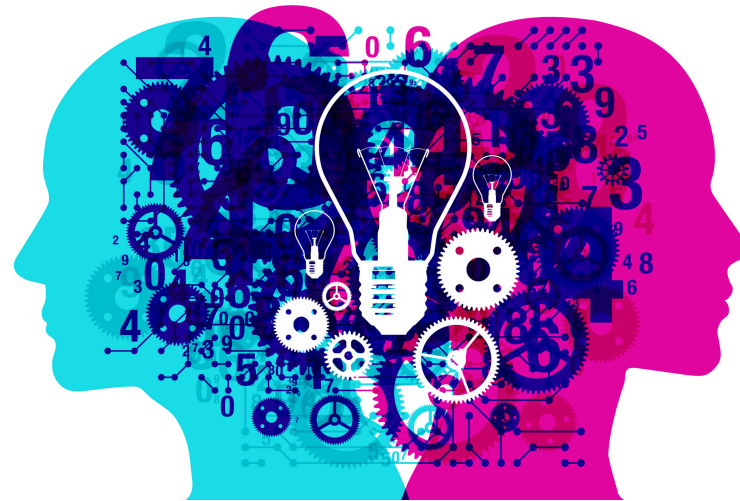




WOMEN IN CYBER A MANIFESTO FOR TODAY

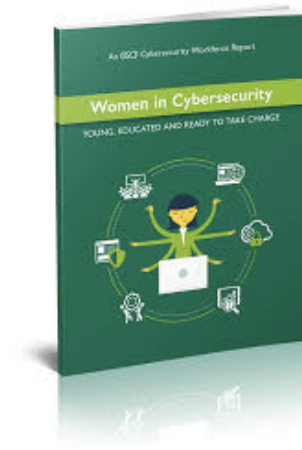


Barbara Carminati
University of Insubria, Italy



Women in Cyber

- Female representation in the cybersecurity workforce is about one quarter (24%)
- More than double the 11% estimate from 2017
- Forecasting of 3.5 million cybersecurity job openings by 2021



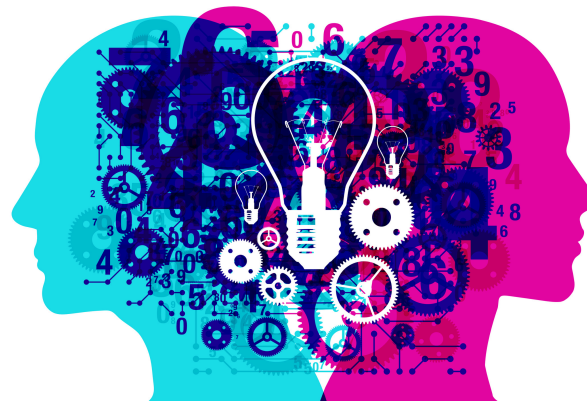
(ISC)²
Women in Cybersecurity
report

If this trend doesn't change only a quarter of this large workspace will be filled in by women



Women in Cyber

Gender diversity brings benefits



**Men and women complement
each other in their skills**

We cannot miss this opportunity!



Women in Cyber

*«To really have an impact in research and development, it is necessary to think **big, diverse, and inclusive.**»*

WP4: Standardization, Liasons, Economic aspects, Cybersecurity research map

T4.5: Women in Cyber

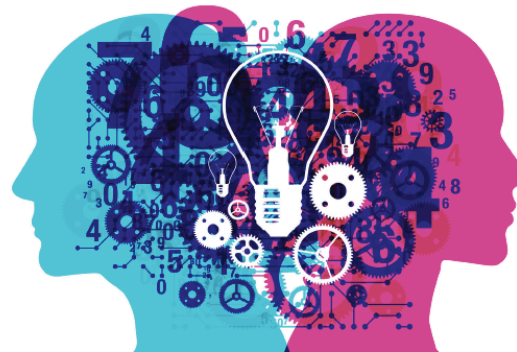
Cybersecurity demands for a tailored gender-gap strategy



Women in Cyber

Identify objectives that CONCORDIA should target to incentive the presence of women in cyber

WOMEN IN CYBER
A MANIFESTO FOR TODAY





Women in Cyber

WOMEN IN CYBER
A MANIFESTO FOR TODAY



workshop



womENCourage 2019 – “Diversity Drives Societal Change”

**ACM Celebration of Women in Computing: womENCourage 2019
Rome, Italy, September 16 – 18, 2019**

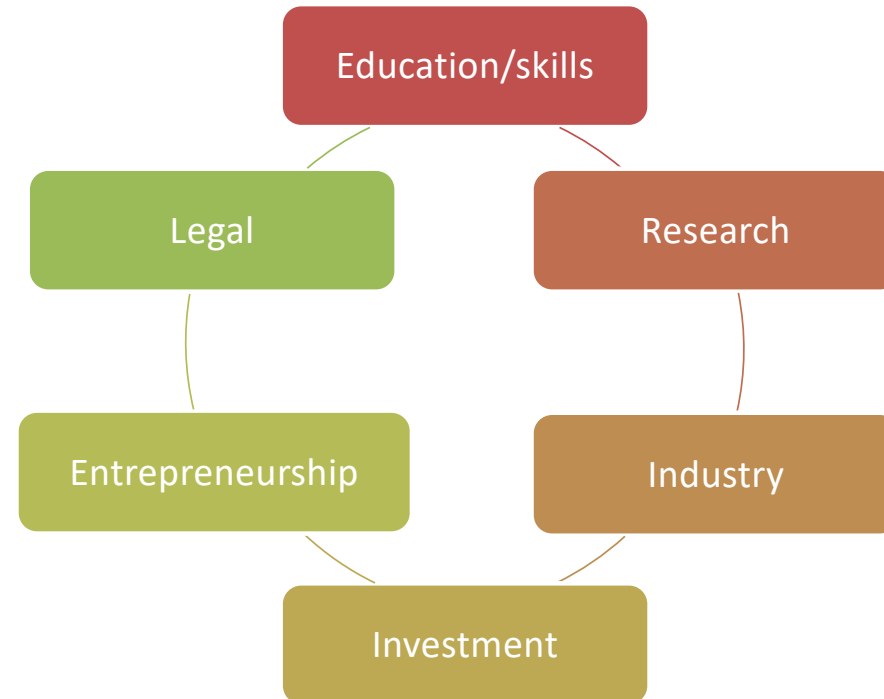




Manifesto For Today workshop

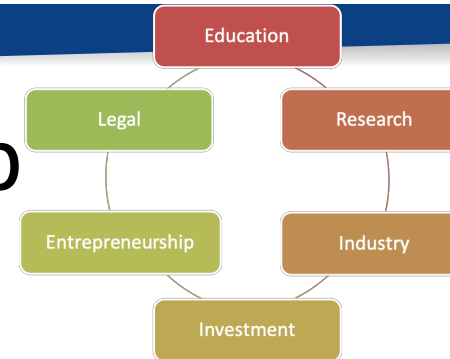
Holistic approach:

- Focus groups aiming at addressing the gender gap from different perspectives
- Discuss objectives and actions





Manifesto For Today workshop



Gabi Dreo, CODE
Nina Hasratyan, Women4Cyber
Felicia Cutas, EIT digital

EDUCATION/SKILLS

Nina Hasratyan, ECSO Women4Cyber

RESEARCH

Tatjana Welzer Druzovec, University of Maribor

INDUSTRY

Madalina Baltatu, Telecom Italia

INVESTMENT

Regina Llopis, Women Angels for STEM

ENTREPRENEURSHIP

Sara Colnago, Swascan

LEGAL/STRATEGY

Dimitra Stefanatou, Arthur's Legal





Discussion

«Women don't see tech/security a viable career path because considered a 'man's job'. Clients, customers, recruiters display this preconception as well.»

«Girls more than boys need mentors and family support in choosing a cybersecurity profession»

«Initiatives such as the 'Manifesto for Today' should clearly aim at combining skills of both men and women in order to unleash their full potential in their own interest and in the interest of society as a whole»

«Lack of visibility of cybersecurity women entrepreneurs»

«Lacks of knowledge on benefits an investment in women-led startups might bring.»

«Young girls would like to "hear" the success stories of other women to learn through their experiences and get more self-confidence and use the good career practice for their own development»



WOMEN IN CYBER
A MANIFESTO FOR TODAY



Currently, women represent only a minority of the workforce in the cybersecurity domain. The figures have increased over the years, but they are still far from reflecting a balanced representation of both genders. There are several reasons behind this lack of female presence. In addition to those in common with other STEM fields, we have to face the widespread perception of the cybersecurity as a male-dominated and highly specialised IT field, thus, not an appropriate field for women to enter into. This situation calls for actions to contribute towards a cultural shift in favour of a more inclusive approach that would be beneficial for the cybersecurity market and of the society as a whole.

On a broader perspective, the issue of diversity, also with respect to the particular domain of cybersecurity, pertains to the overarching issue of gender equality. Gender equality has been identified as one of the seventeen (17) Sustainable Development Goals (SDGs) included in the 2030 Agenda for Sustainable Development, which was adopted by world leaders in 2015. Gender equality has been ranked as the 5th SDG and it is considered to be integral to the entire set of the SDGs identified.



CONCORDIA project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 830927.

A Manifesto for TODAY

- Short description of each domain
- 3 main high-level objectives



Manifesto aims at achieving the following goals:

1

Raise awareness about the **cybersecurity culture**, stressing its impact on society and state sovereignty and, therefore, its profound influence on one's everyday life. Same as other professions, young women should perceive cybersecurity as a career option assigned with a social role.



Manifesto aims at achieving the following goals:

Increase awareness of the **multidisciplinary nature of cybersecurity**, which requires complementing skills and expertise, including the utilization of both hard skills and soft skills, and the cooperation between experts with different knowledge backgrounds such as IT, economics and social sciences.

2



Manifesto aims at achieving the following goals:

3

Promote **positive role models**, putting forward in a pragmatic manner how family life and a career in cybersecurity can be combined, thus, encouraging women towards a career in cybersecurity or allowing for a career reorientation.



Planned actions

**Replace the
stereotype
that
cybersecurity
is a male job**

Role modelling in education,
research, industry.

Concordia's women will expose
their stories through CONCORDIA
channels and their network.



Planned actions

**Create
awareness on
the
multidisciplinary
nature of
cybersecurity**

- Role modeling with the aim of showing models with a different type of background. Not necessarily only women role model.



Planned actions

Create awareness on the multidisciplinary nature of cybersecurity

- Role modeling with the aim of showing models with a different type of background. Not necessarily only women role model.
- Target highschool. Prepare ad-hoc material for teachers to highlight the multidisciplinary nature of cybersecurity. This will be coordinate with task T3.4 (Establishing an European Education Ecosystem for Cybersecurity).



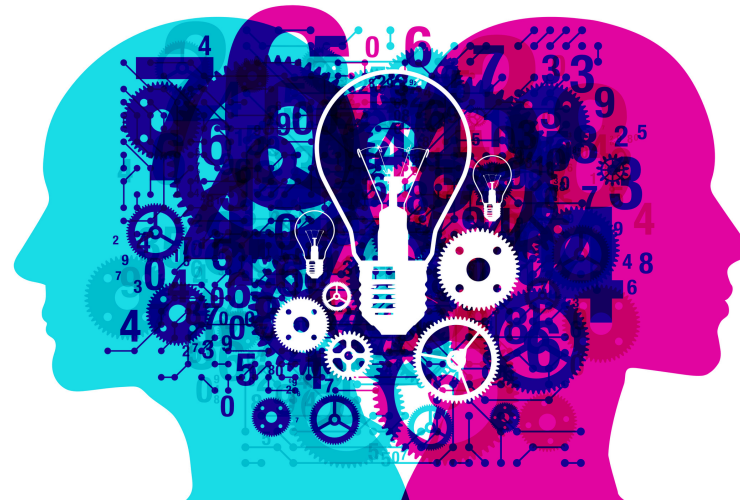
Planned actions

Create awareness among stakeholders of the fact that there is a business advantage with the increase of female participation in cybersecurity

Prepared ad-hoc material to disseminate via CONCORDIA channels to stakeholders



WOMEN IN CYBER A MANIFESTO FOR TODAY



Thanks!

barbara.carminati@uninsubria.it

[HTTPS://WWW.CONCORDIA-H2020.EU/WORKSHOPS/WOMEN-IN-CYBER/](https://www.concordia-h2020.eu/workshops/women-in-cyber/)