

WiCyS

ANNUAL REPORT

August 2023 - July 2024



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I ♥ WiCyS

OUR

Mission

Recruit, retain and advance women in cybersecurity to build a robust and diverse cybersecurity workforce.

OUR

Vision

A world where the cybersecurity workforce is an inclusive space.

Dear WiCyS Community,

Eleven years ago, Dr. Ambareen Siraj identified a crucial need for more women in cybersecurity, leading to the creation of WiCyS. What started with a \$70,000 grant from the National Science Foundation and an inaugural conference of 350 attendees has transformed into a nonprofit organization dedicated to reshaping the cybersecurity workforce and advancing women's roles within it. WiCyS has matured into an organization with over 9,700 members across 93 countries with 61 strategic partners. This year we celebrated our tenth anniversary at the WiCyS Conference, which drew over 1,950 attendees, featured 150 speakers, and included 115 sponsors.

Today, WiCyS serves as a leader in creating accessibility and career advancement opportunities in cybersecurity for women and underrepresented groups. In 2024, we experienced significant operational growth, thanks to the support of our community and partners, allowing us to add four new team members. This expansion strengthens our capacity to meet the increasing needs of our members and broadens the reach of our programs.

In alignment with our mission, we prioritize data-driven insights to inform our programming and outreach initiatives. This year, we utilized findings from Aleria and N2K, which illustrated key factors impacting diversity and retention in cybersecurity. These insights will enable us to develop more effective initiatives that tackle industry challenges and foster a more inclusive environment. Our research highlights the importance of community and support networks in shaping meaningful career paths for women in cybersecurity, and WiCyS is committed to leading this initiative.

As we look ahead, our programmatic decisions and partnerships will be guided by a refined strategic plan that aligns with our mission to enhance diversity and opportunity in cybersecurity. This roadmap will ensure that each of our initiatives—whether focused on workforce development, member support, or community engagement—brings us closer to a more inclusive and robust cybersecurity landscape.

As you review this report, I hope you share our enthusiasm for the future and feel proud to be part of this dynamic and supportive community. Together, we are not just envisioning a more diverse cybersecurity workforce; we are actively building it. Thank you for your continued support and dedication to WiCyS.



DR. JANELL STRAACH
Chair of the Board



LYNN DOHM
Executive Director

*Thank you for your continued support
and dedication to WiCyS.*

OUR *Team*

WiCys EXECUTIVE COMMITTEE



DR. AMBAREEN SIRAJ
Founder



DR. JANELL STRAACH
Chair of The Board



DR. COSTIS TOREGAS
Treasurer

WiCys BOARD OF DIRECTORS



ALLISON MILLER
*UnitedHealth
Group/Optum*



DIANA KELLEY
SecurityCurve



DR. DAWN M. BEYER
Lockheed Martin Space



DR. GREG SHANNON
*Cybersecurity Manufacturing
Innovation Institute*



MARIAN MERRITT
*U.S. Department of
Commerce*



NOUREEN NJOROGE
Nike INC.



PRAJAKTA JAGDALE
Palo Alto Networks



SARAH MORALES
Google



VALERIE JANE CHUA
JPMorgan Chase & Co.

WiCys STAFF



LYNN DOHM
Executive Director



MICHELE TOMASIC
Deputy Director



MARY JANE PARTAIN
Program Director



ADAEZE UDOH
*Program
Coordinator*



CAMERON MITCHELL
*External Relations
Manager*



JACLYN JUSTICE
*Professional Affiliate
Manager*



MORGAN GARLAND
Operational Manager



PETER BALDWIN
vCFO



ROSALIE OLMSTED
Executive Assistant



QUIANA OATES
Program Manager



QUINTANA PATTERSON
*Cybersecurity and
Technology Manager*

WiCyS BY THE *Numbers*

61

Strategic Partners

9,746

Members

22% increase

93

Countries

283

Student Chapters

28% increase

70

Professional Affiliates

15% increase

2,874

Job Board Resumes

MEMBER DEMOGRAPHICS

Students (55%)

Industry Professionals (29%)

US Veterans (5%)

Academic (4%)

US Govt/Nonprofit (4%)

US Military Spouses (2%)

US Active Duty (1%)

41,640

Program Participations

23% increase

101

Programs

20% increase

31,469

Newsletter Subscribers

28% increase

92,030

LinkedIn

36% increase

23,840

Twitter

10% increase

10,803

Instagram

32% increase

THOUGHT *Leadership*

In FY24, WiCyS continued to partner with organizations to further increase understanding of the disparities for women in cybersecurity. We partnered again with Aleria to take a closer look into exclusionary behavior. After collecting 1200 pieces of data from 1000 program participants, the findings showed that:

- Women reported being excluded at a rate 2x higher than men.
- Women are 5x more likely to cite their direct managers and peers as sources of exclusionary behavior.
- Nearly half of women reported exclusionary experiences related to Career Growth Barriers.
- Women hit a glass ceiling at the 6-10 year mark in their careers.

In addition to uncovering exclusionary practices and their impacts, WiCyS conducted research on the skill level of women within the field of cybersecurity. We partnered with N2K and utilized their hard skills assessment to gauge our members' skillsets against industry standards so that we could uncover skill gaps and trends. 399 members took a 45-minute assessment through N2K. The findings showed that WiCyS members:

- Outperformed their counterparts in every NICE category skillset measured.
- Demonstrated exceptional performance in 17/20 NICE specialty areas.
- Are highly skilled and uniquely positioned for advanced roles in cyber.

“

“This year, our research with Aleria and N2K highlighted key gaps for women in cybersecurity, revealing that career growth and advancement remain major barriers, with a glass ceiling appearing after 6-10 years. However, our findings with N2K's skills assessment showed that WiCyS members are outperforming their peers across all NICE categories and specialty areas. The issue isn't a lack of skills, but a **lack of opportunities.**”

LYNN DOHM

Executive Director, WiCyS

N2K Summary:



Aleria Summary:



WiCyS *Programs*

For FY24, WiCyS facilitated a total of **101** programs with **41,640** program participations. Learning opportunities provided content for various member demographics at all levels of professional development. Two of our core programs were the Security Training Scholarship and the Mentorship Program. Both programs have been in place since 2020 and garner extremely high participation rates. The impacts of these opportunities are highlighted below:

“



“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

“



“WiCyS provided the bridge I needed to transition from physical therapy to the dynamic world of cybersecurity. Through the Security Training Scholarship Program and the supportive WiCyS community, I discovered an exciting new career path that not only ignited my intellect but also propelled my career and income to unprecedented heights. From the somewhat limited realm of physical therapy to the vast expanse of cloud security, WiCyS

paved the way for me to find fulfillment and success beyond my wildest dreams.”

Christine Morency

Senior Cloud Security Specialist at Merck

WICYS 2023 PROGRAMS:

101 Programs

41,640 Program Participations

SECURITY TRAINING SCHOLARSHIP OUTCOMES:

3,000 CTF Completions

360 GIAC Certifications

183 Advanced Training Scholarships

100% Career Placement

MENTORSHIP OUTCOMES

1,459 Program Participants

1,115 Mentees

91 Mentors

253 Both Mentor and Mentee

PROGRAMS BY THE *Numbers*

399 N2K

223 Book Club

326 Fortinet NSE4 Certification

158 Inclusion Assessment

472 ISC2 Camps

142 Leadership Series

38 Sans Executive Cyber Exercise

1,654 NICE Workforce Framework WiCyS Library

1,392 Security Training Scholarship

388 Speaker Spotlight Program

1,231 Target's Cyber Defense Challenge

21,795 Virtual Career Fair
192% increase

11,044 Webinar Views on BrightTALK

192 Google Cybersecurity Program

1,459 WiCyS Mentorship Program

Community:

PROFESSIONAL AFFILIATES AND STUDENT CHAPTERS

Our 70 Professional Affiliates and 283 Student Chapters provide opportunities for our members to build community while enhancing the WiCyS mission through outreach, awareness, networking and mentoring. Members gain life long friendships while working towards their careers in cybersecurity.

“

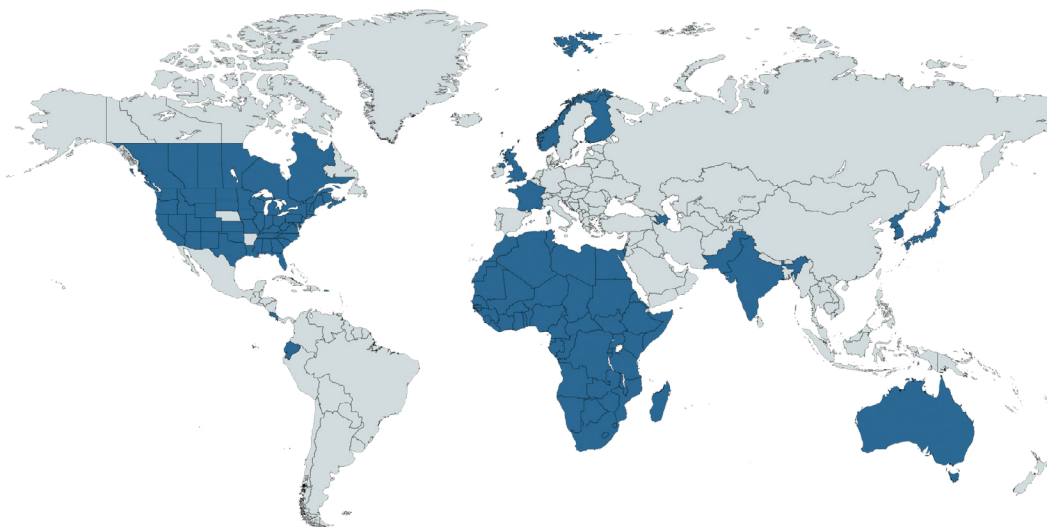


“From establishing the first WiCyS student chapter at the University of Houston to founding the WiCyS Houston affiliate, my commitment to empowering women in cybersecurity has remained steadfast. Through partnerships and leadership roles, I've strived to break barriers and create opportunities for women in this male-dominated industry.

WiCyS has not only shaped my career but has also fueled my passion for mentorship and advocacy, ensuring that every woman has the support and resources needed to succeed in cybersecurity.”

Annie Jamshed

JPMorgan Chase &Co



PROFESSIONAL AFFILIATES

70 Affiliates

15% Increase

14 International Affiliates

Types of Affiliates:

- Regional
- Corporate
- Specialty
- Worldwide

STUDENT CHAPTERS

283 Student Chapters

28% Increase

47 States

47 International Chapters

17 Countries

More information:



A photograph of four diverse women standing together at a conference, smiling. They are wearing lanyards with badges. The image is overlaid with a large, semi-transparent purple hexagon. The text is centered within this hexagon.

“

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

- Dr. Ambareen Siraj, WiCyS Founder

WiCyS 2024 CONFERENCE BY THE *Numbers*

1,950+ Conference Registrants

1,050 Scholarships

500+ Volunteers

180+ Recruiters

192 Military

110 Sponsors

150 Speakers/
Presenters

66 Unique Sessions

60 CPE/CEU

59 Affiliates
Represented

28 Research
Posters

133 Student Chapters
Represented

15 Featured
Speakers

14 Meetups/
Information

5 Keynotes

CONFERENCE *Sponsors*

The WiCyS Conference is the flagship event to recruit, retain and advance women in cybersecurity. This interactive and enriching experience could not be possible without the support of our conference sponsors. We are grateful to their commitment, encouragement and engagement in creating a supportive space for our community of women and allies.

VIP SPONSORS

- Bloomberg
- CISA - Cybersecurity and Infrastructure Security Agency
- Fortinet
- National Security Agency
- Optum
- RTX

PREMIUM SPONSORS

- Amazon Web Services
- CMU Software Engineering Institute
- Cisco
- Deloitte Services LP
- DeVry University
- Ford Motor Company
- Google
- Lockheed Martin
- Mastercard
- Microsoft
- Naval Information Warfare Center, Pacific (NIWC)
- Okta
- SentinelOne
- Southwest Airlines
- U.S. Army Cyber Command
- Vanguard
- Verizon
- Walmart
- Workday

DIAMOND

- Adobe
- American Airlines
- Aon Cyber Solutions
- Bank of America
- Brown Brothers Harriman & Co
- Check Point Software Technologies, Inc.
- CrowdStrike, Inc.
- CSSIA (Center for Systems Security and Information Assurance)
- Dakota State University -CybHER
- U.S. Dept of Homeland Security Cybersecurity Service (DHS)
- ECS Federal LLC
- Grainger
- Huntington National Bank
- IBM
- McDonald's
- MITRE (The MITRE Corporation)
- Motorola Solutions
- Oak Ridge National Laboratory
- Palo Alto Networks
- Rice University
- Sandia National Labs
- ServiceNow
- Target
- Tennessee Tech University - CEROC
- TikTok
- University of Rhode Island
- Wayfair
- Zebra Technologies

More information
about Conference
Sponsorships



PLATINUM

- American Express
- Asurion
- Capital One
- Champlain College
- Corelight
- Dell Technologies
- Envestnet Financial Technologies, Inc.
- EY
- Florida International University
- Idaho National Laboratory
- MorganFranklin Consulting
- Nestlé IT
- North Carolina State University
- NuHarbor Security, Inc.
- Pacific Northwest National Laboratory
- Proofpoint
- Protect AI
- Rochester Institute of Technology
- SANS Institute
- Security Risk Advisors
- SWIFT
- Tenable
- Toyota
- University of Colorado, Colorado Springs
- University of Washington Tacoma
- Victoria's Secret

- Northeastern University Khoury College of Computer Sciences
- Old Dominion University
- Sealing Technologies, Inc.
- SpecterOps
- Towson University
- Trail of Bits
- University of Washington Bothell
- Wentworth Institute of Technology
- Worcester Polytechnic Institute

SILVER

- Billington CyberSecurity Summit
- Black Girls in Cyber
- Last Mile Education Fund
- Phylum
- Public Sector Network
- Rider University
- University of Cincinnati School of Information Technology

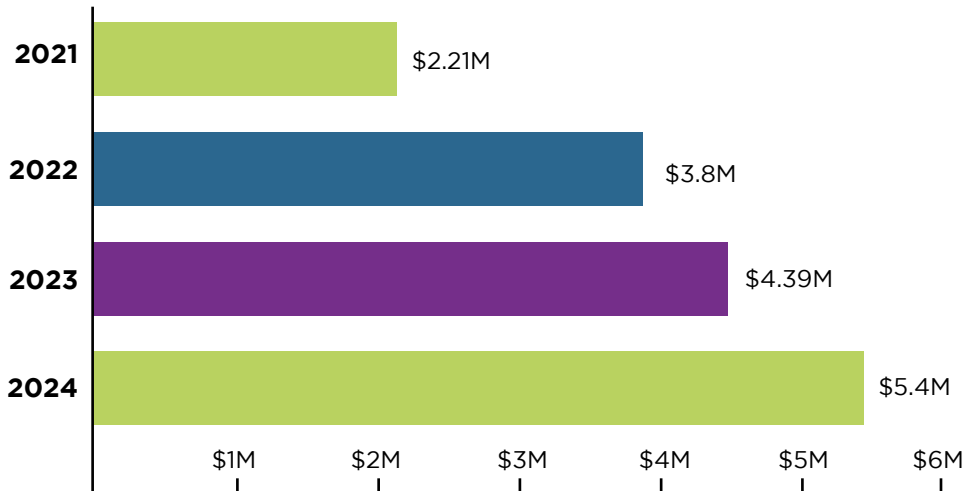
GOLD

- Activision Publishing Inc
- Aristocrat
- Battelle
- CMU Information Networking Institute
- FanDuel
- Haiku, Inc
- Infosec
- International Information Systems Security Certification Consortium (ISC2)
- Johns Hopkins University School of Advanced International Studies (SAIS)
- Keyfactor
- L2 Cyber Solutions
- MIT Lincoln Laboratory
- National Renewable Energy Laboratory, NREL
- NCyTE Center at Whatcom Community College
- NICE

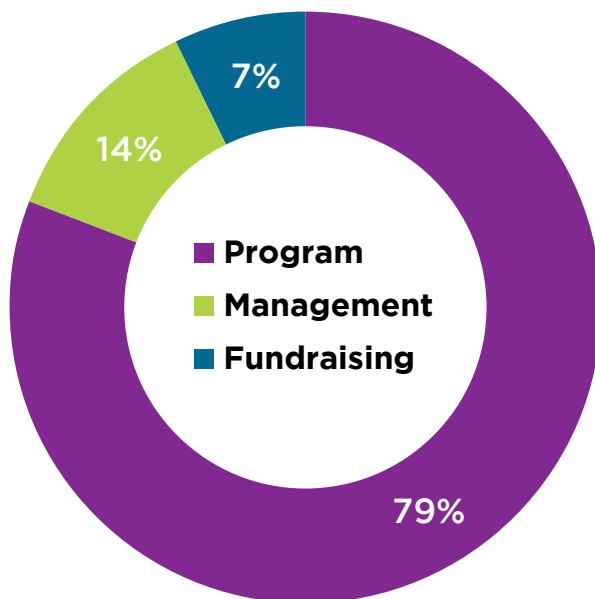


FINANCIAL *Overview*

Total Revenue



2024 Organizational Spend



23%

Revenue Increase

79%

Program Spending

Primary Funding Sources:

- Conference Sponsors
- Grants
- Foundations
- Philanthropies
- Premier Supporters
- Strategic Partners

Financial Governance:

- Board of Directors
- Chief Financial Officer
- Finance Committee
- Independent Bookkeeping
- Treasurer

Donate Now



STRATEGIC *Partners*

Strategic Partners are the backbone of WiCyS. They provide year-round support to ensure that we are able to meet our mission and objectives. Due to their efforts, WiCyS is able to upskill, connect and provide life changing opportunities to all of our members.

TIER 1 (Top Contributors)

Akamai Technologies
Amazon
Bloomberg
Carnegie Mellon University Software Engineering Institute
Cisco
Ford Motor Company
Google
Lockheed Martin
Microsoft
Optum
Sandia National Laboratories
SentinelOne

TIER 2

Accenture
Adobe
DeVry University
JPMorgan Chase & Co.
MITRE
Motorola Solutions
Navy Federal Credit Union
Nike
Workday

PHILANTHROPIES

AWS
Bloomberg
Craig Newmark
Center for Internet Security
Evolution Equity Partners
Microsoft
Silicon Valley Community Foundation (Cisco)
Tides Foundation (OKTA)

TIER 3

American Airlines
Aon
Arctic Wolf
Arete
Aristocrat
Blue Cross Blue Shield Association
CISA
Clicked
Confidential Computing Consortium
Cybersecurity Service
Dell Technologies
Edward Jones
Evolution Equity Partners
Federal Reserve Bank of New York
Federal Reserve Bank of Richmond
Fortinet
Haystack Solutions, Inc
Huntress Labs
IBM
ISC2
Kyndryl
Leidos
Lighthouse Labs
LinkedIn
McDonald's
National Cyber League (NCL)
Nestlé IT
Palo Alto Networks
PayPal Inc
Salesforce
SANS Institute
ServiceNow
StoneX
Target
Tenable
TikTok
Trend Micro
University of California-San Diego
Vanguard
Wayfair

MEDIA & *Engagement*

In the past year, WiCyS Global has focused on enhancing awareness of our organization and our mission. Lynn has delivered 45 presentations, including 7 keynote speeches, covering a range of topics from White House initiatives to inclusion and skills gap analysis.

Our team has attended 140 events in the last year to boost brand visibility, engage with potential sponsors, and recruit new members.

The Women in CyberSecurity organization has been featured in 143 publications, including Dark Reading, Help Net Security, Technopedia, IT Brew, and Security Magazine. In addition to numerous articles, blogs, and podcasts, WiCyS was also highlighted in the documentary "Do We Belong Here," produced by Cyber Florida.

A highlight of the year included the DeVry Media Tour. Lynn joined representatives from DeVry to conduct 22 press interviews and tape an audio press release that was distributed nationwide. Those interviews resulted in 29 million airings and 421 million web posts.



31,469
Newsletter
Subscribers
28% increase



92,030
LinkedIn
36% increase



23,840
Twitter
10% increase



10,803
Instagram
32% increase



34,709
BrightTALK
36% increase

IN *Conclusion*

While WiCyS has made incredible strides in the recruitment, retention, and advancement of women in cybersecurity, our journey is far from over. The demand for cybersecurity professionals continues to soar, with an estimated 4 million unfilled positions globally. Yet, women hold just 24% of these roles and still face significant barriers to advancement. This challenge drives our commitment to creating a more inclusive and equitable industry—one where every woman has the tools, support and opportunities to thrive.

Our programs, from the transformative Security Training Scholarship to the empowering Mentorship Program and the eye-opening State of Inclusion Benchmark Study, are more than initiatives. They are lifelines for women who dream of stepping into cybersecurity and making a difference. These programs foster confidence, build critical skills and connect women to a community that believes in their potential. In the past year alone, WiCyS engaged over 41,000 participants through 101 impactful programs—evidence of what is possible when we empower each other.

But the work doesn't stop here. As technology continues to evolve and cyber threats become more complex, the need for diverse perspectives and talents has never been greater. We must expand our reach to underserved communities, partner with academic institutions and industry leaders, and create even more pathways for women to advance their careers. To achieve this, we need your continued support.

Your generosity fuels these life-changing programs and helps bridge the gender gap in cybersecurity. Together, we can shape a safer digital world and a future where every voice is heard, and every individual can lead. Thank you for believing in our mission and investing in the most valuable asset in cybersecurity: its people!

