



AUGUST 9-10, 2023

BRIEFINGS

Diversity Microtalks

Perspectives on Creating Change

Big thanks to:

Allison Miller, Valerie Bubb Fenwick, Olivia Rose,
Jennifer Hughes, Christina Garceau

Speakers



Meghan Jacquot

Security Engineer
Inspectiv

Breaking Barriers: a Data-Centric Approach



Aastha Sahni

Technical Trainer
Microsoft



Andy Ellis

Advisory CISO & Operating Partner
Orca Security & YL Ventures

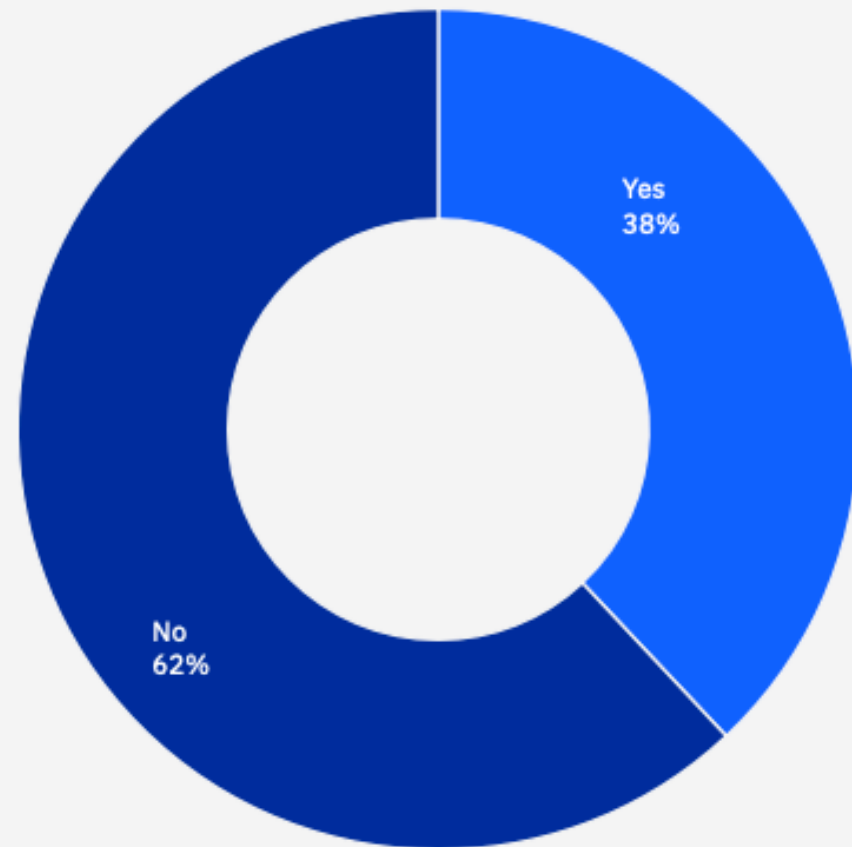
Reducing Your Team's Energy Costs



Sherri Davidoff

CEO
LMG Security

Is your security team sufficiently staffed?



IBM's Cost of a Data Breach 2022, p. 45

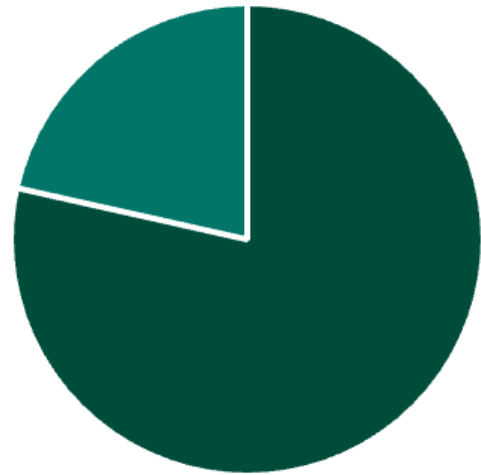
Continued Security Staff Shortages Are Making Businesses More Vulnerable To Cyberattacks: Report

Edward Segal Senior Contributor @
I cover crisis-related news, issues and topics.

Follow

Apr 6, 2022, 08:01am EDT

Who's Not in the Room?



- Male, 78.5%
- Female, 21.5%



- White, 65.7%
- Asian, 9.6%
- Black or African American, 9.2%
- Hispanic or Latino, 9.0%
- Unknown, 6.1%
- American Indian and Alaska Native, 0.4%

- Only 21.5% of cybersecurity analysts are women
- Minorities are underrepresented
- <https://www.zippia.com/cyber-security-analyst-jobs/demographics/>



Who's Not Onstage?

Virtual



Meghan Jacquot

Security Engineer
Inspectiv



Aastha Sahni

Technical Trainer
Microsoft



Olivia Rose

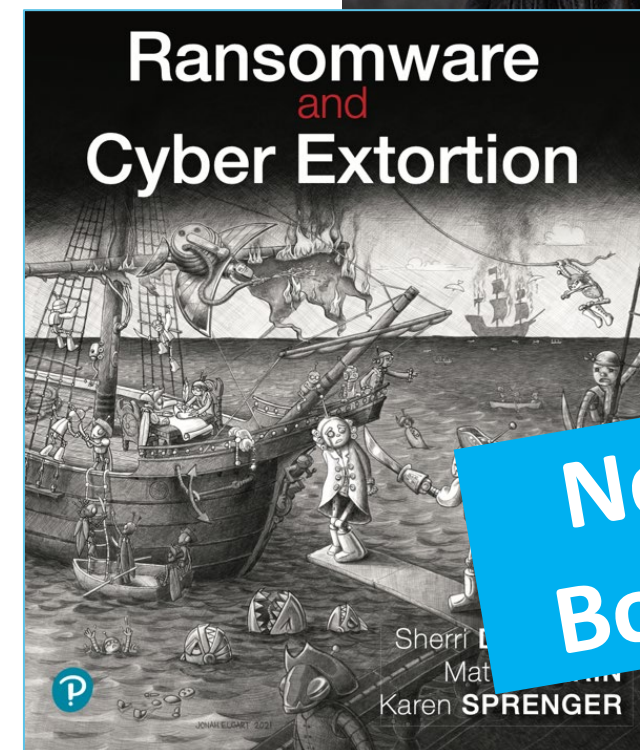
CISO and Owner
Rose CISO Group



Andy Ellis

Advisory CISO & Operating Partner
Orca Security & YL Ventures

- **Sherri Davidoff**
- Founder & CEO, LMG Security
- **22 years** as a cybersecurity professional
- MIT, EE/CS & Network Security Team
- Author of 3 books, including:
- “Data Breaches”
- “Ransomware Response & Prevention”
- Early on – co-authored a SANS class
- Most important role: Mom



**New
Book!**



What came to mind is that you, because of your background, might be inspiring for the thousands of young women that we are finding who have a lot of aptitude but few models or pathways.

- At a major conference in 2020...
- Bumped into Alan Paller, President Emeritus of SANS, in the elevator
- He texted later...

I texted back:

women need more than inspiration to get involved.

if you want to see more women in cybersecurity, you have to take the needs of women with children into account. that hasn't happened yet, and that means there's a lot of untapped opportunity.



- Caregiving: children, elders, spouses, etc
- 76.2% of unpaid care work is performed by women
- Disproportionately shouldered by ethnic minorities

Estimates of Individual Caregiving Prevalence by Race/Ethnicity

	Prevalence
White (Non-Hispanic)	16.9%
African American	20.3%
Asian American	19.7%
Hispanic	21.0%

Why Aren't More Women Working? They're Caring for Parents



Aisha Adkins in the Atlanta area with her mother, Rose, whose dementia was diagnosed six years ago. The elder Ms. Adkins can't be left alone. Lynsey Weatherspoon for The New York Times

- **Proximity** - Be physically near their dependents regularly
- **Availability** - Be available on dependents' schedules or have alternate care arrangements.
- **Flexibility** - Step in unexpectedly



- Virtual/hybrid
 - Training & conferences
 - Speaking opportunities
 - Networking opportunities
- Selection processes that are accessible
- Child care options
 - List of sitters etc (talk to the venue)
 - Onsite child care if possible
 - Thanks, Black Hat!
- Flexibility





Breaking Barriers: a Data-Centric Approach

Meghan Jacquot & Aastha Sahni



Speaker Introduction - Meghan Jacquot

Security Engineer - Inspectiv (Bug Bounty and Pentesting)

**Board Chair for Academics and Research -
BBWIC Foundation**

SOC Goon - DEF CON

Staff - The Diana Initiative

**CFP Review Board - SANS, OWASP,
Day of Shecurity, The Diana Initiative**



Speaker Introduction - Aastha Sahni

Technical Trainer - Microsoft

Founder & Board Chair - BBWIC Foundation

Founder - CyberPreserve

Ambassador - Snyk

Research Survey: Diverse Cyber Professionals Across the Globe

We conducted a survey covering areas of growth which included research participation, international travel requirements for international conferences, and lateral growth into different areas in cybersecurity.

**Received 76
responses**

**59 participants
from
Underrepresented
groups**

**Top survey
participants:
United States of
America, India &
Australia**

Survey Outcomes: Research Challenges

Research is Expensive, difficult to access data

Lack of support/motivation from peers/professors

Misrepresentation of first-generation Americans, and people of color.

Imposter Syndrome

Recruitment restrictions

Time & Mentorship

NeuroDiversity Challenges

Challenges: Lateral Pivots within CyberSecurity

Adding new skills to resume

Building experience & demonstrating skills

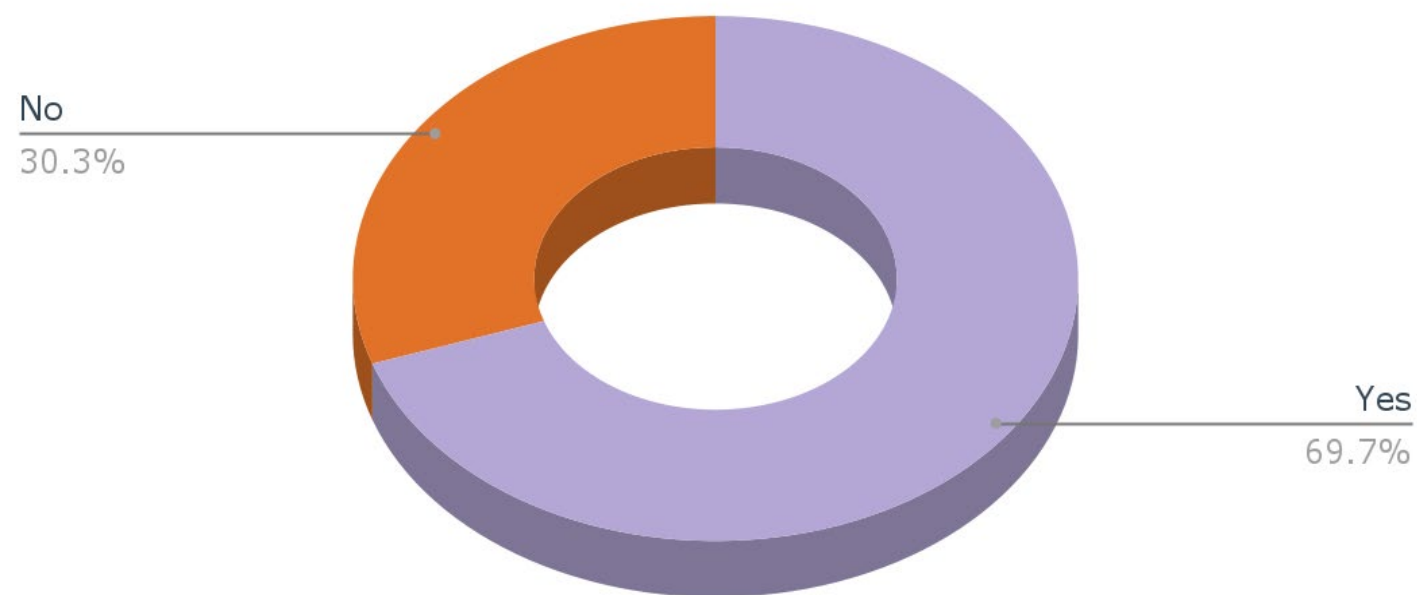
Lack of awareness, guidance and Mentors

Finding a role with appropriate salary

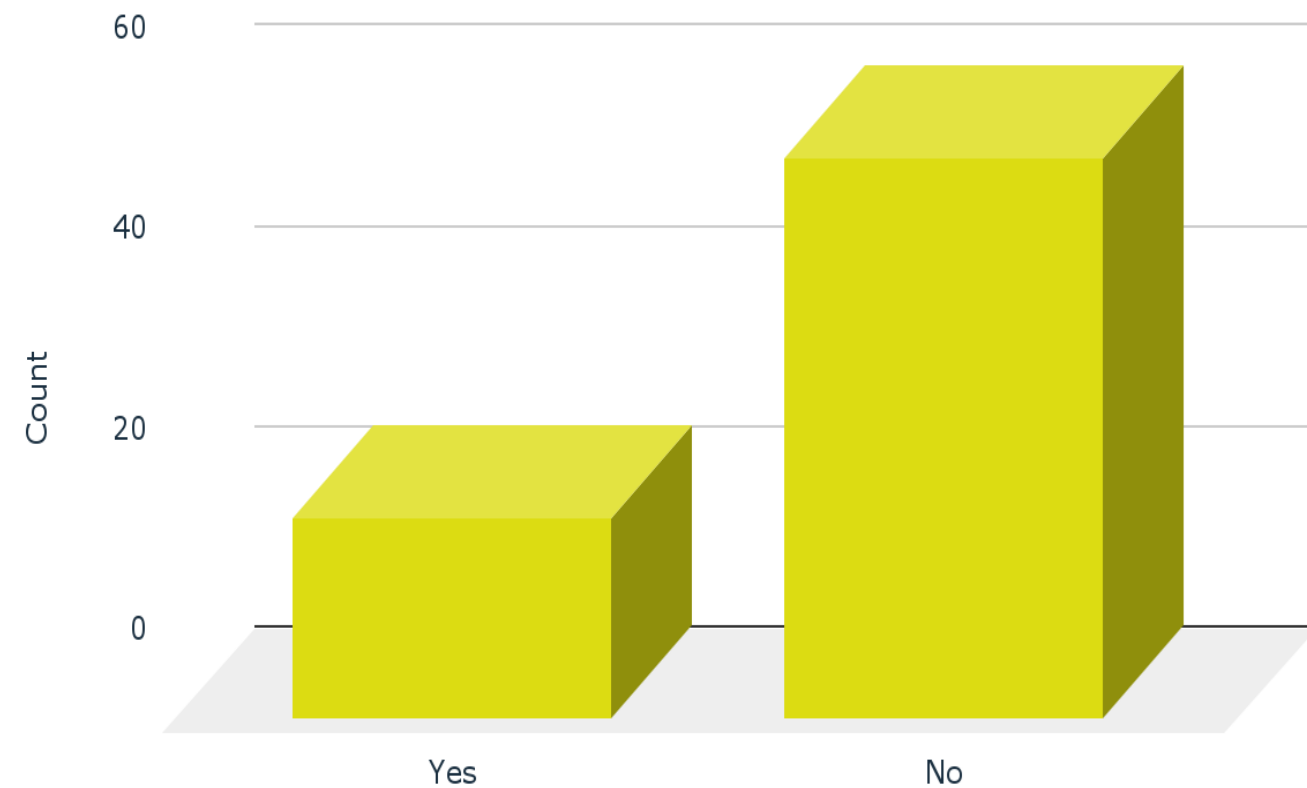
Salary factors & competition

Survey Outcomes: Conferences & Travel

Participant familiar with international travel



Participation in International Conferences



Potential Solutions

**Building
Research Board**

**Travel &
Financial
Assistance
Awareness**

**Subject Matter
Expert Programs**

**Enabling
Diversity with a
Purpose**

Key Takeaways

How can different communities come together?

How can community members play a role?

How can we identify global diversity challenges and formulate solutions?

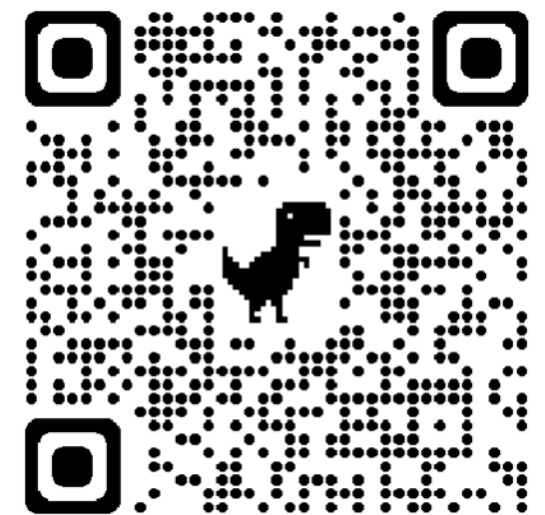
How can we execute "Diversity with a Purpose" approach?

"There's no use talking about the problem unless you talk about the solution."

-- Betty Williams

Resources can be found here or via this
URL <https://bit.ly/BH23>

Slides can be found at this QR code or with
this link: <https://bit.ly/BlackHat23>



Join us on chat in the mobile app →

You can also chat from your laptop:



Diversity Microtalks: Perspectives on Creating Change

🕒 Wed, Aug 9 3:20 PM to 4:00 PM • 40m (GMT-0700)

📍 South Seas AB, Level 3

🗨 Briefings

Sustainability and Inclusivity

🗨 LIVE DISCUSSION



Information

Join us for three practical microtalks by cybersecurity industry leaders Andy Ellis, Meghan Jaquot, Olivia Rose and Aastha Sahni.

[see more](#)

Let's Continue the Conversation!



**Meghan
Jacquot**
Security Engineer
Inspectiv



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Technical Trainer
Microsoft



Sherri Davidoff
CEO
LMG Security



Andy Ellis
Advisory CISO &
Operating Partner
Orca Security & YL
Ventures

Connect on:



Join the Inclusion Discord:

<https://discord.com/invite/rZQpyHT5>

