

DIVERSITY, EQUALITY and INCLUSION in CYBERSECURITY

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AGENDA

Statistics

- ▶ Equity & Inclusion
- ▶ The Uncomfortable Truths
- ▶ Inclusion

Meet the Panelists – its time for change!!

- ▶ How do you promote DE&I?
- ▶ Remote work, does it help?
- ▶ Allyship –with who & when?

Empowering Leaders regarding Diversity, Equity & Inclusion

- ▶ Future
- ▶ Resources



A significant gender wage gap still exists in the U.S. – in full-time workers; women earn **79%** for every dollar a man earns, on average



DID YOU KNOW?

- **THE GENDER GAP IS PREDICTED TO CLOSE IN 108 YEARS** – World Economic Forum, Global Gender Report
- Firms with the highest representation of women on their boards outperform those with the least.
- Women earn more bachelor's, master's and doctoral degrees in the U.S. than men.
- Globally, women hold just 24% of senior leadership positions. The U.S. lags behind the global average at 21%, compared to China where women hold 51% of senior leadership slots.
- It has been reported that women control 70% of household spending, or \$12 trillion, in developed countries around the world.
- Companies in the top quartile for gender diversity are 15% more likely to outperform competition.
- A higher number of women in the workforce correlates with higher GDP growth.

Women represent **45%** of the S&P 500 workforce, but only **4%** of the CEOs

Know The FACTS!

Even among new college graduates, men out-earn women by **18%**. Adjusted for the disparity as a result of different fields, the gap remains at **6%**



In a study of nearly 22,000 publicly traded organizations worldwide, **60%** have no female board members.





Chief Learning Officer data finds that 89 percent of learning and training managers are white, 5.6 percent of learning managers are black, 9 percent are Hispanic or Latino, and 2.2 percent are Asian.



Males (28%) outnumber females (20%) in cybersecurity-related bachelor's degrees and other related college graduate programs. %), Our study did reveal that racial and ethnic minorities tend to hold non-managerial positions

Know The STATS!

We are Among the Highest Paid? Who's Mostly Missing From Among the Highest-Paid Employees at Top Research Institutions?
Women & Ethnic Minority Women Lack Representation and Barely Registered



A CLOSER LOOK

Covid-19 has been especially challenging for Latina and Black mothers

Latina and Black mothers are shouldering heavier burdens than white mothers. They are more likely to be their family's sole breadwinner or to have partners working outside the home during Covid-19. They are doing more at home, too: Latina mothers are 1.6 times more likely than white mothers to be responsible for all childcare and housework, and Black mothers are twice as likely to be handling all of this for their families.



WHY DE&I MATTERS TO YOUR COMPANY

92% OF MILLENNIALS

say they're more likely to purchase goods and services from ethical companies

The "Top Ten" Most Trustworthy Public Companies have outperformed the S&P 500 every year since 2012 by 1.8x

82% OF MILLENNIALS

say they're likely to seek jobs from companies that have been publicly recognized for ethics

Trust makes up two-thirds of the criteria for becoming a part of the "100 Best Companies To Work For"

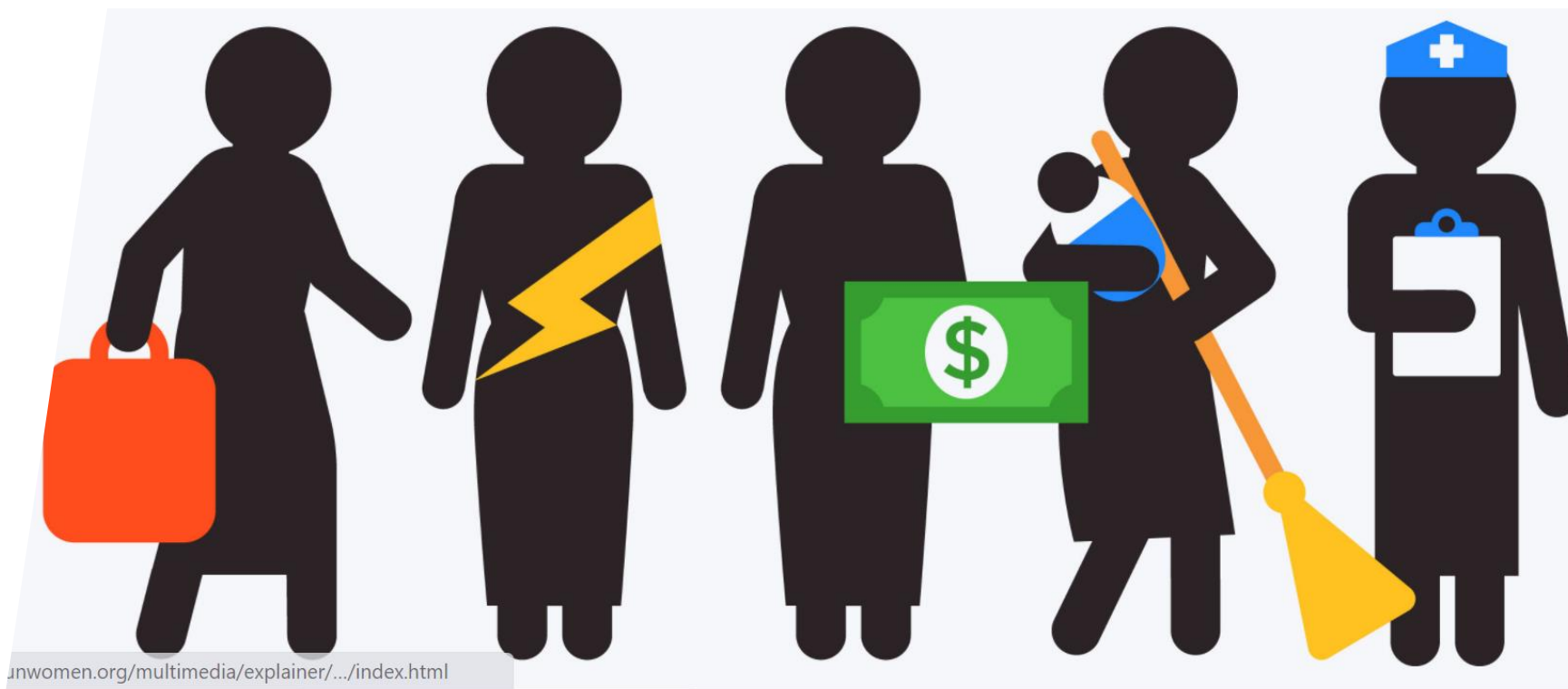
\$350B LOST

By the US economy as a result of employee disengagement, which leads to performance impediments

Ethical Investing is on the rise: 3 out of 4 respondents say they are likely to buy stock in a company known for ethical standards

CULTURE

A 2020 Catalyst report looking at **Gen Z** and the future of work found two thirds of **Gen Zers** rated equal opportunities for pay and promotion and learning opportunities as the top two factors that build **trust** with an employer. Interestingly, diversity of educational background was the area **Gen Z** felt employers needed to work on most, ahead of age, ethnicity and gender, once again demonstrating the importance of diversity of thought.



“...the COVID-19 pandemic underscores society’s reliance on women both on the front line and at home, while simultaneously exposing structural inequalities across every sphere,... “

“Taking action now to advance gender equality could be valuable, adding \$13 trillion to global GDP in 2030.”

“SHE- CESSION”

- ▶ 865,000 women pushed out of the workforce vs 216,000 men (October 2020)
- ▶ 16% Men received promotions (CBS Evening News with Norah O'Donnell)
- ▶ Lack of flexibility at work
- ▶ “Always on” - blurring lines of WFH
- ▶ Fear performance is negatively judged because of caregiving responsibilities
- ▶ Feeling unable to bring whole self to work

The Uncomfortable Truths

Women NOT supporting women

“Don’t Underestimate the Power of Women Supporting Each Other at Work”(1)

Allyship with men (mentor, sponsorship, coach);
For MANY IT IS THE KEY TO SUCCESS

“Some senior-level women tend to distance themselves from junior women, often to be more accepted by their male peers. ...”

The Uncomfortable Truths

Pandemic illustrates the flexible work environment is productive!?!?

Leveraging remote work as an opportunity to expand our female senior talent pool - NOW

Mental Health: Women are nearly twice as likely as men to be diagnosed with depression, anxiety ...⁽¹⁾

Mental Health: 34.6% of females and 19.3% of males aged 16-24 have had thoughts of suicide in their lifetime ⁽²⁾

INCLUSION

- ▶ STOP using 'labels' as distractors/deflectors
- ▶ Enough with the statistics—"walk the talk"!
- ▶ Address the distinct challenges head-on
- ▶ Foster a culture that supports and values ethnic minority women
- ▶ Managers play a critical role—and they need more direction and support
- ▶ Address racial violence in the news, at work
- ▶ ____What's missing? ____ ASK!

Panelists Perspectives

MEET THE PANELISTS



Ryan Cooper, Head of Learning Libraries (Learning Pool) - United Kingdom



Nessa McEniff, Center Director (Learnovate Centre) - Ireland



Dina Vyapuri, Founder (Techfindr) & Co-Founder (Cyber Women Ireland) - Ireland



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IT'S TIME FOR CHANGE



Its time for change!!

- ▶ How do you promote DE&I?
- ▶ Remote work, does it help?
- ▶ Allyship –with who & when?

An illustration featuring a diverse group of women of various ethnicities and hair colors (black, brown, blonde, red) shown in profile, facing right. They are arranged in a cluster, with some overlapping. The background is a solid blue color. Overlaid on the center of the image is the text "Your Thoughts" in a large, white, sans-serif font. The word "Your" is positioned above "Thoughts".

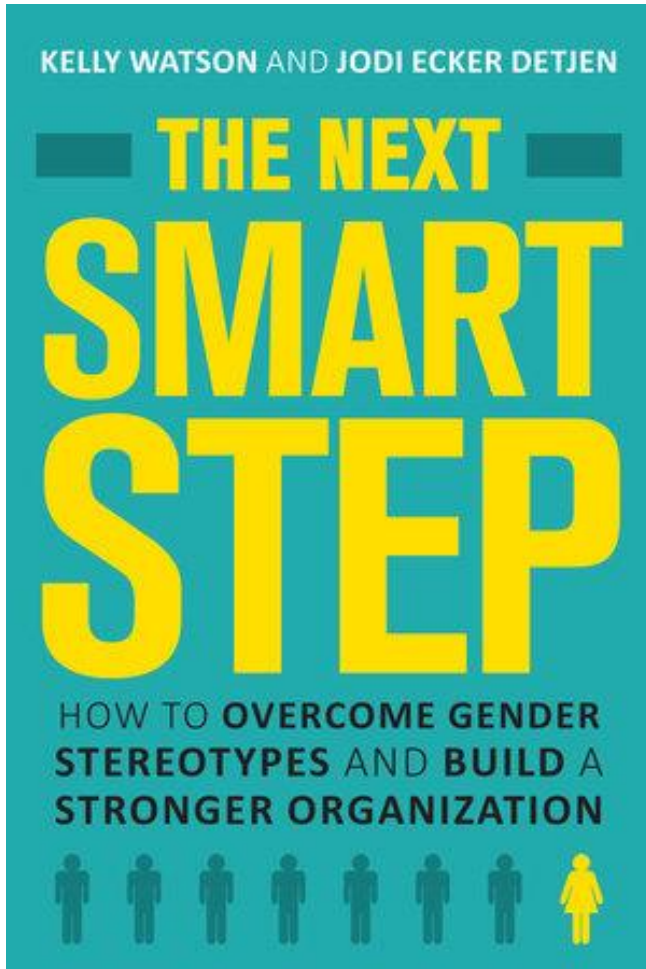
Your Thoughts

An illustration featuring a diverse group of women of various ethnicities and hair colors (black, brown, blonde, red) shown in profile, facing right. They are wearing blue and light blue clothing. The background is a solid blue color with large, white, abstract shapes on the left and right sides. The text "THE FUTURE" is written in large, white, bold, sans-serif capital letters across the center of the image.

THE FUTURE

FUTURE ROADMAP

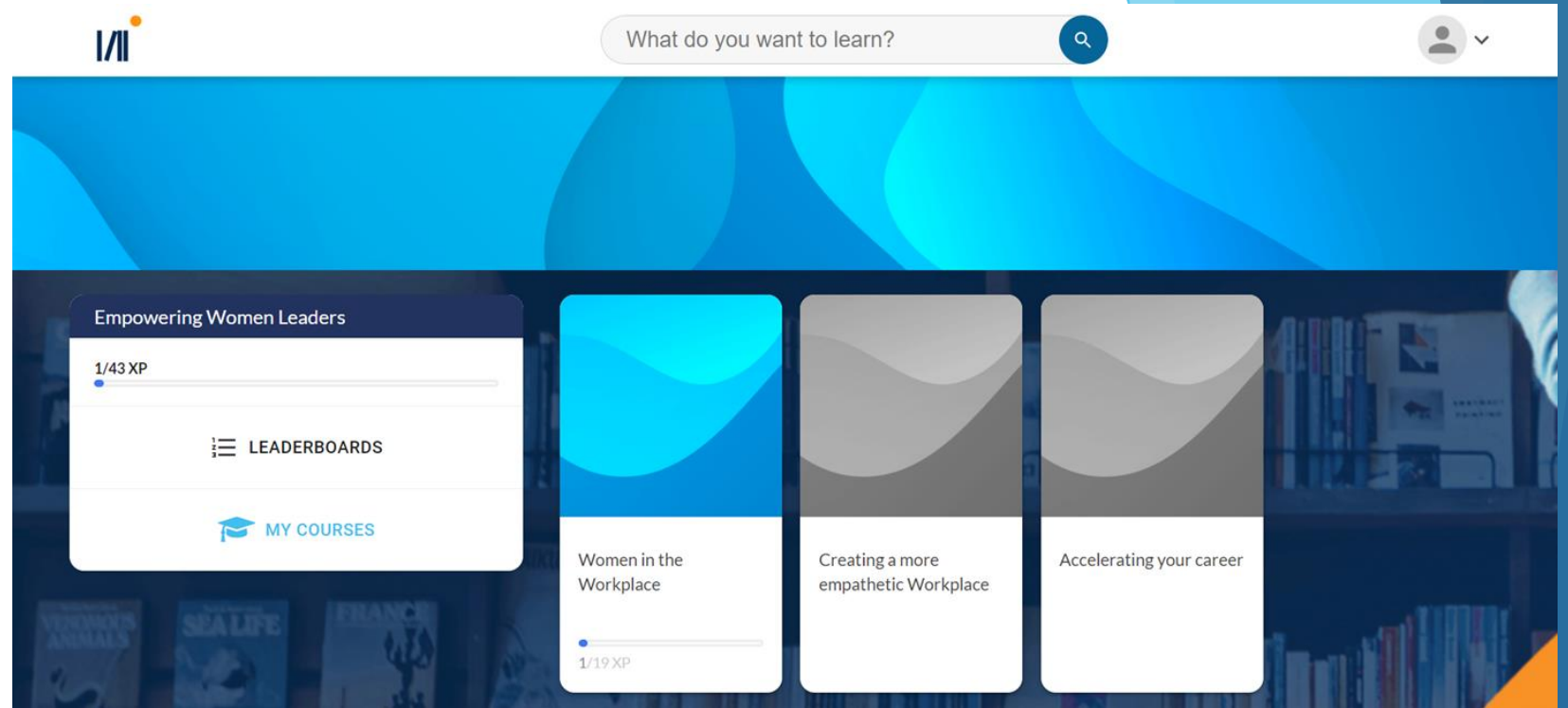
- *The future roadmap is to be designed to increase gender equality to this regulated industry*
- The information security sector has a long way to go, but building cybersecurity teams of people from different backgrounds brings different voices to the table - and can improve defences.
- *Stronger cybersecurity education across the board*
- *Leverage remote work as an opportunity to expand our female senior talent pool*
- *Increased involvement of Military and Law enforcement*



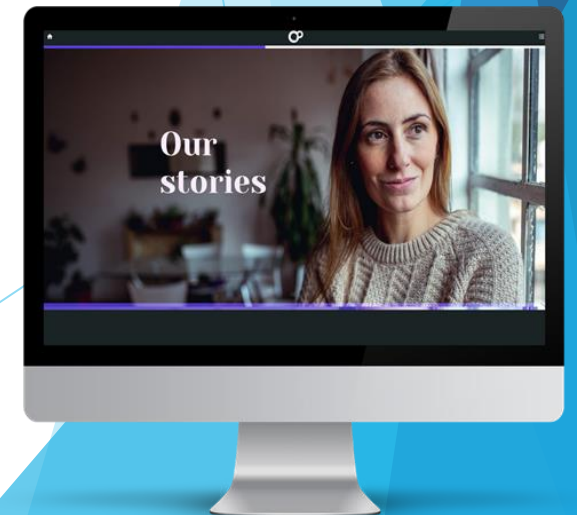
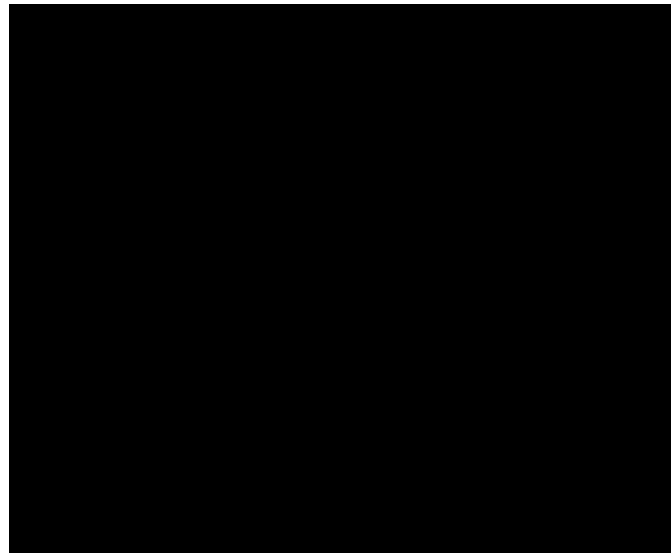
Resources & Take-Aways

- The Next Smart Step - Jodi Detjen and Kelly Watson
- #WomeninLearning - LinkedIn group
- The Uncomfortable Truth regarding Racial Inequality
- Saying No to Non promotable Dead End Work! <https://www.thenoclub.com/>
- No Cost Modules- FOREVER
 - Mental Health
 - Stress Awareness

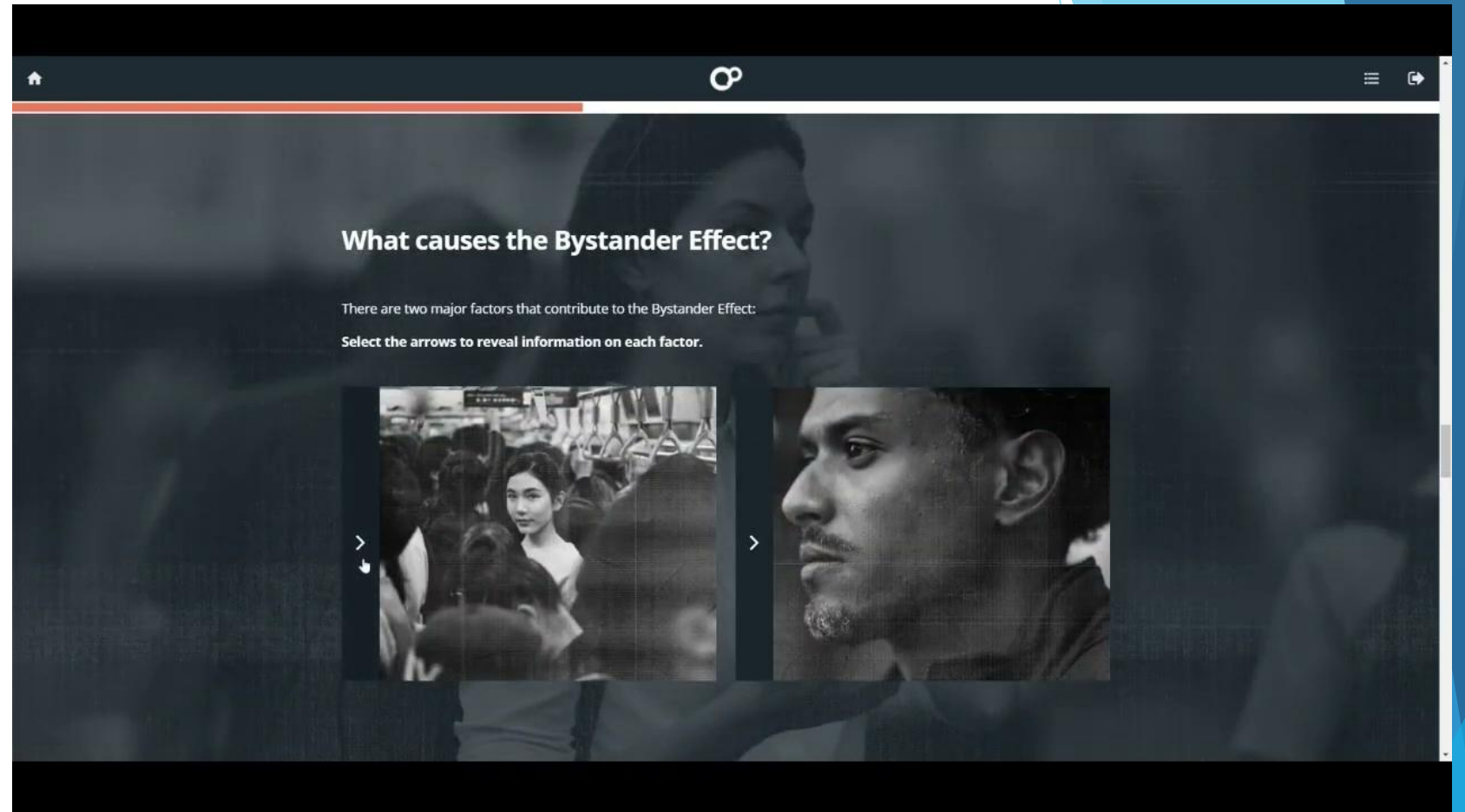
Empowering Women Leaders Open Learning Experience (OLX)



Engage, Educate &
EMPOWER Women



Don't be a Bystander



LinkedIn Groups include: #womeninlearning & (cybersecurity & women in Ireland?)

