

HAPPY WOMEN'S HISTORY MONTH



In March, we celebrate Women's History Month and celebrate the strides women have made in all walks of life, including the cybersecurity field. By some reports, there will be up to 3.5 million job openings in cybersecurity this year. However, women make up only 20% of the cybersecurity workforce.

We can talk about all the same things again this year on why women are underrepresented, young age girls are not encouraged to pursue STEM degrees or hobbies, "unconscious gender bias" when hiring women in the field, the difficulties with retaining women due to wage disparity, in addition, the lack of access to female mentors and coaches.

The problems have been the same, it seems, since the beginning of these studies, and the solutions are still the same, a conscious commitment to the support of women of all ages so that they feel appreciated they are valued, and their contributions are necessary.

This support needs to also be overly exaggerated for the women that are in the field, to help and support other women in the field.

The SANS Institute, in their first-ever Women in Cybersecurity Survey published last March for International Women's Day stated that of the 488 women surveyed, only 7 percent said they received mentorship from another woman.

That fact alone is enough for any woman in the cybersecurity field to take a look in the mirror! What are you doing to change this one fact? Can you be doing more to help women succeed in cybersecurity?

Your call to action this month, as we celebrate all that we as women have accomplished, is to find the time to mentor just one more, we need to support one another!



RESUME WRITING WORKSHOP

Don't forget to submit your resumes for review!

11:00am - 12:30pm CT



MESSAGE FROM THE CEO

MARY N. CHANEY, ESQ., CISSP, CIPP/US
CHAIRMAN, CEO & PRESIDENT
MINORITIES IN CYBERSECURITY, INC.

Dear MiC Community,

I have been reflecting on Black History Month (February), Women's History Month (March), and the multitude of conversations I have had regarding Diversity, Equity, and Inclusion (DEI) in the past year. It often is said to me that there has not been a better point in the history of the United States to have these candid and honest discussions. What has filtered out, at least in my world, is how many people have been willing to share their own experiences in how they have been shaped and molded by this country. The silent challenges and personal insecurities we all tend to face when striving for the best for ourselves and our families. Those that are lucky enough, passionate enough, determined enough to succeed have a right to feel proud. Some, like myself, feel the unrelenting desire to leave my world, my cybersecurity world, better than I found it.

Over my career I have been involved with many women's and minority "groups" whether that has been through corporate affinity groups, nonprofits, affiliations, board memberships, etc. I have always been the "one" at the table that was turned to when needing the "black experience" or the "woman's experience."

Neither really feeling comfortable, as the black woman's experience is unique, but seemed to be discounted. To put it bluntly, in some of the minority organizations I was involved in, they were really just focused on minority men and the women's organization were really focused on white women.

That's where this concept of DEI comes into focus and with the word "diversity" we should place a unique value on each individual's experience. Instead of fearing those who are not like us, celebrate those differences as opportunities to get another point of view. When I look back on some of the teams I have built there was representation of just about every diverse category I could find. I can recall hiring (or inheriting) White, Black, Latina, Asian, European, Puerto Rican, Indian, Jamaican, LGBTQ, male, female, handicap, veteran, immigrant, introvert, and extrovert, over achievers and lazy folks too! Those were some of the best times I had as a leader, because I learned so much, and got a full appreciation for different types of food! Because I placed a value on differences within my own teams our productivity and problem solving abilities increased.

"The Lesson: Expand your viewpoint, diversity is not as black and white (or male and female) as it may seem."

–Mary N. Chaney

