RSAConference2015
San Francisco | April 20-24 | Moscone Center

CHANGE
Challenge today's security thinking

SESSION ID: HUM-T09

Security: Changing the Game

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Director, Security Operations
Facebook

AGENDA

- Introduction
- Current State of the Industry
- Changing the Game
- Wrap Up
- Q&A

Introduction

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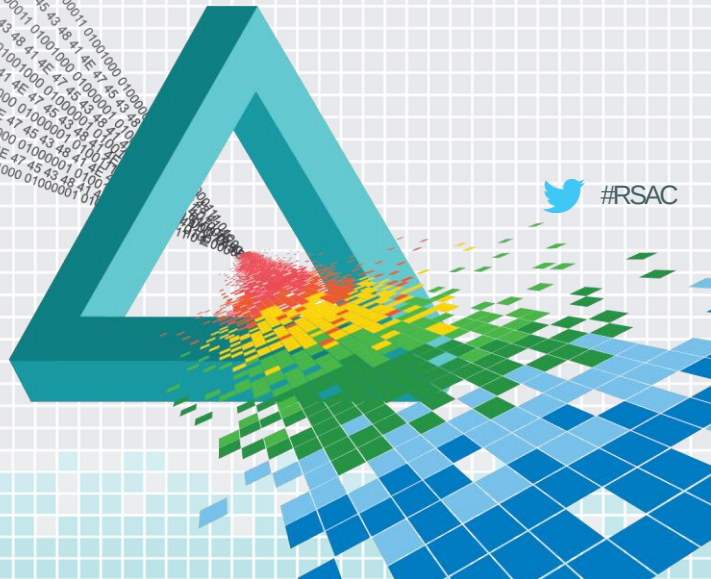
Current State of the Industry



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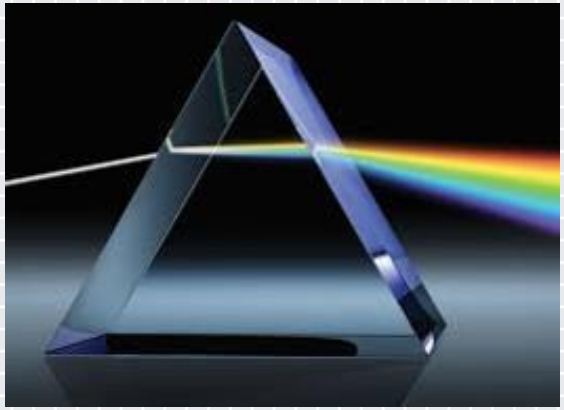
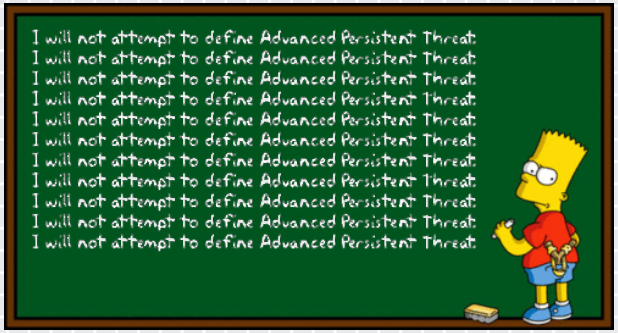
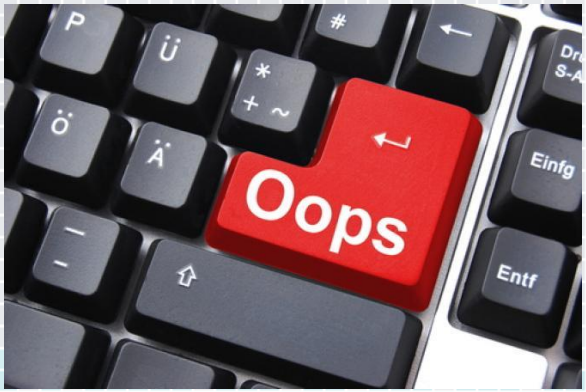
Current State of the Industry







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Current State of the Industry

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Who is a “Security” Professional?

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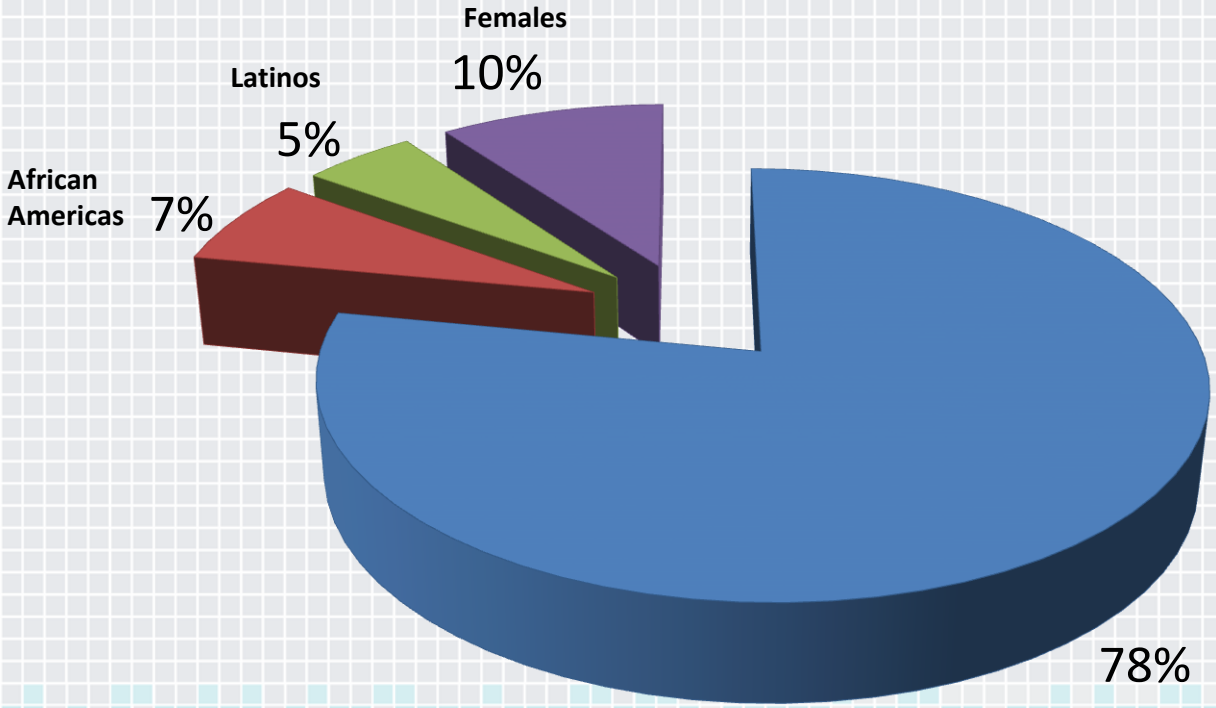
Diversity in the Security Workforce



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The Job Market

- Demand for Infosec professions is growing 3.5x faster than the overall IT job market (12x faster than total labor market)
- Security will add nearly 1.4 million jobs by 2020
- Over 2/3 of these jobs could go unfilled
- Security has a virtually 0% unemployment rate
- Security jobs take 36% longer to fill than other jobs

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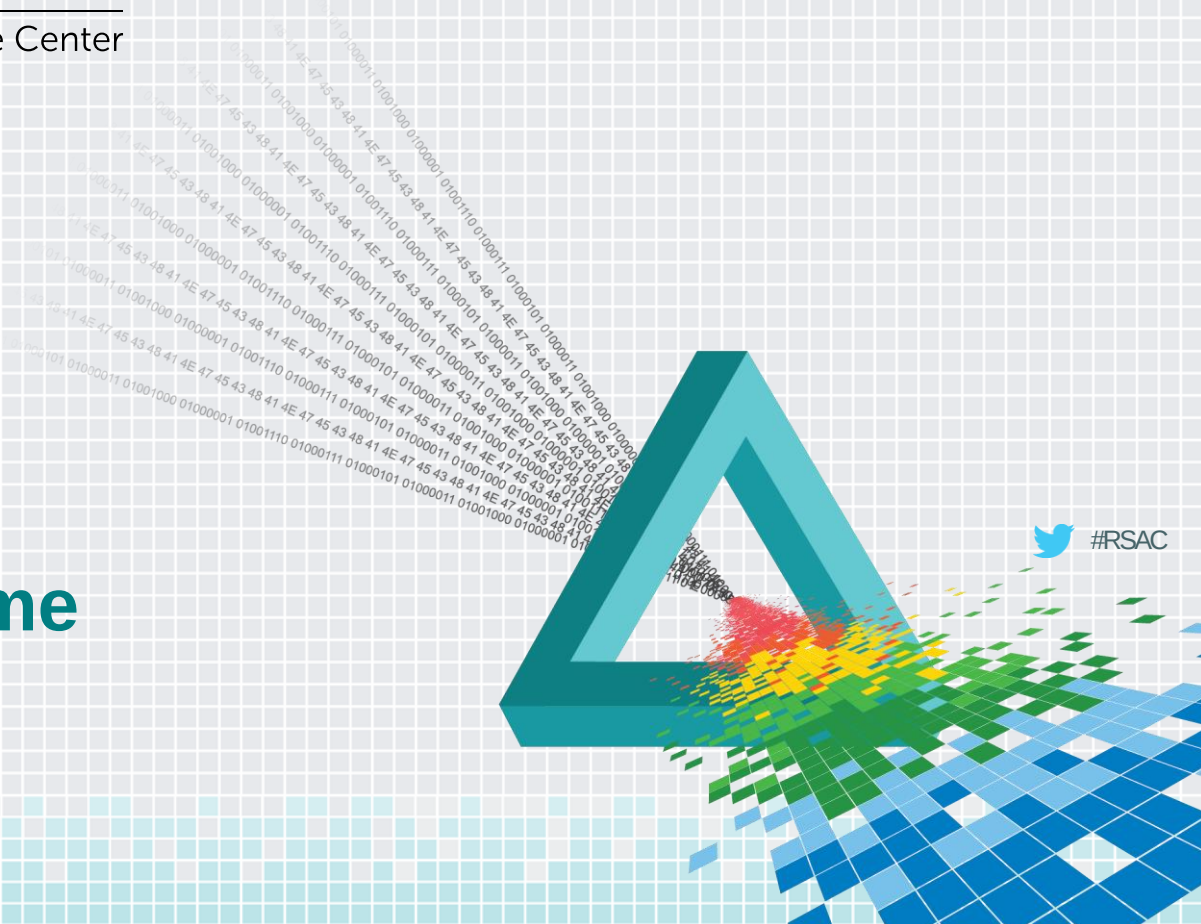
Changing the Game



Changing the Game

em·pa·thy

/ˈempəTHē/

noun

the ability to understand and share the feelings of another.

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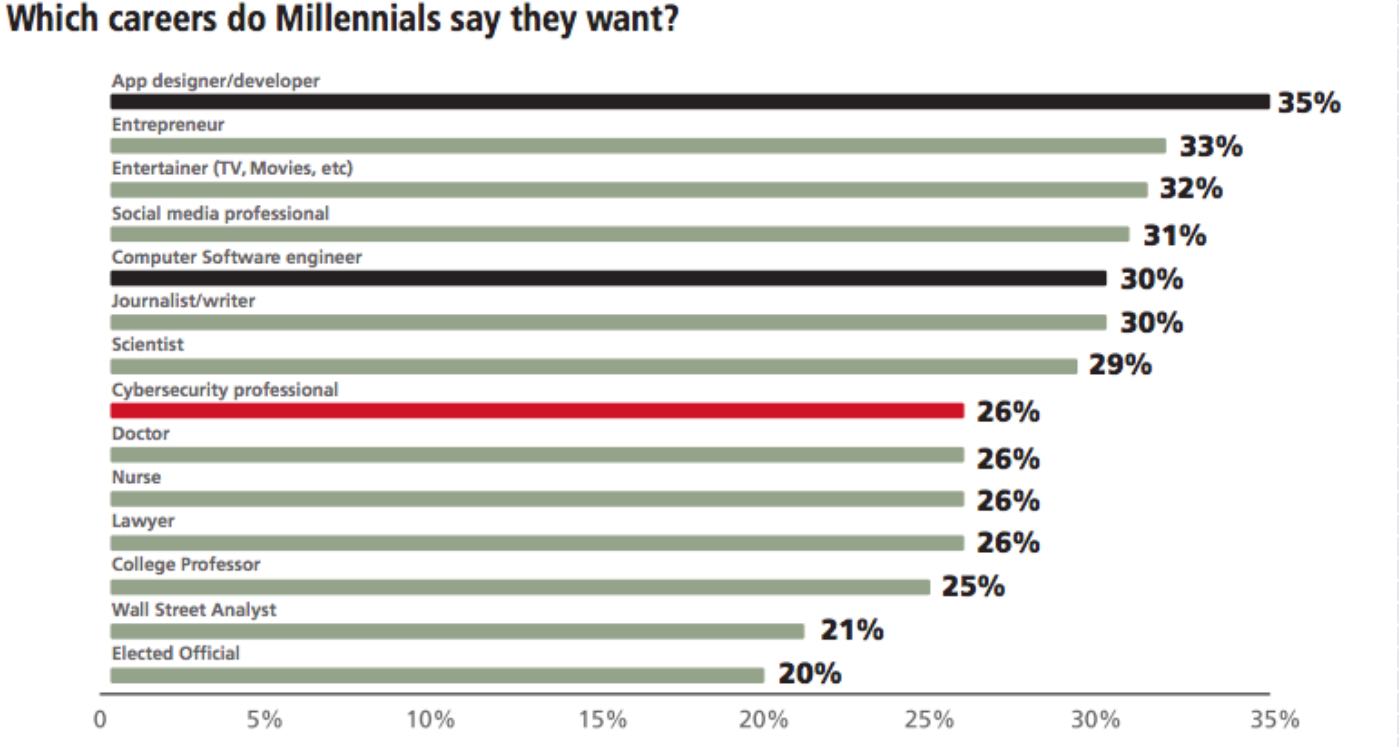
Increasing the Interest



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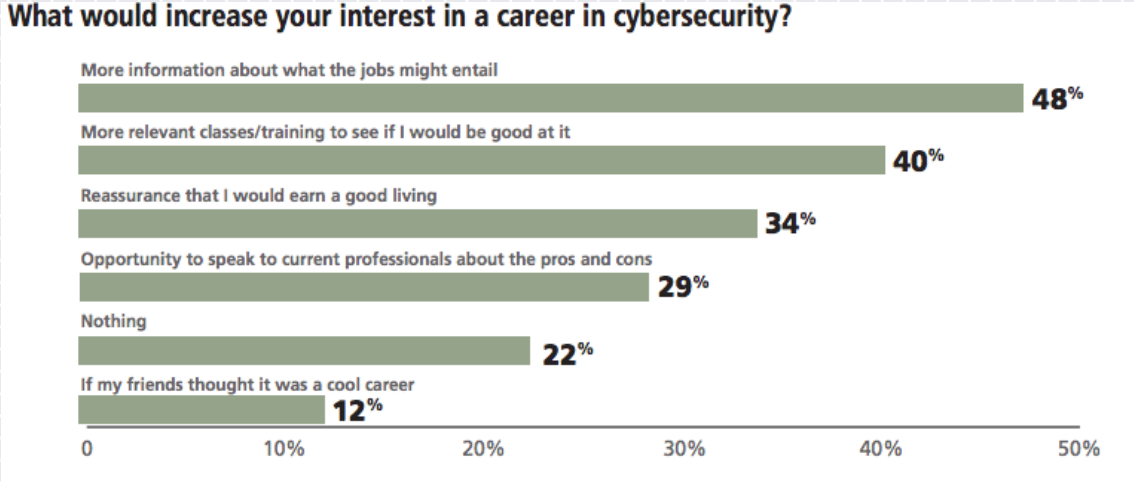
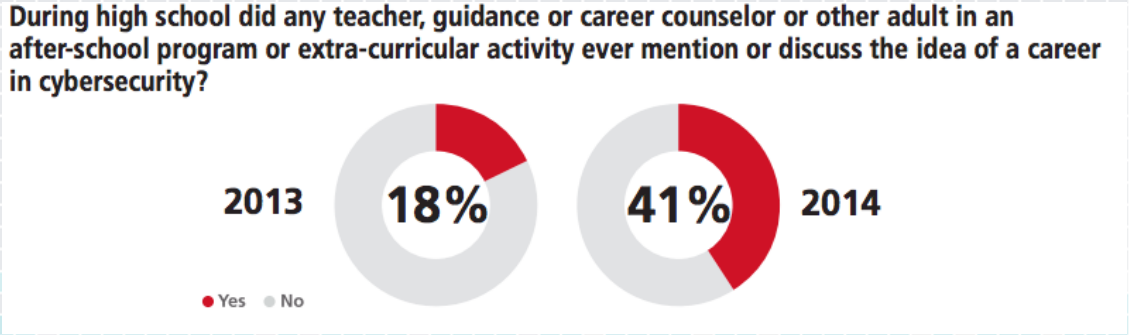
* Young men were 2 ½ times more likely than young women to express this interest

Increasing the Interest





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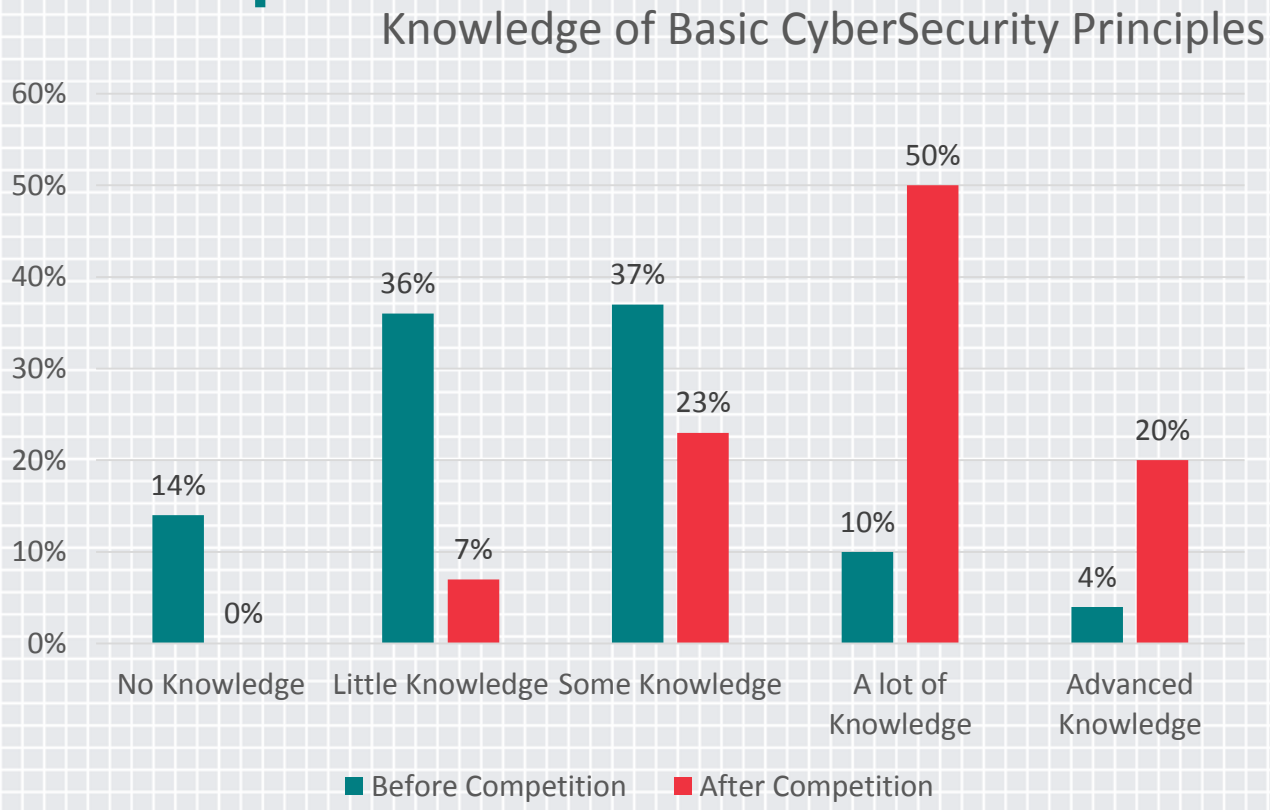
Exposure Helps!



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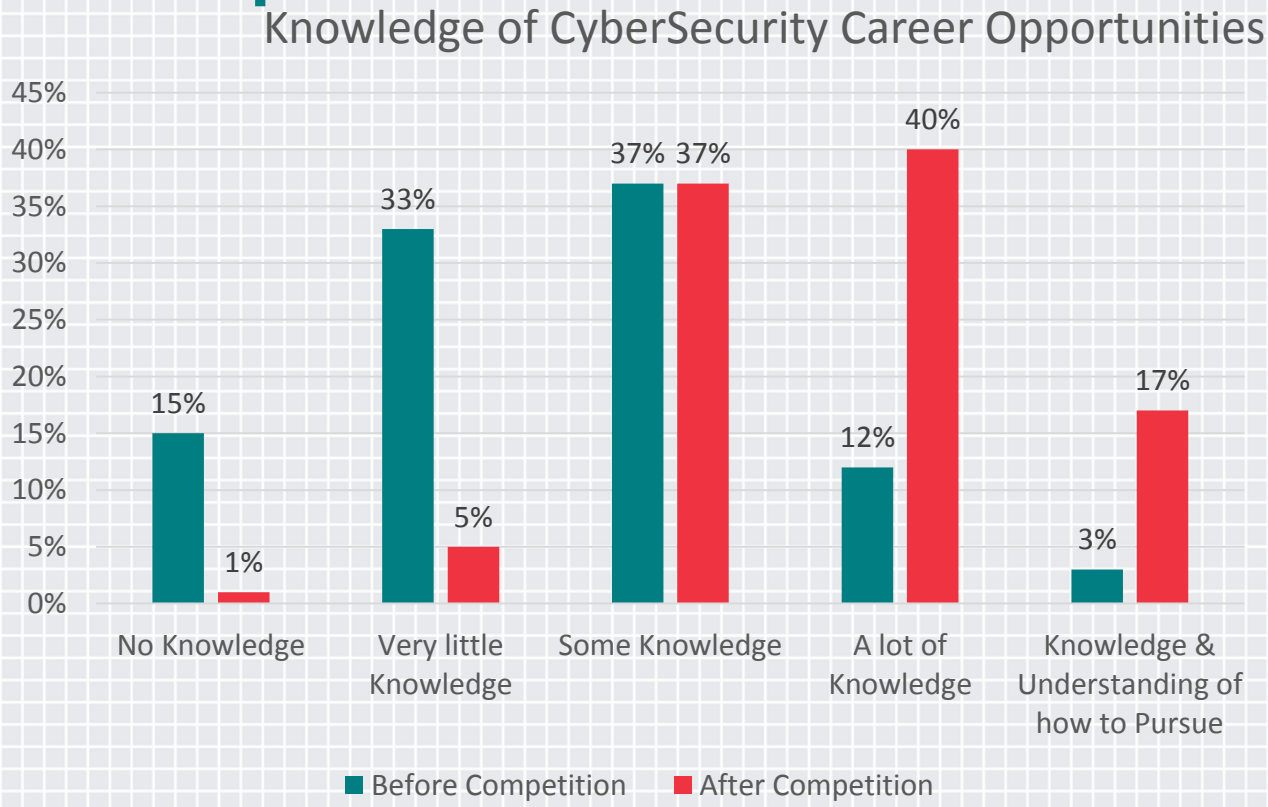

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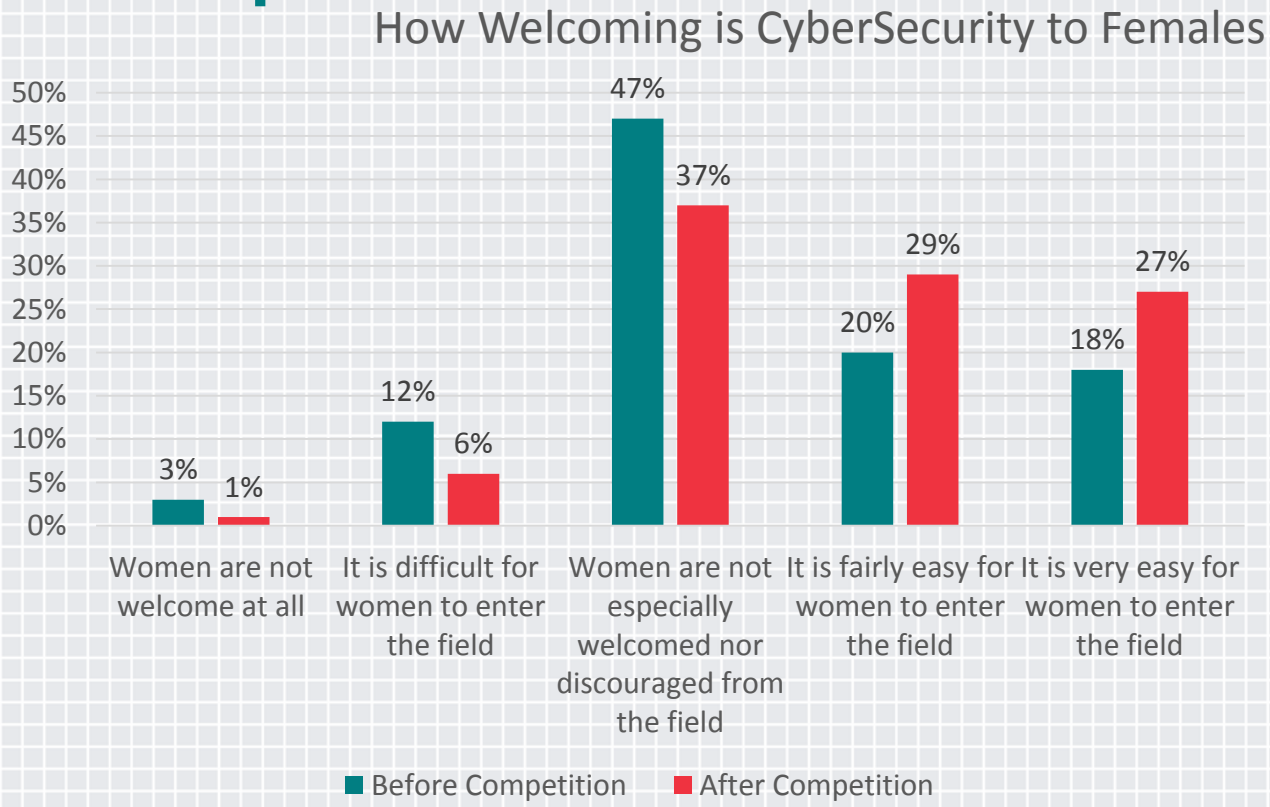

Security? No Thanks. . .

1. There is no one else like me in the field
2. Stereotypes, culture and lack of encouragement
3. Women especially tend to think they won't be good at it
4. Security is not a glamorous job and it's not interesting
5. Unattractive field that is more based on isolated work rather than collaborative work
6. It's a risk based discipline so it's not as creative

Which of these are Myths?

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FALSE

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The tide is turning. . .but we have work

1. There is no one else like me in the field
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Changing the Game

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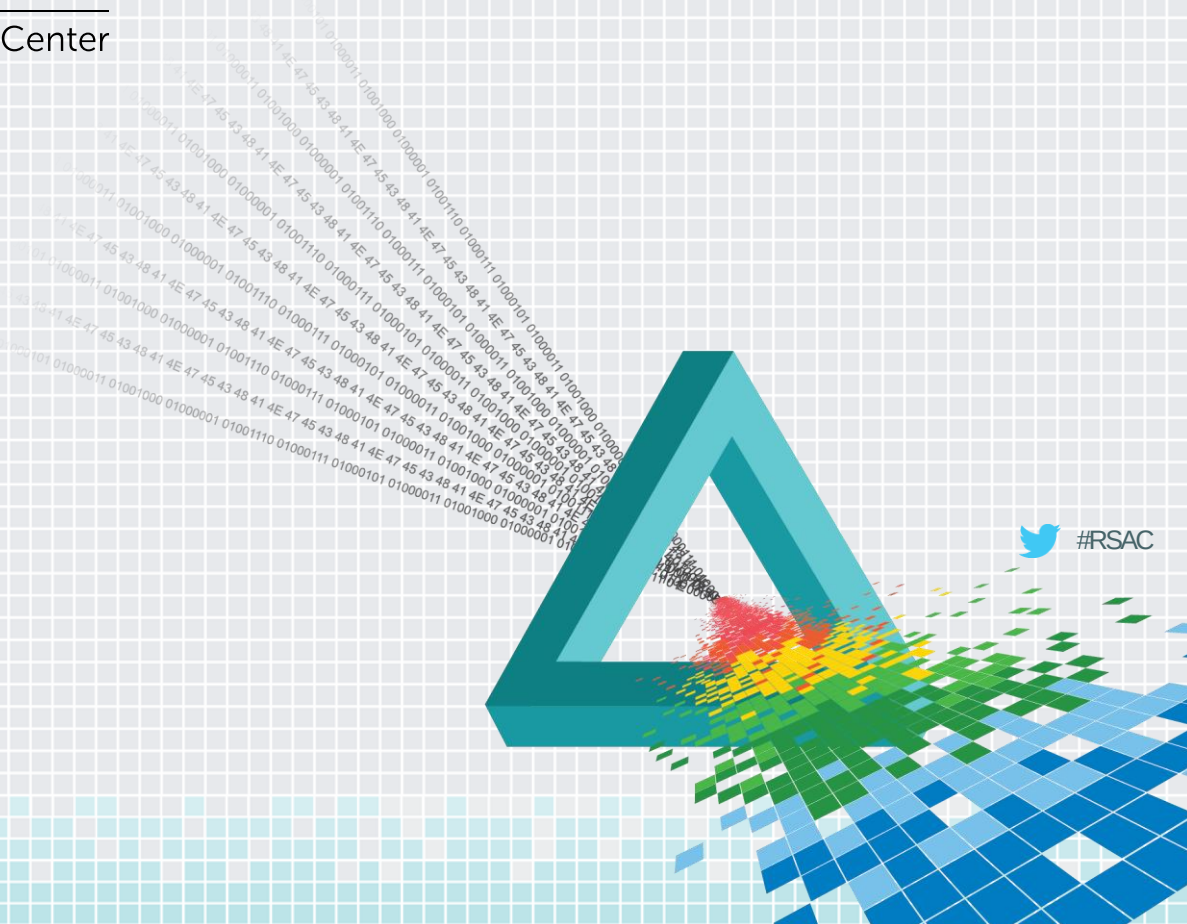
Wrap Up



Wrapping up

EMPATHY +

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Apply Slide – What Can I Do?

- Immediate Actions
  - Find out the diversity breakdown for your own teams
- Short Term Actions
  - Work with recruiting to develop a program for building a pipeline
  - Be intentional about increasing diversity
  - Identify a group or groups that you can provide support ($, time, and/or people) to help expose and increase understanding of the Security space
  - Evaluate how to work collaboration into your Security programs

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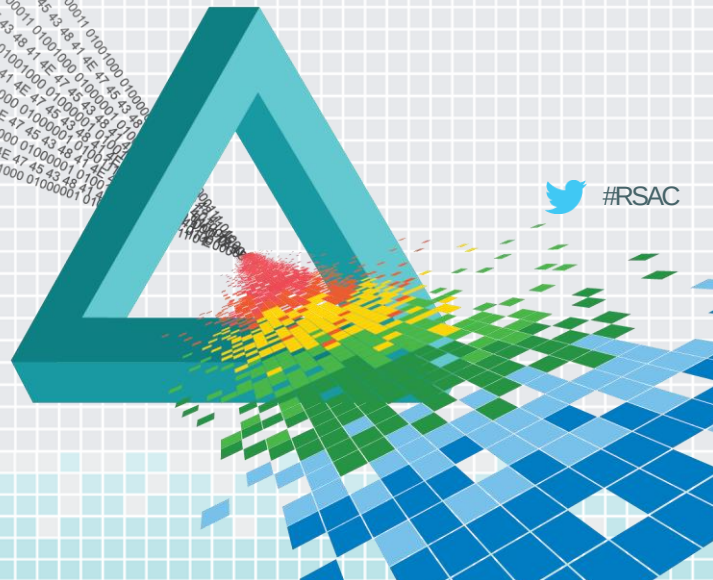
Q&A