



San Francisco | March 4–8 | Moscone Center



SESSION ID: CSFP-W05

How to Eliminate a Major Vulnerability in the Cybersecurity Workforce

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Poll Question One:

Are you involved with an organization that focuses on gender diversity in cyber/information security?

- Yes
- No
- Sort of (or briefly)

- <https://rsa1-live.eventbase.com/polls?event=rsa2019&polls=3889>

Poll Question Two:

If your answer to Q1 was “yes,” what is/was the main focus of that organization?

- Building a network
- Learning and teaching
- Other
- <https://rsa1-live.eventbase.com/polls?event=rsa2019&polls=3890>

Poll Question Three: What brought you here?

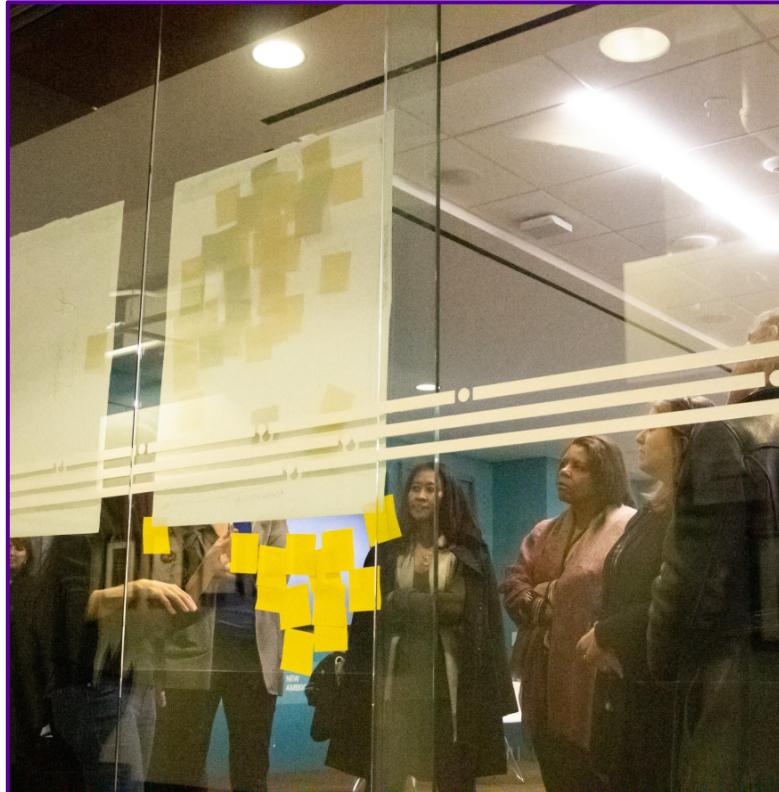
- I manage people
- I am an underrepresented person
- Other
- <https://rsa1-live.eventbase.com/polls?event=rsa2019&polls=3891>

What We Did and Why

- Motivation for the event
- Creating a “different” event
 - Focus on ideation and solutions
 - Goal of systemic change
 - Balance of established voices and new perspectives
- The convening: experience, environment, and process
- Written components



Theme One -- Hub Organization



- The idea: a centralizing entity
- The need: coordinator, advocate for systemic change, incubator, and clearinghouse
- Making it work:
 - Defining a structure
 - Providing for future sustainability

Theme Two -- Collaborating with Corporations

- The idea: organizations want to do the right thing, but lack the incentives and resources
- The need:
 - Better articulation of the “business case”
 - Better awareness of resources
- Making it work: engagement and partnership to earn buy-in



Theme Three -- Changing the Narrative



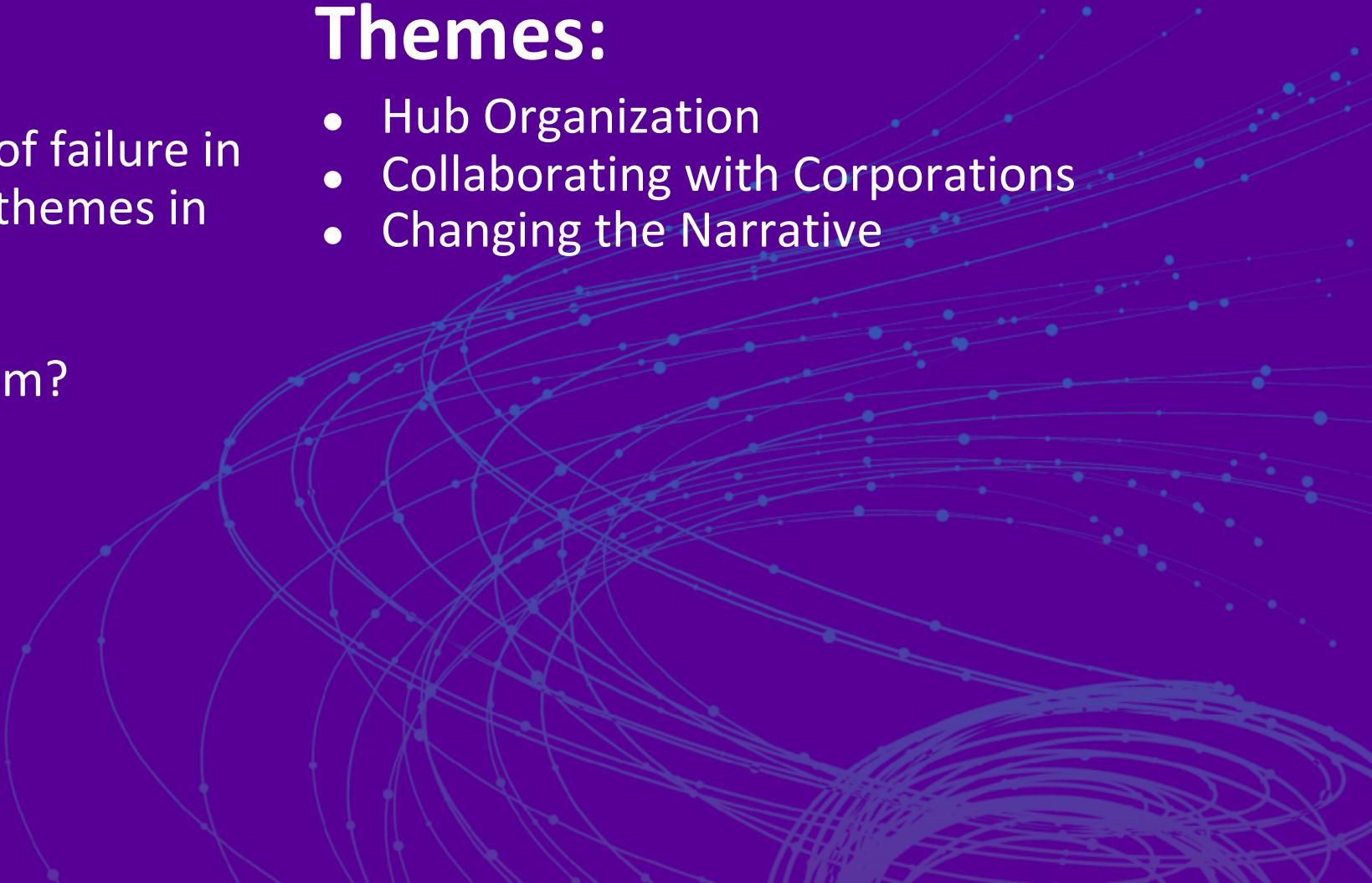
- The idea: changing the narrative of cybersecurity careers
- The need: awareness campaigns and media representations of women in cybersecurity
- Making it work:
 - Clear messaging
 - Relevant timing

Questions:

- What are possible points of failure in implementation of these themes in the next 1-3 years?
- 3-6 years?
- How do we overcome them?

Themes:

- Hub Organization
- Collaborating with Corporations
- Changing the Narrative

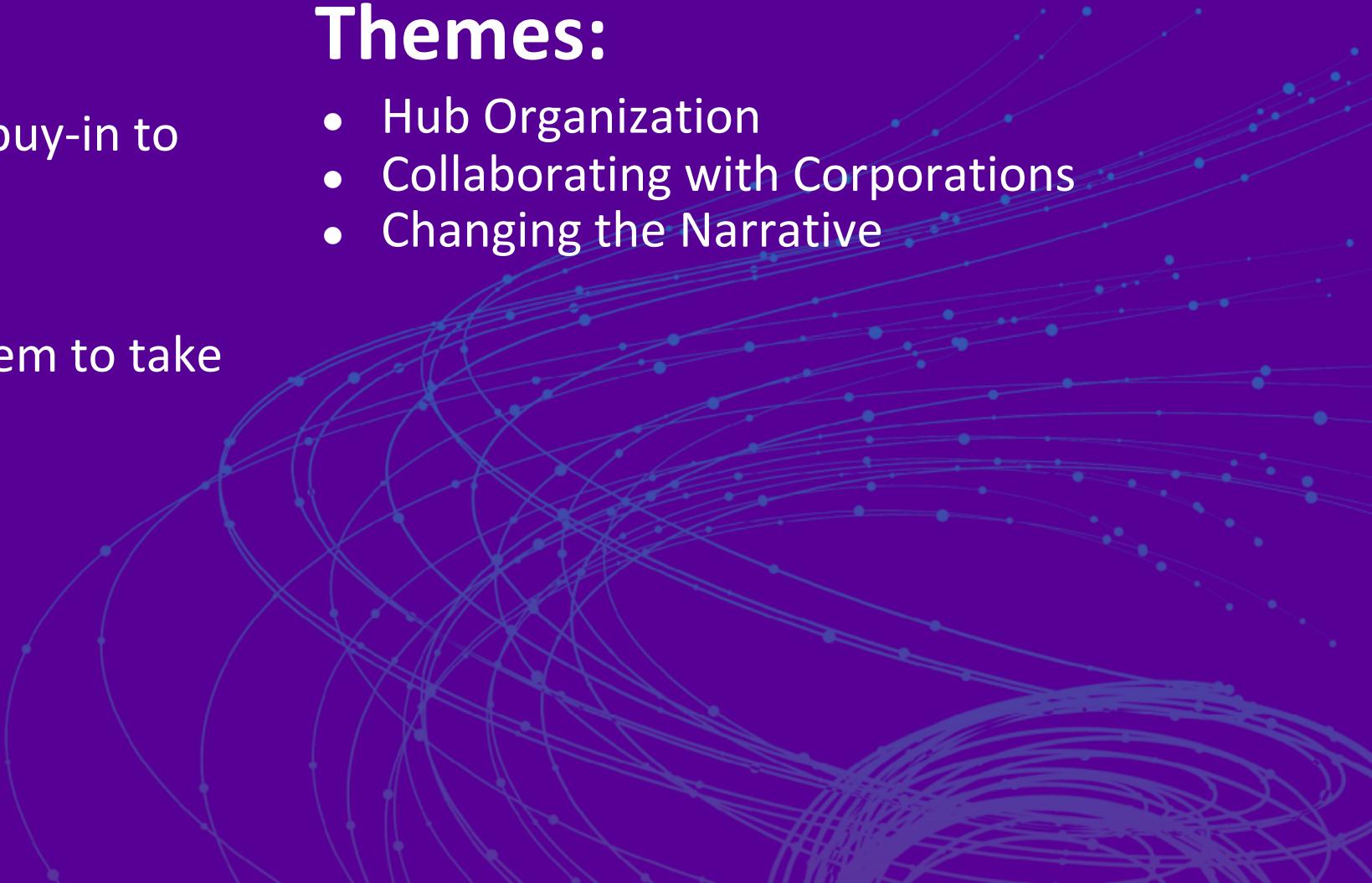


Questions:

- From whom do we need buy-in to make this successful?
- How do we reach them?
- How do we incentivize them to take part?

Themes:

- Hub Organization
- Collaborating with Corporations
- Changing the Narrative

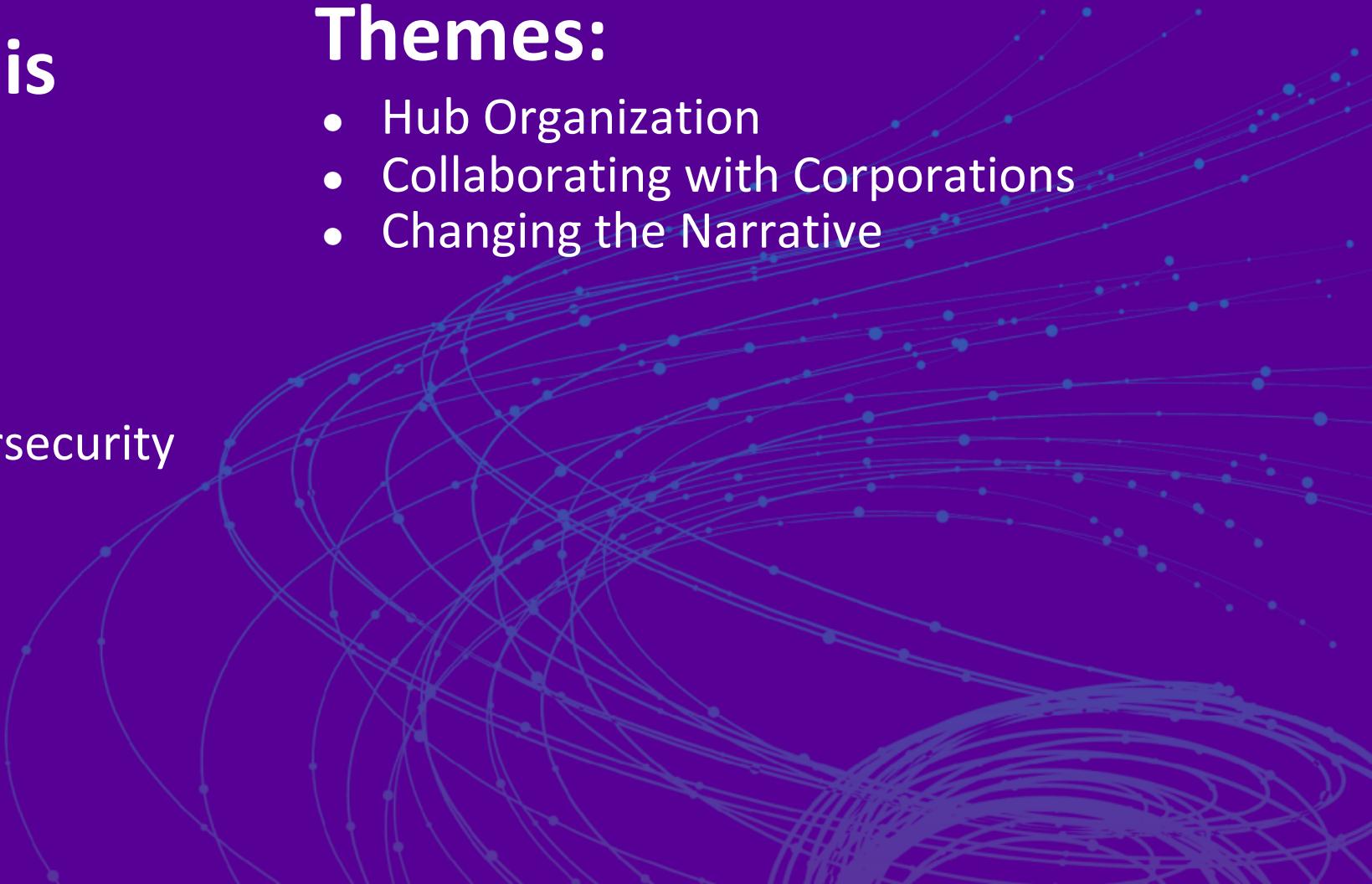


**Imagine the effort is
successful.**

How has it changed the cybersecurity
workforce by 2025?

Themes:

- Hub Organization
- Collaborating with Corporations
- Changing the Narrative



Our Next Steps

- Connecting audiences to resources
- Building connections and a core network
- Further research and better data

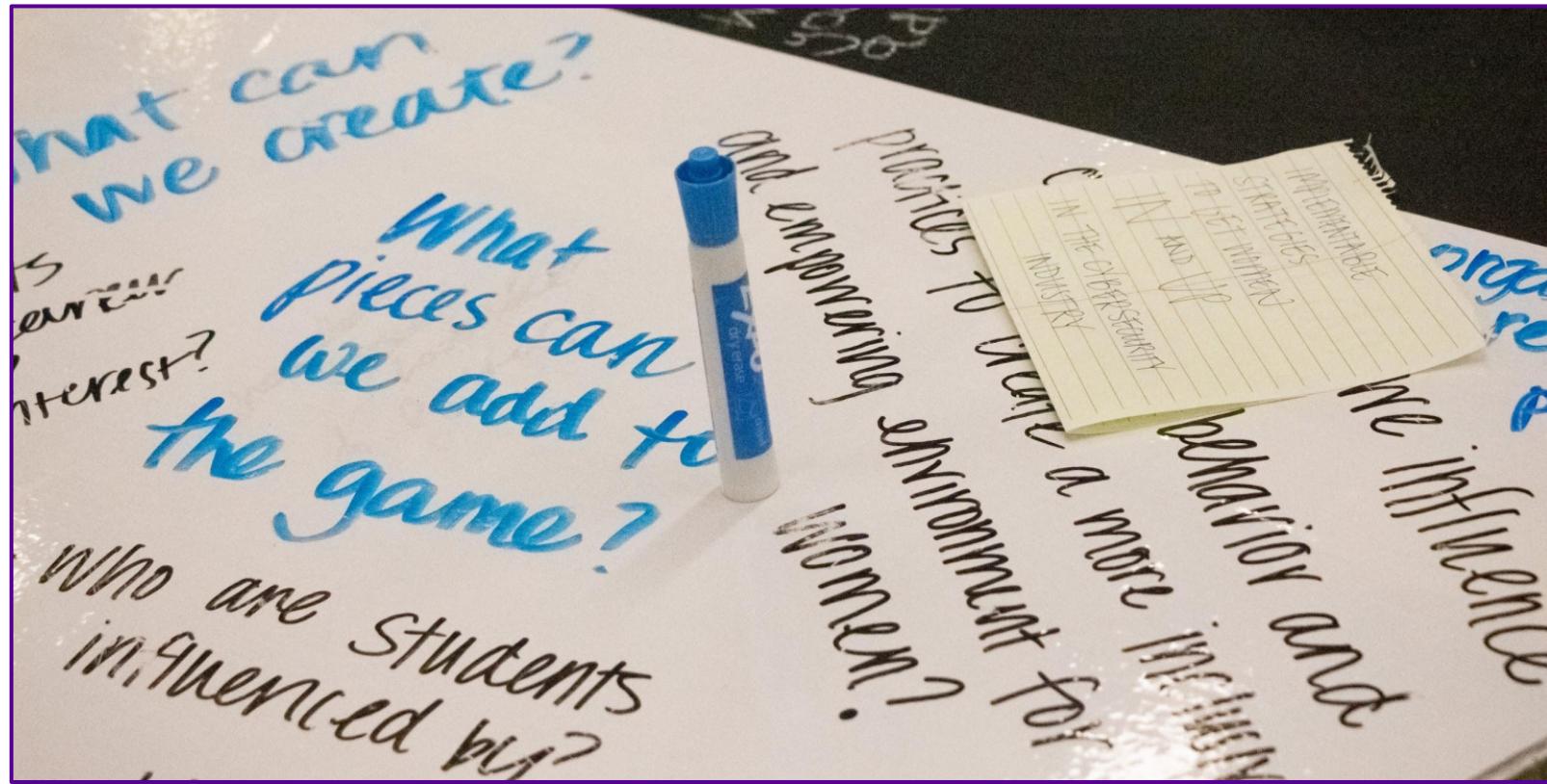


What you can do:

- Connect - *Everyone* can be a part of the conversation
- Support - Help articulate the "business case"
- Think big - Aim for local impact *and* systemic improvement



Coming Soon...



newamerica.org/cybersecurity-initiative/humans-of-cybersecurity/subscribe/