



Women in CyberSecurity (WiCyS)

Global Nonprofit Organization

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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

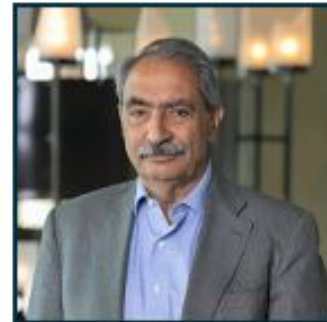
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WiCyS Timeline





2014 vs 2024



11%

Women in
Cybersecurity



24%

Women in
Cybersecurity



1
million

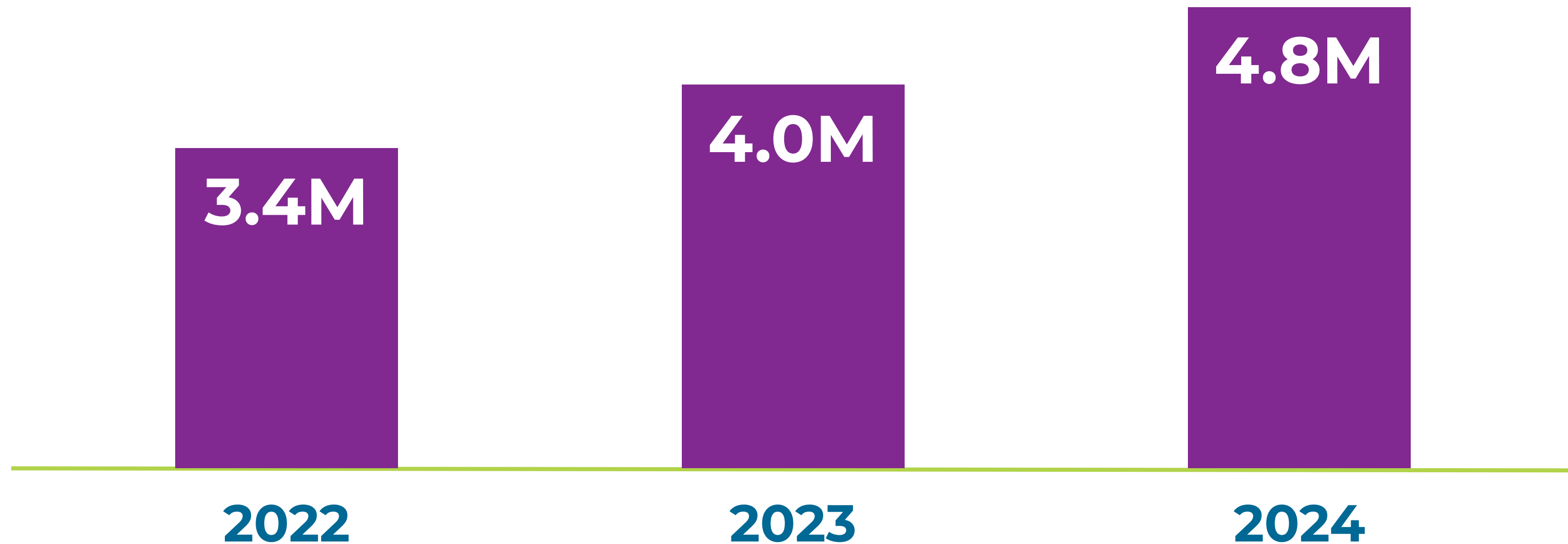
**Unfilled
Cybersecurity
Roles**

4.8
million

**Unfilled
Cybersecurity
Roles**

*ISC2 2024 CyberSecurity Workforce Study

The global cybersecurity workforce gap continues to increase



*ISC2 2024 CyberSecurity Workforce Study

How it started



2014

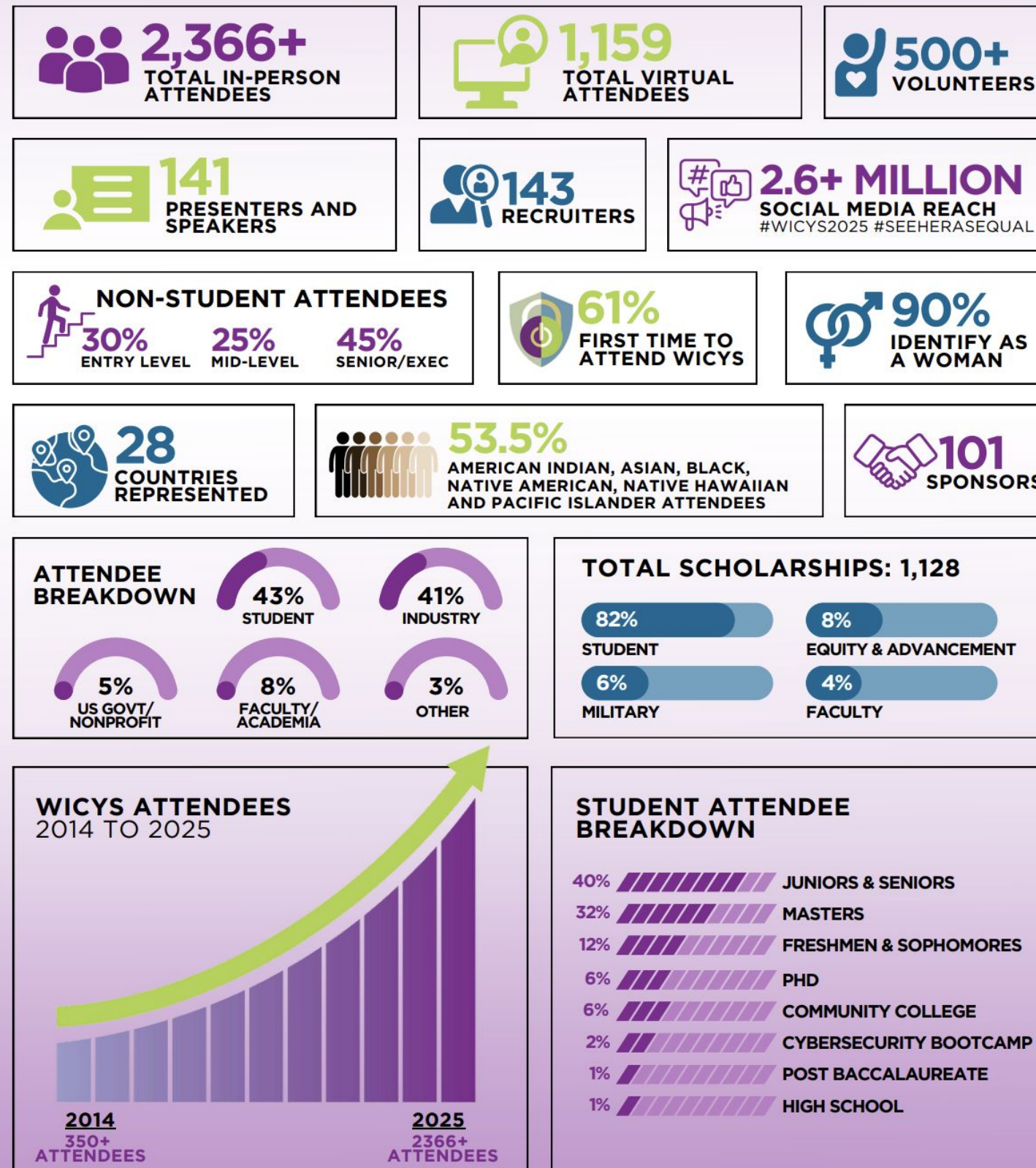
How it's going



2025



WICYS 2025 BY THE NUMBERS



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Sandia National Laboratories

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KUDELSKI SECURITY

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RIT Department of Cybersecurity

SANS

SecurityRisk

Swift



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

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FIU FLORIDA INTERNATIONAL UNIVERSITY

GT Georgia Tech Research Institute

ISC2

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KENNESAW STATE UNIVERSITY COLLEGE OF INFORMATION TECHNOLOGY

CYBER SOLUTIONS SECURITY AND CYBERSECURITY

Microsoft

LINCOLN LABORATORY MASSACHUSETTS INSTITUTE OF TECHNOLOGY

New York ISO Independent System Operator

NC STATE

NCYTE CENTER

Northeastern University Khoury College of Computer Sciences

OLD DOMINION UNIVERSITY School of Cybersecurity

SPECTEROPS

CERC Cybersecurity Research Center

TU TOWSON UNIVERSITY

TOYOTA

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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



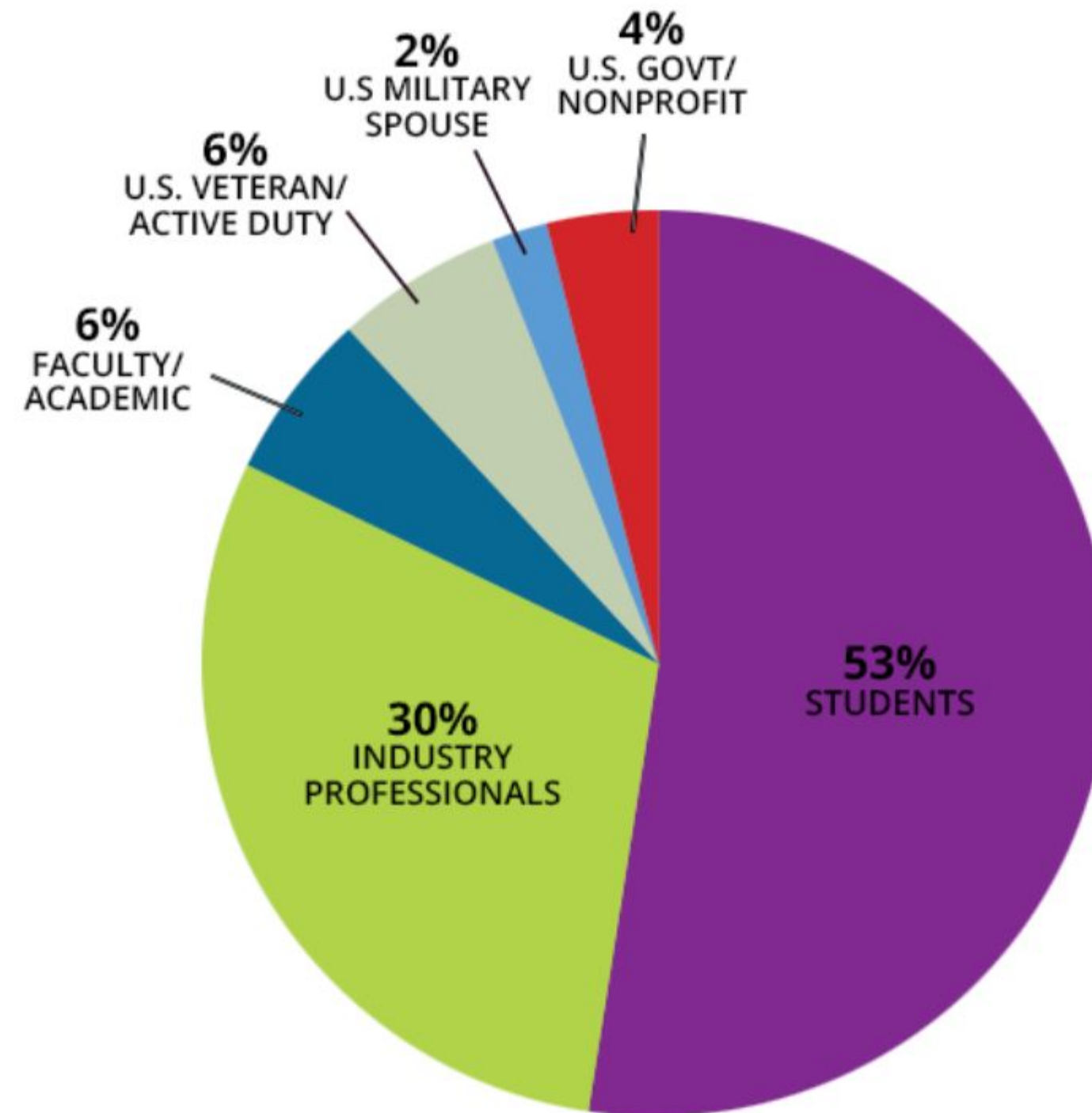
Leadership



Mentorship



WiCyS Members: 10.9K (as of 9.1.25)



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 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/>



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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

WOMEN IN CYBERSECURITY PROGRAMS

EARLY CAREER

Capture the Flag
Cybersecurity Awareness
Google CyberSecurity Certificate
GRC Program
ISC2 Fall/Spring Camp
Security Training Scholarship
Student Chapters
Target Cyber Defense Challenge
Vulnerability Disclosure Program

MID CAREER

Advisory Committee Opportunities
AI Learning Series
Create Your Leading Edge
GRC Program
Professional Affiliates
Speakers Bureau
Stage Ready (Public Speaking Fellowship)

SR. CAREER

Advisory Committee Opportunities
AI Learning Series
Leadership Symposium
Media/Speaking Engagements
Professional Affiliates
SANS Executive Cyber Exercise
Senior Leaders Network
Stage Ready (Public Speaking Fellowship)

ALL CAREER LEVELS

CPE Credits
Conference Scholarships
CyberGenIQ Assessment
Member Portal Access
Regional Events
Research and Resources
Skills Assessment
Virtual Career Fairs
24/7 Job Board



EXECUTIVE LEADERS NETWORK

Lead the Charge



Thought-Leadership

Senior Career Professionals

Co-Chairs: Ruchi Shah, Shawn Harrie, Ossie Munroe

Invite-Only | Monthly Meeting Cadence

<https://www.wicys.org/benefits/executive-leaders-network/>



RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity

BOOK CLUB

BOOKS • COMMUNITY • DISCUSSION

Ghost in the Wires: My Adventures as the World's Most Wanted Hacker

by Kevin Mitnick

Thursday, October 16th at 1 pm CT

ZOOM REGISTRATION IS REQUIRED



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

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/>



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Google Cybersecurity

CERTIFICATE COHORT PROGRAM



Program Runs
July 8 - December 19

Applications Close
June 23

Early Career Levels

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



RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity

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/>



RECRUIT, RETAIN and ADVANCE
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WiCyS Professional MENTORSHIP PROGRAM

Program Runs: October 1, 2025 - June 30, 2026

Career-Level: All Professionals



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



RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity



COHORT 3

STAGE READY

Public Speaking Fellowship

FOR MID-TO-SENIOR LEVEL PROFESSIONALS

Applications Open: August 27th - September 19th | Program Runs: October 14th - November 18th

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



RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity



ISC2

ISC2 Certified in CybersecuritySM

FALL CAMP

Open to Early Career Level

Application closes **September 22**

Program runs **October 14 – November 14**

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



RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity





WiCyS

SECURITY TRAINING SCHOLARSHIP

Program Runs: September 2025 - July 2026

Early Career / Career Changers

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LOCKHEED MARTIN 

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 Sandia National Laboratories

SANS

 **SentinelOne**

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

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
MICROSOFT PHILANTHROPIES



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



RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity

WiCyS Strategic Partners

TIER 1



TIER 2



TIER 3



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



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



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



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.



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RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity

The Growth of the WiCyS Thriving Community

(as of 10.1.2025)

- **Student Chapters:** 321
 - **Professional Affiliates:** 68
 - **Webinar Subscribers:** 47K+
 - **Newsletter Subscribers:** 41K+
 - **Members:** 10.9K+
- **Facebook:** 7.5K+
 - **Facebook Group:** 14.3K+
 - **Twitter:** 25.8K+
 - **Instagram:** 13.5K+
 - **LinkedIn:** 120K+



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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

[VIEW EVENT CALENDAR](#) 

<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!



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@WiCySorg



Find us on FaceBook
@Women in CyberSecurity - WiCyS



Find us on LinkedIn
@Women in CyberSecurity (WiCyS)



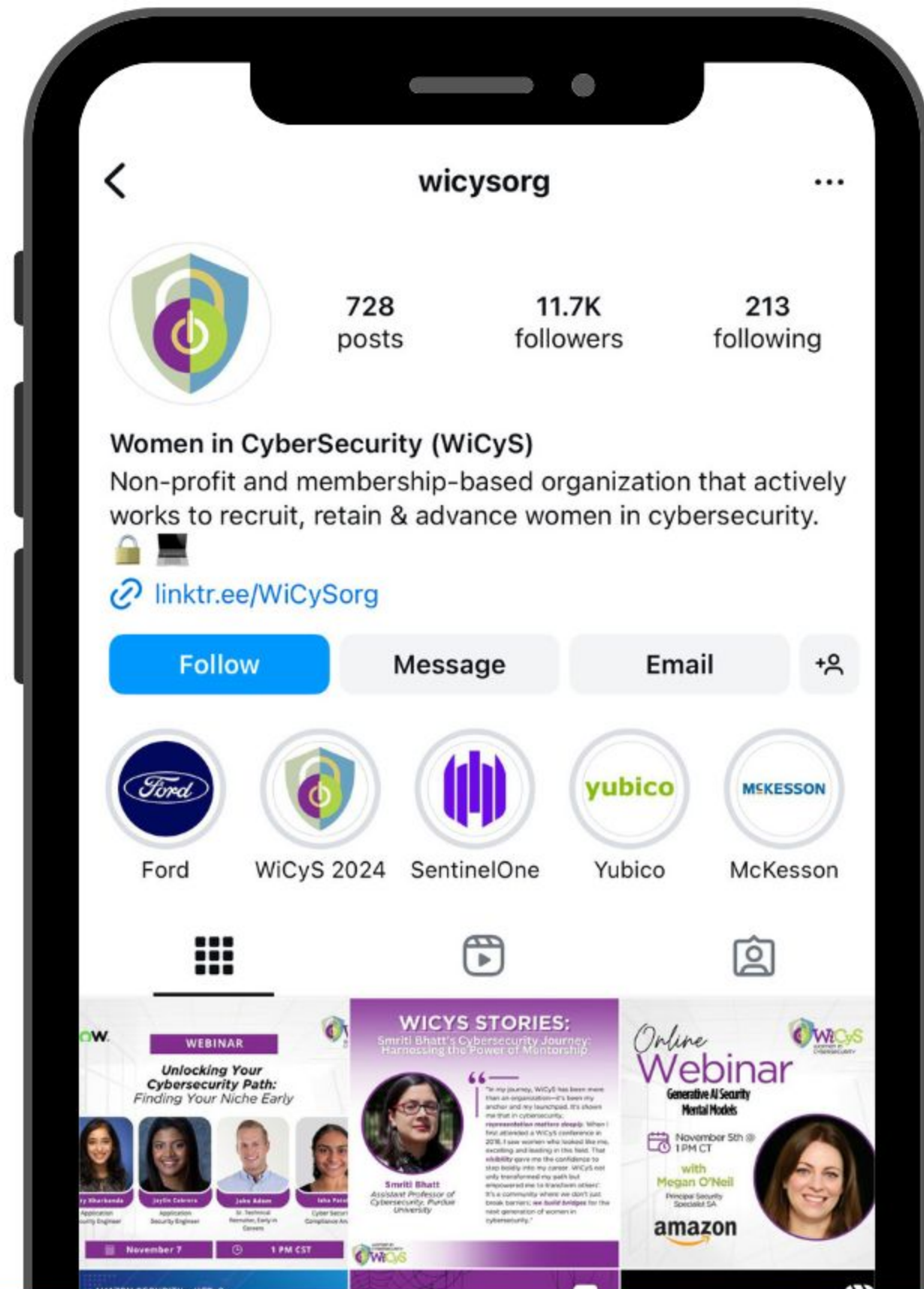
Find us on X
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Find us on Flickr
@WiCyS



RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity

