



# Women in CyberSecurity (WiCyS)

## Global Nonprofit Organization

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

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

🔍 How to pronounce WiCyS

Sounds like

**we•sis**



Meaning: We Cyber Sisters



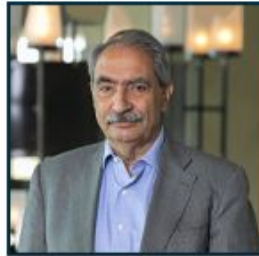
# WICYS BOARD MEMBERS



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Technology Manager



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Assistant



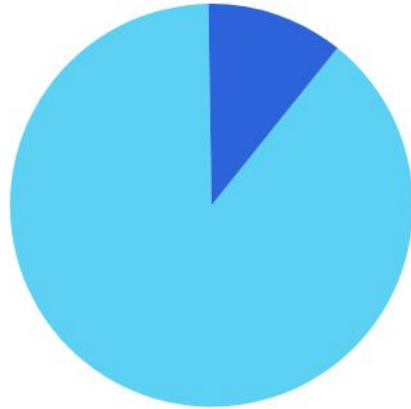


# 2014 vs 2024



**11%**

Women in  
Cybersecurity



**1  
million**

Unfilled  
Cybersecurity  
Roles

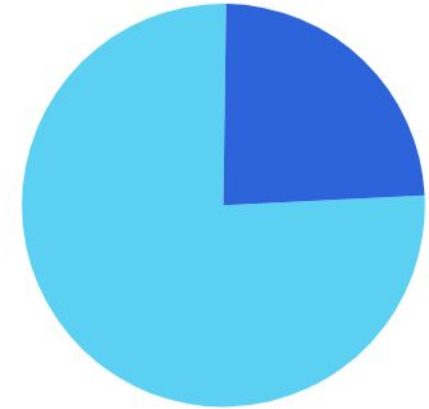


**3.9  
million**

Unfilled  
Cybersecurity  
Roles

**24%**

Women in  
Cybersecurity



Source: ISC2 CyberSecurity Workforce Study

# WICYS TIMELINE





“

At the WiCyS Conference, we demonstrate DIVERSITY not by pointing out the problem, but by SHOWCASING a spectrum of of talent from a diverse group of professionals.

”

- Dr. Ambareen Siraj

*How it started*



2014

*How it's going*



2024





A large crowd of people, mostly women, is gathered outdoors for a conference. They are arranged in many rows, some sitting on the ground in the front. The background shows a brick building. A central graphic overlay contains statistics for the event.

# #WiCyS2024: By the Numbers

**1950+** Conference Registrants

**115** Sponsors

**66** Unique Sessions

**1,050** Scholarships

**150+** Presenters/Speakers

**192** Military

**500+** Volunteers

**59** Affiliates Represented

**180+** Recruiters

**133** Student Chap. Represented





# #WiCyS2024: By the Numbers

**78** Unique Sessions

**60** CPE/CEU Hours

**28** Research Posters

**19** Workshops

**16** Technical Presentations

**16** Lightning Talks

**15** Featured Speakers

**14** Meetups/Information Sessions

**7** Socials

**5** Birds of a Feather

**5** Panels

**5** Keynotes

**3** Special Invite Meals

**1** Allyship Symposium

**1** CTF



# THANK YOU TO OUR 2024 Conference Sponsors

## VIP SPONSORS



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## DIAMOND SPONSORS



## PLATINUM SPONSORS



## GOLD SPONSORS



## SILVER SPONSORS



## 10th Anniversary Sponsors - 2014 & 2024



# WICYS MISSION

Help build a strong gender-diverse cybersecurity workforce by facilitating...

**RECRUITMENT**

**RETENTION**

**ADVANCEMENT** for women in the field



Voice of WiCyS



Community



Recognition



Advocate



Growth



Leadership

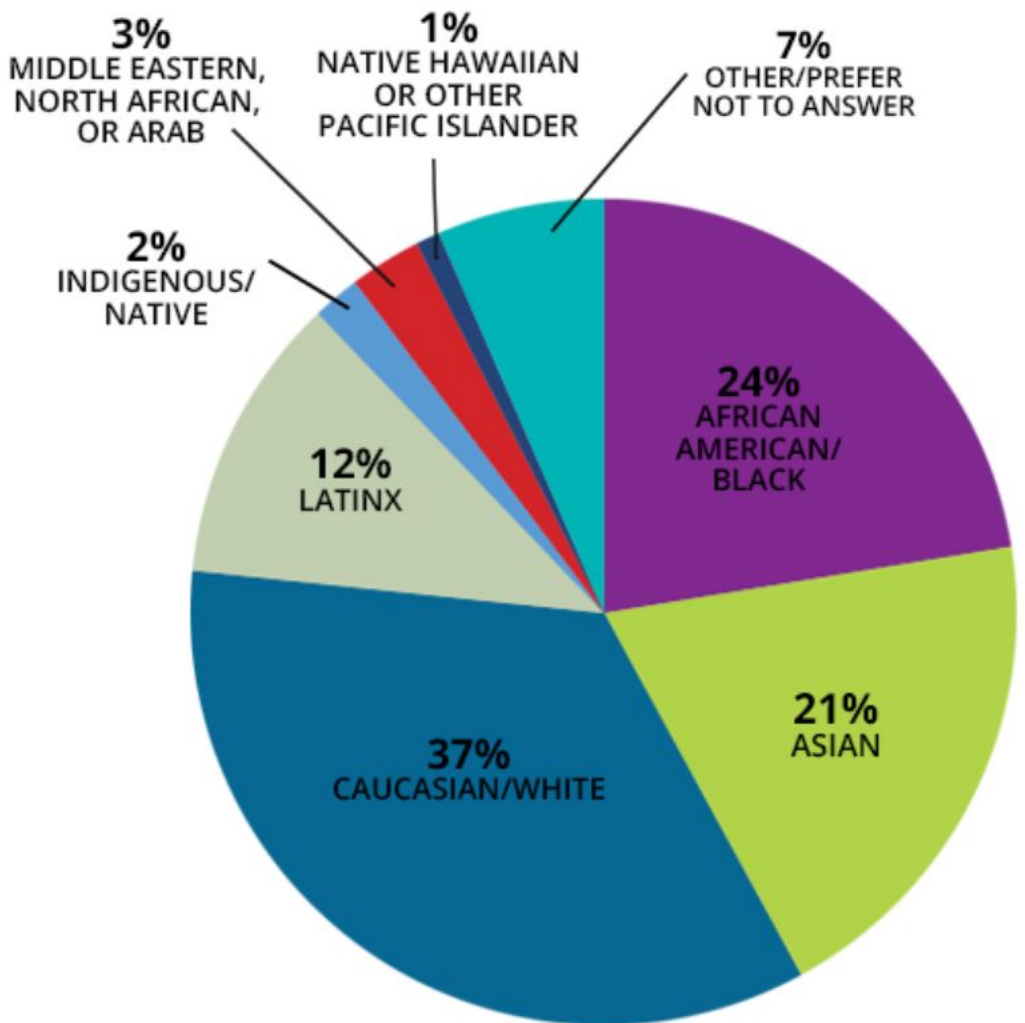
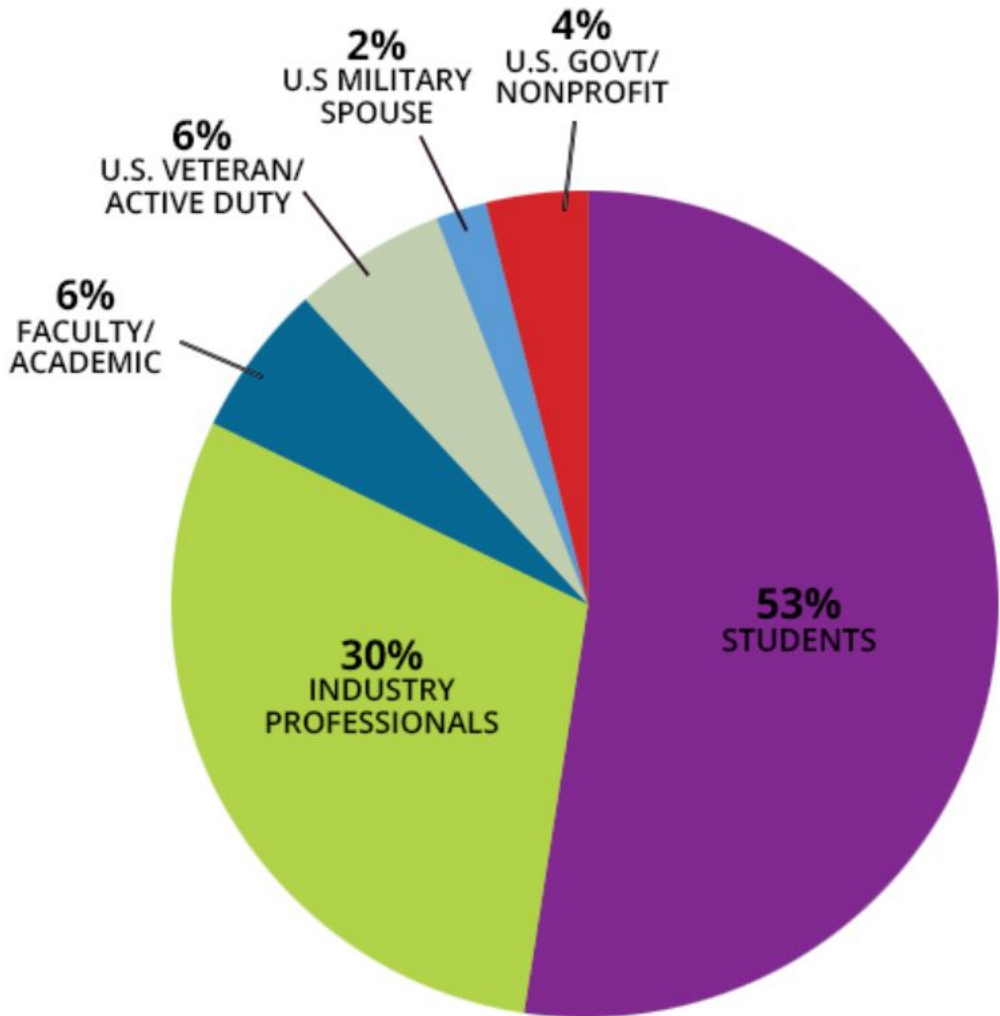


Mentorship





# WiCyS Members: 9K+





# WiCyS Membership Map



Albania, Algeria, American Samoa, Argentina, Australia, Austria, Bahamas, Bahrain, Bangladesh, Belgium, Bhutan, Bolivia, Brazil, Bulgaria, Burkina Faso, Cameroon, Canada, Chile, Costa Rica, Czech Republic, Denmark, Dominican Republic, Ecuador, Egypt, eSwatini, Ethiopia, Finland, France, Gambia, Germany, Ghana, Greece, Guadeloupe, Guatemala, Honduras, Hong Kong (China), Hungary, India, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Korea (South), Kyrgyzstan, Liechtenstein, Madagascar, Malawi, Malaysia, Mauritius, Mexico, Moldova, Mongolia, Morocco, Mozambique, Netherlands, New Zealand, Nigeria, Norway, Oman, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Rwanda, Serbia, Sierra Leone, Singapore, Slovak Republic, Slovenia, South Africa, Spain, Sri Lanka, Sweden, Switzerland, Tanzania, Thailand, Trinidad and Tobago, Tunisia, Turkey, Uganda, Ukraine, United Arab Emirates, United Kingdom, United States, Uruguay, Uzbekistan, Vietnam, Zambia, Zimbabwe

70  
Professional  
Affiliates



# 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 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 Oregon  
WiCyS Phoenix AZ  
WiCyS Pittsburgh  
WiCyS San Antonio  
WiCyS San Diego  
WiCyS Silicon Valley  
WiCyS South Carolina  
WiCyS South Dakota  
WiCyS St. Louis Metro  
WiCyS Tennessee  
WiCyS Utah  
WiCyS Western Washington  
WiCyS Wisconsin

## WiCyS Corporate Affiliates:

WiCyS Accenture  
WiCyS Lockheed Martin  
WiCyS MITRE



## Africa:

WiCyS East Africa  
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 France  
WiCyS Germany  
WiCyS Norway  
WiCyS UK

## WiCyS Specialty Affiliates:

WiCyS BISO  
WiCyS Cloud Security  
WiCyS Colors of Inclusion  
WiCyS Critical Infrastructure (CI)  
WiCyS Deaf  
WiCyS DevSecOps  
WiCyS Education and Training

WiCyS Healthcare  
WiCyS Latina  
WiCyS Military  
WiCyS Neurodiversity  
WiCyS Pride LGBTQ+  
WiCyS Privacy Law and Policy  
WiCyS Trusted AI Affiliate

<https://www.wicys.org/initiatives/affiliate-and-industry/>



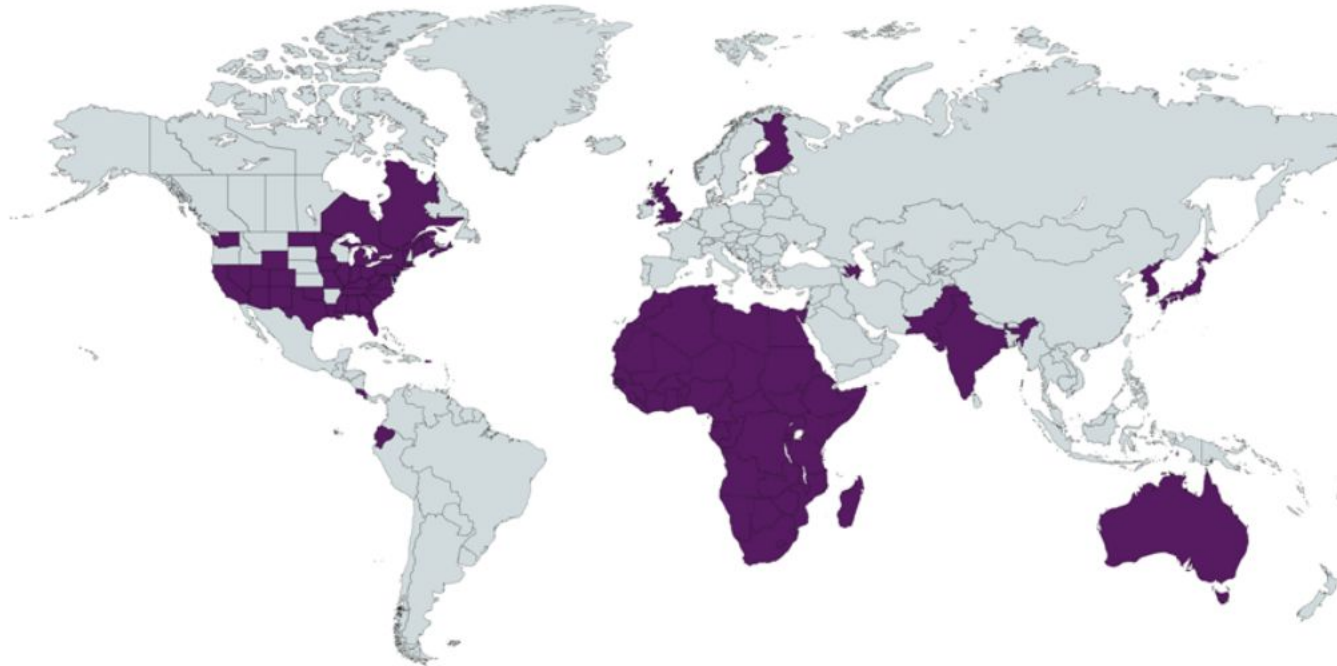


283  
Student  
Chapters

# WiCyS Student Chapters

## United States:

Alabama  
Arizona  
California  
Colorado  
Connecticut  
Delaware  
Florida  
Georgia  
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  
Pennsylvania  
Puerto Rico  
Rhode Island  
South Carolina  
Tennessee  
Texas  
Utah  
Vermont  
Virginia  
Washington  
Washington D.C.  
West Virginia  
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/>



# WICYS INITIATIVES





# *WiCyS Security Training Scholarship*

One **journey** started...

One **year** invested...

One **career** elevated...

**CYBERSECURITY**

“

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



## WICYS SECURITY TRAINING SCHOLARSHIP PROGRAM

Since 2020, the WiCyS Scholarship program impact is as follows:

- **3,000 WiCyS members participants in CTF**
- **360 GIAC Certifications**
- **183 Advanced Training Scholarships Awarded**
- **100% career placement for graduates within 12 months of program completion**
- **Website Views: 121K+**





# WiCyS SECURITY TRAINING SCHOLARSHIP

PROGRAM RUNS FROM SEPTEMBER 9, 2024-SEPTEMBER 23, 2025

## Premier Supporters

**Bloomberg**



*craig newmark philanthropies*

## WiCyS Tier 1 Partners



**amazon**

**Carnegie Mellon University**  
Software Engineering Institute



**Google**

**LOCKHEED MARTIN**

**Microsoft**

**Optum**



**SentinelOne**

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





# BOOK CLUB

BOOKS • COMMUNITY • DISCUSSION

## **Weapons of Math Destruction: How Big Data Increases Inequality and Threatens Democracy**

*by Cathy O'Neil*

**THURSDAY, OCTOBER 17 AT 1 PM CT**

ZOOM REGISTRATION IS REQUIRED

**Register here:**

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



Mentor/Mentee Infrastructure  
Sponsored by:



# WiCyS MENTORSHIP PROGRAM



**Program Runs from October 1, 2024–June 30, 2025**

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





bet the odds || set the odds

# CHAOS AT THE CASINO

2024 WiCyS cyber defense [& offense] challenge

Program Runs from July 18, 2024-October 8, 2025

women in cybersecurity  
**WiCyS**



**Learn more:**

<https://www.wicys.org/benefits/cyber-defense-challenge-made-possible-by-target/>



# SPEAKER

## Spotlight Program

Program Runs from June 6, 2024-June 6, 2025

<https://www.wicys.org/benefits/speaker-spotlight-program/>







# Google Cybersecurity CERTIFICATE PROGRAM

Program runs June 3 - November 21

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





ISC2 Certified in  
Cybersecurity<sup>SM</sup>

ISC2



# Fall CAMP

Program runs September 12 - October 12

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





# Leadership Series

Thursday, September 19 at 1pm CT

## Mentorship

*Guest speaker: Julie Sparks*

THE EVENT WILL BE HELD VIA ZOOM. REGISTRATION IS REQUIRED.

<https://www.wicys.org/benefits/leadership-series/>





# NICE Workforce Framework for Cybersecurity

## *WiCyS Video Album*



<https://www.wicys.org/resources/nice-workforce-framework-wicys-video-album/>



283  
WiCyS  
Student  
Chapters

# WiCyS Global Student Chapter Initiative

MADE POSSIBLE BY  
MICROSOFT PHILANTHROPIES



**Funding available throughout the year. Learn more:**

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





# WICYS FALL VIRTUAL CAREER FAIR

Wednesday,  
September 25, 2024  
11am-4pm CT



<https://www.wicys.org/events/virtual-career-fair-2024/>







# 2025 WiCyS Conference

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April 2-5, 2025  
Dallas, TX

**Important Dates**



**Call for Participation:**  
Opens September 9

**Scholarships:**  
Opens September 9

**Registration:**  
Opens February 10

<https://www.wicys.org/events/wicys-2025/>



# Special Thanks

## WICYS STRATEGIC PARTNERS

### Tier 1



### Tier 2



### Tier 3



## WICYS FOUNDING PARTNERS







# WiCyS Instagram Feature

 **#womenincybersecurity**



Brought to the WiCyS community by...



<https://www.instagram.com/wicysorg/>

# 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](http://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](http://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](http://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*.

# Let's climb this mountain together...



and as one woman rises, let's give the grace and space  
for others to rise as well.



# WICYS THRIVING COMMUNITY

- **Student Chapters:** 283
  - **Affiliates:** 70
  - **Webinar Subscribers:** 35.8K+
  - **Newsletter Subscribers:** 33.2K+
  - **Members:** 9.6K+
- **Facebook:** 7K+
  - **Facebook Group:** 14K+
  - **Twitter:** 24K+
  - **Instagram:** 10.9K+
  - **LinkedIn:** 93.7K+

## 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 ▾



## UPCOMING EVENTS

VIEW EVENT CALENDAR



**View Upcoming WiCyS Events:**

<https://www.wicys.org/events/calendar/>







ADVANCING

# Women in CyberSecurity

WiCyS is where the recruitment, retention and advancement of women in cybersecurity happens.

JOIN US →

SUPPORT →

**Subscribe to the WiCyS Newsletter:**

<https://www.wicys.org/subscribe/>



# Connect with WiCyS on Social Media!



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[@Women in CyberSecurity - WiCyS](#)



Find us on LinkedIn  
[@Women in CyberSecurity \(WiCyS\)](#)



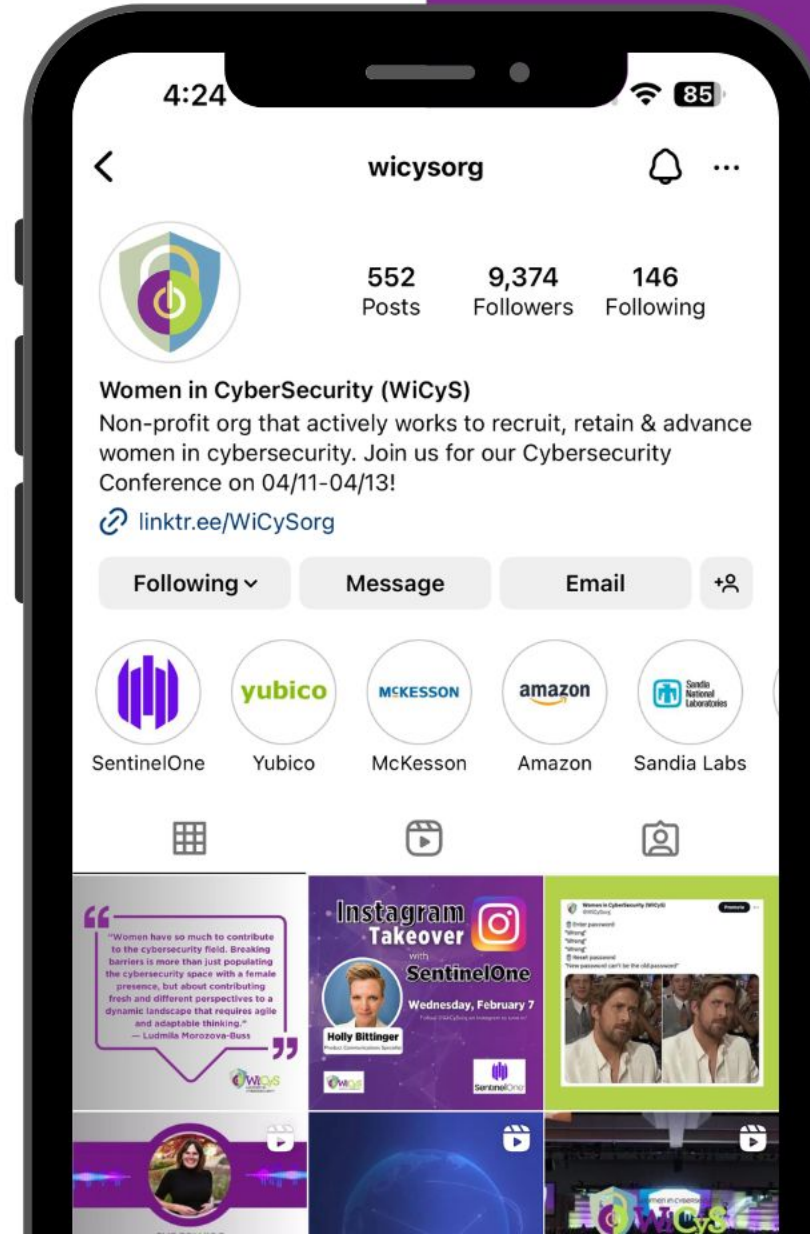
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**Together.  
We Thrive.**

