



# Women in CyberSecurity (WiCyS)

## Global Nonprofit Organization

**Lynn Dohm**  
**WiCyS Executive Director**

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@lynn\_dohm

lynn@wicys.org



Recruit,  
**RETAIN**  
and Advance  
women in cybersecurity.





**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

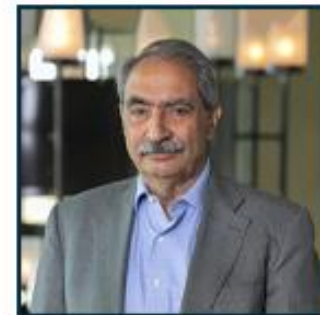
## *WiCyS Board Members*



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Chair of The Board



**DR. AMBAREEN SIRAJ**  
Founder



**DR. COSTIS TOREGAS**  
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Google



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# WiCyS Staff

## *WiCyS Staff*



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Executive  
Director



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Director



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Program  
Coordinator



**CAMERON MITCHELL**  
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Manager



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Coordinator



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Officer



**QUIANA OATES**  
Program  
Manager



**QUINTANA PATTERSON**  
Cybersecurity and  
Technology Manager

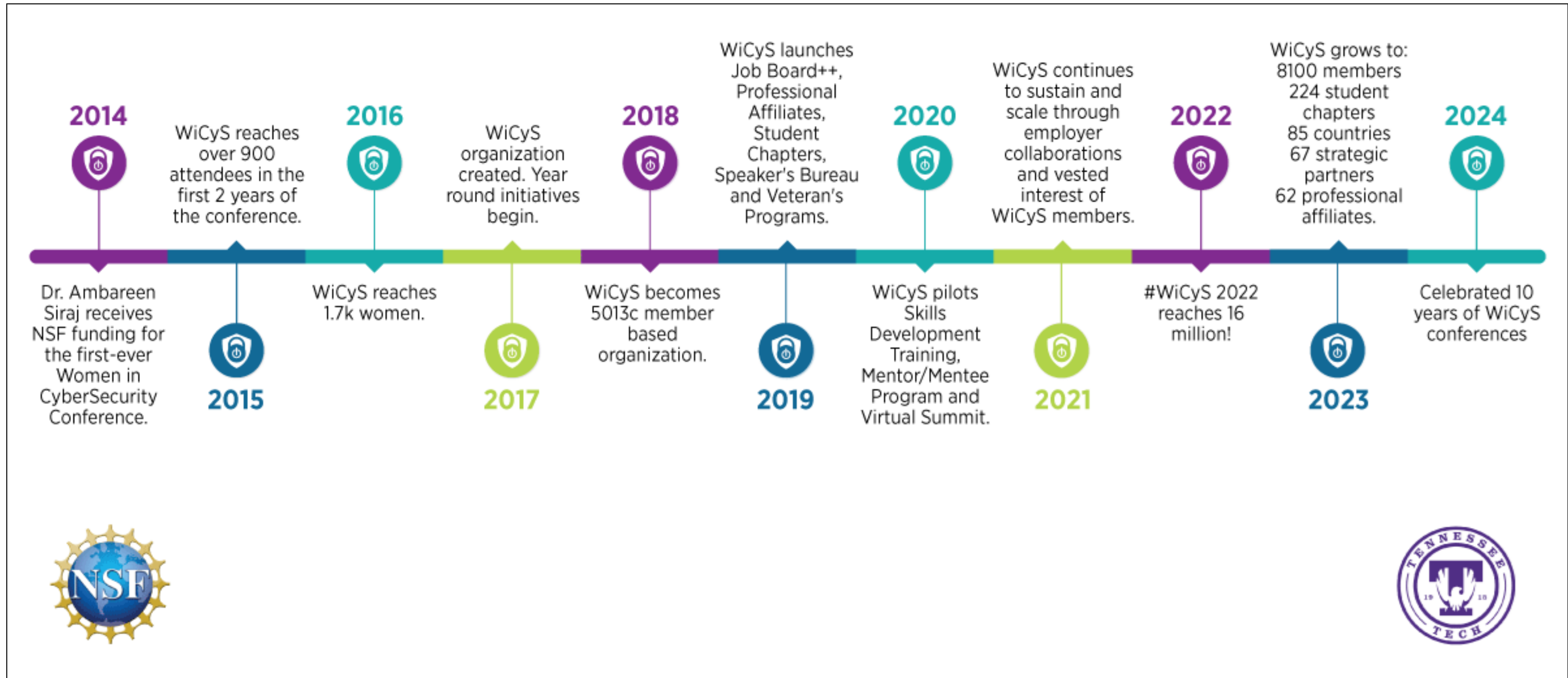


**ROSALIE OLMSTED**  
Strategic Partner  
Coordinator



**SARAH PORTER**  
Affiliate  
Manager

# WiCyS Timeline





# 2014 vs 2024



**11%**

Women in  
Cybersecurity



**1**  
million

**Unfilled  
Cybersecurity  
Roles**

**4.8**  
million

**Unfilled  
Cybersecurity  
Roles**

**24%**

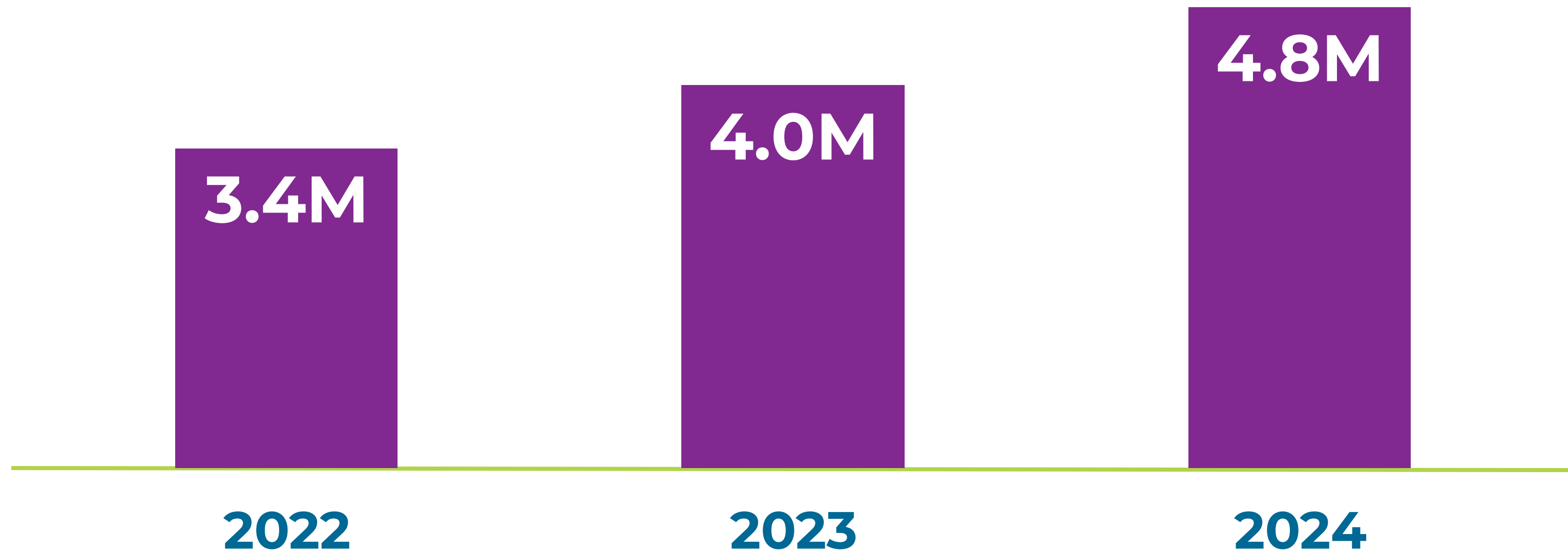
Women in  
Cybersecurity



\*ISC2 2024 CyberSecurity Workforce Study



# The global cybersecurity workforce gap continues to increase



\*ISC2 2024 CyberSecurity Workforce Study

## *How it started*



2014

## *How it's going*

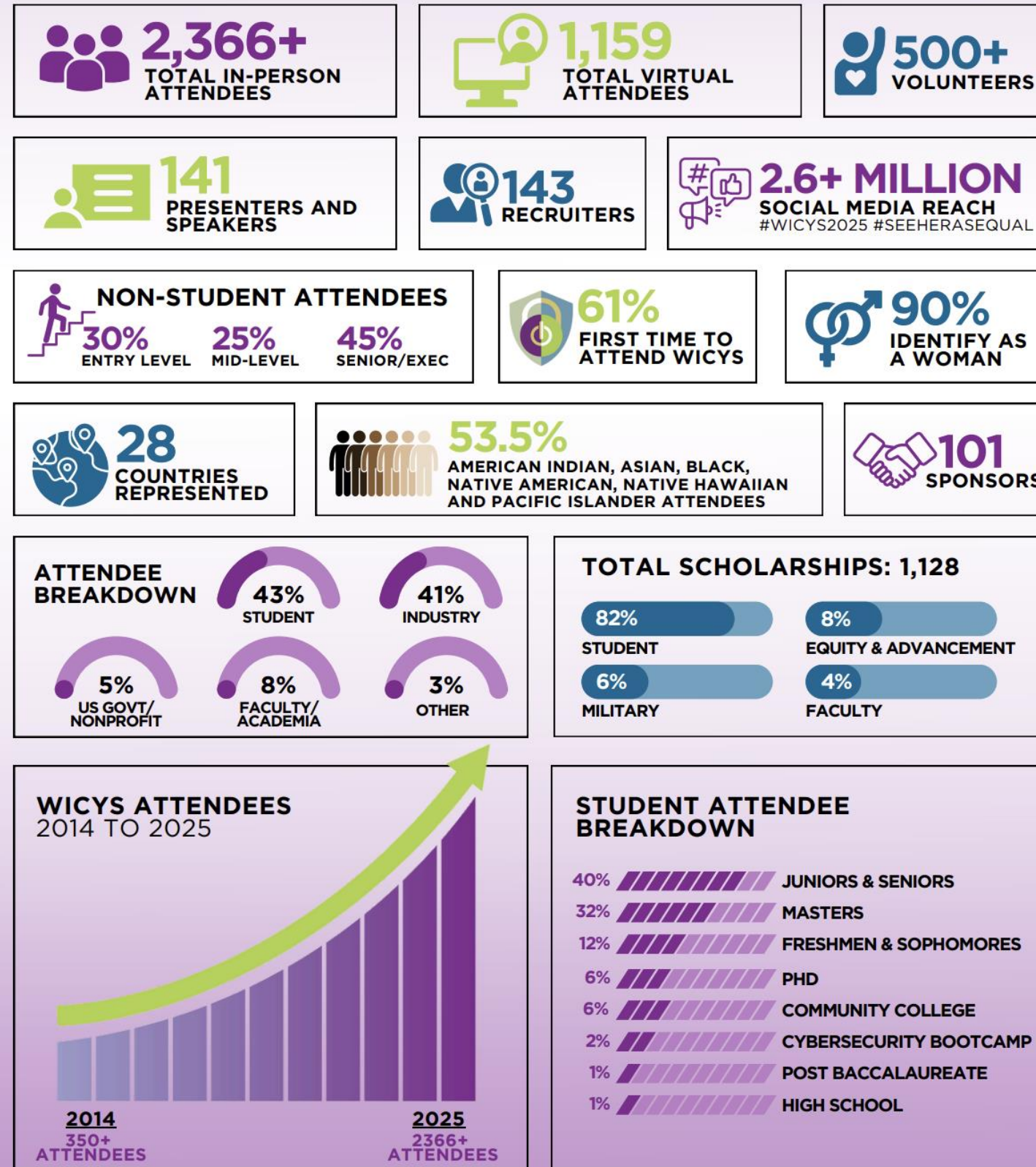


2025





# WICYS 2025 BY THE NUMBERS





# THANK YOU TO OUR 2025 Conference Sponsors

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**KPMG**

**KUDELSKI SECURITY**

**NIGHTWING**

**NuHarbor SECURITY**

**Pacific Northwest**

**RIT** Department of Cybersecurity

**SANS**

**SecurityRisk**

**Swift**

**T-Mobile**

**tenable**

**UCSS** University of Colorado Colorado Springs

**UTD** THE UNIVERSITY OF TEXAS AT DALLAS Computer Science

**THE UNIVERSITY OF RHODE ISLAND**

**W** UNIVERSITY OF WASHINGTON TACOMA

**VECTRA**

**VS&Co**

## GOLD SPONSORS

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**Carnegie Mellon University** Information Networking Institute

**DeVry University**

**FIU** FLORIDA INTERNATIONAL UNIVERSITY

**Georgia Tech** Research Institute

**ISC2**

**JOHNS HOPKINS** JOHNS HOPKINS UNIVERSITY

**KENNESAW STATE UNIVERSITY** COLLEGE OF INFORMATION TECHNOLOGY

**CYBER SOLUTIONS** UNIVERSITY OF WISCONSIN

**Microsoft**

**LINCOLN LABORATORY** MASSACHUSETTS INSTITUTE OF TECHNOLOGY

**New York ISO** Independent System Operator

**NC STATE UNIVERSITY**

**NCYTE CENTER**

**Northeastern University** Khoury College of Computer Sciences

**OLD DOMINION UNIVERSITY** School of Cybersecurity

**SPECTEROPS**

**CERC** UNIVERSITY OF CALIFORNIA

**TU** TOWSON UNIVERSITY

**TOYOTA**

**7** TOWSON UNIVERSITY

**W** UNIVERSITY OF WASHINGTON ROTHELL

**(Veriato)**

## SILVER SPONSORS

**BILLINGTON** CyberSecurity

**CSA** cloud security alliance

**NYU** TANDON SCHOOL OF ENGINEERING

**RIDER UNIVERSITY**

**School of Information Technology** Experience Collaborate Innovate Apply

**YOUR CAREER**



# RECRUIT, RETAIN and ADVANCE Women in Cybersecurity



# WiCyS Mission:

Help build a robust cybersecurity workforce by facilitating...

**RECRUITMENT**

**RETENTION**

**ADVANCEMENT** for women in the field



Voice of WiCyS



Community



Recognition



Advocate



Growth



Leadership



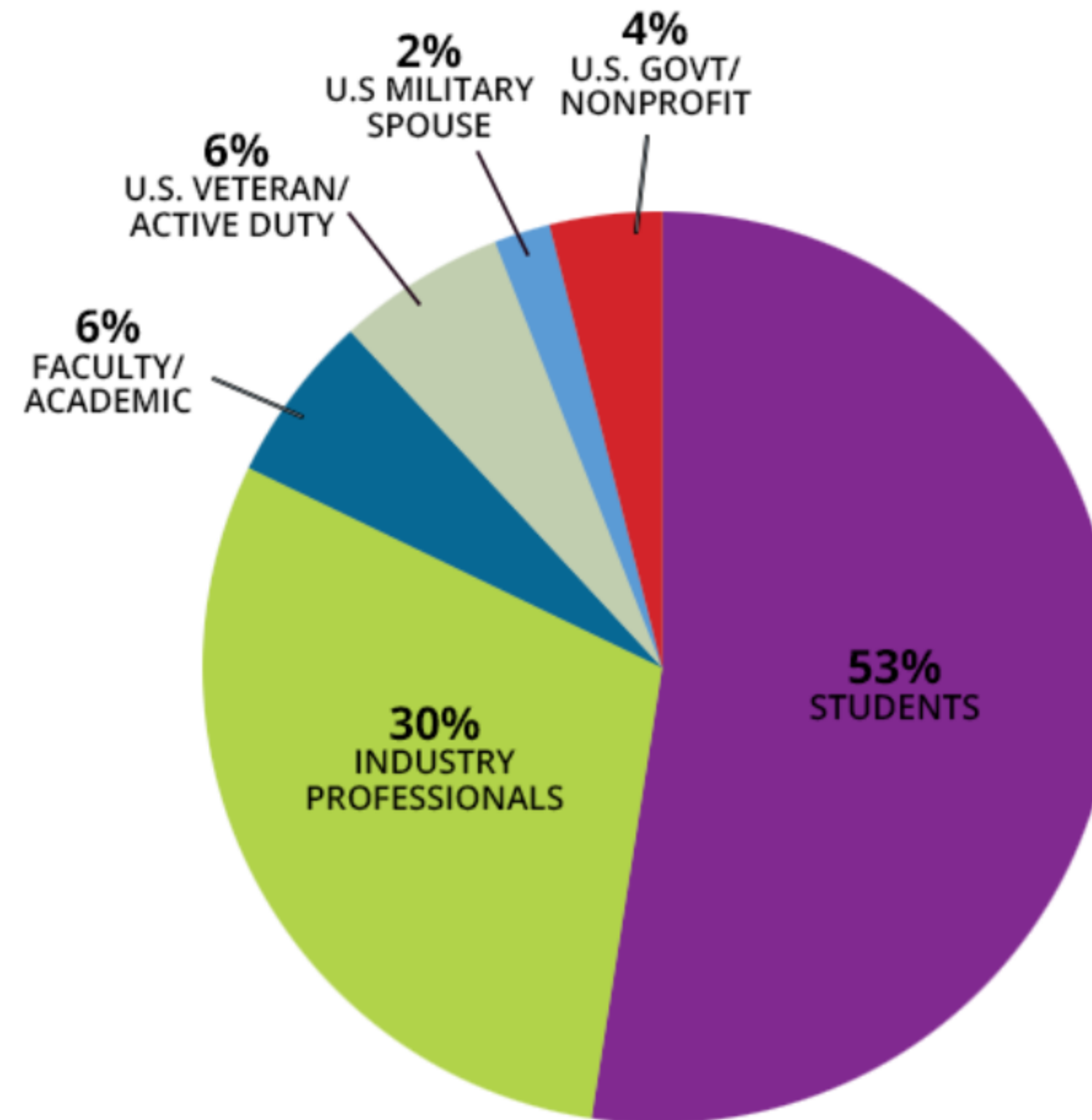
Mentorship



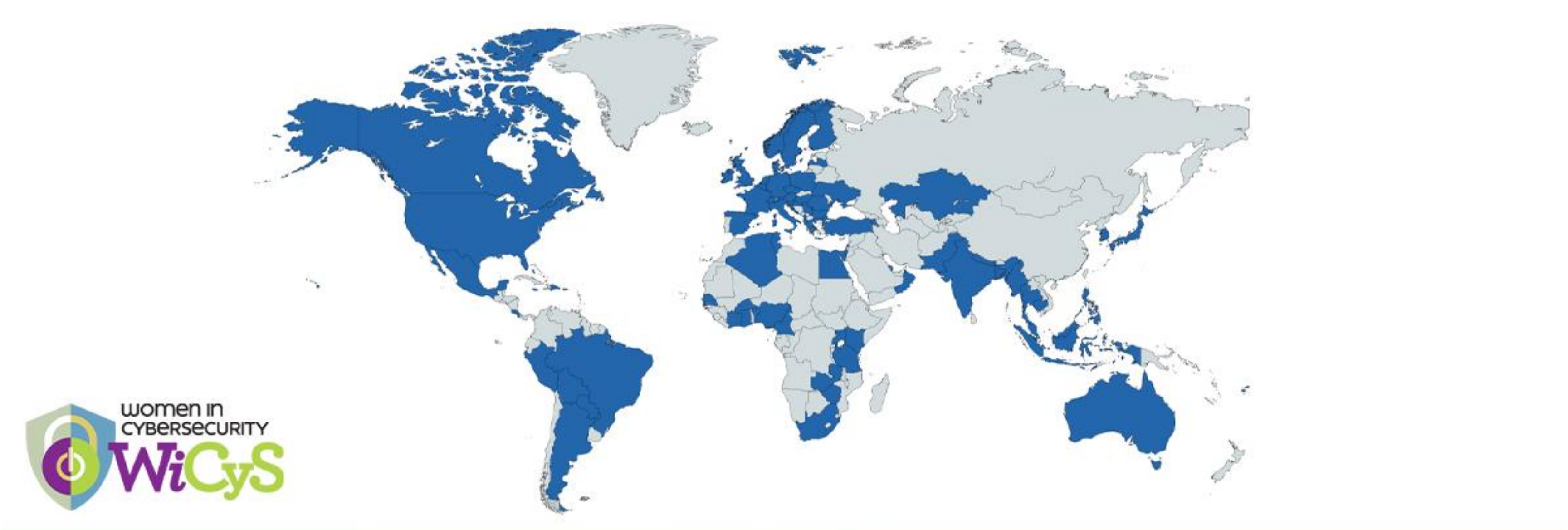




## WiCyS Members: 10.9K (as of 6.1.2025)







Albania, Algeria, Andorra, Argentina, Armenia, Australia, Austria, Azerbaijan, Bahamas, Bahrain, Bangladesh, Barbados, Belgium, Benin, Botswana, Brazil, Bulgaria, Burkina Faso, Cambodia, Cameroon, Canada, Colombia, Costa Rica, Cote d'Ivoire, Croatia, Czechia, Denmark, Dominican Republic, Egypt, Estonia, Fiji, Finland, France, Georgia, Germany, Ghana, Greece, Guadeloupe, Guam, Guatemala, Hungary, India, Indonesia, Iran, Islamic Republic of, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, South Korea, Latvia, Liberia, Luxembourg, Malawi, Malaysia, Mauritania, Mauritius, Mexico, Myanmar, Nepal, Netherlands, New Zealand, Nigeria, Norway, Oman, Pakistan, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Saudi Arabia, Senegal, Serbia, Sierra Leone, Singapore, Slovenia, South Africa, Spain, Sri Lanka, Sweden, Switzerland, Tanzania, Thailand, Trinidad and Tobago, Tunisia, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States, Zambia, Zimbabwe



# RECRUIT, RETAIN and ADVANCE Women in Cybersecurity





# 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 Kansas City  
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 Northern Indiana  
WiCyS Oregon  
WiCyS Phoenix AZ  
WiCyS Pittsburgh  
WiCyS Sacramento  
WiCyS San Antonio  
WiCyS San Diego

WiCyS Silicon Valley  
WiCyS South Carolina  
WiCyS South Dakota  
WiCyS St. Louis Metro  
WiCyS Tennessee  
WiCyS Utah  
WiCyS Wisconsin

## WiCyS Corporate Affiliates:

WiCyS Accenture  
WiCyS JPMC  
WiCyS Lockheed Martin  
WiCyS McKesson  
WiCyS MITRE

## WiCyS Specialty Affiliates:

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

WiCyS Healthcare  
WiCyS JPMC  
WiCyS Latina  
WiCyS Military  
WiCyS Neurodiversity  
WiCyS Pride LGBTQ+  
WiCyS Privacy Law and Policy  
WiCyS People With Disabilities and Caretakers

## Africa:

WiCyS East Africa  
WiCyS Ivory Coast | Burkina Faso  
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 Balkan  
WiCyS France  
WiCyS Germany  
WiCyS Norway  
WiCyS UKI



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



**RECRUIT, RETAIN and ADVANCE**  
Women in Cybersecurity



# WiCyS Student Chapters

**315**  
WiCyS  
Student  
Chapters

## United States:

Alabama  
Arizona  
California  
Colorado  
Connecticut  
Delaware  
Florida  
Georgia  
Idaho  
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  
Oregon  
Pennsylvania  
Puerto Rico  
Rhode Island  
South Carolina  
Tennessee  
Texas  
Utah  
Vermont  
Virginia  
Washington  
Washington D.C.  
West Virginia  
Wisconsin  
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/>



**RECRUIT, RETAIN and ADVANCE**  
Women in Cybersecurity



# WOMEN IN CYBERSECURITY INITIATIVES



## PROGRAMS

Early Career  
Mid Career  
Senior Career



## MEDIA

Newsletters  
Speakers Bureau  
Speaking Engagements



## EVENTS

Annual Conference  
Regional Affiliate Events  
Virtual Conference  
Webinars



## CAREER RESOURCES

Career Fairs  
Career Growth Hub  
Conference Scholarships & Grants  
JobBoard++  
Research & Resources  
Resume Reviews

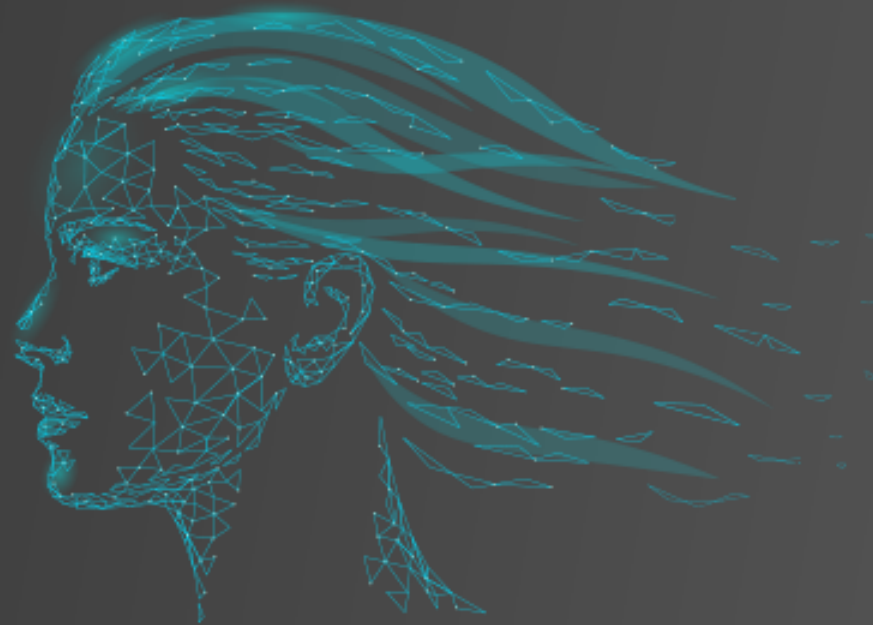


## COMMUNITY

11K+ Members  
Affiliates  
Board of Directors  
Committees  
Mentorship  
Mission Support Team  
Online Member Platform  
Senior Leaders Network  
Student Chapters



# ARTIFICIAL INTELLIGENCE



WiCyS AI Learning Series

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WORKFORCE DEVELOPMENT

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Mid-to-senior Professionals

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*Program Runs: May 6 - July 15*

In partnership with WiCyS AI Affiliate

<https://www.wicys.org/benefits/ai-learning-series-program/>



**RECRUIT, RETAIN and ADVANCE**  
Women in Cybersecurity



# BOOK WiCyS CLUB

BOOKS • COMMUNITY • DISCUSSION

## **Fighting Phishing: Everything You Can Do to Fight Social Engineering and Phishing**

*by Roger A. Grimes*

**THURSDAY, JUNE 26TH AT 1 PM CT**

ZOOM REGISTRATION IS REQUIRED

<https://www.wicys.org/resources/wicys-book-club-corner/>

# Create Your **LEADING EDGE**

*for mid-career members*



Leadership Development  
Professional Growth  
Career Advancement

*Program Runs: August 7 - October 23*

<https://www.wicys.org/benefits/create-your-leading-edge/>



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Women in Cybersecurity





# Google Cybersecurity Certificate

**SELF-LED PROGRAM**

**Applications Open:** February 12 - February 26

**Program Runs:** March 10 - September 15

<https://www.wicys.org/benefits/google-cybersecurity-certificate-program/>



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Women in Cybersecurity





COHORT 2

# STAGE READY

*Public Speaking Fellowship*

FOR MID-TO-SENIOR LEVEL PROFESSIONALS

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Applications Open: June 23 - July 15 | Program Runs: August 7 - September 11

<https://www.wicys.org/benefits/stage-ready-public-speaking-fellowship/>



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Women in Cybersecurity



# VULNERABILITY DISCLOSURE PROGRAM



Identify, Report, and Remediate  
Cybersecurity Vulnerabilities  
*Open to All Experience Levels*

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Applications Open: May 5, 2025 | Program Runs: June 2, 2025 - June 1, 2026

<https://www.wicys.org/benefits/vdp/>



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Women in Cybersecurity





Mentor/Mentee Infrastructure  
Sponsored by:



# WiCyS MENTORSHIP PROGRAM

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<https://www.wicys.org/initiatives/mentor/mentor-mentee-program/>



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Women in Cybersecurity





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



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Women in Cybersecurity

# WiCyS Security Training Scholarship Program

Since 2020, the WiCyS Scholarship program impact is as follows:

- **4,600 WiCyS members participants in CTF**
- **360 GIAC Certifications**
- **258 Advanced Training Scholarships Awarded**
- **100% career placement for graduates within 12 months of program completion**
- **Website Views: 280.5K+**





“

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**

”

**315**  
WiCyS  
Student  
Chapters

# WiCyS Global Student Chapter Initiative

MADE POSSIBLE BY  
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<https://www.wicys.org/initiatives/wicys-global-student-chapter-initiative-made-possible-by-microsoft-philanthropies/>



**RECRUIT, RETAIN and ADVANCE**  
Women in Cybersecurity



# Special Thanks

## WICYS STRATEGIC PARTNERS

### Tier 1



### Tier 2



### Tier 3



## WICYS FOUNDING PARTNERS





# 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](http://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](http://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](http://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](http://www.wicys.org)



**RECRUIT, RETAIN and ADVANCE**  
Women in Cybersecurity




# The Growth of the WiCyS Thriving Community

(as of 6.1.2025)

- **Student Chapters:** 315
  - **Professional Affiliates:** 72
  - **Webinar Subscribers:** 45.2K+
  - **Newsletter Subscribers:** 39.2K+
  - **Members:** 11K+
- **Facebook:** 7.4K+
  - **Facebook Group:** 14.3K+
  - **Twitter:** 25.4K+
  - **Instagram:** 12.9K+
  - **LinkedIn:** 113K+







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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 2025 Conference](#)  
[2024 Virtual Career Fair](#)  
[Calendar of Events](#)  
[Global Webinars](#)  
[Archive](#) 



No matter where you're located,  
WiCyS has an event for you!  
**Check out our Calendar of Events!**

### UPCOMING EVENTS

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# Let's climb this mountain together...



and as one woman rises, let's give the grace and space  
for others to rise as well.

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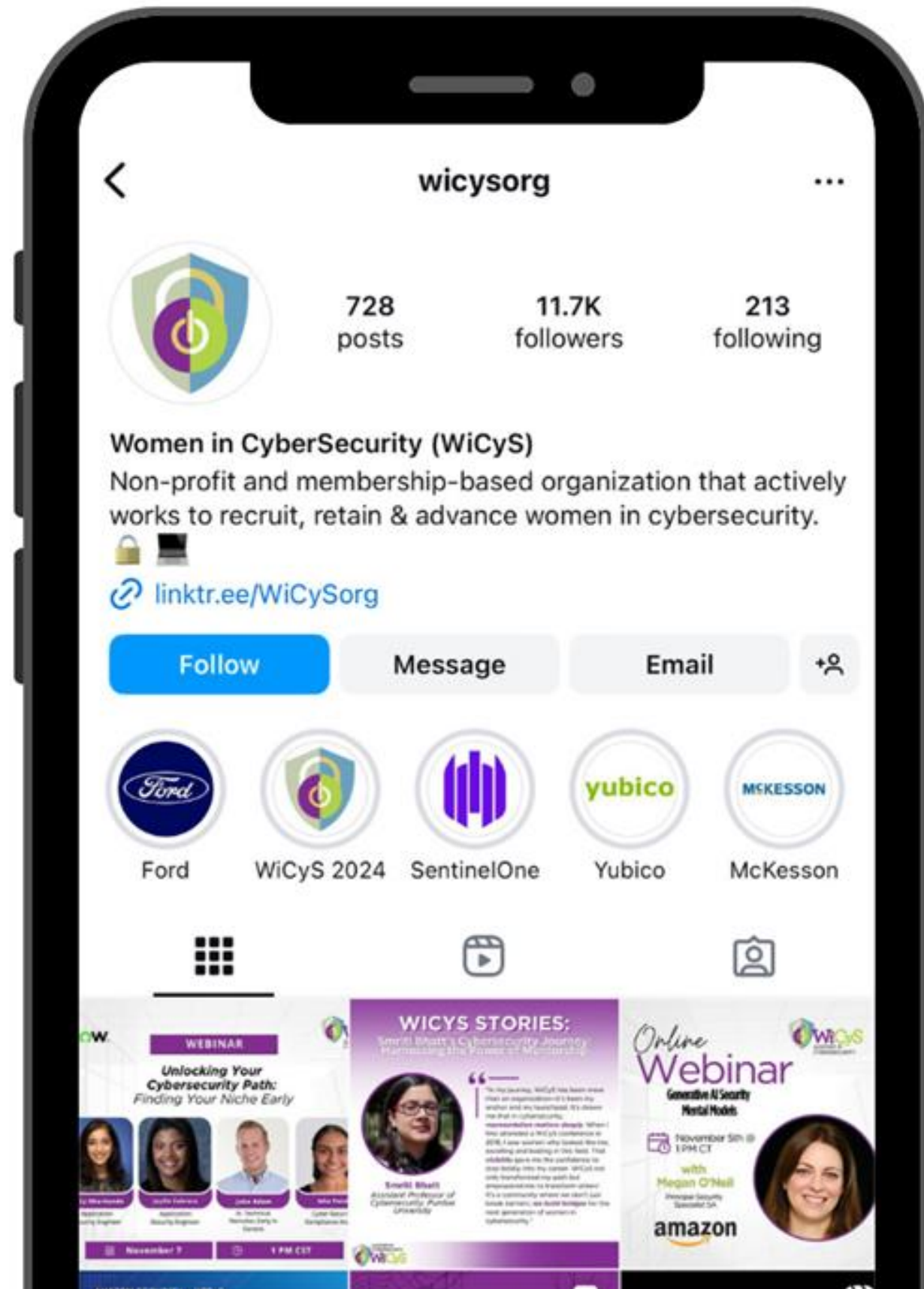
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