

# Happy Women's History Month

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Issue No. 2 | March 2022 | Vol. 4

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## Women Will Fight Back

Social inequality is defined as the imbalance of opportunities and rewards between a group, race, or ethnicity in society. As it relates to the impact of the pandemic the results are in; when it comes to career impact, 2020 and 2021, women have suffered more than men.

A study published in [the Lancet](#) pointed to “intensified levels of pre-existing widespread inequalities” following the pandemic and found that women in most parts of the world were more likely to report employment loss, say they had to forego work to care for others, were more likely to drop out of school than their male counterparts and saw elevated levels of gender-based violence between March 2020 and September 2021.

That begs a question, when you are already behind in a race, and then suffer an additional set-back, like COVID, how do you ever catch up? Equal Pay Day, which I believe why women's history month is this month, is March 15, 2022. You know Equal Pay Day right? It is the day on the calendar that women salaries equal their male counterparts from the previous year.

How will we ever recover from the impact of the pandemic? The easy answer is to say corporations should decide that the practice of HR professionals paying men and women different salaries should stop. Is that a social inequality or gamesmanship? Add that to the fact that women are disproportionately represented as gatekeepers in HR, it begs the question of why are we sabotaging each other?

Why would it be acceptable for an HR professional who is a woman to propose a salary to another woman that she knows is unfair?

These are not easy questions to ask, or easy answers, however we need to have the conversation.

### **Community Call**



March 18th at 5pm ET | 4pm CT

**Topic:** Everyone Needs A Cheering Section! In this month's call we explore the importance of surrounding yourself with positive influences.

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# CEO Message

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**Mary N. Chaney**

Chairwoman, CEO & President  
Minorities in Cybersecurity, Inc.

## Hi MiC Community

I have been thinking a lot about the leadership trait of perseverance. There have been plenty of conversations I have had this month but what has stuck with me is this: How many times can we say the same thing about the underrepresentation of women and minorities without people tuning us out? It would seem to me that people will get tired of hearing the same thing month after month, year after year and it becomes a chicken little situation.

In reality, yes, people do get sick of the same discussion! Even I get exhausted at times being asked the same questions in interviews, listening to the same topics while attending webinars and conferences. We have dissected the problem and have even put forth solutions but on the ground floor, as I talk to professionals in this space, nothing has really changed.

This Women's History Month we can talk about the same thing we talked about last year (and the year before that) how women have lower salaries, how we are leaving the cybersecurity profession, how we, as a whole, have been disproportionately impacted in our careers and businesses by the pandemic. It goes on and on and at times EXTREMELY difficult to keep going. I get it.

However, what choice do we have? Give up? That's the easy way out. We are the givers of life ladies and whether we choose to do so or not, that strength is ingrained in us all. My job is to make sure you know that and continue to believe in yourself and resist the urge to shrink and accept anything less than what you are worth. This month is about breathing life into you, your dreams and to encourage you to keep going.

Just because it feels like no one is listening, nothing is changing, and you are getting tired, doesn't mean we stop. The moment I stop talking, is the moment I give up, and to quote my fellow superhero, Captain America, **"I can do this all day!"**

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