



# Women in CyberSecurity (WiCyS)

## Global Nonprofit Organization

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

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

# WiCyS Mission:

A community of women, men, allies and advocates that support the WiCyS mission to **recruit, retain and advance women in cybersecurity** as part of a *workforce solution*.



Voice of WiCyS



Community



Recognition



Advocate



Growth



Leadership



Mentorship

🔍 How to pronounce WiCyS

Sounds like

**we•sis**



women in  
CYBERSECURITY

**WiCyS**

Meaning: We Cyber Sisters

# WICYS TIMELINE

## COMMUNITY BUILDING



**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



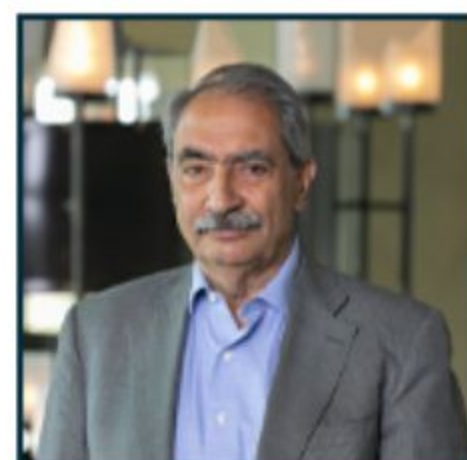
**DR. DAWN M. BEYER**  
Chair of The Board



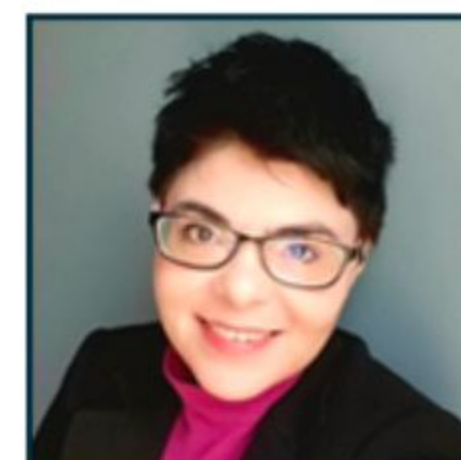
**MARIAN MERRITT**  
Vice Chair of The Board



**DR. AMBAREEN SIRAJ**  
Founder



**DR. COSTIS TOREGAS**  
Treasurer



**DIANA KELLEY**  
Noma Security



**JEREMY EPSTEIN**  
Georgia Tech  
Research Institute



**DR. MONALISA PINKNEY**  
The Cigna Group



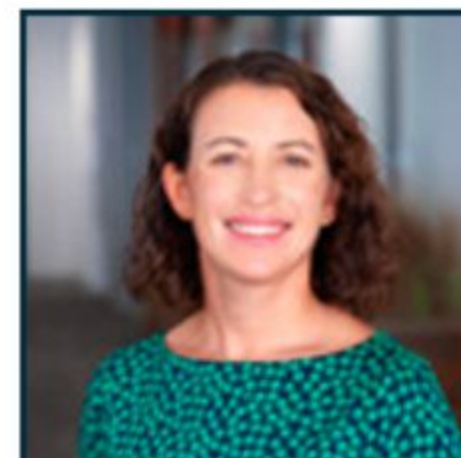
**NOUREEN NJOROGE**  
Nike, INC.



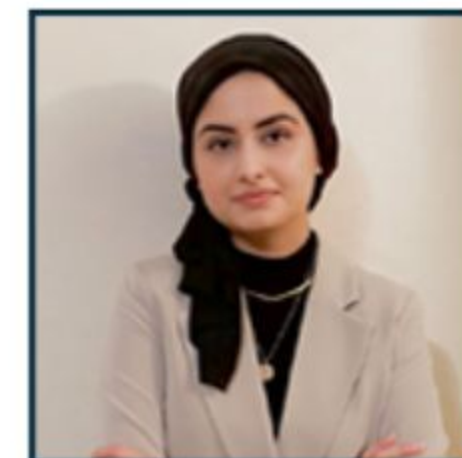
**OSSIE MUNROE**  
Bloomberg



**PRAJAKTA JAGDALE**  
Palo Alto Networks



**SARAH MORALES**  
Google



**QURATULANN (ANNIE)  
JAMSHED**  
JPMorganChase

# WiCyS Staff



**LYNN DOHM**  
Executive  
Director



**MICHELE TOMASIC**  
Deputy  
Director



**MARY JANE PARTAIN**  
Program  
Director



**ADAEZE UDOH**  
Program  
Coordinator



**CAMERON MITCHELL**  
External Relations  
Manager



**COLLEEN HUBER**  
Marketing  
Manager



**DANIELLE STRIMBU**  
Executive  
Assistant



**HILARY GEORGE**  
Program  
Coordinator



**MORGAN GARLAND**  
Board  
Liaison



**PETER BALDWIN**  
Chief Financial  
Officer



**QUIANA OATES**  
Program  
Manager



**QUINTANA PATTERSON**  
Cybersecurity and  
Technology Manager



**RASHEEDA CLEMENTS**  
Business Development  
Manager



**SARAH PORTER**  
Affiliate  
Manager

# WiCyS Nonprofit 501c3 Organization

## Community

 <b>11k+</b> Members	 <b>113</b> Countries
 <b>70</b> Professional Affiliates	 <b>364</b> Student Chapters

## Programs

Fiscal Year 2025

**123**  
Programs

**50,000+**  
Participants



133k+



25k+



7k+



16k+



2k+



45k+

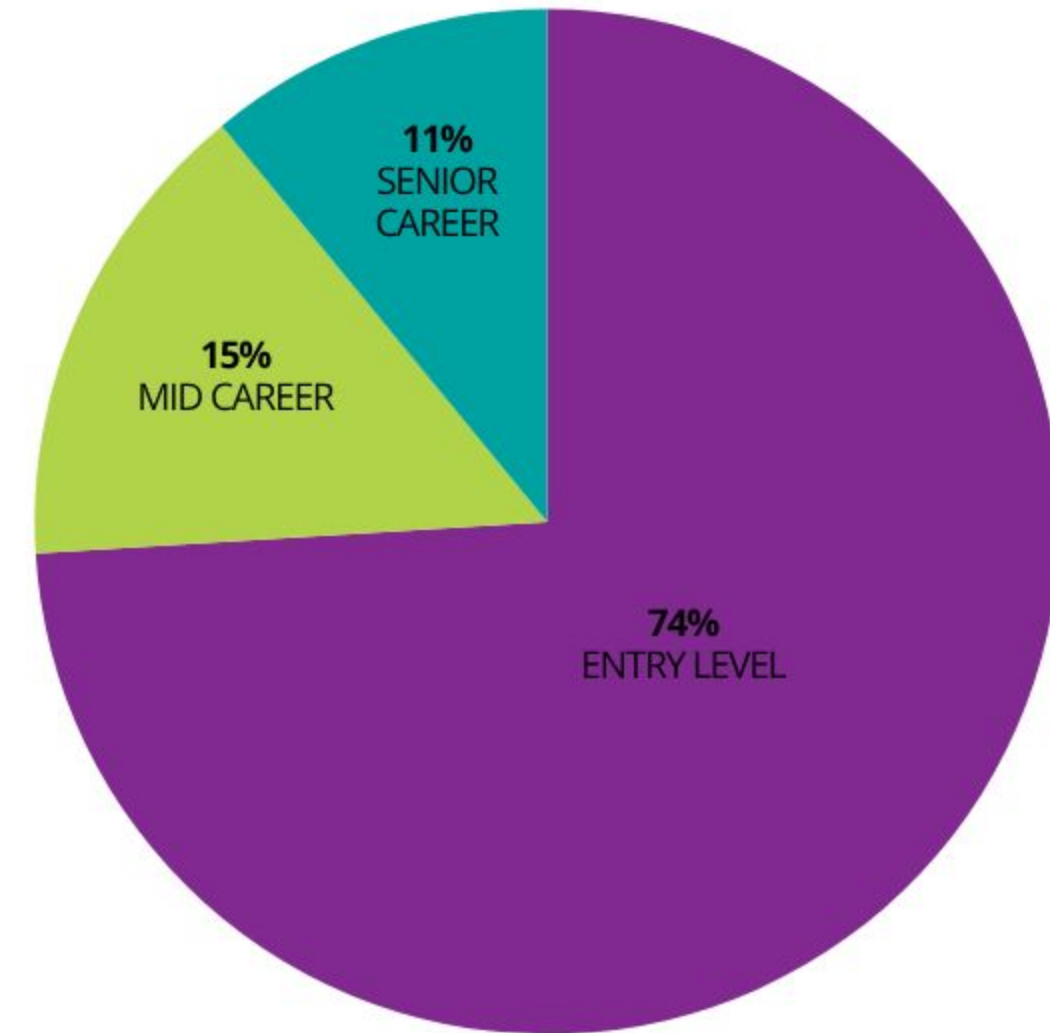
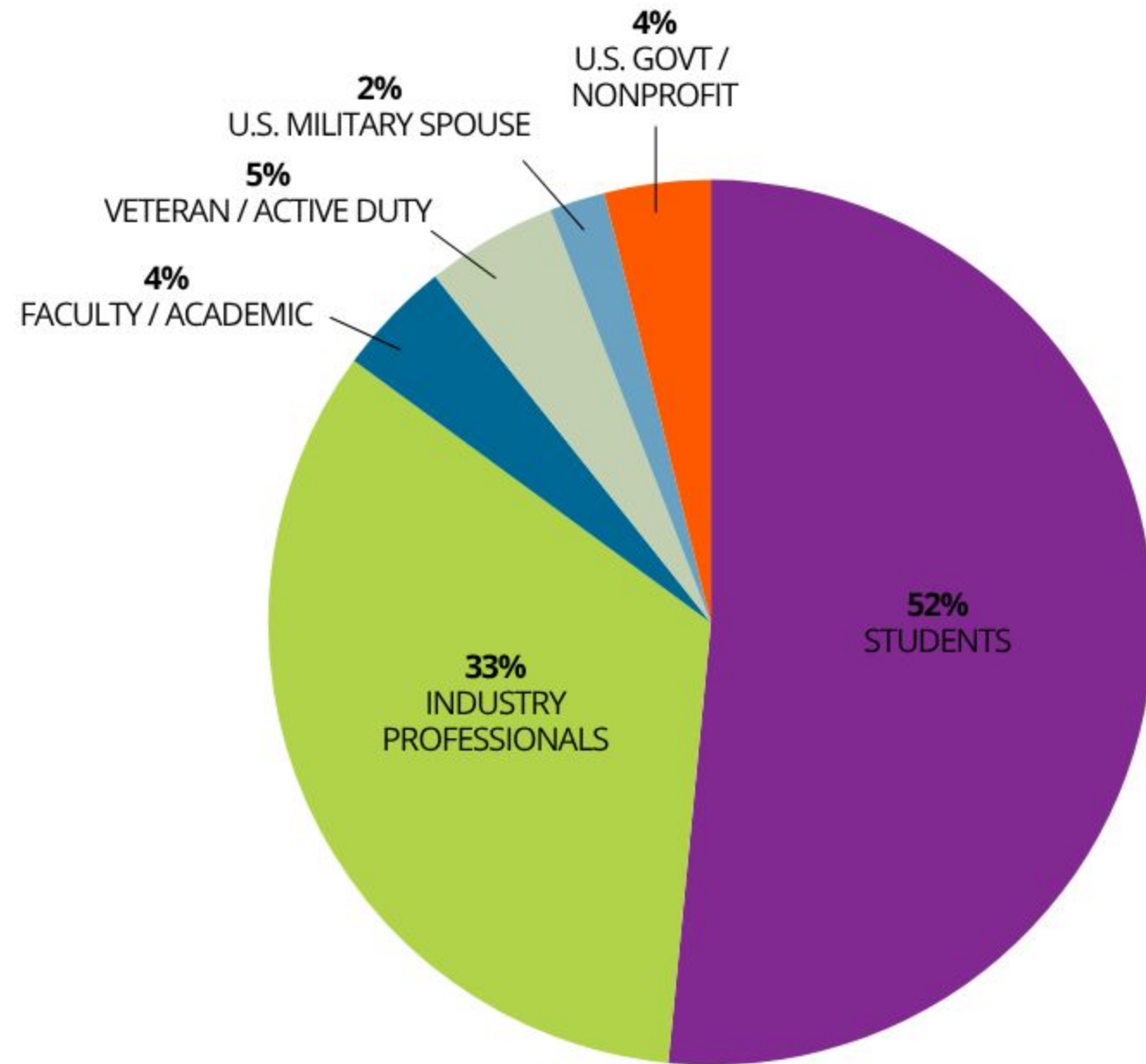


57k+



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

# WiCyS Member Demographics



# The WiCyS Edge

## 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.

### 14.5% Proven Performance Edge

**WiCyS members** show a **14.5% 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 Employer's Advantage

## *Strengthening Individual and Organizational Outcomes*

- Use panels for promotion decisions
- Create internal skills profiles with personalized opportunities for skills building
- Join member organizations (like WiCyS)
- Set up formal mentoring programs



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  
Podcasts



## EVENTS

Annual Conference  
Regional Affiliate Events  
Virtual Conference  
Webinars  
Student Chapter Events



## 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  
SANS Cyber Range  
Security Training Scholarship  
Student Chapters  
Vulnerability Disclosure Program

## MID CAREER

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

## SR. CAREER

Advisory Committee Opportunities  
AI Learning Series  
Speaker's Bureau  
Professional Affiliates  
SANS Executive Cyber Exercise  
Executive Leaders Network  
Stage Ready (Public Speaking Fellowship)  
Rising CISO

## ALL CAREER LEVELS

CPE Credits  
Conference Scholarships  
Member Portal Access  
Regional Events  
Research and Resources  
Skills Assessment  
Virtual Career Fairs  
24/7 Job Board  
Mentorship Program  
Webinars  
Women in the Middle Podcast





“ —

“In the cyber realm, where a ‘good ole’ boys’ club’ has traditionally prevailed, WiCyS stands out as a **beacon of change**, fostering a supportive and inclusive atmosphere led by women. It’s reshaping the cybersecurity landscape, providing a network where I no longer feel dependent on traditional channels. Instead, I can lean on the relationships cultivated through conferences and programs. It’s empowering to be part of this **transformative movement**, where a diverse group is leading the way forward.”

**Hannah Rapetti**

**Cyber Security Analyst, Proofpoint**



“ —

"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.”

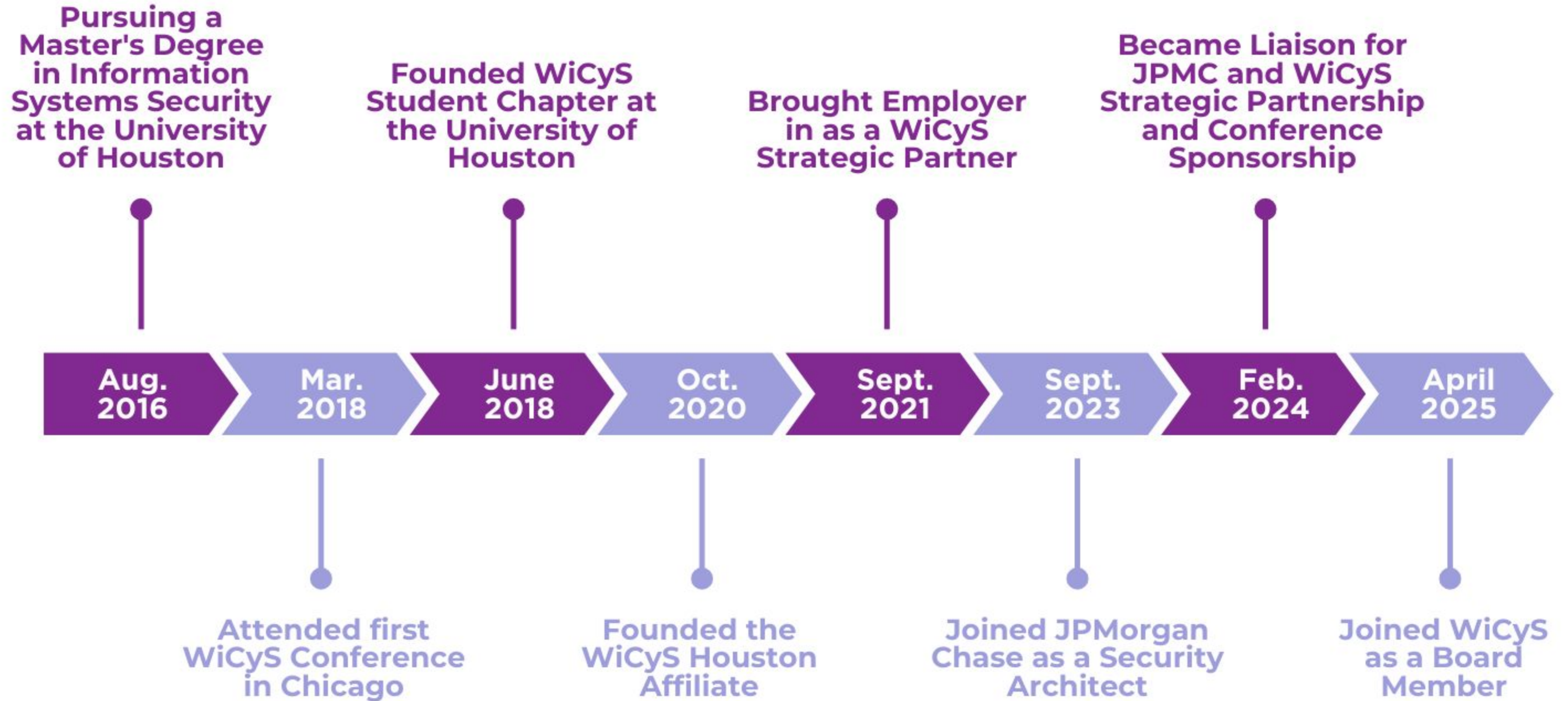
## Alexis Watters

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

# The WiCyS Way...



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



# WiCyS Program Calendar

Program Name	Application Dates	Event / Program Dates	Career Level	CPE / CEU
Executive Leaders Network (Invite Only)	Application Open	Next Session: Jun 18	Senior Career	
Women in the Middle Podcast	N/A	Ongoing	All Career Levels	
Job Board ++	N/A	Ongoing	All Career Levels	
Speakers Bureau	N/A	Ongoing	All Career Levels	
WiCyS AI Security Accelerator Program	Application Closed	Feb 17 - Jul 24	Mid Career	
GRC Intensive Training Program	Application Closed	Feb 23 - Jun 25	Mid Career	

# WiCyS Program Calendar

Program Name	Application Dates	Event / Program Dates	Career Level	CPE / CEU
WiCyS + ISC2 Certified in Cybersecurity Certification Spring Camp	Application Closed	Program Dates May 19 - Jun 22	Early Career	
AI Learning Series	Application Closed	Program Dates Jun 2 - Jul 7	Mid / Senior Career	Yes
Google Cybersecurity Professional Certificate Cohort	Application Closed	Program Dates Jun 9 - Nov 23	Early Career	Yes
Rising CISO (In Person, Chicago)	Application Closed	Program Dates July 20-21	Senior Career	Yes
AWS Capture the Flag (In Person, Seattle)	Next Application Jun 10 - Jul 7	Program Dates Aug 4	All Career Levels	Yes

# WiCyS Program Calendar

Program Name	Application Dates	Event / Program Dates	Career Level	CPE / CEU
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 Aug 25 - Sep 15	Oct 7	Senior Career	Yes
Security Training Scholarship	Application Sep 1 - Sep 30	Program Dates Oct 2026 - Sep 2027	Early Career	Yes
Mentorship Program	Applications Winter 2026	Program Dates TBD	All Career Levels	
Just Hacking AI Cyber Defense Ops	Next Application Jun 6 - Jun 28	Program Dates July 6 - Aug 3	All Career Levels	Yes
Target Cyber Defense Challenge	Applications Fall/Winter 2026	Program Dates TBD	Early Career	Yes

# WiCyS Webinar Calendar

Webinars	Webinar Date	Career Level	CPE/CEU
The Cyber Competency Builder with Just Hacking Training (JHT)	Jun 18	All Career Levels	BrightTALK Certificate
Transforming Cybersecurity Talent: Why Women Must Lead the Way	Jun 30	All Career Levels	BrightTALK Certificate

# WiCyS at Conferences

Conference	Event / Program Dates	Career Level	CPE/CEU
Delaware Valley Affiliate NICE Conference & Expo	Jun 1 - Jun 3	All Career Levels	Ask Conference
South Carolina Affiliate Techno Security & Digital Forensics Conference	Jun 2 - Jun 4	All Career Levels	Ask Conference
WiCyS Wisconsin Affiliate The 3rd Annual Milwaukee Official Cybersecurity Summit	Jun 2	All Career Levels	Ask Conference
WiCyS UK&I Affiliate Infosecurity Europe 2026	Jun 3	All Career Levels	Ask Conference
WiCyS American CIO and Cybersecurity Summit	Jun 9 - Jun 10	Senior Career	Ask Conference
Colorado Affiliate GlobalMindED 2026	Jun 10 - Jun 12	Senior Career	Ask Conference

# WiCyS at Conferences

Conference	Event / Program Dates	Career Level	CPE/CEU
WiCyS Identiverse 2026	Jun 15 - Jun 18	All Career Levels	Ask Conference
WiCyS BlackHat USA 2026	Aug 1 - Aug 6	All Career Levels	Ask Conference
WiCyS Ai4 2026	Aug 4 - Aug 6	All Career Levels	Ask Conference
WiCyS 17th Annual Billington CyberSecurity Summit	Sep 8 - Sep 10	All Career Levels	Ask Conference
WiCyS Society of Women Engineers WE26	Nov 5 - Nov 7	All Career Levels	Ask Conference
WiCyS 2027 Annual Conference	Mar 17 - Mar 19 2027	All Career Levels	Yes

# WiCyS Calendar of Events

Other Events	Event Date	Career Level	CPE/CEU
Open to All: US Cyber Open CTF	Jun 4 - Jun 14	All Career Levels	
Uganda Affiliate From Governance to Cyber: How GRC Roles Provide a Strategic Entry Point into Cybersecurity Careers	Jun 11	All Career Levels	Yes
The Cyber Guild "Post-Quantum Readiness in the Age of AI: Act Now or Explain Later" Executive Roundtable	Jun 12	Senior Career	
Chicago Affiliate The High Tea Exchange	Jun 12	All Career Levels	
Los Angeles Affiliate Reboot and Reconnect!	Jun 13	All Career Levels	

# WiCyS Calendar of Events

Other Events	Event Date	Career Level	CPE/CEU
NE Ohio, Central Ohio, and NY Metro Affiliates (Virtual) Virtual Webinar Event: Don't Kill my Vibe – A Secure Vibe Coding Interactive Session	Jun 17	All Career Levels	Yes
DFW Affiliate June Coffee Chat – In Person	Jun 18	All Career Levels	
Austin Affiliate Monthly Social	Jun 20	All Career Levels	
UKI Affiliate Who Runs the World? Workflows	Jun 23	All Career Levels	Yes
San Diego Affiliate 2026 Annual Meeting & Elections	Jun 24	All Career Levels	

## 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

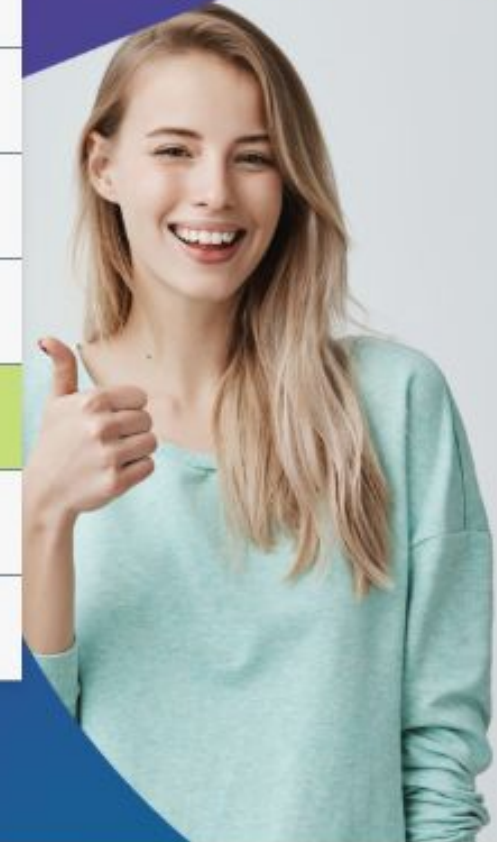
WiCyS 2026 Virtual

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/>



# #WICYS2026

*By The Numbers*

**2,027**  
Attendees

**865**  
Scholarships

**500+**  
Volunteers

**1,115**  
First Timers

**23**  
Countries  
Represented

**122**  
Student Chapters  
Represented

**60**  
Affiliates  
Represented

**649**  
Senior  
Level

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

# WiCyS Strategic Partners

## TIER 1



## TIER 2



## TIER 3



# Stay Connected!



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[@Women in CyberSecurity - WiCyS](#)



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



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Today!**