



MINORITIES IN CYBERSECURITY NEWSLETTER

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Equal Pay and Salary Negotiations

Join us [here](#) for a panel discussion on the Community Call scheduled for
July 24th, 2020 @ 5pm ET

Greetings MiC Community,

The U.S. STEM employment has grown 79% and computer jobs have seen a vast increase of 338% since 1990. Women make up 50% of all U.S. STEM occupations with a variety of occupational clusters and educational levels. From healthcare practitioners to computer jobs and engineering, women have significantly progressed over the past three decades.

Though, the gains that represent women in STEM jobs are concentrated among women holding advanced degrees and women are still underrepresented among workers.

The STEM workforce has underrepresented Black and Hispanic workers. Blacks make up 11% of the U.S. workforce overall with 9% representing STEM workers, while Hispanics comprise 16% of the U.S. workforce but only 7% of all STEM workers. Among employed adults with a bachelor's degree or higher, blacks are just 7% and Hispanics are 6% of the STEM workforce.

College-educated Asian workers are overrepresented with 17% of STEM workers relative to overall workforce. The majority of STEM workers in the U.S. are white (69%), followed by Asians (13%), blacks (9%) and Hispanics (7%).

Across all of these racial and ethnic groups, women earn less than their male counterparts.

Leadership Book of the Month

"Highly readable, thoroughly researched, and important . . . should be read by anyone with a fear of negotiating, male or female."
—New York Times

The High Cost
of Avoiding
Negotiation—
and Positive
Strategies for
Change

Women Don't Ask

Linda Babcock
and Sara Laschever

The LBOM call is scheduled for
Tuesday August 11th at 5:00pm ET

August Membership Drive

Discounted [membership](#) until Aug. 31, 2020 (Student membership \$10 off, nonprofit/government and professional memberships are \$50 off - using code August2020)

Next month's topic →

Identifying and strategies to battle
micro aggression

*Sources: Funk, C. & Parker, K. (2018). *Diversity in the STEM workforce varies widely across jobs*. Pew Research Center. pewsocialtrends.org

A Letter from Mary N. Chaney, Chairman, CEO & President

Dear MiC Community,

Over the past few months we have all seen an increase in the willingness to have conversations about race, bias, and how systematic discrimination has hindered the progress of people of color in the U.S. More specifically the disproportionate effect racism has had on the overall health and financial strength of the African American community.

What stuck out to me while reading and watching the coverage about Minnesota was this fact, “the typical black family in the Twin Cities earned \$39,851 in 2017, less than half as much as the typical white family income of \$82,371.”

That got me to thinking about salaries in general and equal pay more specifically. You may be aware of Equal Pay Day, it was Tuesday March 31, 2020. That date symbolized how far into the year a woman had to work to earn what men earned 2019. But let’s take a deeper look into the numbers for women of color as compared to white men. Equal Pay Day for Asian American and Pacific Islander women was February 11, for African American women it is coming up on August 13, Native American women, October 1 and for Latina women it’s November 2.

MiC’s mission is to help develop the next generation of cybersecurity leaders, however, what I have come to realize is inherent in the mission is also activism.



Mary N. Chaney, Esq., CISSP, CIPP/US
Chairman, CEO & President
Minorities in Cybersecurity, Inc.

Samuel L. Myers Jr., an economist at the University of Minnesota stated, “liberal and progressive policies tend to work to help improve the capacities of minorities without changing the underlying structures that are in place that created the disparities to begin with.” In other words, MiC developing great cybersecurity leaders does not equate to those leaders getting paid a salary equal to their white male peers. We have to start admitting that systematic discrimination is a part of the equation when companies pay two people a different salary for the same job whether that be based on sex, race or both.

MiC is firmly committed to seeking out and working with organizations that advocate for equal pay for all, especially those in cybersecurity. For most companies, this step is not difficult and is very much attainable, all it takes is commitment sprinkled with transparency in the salary negotiation process. I feel by focusing on both leadership development and equal pay, MiC can help drive conversations around inclusion toward more meaningful and measurable outcomes. More to come.

Sincerely,

Mary N. Chaney,
Esq., CISSP, CIPP/US