Women in CyberSecurity (WiCyS)
Global Nonprofit Organization

Lynn Dohm
WiCyS Executive Director
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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

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 SHANON
Idaho National Laboratory and CyManII

DR. JANELL STRAACH
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.
11% Women in Cybersecurity

1 million Unfilled Cybersecurity Roles

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
#WiCyS2023

- **2,100 Conference Registrants**
- **1,004 Scholarships**
- **338 Travel Stipends**
- **121 Sponsors**
- **115 Speakers/Presenters**
- **37 Faculty Grants**
- **18 Awards**
- **60 CPE/CEU Hours**
- **19 Workshops**
- **16 Lightning Talks**
- **14 Meetups/Information Sessions**
- **5 Birds of a Feather**
- **5 Keynotes**
- **1 AllyShip Symposium**
- **450 Volunteers**
- **189 Recruiters**
- **134 Military**
- **37 Research Poster Presenters**
- **19 Countries Represented**
- **78 Unique Sessions**
- **28 Research Posters**
- **16 Technical Presentations**
- **15 Featured Speakers**
- **7 Socials**
- **5 Panels**
- **3 Special Invite Meals**
- **1 CTF**
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
WiCyS Members: 9K+

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

- 37% Caucasian/White
- 23% African American/Black
- 12% Latinx
- 12% Other/Prefer Not to Answer
- 21% Asian
- 1% Native Hawaiian or Other Pacific Islander
- 2% Indigenous/Native
- 3% Middle Eastern, North African, or Arab
- 2% U.S. Military Spouse
WiCyS Mission:
Help build a strong gender-diverse cybersecurity workforce by facilitating recruitment, retention, and advancement for women in the field.
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 Indiana
- 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 Specialty Affiliates:
- WiCyS BISO
- WiCyS Cloud Security
- WiCyS Colors of Inclusion
- WiCyS Critical Infrastructure (CI)
- WiCyS Cyber
- WiCyS DevSecOps
- WiCyS Education and Training

WiCyS Corporate Affiliates:
- WiCyS Accenture
- WiCyS Lockheed Martin
- WiCyS MITRE

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 MISSION:
Help build a strong gender-diverse cybersecurity workforce by facilitating RECRUITMENT, RETENTION, ADVANCEMENT for women in the field.

WICYS INITIATIVES

- Virtual & In-Person Career Fair
- Online Member Forum
- Skill Development Training Programs
- Student Chapters
- Newsletters
- Professional Affiliates
- Webinar Series
- Equity Advocacy Committee
- Mentors/mentees
- Speaking & Media Opportunities
- Job Board++
- NICE Workforce Framework Video Library
- Apprenticeships and Internships
- LeadershShip Series
- Veterans Military Spouse
- Speakers Bureau
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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
SECURITY TRAINING SCHOLARSHIP

APPLICATIONS OPEN: AUGUST 2
APPLICATIONS CLOSE: AUGUST 30

Made Possible by WiCyS Tier 1 Partners and Premier Supporters

Learn more: https://www.wicys.org/benefits/security-training-scholarship/
Learn more:
https://www.wicys.org/benefits/isc2-certified-in-cybersecurity-certification/
People Hacker
by Jenny Radcliffe

THURSDAY, APRIL 25 AT 1 PM CT
ZOOM REGISTRATION IS REQUIRED

Register here:
https://us06web.zoom.us/meeting/register/tZEudOyvpjosGNPenjm6lhhkDfMWInT3BHHHE
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

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/
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+
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:
WiCyS Job Board ++

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

**STRATEGIC PARTNERS:**
66 Partner Booths
Jobs Posted
Search Resume Database

2024 Virtual Career Fair: September 25
# Special Thanks

## WICYS STRATEGIC PARTNERS

### Tier 1

- Akamai
- Amazon
- AT&T Cybersecurity
- Bloomberg
- Carnegie Mellon University
- Software Engineering Institute
- Cisco
- Ford
- Fortinet
- Google
- Lockheed Martin
- Microsoft
- Optum
- Sandia National Laboratories
- SentinelOne

### Tier 2

- Accenture
- Adobe
- DeVry University
- Intel
- McKesson
- MITRE
- Motorola Solutions
- Navy Federal Credit Union
- Workday
- JPMorgan Chase & Co.

### Tier 3

- American Airlines
- Aon
- Arctic Wolf
- Arete
- Artisoft
- Cybersecurity Service.gov
- Dell Technologies
- Education
- Envestnet
- Flatiron
- HSBC
- IBM
- ISC2
- Lighthouse Labs
- LinkedIn
- McDonald’s
- StoneX
- Target
- Tenable
- TikTok
- TrendL
- UC San Diego
- Vanguard
- 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 help shape the industry into one where we can all be proud of as we move forward together.

COMMONLY USED:  

<table>
<thead>
<tr>
<th>Master</th>
<th>Lead, Primary, Original</th>
</tr>
</thead>
<tbody>
<tr>
<td>Slave</td>
<td>Follow, Secondary, Replica</td>
</tr>
<tr>
<td>Blacklist</td>
<td>Deny list, Blocklist</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>Whitebox testing</td>
<td>Open Testing</td>
</tr>
<tr>
<td>Blackbox testing</td>
<td>Closed Testing</td>
</tr>
<tr>
<td>Master GIT 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>(Your) guy</td>
<td>You all, team, folks</td>
</tr>
<tr>
<td>Max Hours ex. “how many man hours…”</td>
<td>Hours ex. “how many hours…”</td>
</tr>
<tr>
<td>Max as a booth, man a table, manpower</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>Semi-authoritative</td>
</tr>
<tr>
<td>White-hat</td>
<td>Authorized or legal or ethical</td>
</tr>
<tr>
<td>Handicapped</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; they take a moment to notice and verbalize the 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 mentees’ 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
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+
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

www.wicys.org
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