



*The Diana  
Initiative*

Navigating the Icy  
Waters of Negativity

# Who Am I?

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**Lidia Giuliano** [@pink\\_tangent](#)

- Information Security Professional for the past 15 years
- In my spare time I research new technologies, build and break stuff
- Interest in defensive and data security, vulnerability management, malware evasion strategies



*My opinions are my own and not that of my current employer.*

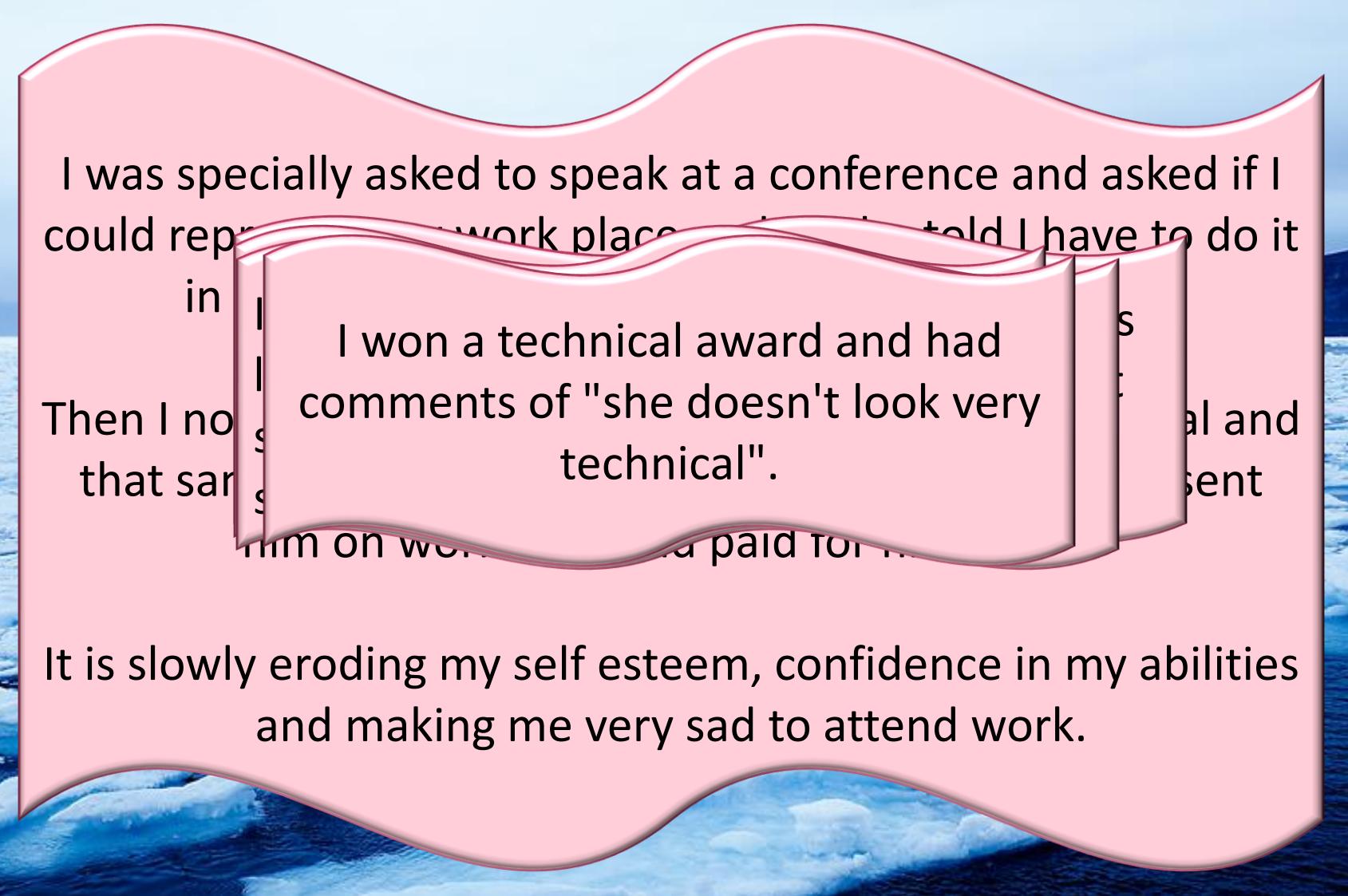
# Agenda

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- Those Icy Waters
- When I spoke up
- Do you see the winds of change?
- What would you do differently?
- Good Stories
- Sailing Smoothers Waters

# Those Icy Waters

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I was specially asked to speak at a conference and asked if I could represent my work place. They told I have to do it in

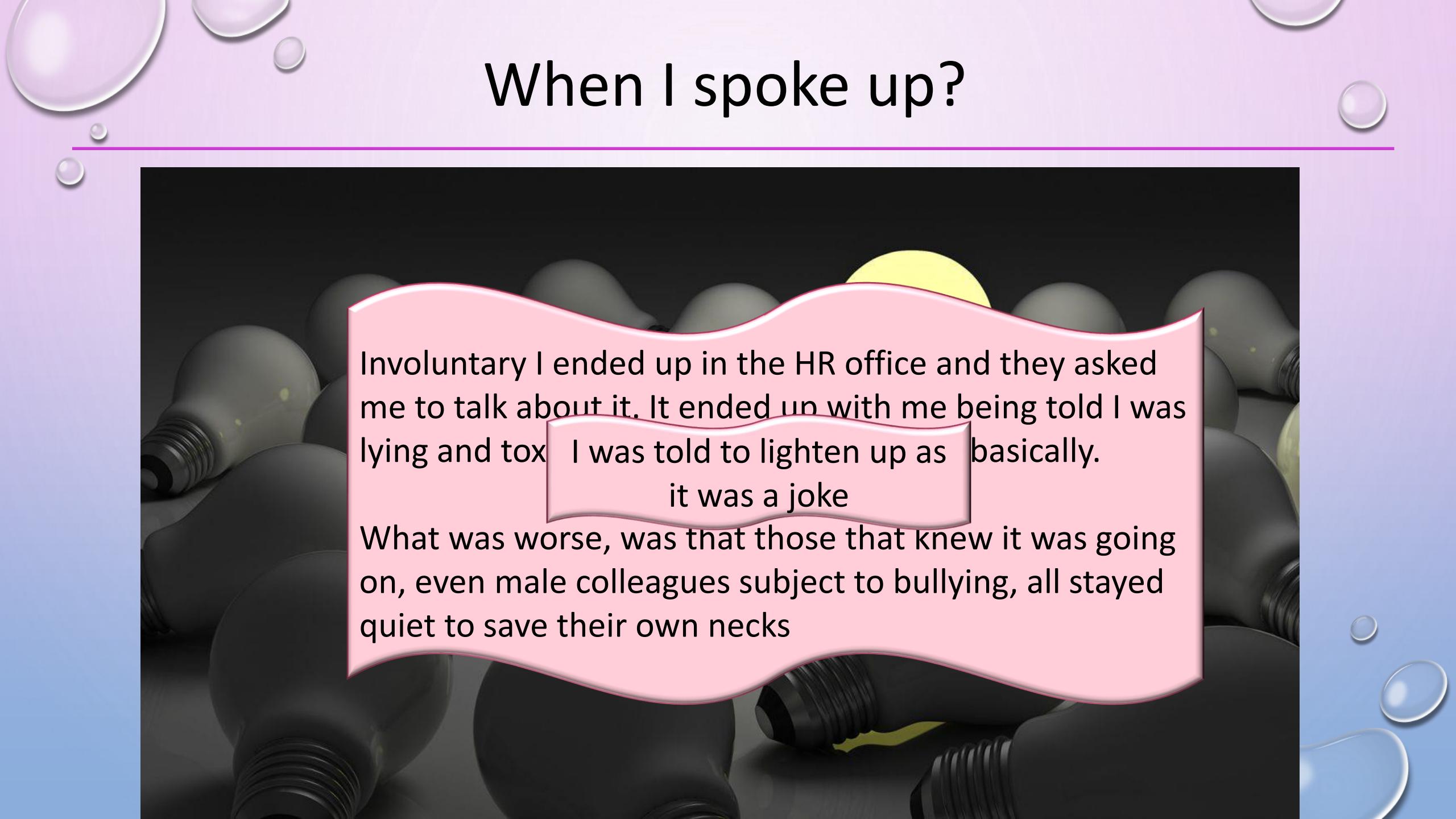
I won a technical award and had comments of "she doesn't look very technical".  
Then I noticed some comments of "she doesn't look very technical".  
that same day. I was told that she was sent

him on work and paid for him to

It is slowly eroding my self esteem, confidence in my abilities and making me very sad to attend work.

# When I spoke up?

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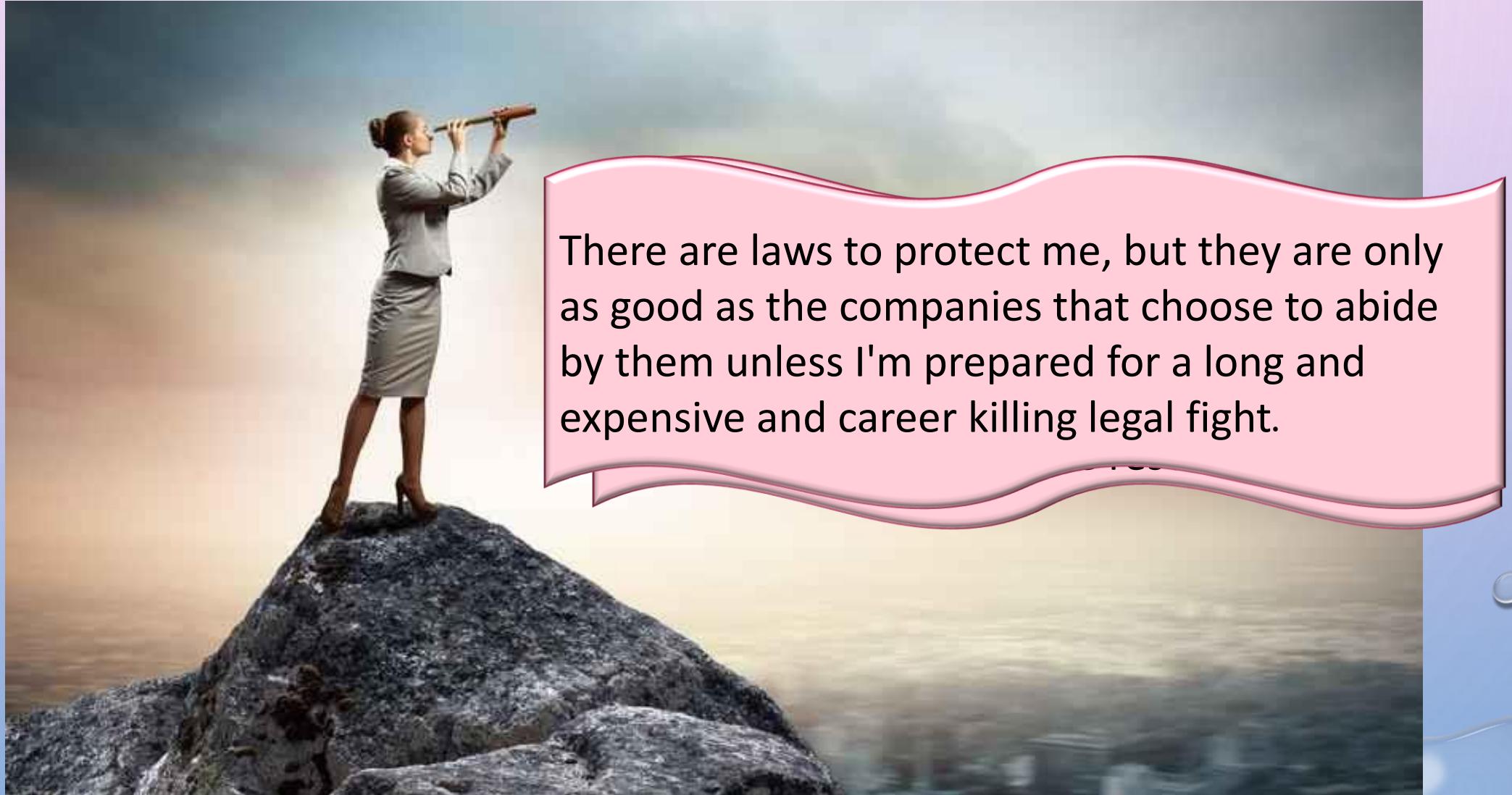
Involuntary I ended up in the HR office and they asked me to talk about it. It ended up with me being told I was lying and toxic. I was told to lighten up as basically.

it was a joke

What was worse, was that those that knew it was going on, even male colleagues subject to bullying, all stayed quiet to save their own necks

# Do you see the winds of change?

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There are laws to protect me, but they are only as good as the companies that choose to abide by them unless I'm prepared for a long and expensive and career killing legal fight.

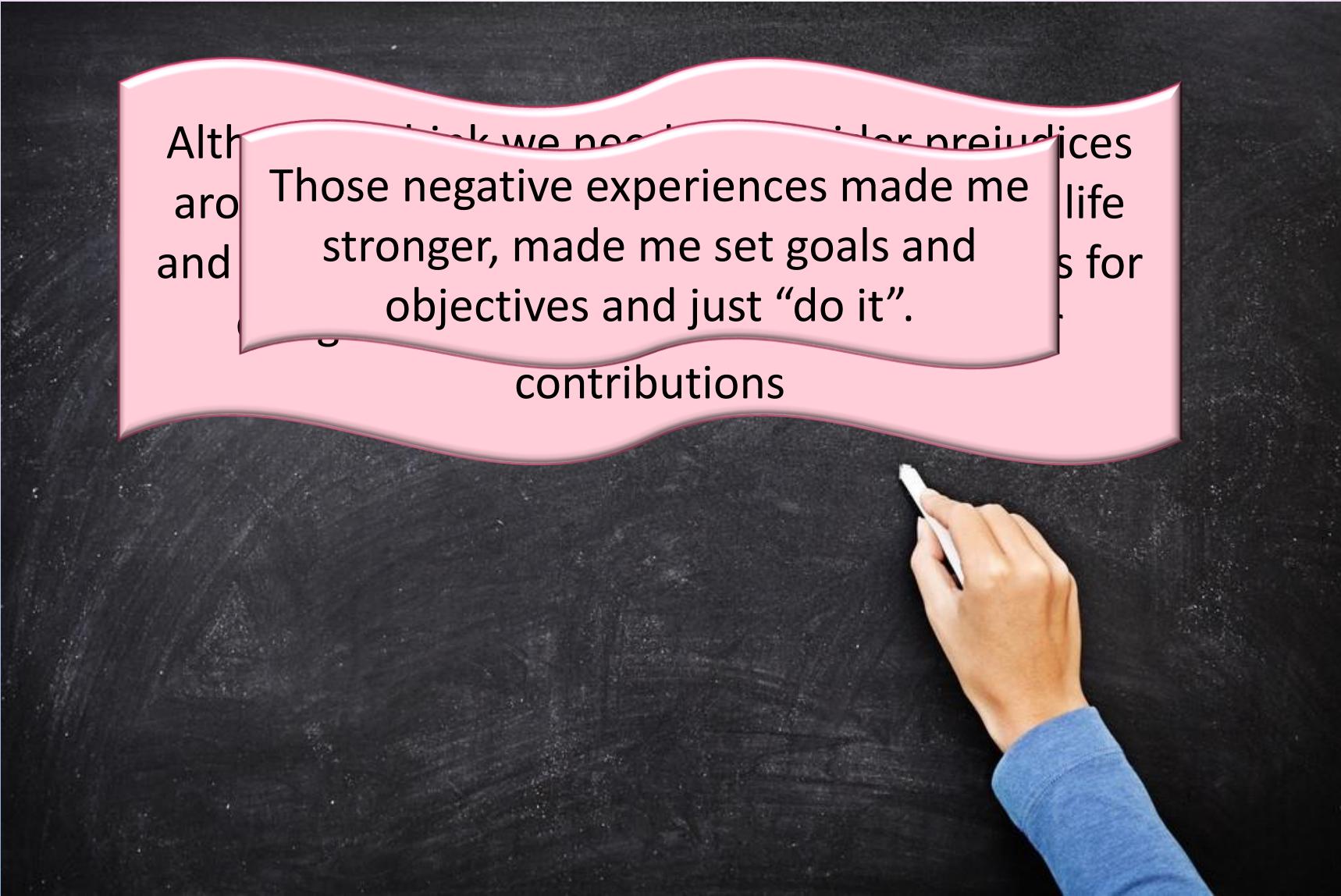
# What I would do differently?

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Although  
around  
and

Those negative experiences made me stronger, made me set goals and objectives and just “do it”.

contributions

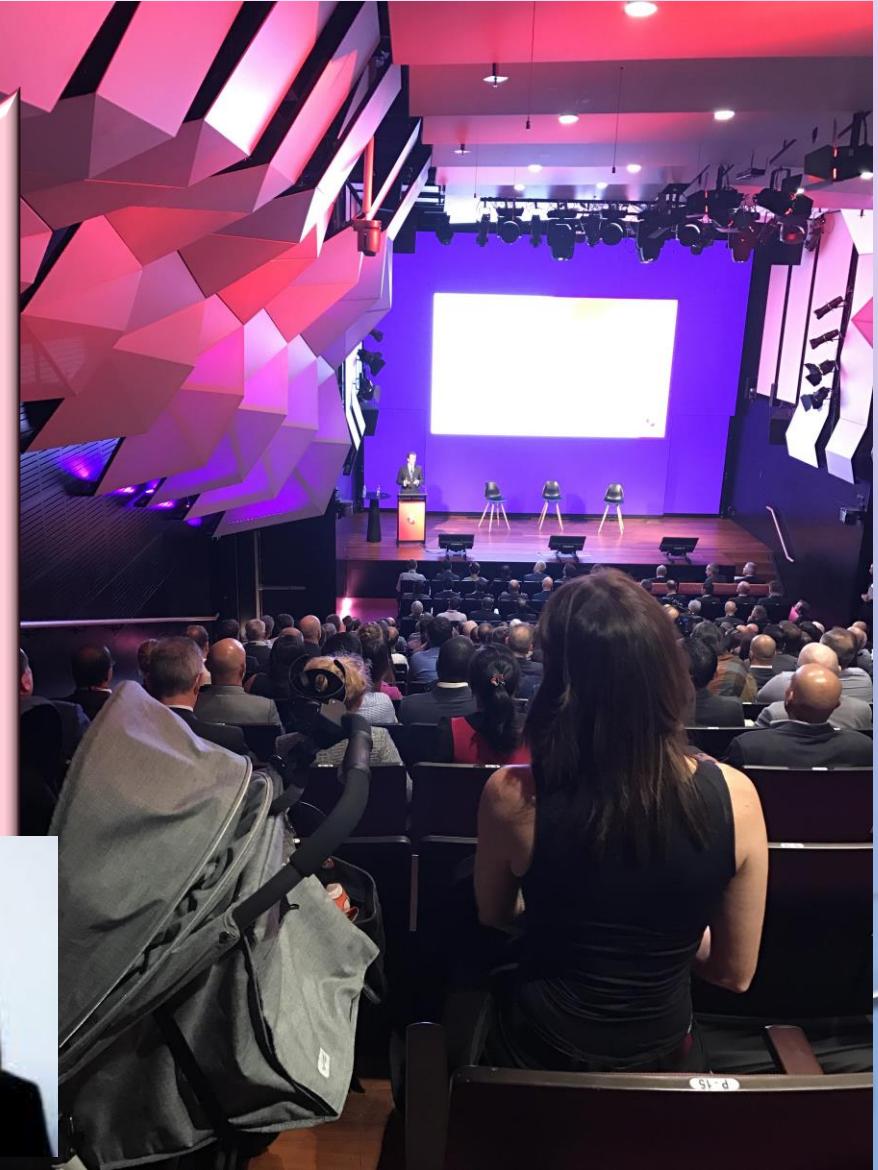


# Good Stories

Jacqui McNamara – Head of Security – Telstra Australia

Stop asking why women don't apply and start asking what you're doing to create a culture that draws women to you. Women don't apply is so passive and such a cop out.

They have created a complete reporting framework but it always up to the individual to report it.

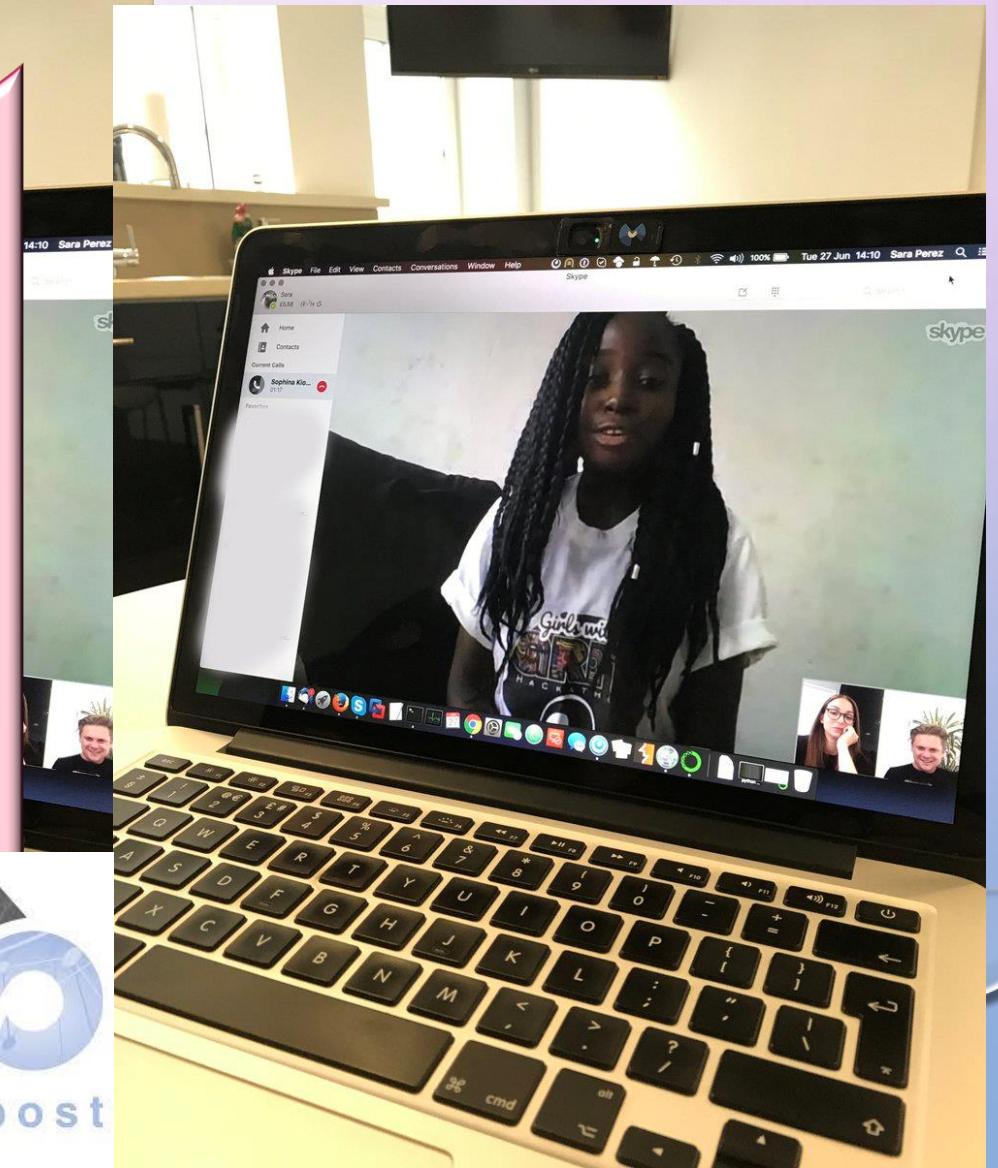


# Good Stories

## SensePost BlackHat Scholarship

Companies like SensePost offered a fully paid a scholarship to a Women in Information Security. Scholarship included, BlackHat training, entry to event, airfares and accommodation.

InfoSec superstar Sophina from Nigeria was this years winner.



# Good Stories

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## Lead By Example – CEO – Shane Elliott

New CEO at one of Australia largest banks has opened up the executive floor so any of the bank employees can talk to him.

He will join if he sees a morning tea happened.  
He has expanded his leadership staff to include more women, not due to quota limits but due to their leadership and experience.



# Sailing Smoother Waters...

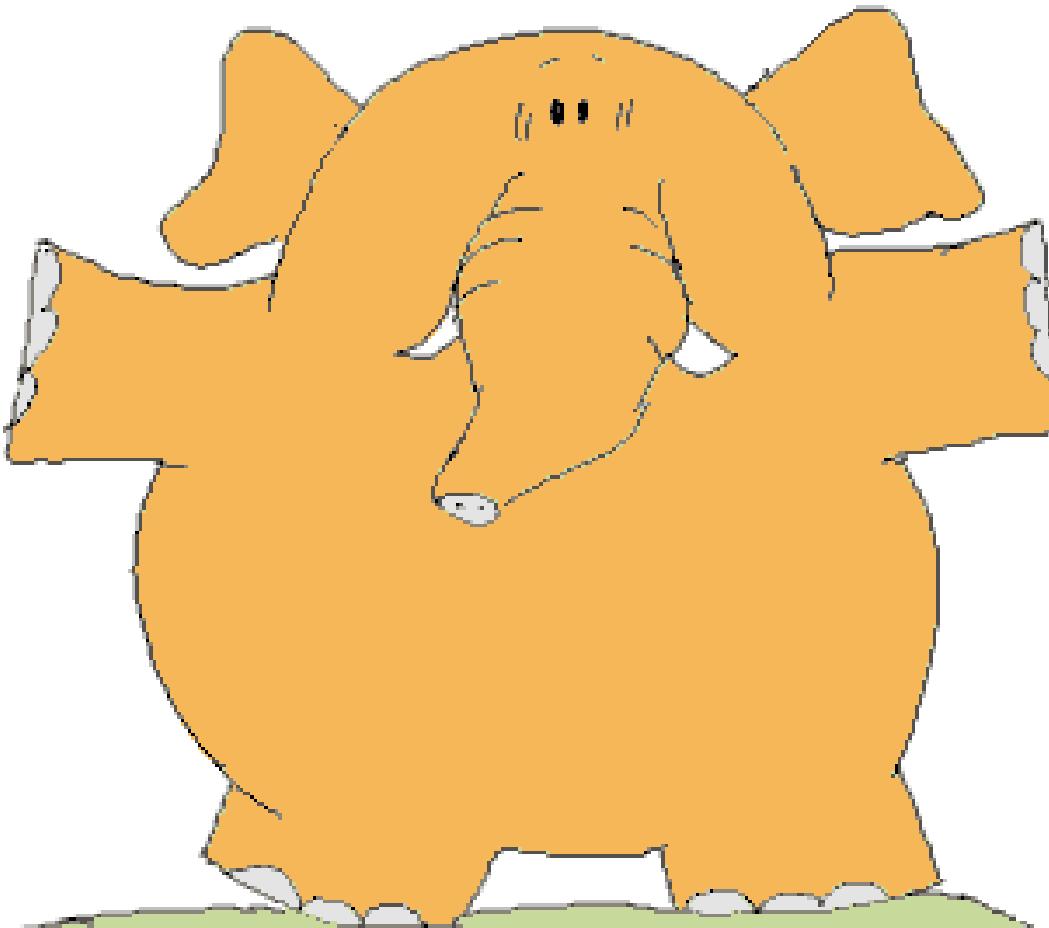
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- Change must be modelled from the top-down to everyone in the organisation
- The same consequences need be applied to all irrespective of position
- Be an honest and transparent leader
- Have a safe working environment and culture
- As leaders, we should ask what you could do better, the company could do better, what your staff need to grow and set their work done
- Advocate for others
- Create Women's (Minority) Resource Group which allows people to speak freely
- Create a Mentor/Mentee Program

# Thankyou...

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A BIG THANK YOU !



To the amazing men and women who gave up their time to share their experiences with me and this audience.

And to the organisers of Diana Initiative for having the courage and drive to make this con a reality.

# Questions

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