

# RSA<sup>®</sup>Conference2015

San Francisco | April 20-24 | Moscone Center

SESSION ID: PROF-M04

## Building The Bridge Across The Great Minority Cyber Divide

# CHANGE

Challenge today's security thinking



### MODERATOR:

#### Larry Whiteside Jr.

CO-Founder & Executive VP ICMCP  
International Consortium of Minority  
Cybersecurity Professionals (ICMCP)  
@LarryWhiteside

### PANELISTS:

#### Renee Forney

Executive Director  
CyberSkills Management Support Initiative  
(CMSI)  
U.S. Department of Homeland Security

#### Lisa Foreman-Jiggetts

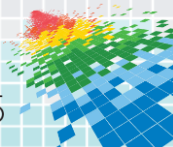
Founder & CEO  
Women's Society of Cyberjutsu  
Girls & Women's Society of Cyberjutsu

#### Joyce Brocaglia

CEO, Alta Associates Founder,  
Executive Women's Forum on Information  
Security, Risk Management & Privacy

# The Problem

- ◆ Cybersecurity has been identified in the USA as a key national strategy priority
- ◆ Globally Cybersecurity is one of the most serious economic and national security challenges
- ◆ There is global under-representation of minorities in the fast-growing discipline of cybersecurity
- ◆ "Grassroot Efforts" to increase the number of minority students pursuing cyber security degrees are critical.



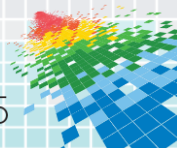
# Organizations Represented



Panelist	Organization	Description
Larry Whiteside Jnr (Moderator) Co-Founder & Executive VP ICMCP	International Consortium of Minority Cybersecurity Professionals (ICMCP) <a href="http://www.icmcp.org">www.icmcp.org</a>	ICMCP is a non-profit association that is dedicated to the academic and professional success of women and other minority cybersecurity students and professionals.
Renee Forney, Executive Director, Cyberskills Management Support Initiative	CyberSkills Management Support Initiative (CMSI) U.S. Department of Homeland Security	DHS CyberSkills Management Support Initiative (CMSI), leads Department-wide cybersecurity workforce programs involving workforce analysis, recruitment, retention, training, and pipeline development.
Lisa Foreman-Jiggetts, Founder & CEO, Women's Society of Cyberjutsu,	Women's Society of Cyberjutsu, <a href="http://www.womenscyberjutsu.org">www.womenscyberjutsu.org</a>	The Women's Society of Cyberjutsu (WSC) is a non-profit, 501c(3) organization passionate about helping and empowering women to succeed in the cybersecurity field. The primary mission is to advance women in cybersecurity by providing programs and partnerships that promote networking, education, mentoring, resource-sharing, and opportunities.
Joyce Brocaglia, CEO, Alta Associates Founder, Executive Women Forum	Executive Women's Forum (EWF) <a href="http://www.ewf-usa.com">www.ewf-usa.com</a>  Alta Associates Inc. <a href="http://www.altaassociates.com">www.altaassociates.com</a>	Alta Associates is the leading search firm specializing in Information Security and IT Risk. The EWF is the largest member organization serving emerging leaders and the most prominent female professionals in the Information Security Risk Management and Privacy industries. The EWF's core mission is to attract, retain and develop leaders in our field.

# Call to Action

- ◆ Are you passionate about the problem stated?
  - ◆ Connect with us and work with our organizations
- ◆ Have your Diversity/HR/Learning and Development group reach out and work with us
- ◆ Ask your company to connect and become a sponsor
- ◆ Become a mentor/sponsor/role model to middle or high school minorities and girls in their respective programs
- ◆ **GET INVOLVED!**



# The Problem Space

## The challenge: filling the STEM gap

Only **16%**   
of U.S. high school seniors are  
proficient and interested in STEM

**27\***   
The U.S. student ranking in mathematics  
among the 34 OECD industrialized countries  
\*OECD - The Organization for Economic Co-operation and Development

**1.2 million**  
Unfilled STEM jobs in the U.S. by 2018



**50%**   
Professional occupations in U.S. held by women

**25%**   
Computing occupations in U.S. held by women

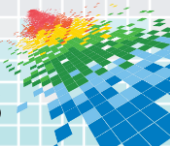
**11%**   
Information security workforce are women

The combined percentages of  
African Americans and Hispanics in  
the field of cybersecurity is less than

**10%**

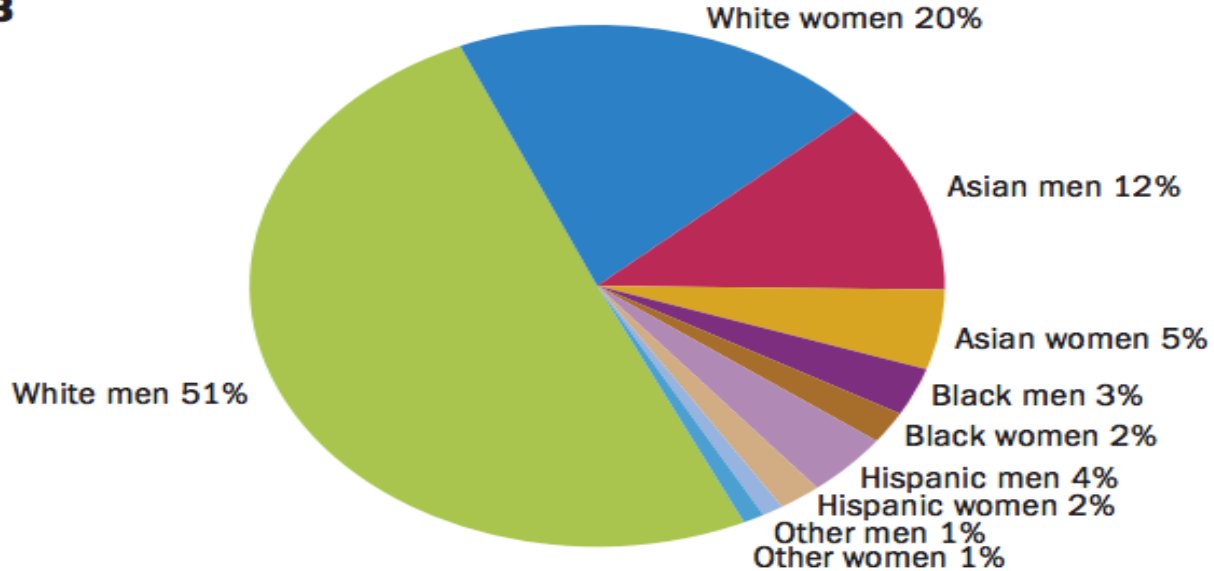
# Alarming Statistics

- ◆ A total of 48 percent of bachelor's degree students and 69 percent of associate's degree students who entered STEM fields between 2003 and 2009 had left these fields by spring 2009.
- ◆ The new report by The Leadership Conference on Civil and Human Rights, a coalition of more than 200 advocacy and outreach groups, said that less than 3 percent of Blacks have earned a degree in the natural sciences or engineering fields by the age of 24 and that the STEM labor force is projected to grow by 2.6 million jobs over the next five years. Researchers said that more than half of those jobs will go to people with bachelor's or master's degrees.
- ◆ According to the National Math and Science Initiative: "STEM job creation over the next 10 years will outpace non-STEM jobs significantly, growing 17 percent, as compared to 9.8 percent for non-STEM positions."
- ◆ Last year, a Georgia Tech researcher analyzed which students took the Advanced Placement exam in computer science in 2013. The researcher, Barbara Ericson, found that in three states no women took it, in eight states no Hispanics did and in 11 states no blacks did. (In Mississippi only one person — not female, black or Hispanic, by the way — took the test that year. Oh, Mississippi.)
- ◆ The science and engineering (S&E) workforce is composed largely of people who earned S&E degrees over roughly four decades. Because older cohorts of S&E workers are disproportionately white and male, women and minorities constitute a smaller percentage of the overall S&E workforce than of degree recipients who recently joined the workforce.

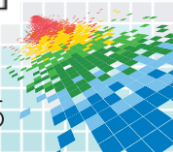


# NSF 2015 Study

## Scientists and engineers working in science and engineering occupations: 2013

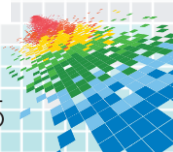
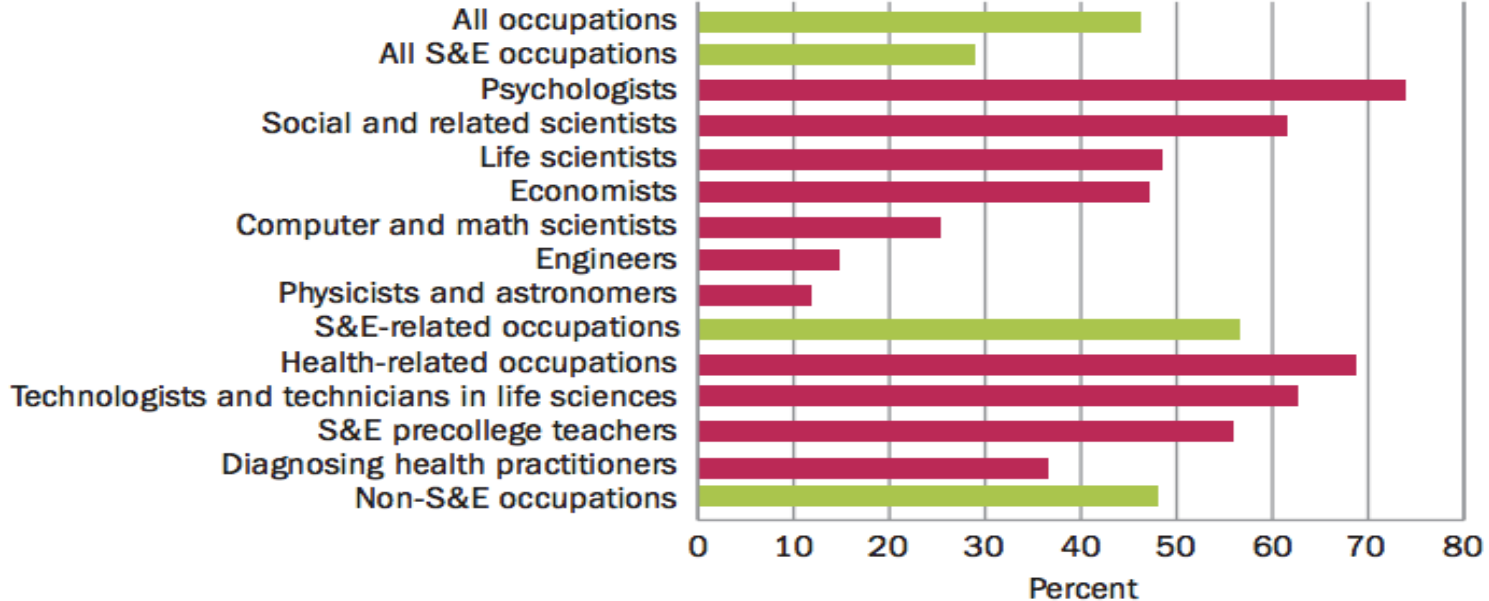


NOTE: Hispanic may be any race. Other includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, and multiple race.



# NSF 2015 Study

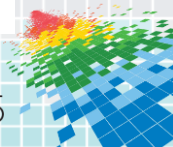
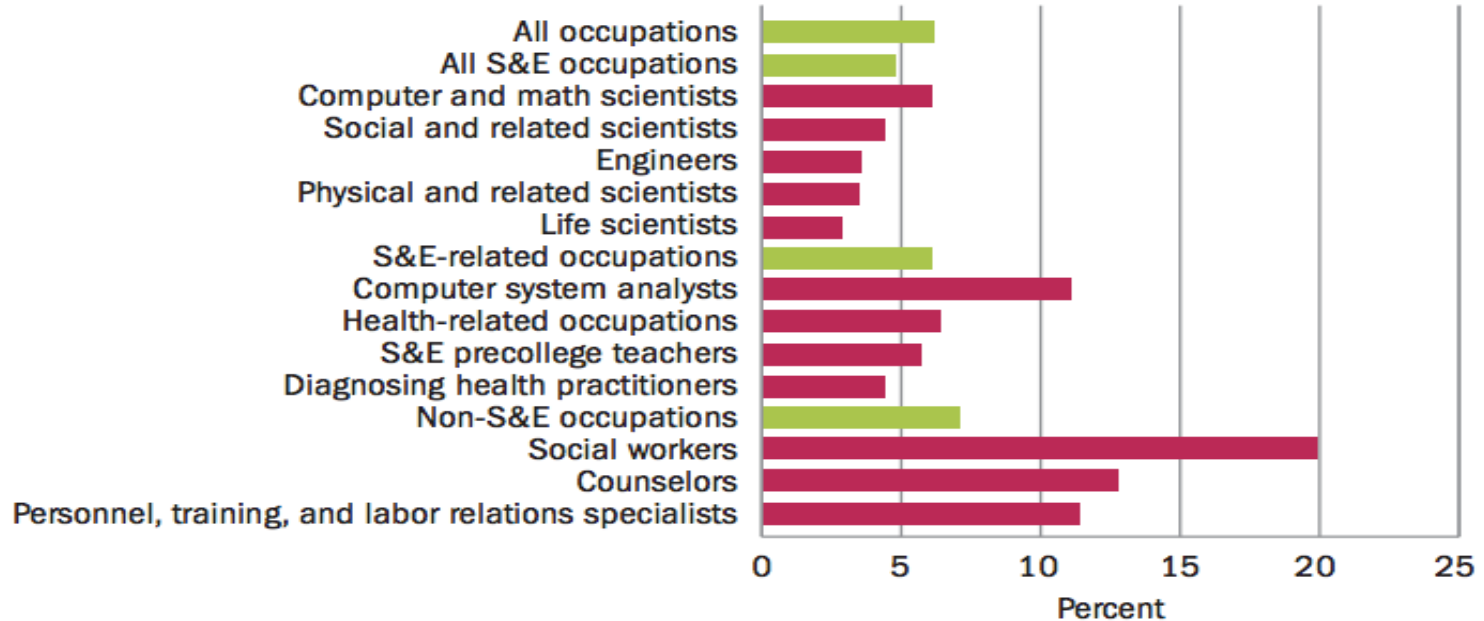
## Employed women within the science and engineering workforce as a percentage of selected occupations: 2013





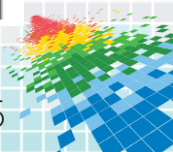
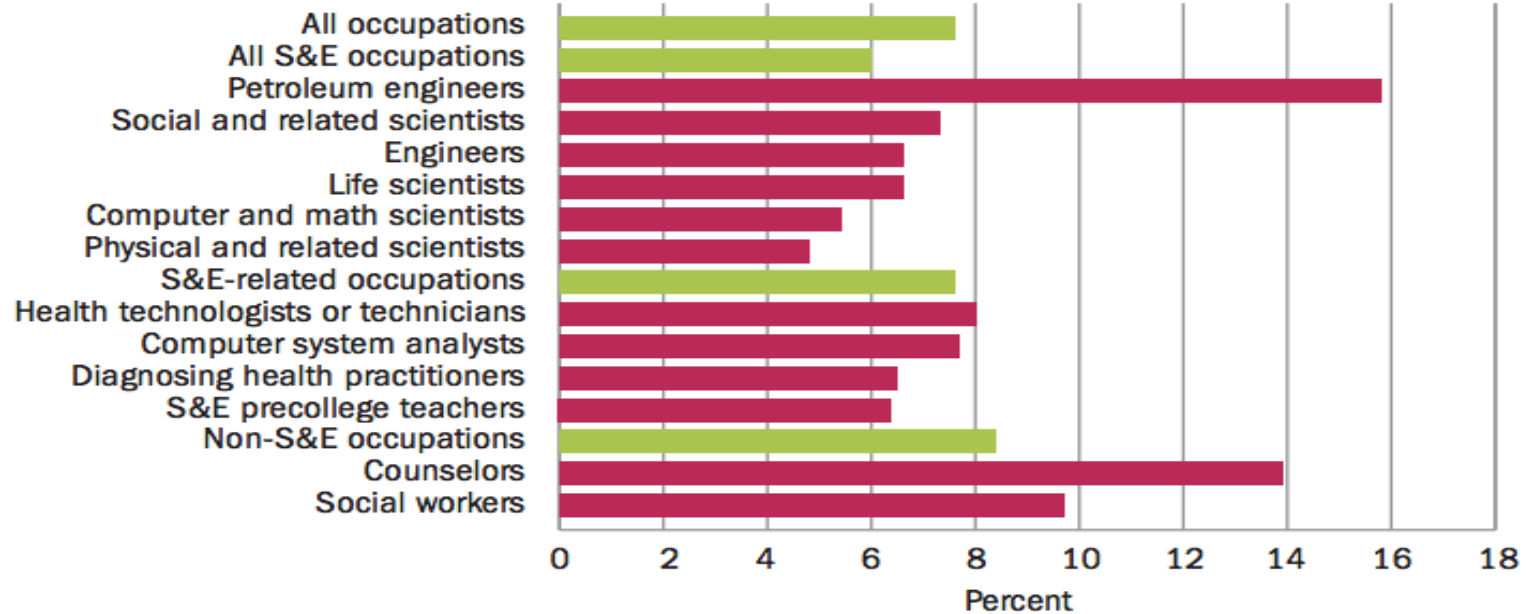
# NSF 2015 Study

## Employed blacks within the science and engineering workforce as a percentage of selected occupations: 2013



# NSF 2015 Study

## Employed Hispanics within the science and engineering workforce as a percentage of selected occupations: 2013



# RSA<sup>®</sup>Conference2015

San Francisco | April 20-24 | Moscone Center

## Questions?

