



MiC Newsletter

How ESG and Cybersecurity Are Unmistakably Linked

What does Environmental, Social and Governance (ESG) mean? ESG describes key factors some investors look for when determining how to make investments. Despite what is going on in Florida and the Governors position. Most reasonable people feel that investing in companies that have ESG initiatives is a good thing. So, what does ESG have to do with cybersecurity?

Both are on the minds of everyone as significant global risks. Climate change and cybersecurity risks are ranked among the top risks facing organizations according to the 2021 editions of AXA's "Future Risks Report" and the World Economic Forum's "Global Risks Report". From an environmental and sustainability perspective look at how an attack on critical infrastructure in the wake of a transition to renewable energy can cripple those efforts. From the other side look at how large-scale power loss or floods, fires, etc. can impact the confidentiality, integrity, and most importantly the availability of technology assets and resources.

From a social perspective look how cybersecurity risk impacts lives when it comes to the loss of data and identity theft, or how social engineering attacks can lead to the exploitation and trafficking of women and children. There are entire laws written, frameworks followed, and governance teams that purely focus on compliance risks for both ESG and cybersecurity.

Given the breadth of overlap it can easily be articulated that ESG teams and cybersecurity teams should at least talk. Organizations that are interested in sustainability must take into consideration broader impacts across stakeholders and business functions. Having silos has never really been a good thing when it comes to the long-term survival of a company and there seems to be many efficiencies that could be gained by having the teams work together.

Lesson: We are again missing the mark as cybersecurity professionals if we can only relate what we do every day to just IT.



MiC Events



Registration Open for the MiC 2023 Conference:

March 28th-30th, 2023

<https://www.mincybsec.org/conference-registration>

MiC Merch!

Don't forget to visit our store:

<https://www.bonfire.com/store/minorities-in-cybersecurity/>



CEO Message

Dear MiC Community,

As you may know Minorities in Cybersecurity and MiC Talent Solutions spent the month of August interviewing individuals at various places in their cybersecurity career journey for a Baseline Study. The purpose was to explore the challenges and barriers to entry that remain for underrepresented talent and the organizations looking for them. I've learned a lot and although I will not get into the specifics here, our report will come out in October, I will take the time to share some of my tangential thoughts and learnings.

MiC is focused on cybersecurity leadership development for minorities, women, and non-binary cybersecurity talent and while not specifically working in Diversity, Equity, and Inclusion (DEI) we are often categorized as a DEI entity. Now I do not personally have an issue being affiliated with Environmental, Social and Governance (ESG) initiatives like DEI, given it is a focus at the Board of Directors level of most responsible organizations. However, what I am finding is that similar to the unconscious bias our leaders face when trying to find work in the cybersecurity space, I get the impression that there is a stigma associated with me personally on that initial call with some organizations.

I get the sense that they have their own ideas about "DEI" and are only taking my call to appease someone (check the box) in the organization that values these efforts. That is until I begin to speak and tell them who I am and just how much experience I have in the cybersecurity field. That I have actually hired and ran diverse teams and know what success looks like. After that it becomes, oh wow, we didn't know. I can literally see, even on Zoom, the actual shift in demeanor and tone. Which is one of the reasons why I introduce myself in that way.



Mary N. Chaney
Chairwoman, CEO & President
Minorities in Cybersecurity, Inc.

CEO Message

This lack of respect initially would be disheartening for a new individual trying to get these cybersecurity gatekeepers (HR, recruiters, etc.) to act. But when talking to me, some who weren't even born when I started my 25-year plus career, they cannot give me the run around and stale statements as to why there has not been any significant movement in the diversity of their teams in the past decade!



For instance, I told one such gatekeeper, if your hiring process has it's "ideal candidate" criteria and you look at your workforce and you only have white men then the criteria and culture is for white men. You keep doing the same things in the same way and expect different results, you must change your criteria! This statement would be difficult for someone not well versed in the cybersecurity field, know the vernacular used to build a barrier to entry or have the confidence to call people out on their perceptions. But I know how to throw out the yellow penalty flag! (Football is coming!!!)

Accountability is the word of the day and despite what the BoD may want regarding ESG and DEI, it doesn't trickle down to the front-line folks. It is the same for all the challenges that exist for our leaders when working for these organizations, the person you interface with or work directly for can make or break your opinion about the entire organization. Once you have the stigma of not having a diverse culture you will not get diverse talent.



Lesson: If you care about your DEI initiatives you may want to train your front-line staff on the appropriate etiquette.

Mary A. Chaney