



## Amy Stokes-Waters

The Cyber Escape Room Co. | Security Education & Awareness | Team Building | Corporate Events  
| Feminism Friday

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**Amy Stokes-Waters** (She/Her) • 1st  
The Cyber Escape Room Co. | Security Education & Awareness | Team B...  
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1yr •

Bringing women into the cyber security industry

I've been discussing this topic with a few people recently. All guys. Obvs. And whilst it is great to see that it's now becoming apparent to everyone that we NEED more women in cybersecurity, it's not very clear for some people HOW we can bring more of us fine lady folk in (and keep us here).

So here are some tips I think might help. Please share your own thoughts in the comments too!

**Flexi-working!** We're usually the primary care giver for kids (yes, even in two parent households) so flexible hours would be fab.

**Part time roles.** Do you know how expensive child care is?! And how few part time cyber roles we see?! Full time work isn't always financially feasible between maternity leave and your kids being five, help a sister out with part time hours or reduced working weeks.

**Showcase your current female leaders.** I don't mean wheel them out at every event but showing us that you already have women in your business, in non-admin roles, is a sure fire way to show us that we are represented at a senior level. The saying goes "if you can't see it, you can't be it"... so show us all the fab ladies you have!

**Use the right language in your job adverts.** All these bullsh\*t military terms you use in your job descriptions are a huge turn off to the majority of women.

**Make sure you act as an ally.** If you've got women currently in your organisation and you see mansplaining, harassment, idea stealing, guys talking over them, etc. then make sure you call that shit out. If you're complicit, your female staff will leave. And they WILL tell other women about it. We talk, a lot. There aren't many of us so word gets round quick. Make sure people are saying GOOD things about you.

**Encourage the women in your team to go for that promotion, to ask for that payrise, etc.** In an industry that attracts a lot of neurodiversity, there are a LOT of introverts. Combine an introverted personality, lack of representation, and the fact women are less likely across the board to go for roles / promotions / payraises, then you've got a triple threat for your female staff. Be the person who encourages them to step up, step forwards, and shine like the stars you know they are.

[Keith Price](#) had some great thoughts on this last week so I know some guys out there are doing a fine job of supporting gender equality in the industry. What are YOU doing as a business to help?

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**Bruce McClelland** • 1st  
Graduate Cyber Security Specialist | OSCP Student

1y ...

Fucking yes! Holy shit, another gold post! 🏆

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**Lisa F.** • 2nd  
Cybersecurity Analyst

1y ...

Indicators of whether a company is committed to placing women in roles:  
- Are there women in technical roles, or are most in traditional admin / service delivery teams? (Not that there is anything wrong working in either team - they're essential! But there is no problem with a lack of women applying for those roles.) ...see more

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🌟 **Amy Stokes-Waters** (She/Her) **Author**  
The Cyber Escape Room Co. | Security Education & Awareness | Team Building | Corporate Events | 🍷 Feminism Friday

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YES! Love this.

I've heard loads of nonsense about blokes taking paternity leave and why is that a thing blah blah. Well offering SHARED PARENTAL leave means that the mother can go back to work. ...see more

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**Sarah Armstrong-Smith** (She/Her) • 2nd  
Microsoft Chief Security Advisor, Independent Board Advisor, Best-Selling Author, Keynote Speaker and Fellow British Computer Society

1y ...

I would say this is applicable to attracting anyone in to the industry - offering flexible working practices, using inclusive language, supporting people in their future development, having positive role models at all levels of the organisation etc

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100%! I'd been asked specifically about women but you're right, as always, SAS! <3

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**Deborah Haworth** (She/Her) • 2nd  
Information Security Director, NED, Trusted Advisor, CISO, BISO

1y ...

That's true [Sarah](#) but in the context of women, we are still massively underrepresented.

There are three parts to this puzzle:

1. Attracting women to the industry in general - you and I have been out there for YEARS now representing women in the indu ...see more

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**Keith Price** • Following  
Chief Security Officer, CISO, Speaker, Board Advisor, I ensure value and resilience to businesses: security through quality

1y ...

Thanks, [AMY Stokes-Waters](#) 🌟 we had a super discussion, and of course, having the woman perspective is ESSENTIAL. The BIG ones for me are the flex and part-time working, killing the BS JD reqs, and the allyship (for real not just on your homepage dudes!!) and pay equality! ...see more

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🌟 **Amy Stokes-Waters** (She/Her) **Author**  
The Cyber Escape Room Co. | Security Education & Awareness | Team Building | Corporate Events | 🍷 Feminism Friday

1y ...

Yeah lots of lip service paid. Not a lot of action made.

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**Keith Price** • Following  
Chief Security Officer, CISO, Speaker, Board Advisor, I ensure value and resilience to businesses: security through quality

1y ...

[AMY Stokes-Waters](#) 🌟 I know I mentioned this in our meeting but we are trying to solve the imbalance of women in cyber in a vacuum.

We need to also encourage men into traditional women-centric roles. I have friends who are in these professions and the ...see more

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**Adam Casey** (He/Him) • 2nd  
Director at tmc3 Limited | Strategic Cyber Security Advisor

1y ...

Thanks Amy 🙏

We want to do our bit in this space, so if you know anyone looking to start, develop or lead in Cyber, please let me know...

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☀️ **Amy Stokes-Waters** (She/Her) **Author**  
The Cyber Escape Room Co. | Security Education & Awareness | Team Building | Corporate Events | 🧡 Feminism Friday

1y ...

👀 Alys Gorton think Adam said he's gonna give you a job 🤖 I'm just reading between the lines 😊

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**Graham Sweeney** (He/Him) • 2nd  
Managing Partner at Schofield Sweeney Solicitors

1y ...

It starts at school as well. My 15-year-old daughter is one of two girls studying GCSE Computer science at her school (cohort of 30). Her friends see technology opportunities as being for boys rather than girls, and I am not convinced the school do enough to counter this. Letting that generation see the opportunities there will be for them and prc ...see more

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**Lisa F.** • 2nd  
Cybersecurity Analyst

1y ...

As someone who was interested in physics / maths / computing at school - and steered away from those subjects - I'm disappointed that not enough has changed over the last 25 years.

Well done to your daughter for having the confidence to ...see more

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**Rebecca Stephenson** • 2nd  
Specialist Lead Lecturer in Digital Pedagogy & Blended Learning at Highlands University College

1y ...

There is a trend for girls to gravitate toward arts rather than tech and science, but students of the arts have a lot to offer InfoSec - after all cybercriminals are using creative, emotive & linguistic skills to dupe us all the time. Cast the applicant net wider and encourage people from different educational and career backgrounds into the professi ...see more

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**Simon Newman** • 2nd  
CEO of the Cyber Resilience Centre for London, Co-Founder of Cyber London, Honorary Visiting Fellow at City, University of London and Associate for Dods Plc.

1y ...

Flexibility is the key - and dare I say it but the pandemic has been a big help in showing companies that a more flexible working arrangement actually works. It has also encouraged some outstanding people to apply for jobs that they would have otherwise (pre-pandemic) been unable to. Demonstrating how you do this as a business is key to ensurin ...see more

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**Eric Silberman** (He/Him) • 2nd  
IT Consultant | CISSP PMP CGRC: Certified in GRC by (ISC)2

1y ...

to answer the question 'what are you doing to help,' I ensure that within my organization, women get full credit, in public, in real-time. When a woman speaks an idea or mentions an accomplishment, it is important to me to see that she gets full credit and that nobody talks over her (or worse, tries to take any of that credit).

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**Bharti Lim** (She/Her) • 2nd  
TEDx Speaker | Public Speaker | CRN Women in Channel Awards Finalist 2021 | Group Security Strategy Manager


1y ...

Great post! I recently looked at what was in the market as I was looking for a new challenge and still there was hardly anything part time even after they told me they want more women in the teams and they have a focus on D&I. At another I was told that I would have to work the same amount as a 5 day a week person in less days if I chose to go part time ...see more

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