Women in CyberSecurity (WiCyS)
Global Nonprofit Organization

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Recruit,
RETAIN
and Advance
women in cybersecurity.

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.
NSF

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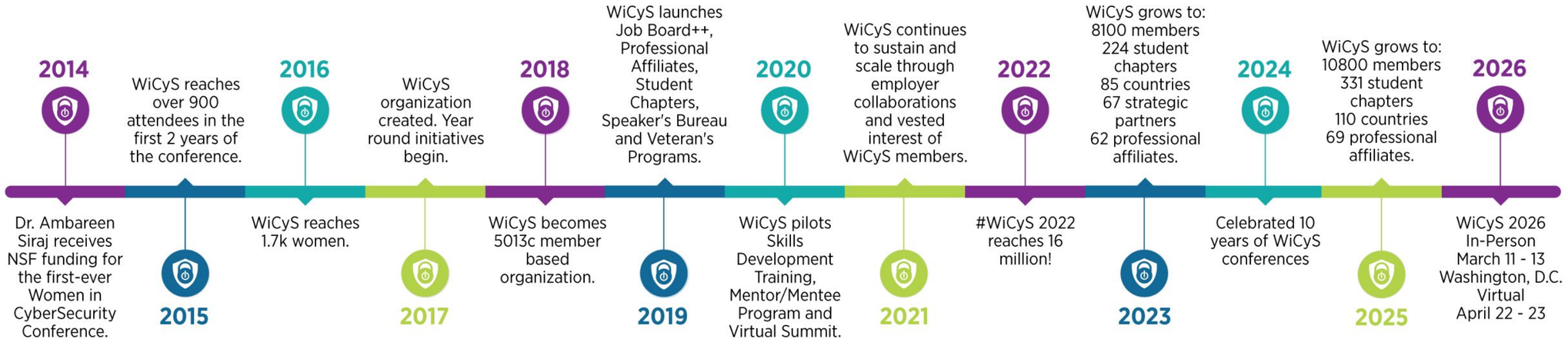
WiCyS Timeline

WiCyS Timeline



How it started

2014

How it's going

2025

women in CYBERSECURITY WiCyS

WICYS 2025
BY THE NUMBERS

Washington, DC women in CYBERSECURITY WiCyS 2026

2,366+ TOTAL IN-PERSON ATTENDEES

1,159 TOTAL VIRTUAL ATTENDEES

500+ VOLUNTEERS

141 PRESENTERS AND SPEAKERS

143 RECRUITERS

2.6+ MILLION SOCIAL MEDIA REACH #WICYS2025 #SEEHERASEQUAL

NON-STUDENT ATTENDEES
30% ENTRY LEVEL
25% MID-LEVEL
45% SENIOR/EXEC

61% FIRST TIME TO ATTEND WICYS

90% IDENTIFY AS A WOMAN

28 COUNTRIES REPRESENTED

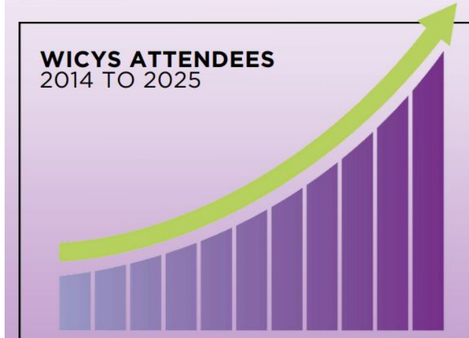
53.5% AMERICAN INDIAN, ASIAN, BLACK, NATIVE AMERICAN, NATIVE HAWAIIAN AND PACIFIC ISLANDER ATTENDEES

101 SPONSORS

ATTENDEE BREAKDOWN
43% STUDENT
41% INDUSTRY
5% US GOVT/ NONPROFIT
8% FACULTY/ ACADEMIA
3% OTHER

TOTAL SCHOLARSHIPS: 1,128
82% STUDENT
8% EQUITY & ADVANCEMENT
6% MILITARY
4% FACULTY

WICYS ATTENDEES
2014 TO 2025



2014 350+ ATTENDEES
2025 2366+ ATTENDEES

STUDENT ATTENDEE BREAKDOWN
40% JUNIORS & SENIORS
32% MASTERS
12% FRESHMEN & SOPHOMORES
6% PHD
6% COMMUNITY COLLEGE
2% CYBERSECURITY BOOTCAMP
1% POST BACCALAUREATE
1% HIGH SCHOOL

THANK YOU TO OUR 2025

Conference Sponsors

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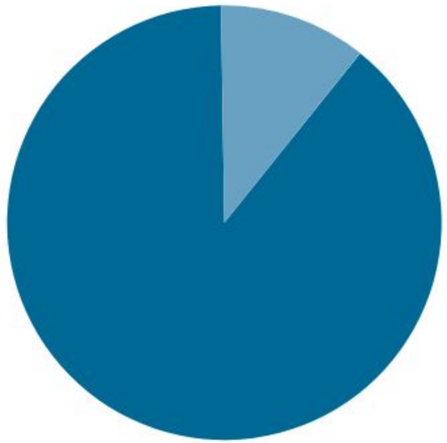
2014 vs 2025

11%

Women in Cybersecurity



1 million

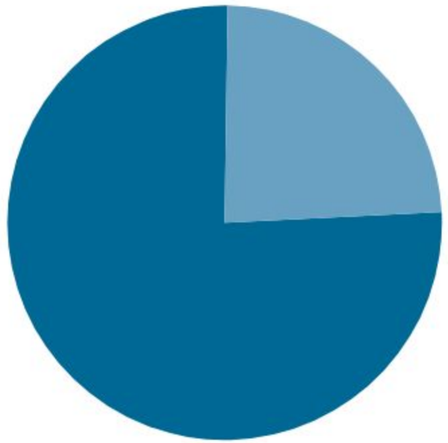
Unfilled Cybersecurity Roles

4.8 million

Unfilled Cybersecurity Roles

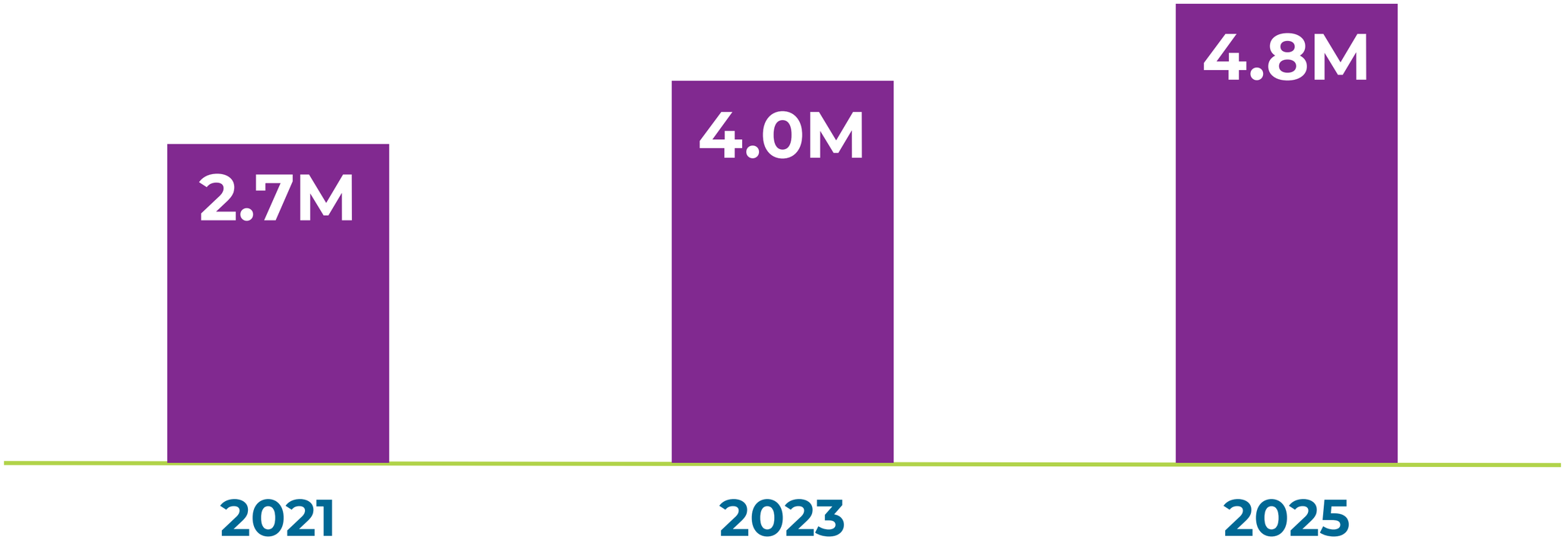
24%

Women in Cybersecurity



*ISC2 2024 CyberSecurity Workforce Study

The global cybersecurity workforce gap continues to increase



*ISC2 2025 CyberSecurity Workforce Study

WiCyS Mission:

Help build a robust cybersecurity workforce by facilitating...

RECRUITMENT
RETENTION
ADVANCEMENT for women in the field

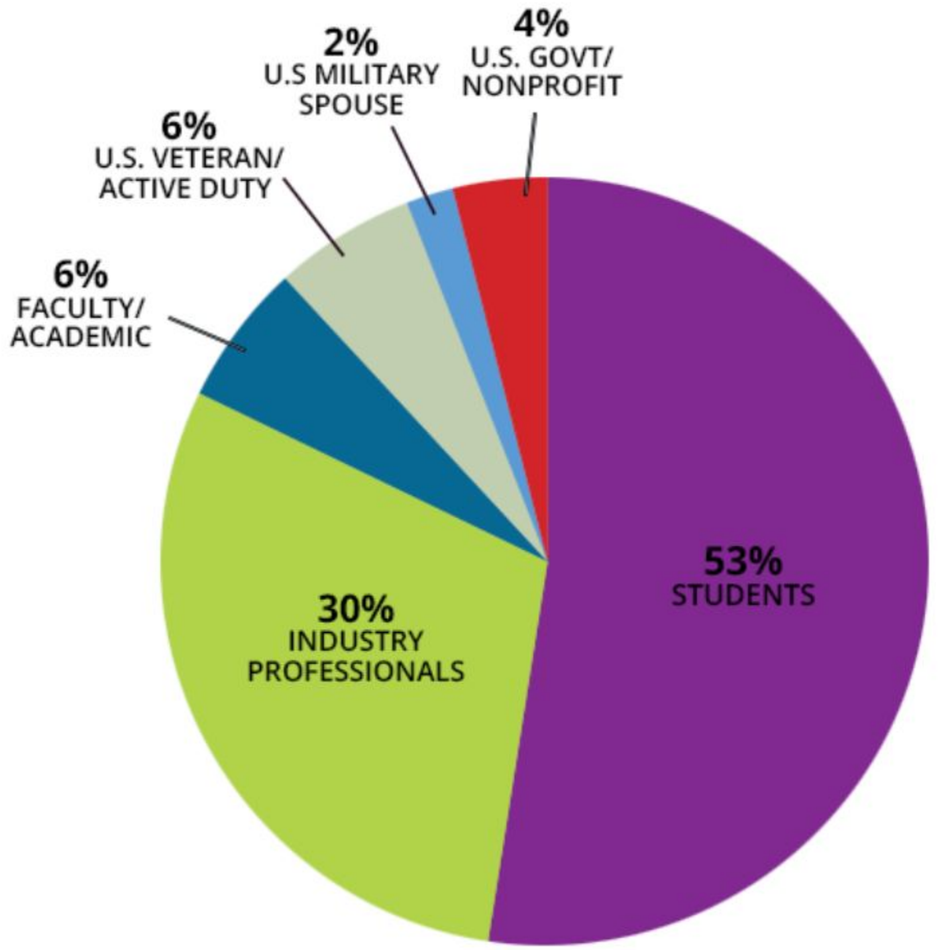
Recruit
Retain
Advance
women in cybersecurity
WiCyS

WiCyS Membership Map

women in CYBERSECURITY WiCyS

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 Members: 11.8K (as of 2.1.2026)



The Growth of the WiCyS Thriving Community
(as of 2.1.2026)

- **Student Chapters:** 345
- **Professional Affiliates:** 69
- **Webinar Subscribers:** 54K+
- **Newsletter Subscribers:** 43K+
- **Members:** 11.8K+
  - **Facebook:** 7.7K+
  - **Facebook Group:** 14.3K+
  - **Twitter:** 26K+
  - **Instagram:** 14K+
  - **LinkedIn:** 127K+

WiCyS Advantage

WICYS MEMBERS

HIGH-PERFORMING FUTURE-READY

20% Critical Thinking Advantage

WiCyS members show **20% higher critical thinking performance** and stronger cyber warfare and penetration testing skills.

14% Proven Performance Edge

WiCyS members show a **14% performance edge**, scoring above average across 16 out of 20 NICE Framework specialty areas.

32% Lower Attrition Rate

WiCyS members have a **32% lower attrition rate**, giving employers a measurable retention advantage in the hiring process.

64% Higher Levels of Satisfaction

WiCyS members employed at strategic partner organizations reported **64% higher levels of satisfaction** than those at non-partner organizations.

WOMEN IN CYBERSECURITY
INITIATIVES

Women in CyberSecurity
WiCyS

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

women in CYBERSECURITY

WiCyS

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

WiCyS Programs and Events

Program	Event / Application Date	Career Level
Vulnerability Disclosure Program	Ongoing	Early and Mid Career
Decoding Dialogue Public Speaking Program	Ongoing	All Career Levels
Woman in the Middle Podcast	Ongoing	All Career Levels
WiCyS at RSAC	March 23-27	All Career Levels
SANS Executive Cyber Exercises	WiCyS Conference and RSAC	Senior Career Only
Ai in Traditional Networking and Cybersecurity Systems	March 25	All Career Levels
Identity in an Agentic AI World (Ontario In Person)	March 26	All Career Levels
University of Alberta Student Cross Chapter CTF (Virtual)	March 28	Early Career (Students Only)

WiCyS Programs and Events

Program	Event / Application Date	Career Level
The Human Edge: Why Soft Skills Are Your Greatest Cybersecurity Asset in the Age of AI (Webinar)	March 30	All Career Levels
ISC2 Spring Boot Camp	March 30	Entry Level
Debugging Barriers: Why Talent Isn't the Problem — Systems Are (Virtual Panel)	March 31	All Career Levels
Lynn Dohm featured in "The WOMEN IN SECURITY Documentary" Toronto Screening	April 8	All Career Levels
Capture the Flag: The Exposure Quest Edition	April 8	Early Career
AI Summit Expo for TechSTL Tech Week (St. Louis, MO)	April 14	All Career Levels
Google Cybersecurity Certificate	April 22	Early Career

WiCyS Programs and Events

Program	Event / Application Date	Career Level
Executive Leaders Network	Next meeting: April 22	Senior Career Levels
WiCyS Virtual Conference (CPE/CEU)	April 22-23	All Career Levels
AI Learning Series	May 1	Mid and Senior Career
Create Your Leading Edge (Executive Coaching)	June 6th	Mid Career
Create Your Leading Edge	June 22	Mid Career
Mentoring Program (non-student)	Summer	All Career Levels
Target Cyber Defense Challenge	Summer	All Career Levels
Security Training Scholarship	Summer	Early Career

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 Guitterez

WiCyS Strategic Partners

TIER 1

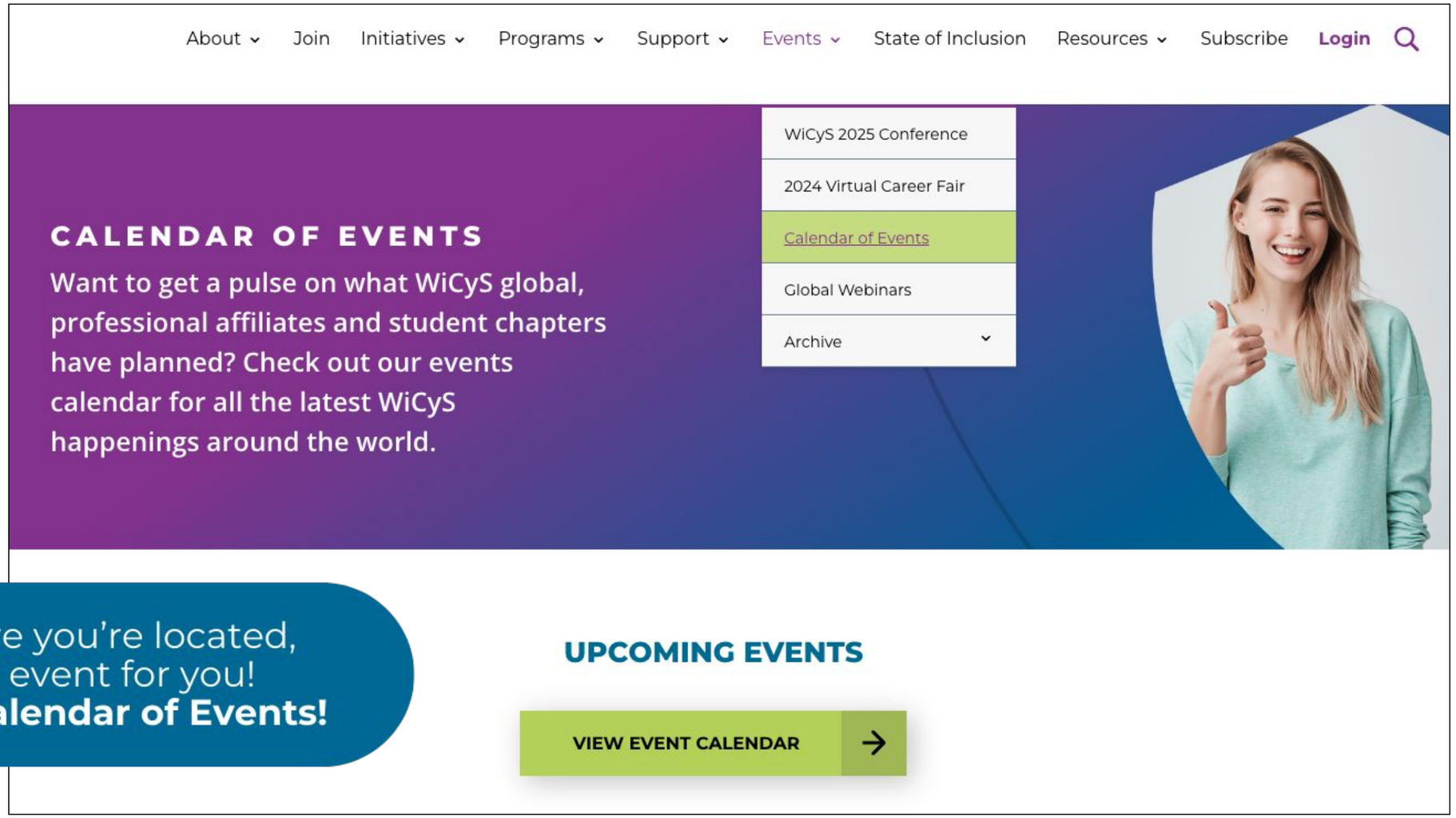
Akamai, amazon, Bloomberg, cisco, Ford, Google, LOCKHEED MARTIN, paloalto NETWORKS, SentinelOne

TIER 2

Adobe, flare, Microsoft, MITRE, NAVY FEDERAL Credit Union, PayPal, pepsico, PSEG, tenable

TIER 3

3M Science. Applied to Life., abbvie, American Airlines, Arete, ARISTOCRAT, BOEING, DELL Technologies, DeVry University, Edward Jones, evolution EQUITY PARTNERS, FORTINET, HS HAYSTACK SOLUTIONS, ISC2, JPMorganChase, Just Hacking Training, KeyBank, LPL Financial, nebulock, salesforce, SANS, semperis, servicenow, skillrex, STATE STREET, SF STROZ FRIEDBERG A LevelUp Company, TikTok, Vanguard, wayfair



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

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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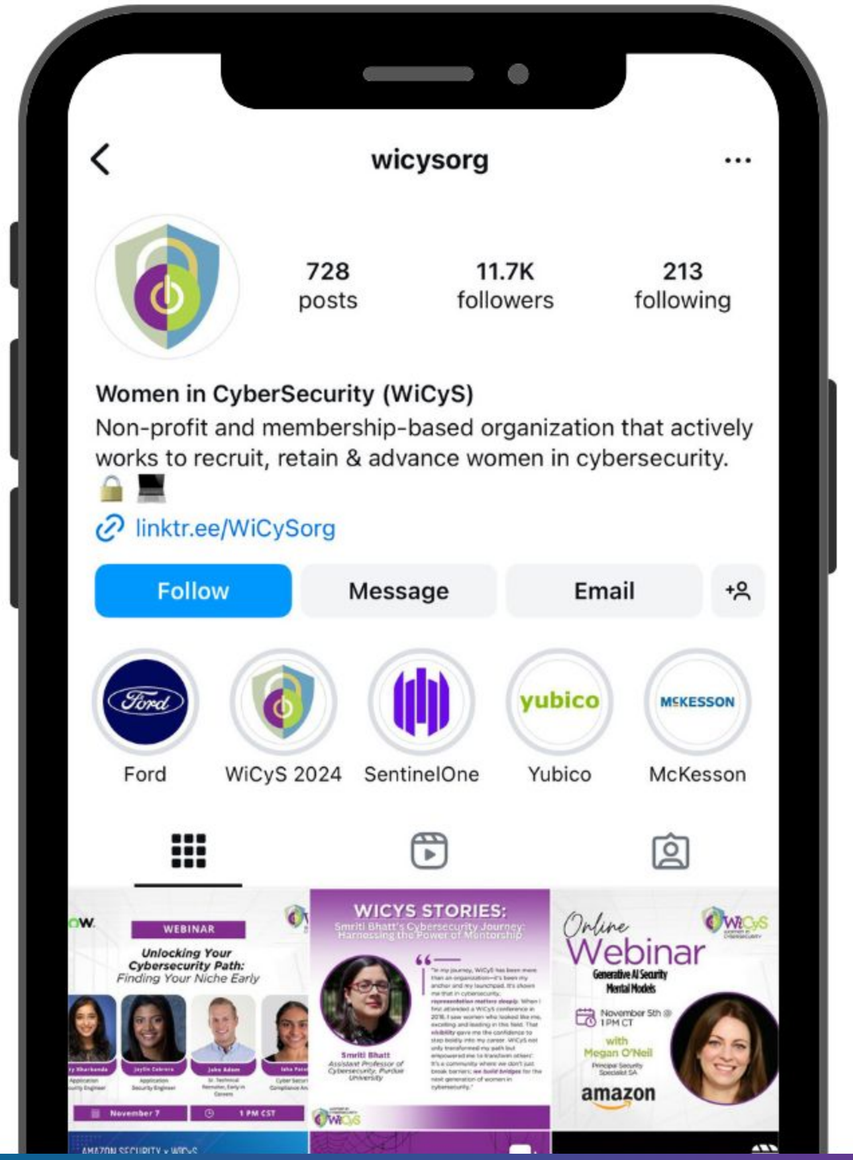

Together.
We Thrive.

women in CYBERSECURITY
WiCyS

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