

# RSA<sup>®</sup> CONFERENCE 2014

FEBRUARY 24 - 28 | MOSCONE CENTER | SAN FRANCISCO

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## Right Skills, Right Time, Right Industry: Women in Security

SESSION ID: PROF-M04

**Moderator:** Julie Peeler

Director, (ISC)<sup>2</sup> Foundation  
@isc2cares

**Panelists:** Marene Allison

Global CISO, Worldwide VP: Information  
Security, Johnson and Johnson

Patricia Goforth

Officer MI Cyber  
Booz Allen Hamilton

Cecily Joseph

Senior Director, Corporate Responsibility &  
Compliance, Symantec Corp.



# Women are 11% of InfoSec Workers

- ◆ **Leaders** (3,466 respondents):
  - ◆ Executives (e.g., CEO, CIO, CSO, CISO, etc.), managers, architects, strategists, and strategic advisors.
- ◆ **Doers** (2,348 respondents):
  - ◆ All other job titles with the most frequently chosen job titles being **security analyst** (29% of Doers) followed by security and compliance auditors (22%).

# Key metrics: Better educated, worse pay?

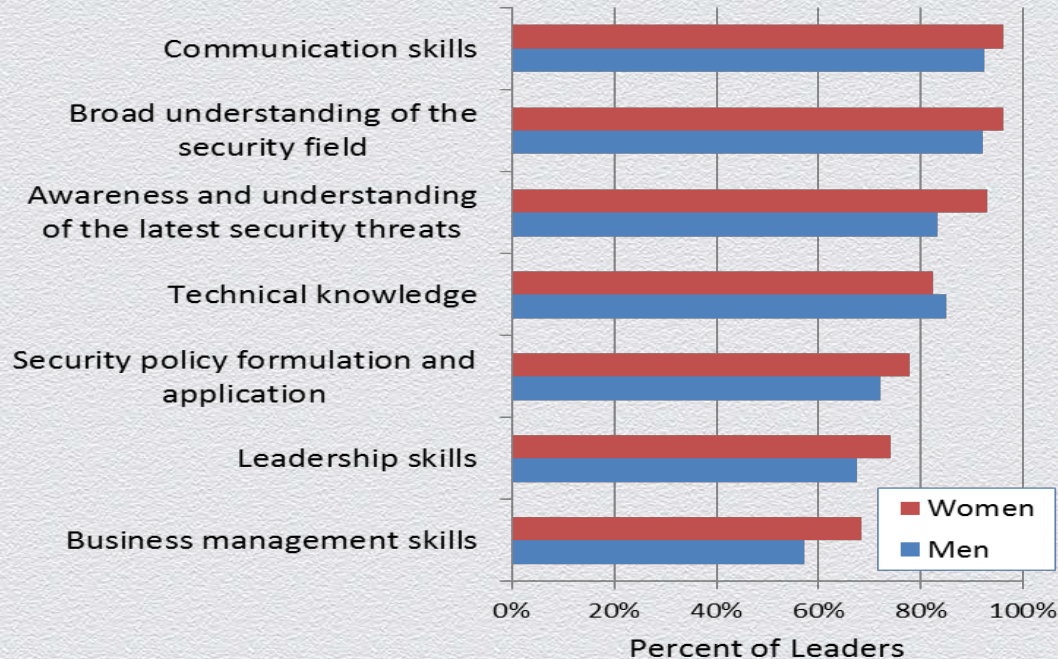
	Leaders		Doers	
	Women	Men	Women	Men
Average number of years in security profession	13.5	13.6	12.1	12.2
Median annual salary (salary selections in the survey were presented in \$10,000 increments; e.g., \$90,000 - \$99,999)	\$105,000	\$105,000	\$85,000	\$95,000
Average annual salary	\$109,800	\$111,100	\$91,000	\$93,500
Percent with bachelor, masters, or a doctorate degree	91%	89%	91%	85%

# Top Findings

1. Gender equality would more than wipe out the gap in the workforce.
2. The industry is transforming; women possess the differentiated skill set to:
  - ◆ Drive change
  - ◆ Thrive in the new environment

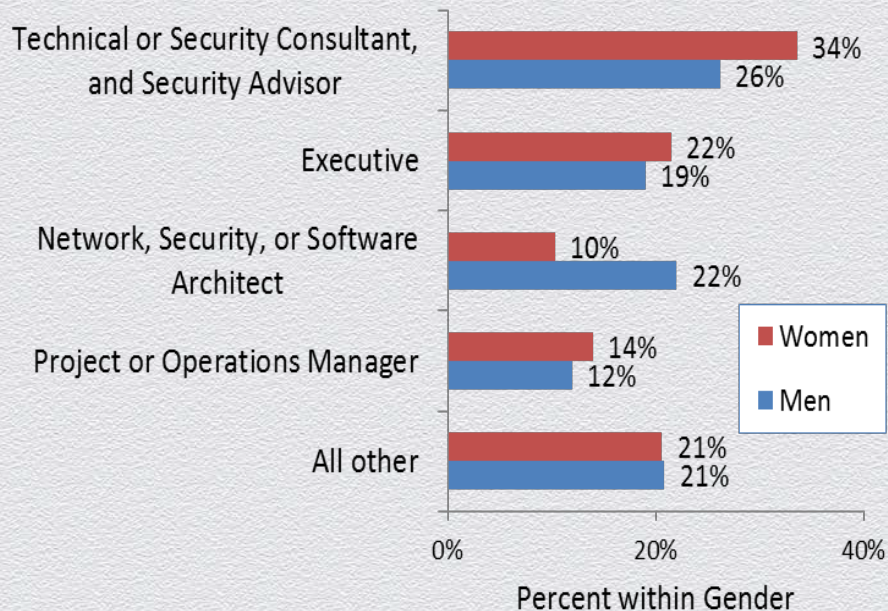
# Women have the skills to succeed

## Skill Attributes of a Successful Information Security Professional (Very Important and Important)

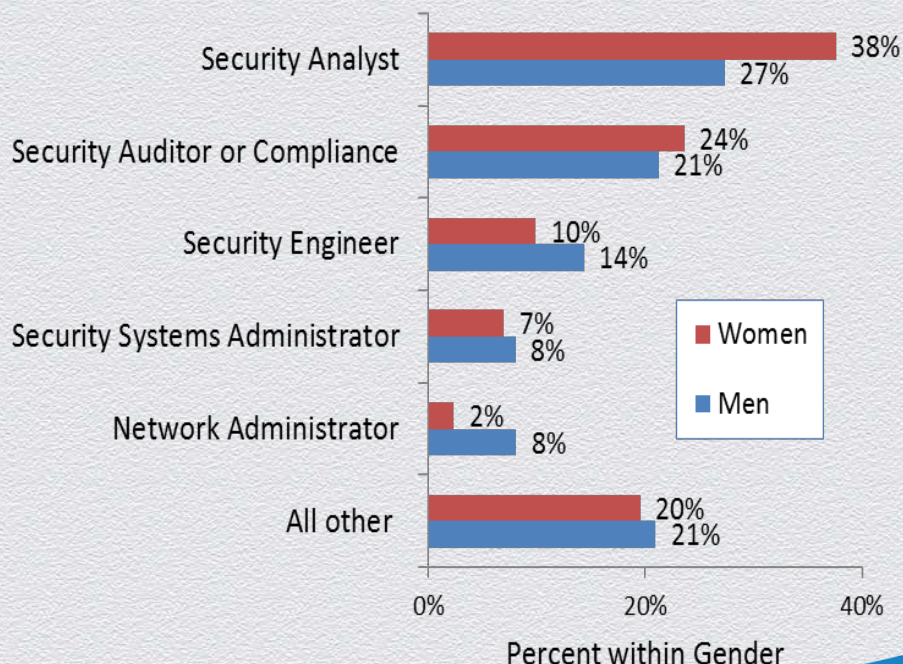


# Women are consultants, advisors, analysts

## Job Title Distribution - Leaders

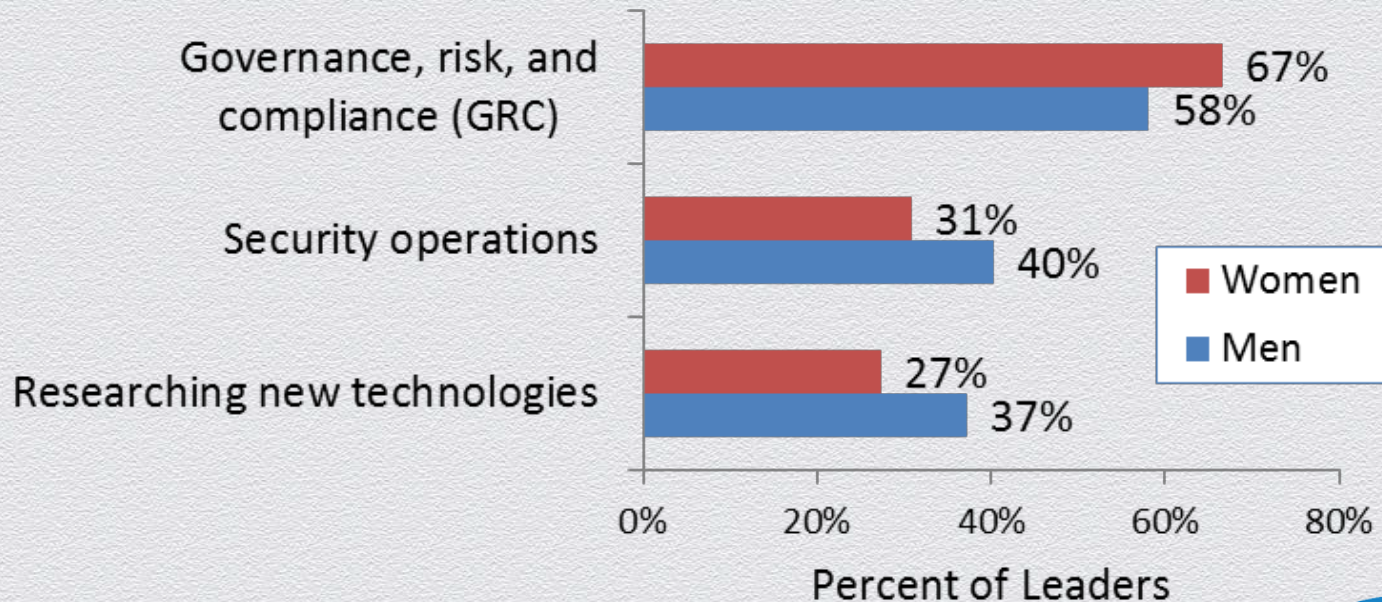


## Job Title Distribution - Doers





# Strategic or Tactical?

## Spending Significant Amounts of Time





# Panel Discussion



**Agents of Change:  
Women in the Information Security Profession**  
*The (ISC)<sup>2</sup> Global Information Security Workforce Subreport*

A whitepaper derived from the 2013 (ISC)<sup>2</sup> Global Information Security Workforce Study, a Frost & Sullivan market study, in partnership with:





## The Challenge: I will.....

- ◆ Be more visible in the industry
- ◆ Be more visible in my company
- ◆ Be more visible in the community

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