



January 2025

MiC News

As we begin this new year, we at MiC extend our warmest wishes for a year filled with success, joy, and prosperity.





Message from the CEO



MARY N. CHANEY

**Chairwoman, CEO & President
Minorities in Cybersecurity, Inc.**

Happy New Year to everyone! I hope everyone had a safe and wonderful end to 2024 and looking forward to 2025! If you are anything like me you may be feeling a lot of uncertainty given the list of organizations who have pulled the plug on **Diversity, Equity and Inclusion** initiatives. It honestly makes no sense as diversity of people, thought and experiences are foundationally necessary to battle threat actors who often think outside the box when they attack organizations. The creativity of these global threat actors continues to leave us chasing our tails as breach after breach hits the headlines. The lack of individuals in the room who can solve problems in different ways will continue to hinder cybersecurity teams trying to protect information and systems globally.

Ironically, when it comes to hiring what I am seeing is organizations continuing to move entry level cybersecurity roles out of the US. In the past year, I have been told by hiring managers on more than one occasion they are not authorized to hire people in the US. When you think about it, organizations seem to be saying they are willing to hire diverse candidates, just not in the US! Places like India, Brazil, Mexico, Japan, etc. are filled with diverse talent who just because they are not



in the US get an opportunity whereas we are asking individuals in the US to do and be “more”. Companies will tell you is it is more cost effective to outsource components of their cybersecurity teams. I will not argue the point. However, cybersecurity talent outside the US is grown and developed, we do not make the same investment in US based talent. In fact, we continue to ask US based talent to make significant investment in themselves by getting a degree or seeking certification after certification or invest money in building their own home “labs” AND have on average 2-3 years of cybersecurity experience to even get an interview for an entry level role. The cybersecurity talent pipeline in the US is broken and it is our own fault! We are so bogged down in our perceived differences we are missing an opportunity to fill the 400,000 plus open cybersecurity roles with US based talent.

The good news, despite it all, we have seen some successes, to date, within MiC and MiC Talent, we have trained over 200 underrepresented individuals, in eight (8) countries, in 29 U.S. states and the District of Columbia, there have been 25 new jobs accepted, three (3) apprentice placements and five (5) executive level promotions. We will continue to do the hard work by making investments in each one of you and change the narrative around US based diverse cybersecurity talent.





Home Security

by Kel Royster

Oh, what a time to be alive! In these prevalent times security is of the utmost importance for every and anything that you can ponder. Whether it be physical security or cybersecurity, for business or personal—it's a necessity that should never be ignored. While there are various and specific categories of security, there is one aspect that I would like to dive deeper into that rarely gets much attention.

A wisewoman once told me, "A home isn't always the house we live in, it's also the people we choose to surround ourselves with." The first thing that comes to mind is home security. The risks, if underrated, could also impact the confidentiality, integrity, and availability of your life!

There are several publications that exist that are constantly being updated with recommended standards and procedures to follow in security. In this definition of home security, as it being the people we surround ourselves with or the communities and places we tend to favor, intellectually speaking, NIST SP 800-12 would be a great safeguard resource to open your mind to the elements of possible threats, risks and vulnerabilities of home security.



- 1. Information security supports the mission of the organization.**
- 2. Information security is an integral element of sound management.**
- 3. Information security protections are implemented to be commensurate with risk.**
- 4. Information security roles and responsibilities are made explicit.**
- 5. Information security responsibilities for system owners go beyond their own organization.**
- 6. Information security requires a comprehensive and integrated approach.**
- 7. Information security is assessed and monitored regularly.**
- 8. Information security is constrained by societal and cultural factors.**

National Institute of Standards and Technology. (2000). An introduction to computer security: The NIST handbook (Special Publication 800-12). U.S. Department of Commerce. <https://doi.org/10.6028/NIST.SP.800-12>



- 1.1. When securing your “home” always evaluate if those are supporting or disturbing your mission. You are the Chief Executive Officer of your life and at any moment you should be prepared to scale up or scale down on connections or relationships that do not align with your mission.
- 1.2. Knowing the strengths and weaknesses of our home is vital. There are times when everyone can't go and there are also times when we may know what person to invite or not. But the key is understanding the temperament of a person. This can keep special moments special.
- 1.3. Nobody is perfect! It is impossible to vet out every negative factor when securing your home. Life happens and from its experience we can bolster all our relationships, making our homes that much more secure.
- 1.4. Our friends and family play integral roles in our life. Setting boundaries and understanding temperaments are key to securing your home. For example, let's say there is a family gathering planned and your task is to assign tasks to make the event successful. If you know your Auntie failed to cook the Mac and Cheese properly last year and had then everyone in the family group chat was putting sick face emojis. It may not be a good idea to encourage her to oversee the mac and cheese the following year. We know that she is a natural born comedian and bartender where she is sure to keep everyone laughing and enjoying the night!
- 1.5. As humans we tend to surround ourselves with like-minded individuals. However, again, life happens! You never know who you may help or who may help you. Be kind but establish boundaries. Always watch your surroundings. We cannot always have the luxury of choosing our surroundings or who surrounds us. Stay Ready, so you don't have to get ready!
- 1.6. Home security should not be obvious but expected. You should want to feel secure about the people you surround yourself with and when in your control your home should have areas where you can let down your vulnerabilities be you know you have done your homework.
- 1.7. People Change, times change. Your “home” security maintenance is a dynamic task. Cultivate relationships with those you enjoy being around the most. Ask tough questions, share real emotions, do not ignore red flags! Always address in the most secure way possible.
- 1.8. Everyone has an opinion just like everyone has a- you know what! Enjoy harmony and find balance during disagreements.

“Be who you are and say what you feel because those who mind don't matter and those who matter don't mind.” -Dr Seuss



MiC Announcements

2025 MiC ANNUAL CONFERENCE

March 23rd-27th, 2025 |
Dallas Texas

**THEME: GET COMFORTABLE
BEING UNCOMFORTABLE**

Register here:

bit.ly/MiC2025

[Learn more](#)



MiC LEAD Aspirers™

Coming up on:
February 14, 2025



MiC LEAD Aspirers Session

Facilitator: Mary N. Chaney
Guest: MiC LEAD Alumni
Time: 5PM ET | 4PM CT

2ND & 4TH FRIDAY EACH MONTH

Join the Call:
bit.ly/micaspirers

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MiC Drop Prep™ Sessions

Coming up on:
February 04, 2025



MiC DROP PREP™ SESSIONS

1ST & 3RD TUESDAY EACH MONTH
8PM ET | 7PM CT

Join the Call: bit.ly/micdropcall

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