Women in Cybersecurity: Finding, Attracting and Cultivating Talent

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The Needle is Moving – What’s Working and What’s Needed?

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I am only women in the room.

I can count the number of women in the room.

Wow, we are making progress!

There is finally more women in the room 😊

Steady progress still needed!
Engage Girls Early

**Middle School**

- Code.Org
  - in school classes and the Hour of Code campaign
- Gen Cyber summer camps
  - some middle school and girls only camps
- After school Clubs
  - Girls Who Code, Girl Scouts, CyberPatriot

**High School**

More of this needed
Provide Motivation & Recognition

• Girls are more motivated by making a meaningful difference.

• Everyone wants to be a winner - trophies and prizes are fun!

• Provide ways for girls to shine and to realize they are good at this.

• Make the successes very visible with prizes, a reception and their picture in the paper!

“I want to make sure the bad guys get caught...and that the innocent people don’t get caught up in the bad guy’s schemes” - college student at WiCys conference

More of this needed
When I walk into a high school Cisco Networking class, I’ll see 30 boys and one girl. Girls are being told loudly: ‘You are not invited.’

Allen Paller, SANS
Make and Maintain Connections

- Speak at a class.
- Help with College selection.
- Buddy up at conferences.
- Create a school (or community club) around cybersecurity.
- Facilitate local cybersecurity meetups.

- Facilitate resume writing clinics and “interview how-tos”.
- Host career fairs with a focus on cybersecurity professions.
- Create internships & apprenticeships opportunities with in your organization.
- Provide speaker’s training and opportunities.

Good momentum – keep it coming!
Create Career Change Opportunities

• Internal
  – Mentoring
  – Training opportunities
  – Shadow & Stretch assignments
  – Job sharing & rotation

• External
  – SANS Women’s Immersion Academy
  – Cisco Network Academy
  – Mini/Nano degrees
  – Industry certifications

Good momentum – keep it coming!
Address the “road hazards” to retention

• Don’t leave the new hires on their own.
• Understand and own culture issues.
• Adopt and embrace work-life balance.
• Address growth and promotion limitations.

More focus and effort needed
Remember – We are #StrongerTogether

When we work together - we win together
When we collaborate and share ideas – we experience the multiplication factor
If we encourage and engage middle school girls now – they will be the 2030 workforce!
“I decided to pursue a job in security after I attended WiCyS. ...I wasn't aware of the great opportunities out there, and I did not know that women can be leaders in security until I saw them at the conference.”

- Anon (WiCyS attendee)
NEW WAYS TO BRING WOMEN INTO AND UP THROUGH CYBERSECURITY CAREERS
What We Did

- **Project:** Convening of experts and written resources
- **Goals:** Make the event “different"
Resources

www.newamerica.org/women-in-cybersecurity
Report: Major Themes

- Engage with Business
- Empower the Coordinators
- Change the Narrative
Community Scan

- **Find:** Scholarships, organizations, conferences, and other resources to help women in cybersecurity
- **Select:** Sheet is sortable by user type to surface relevant resources
- **Contribute:** Did we miss something? Send it to bate@newamerica.org
One-Page Resources

Find implementable ideas for:

- K-12 educators
- Higher education leaders
- Hiring and human resource managers
- Cybersecurity leaders
- Partners outside cybersecurity
Q & A

Women in this field say it’s actually fun, and they’re having a good time. They are feeling they are doing meaningful and impactful work and it’s deeply satisfying to them. You don’t necessarily have to have a computer science degree to contribute.

Be flexible. Technology moves so fast—each new innovation leads to new opportunities. The career that I have now did not even exist when I started out in this world. If you remain flexible, you can take advantage of opportunities that come your way.

Meg Layton, Symantec

Caroline Wong, Cobalt.io
Thank You for Joining Us!

Upcoming Webinar: Tools in the Federal Cybersecurity Workforce Toolbox

When: Wednesday, May 15, 2019 at 2:00pm EDT

Register: [https://nist-nice.adobeconnect.com/webinar-may2019/event/registration.html](https://nist-nice.adobeconnect.com/webinar-may2019/event/registration.html)