

# Women in Cyber Security

Heide Young

# Objective

## **Women in Cyber Security**

- Why increase the focus
- Attracting and retaining women

## **The WCSME Group**

- Brief history
- The impact we are having
- Goals we are accomplishing and working towards

# Statistics We Know

Cyber Crime Global Annual Cost	
2015	\$3 trillion
<b>2021</b>	<b>\$6 trillion</b>

Cyber Security Unfilled Jobs Globally	
Today	Nearing 2 million
<b>2021</b>	<b>6 million</b>

Women Represent	
50%	Global Population
<b>40%</b>	<b>Global Workforce</b>
<b>35%</b>	<b>Middle East Workforce</b>

# Looking Back

# 11%



# Truths of Today Globally

**20%**

# Women in Middle East

**5%**

# Why Focus

- Cyber Crime & Skills Shortage
- ~~Diversity for the sake of diversity~~
- Benefits of having diverse team:
  - Same perspectives = same answers.
  - Global call for gender parity, cyber security teams need to be a reflection of the global workplace at large.
  - Diversity on all levels proven to increase productivity, team output, and team satisfaction.

# Attracting & Retaining Women

- Equal Pay.
- Being heard.
- Job advertisements.
- Mentorships, sponsorship, and leadership programs within your company.
- On-the-job training and development; setting them up for success.
- Time away to complete certifications.
- Sponsoring and collaborating with CTFs.
- Flexible working hours & work from home.

# Attracting & Retaining Women

- Return to work options after maternity leave.
- Professional development opportunities while on maternity leave.
- Job sharing opportunities.

## Hands up

- Recognising transferable skills and opening opportunities for this.
- Passion for cyber security.
- Job rotation.
- Internships.



Women in Cyber Security Middle East  
رابطة نساء الشرق الاوسط للأمن السيبراني

**March 2018 – launched**

September 2018 – 100 members

**November 2018 – surpassed 200 members**



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## Membership Representation Across The Region

- UAE
- Egypt
- Kuwait
- Oman
- Saudi Arabia
- Jordan
- Qatar



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**Founded in by nine women throughout the Middle East. Comprising of female company owners, consultants, analyst, senior managers and CISOs, with the common goals:**

- Increase the female presence in cyber security
- Connect and support women in the cyber security field, women who aspire to join this field, and to educate women and female youths about the opportunities that exist in cyber security.
- We educate on the realities of what a woman in cyber security looks like....male in a hoodie is no longer the face of cyber, I think we can all agree.





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- Showcase a day in the life of a woman in this field. The real life positives and challenges of positions available.
- Educating for different career paths and entry points into this field.
- Mentorships.
- Sharing of relevant certifications and training.
- Sharing new incidents and vulnerabilities and ways to mitigate and protect.
- Provided a platform for women to share and debate ideas and collaborate on tackling new challenges.



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- Partnering and collaborating with CTFs and conferences.
- **Jan 2019** – first ever Dubai female only CTF Bootcamp with CyberTalents
- **Feb 2019** – first ever Dubai female only CTF challenge with CyberTalents



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## How to get involved

- Companies
- Individuals

<https://www.linkedin.com/groups/10385217/>