



Walking the Talk for Diversity and Inclusion in Cybersecurity

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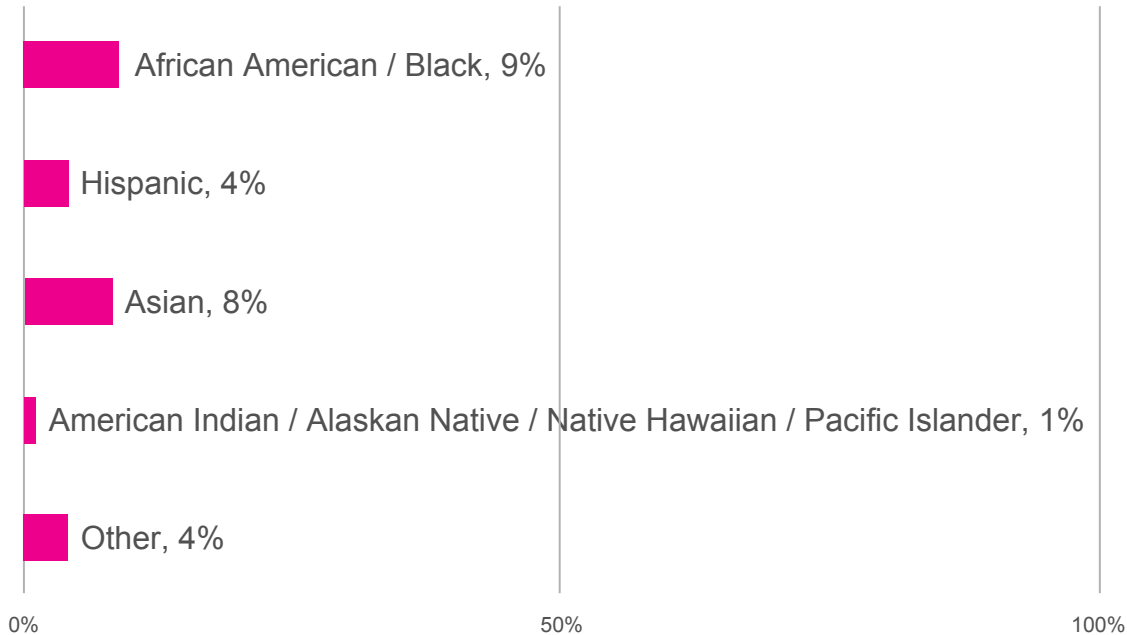
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To do our job, which is solving some of the hardest technology problems “the world faces for security reasons, we need **all talents** and we need people who dare to think differently and be different. We need **different backgrounds, experiences, intellects, sexualities**, because it is in mixing all of those together that you get the **creativity and innovation** we desperately need. As a technology-driven agency, we have to be **a vibrant workplace and welcoming to all**. Dull uniformity would completely destroy us.”

Robert Hannigan, former Director of GCHQ

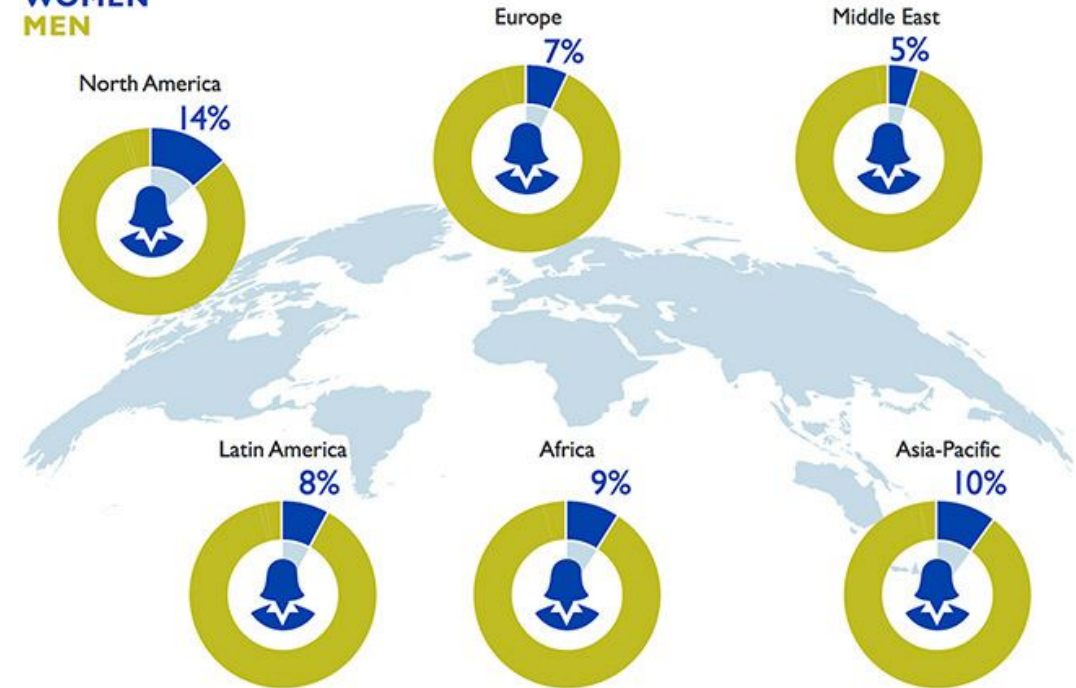
How Diversity Impacts Success

U.S. Cybersecurity Workforce



Source: 2017 Global Information Workforce Study

WOMEN
MEN



Source: 2017 Global Information Workforce Study

Improved
Operational &
Financial
Performance

Increased
Innovation

Better Problem
Solving & Group
Performance

Diverse
Adversaries
Require Diverse
Defenders

The Origin Story

How it all began...



Developing Superwomen in Cybersecurity



To Date

- Tysons
- San Francisco
- Phoenix

Coming Soon!

- Chicago
- Atlanta
- London
- Melbourne

Sample Agenda

- ▶ **9:30 - 10:00am:** Welcome & Breakfast
- ▶ **10:00 - 11:30am:** Featured Women in Cybersecurity Speakers
- ▶ **11:30am - 12:30pm:** Lunch & Networking
- ▶ **12:00 - 12:30pm:** Optional Tutorial
- ▶ **12:30 - 1:00pm:** BOTS Competition - Rules & Introduction
- ▶ **1:00 - 5:00pm:** BOTS Competition - Let the Games Begin!
- ▶ **5:00 - 7:00pm:** Awards & Happy Hour

Running Your Own Gamified Security Experiences

What You Need to Know
About Boss of the SOC



<https://www.splunk.com/blog/2017/09/06/what-you-need-to-know-about-boss-of-the-soc.html>

Boss of the SOC 1.0 Scoring Server,
Questions and Answers, and Dataset



<https://www.splunk.com/blog/2018/05/10/boss-of-the-soc-scoring-server-questions-and-answers-and-dataset-open-sourced-and-ready-for-download.html>

Boss of the SOC 2.0 Scoring Server,
Questions and Answers, and Dataset



<https://www.splunk.com/blog/2019/04/18/boss-of-the-soc-2-0-dataset-questions-and-answers-open-sourced-and-ready-for-download.html>

Hunting with Splunk (blog series)



<https://www.splunk.com/blog/2017/07/06/hunting-with-splunk-the-basics.html>

What We Heard ...

“I’ve worked for 15 years in Security and never seen an event like this.”

“I sincerely appreciate having a women-focused event. Being surrounded by so many professional and inspiring people was a true treat.”

“Would love to do more hands-on activities and possibly put my name in some sort of shortlist for security related jobs.”

“Very inspirational to see people who looked like me, talk about their successes in the field I am in.”

Takeaways

Practical advice for
your organization

1. Training programs help grow careers and personal confidence
2. Provide mentoring, positive role models and scholarship opportunities
3. Secure executive sponsorship
4. Put metrics in place to measure success
5. Build a fun and inclusive culture

CALL To ACTION



- ▶ **DO:** Host your own diversity+cybersecurity experience (Please send us pictures!)
- ▶ **HOW:** Check out the *Resources & References* slide for links
- ▶ **WHEN:** Here and NOW!
- ▶ **SHARE:**
 -  **BOTS@splunk.com**
 -  **@splunk** with **#BossoftheSOC**

It Takes a Village

A special thank you to all those who helped make this happen!



Resources

▶ Developing Superwomen in Cybersecurity

- <https://www.splunk.com/blog/2019/04/10/developing-superwomen-in-cybersecurity.html>

▶ Boss of the SOC dataset, scoring server, questions and answers

- BOTS 1.0
 - ❖ Q&A – http://explore.splunk.com/BOTS_1_0_datasets
 - ❖ Dataset – <https://github.com/splunk/botsv1>
- BOTS 2.0
 - ❖ Q&A – https://events.splunk.com/BOTS_2_0_datasets
 - ❖ Dataset – <https://github.com/splunk/botsv2>
- Scoring server – https://github.com/splunk/SA-ctf_scoreboard

Resources

- ▶ **Top 10 Ways To Be a Male Advocate for Technical Women**
 - <https://www.ncwit.org/resources/read-online-maleadvocate>
- ▶ **Unconscious Bias**
 - <https://resources.franklincovey.com/unconscious-bias/unconsciousbiasoverview>
 - <https://www.ncwit.org/unconscious-bias-and-why-it-matters-women-and-tech>
- ▶ **What Works** by Iris Bohnet

References

- ▶ **Women in Cybersecurity: Underrepresented, untapped potential (PWC)**
 - <https://www.pwc.com/us/en/services/consulting/cybersecurity/women-in-cybersecurity.html>
- ▶ **Delivering through diversity (McKinsey)**
 - <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>
- ▶ **Who invents IT? Women's Participation in Information Technology Patenting, 2012 Update**
 - https://www.ncwit.org/sites/default/files/resources/2012whoinventsit_web_1.pdf
- ▶ **Why diverse teams are smarter (Harvard Business Review)**
 - <https://hbr.org/2016/11/why-diverse-teams-are-smarter>

References

- ▶ **Innovation Through Inclusion** (isc2.org)
 - **The Multicultural Cybersecurity Workforce**
 - ❖ <https://www.isc2.org/-/media/Files/Research/Innovation-Through-Inclusion-Report.ashx> (2017)
 - **Women in Cybersecurity**
 - ❖ <https://isc2-center.my.salesforce.com/sfc/p/#G00000000iVSt/a/0f0000000bpXo/sQxPX9KxnnuioZxNWxDGLJItkyOFsg9GOPdRo4h44TM> (2017)
- ▶ **Cybersecurity Workforce Study: Women in Cybersecurity** (isc2.org)
 - <https://www.isc2.org/Research/Women-in-Cybersecurity> (2018)



We
Thank
You!



Q&A

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