

# RSA® Conference 2016

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SESSION ID: PROF-M06

## Should I Stay or Should I Go? How to Attract and Retain Women in the Industry

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@yacsplace



Connect to  
Protect

PANELISTS:

**Angela Messer**

Executive Vice President  
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@

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**Ping Look**

Director, Information Security  
Optiv

@vlkyri

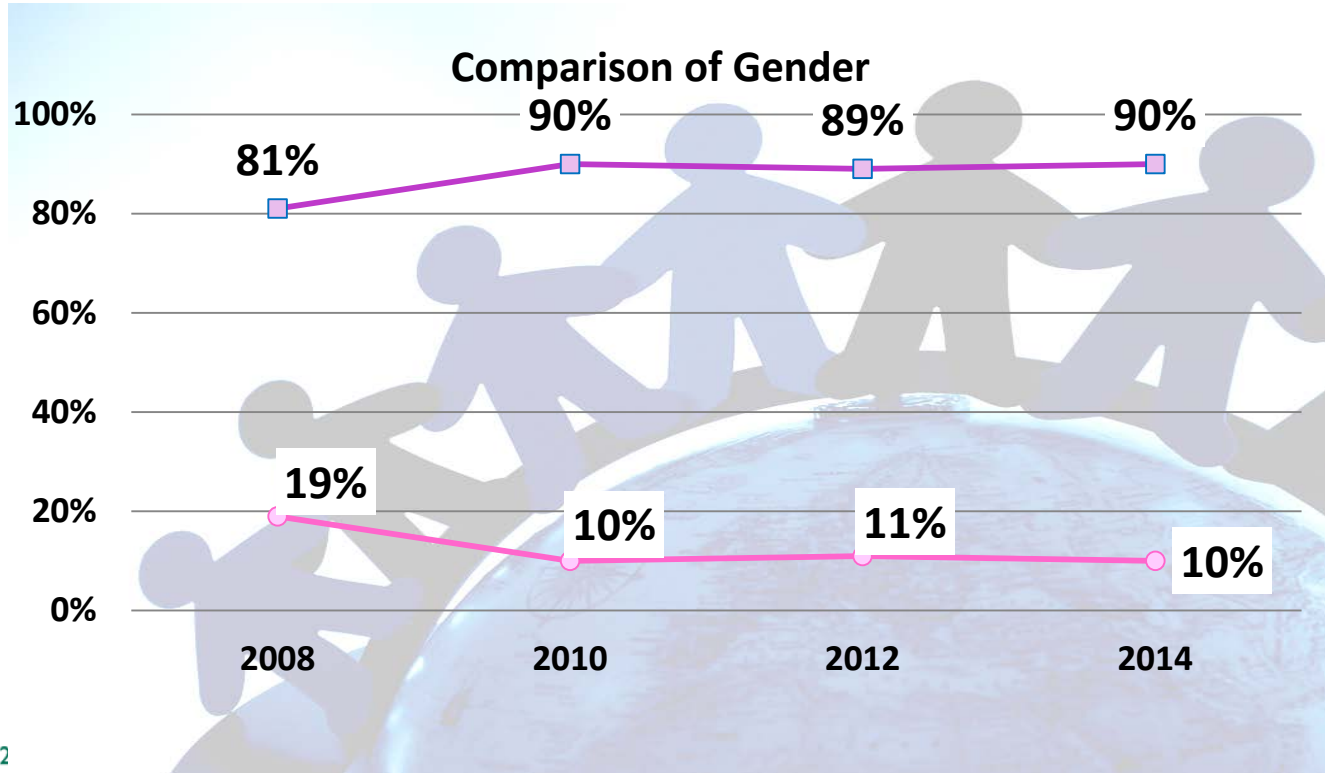
**Kerry Matre**

Security Services  
Hewlett Packard Enterprise

@

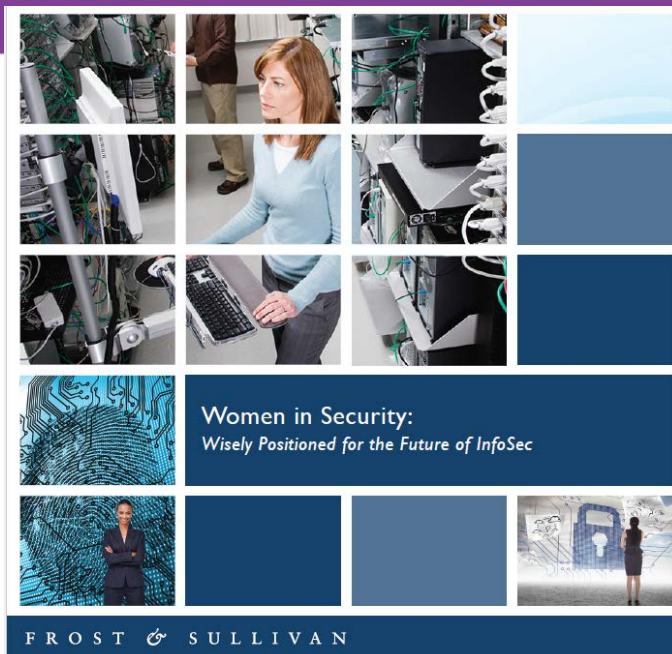


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- Why aren't more women interested in security?  
Why don't they stay in the field?
  - Just the facts
  - Personal stories
  - What are organizations/educational institutions doing to address
  - What do you think should/could be done to address?
  - How can you apply to our own experience/organization?
  - Closing remarks



- <https://www.isc2cares.org/IndustryResearch/GISWS>

A Frost & Sullivan White Paper  
Michael Suby, VP of Research

A Frost & Sullivan Market Study in Partnership with:



Booz | Allen | Hamilton  
strategy and technology consultants



# Key Findings



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- Women as a percent of the InfoSec workforce is stagnant
- 9/11 sparked a pivotal shift in the makeup of the industry
- Women are taking jobs/tasks/projects many men don't want...and thriving because of it
- Women dominate GRC
- Career management skills are needed

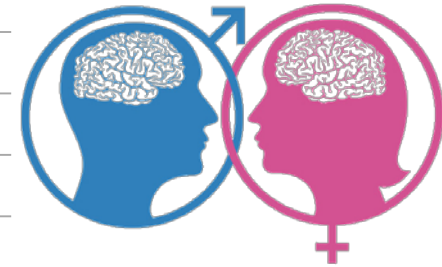
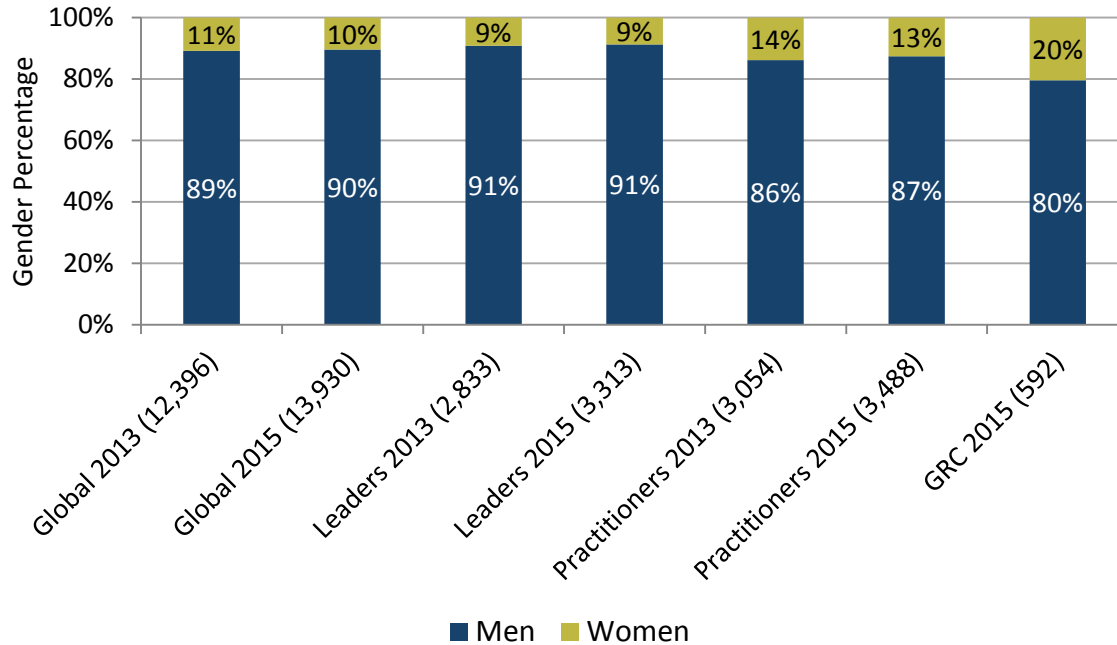
# Stagnant Percentage of Workforce



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## Global Information Security Workforce Study: 2013 & 2015

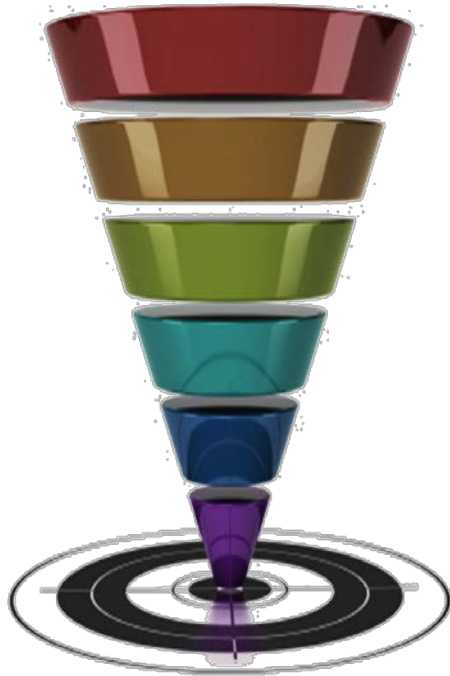
*Women's Percent of Infosec Workforce is Unchanged*



# Women Employed as a % of Total



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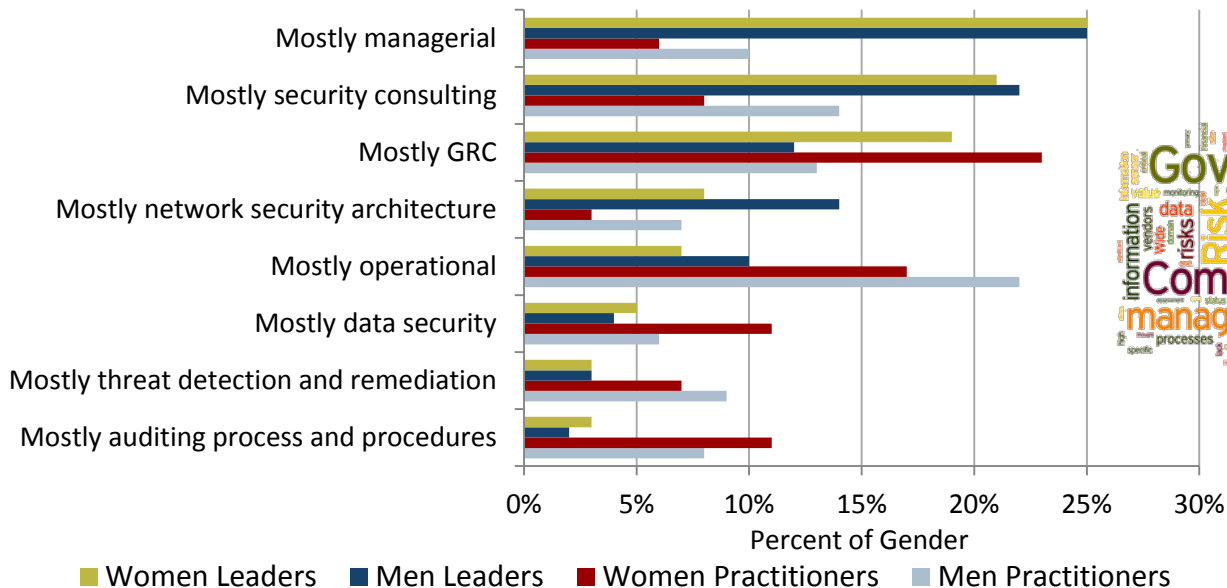
- **74.40 % - HR Mgrs (highest in management occupations category)**
- **38.60 % - Management occupations**
- **26.70 % - Computer and information systems managers**
- **26.30 % - Chief executives**
- **25.60 % - Computer and mathematical occupations**
- **18.10 % - Information security analysts**

# Women Dominate GRC



## 2015 Global Information Security Workforce Study Repondents

*Women are More Concentrated in GRC Roles than Men*



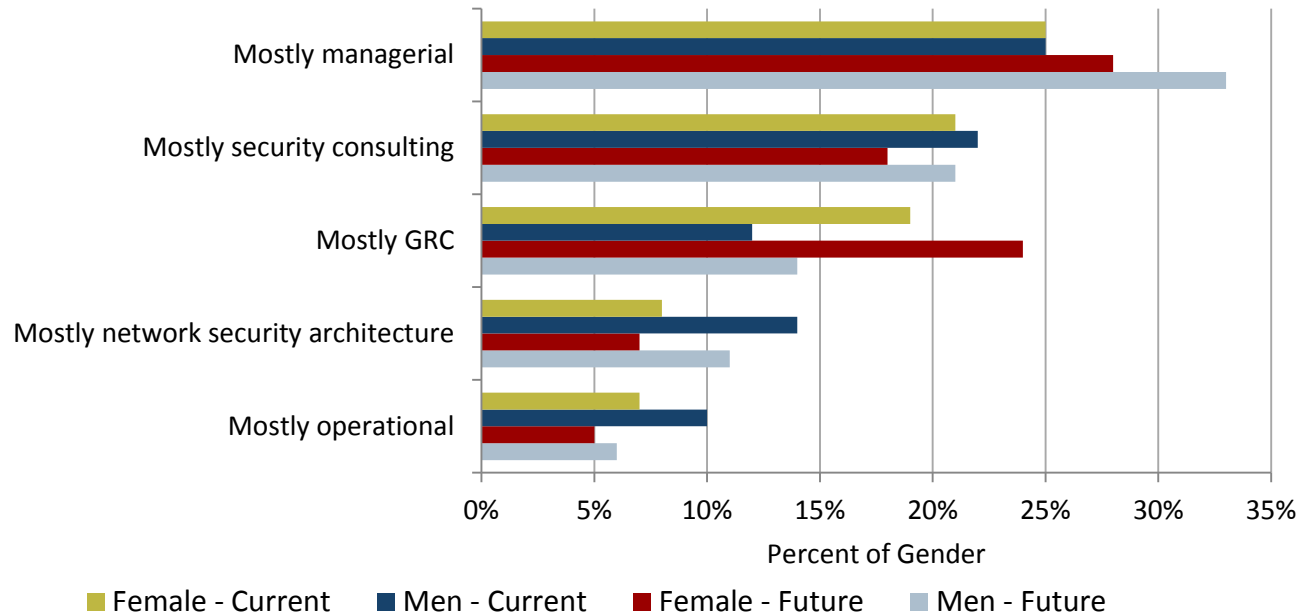


# Women Positioned for the Future



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**2015 Global Information Security Workforce Study Respondents**  
*For Leaders, Higher Future Prominence in the Management and GRC Roles is Predicted*

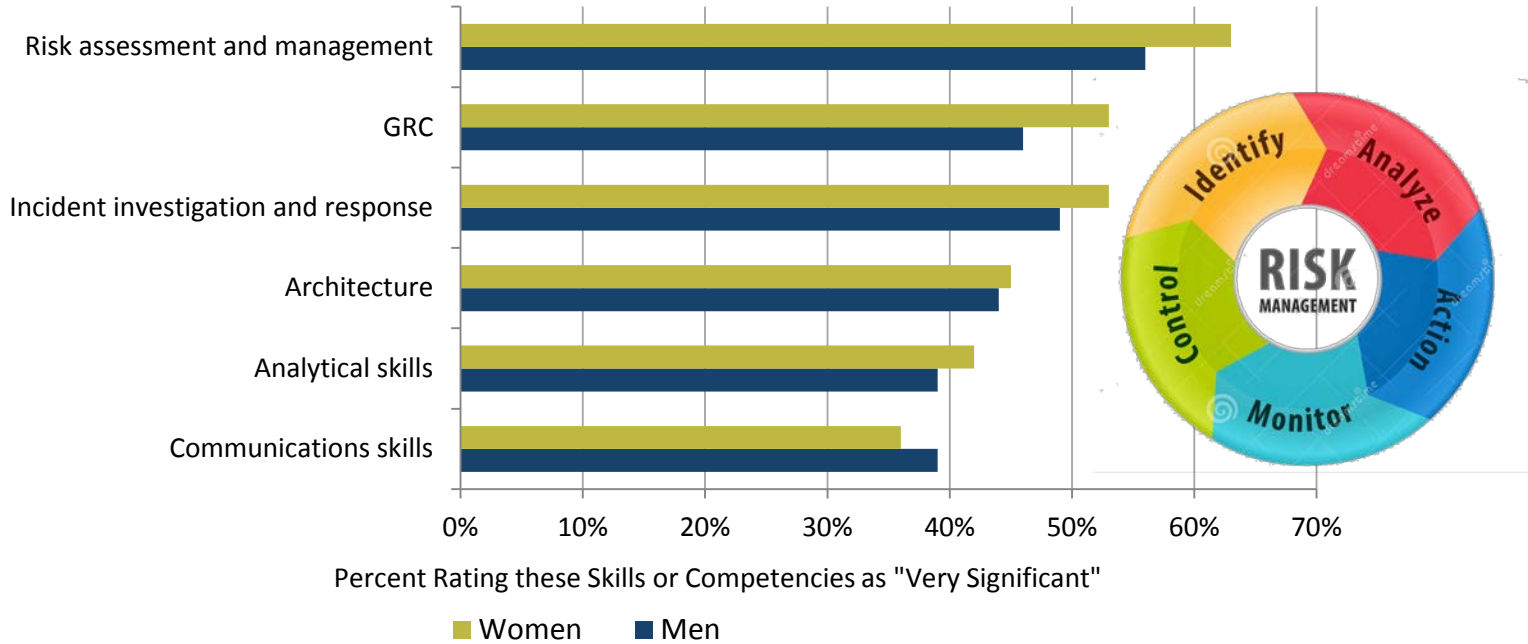


# Women Positioned for the Future



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## 2015 Global Information Security Workforce Study Repondents For Leaders, Future Skill Development is in Risk Management

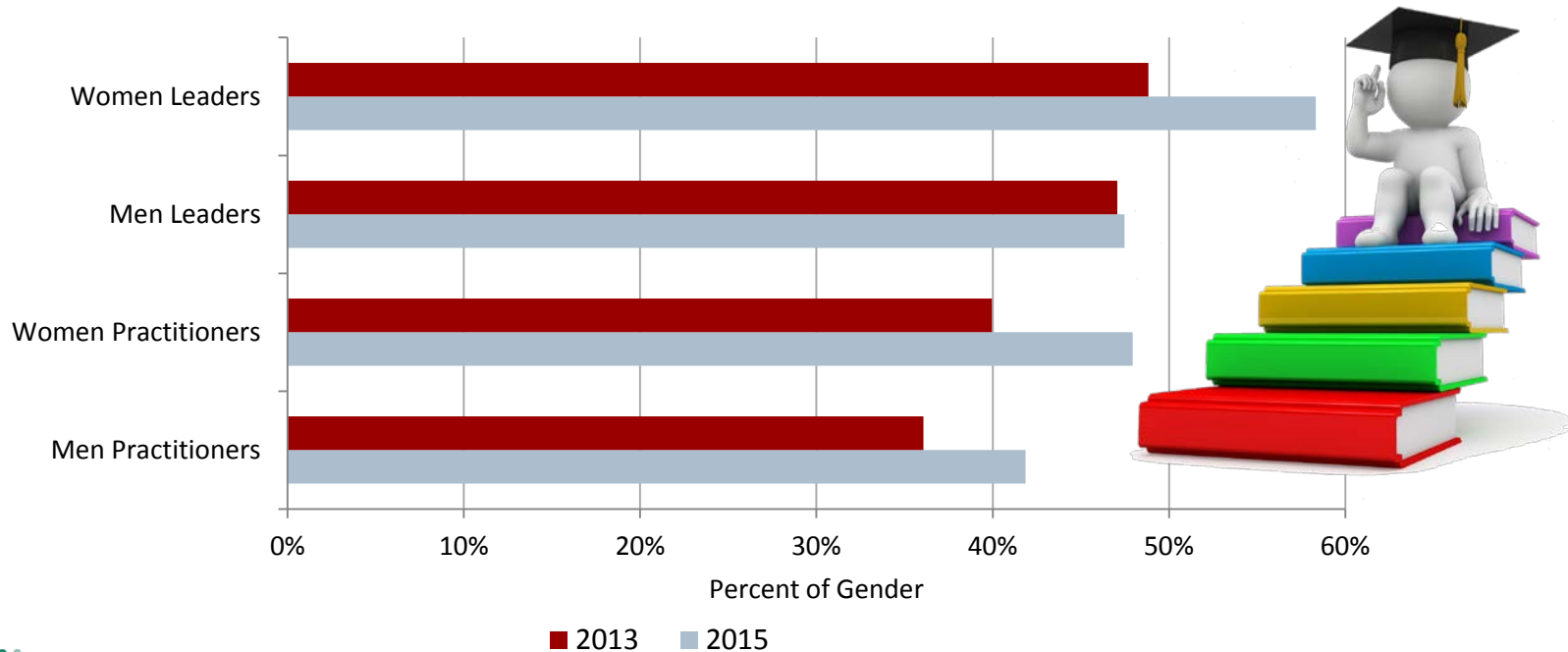


# Women – Better Educated



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**2013 & 2015 Global Information Security Workforce Study Repondents**  
*Women Have a Higher Level of Academic Achievement*



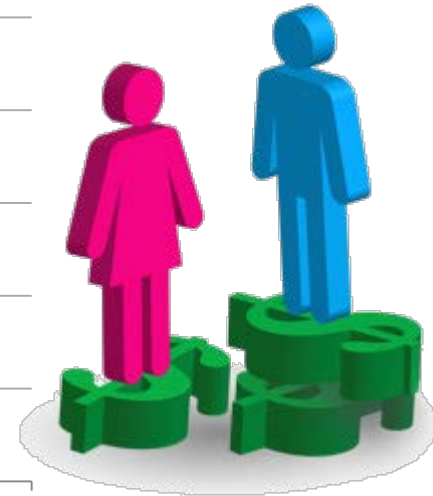
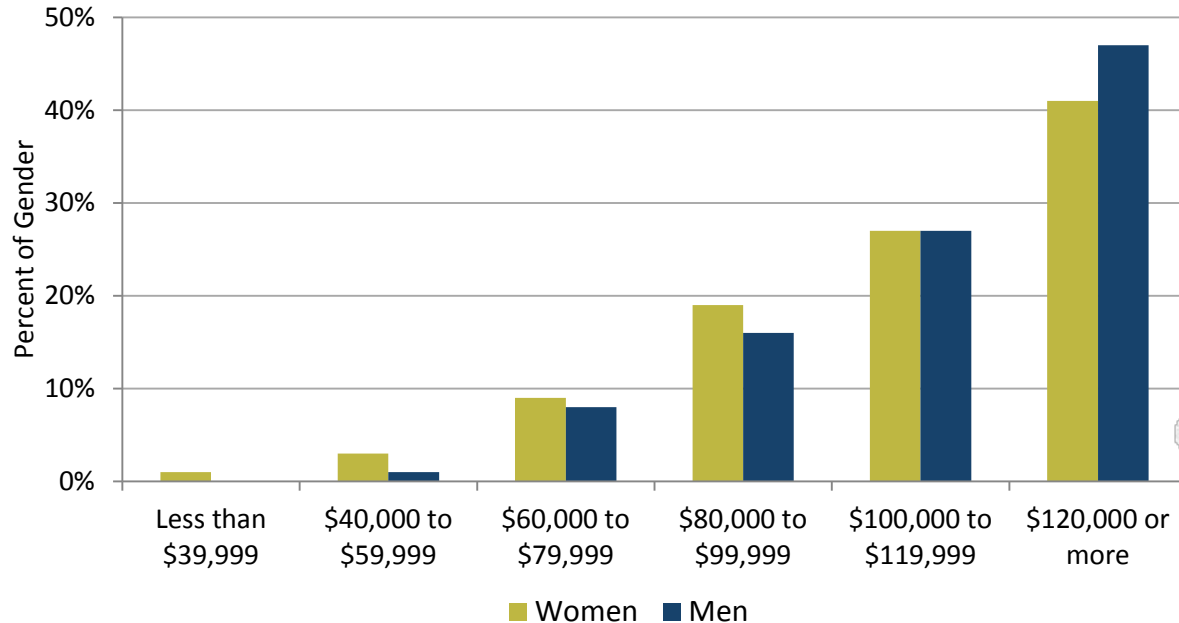
# ...But Make Less Money



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## 2015 Global Information Security Workforce Study Repondents

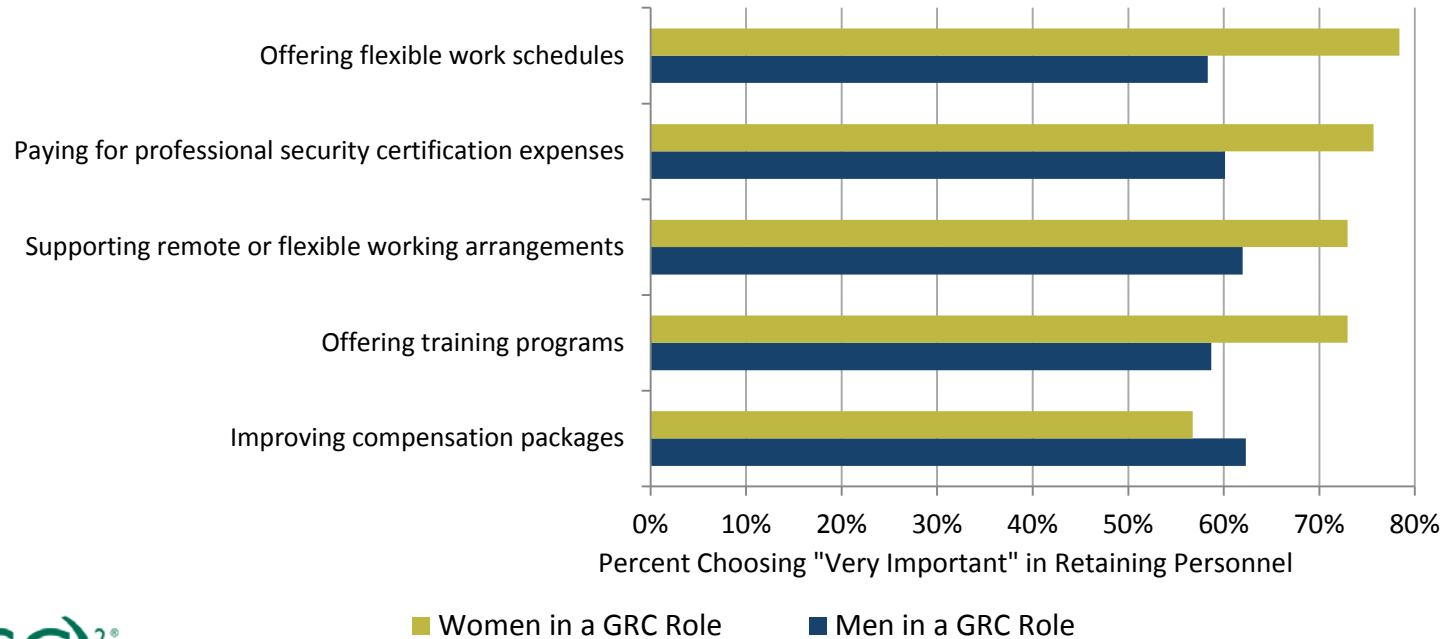
*Annual Salary Distribution of GRC Subgroup: a Smaller Percentage of Women are in the Highest Salary Bracket than Men*





## 2015 Global Information Security Workforce Study Repondents

*Women Prioritize Non-Monetary Incentives for Personnel Retention Higher than Men*





## 2015 Global Information Security Workforce Study Respondents

*GRC Subgroup: Women Changed Employers Less Than Men*



# Where do we go from here?



# Key Takeaways



- We are all in this together
- Continue the conversations about the issues.
- Create a culture of acceptance and appreciation of differences
- Women – Be your authentic self
- Men– The best thing you can do is advocate for and support women





**Don't just talk change;**

**Be the change.**



## **Panel Discussion**

**Report located at:**

**<https://www.isc2cares.org/IndustryResearch/GISWS/>**

Subhead if needed

