



# Women in CyberSecurity (WiCyS)

## Global Nonprofit Organization

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

🔍 How to pronounce WiCyS

Sounds like

**we•sis**



women in  
CYBERSECURITY

**WiCyS**

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 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

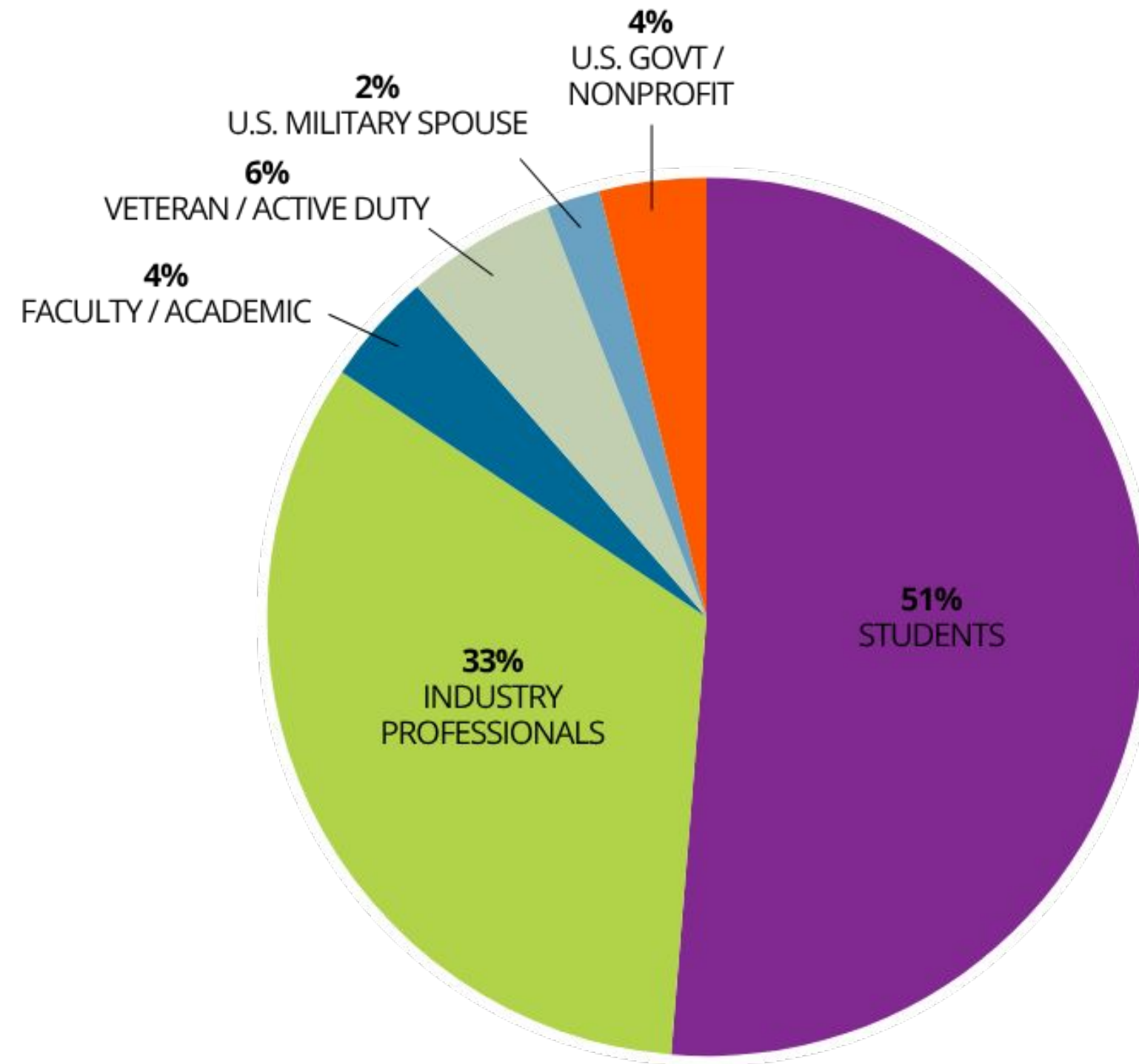


Mentorship

# WiCyS Timeline



# WiCyS Members: 11.8K (as of 4.1.2026)



# WiCyS Advantage

HIGH-PERFORMING  
FUTURE-READY

## WICYS MEMBERS



### 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.

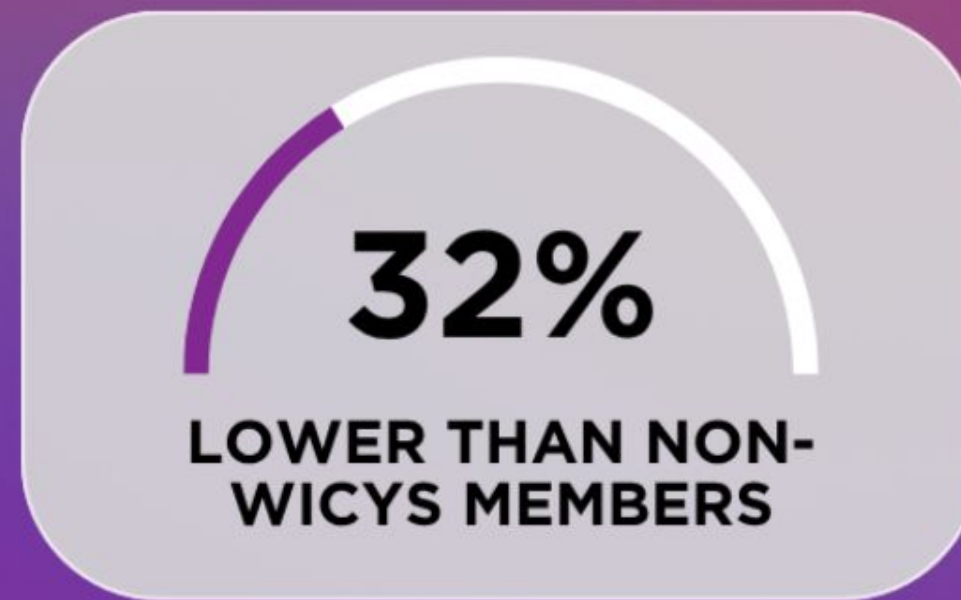


### 64% Higher Levels of Satisfaction

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

## The WiCyS Edge

WiCyS members' **attrition rate** is



The annual **attrition rate** for **WiCyS members** is **7.2%**, compared to 10.5% for female cybersecurity professionals overall—giving employers who hire WiCyS members a **measurable retention advantage**.

\*WiCyS/FourOne Insights analysis of worker profiles from Lightcast

# The Employer's Advantage

## *Strengthening Individual and Organizational Outcomes*

- Panels for promotion decisions
- Internal Skills profiles
- Member organizations (like WiCyS)
- Formal mentoring programs
- Structured, personalized opportunities for skills building



Leads to

**10-20%**

higher representation of women in cybersecurity leadership

**\$125K+**

return on investment across an employee's tenure (faster hiring & retention)

# 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  
Executive 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  
Executive 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

Event / Program Name	Application Dates	Event / Program Dates	Career Level	CPE/CEU
<b>Ongoing Programs</b>				
Vulnerability Disclosure Program (VDP)	Application Closes May 1	Program Dates Jun 2025 - May 2026	All Career Levels	Yes
Executive Leaders Network (Invite Only)	Application Open	Next Session Apr 16	Senior Career	
Women in the Middle Podcast		Ongoing	All Levels	
Job Board ++		Ongoing	All Levels	
Speakers Bureau		Ongoing	All Levels	

# WiCyS Programs and Events

Event / Program Name	Application Dates	Event / Program Dates	Career Level	CPE/CEU
<b>Spring Programs and Events</b>				
GRC Intensive Training Program		Feb 23 - Jun 23		
WiCyS + ISC2 Certified in Cybersecurity Certification Spring Camp	Application Mar 30 - April 27	Program Dates May 19 - Jun 22	Early Career	
Capture The Flag: The Exposure Quest Edition Powered by WiCyS, Tenable & AWS	Application Apr 8 - Apr 23	Program Dates May 12 - May 14	Early Career	Yes
WiCyS St. Louis Metro Affiliate AI Summit Expo for Tech STL Tech Week		Apr 14	All Levels	Request from Tech STL
WiCyS St. Louis Metro Affiliate STL Techweek Luncheon		Apr 14	All Levels	
WiCyS RI Affiliate (In Person) Community College of Rhode Island CyberSecurity Night		Apr 15	All Levels	
WiCyS New York Metro Affiliate (In Person) Spring into Cyber: Leadership, Innovation & Impact		April 16	All Levels	

# WiCyS Programs and Events

Event / Program Name	Application Dates	Event / Program Dates	Career Level	CPE/CEU
WiCyS Austin Affiliate (In Person) Monthly Social		Next Social Apr 18	All Levels	
SANS AI Cybersecurity Summit 2026 Build Real-World AI Skills for Cybersecurity		Apr 20 - Apr 21	All Levels	
WiCyS Decoding Dialogue Translating Tech: Speaking So They'll Get It (Invite Only)		Apr 21	Mid-Career	
WiCyS Virtual Conference and Virtual Career Fair 2026		Apr 22 - Apr 23	All Levels	Yes
WiCyS Central Alabama Affiliate (In Person) Building Trust in a Deepfake World: The Importance of Ethical AI Practices		Apr 23	All Levels	
WiCyS Sri Lanka Affiliate (Virtual) Common Language Used in Every Cybersecurity Team: The Security Frameworks		Apr 24	All Levels	
WiCyS San Diego Affiliate (In Person) Book Club Meetup		Apr 26	All Levels	
Webinar Building and Advancing Your Career in Cybersecurity Program Management		Apr 28	All Levels	Yes

# WiCyS Programs and Events

Event / Program Name	Application Dates	Event / Program Dates	Career Level	CPE/CEU
WiCyS Florida and Latina Affiliates (Virtual) The Unspoken Weight of Being a Woman in Cyber		Apr 29	All Levels	
WiCyS Nigeria Affiliate (Virtual) Introduction to Data Protection and Privacy		Apr 30	All Levels	
WiCyS Minnesota Affiliate (In Person) HERoic Hacks		May 7	All Levels	
WiCyS NE Ohio Affiliate (In Person) Resume Building Workshop		May 11	All Levels	
Google Cybersecurity Professional Certificate Cohort	Application Apr 22 - May 11	Program Dates Jun 9 - Nov 23	Early Career	Yes
<b>Summer / Fall Programs and Events</b>				
AI Learning Series	Application May 1 - May 15	Program Dates Jun 2 - Jul 7	Mid / Senior Career	Yes
WiCyS South Carolina Affiliate Techno Security & Digital Forensics Conference		Jun 2 - Jun 4	All Career Levels	

# WiCyS Programs and Events

Event / Program Name	Application Dates	Event / Program Dates	Career Level	CPE/CEU
<b>Summer / Fall Programs and Events</b>				
WiCyS Identiverse 2026		Jun 15 - Jun 18	All Career Levels	
WiCyS BlackHat USA 2026		Aug 1 - Aug 6	All Career Levels	
Create Your Leading Edge - Executive Coaching/Professional Development	Application Jun 22 - Jul 6	Program Dates Aug 10 - Oct 26	Mid-Career	
SANS Executive Cyber Exercise (ECE) Virtual	Application (Tentative) September	Oct 7	Senior Career	Yes
Security Training Scholarship	Application September	Program Dates (Tentative) Fall 2026 - Summer 2027	Early Career	Yes

# WiCyS Programs and Events

Event / Program Name	Application Dates	Event / Program Dates	Career Level	CPE/CEU
<b>Tentative Events and Programs</b>				
Mentorship Program	Next Application TBD	Program Dates TBD	All Career Levels	
Rising CISO (In Person, Chicago)	Next Application TBD	Program Dates July 20-21	Senior Career	Yes
Just Hacking	Next Application TBD	Program Dates TBD	All Career Levels	Yes
AWS Capture the Flag (In Person, Location TBD)	Next Application TBD	Program Dates TBD	Early Career	Yes

## 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 2026 Conference

WiCyS at RSAC

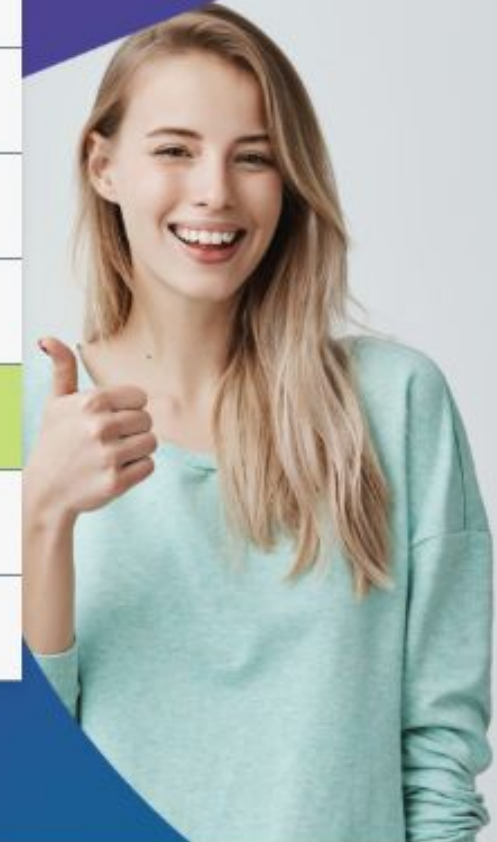
WiCyS 2026 Virtual

Virtual Career Fair 2025

[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/>

# WiCyS Strategic Partners

## TIER 1



## TIER 2



## TIER 3



# THANK YOU TO OUR 2026 CONFERENCE SPONSORS

## VIP SPONSORS

**Bloomberg**

## PREMIUM SPONSORS



## DIAMOND SPONSORS



## PLATINUM SPONSORS



## GOLD SPONSORS



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



“ —

"WiCyS was a **game-changer** in my journey, offering unwavering support and invaluable resources that **reshaped my entire life**. Through attending conferences and founding a student chapter, my involvement with WiCyS directly led to **securing my dream job** at Modern Health. The organization's dedication to empowering women in cybersecurity not only bolstered my confidence but also provided the vital connections I needed to thrive in this field."

**Devonie Nelson**

**Junior Cybersecurity Engineer, Modern Health**



“ —

“The mentorship, resources and community support I received through WiCyS opened doors to the cybersecurity world and shattered long-held misconceptions about my capabilities. WiCyS *empowered me to believe in my worth*, leading me from financial instability to financial independence in under three years. The journey wasn't just about finding a career—it was about *rediscovering my confidence* and ability to provide for my family. WiCyS transformed my life, and I am committed to paying it forward by mentoring other women entering the field.”

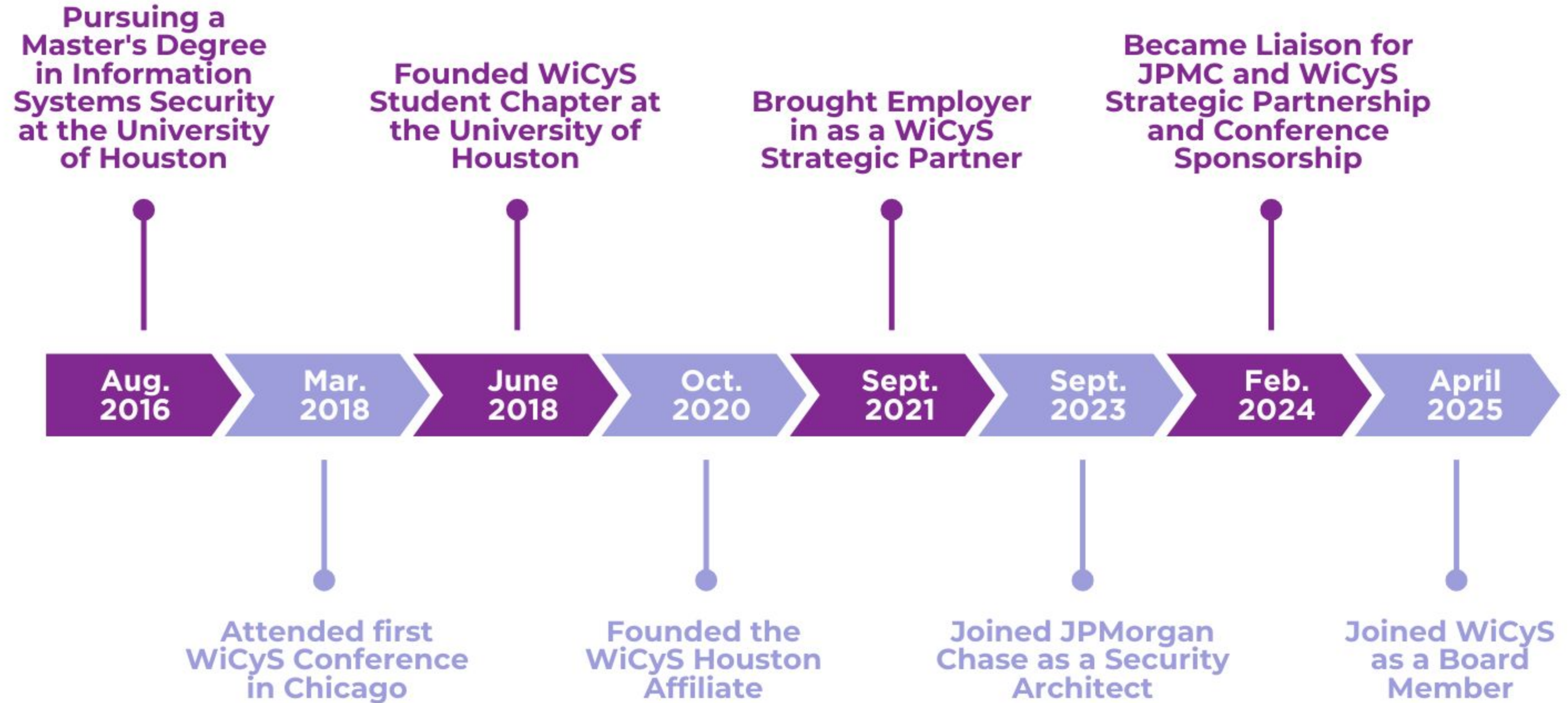
## Alexis Watters

**Technical Lead / Senior BEC Forensic Investigator, Solis Security**

# The WiCyS Way...



**Quratulann (Annie) Jamshed**  
Risk Assurance Lead, JPMorganChase



# The WiCyS Way...



**Reema Moussa**  
Associate Attorney, Goodwin





**Join WiCyS  
Today!**

# Stay Connected!



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[@Women in CyberSecurity \(WiCyS\)](#)



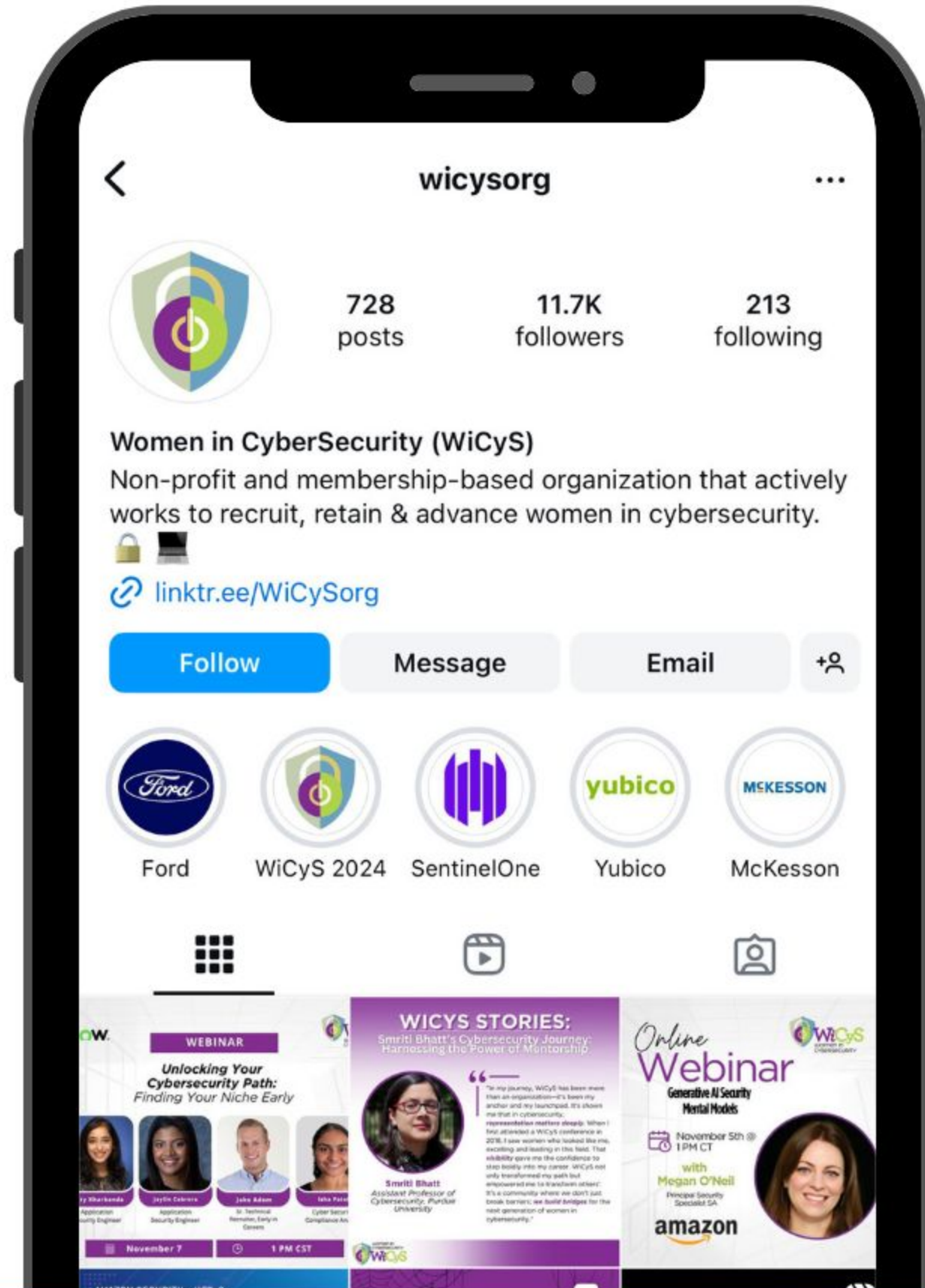
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Women in Cybersecurity

# CYBERSECURITY

It's not just a job. It's a mission.



**RECRUIT, RETAIN** and **ADVANCE**  
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