ADDITIONAL FORMAT THAT WILL TAKE PLACE DURING CYBERSEC CEE
ON 30 OCTOBER 2019 AT INTERNATIONAL CONGRESS CENTRE, KATOWICE, POLAND
Inclusiveness is a key factor in security issues. Diversity in cybersecurity contributes to the efficacy of teams and sustainability of solutions, making it both important for national security and imperative for business. In the field, women represent an alarming number of around 11% (predicted to 20% by the end of 2019) of workforce; this critical imbalance has prevented cybersecurity from developing to its full potential. A growing number of companies and organisations are recognising the importance of having an inclusive and diverse team in order to tackle current digital threats. But there is still a limited amount of universities offering careers in cybersecurity or with substantial participation of women in engineering careers.

Therefore, there is much to do and the strong advocacy by women and men is a key element to diminish this gap and achieve a more equal and effective cybersecurity field. We also need clear actions that will help create more inclusive and effective sector.

This is why the Kosciuszko Institute, originator and organiser of CYBERSEC – an annual conference dedicated to the strategic aspects of cyberspace – in admiration for all the great women that participated in the previous editions of CYBERSEC, like Melissa Hathaway (former cybersecurity advisor in George W. Bush and Barack Obama administrations), Despina Spanou (Director of Digital Society, Trust & Cybersecurity Directorate at the European Commission), Katie Moussouris (founder and CEO of Luta Security, a company offering unparalleled expertise to create robust vulnerability
coordination program), Mary-Jo de Leeuw (Co-Founder and Vice President of Women in Cyber Security Foundation) and many more, has decided to launch a new format which this year will accompany the 5th European Cybersecurity Forum – CYBERSEC 2019. CYBERSEC was created and shaped by two women involved in numerous high-profile national and international cybersecurity initiatives – Izabela Albrycht, Chairperson of the Kosciuszko Institute and CYBERSEC Organising Committee, and Joanna Świątkowska, CYBERSEC Programme Director – whose efforts were appreciated by Res Publica, Google, Visegrad Fund and the Financial Times in its 2017 New Europe 100 list of people from Central and Eastern Europe who are changing the region’s societies, politics or business environments. Izabela Albrycht is also founding member of the Women4Cyber - initiative launched by the European Cyber Security Organisation to boost the representativeness and participation of women in cyber security.

"Secure digital transformation won't be possible without a more open and inclusive approach, which should involve under-represented women in the development of the ICT sector. One of our dreams is to help boost economic growth and to secure the world's digital DNA, and we trust that the future can be more peaceful and prosperous with the involvement of women to a greater extent."

IZABELA ALBRYCHT
President, The Kosciuszko Institute
Chair - Organising Committee of the European Cybersecurity Forum (CYBERSEC)

CYBERSEC WOMEN, organised in partnership with the European Cyber Security Organisation's initiative – Women4Cyber – is the project that may help increase women's participation in the cyber field and also highlight women's key role when it comes to the balanced cyber ecosystem. It is desirable not only for businesses but also for the public sector to consider causes of the women's underrepresentation because workforce diversity increases productivity. This format aims to raise the issues described above, show some of many examples of women's success stories in terms of their careers in ICT and cybersecurity and create a social media campaign concerning women's participation in this industry. We want to invite people, especially women from Central and Eastern Europe, who are enhancing the presence of women in cybersecurity, can introduce their point of view, work on developing and widely implementing solutions and share their reasons to advocate for a change.

The outcomes and results of the CYBERSEC WOMEN discussions will be included in the recommendations published after the event.
Cybersec Women Programme:

30 October 2019

1. Opening Speeches (Cybersec Main Stage) 9:15-9:30

2. Panel Discussion – Shortage of Women in the Cybersecurity Sphere
   (Cybersec Women Stage) 10:15-11:30

Already low numbers of women in ICT are further diminished by the ‘security’ aspects of cybersecurity field. Globally, the proportion of women in this field has been found to be lower than that of other ICT professions, currently at only 11% as compared to 26% in all IT professions worldwide. Disparate backgrounds of experts is needed to tackle wide variety of cyber challenges. Also the global demand for knowledgeable professionals is currently detrimentally high. With a substantial rise in the number of women in the cybersecurity field (predicted to 20% of workforce by the end of 2019) trends are slowly moving into the right, balanced figure but the industry needs to continue pushing for more women in cybersecurity. During this part of Cybersec Women, panelists will discuss the following topics:

1. Women Shortage in Cybersecurity and ICT – Examining the Issue
   How big is the current female scarcity in mentioned spheres? What is the scope of the inequality and when it begins?

2. Foundation of the Imbalanced Cyber Ecosystem
   What causes the women’s underrepresentation in the ICT sector? What are the roles of families, schools, universities, societies, companies and governments in encouraging women to be an active and prominent part of the digital and technology sectors?

3. Workforce Diversity
   It has been found that workforce diversity increases productivity. Therefore, we need to discuss the effects of female scrutiny in cybersecurity. Are women equally promoted to senior positions, are they suffering pay disparity, facing not only ‘glass ceiling’ but also ‘sticky floor’? This means that inequality in ICT begins at the recruitment stage, with males being contracted on higher salaries than female counterparts with equal skills, knowledge and experience.

4. Women for Cyber in CEE
   Is there any difference in women’s participation in cybersecurity and ICT between Western Europe and Central and Eastern Europe? What are the examples of great initiatives devoted to these issue

3. Success Stories and Role Models – Who Can We Look Up To? (Cybersec Women Stage) 11:30-13:00

This part includes a few short presentations (15 min each) of outstanding women's stories through the cyber world. Speakers will share with the audience when they discovered cybersecurity and tech interests, what the main challenges were they had to overcome to become who they are now, and what the milestones that changed their lives were. The presentations will show examples of the possible career opportunities that might open door to the cyber world and unlock women’s potential. Sharing experience is fundamental to provide visibility and help community to raise the voices of women.
4. WORKSHOP – SECURE THE WORLD’S DIGITAL DNA BY EMPOWERING WOMEN
(CYBERSEC WOMEN STAGE) 13:30-14:30

A more inclusive cybersecurity field is not only the goal of the workshops, but also the aim of the Women4Cyber’s Charter of Objectives and long-term commitment to take proactive initiatives to increase diversity in cybersecurity, launch a platform to promote the participation of women in tech fields and show public & private sectors that companies with a fair number of women on board are outperforming those without.

During the CYBERSEC WOMEN workshop, the audience will work in smaller groups (seats limited) and will try to find new solutions and approaches, think of what still can be done to increase women’s involvement in the cybersecurity and ICT sectors, what actions should be undertaken to promote women and how to convince the public and private sectors to cooperate in order to support and attract women into the sector. The workshop outcomes will be published in the recommendations.

The number of places is limited. In order to participate workshop please, contact us via e-mail: wioletta.brzecka@ik.org.pl with “CYBERSEC WOMEN” in the title.

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