

RSA[®]Conference2019

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I Belong Here

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#RSAC

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Reducing or Eliminating Past Bias

Reducing or Eliminating Past Bias 1

- Become familiar with specific tools and strategies that women and their allies can use to reduce or eliminate past biases.
 - Self Assessment
 - Be Confident
 - **Stand up for You! Show yourself where you belong!**

Perception: Medical Discharge = Failure



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How I applied Tools and Strategies to reduce past Bias in path to Cybersecurity



How I Applied Tools and Strategies

- Self Assessment
 - Skills acquired in Military?
 - What were my passions?
 - Where could I apply skills gained in Military?
 - Decision – Skills + Passions = Cybersecurity – Digital Forensics

How I Became my Own Voice, Gained Allies and Mentored Others

- Joined Non-Profit
- Earned Bachelors and Masters of Science.
- Built a Home Lab to self educate.
- Became my first Mentor.

How I Became my Own Voice, Gained Allies and Mentored Others Con't.

- Met @Malanalysis at Utica College who became my biggest supporter and Co-Instructor.
- Began Mentoring other Military Veterans.
- Mentored Co-workers who are successful in their Cybersecurity Careers.

Improve Your Own Career

- Believe in yourself.
- Apply the Skills you learned.
- Do not fear a Male Dominated Field.
- Make your own Career Choices that allows you to say “I Belong Here”.

Apply Part 2

- Next week you should:
 - Identify number of women vs men in cybersecurity within your organization.
 - Identify number of female vs male leaders in cybersecurity within your organization.
- In the first three months following this presentation you should:
 - Determine how to improve diversity and equality in cybersecurity of your organization.
 - Determine an effective plan to improve the skills of currently employed women and other minorities to meet your cybersecurity needs using tools provided today.

Apply Part 2 (con't)

- Within six months you should:
 - Select 10 to 20 currently employed women and other minorities from within your organization to train in cybersecurity.
 - Implement a Mentorship program in Cybersecurity for women and other minorities to become your future Cybersecurity Leaders.
 - Gain support from your CIO and CISO to change the culture within your organization regarding women in Cybersecurity leadership roles.

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Be Confident in Yourself

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