WOMEN 4CYBER

EUROPEAN CYBER SECURITY ORGANISATION

Boosting Diversity to Help Close the Gap of Experts in Cybersecurity

ABOUT ME

Head of Sector at European Cyber Security Organisation (ECSO) & COO at the Women4Cyber Foundation

10+ years working in EU cybersecurity policy & cyber capacity building (education, skills/jobs, awareness, gender inclusion, and information sharing)

Finalist for Belgium's Cyber Security Personality of the Year Award 2023

Educational background: Psychology and Political Strategy & Communication

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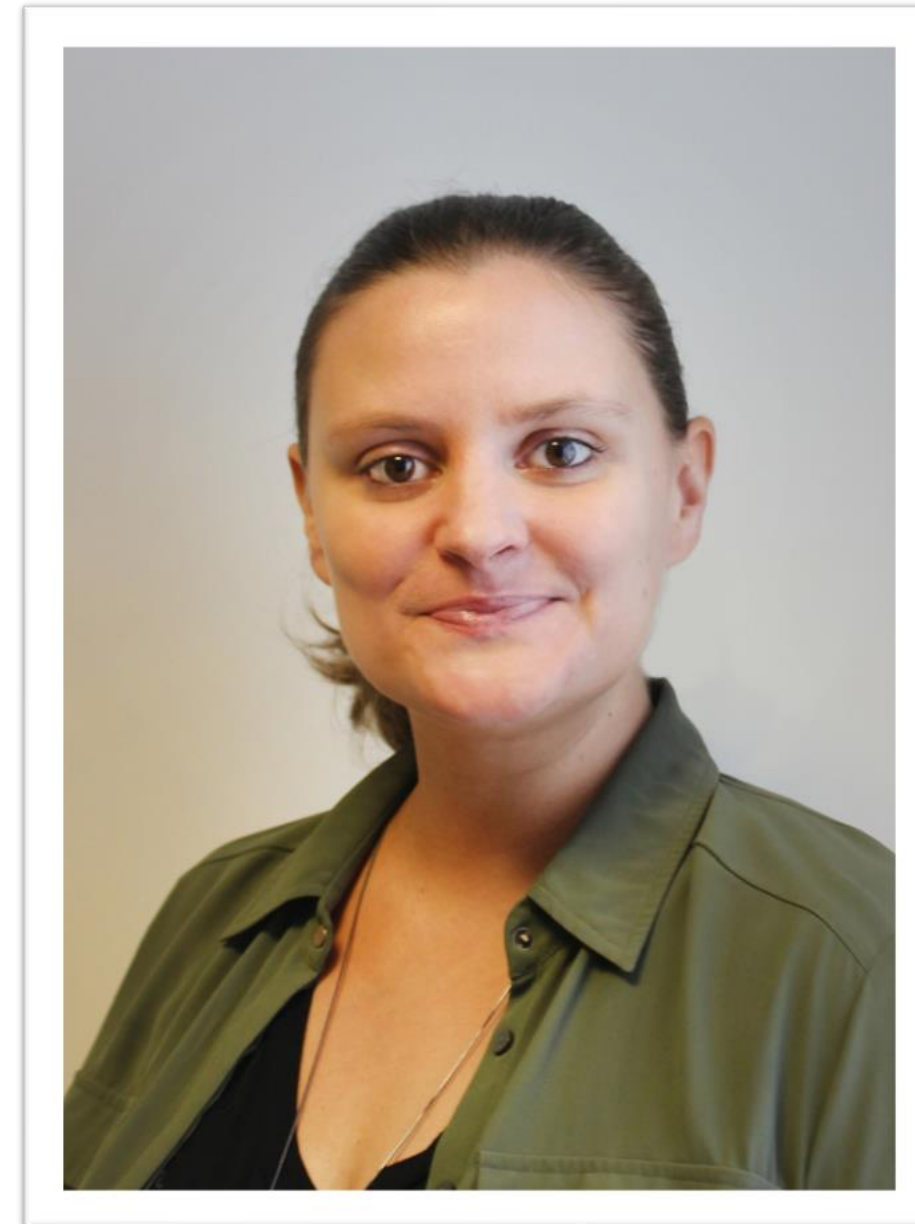
WHO WE ARE?

A non-profit private foundation aiming to promote, encourage and support the participation of women in cybersecurity

Building a
Community

We work with the community for the community. 60.000+ and counting.

Offering
Education

Facilitating access to education, providing discounts and scholarships.

Facilitating
Employment

Supporting job seekers and HR to increase the number of women in cybersecurity.

Creating
National Chapters

Leveraging local experts to amplify our reach and develop on-the-ground activities. 28 chapters and counting.

CHAPTERS

28 National Chapters

WHY ?

Cybersecurity suffers from a huge gap of experts[1].
Demand will continue to rise, and the gap cannot be bridged without involving half of the available workforce.

This is exacerbated by a lack of female representation, with women making up only 25% of the workforce worldwide (around 20% for Europe)

347.700+   in Europe

3.99 million   worldwide

Cybersecurity worforce

5.5 million   worldwide

440,000 new jobs   +8.7% YoY

25%   WOMEN IN THE CYBERSECURITY WORKFORCE (EST)

According to Microsoft, closing the gender gap in STEM careers would help increase the EU's GDP per capita by up to 3% by 2050.

WHY?

CHALLENGES

- Educational Pipeline Issues
- Lack of Awareness and Exposure
- Stereotypes of the Cybersecurity Field

- Limited Representation (Role Models)
- Unconscious Bias in Hiring and Promotion

SOLUTIONS

Offering
Education

Building a
Community

Facilitating
Employment

Facilitating
Mentoring

Showcasing
Role Models

Creating
National Chapters

WHAT WE DO

Community:

LinkedIn Twitter Instagram **60.000** members

- Chapters
- Women4Cyber Network

Awareness:

- W4C Book "Hacking Gender Barriers: Europe's Top Cyber Women"
- Events
- W4C Annual Conference

Training and education:

- Mentorship Programmes
- W4C Academy of Trainings
- Scholarships

Employment:

- Job Corner
- Road2Cyber (Q1 2024) & network

Entrepreneurship and Leadership:

- W4C Entrepreneurship Award & W4C Recognition Award
- Webinars on Career Progression

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HOW TO MAKE CYBER MORE INCLUSIVE

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Raise awareness at all levels

Facilitate access to education & training

Promote the flexibility that the profession offers

Highlight the variety of career paths in cybersecurity

Invest in mentorship and showcase role models

Reduce gender tokenism

DIVERSITY IS PROFITABLE

o Organisations with diverse management teams have 19% higher revenue due to innovation
o Companies in the top quartile for gender diversity on their executive teams are 21% more likely to experience above-average profitability
o 67% of job seekers consider a diverse workforce an important factor when evaluating companies and job offers

Talent is hard to come by. Organisations can become an employer of choice if they invest in the diversity of their teams

Diverse teams are more efficient, produce better results and generate more income

Diversity will make organisations more competitive on the job market and increase their productivity and revenue

Organisations will stand out and attract more investment if they incorporate diversity into their CSR and ESG

Join a Chapter
Donate to the Foundation
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