It’s 2016: What can you do about gender balance in Information Security?

SecTor 2016 Keynote Panel
Why does having more women in information security matter?

“We're raising our girls to be perfect, and we're raising our boys to be brave.”

- Reshma Saujani
Founder, Girls Who Code
Why does having more women in information security matter?

Even though women represent 47.2% of the Canadian workforce...

... and hold 30.8% of the seats on the boards of Canadian stock index companies...

... as of 2015 we still only account for 10% of people working in traditional Information Security roles.


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How do we increase confidence in girls to pursue technical subjects?

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How do we recruit and build top female talent?

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- Rosalynn Carter
How do we recruit and build top female talent?

“Companies are saying that they want to hire more women in information security and have more women at the most senior levels, but I don't often see them making the investments they need to ensure that.”

- Joyce Brocaglia, executive recruiter and founder of the Executive Women’s Forum

Canada could have 20.9 million females by 2031, rising further to 25.3 million by 2061. For much of the past century, population growth has been slightly more rapid for females than for males.

- Statistics Canada 2016

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What does it take to remove barriers and overcome challenges?

“Never interrupt someone doing what you said couldn't be done.”

- Amelia Earhart
What does it take to remove barriers and overcome challenges?

“McKinsey attributed these disparities to the fact that the tech industry doesn’t have enough women with relevant college degrees in its talent pool, others are pointing the finger at the industry’s “unresolved issues with sexism” as the reason why we’re seeing less and less women entering the tech industry and more and more, leaving it.”

- mashable.com: “Women aren't even getting many entry-level jobs in the tech industry”. Mar 30, 2016

56%

56 percent of technical women leave at the “mid-level” point of their careers, just when the loss of their talent is most costly to companies. This is more than double the quit rate for men.


“Never interrupt someone doing what you said couldn't be done.”

- Amelia Earhart
Leaders for the next generation

“If you’re offered a seat on a rocket ship, don’t ask what seat! Just get on.”

- Sheryl Sandberg
COO Of Facebook
Leaders for the next generation

51% of women in senior management report they interact with a company leader at least once a week, compared to 62% of men.

- 2016 Women in the Workplace, Lean In and McKinsey & Company Report

The top 20% of best performing companies had 27% of women in key leadership roles across the entire organizational structure. The bottom 20% had 19% in leadership roles.


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COO Of Facebook
Summary & Takeaways:
Diversity Creates Opportunities

Diversity increases your growth potential while reducing your risk:
• Broaden your resource talent pool
• Diversify your team's skill set
• Build collaborative and productive teams
• Achieve success by tapping into different perspectives
Summary & Takeaways: Encouraging the next generation

Five key areas to consider:
• Introduce technology and encourage education from a young age to peak interest
• Engage in positive reinforcement and support youth as a way to build confidence
• Suggest and assist with tools and resources to learn about potential career paths
• Offer opportunities for development to young adults within information security roles
• Support work-life balance to maintain long term productivity
Summary & Takeaways: Recruiting and Building Talent

Look inside your organization, but outside traditional pipelines
  • Your business partners have many talented women who would make excellent InfoSec employees

Be inclusive
  • Think about your perceptions: Traits displayed by men are perceived one way and the same traits displayed by women are perceived another way

Understand motivations
  • Compensation, but also work/life balance
Summary & Takeaways: Addressing Barriers and Challenges

Be conscious of:
- Privilege
- Bias (conscious and unconscious)
- Exclusion (listening and mansplaining)
- Language

Actively work to create a welcoming culture
Create leaders for tomorrow

- Leadership includes pushing individuals to new heights.
- Great leaders are authentic and do not appease to the status quo.
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