

# Women in CyberSecurity (WiCyS) Global Nonprofit Organization

# Lynn Dohm WiCyS Executive Director

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## WiCyS Board Members

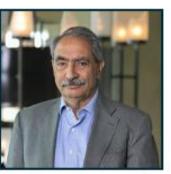
## WiCyS Board Members



DR. JANELL STRAACH Chair of The Board



DR.AMBAREEN SIRAJ Founder



DR. COSTIS TOREGAS Treasurer



DR. DAWN M. BEYER Lockheed Martin Space



DIANA KELLEY
Noma Security



MARIAN MERRITT
Cybersecurity Leader



NOUREEN NJOROGE Nike, INC.



OSSIE MUNROE Bloomberg



PRAJAKTA JAGDALE
Palo Alto Networks



SARAH MORALES Google



QURATULANN (ANNIE)
JAMSHED
JPMorganChase



## WiCyS Staff

# WiCyS Staff



Executive Director



Deputy Director



MARY JANE PARTAIN Program Director



ADAEZE UDOH Program Coordinator



External Relations Manager



Marketing Manager



DANIELLE STRIMBU Executive Assistant



Program Coordinator



MORGAN GARLAND Board Liaison



PETER BALDWIN Chief Financial Officer



QUIANA OATES Program Manager



Cybersecurity and Technology Manager



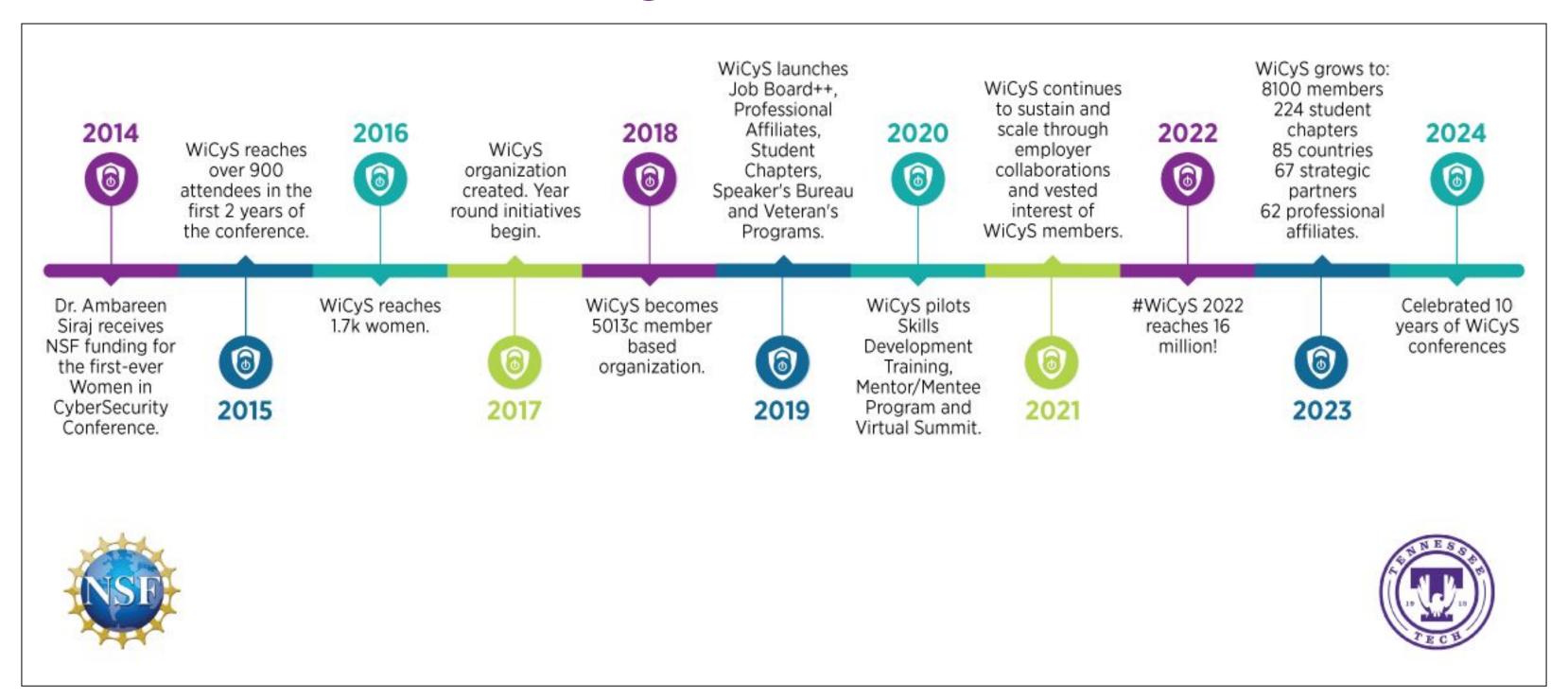
ROSALIE OLMSTED Strategic Partner Coordinator



SARAH PORTER Affiliate Manager



## WiCyS Timeline







## 2014 vs 2024



11%

Women in Cybersecurity

1 million

Unfilled
Cybersecurity
Roles

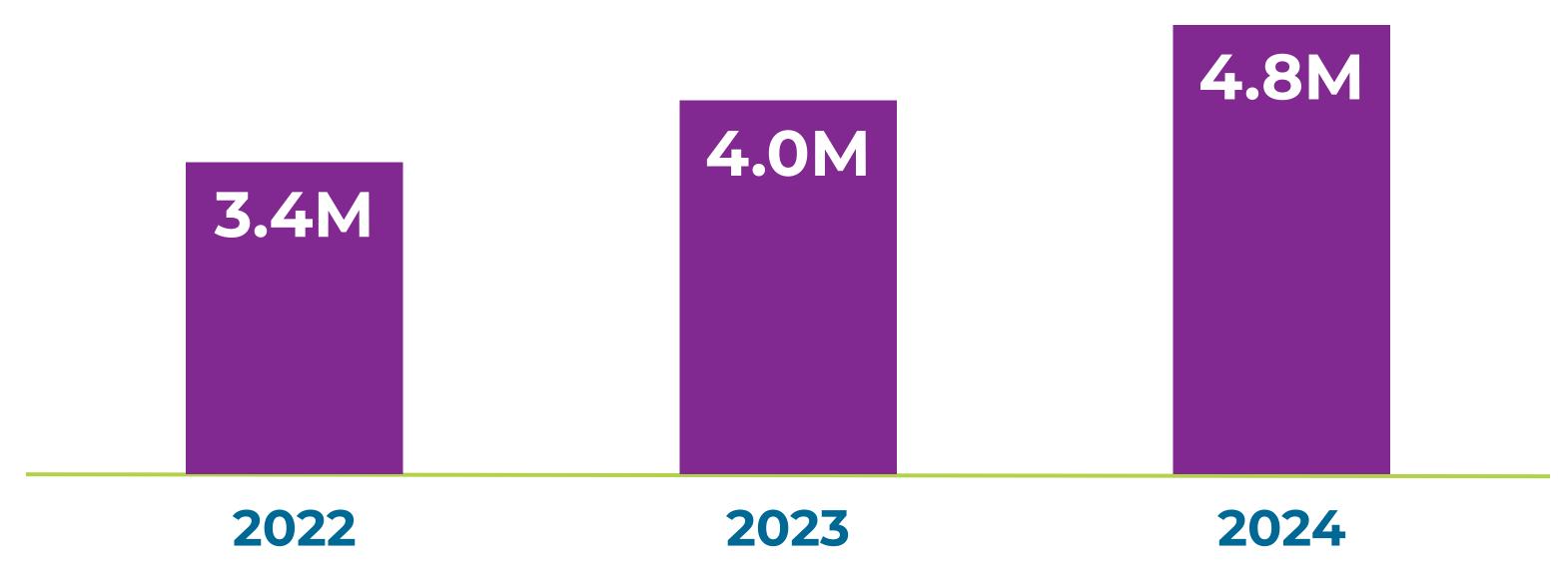
4.8 million

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



















25% 45% SENIOR/EXEC

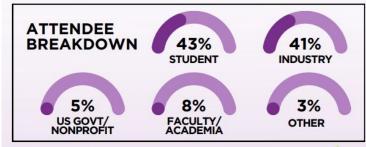


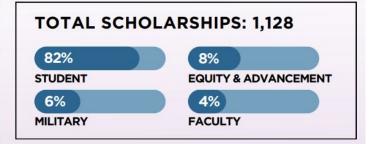


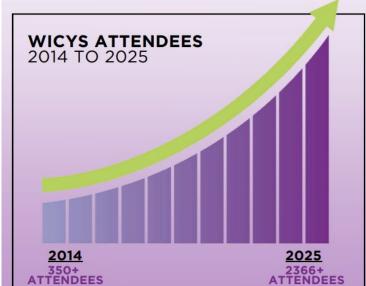


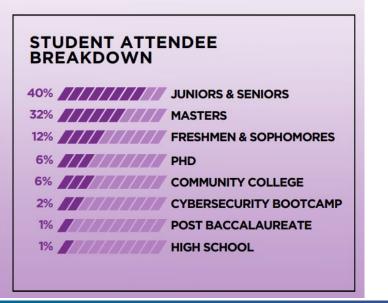














### THANK YOU TO OUR 2025

### Conference Sponsors





# WiCyS Mission:

Help build a robust cybersecurity workforce by facilitating...

RECRUITMENT
RETENTION
ADVANCEMENT for women in the field















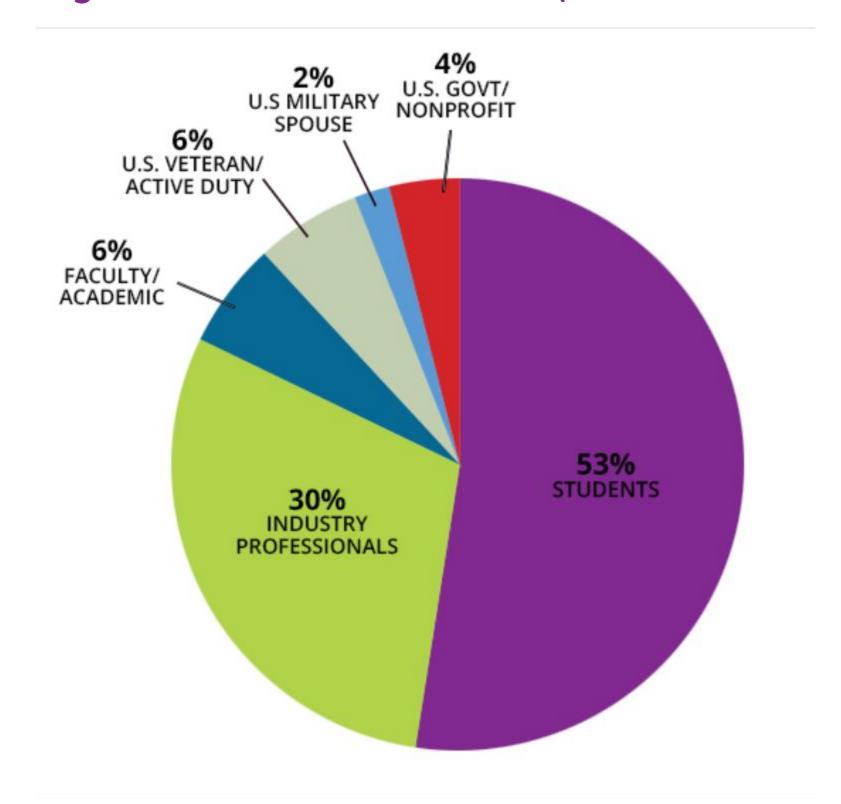






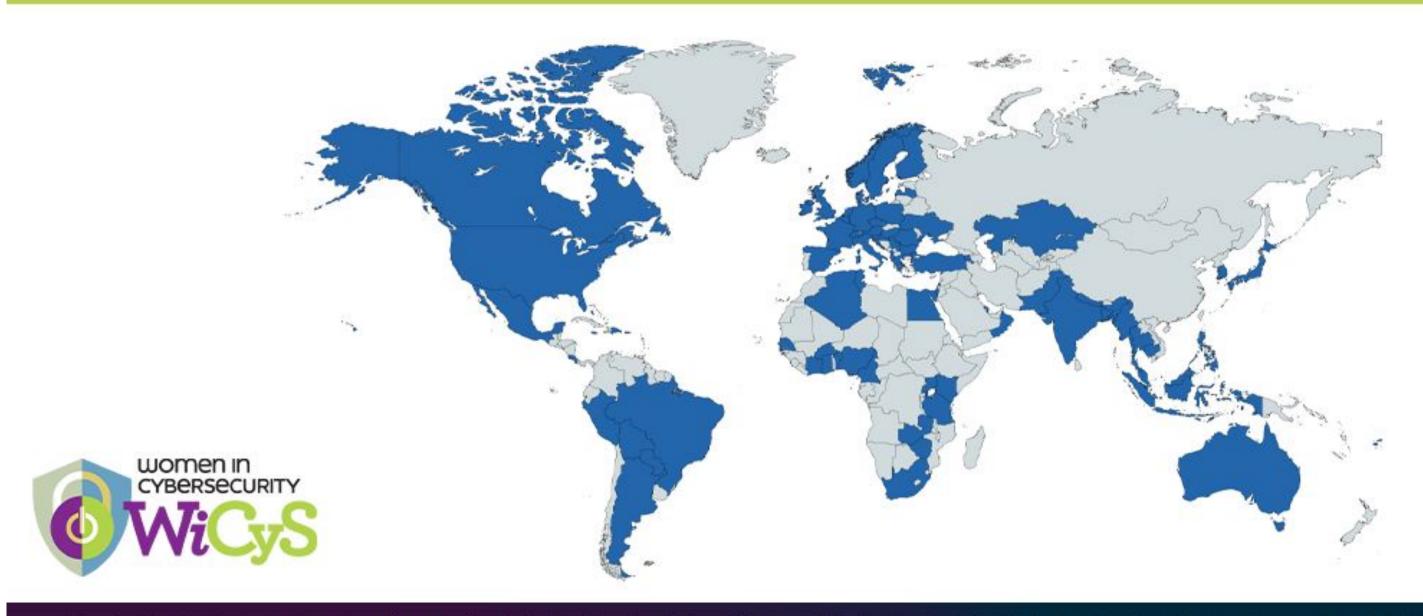


## WiCyS Members: 10.9K (as of 6.1.2025)





# WiCyS Membership Map



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



## WiCyS WiCyS Professional Affiliates

### **United States:**

WiCyS Austin

WiCyS Central Alabama

WiCvS Chicago

WiCyS Colorado

WiCyS Dallas Fort Worth

WiCyS Delaware Valley

WiCyS Florida

WiCyS Georgia

WiCvS Houston

WiCyS Idaho

WiCvS Indianapolis

WiCvS Kansas City

WiCyS Los Angeles

WiCyS Massachusetts

WiCyS Metro NY

WiCyS Mid-Atlantic

WiCvS Minnesota

WiCyS Missisippi

WiCyS Montana

WiCyS NE Ohio

WiCyS North Carolina

WiCyS Northern Alabama

WiCvS Northern Indiana

WiCyS Oregon

WiCyS Phoenix AZ

WiCyS Pittsburgh

WiCvS Sacramento

WiCyS San Antonio WiCyS San Diego

WiCyS Tennesee WiCyS Utah WiCyS Wisconsin

WiCyS Silicon Valley WiCyS South Carolina WiCvS South Dakota WiCyS St. Louis Metro

## WiCvS Accenture

WiCyS McKesson

WICYS JPMC WiCyS Lockheed Martin

WiCyS Corporate Affiliates:

WICYS MITRE

WiCyS Education and Training

WiCyS Specialty Affiliates:

WiCyS BISO WiCyS Cloud Security

WiCyS Colors of Inclusion

WiCyS Critical Infrastructure (CI) WiCyS Deaf

WiCyS DevSecOps

WiCyS AI

WiCyS Healthcare

WiCvS JPMC WiCyS Latina

WiCyS Military

WiCyS Neurodiversity WiCyS Pride LGBTQ+

WiCyS Privacy Law and Policy WiCyS People With Disabilities and Caretakers

WiCyS Professional **Affiliates** 

Africa:

Asia:

WiCyS India

WiCyS Israel

Australia:

Canada:

Europe:

WiCyS Pakistan

WiCyS Australia

WiCyS Ontario

WiCvS Balkan

WiCvS France

WiCyS Germany

WiCyS Norway

WiCyS UKI

WiCyS Western Canada

WiCyS East Africa

WiCvS West Africa

WiCyS Southern Africa

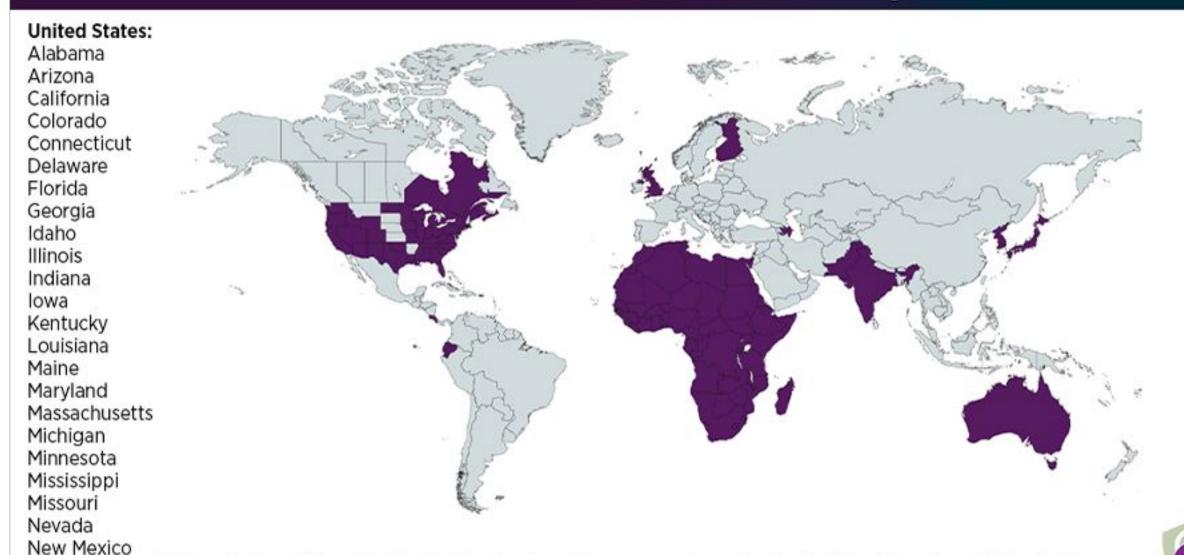
WiCyS Nigeria

WiCyS Ivory Coast | Burkina Faso

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



## WiCyS Student Chapters



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.

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

https://www.wicys.org/initiatives/student-chapters/



315

WiCyS

Student

Chapters

# 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



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





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



## SENIOR LEADERS NETWORK

Lead the Charge



Thought-Leadership

Senior Career Professionals

Supporting WiCyS Mission and Vision

Invite-Only | Monthly Meeting Cadence

https://www.wicys.org/benefits/senior-leaders-network/





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





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











COHORT 2

# STAGE READY

Public Speaking Fellowship

FOR MID-TO-SENIOR LEVEL PROFESSIONALS

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

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



# **VULNERABILITY**DISCLOSURE PROGRAM





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

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

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





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





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





# FALL VIRTUAL CAREER FAIR

WEDNESDAY, SEPTEMBER 24

6 AM - 8 AM CT 11 AM - 4 PM CT

Explore Internships, Part-Time & Full-time
Opportunities at Early, Mid & Senior Career Levels

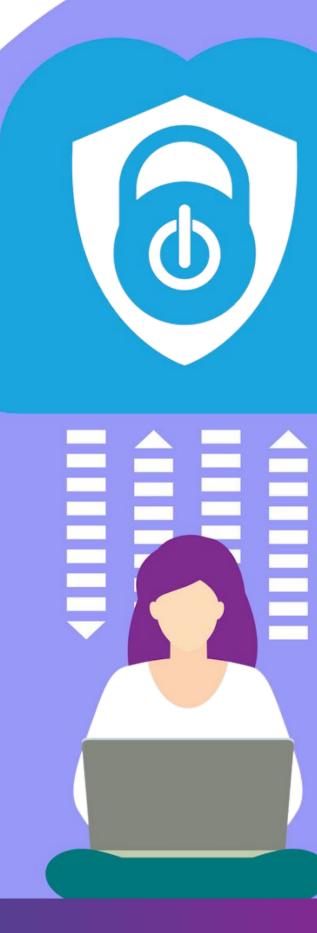
https://www.wicys.org/events/virtual-career-fair-2025/



## 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+





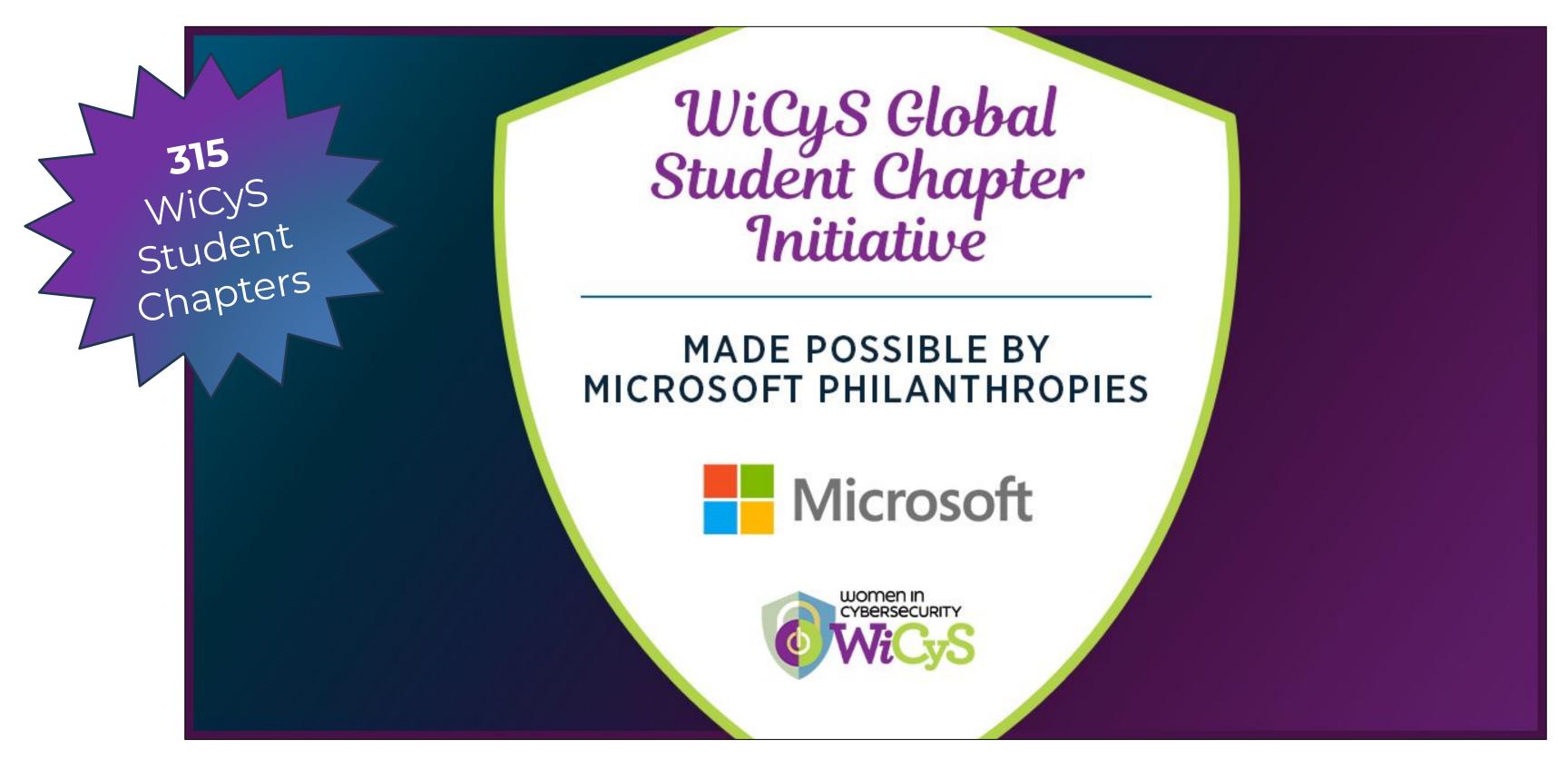


The WiCyS Security Training Scholarship experience has been unlike anything I have experienced in my life. I have gained an incredible support system, and access to hundreds of resources, and have the honor of taking classes with SANS, the most respected cyber training program in the world. This opportunity has given me a clear path forward to enter the field with confidence knowing that I will not be on this journey alone.

### -Lauren Guitterez







https://www.wicys.org/initiatives/wicys-global-student-chapter-initiative-made-possible-by-microsoft-philanthropies/



## Special Thanks

### WICYS STRATEGIC 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

TOGETHER, WE THRIVE!

This document provided through contributions of the WiCyS Racial Equity Committee

#### **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

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!!!!
- 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.
- **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.
- 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.
- **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.
- **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.
- **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.
- **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
- **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.
- **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.
- 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.
- **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.
- 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.

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### **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
- 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.
- 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.
- **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.
- **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.
- **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.
- 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.



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## The Growth of the WiCyS Thriving Community

(as of 8.1.2025)

• Student Chapters: 314

• Professional Affiliates: 68

• Webinar Subscribers: 46.9K+

• Newsletter Subscribers: 40K+

• Members: 11.1K+

• Facebook: 7.5K+

• Facebook Group: 14.3K+

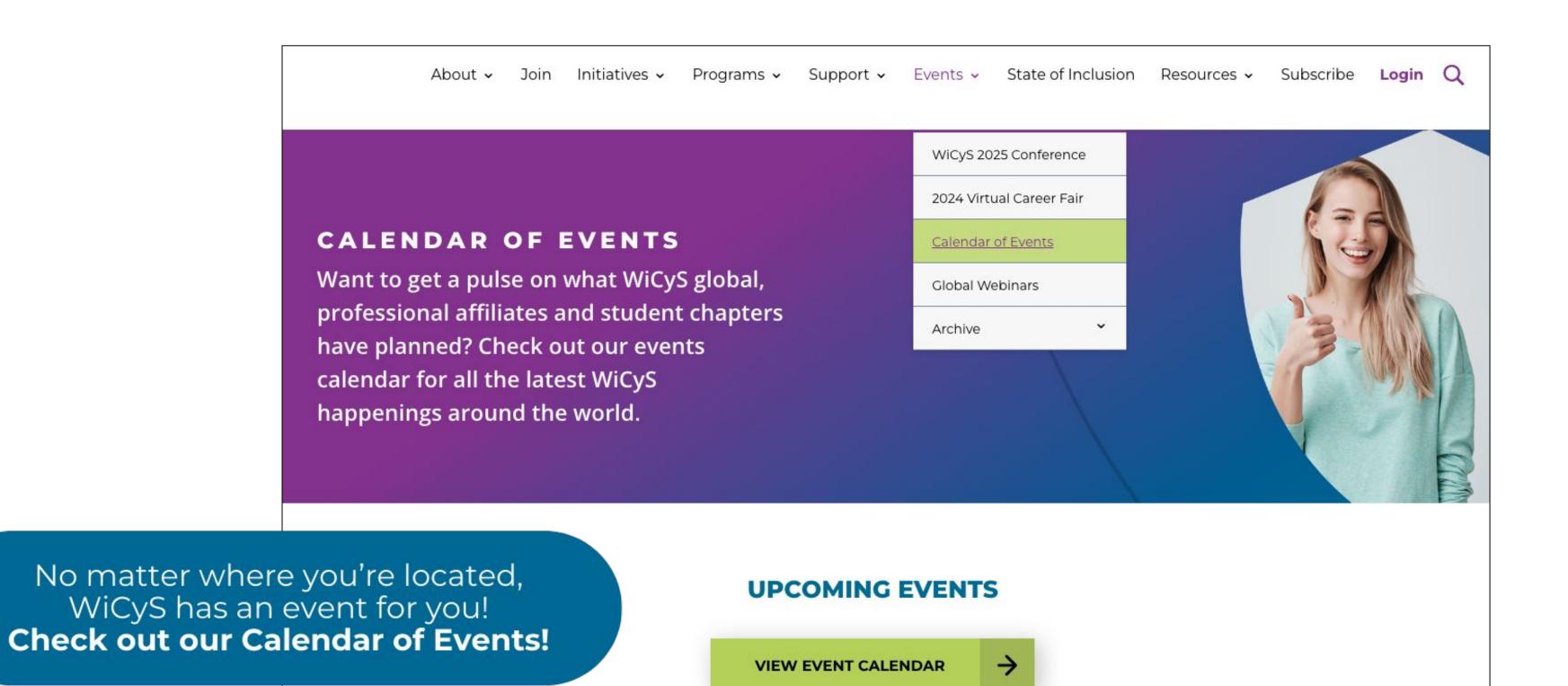
• **Twitter:** 25.6K+

• Instagram: 13K+

• **LinkedIn:** 116.5K+







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





### Subscribe to the WiCyS Newsletter:

https://www.wicys.org/subscribe/



# Let's climb this mountain together...



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



## **Stay Connected!**





Find us on LinkedIn

@Women in CyberSecurity (WiCyS)



Find us on YouTube

@WomeninCyberSecurityWiCySorg



