



March 2025

MiC News

MiC Celebrates!
Celebrating Success at the MiC Annual Conference!

MiC's 3rd ANNUAL CONFERENCE





MEMBER SPOTLIGHT

Tell us about yourself.

My name is Anthony Briscoe, I love people, I am a husband, father, minister, mentor, business owner, speaker, emcee, and spoken word artist. Technology is my link to people so in all things I try and execute with heart and empathy.

Looking back on your career, what were some of the pivotal moments that helped you advance to your current cybersecurity role?

The most pivotal moment was being typecast in the workplace. "Oh, he's the tech guy." I didn't try to reinvent myself but to reevaluate my life with a lucrative career opportunity. I knew I was so much more than a "tech guy." Being on Clubhouse during the winter break of 2020, I came across a cybersecurity room. In that room, I was told to study for the Security+ exam to be taken seriously.

I found the Minorities in Cybersecurity Leadership Develo-



ANTHONY BRISCOE

ment program. That led to discovering another opportunity with Fusion Cyber, in partnership with Denmark Technical College, in a GRC program. While I don't have a full-time cybersecurity role, cybersecurity is our responsibility, but only the leadership team will be held accountable. Part of my current role as Executive Director/CTO is being the Unit Information Security Officer for a major research university in Chicago. Another pivotal moment was knowing I wouldn't be allowed to grow out of my previous role. I worked at a company for 11.5 years when I was not selected for a Chief Operations Officer role. It was a tough transition because I've poured my soul into every company I worked for. It was the first time in my career that I felt intelligent, innovative, and prepared, but I didn't feel white



enough. Being told I valued people over the organization didn't align with the company's needs. That's when I knew I had overstayed my welcome. In my leadership style, valuing the people means the organization automatically benefits. Our current political climate shows that handling people without care will prove detrimental.

How do you foster a culture of security awareness and collaboration within your organization or team?

So, here's where diplomacy and strategy are nothing without policy. While I've taken some personal hits, my CISO and Director of Cybersecurity love me. Accountability is everything. I created a policy allowing me to disable accounts for staff not compliant with security awareness training. This is the start. Working with security leadership that understands the climate and escalation of APTs makes it more effective. I learned early to stop talking about "cybersecurity" and start speaking about "business risk" in leadership conversations. Having monthly meetings and an open door policy from the security team is a sign that cybersecurity and risk management are things we must do together.

What have you found to be the biggest challenges in leading cybersecurity teams and managing people in this field?

Communication has always been the biggest challenge. Users don't care about cybersecurity until a threat impacts them.

Having a security team and an IT team is vital. Managing people is an art. IT and security teams must understand that they inform and that senior leadership decides. We discuss and leadership buys-in. If a vulnerability costs \$2M and the company will net \$40M, no stakeholder will be alive to support a decision to halt a transaction. I am not the boss; I am not in charge. My role is to inform and make recommendations to the C-Suite. Ensuring everyone knows their role is vital to strategically managing cybersecurity teams to solve problems. We are passionate about this work; we want to get things done. However, having emotional intelligence balances reactive responses and ensures the team knows their work, research, and recommendations are appreciated and valued.

What do you consider the most rewarding aspects of being a senior cybersecurity professional?

Connecting with people. I have found the cybersecurity community to be the most assistive, pro-all-people (since diversity is a cuss word to some), and supportive group. I know there is gatekeeping, but you won't come across gatekeepers when you surround yourself with great people. The support, community, training, mentoring, and friendships have been limitless.

Tip for the month?

*"There is only one tip, and we'll discuss it further at the **MIC Conference: The game is Free, and the Cost is you!** Every great challenge you take on will be met with resistance. This means you're on the right track."*



Career Conditioning: Are You Really Doing Enough?

by Omowunmi Akinyoade



A comment from a fellow participant in a leadership program recently struck a chord with me. She shared that when she was a student track athlete, her success wasn't just from training on the field - it came from the conditioning she did when no one was watching, such as stretches, lunges and pushups. I immediately thought to share this with my son, who runs track in high school, as a way to impart some critical life lessons. But then it hit me - I realized I literally needed this advice for myself. My right shoulder had been sore since I started tennis lessons. "You've got to stretch", I was advised whenever I complained about the shoulder, and each time I responded, "of course, I do." I now considered that my stretching regimen - a few minutes before each class - was insufficient and I decided to examine that possibility. I dedicated an entire hour - excessive, I know - to stretching just my arms. Forward rotations, backward rotations, swinging back and forth and in every direction. To my surprise and delight, the soreness was greatly reduced that same day. And a few days later, the discomfort in my arm was entirely gone.

This got me thinking - what other parts of my life need more conditioning? Where else do I think I'm doing enough but in reality could benefit from more? My first thought was on the

fundamentals - eat, move and sleep - I knew I could always improve my diet, my physical activity and my sleep hygiene. What about career conditioning? There are many ways to practice conditioning in the context of our careers, from stretch assignments to networking, to participation in professional organizations. Obviously, it will look different for each individual, and at different stages of their career. The question I grappled with however was, in the absence of a physical sensation or a cue, like a sore arm to let me know that I needed more stretching, how can I tell if I'm getting enough conditioning in my career?

Continuous learning is a critical conditioning practice for any career, and most especially for those of us working in technology. However, the sheer number of learning opportunities exceed



what any of us could tackle in a lifetime. At the same time, our work and lives are often so busy that we can barely squeeze out enough time for our basic tasks, let alone extra learning. If you asked me if I'm learning enough, my response would be a sigh, "if only I had more time." Even then, I assume I'm doing okay considering the limitations. But how do I really know? There has to be a more objective way to tell if we're learning enough. To determine whether I'm truly learning enough, I came up with a simple framework: the three Ts - *Target, Timing and Technique*.

Target

"Without a target, you'll miss it every time." - Peter Diamandis

Learning whatever comes your way is great, but given limited time and attention, it's important to define goals for what you want to learn. What is your overall objective? And have you identified the subjects you need to cover in order to accomplish the objective? When participating in formal training or development programs, specific learning goals are laid out for you. But you must have your own overarching goal that shows you how or if the courses or programs you are completing move you towards your target. A target provides a benchmark for measuring progress.

Timing

Once you've set a clear target, the next step is assessing how you use your time. You may think you're maximizing every moment, but are you? Try a time audit. For a few days, track how you spend your time. When I first tried this a few years back, I found that my claim of having no free time was not completely true. In reality, I had free time late in the evenings but I spent it parked in front of the TV, feeling drained of energy. I was forced to acknowledge that TV did not restore my energy and I needed to switch up my routine with a focus on restoration. You may also find that the time of day you have allotted to certain activities is suboptimal. When is your most efficient time of the day to learn?

You may want to re-order your calendar to take advantage of your own individual rhythm. For instance, some people may find that their creativity flows better at night than in the morning, or that they can better focus on reading material at a particular time.

Technique

Even with a defined target and good time management, your learning technique matters. How do you learn? Is your technique as effective as it could be? If you left school years ago but are still stuck on the same learning methods, that might be a cue to explore. We have a plethora of options when it comes to learning sources, media types, note taking tools, etc. For instance, I recently discovered that I could use GenAI to quiz myself on topics I want to learn. It's important to take some time to explore new options, even try some old ones, to identify what works for you.

With the three Ts of Target, Timing and Technique as a tool to evaluate the question of whether I am learning enough, I came to the conclusion that I do have some opportunities for improvement. I gained clarity about what I need to improve and it does not involve adding more hours to the day.

Whatever the conditioning practice or practices you decide to focus on, remember that results may take longer to manifest than with physical conditioning. I love the metaphor of the Chinese bamboo. It goes for years without any apparent growth on the surface, then after about 5 years, it will suddenly shoot up, growing up to 80 feet in a few weeks. Like the Chinese bamboo farmer, you must nurture your growth with patience, trusting that your efforts will pay off - even if the results aren't immediately visible. Career conditioning isn't a one-time effort but an ongoing process. Identify your areas for growth, commit to the work, and stay the course. The results will come.



2025 MiC ANNUAL CONFERENCE SNAPSHOTS

THEME: GET COMFORTABLE BEING UNCOMFORTABLE





MiC Announcements

Check out this article:

How cybersecurity leaders feel federal DEI rollbacks will impact the industry

by Brianna Monsanto, Reporter, IT Brew



"It becomes a [question of] 'Will organizations still commit to affiliating themselves with an organization entitled Minorities in Cybersecurity when their legal risk has gone up?'" Chaney said.

Chaney told us that she has already seen a decline in corporate members who are renewing their membership with MiC and organizations that are sponsoring its programs.

"We have individuals that work for the government or quasi-government entities that are pulling out because their organizations are not supporting their attendance at our conference," she said.

[Read The Full Article Here](#)

Ms. Mary's Podcast Episodes:

STORM ⚡ WATCH

Cybersecurity Under Fire:
MiC Leadership, Edge Device Threats,
and Black Basta Secrets



Featuring Special Guest Mary N. Chaney

CYBERSECURITY NEWS

View here:
greynoise.io/stormwatch

THE MAMBA MENTALITY

SNEAKER BISO EST. 2024 PODCAST

IN YOUR TECH CAREER

WITH MARY CHANEY, ESQ.

3.1.25



THE AKA BEDREADED

TST AKA @SNEAKER BISO

View here:
<https://open.spotify.com/episode/7zypkslAdXH72R0E5JL8II>

MiC LEAD Aspirers™

Coming up on:

April 11, 2025

MiC Drop Prep™ Sessions

Coming up on:

April 01, 2025