

WiCyS
**ANNUAL
REPORT**

August 2022 - July 2023



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Our
MISSION

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

Dear WiCyS Community,

Ten years ago, our founder, Dr. Ambareen Siraj, who was at Tennessee Tech University then, wasn't seeing women in her industry, academia and government circles. She decided something needed to be done, so she reached out to the National Science Foundation (NSF) and was awarded \$70,000 to host the first Women in CyberSecurity (WiCyS) conference and a community was born. With 350 attendees in the first year and 550 in the second year, it became apparent that the value of WiCyS was longstanding.

WiCyS became a convening of like-minded individuals to learn and grow collectively and an opportunity to create awareness of the lucrative cybersecurity careers for women to be recruited, retained and advanced. As the community of WiCyS grew, so did the demand on the workforce. Quickly, through the years, the number of unfilled jobs in cybersecurity increased, jumping from 2 million roles needed to over 3 million. However, the data on women in cybersecurity remained stagnant. In 2018, more employers were leaning in on WiCyS for not only their cybersecurity recruitment efforts, but for their retention of women and underrepresented in the workforce, which led the humble conference to become a 501c3 nonprofit.

Today, WiCyS stands as the nonprofit organization that creates accessibility and opportunities for the cybersecurity workforce. With many initiatives and programming efforts, we continue to pave paths for many to get into cybersecurity and advance because of it. Our strategic partners, philanthropic funders and conference sponsors are the foundation for making this happen.

We are so grateful that our funders are investing in the industry by supporting WiCyS. They are fully aware that for the cybersecurity workforce to thrive in the future, the investment needs to be made today!

Through this annual report, you will witness the growth throughout 2023 but know the momentum has been going strong since our humble beginnings in 2014.

Enjoy!



DR. JANELL STRAACH
Chair of the Board



LYNN DOHM
Executive Director

State of Inclusion Benchmark

In FY23, WiCyS partnered with the DEI firm Aleria to launch a pioneering study regarding the disparities of women in cybersecurity. The goal of the study was to identify the barriers that keep women from being recruited, retained, and advanced at the same rates as their male counterparts. Over 300 women completed a detailed assessment about their career experiences.

Some of the more pointed outcomes of the study found that:

- Respect and Career Growth are the areas where organizations have the best opportunity to create greater inclusion.
- Women in cybersecurity experience a “glass ceiling” of sorts at around six years within an organization.
- There is a strong correlation between being a WiCyS strategic partner and practicing/enjoying greater levels of inclusion.

The findings were so profound and impactful, that WiCyS and Aleria have continued to partner in their research and are producing another series of studies in FY24.



Women that participated in the assessment from non-WiCyS strategic partner organizations reported higher levels of exclusion in the following categories:

75% higher for Skills Use and Assignments

57% higher for Respect

52% higher for Access and Participation

35% higher for Career Growth

Executive Summary



Meet the **TEAM**

We are grateful for the continued leadership and support of our Executive Committee and Board of Directors. Through their stewardship, WiCyS has continued to increase its offerings and scope.



WiCyS Executive Committee



DR. AMBAREEN SIRAJ
Founder



DR. JANELL STRACH
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



JACLYN JUSTICE
*Professional Affiliate
Manager*



LAURA VILLALOBOS
Community Manager



MORGAN GARLAND
Operational Manager



MYRIAM SAINT JEAN
Financial Manager



PETER BALDWIN
vCFO



QUIANA OATES
Program Manager

WiCyS by the
NUMBERS



67

Strategic
Partners

17.5% Increase

7,999 Members

85 Countries *34% Increase*

24,632

Newsletter
Subscribers

14.2% Increase

MEMBER DEMOGRAPHICS

Students (54%) • Industry Professionals (29%)

US Veterans (5%) • Academic (5%)

US Govt/Nonprofit (4%) • US Military Spouses (2%)

US Active Duty (1%)

67,603

LinkedIn
Subscribers

31.6% Increase

61 Professional Affiliates
21% Increase

220 Student Chapters
33% Increase

21,734

Twitter
Subscribers

18% Increase

25,548 Bright Talk
Webinar
Subscribers
41% Increase

8,173

Instagram
Subscribers

43.1% Increase

2,943 Job Board
Resumes

33,872 Program
Participations

PROGRAM

Highlights



Skill Development Training Programs

For FY23, WiCyS facilitated a total of 84 programs with 33,872 program participations. Those programs were varied in scope, skillset and target audience. WiCyS staff crafted offerings that allowed participants to upskill, reskill, connect and grow. The following are highlights from one of our core programs, the Security Training Scholarship.

This training program was offered in partnership with SANS, Google, Bloomberg and Meta. 881 participants were invited to take part in this tiered program which provided participants the access and opportunity to learn new skills in a supportive environment with the aid of technical mentors. Graduates of this program have gained employment at Fortune 500 companies like Microsoft, Southwest and Apple. Top performers earned GIAC certification.

WiCyS member, Lori Murphy, took part in the program. In her words, "The WiCyS Security Training Scholarship has provided me with the resources and support to gain the skills needed in order to change careers into cybersecurity...I'm thankful to be a part of a cohort of inspiring women."

In this third year of the program, the Security Training Scholarship has produced some high-level impacts to include 2,500 completions of the CTF exercise, 612 CyberStart Scholars, 400 CyberGen.IQ completions with 120 Advanced Training Scholarships. Most importantly, within 12 months of program completion, 100% of the graduates had career placement. This program is life changing, affirming and a proven tool to help decrease the critical workforce shortage in the cybersecurity field.

WiCyS 2023 Programs:

84 Programs

33,872 Program Participations

Security Training Scholarship Outcomes:

2,500 CTF Completions

612 CyberStart Scholars

400 CyberGen.IQ Completions

120 Advanced Training Scholarships

100% Career Placement

Program Participations

AWS Game Day **335**

Book Club **378**

Fortinet NSE4 Certification Summer Camp **100**

Inclusion Assessment **702**

ISC2 Camps **765**

Leadership Series **161**

Mobilize Community College Cyber Fast Track **11**

NICE Workforce Framework WiCyS Library **10,563**

Security Training Scholarship **881**

Speaker Spotlight Program **267**

Target's Cyber Defense Challenge **723**

Virtual Career Fair **7,441**

Webinar views on BrightTalk **9,784**

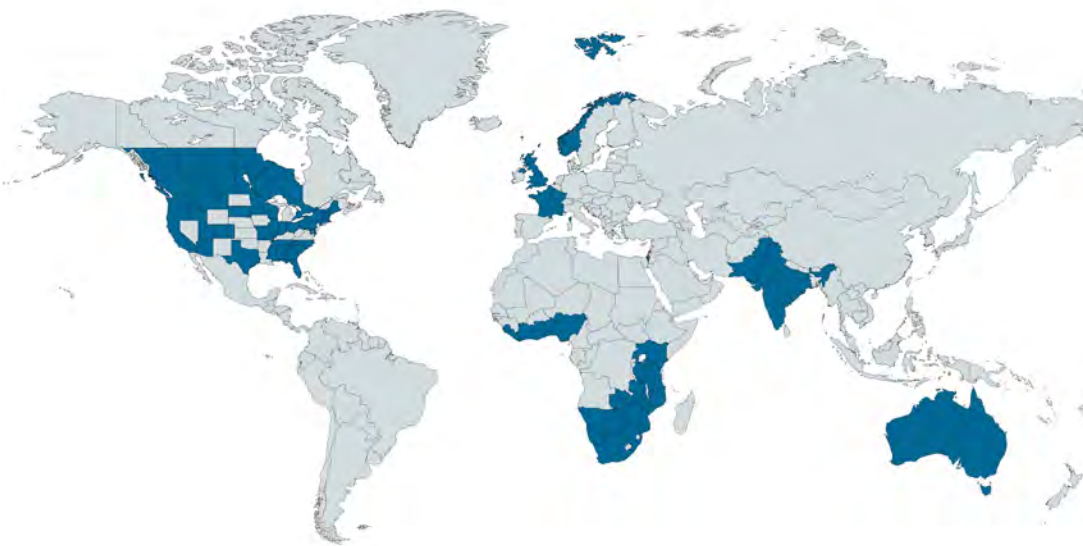
WiCyS Internship Program **302**

WiCyS Mentorship Program **1,459**

Professional **AFFILIATES**



Our **Professional Affiliate** program provides opportunities for members to come together to build community while enhancing the WiCyS mission through outreach, awareness, networking, sharing, mentoring and engagement. We have regional, corporate, and specialty affiliates.



“ Over the course of the last year, WiCyS DFW has witnessed firsthand the incredible impact our affiliate program has had on the local community. It’s not just beneficial- **it’s transformative.** The collaborative spirit, knowledge sharing, and support within our community empower us to make a real difference in the field of cybersecurity. Our affiliate is a driving force for change and a testament to the power of unity in advancing women’s roles in this critical industry. ”

-Krysta Gallegos

President of WiCyS Dallas/Fort Worth

61 Affiliates

21% Increase

33 Countries

Types of Affiliates:

- Regional
- Corporate
- Specialty
- Worldwide

More information
about Professional
Affiliates

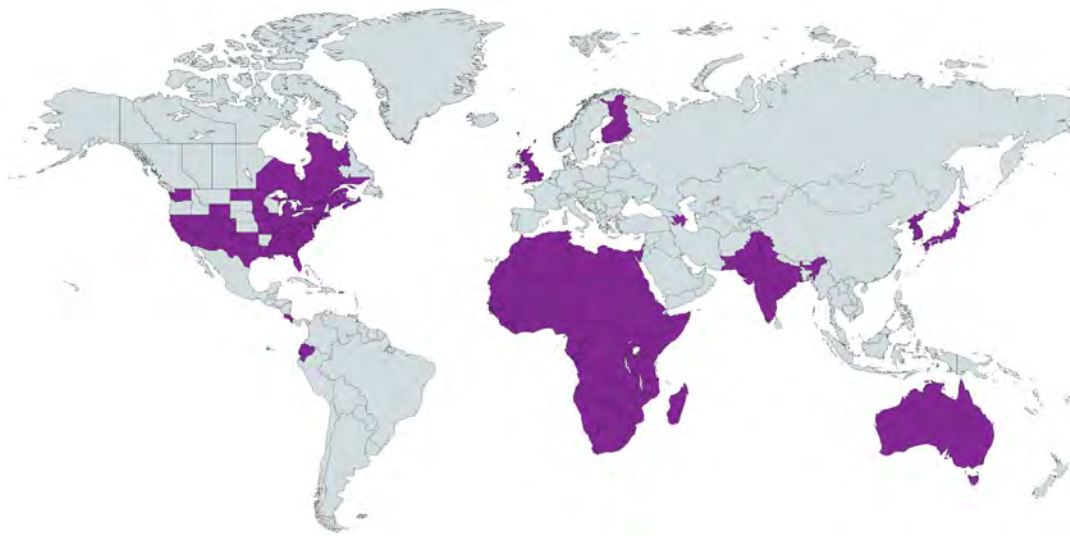


Student **CHAPTERS**



Our **Student Chapters** provide high school, community college, and university students the opportunity to come together in a formal group setting to learn, connect and grow.

Student Chapter participants gain additional access to WiCyS resources and are given primary consideration for many of our programs.



“ Launching a WiCyS Student Chapter and having a WiCyS membership has helped not only myself but my college campus. The ability to have a nationally recognized organization’s resources and name represented at my campus is awesome! I am **thankful** for WiCyS’s resources and support. ”

-Sarah Shaub

San Bernardino Valley College, April 2023

220 Student Chapters

33% Increase

21 States

15 International Chapters

11 Countries

- Australia
- Azerbaijan
- Cameroon
- Canada
- Ecuador
- Ghana
- India
- Pakistan
- South Korea
- United Kingdom
- United States

More information about Student Chapters





“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



Conference **STATS**

#WiCyS2023



2,100 Conference Registrants

1,004 Scholarships

450 Volunteers

189 Recruiters

134 Military

121 Sponsors

115 Speakers/
Presenters

78 Unique
Sessions

60 CPE/CEU Hours

37 Faculty Grants

28 Research
Posters

19 Countries
Represented

15 Featured
Speakers

14 Meetups/Information
Sessions

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
- Fortinet
- Optum
- Raytheon

PREMIUM SPONSORS

- AWS
- Carnegie Mellon University Software Engineering Institute
- Cisco System Security & Trust Organization
- Deloitte
- Devry University
- GE Gas Power
- Google
- Mastercard
- National Security Agency
- PACCAR
- Palo Alto Networks
- SentinelOne
- Shopify
- Verizon /Basis Technologies
- Walmart

DIAMOND

- Adobe
- American Airlines
- AON
- Bank of America
- Brown Brothers Harriman BBH
- Check Point Software Technologies
- DHS Cybersecurity Service
- ECS Federal
- Federal Bureau of Investigation (FBI)
- Huntington National Bank
- JSCM Group
- Lockheed Martin
- MorganFranklin Consulting, Cybersecurity
- National Center for Systems Security and Information Assurance (CSSIA)
- Protiviti
- Sandia National Laboratories
- ServiceNow
- Southwest Airlines
- Tennessee Tech University - CEROC
- Tik Tok
- Wayfair
- Workday
- Zebra Technologies



More information
about Conference
Sponsorships



PLATINUM

- Accenture
- Activision
- American Express
- Asurion
- Comerica
- CrowdStrike
- CybHER at DSU
- Defense Intelligence Agency
- Dell Technologies
- Envestnet Inc.
- EY
- Florida International University
- Georgia Tech Research Institute
- Goldman Sachs
- Grainger
- IBM
- Idaho National Laboratory
- Johns Hopkins School Advanced International Studies
- LinkedIn
- ManTech
- Marqeta
- Metropolitan State University of Denver
- Motorola Solutions
- Naval Information Warfare Center, Pacific (NIWC Pacific)
- Nestlé Purina
- North Carolina Partnership for Cybersecurity Excellence
- Northeastern University Khoury College of Computer Sciences
- Paychex
- Rochester Institute of Technology (RIT)
- SANS Institute
- Security Risk Advisors
- Spectrum
- SWIFT
- Target
- Trend Micro
- U.S. Army Corps of Engineers
- University of Colorado - Colorado Springs
- Vectra AI
- Victoria's Secret & Co

GOLD

- Antisyphon Training (Black Hills Information Security)

- Arctic Wolf
- Aristocrat
- Battelle
- BrainGu
- Capitol Technology University
- Carnegie Mellon University - INI
- CGI
- Champlain College
- CME Group
- Cyberbit
- Drexel University College of Computing & Informatics
- Home Depot
- ISC2 - International Information System Security Certification Consortium, Inc.
- JPMorgan Chase & Co.
- Marshall University College of Engineering and Computer Sciences
- MIT Lincoln Laboratory
- NCyTE Center @ Whatcom Community College
- NETSCOUT
- New York Independent System Operator
- New York University - Tandon School of Engineering
- NICE - Nat'l Initiative for Cybersecurity Education
- NuHarbor Security
- SpecterOps
- Starbucks
- Truffle Security Co
- U.S. Department of State
- UCLA Health
- University of Washington Bothell
- University of Washington, Tacoma
- Visa Inc.
- Wentworth Institute of Technology
- Yubico Inc.

SILVER

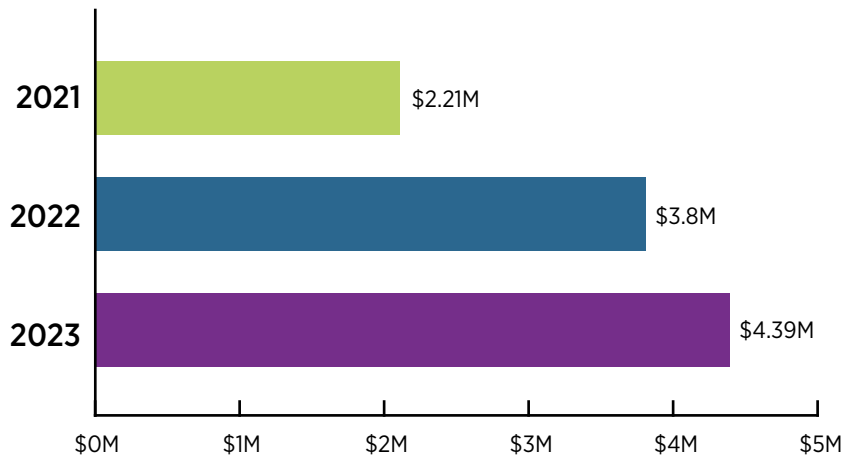
- Billington CyberSecurity Summit
- Phylum
- Purdue University
- Regis University
- Rider University
- Secure World
- University College University of Denver
- University of South Alabama

The background of the page is a purple-tinted photograph of a woman with glasses sitting at a table, writing in a notebook. There are two coffee cups on the table. In the foreground, a woman with a large afro hairstyle, wearing a bright blue turtleneck sweater, is smiling and looking towards the right. A large, semi-transparent purple shield shape is overlaid on the left side of the page, containing the text.

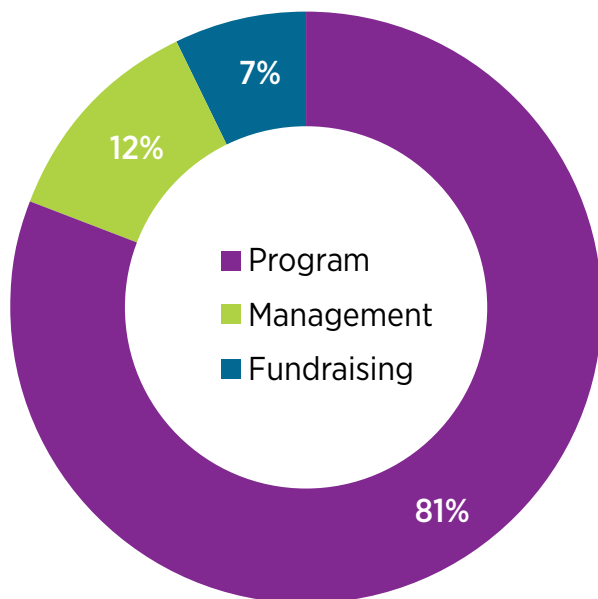
WiCyS **FINANCES**

Financial Overview

Total Revenue



2023 Organizational Spend



15.5%

Revenue Increase

81%

Program Spending

Primary Funding Sources:

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

Financial Governance:

- Board of Directors
- Chief Financial Officer
- Finance Committee
- Financial Manager
- 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
AT&T Cybersecurity
Battelle
Bloomberg
Carnegie Mellon University Software Engineering Institute
Cisco
Ford Motor Company
Fortinet
Google
Lockheed Martin
Microsoft
Optum
Sandia National Laboratories
SentinelOne

TIER 2

Accenture
Aristocrat
Dell Technologies
 DeVry University
Intel
JPMorgan Chase & Co.
LinkedIn
McKesson Corporation
Navy Federal Credit Union
NCC Group
Nike
Workday
Yubico Inc.

PHILANTHROPIES

AWS Philanthropies
Craig Newmark Philanthropies
Microsoft Philanthropies
Sans Institute
Vanguard Charitable
William and Flora Hewlett Foundation

TIER 3

American Airlines
Aon
Arctic Wolf
Arete
Blue Cross Blue Shield
CrowdStrike
Department of Homeland Security (DHS)-Cybersecurity Service
Edward Jones
Envestnet Financial Technologies, Inc.
Ernst & Young
Federal Reserve Bank of Atlanta
Federal Reserve Bank of New York
Flatiron Health
Haystack Solutions, Inc.
IBM
ISC2
McDonald's
MITRE
Motorola Solutions
National Cyber League (NCL)
Nestlé IT
Oak Ridge National Laboratory
Palo Alto Networks
PayPal Inc.
Rush University System for Health
Salesforce
SANS Institute
ServiceNow
Starbucks
StoneX
Target
Tenable
The Home Depot
TikTok
Trend Micro
University of California-San Diego
Vanguard
Verizon

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