



CAN WE BE DONE TALKING ABOUT DEI 2021?

MIC MONTHLY NEWSLETTER



There are various definitions of Diversity, Equity, and Inclusion (DEI). Some of the better definitions were those that came out of the work by the (ISC)² Global Diversity, Equity, and Inclusion Task Force.

- **Diversity** is about who we are and the different ways we show up. Individually, each of us has different characteristics that make us unique.
- **Equity** seeks to ensure an equal outcome for each person despite different circumstances by allocating resources and opportunities tailored to their specific needs.
- **Inclusion** is about the level of participation and creating an environment where diversity is accepted and celebrated, and all people are able to fully participate.

Now go into Google News (or your favorite search engine) and type the words “cybersecurity diversity” and glance at the headlines. The list is long, some titles include “The Urgent Need For Cybersecurity To Diversify”, “IT Pro 20/20: The problem with diversity in cybersecurity leadership” or “A diverse cybersecurity ecosystem is critical for network security” but the message is the same. The cybersecurity profession is homogenous, and that fact is hindering the profession from attracting, obtaining, and retaining talent. But how many times can we ask the same question without coming up with any real solutions?

Fact is there is not just one way to tackle the DEI problem, just like there is no silver bullet solution that will solve all your cybersecurity risks. “Defense is Depth” is a concept most cybersecurity professionals are familiar with; it means if you are attempting to reduce your cybersecurity risks its best to build multiple layers of defense. For example, Firewalls alone cannot solve your network security challenges but having firewalls, with other technologies like IDS/IPS, VPNs, DDoS prevention, CASBs, access control, etc. provides multiple layers for network defense.

Ergo, in 2022 I am proposing we start talking about “DEI in Depth” to solve our DEI challenges. (Warning: I am an attorney so quote me when you reuse this term). We need to first stop talking about the fact that there is a problem, yes, we know that! What we need to do is use multiple techniques to increase DEI which starts with hiring diverse candidates but also includes pay equity and transparency in job salaries, clear job roles, titles, and descriptions, employee career paths, clear job ladders that explain what is required for promotion. In other words, providing more transparency and less subjectiveness in the hiring, pay, and promotional opportunities.

HAPPY HOLIDAYS!

FROM THE MIC TEAM



MIC LEAD

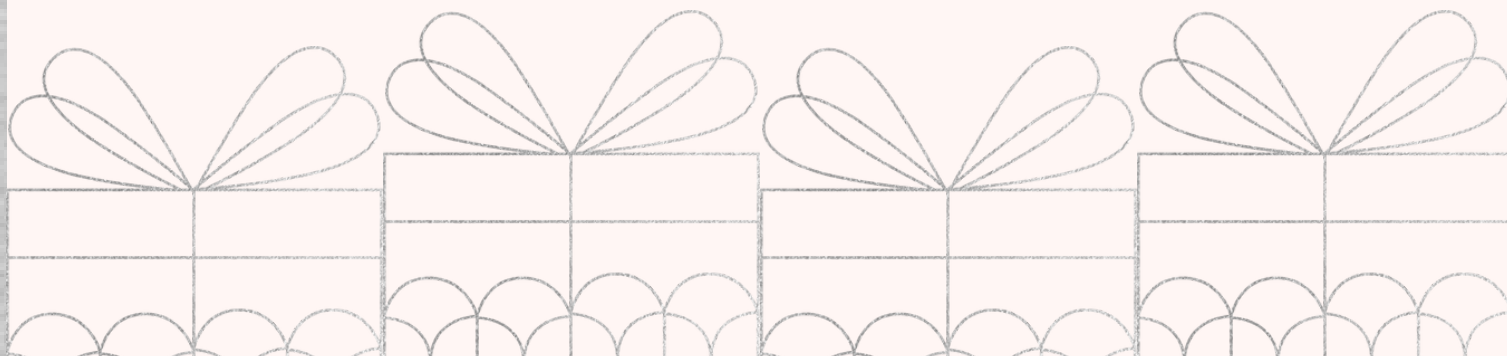
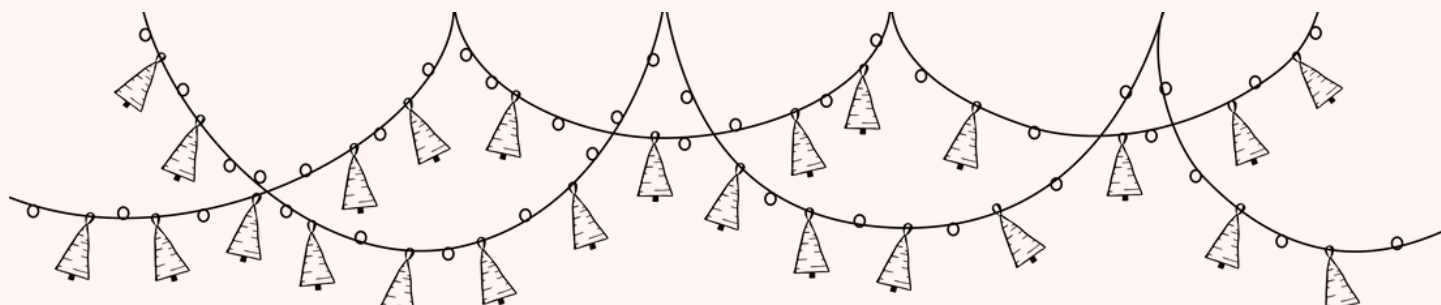
SUBMIT YOUR APPLICATION TODAY

Spots filling fast!
Application Deadline: December 31, 2021

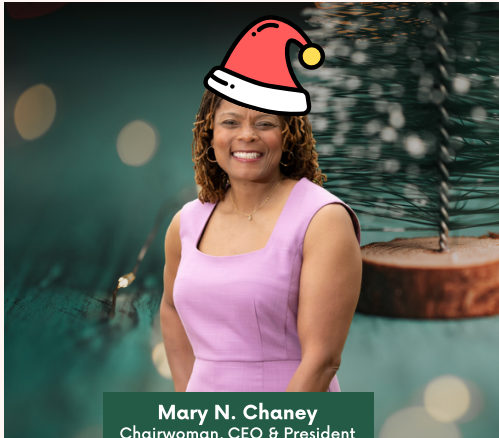


Holiday Party!

Join us for the last MiC
Community Call of the year!
December 17, 2021



MESSAGE FROM THE CEO



Mary N. Chaney
Chairwoman, CEO & President
Minorities in Cybersecurity, Inc.

DEAR MIC COMMUNITY,

As this year ends, I cannot help but reflect on the changes we have all had to endure during this pandemic. The past couple of years have been tough on everyone and we've had to grow, change, and evolve into new and different ways to do just about everything. The way we work, socialize and live our day-to-day lives has changed and whether that brings us closer or continues to pull us apart as a collective human race remains to be seen.

Even within MiC, we've had to change and evolve the way we engaged our community and define a clearer vision on how we can make the best impact. Because, when I founded MiC, I didn't go in wanting to be the biggest, I wanted to make a difference in each individual that came to us for help while attempting to build their cybersecurity career. Now that we are, hopefully, coming to a place where we learn to live in this post-pandemic world, we can now begin to focus on improving on what we have collectively learned. The MiC LEAD™ program is our first step as we try to fulfill our mission.

In addition, as a collective community, we need to change the narrative about women and minorities being at a disadvantage when pursuing cybersecurity as a career. We all make choices and decisions about what to believe, and I for one am no longer willing to believe we cannot make space for diversity, equity, and inclusion in our field. Yes, it is hard work but what other choice do we have?

Let me tell you a HUGE secret. Cybersecurity criminals don't have DEI problems!!! Criminals want the best and brightest talent! Our profession is hard enough. Whether it is vulnerability management, cloud security, network security, incident response, red, blue, purple teams, privacy, data protection, e-discovery, reverse engineering, etc., etc., etc. that's hard! It takes multiple teams performing together and orchestrating for success. Making room for more people to help us by getting over ourselves and realizing everyone has a place and a role seems easier.

Let's see what we can do in 2022 about increasing diversity, equity, and inclusion in the cybersecurity profession while at the same time preparing our next generation cybersecurity leaders to #LevelUp into management roles!

We must tackle both! I'm ready. What about you?

