



Women in CyberSecurity (WiCyS)

Global Nonprofit Organization

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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

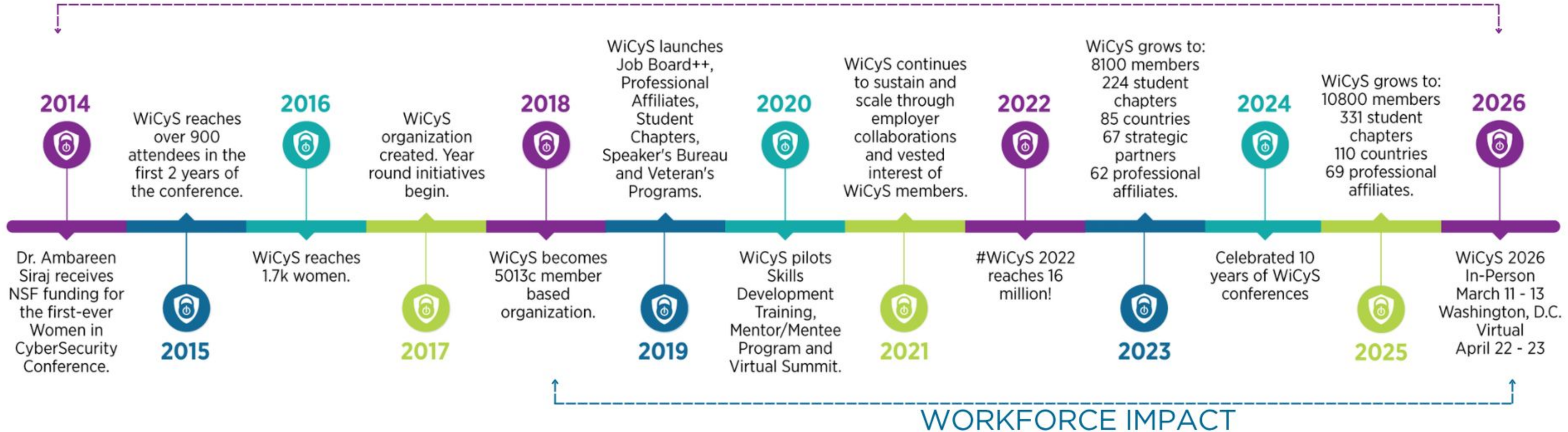
we•sis

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



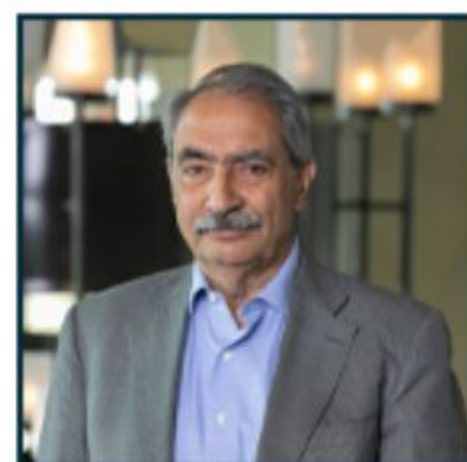
DR. DAWN M. BEYER
Chair of The Board



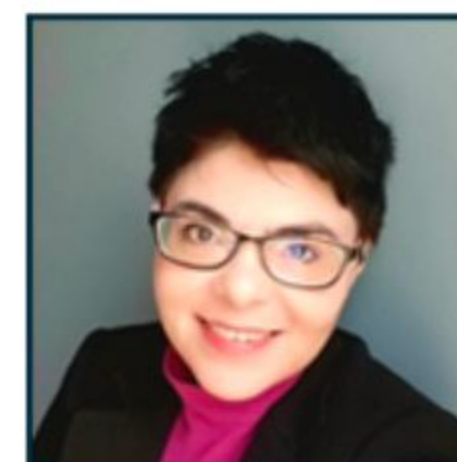
MARIAN MERRITT
Vice Chair of The Board



DR. AMBAREEN SIRAJ
Founder



DR. COSTIS TOREGAS
Treasurer



DIANA KELLEY
Noma Security



JEREMY EPSTEIN
Georgia Tech
Research Institute



DR. MONALISA PINKNEY
The Cigna Group



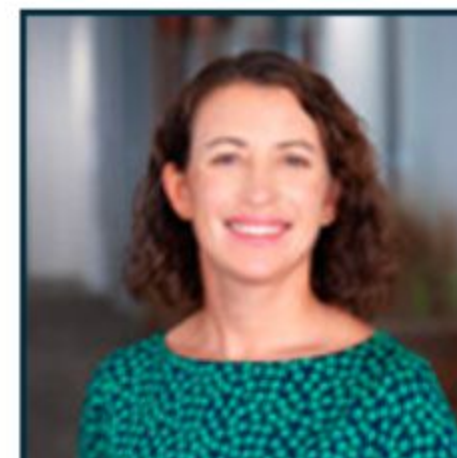
NOUREEN NJOROGE
Nike, INC.



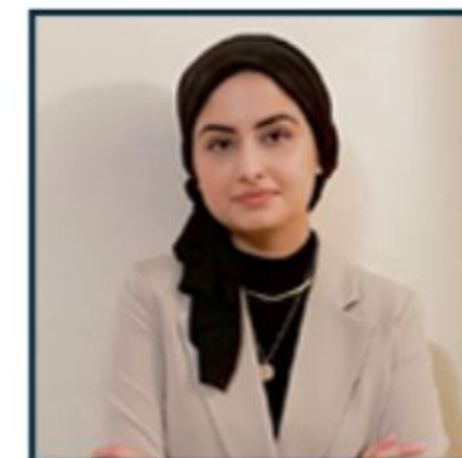
OSSIE MUNROE
Bloomberg



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



Programs

Fiscal Year 2025



135k+



26k+



8k+



16k+



2k+

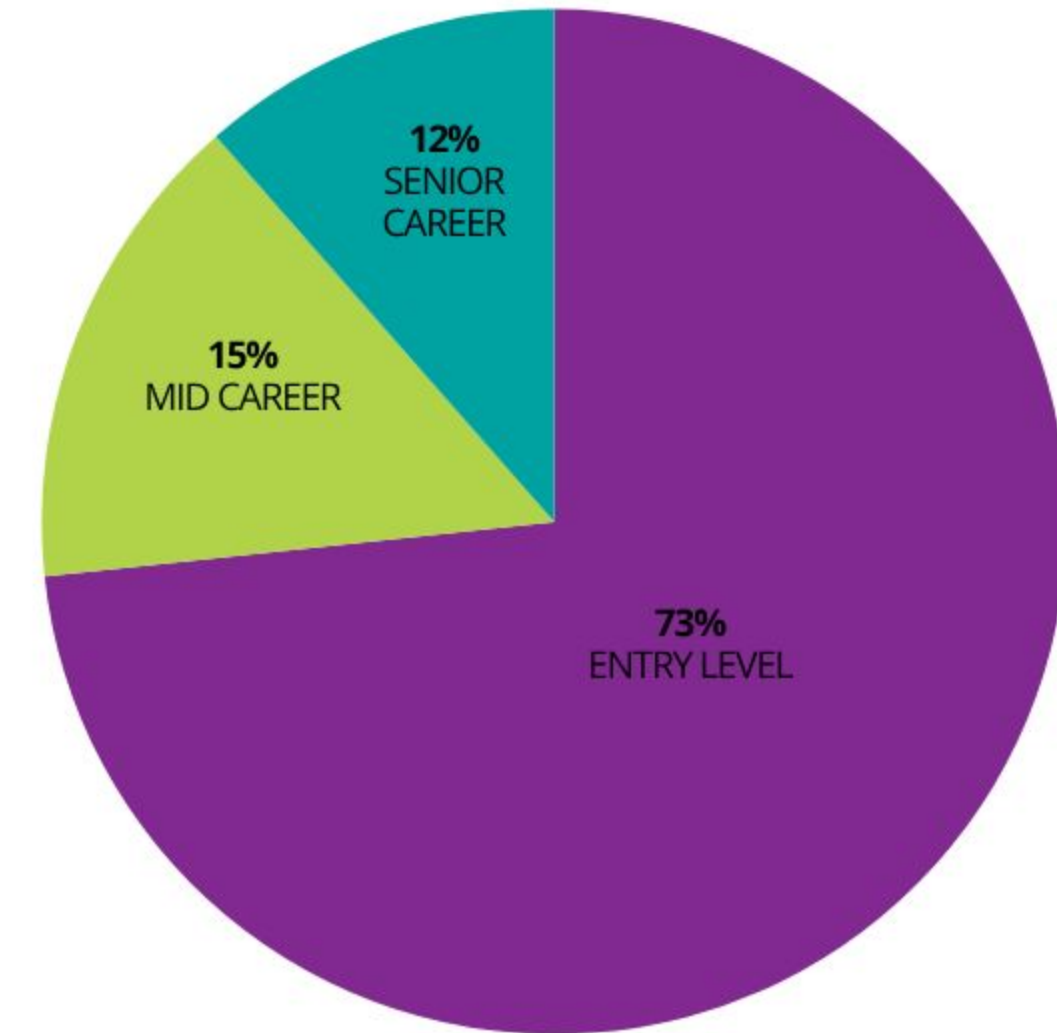
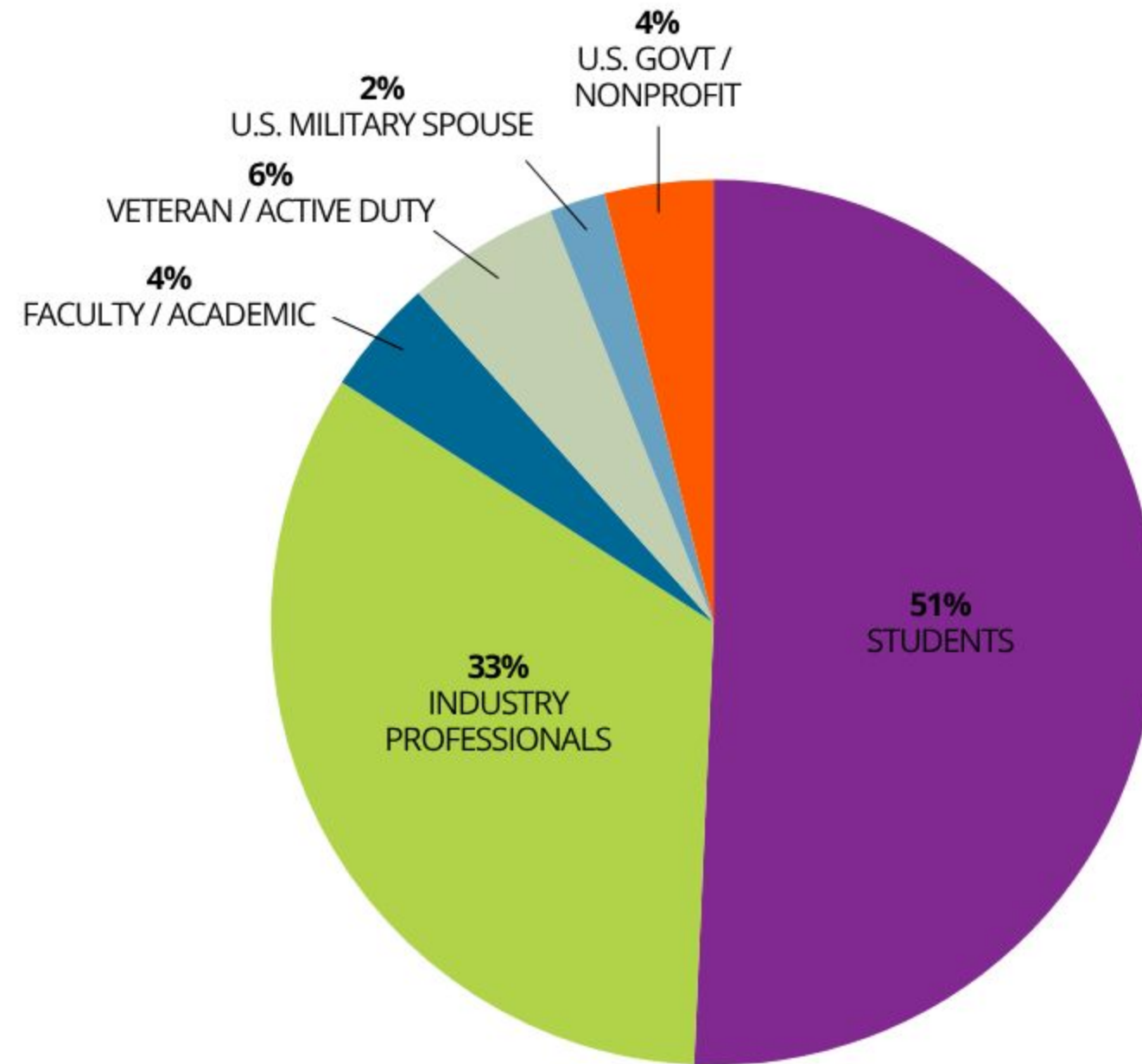


45k+



60k+

WiCyS Member Demographics



The WiCyS Edge

WICYS MEMBERS

20% Critical Thinking Advantage

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

32% Lower Attrition Rate

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

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.

64% Higher Levels of Satisfaction

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

HIGH-PERFORMING
FUTURE-READY

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.”

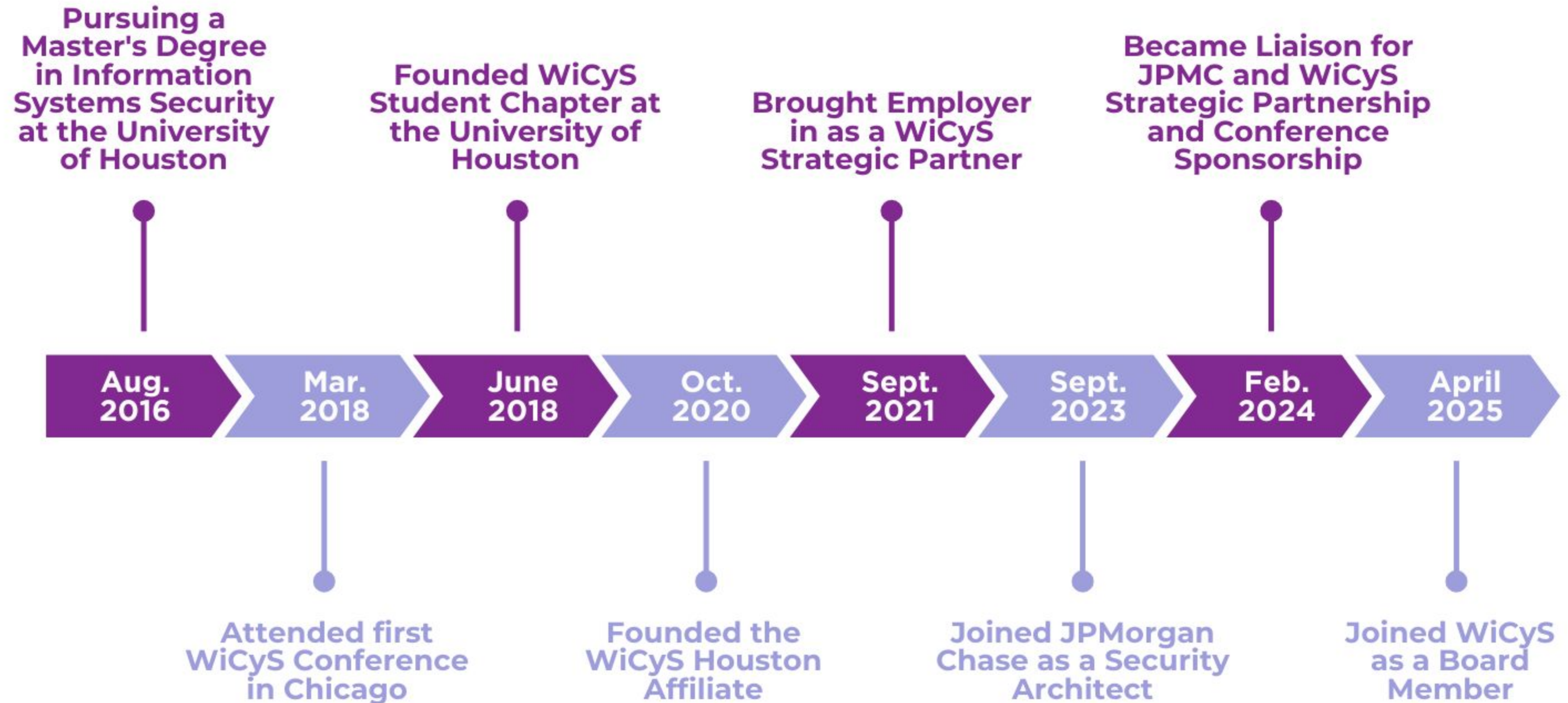
Alexis Watters

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: August 20	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	
Google Cybersecurity Professional Certificate Cohort	Application Closed	Program Dates Jun 9 - Nov 23	Early Career	Yes
Create Your Leading Edge - Executive Coaching/Professional Development	Application Closed	Program Dates Aug 10 - Oct 26	Mid-Career	

WiCyS Program Calendar

Program Name	Application Dates	Event / Program Dates	Career Level	CPE / CEU
Flare x SANS "Sisterhood of the Traveling Packets" Capture the Flag (CTF)	Application Jul 16 - Aug 19	Aug 17 - Aug 19	All Career Levels	Yes
WiCyS Fall Virtual Career Fair 2026	N/A	September 23	All Career Levels	
SANS Introductory Cyber Crisis Exercise 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
WiCyS Conference 2027 CFP & Scholarship	Application Sep 2 - Sep 30	Program Dates March 17 - 19 2027	All Career Levels	

WiCyS Program Calendar

Program Name	Application Dates	Event / Program Dates	Career Level	CPE / CEU
Just Hacking Script-Based Malware Analysis - Course 2	Application Aug 1- Aug 28	Program Dates Aug 31 - Sept 28	All Career Levels	Yes
Just Hacking Web App Pentesting - JR Analyst - Course 3	Application October 1	Program Dates October 2026	All Career Levels	Yes
Mentorship Program	Application October 5 2026	Program Dates January - June 2027	All Career Levels	
Target Cyber Defense Challenge	Application Spring 2027	Program Dates TBD	Early Career	Yes
Mentorship Program - Aspiring Pro	Application December 2026	Program Dates TBD	All Career Levels	

WiCyS Webinar Calendar

Webinars	Webinar Date	Career Level	CPE/CEU
Smarter GRC	August 13	All Career Levels	BrightTALK Certificate

WiCyS at Conferences

Conference	Event / Program Dates	Career Level	CPE/CEU
WiCyS Silicon Valley Affiliate Cloud Security Exchange Summit 2026	August 17 - August 23	All Career Levels	Ask Conference
WiCyS SANS Security Awareness & Culture Summit 2026	August 19 - August 26	All Career Levels	Ask Conference
WiCyS 17th Annual Billington CyberSecurity Summit	September 8 - September 10	All Career Levels	Ask Conference
WiCyS Indianapolis Affiliate BSides Bloomington	October 2 - October 3	All Career Levels	Ask Conference
WiCyS InfoSec World	October 12 - October 14	All Career Levels	Ask Conference
WiCyS ISC2 Security Congress	October 24 - October 28	All Career Levels	Ask Conference

WiCyS at Conferences

Conference	Event / Program Dates	Career Level	CPE/CEU
WiCyS Grace Hopper Celebration	October 26 - October 30	All Career Levels	Ask Conference
WiCyS Society of Women Engineers WE26	November 5 - November 7	All Career Levels	Ask Conference
WiCyS 2027 Annual Conference	March 17 - March 19 2027	All Career Levels	Yes

WiCyS Calendar of Events

Other Events	Event Date	Career Level	CPE/CEU
WiCyS Austin Affiliate Mentorship Happy Hour	August 13	All Career Levels	
Austin Affiliate Monthly Social	August 15	All Career Levels	
WiCyS DFW Affiliate Unmute Yourself: Why Public Speaking is Your Secret Career Accelerator	August 15	All Career Levels	
WiCyS Indianapolis Affiliate First Online Meeting	August 15	All Career Levels	
WiCyS NE Ohio Affiliate Cybersecurity Resume Workshop	August 18	All Career Levels	
WiCyS Sacramento Affiliate Cyber Incident: Handling Stressful Situations Lunch & Learn	August 19	All Career Levels	

WiCyS Calendar of Events

Other Events	Event Date	Career Level	CPE/CEU
WiCyS St. Louis Affiliate SecureWorld Joint Chapter Meeting	September 2	Mid - Senior Career	
WiCyS Austin Affiliate Monthly Social	September 19	All Career Levels	
WiCyS Fall Virtual Career Fair	September 23	All Career Levels	
WiCyS Student Chapter Meeting	September 30	Students	

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

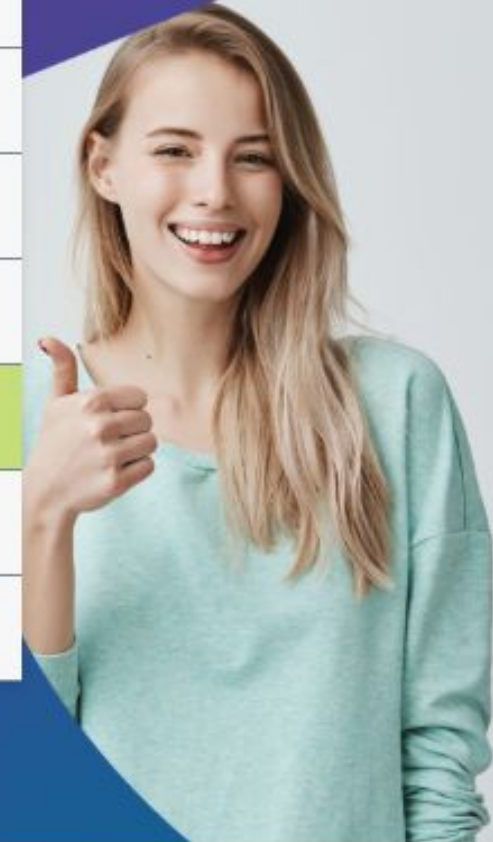
WiCyS 2026 Virtual

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



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RECRUIT, RETAIN and ADVANCE
Women in Cybersecurity



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Today!**