
South Carolina
Tennessee
Texas
Utah
Vermont
Virginia
Washington
Washington D.C.
West Virginia
Wyoming

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

Virtual & In-Person Career Fair

Skill Development Training Programs

Online Member Forum

Newsletters

Scholarships, Grants & Awards

Webinar Series

Inclusion and Allyship Resources

Annual Conference

Speaking & Media Opportunities

Apprenticeships and Internships

Job Board++

NICE Workforce Framework Video Library

Leadership Series

Student Chapters

Professional Affiliates

Equity Advocacy Committee

Mentors/ Mentees

Speakers Bureau

Veterans Military Spouse

WOMEN IN CYBERSECURITY

WiCyS

"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+

WOMEN IN CYBERSECURITY

WiCyS

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

Learn more:

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

Register here:

https://us06web.zoom.us/meeting/register/tZEudOyvpjosGNPenjm6IhkDfMWInT3BHHHE

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/

Learn more here:

https://www.wicys.org/benefits/fortinet-nse4-certification/
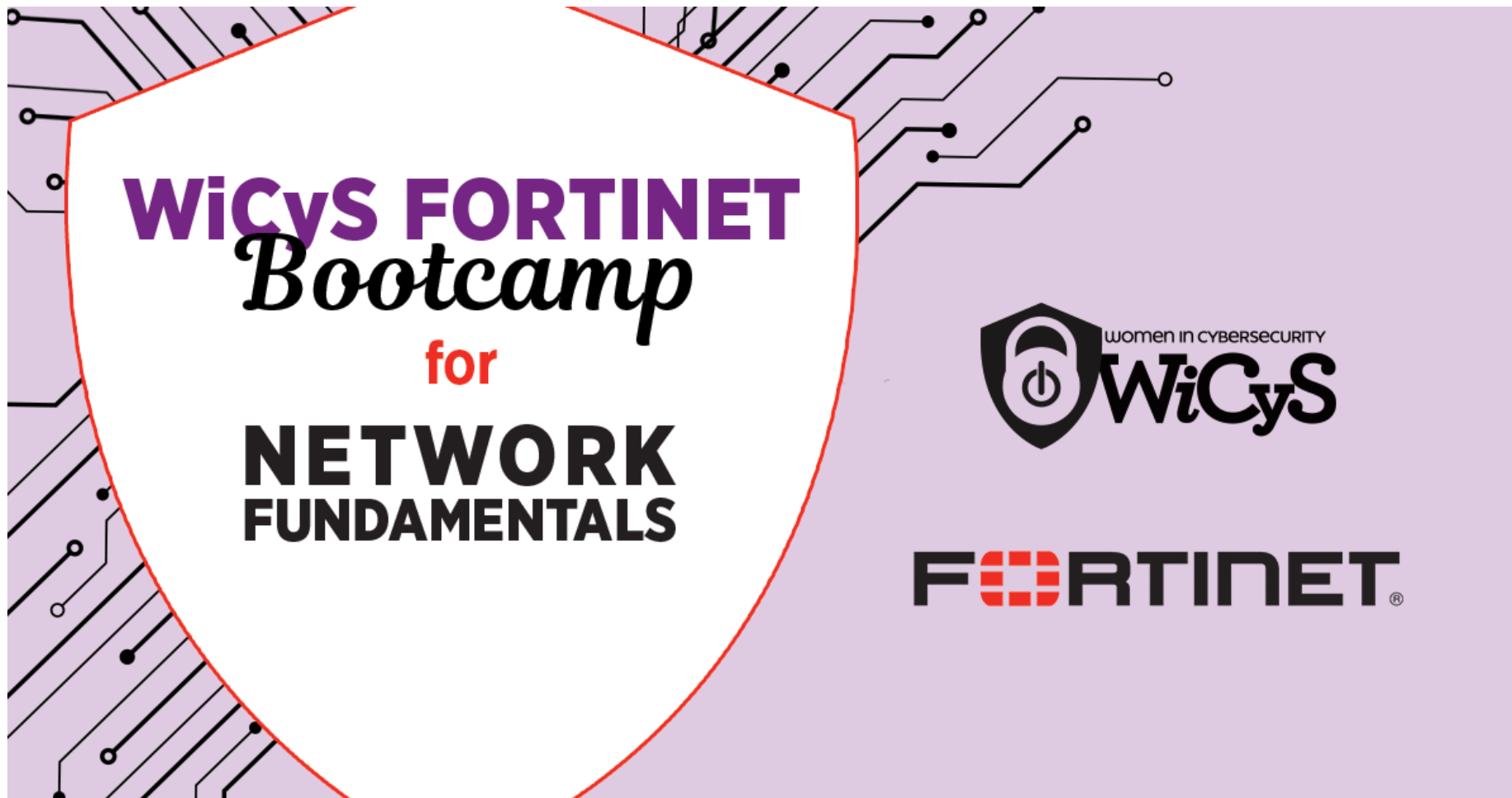
Tier 1: 824 Registrants | **Tier 2:** 50 Participants | **Tier 3:** Top 10 Invited
https://www.wicys.org/benefits/cyber-defense-challenge-made-possible-by-target/

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

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

2023 Total Participants: 286

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

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

Leadership Series
Speak. Listen. Community.

Topics of conversation include:

▸ Supporting Neurodivergent Individuals

▸ Inclusive Language

▸ Addressing Racial Tensions

▸ Trauma-Informed Workplaces

▸ Inclusive Language

WOMEN IN CYBERSECURITY
WiCyS

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

266 WiCyS student chapters

WiCyS Global Student Chapter Initiative

MADE POSSIBLE BY MICROSOFT PHILANTHROPIES

Microsoft

women in CYBERSECURITY
WiCyS

Funding available throughout the year. Learn more:
https://www.wicys.org/initiatives/wicys-global-student-chapter-initiative-made-possible-by-microsoft-philanthropies/

Special Thanks

WICYS STRATEGIC PARTNERS

Tier 1

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women in CYBERSECURITY
WiCyS

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

TOGETHER, WE THRIVE!
This document provided through contributions of the WiCyS Racial Equity Committee

www.wicys.org

women in CYBERSECURITY WiCyS

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

women in CYBERSECURITY WiCyS

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women in cybersecurity WiCyS

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: 6.7K+
- Facebook Group: 13.3K+
- Twitter: 22.9K+
- Instagram: 9.5K+
- LinkedIn: 78.9K+

- Student Chapters: 266
- Affiliates: 66
- Webinar Subscribers: 29.8K+
- Newsletter Subscribers: 27.3K+
- Members: 9K+

WOMEN IN CYBERSECURITY

WiCyS

View Upcoming WiCyS Events

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

Subscribe to the WiCyS Newsletter
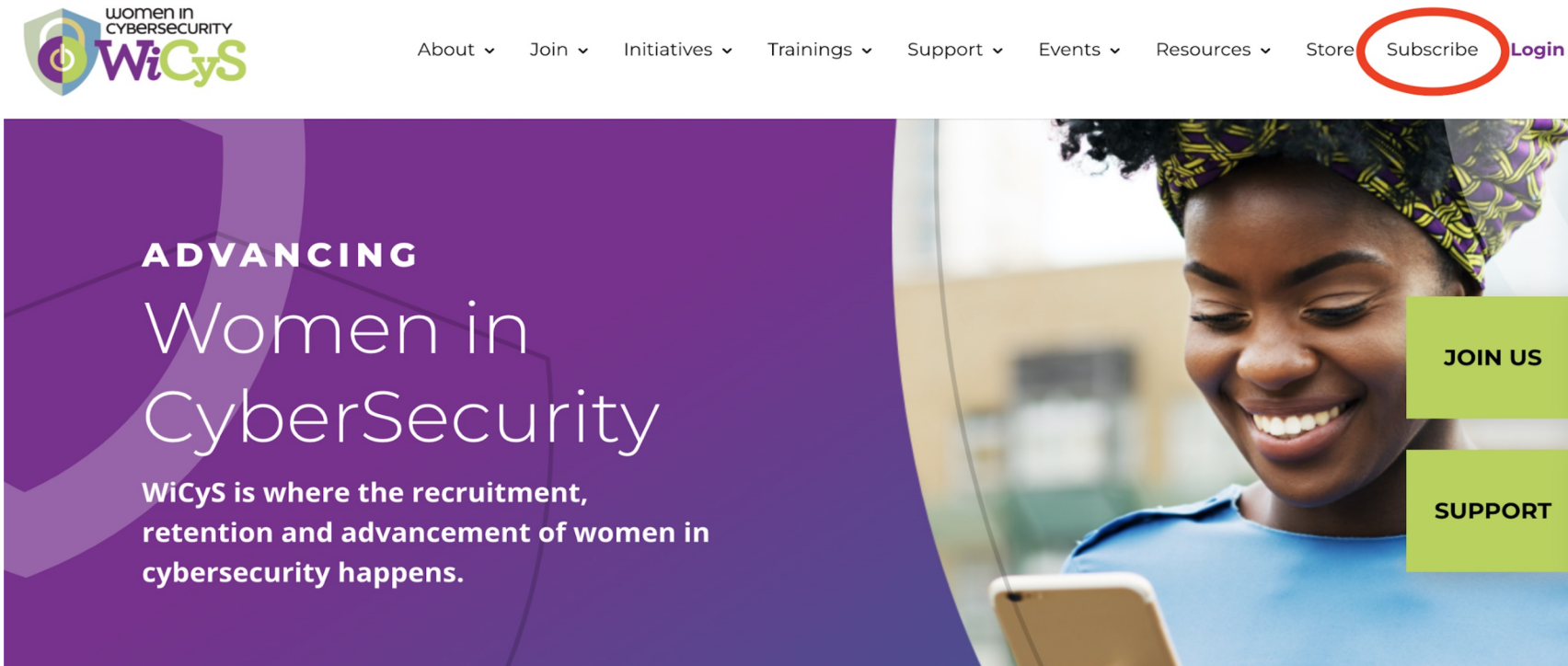
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Together.
We Thrive.

WOMEN IN CYBERSECURITY
WiCyS

Women in CyberSecurity (WiCyS)
Global Nonprofit Organization

Lynn Dohm
WiCyS Executive Director

@lynn_dohm

Recruit,
RETAIN
and Advance
women in cybersecurity.