

# ECS

EUROPEAN CYBER SECURITY ORGANISATION



**MARCH EDITION**  
AWARENESS CALENDAR

# Gender diversity in cybersecurity

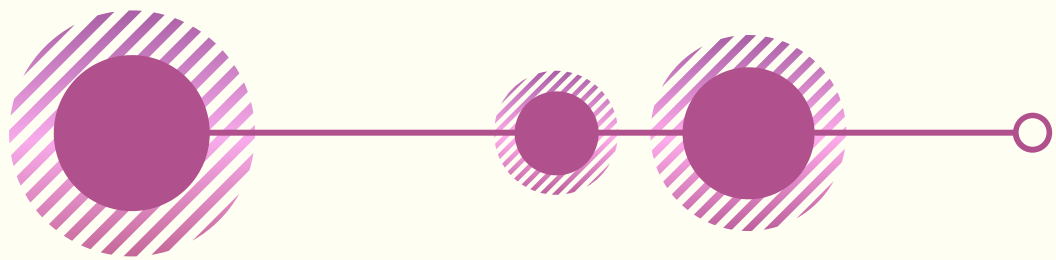
# Awareness Calendar **CYBERSECURITY**



This calendar will feature a different topic each month to spread awareness of key aspects of cybersecurity and showcase ECSO Members' and Partners' solutions and services in the relevant areas to potential users.

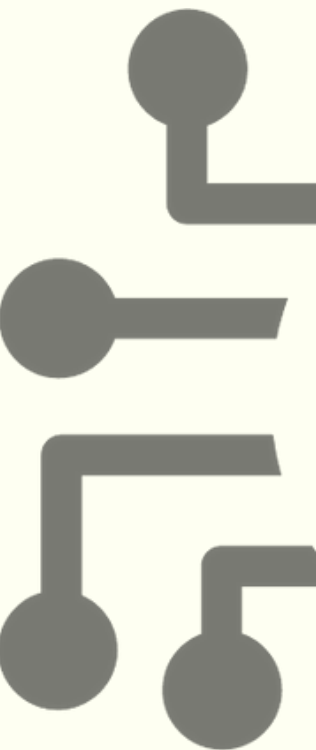
The monthly themes for 2022 are planned as follows:

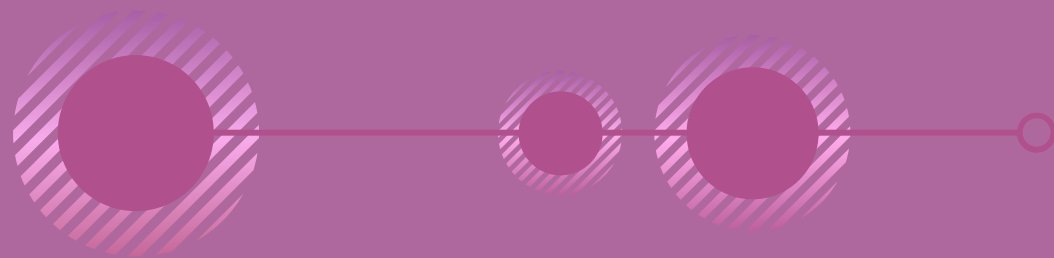
- January – Cybersecurity certification
- February – Internet of Things
- March – Gender diversity in cybersecurity
- April – Artificial Intelligence
- May – Cyber ranges & range-enabled services
- June – Cybersecurity for verticals
- July – Social engineering
- August – Privacy & data security
- September – Organisational resilience
- October – Cyber hygiene & readiness
- November – Cloud computing
- December – Threat & vulnerability management



# DID YOU KNOW?

- Women represented 25 percent of the global cybersecurity workforce in 2021, according to Cybersecurity Ventures, up from 20 percent in 2019, and around 10 percent in 2011. [READ MORE](#).
- The EU Gender Equality Strategy delivers on the von der Leyen Commission's commitment to achieving a Union of Equality. The Strategy presents policy objectives and actions to make significant progress by 2025 towards a gender-equal Europe. [READ MORE](#).
- The Women4Cyber Foundation has recently published the book "Hacking gender barriers: Europe's top cyber women", which highlights over 100 women working in the field of cybersecurity in Europe. You can order your copy at [THIS LINK](#).





# RESOURCES FROM OUR MEMBERS

# Gender balance in cybersecurity

Accenture has twice been ranked the No. 1 company on Refinitiv's Diversity & Inclusion Index. But in cybersecurity, and in much of technology, the barriers are built-in. It is more important than ever to grow diverse cybersecurity talent. According to ACN's research, there are three ways to attract/retain women in cybersecurity:

- Spark interest in cybersecurity with young girls. Our research on Cracking the Gender Code reveals the long-term importance of showing girls that computing is not just “for the boys”. The same opportunity applies to cybersecurity.
- Make cybersecurity curriculum gender neutral. During one of our International Women's Day broadcasts, Maria Klawe, shared work at creating a more gender-neutral curriculum and its impact in STEM, including cybersecurity. We need to do this for all levels in education—so we don't start later with a gender gap.
- Attract talent from other mature disciplines. We need to look at lateral areas for contingent skills. There is great talent in fraud, IT and risk that fit to cybersecurity roles.

From an Accenture Security perspective, we: Exemplify successful careers and demonstrate that security is a career choice for women, demonstrate our widely recognised leadership in mentoring, support Accenture's goal to achieve a 50/50 gender-balanced workforce by 2025, assist enterprises in securing the digital economy, \*on the local level, Accenture is also investing in initiatives such as mentoring female refugees. READ MORE.



# International Women's Day 2022: achieving an egalitarian future through ICT.

On International Women's Day the Cybersecurity Agency of Catalonia, through Internet Segura (the cybersecurity awareness-raising programme in Catalonia), is publishing an article on DonaTIC Plan, a set of public policies designed by the Government of Catalonia aiming to promote and recognise the role of women in the field of information and communication technologies.

Women seem to be less interested than men in participating in the digital sector. They are less likely to graduate in fields related to ICT. But modern societies can fight against the digital gender gap and help women break through the glass ceiling. Encouraging girls in STEM and fostering technological vocations among women is achieving an egalitarian future for all. [READ MORE](#).



# Diversity in Cyber Security Exercises



The research project INDUCE (Cyber Security Literacy and Dexterity through Cyber Exercises) coordinated by AIT investigates broader access and expansion of cyber exercises for new target groups. For these purposes, a diversity and inclusion lens is adopted and expert knowledge is gathered.

INDUCE aims to evaluate existing cyber exercises with regard to equal opportunities for different target groups, taking into account different diversity dimensions (e.g. gender, age and social background) and to develop, extend and adapt diversity-sensitive cyber scenarios and technologies. These developments are complemented by the establishment of an interdisciplinary innovation network for business, public authorities and research, thus supporting knowledge and technology transfer.

This project is funded by the National Foundation for Research, Technology and Development. Laura Bassi 4.0 is a research, technology and innovation funding programme processed by the Austrian Research Promotion Agency, with kind support of the Federal Ministry for Digital and Economic Affairs (BMDW).

# The European Digital Women Diversity (DiversIT) Charter



Technology is a growing field and advanced digital skills, especially cybersecurity specialists, are at a premium. Women are less than 20% of the workers in the technology and digital professions, and yet are consistently nearly half of the available workforce.

Companies who increased their numbers of women, or their numbers from ethnic minorities are better able to access the best skills, better able to innovate, more likely to earn greater revenues and profits and would see brand benefits as a result. The Charter is a tiered roadmap which helps companies and organisations to understand the steps they need to take to attract and retain more women in technical roles. It is also a brand of recognition of the already implemented best practices and achievements in attracting and retaining women in tech roles.

[READ MORE.](#)





# The wealth of our teams lies in their diversity

Human capital is one of GMV's main assets. When selecting the company's talent, we base ourselves on the principle of effective equality, without discriminating based on gender. To protect this aspect we have an Equality and Reconciliation Plan. The cybersecurity sector has always been characterised by the scarcity of female profiles. Currently, 22% of GMV's staff engaged in activities in this area are women, a data similar to the world percentage, which stands at 24% according to data from the (ISC)2. Our aim is to significantly improve in this indicator.

At GMV, we enable women to follow their vocation and we also support diversity, collaborating on different initiatives and associations to promote the study of scientific-technological careers for women (STEM Talent Girl, WIA-E, International Day of women and girls in Science). [READ MORE](#).



“We want to close the gender gap and create a world where women are empowered to lead us into the digital future.”

As part of Huawei's broader initiative Seeds for the Future, the Schools for Female Leadership in the Digital Age represent the company's continued commitment to digital inclusion. This vision of equality and inclusion is completely aligned with the European Commission's commitment to achieving a gender-equal Europe by 2025. Efforts to invest in and support female talent are ongoing, and the summer (Lisbon) and winter (Nice) schools were intended to set the standard for our future programmes.



There is infinite female talent available in Europe - but sometimes it is not well identified or supported, which risks its potential going to waste. Given the importance of making women fully active participants in Europe's recovery - a fundamental pillar of which is the digital transformation - HUAWEI EU aims to recognise the immense potential that female talent affords, and to proactively support and empower girls to lead the tech revolution. [READ MORE.](#)

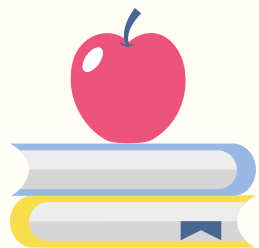
# Reducing the Gender Gap in cybersecurity



One of the videos of the conference #mujeresciber: The gender gap in the digital environment. [VIEW](#)



At home: Protect you digital identity, your data is value for cybercriminals. [READ MORE.](#)



For children and educators: Article about diversity and gender equality on the Internet, with resources to help young people explore, create, express themselves and interact respectfully and positively on the Internet. [READ MORE.](#)

# Tackling Gender Bias - The Young Women's Perspectives (ISC)<sup>2</sup><sup>®</sup>

For both first-time entrants into the cybersecurity sector, as well as those already in the sector and looking to progress, gender bias presents an obstacle to progress. One that as an industry we continue to work to eliminate as we build an even more diverse, equitable and inclusive workforce.

Recorded live as part of (ISC)2 activities to honour Women's History Month and International Women's Day 2022, this on-demand webinar features a panel comprised of women cyber professionals that are new to the industry, young women leaders in cybersecurity and recent graduates. Together, they discuss how they've broken through gender biases to forge their career paths, and how we can all help young women in the profession to succeed. [READ MORE](#).



# Women in IT security

RUHR  
UNIVERSITÄT  
BOCHUM

RUB

CASA  
CYBER SECURITY IN THE AGE  
OF LARGE-SCALE ADVERSARIES



Teams in IT security should be as diverse as the challenges they face!

With our series "Women in IT Security" we want to make the diversity of paths and opportunities in IT security visible - especially for women. Based on a poster, each month of 2022 we present an amazing woman working in IT security at Ruhr-Universität Bochum (RUB), covering different research areas. Each woman is following her own unique career path and is working on one of countless fascinating aspects of IT security. The range of topics is wide and each angle shows a different facet: Sometimes a technical question is the focus of the research, sometimes human behavior is illuminated in the context of IT security.

The greater aim of our series is to create female role models, especially to get more young women excited about IT security and to show the great opportunities this discipline has to offer! [READ MORE](#).



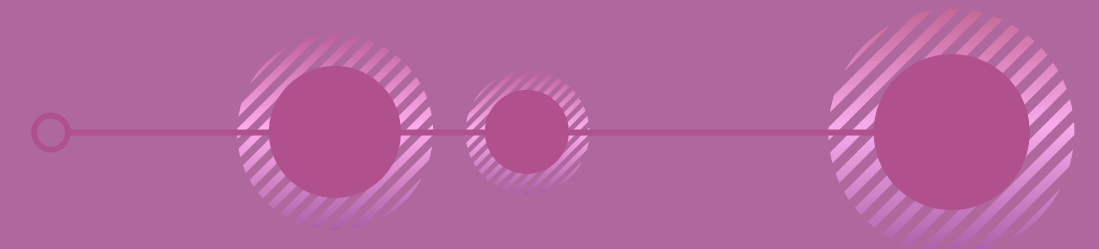


# Women in cybersecurity - role models for girls

Estonia is a small country (1,3 million people) that aims to be good in IT and cyber security. While in masters-level we have reached 40% of the female intake to the university programs, BA, DOC levels, and workplace we see 23-25% of women vs 75% of men. We have carried out studies with 75 000 students over 5 years that give us a good understanding of how and when girls IT-related education at schools needs to push - its 4-9th graders.

One is that girls are better in social situations, they also need a wider understanding of the bigger purpose to be on IT and its possibilities as a career choice, role-models that they can relate as well technical skills.

[READ MORE.](#)



# Technology Ireland ICT Skillnet enabling Cybersecurity Learners

Research demonstrates how diverse workforces enable innovation, creativity and new ideas. The cybersecurity industry is significantly under represented when it comes to females. If we consider the complex cybersecurity challenges to be solved, having a good gender balance with a mix of technical and non-technical skills is a key factor in addressing these issues and in attracting and retaining cybersecurity talent. Women can bring an array of different skills, attributes and experiences to cybersecurity roles, and enjoy attractive and lucrative cybersecurity careers. At Technology Ireland ICT Skillnet we offer a number of Cybersecurity programmes including: Cybersecurity Risk Specialist Course, Cybersecurity Risk Officer Course, NIST Cybersecurity Expert Course, Fast Track Bootcamp – NIST Cybersecurity Expert (NCSE) and Master of Science in Cybersecurity.

Learn at your own pace with IBM's SkillsBuild online learning platform and take two cybersecurity programmes online with the Cisco Networking Academy.

# Diversity, a crucial issue for a strong and sustainable cybersecurity sector

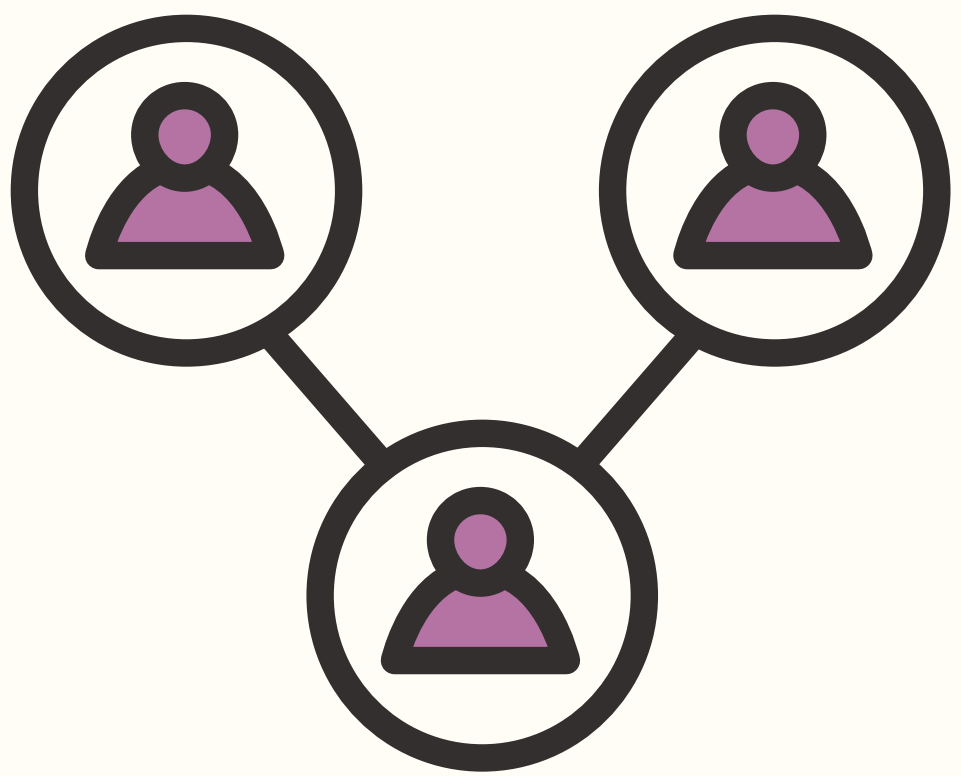


In the cybersecurity sector, the facts are clear. Only 24% of the sector's employees are women. Yet statistics show that gender diversity is important for success.

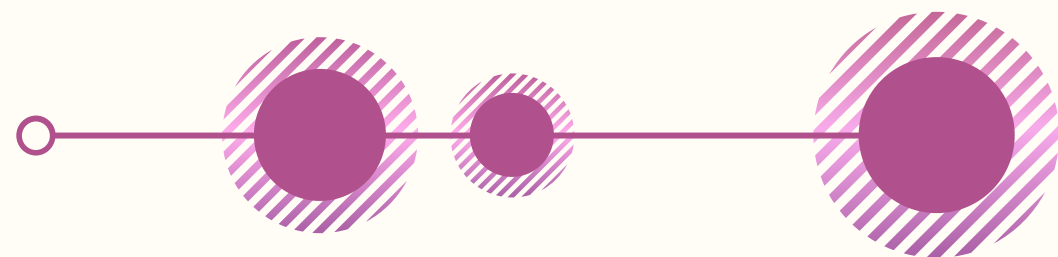
How can we ensure that there are more women in cybersecurity ?

- Multi-stakeholder actions on education and training are needed.
- Parents have a role to play, as they influence their children.
- But it all depends on the women who must dare to enter this sector which offers many career possibilities. Ladies, follow the moto of Éléna POINCET, co-founder and CEO of TEHTRIS : “who dares wins”.

TEHTRIS, with its partners, has understood that gender diversity is a guarantee of efficiency. TEHTRIS' workforce is 31% female and the Executive Committee is 75% female. Everyone can find their place in the cybersecurity sector, which brings a variety of skills and is also meaningful as are we contributing to cyberpeace.



# RESOURCES FROM THE COMMUNITY



# Estonian cyber security company CTF Tech opened Girls' Cyber Academy.



In this project we concentrate on practical studies and confidence building for girls in cyber. What we have witnessed is female participants' low confidence in cyber events. It is not about skills that girls lack; it is about hesitation of "am I good enough to compete with boys." To overcome that fear the academy for the age of 14-22 was launched to say – of course, we can!

## Women in Cybersecurity



In CONCORDIA, we believe that diversity brings benefits. Men and women complement each other in their skills, attitude towards risk and collaboration, bringing different perspectives to the workplace. However, there is still a significant ongoing gender-gap. One of the tasks of our project is to implement actions aimed at incentivising women to join the field of cybersecurity. [READ MORE.](#)



# The Women in SPARTA campaign



The Women in SPARTA campaign aims at breaking down stereotypes and make the cybersecurity environment more welcoming and attractive to women. The campaign aspires at building a strong community among women in cybersecurity by presenting the ones currently working in SPARTA, their work and what are their thoughts on the current gender gap issue, and how to tackle them. [READ MORE](#) about SPARTA's best practice guide.



# THANK YOU

## for your time!

The Cybersecurity Awareness Calendar  
is an initiative launched by:  
European Cyber Security Organisation (ECSO)  
29, rue Ducale  
1000 - Brussels

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[secretariat@ecs-org.eu](mailto:secretariat@ecs-org.eu)

