AWS re:Invent

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Hiring and developing diverse cybersecurity talent

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Agenda

Basic definitions

The argument for diverse hiring

Is diversity ever a bad idea?

Actions to increase the diversity of your team

The art of creating an inclusive environment

The ABCDs of sponsorship

What now?

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ID&E definitions

Inclusion is about belonging

It's a state in which all individuals are able to be themselves and all identities are valued

Diversity is about being represented

It's a full range of visible and invisible identities, including but not limited to race, ethnicity, gender, sexual orientation, age, social class, physical ability, religion, language, and veteran status

Equity is about fairness

It's about removing barriers to success and interrupting bias

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Why do you need a diverse team?


Professional development

Minorities in Cybersecurity: The Importance of a Diverse Security Workforce

May 29, 2018 by **Susan Morrow** Share:

from Digital and Cyberspace Policy Program *and* Net Politics

Systemic Racism Is a Cybersecurity Threat

Understanding how systemic racism influences cybersecurity is integral to protecting the American people, deterring U.S. adversaries, and defending American businesses as the United States seeks to return to its position of international leadership.

Blog Post by Guest Blogger for Net Politics

June 16, 2020 6:08 pm (EST)

Why improving diversity in cybersecurity is vital for everyone

The information security sector has a long way to go, but building cybersecurity teams of people from different backgrounds brings different voices to the table - and can improve defences.

By Danny Palmer | June 18, 2021 -- 10:00 GMT (03:00 PDT) | Topic: Security

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"A predictable force is a beatable force – building a diverse team ensures you have diversity of thought when problem solving in securing your business."

Brian Lozada
CISO, HBOMax

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When not to build a diverse team

Diversity
Representation: the wide range of differences among people

+

Inclusion
Belonging: the intentional behaviors that make us feel appreciate and valued

=

Positive outcomes
Creativity, innovation, commitment, loyalty, productivity, etc.

Diversity
Representation: the wide range of differences among people

−

Inclusion
Belonging: the intentional behaviors that make us feel appreciate and valued

=

Negative outcomes
Stress, turnover, absenteeism, frustration, anger, depression, anxiety, conflict, etc.

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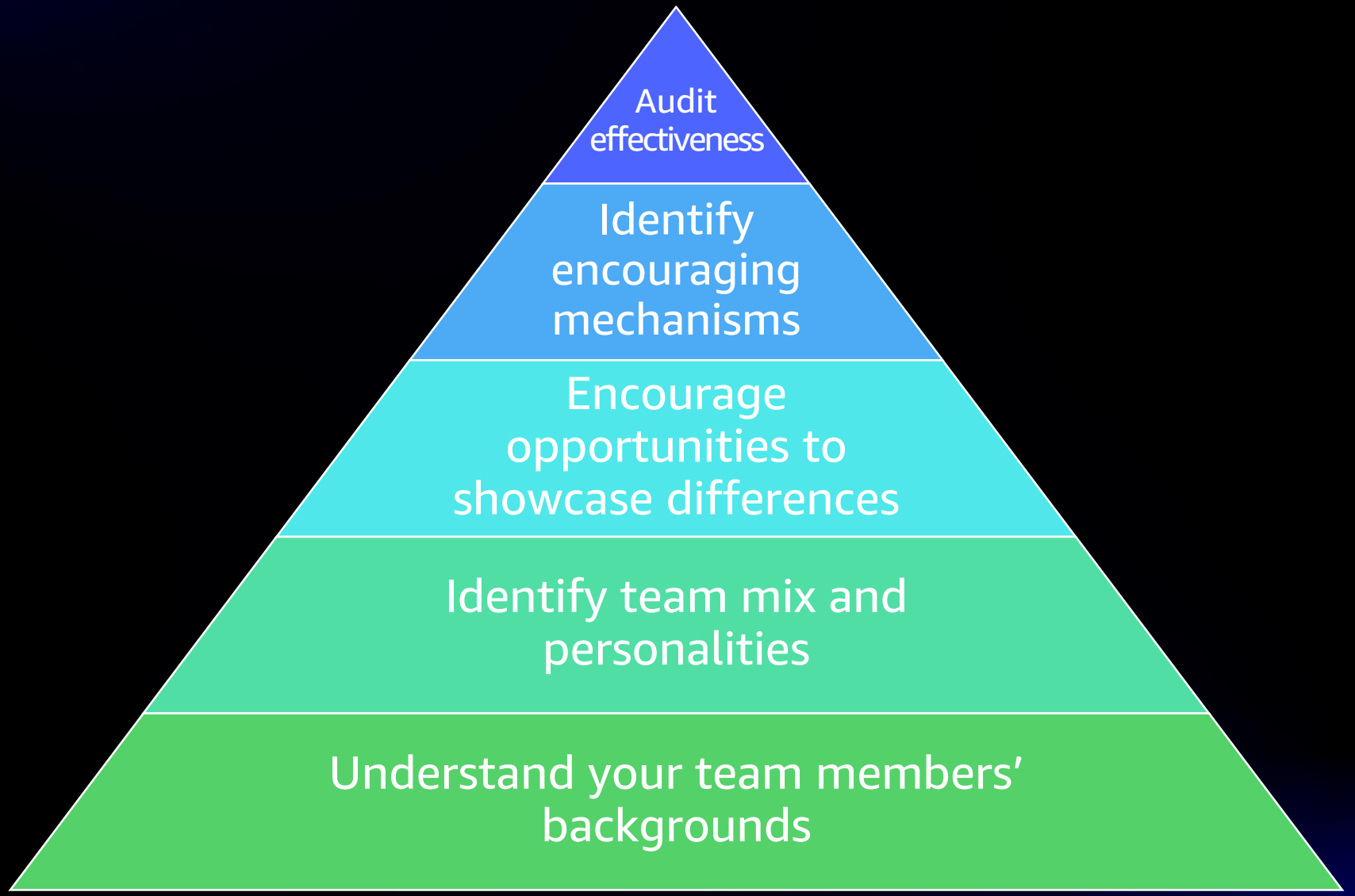
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Actions to increase the diversity of your team

1. Audit your culture
2. Review your job postings
3. Start hiring people who are different from you
4. Stop hiring purely on formal education
5. Know your biases

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The art of creating an inclusive environment



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The ABCDs of sponsorship

Sponsorship tactic	Example behavior(s)	Intended goal
Amplify	Being aware of and talking up a protégé's accomplishments	Create or increase perceivers' positive impressions of the protégé
Boost	Formally nominating a protégé for specific opportunities; writing letters of recommendation, attesting to the protégé's future potential	Increase others' expectations of the protégé's potential and readiness for advancement
Connect	Introducing a protégé to high-status individuals; inviting a protégé to exclusive events or meetings	Create or enhance perceivers' positive impressions of the protégé; increase the protégé's visibility
Defend	Challenging others' negative perceptions of a protégé; providing an alternative explanation for poor performance; protecting a protégé from harmful exposure	Reverse or neutralize others' uncertainty or negative perceptions of the protégé

Source: *Harvard Business Review* https://hbr.org/2021/06/dont-just-mentor-women-and-people-of-color-sponsor-them

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Now what?

- Visit the International Consortium of Minority Cybersecurity Professionals online https://www.icmcp.org/

- On LinkedIn:
  - Hispanic IT and IT Security Professionals Network
  - Black Cyber
  - Women and Minorities in Cybersecurity
  - Blacks in Cybersecurity
  - Empow(H)er Cybersecurity

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Thank you!

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