

EMBRACE EQUITY ON & BEYOND IWD 2023

ACTION STEPS YOU CAN TAKE NO
MATTER YOUR LEVEL OR GENDER





Dear ally,

We hear there's no shortage of companies and organisations that say they want to do better when it comes to gender diversity but for many, especially individuals, the question remains: what exactly can I do to help? The good news is, there are plenty of things you can do to support more women in cybersecurity, no matter your level or gender. In this document I'm going to give you some ideas. I'll be as specific as I can but please use this as a guide and starting point.

Here's to your success!

Jane Frankland

Jane Frankland
Founder of The Source &
The IN Security Movement

YOUR ACTION STEPS...

IN A WORLD OF TECHNOLOGY, PEOPLE MAKE THE DIFFERENCE

- 1 Educate yourself & others on the gender gap in cybersecurity & its effects
- 2 Understand bias & your level of bias
- 3 Understand the difference between equality & equity
- 4 Declare yourself an active ally or advocate
- 5 Recognise your privilege
- 6 Resist assuming what women want
- 7 Actively listen to women & be inclusive
- 8 Teach women to interrupt
- 9 Be mindful of the words you use
- 10 Don't mansplain
- 11 Recognise your behaviour can impact others
- 12 Advocate for change within your company
- 13 Mentor & sponsor women in cybersecurity
- 14 Confront toxic behaviour, discrimination & harassment
- 15 Interrupt sexism with the "Ouch" technique
- 16 Share & connect active allies/ advocates
- 17 Celebrate women's achievements
- 18 Give women useful feedback
- 19 Praise good behaviour
- 20 Be explicit about organisational requirements for success and advancement
- 21 Engage with women initiatives
- 22 Support women-owned businesses
- 23 Praise girls this way
- 24 Educate yourself on intersectionality
- 25 Watch out for sympathetic & benevolent sexism
- 26 Be transparent with salary ranges when posting jobs
- 27 If you're hiring, make sure women understand the process
- 28 Don't compete against women but with women
- 29 Understand the common myths spread about women in cybersecurity
- 30 Pledge



01 EDUCATE YOURSELF AND OTHERS ON THE GENDER GAP IN CYBERSECURITY & ITS EFFECTS

Investigating and understanding the gender gap in cybersecurity is essential to creating an inclusive work environment and ensuring equitable opportunities for everyone. By becoming aware of the symptoms of this issue, such as lower wages for women, fewer women holding senior roles, and unconscious gender bias in recruitment processes, businesses can develop strategies to reduce or eliminate the gender gap in cyber.

The effects of closing the gender gap can be far-reaching: increased profitability for businesses due to a broader talent pool to choose from; the ability for more women to reach higher levels of their chosen profession; greater access to resources and education opportunities; and better representation in the industry. It's time we invest in measures that address this pervasive issue, so that every individual can succeed regardless of their gender. Here are 6 ways, with all resource URLs on Jane's website.

1. Read *IN Security* (available on Amazon) and then share it with others who need to be informed. If you want more than 100 copies, contact Jane.
2. Watch Jane speaking at the EU Commission on why women in cybers are needed.
3. Book Jane or another female speaker (and pay her or donate to her chosen charity if she's unable to accept a payment.)
4. Listen to the *Women in Cybersecurity* podcast.
5. Join the *IN Security Movement* or another initiative that supports women and become an active ally.
6. Buy a T-Shirt from *The Source* and stand in solidarity with us.

02 UNDERSTAND BIAS & YOUR LEVEL OF BIAS


Bias is a tendency to prefer one person or thing to another, and to favour that person or thing.

Bias is an often overlooked, yet highly influential factor in decision-making. It can be defined as any attitude or belief that unfairly favours one group over another, resulting in unequal outcomes for members of the affected group. Understanding bias is essential to promoting fairness and equity within our society and organisations as it enables us to anticipate its effects and take steps to prevent it from influencing our decisions.

Unfortunately, many people remain unaware of how their biases can lead to inequitable outcomes, so it's important that we all strive to become more aware of our own biases and work to reduce their effect on our decisions. To understand your level of bias, take Harvard's Implicit Association Test (IAT) - <https://implicit.harvard.edu/implicit/>.

This test is a measure within social psychology that's been designed to detect the strength of a person's subconscious association between mental representations of objects (concepts) in memory. Once you understand your level of bias, don't judge or shame yourself. Human beings are wired to have bias.

Be aware that you may overestimate the number of women in cybersecurity, as our cognitive system is primed to notice the uncommon and unexpected. Women often fall into this category, making them psychologically prominent in our perception, memory, and visual awareness. This minority salience can create a tendency to overestimate their presence, creating an inaccurate picture of the environment - an illusion of diversity.



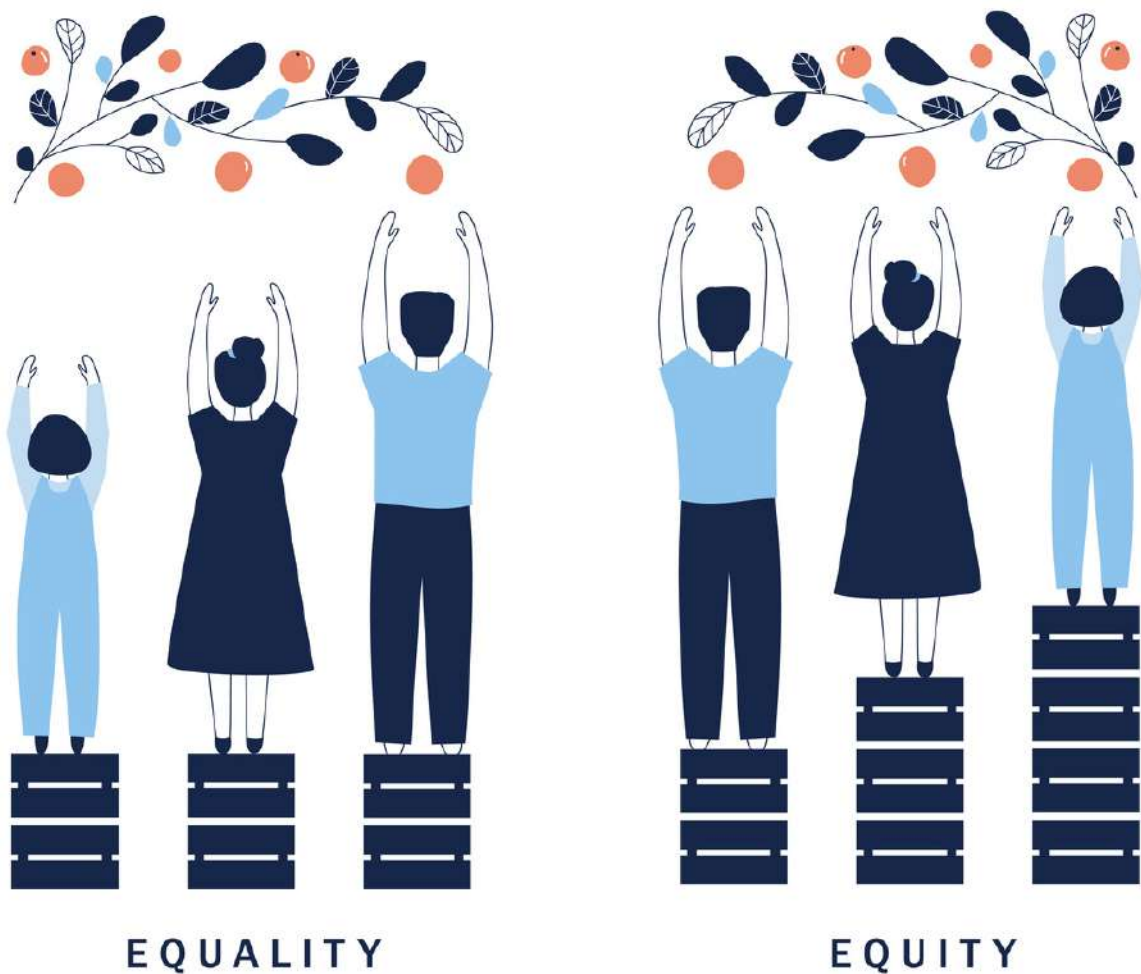
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03 UNDERSTAND THE DIFFERENCE BETWEEN EQUALITY & EQUITY

Equity is about giving everyone what he or she needs to be successful. Equality is about treating everyone the same.

Equity is about giving everyone what he or she needs to be successful. Equality is about treating everyone the same. As girls and boys, and men and women, in many parts of the world, have different barriers to overcome in order to achieve the same results, we need to allow for this. Take some time to reflect on how you can ensure equity for underrepresented groups in your workplace.



04 DECLARE YOURSELF AN ACTIVE ALLY OR ADVOCATE FOR WOMEN

If you describe someone as your ally, you mean that they help and support you, especially when other people are opposing you.

Become more visible as an advocate or active ally for women. Challenge oppressive remarks, offensive banter, and behaviours. Remember you are not there to save or gain recognition. This is not about you. This is not about you gaining kudos and basking in the limelight. Rather it's about doing the right thing, being a visible but humble advocate, and supporting the woman or women who have been impacted.

One of the best allies I've come across sponsored me into the company he was working at. He made sure his CISO knew about the work I was doing, which lead to me being engaged to do some talks and consultancy projects. He gave my book to countless women, too, which lead to more awareness. He dealt with sexist comments and demeaning jokes. He never claimed the limelight for his work. He just worked diligently in the background, making things happen.



05 RECOGNISE YOUR PRIVILEGE

If you talk about privilege, you are talking about the power and advantage that only a small group of people have, usually because of their wealth or their high social class.

Privilege is power so be aware of your privilege. Recognise it and use it to help others who do not have the same privileges. Acknowledge that men are the majority in cybersecurity and recognise how this affects women's opportunities for advancement. Work with peers, consultants, coaches, and or mentors to create an environment that supports diverse viewpoints.



06 RESIST ASSUMING WHAT WOMEN WANT

Don't assume that you know what women want in terms of career development or job opportunities. Take the time to ask women how you can best help them, what their preferences are, and their experiences. Make it a priority to actively listen to their answers and accommodate their needs.



Don't
Assume

07 ACTIVELY LISTEN TO WOMEN & BE INCLUSIVE

If you listen to someone who is talking, you give your attention to them.

Men and women hear differently. I wrote about this in my book (IN Security) so practicing active listening when women are talking is vital. This ensures that women have the same opportunity to speak up as men. Women are often excluded from conversations or dismissed – don't let that happen in your presence.

Ask questions and show genuine interest in their ideas and perspectives. If you're running a meeting, ensure inclusion for all participants and make sure everyone has a chance to contribute. Be conscious of when you are interjecting and how much airtime each person is getting. Why? Because women are more talked over and interrupted than men.

Woman Interrupted found that:

- Men interrupt women 23% more than they interrupt other men
- Men will dominate 75% of the conversation during conference calls
- In tech companies, men interrupt two to three times more than women
- The more senior the speaker, the more they are interrupted (Source How to Get Ahead as a Woman in Tech: Interrupt Men by Kieran Snyder)

To monitor your interruptions, get the Manterruptions app and discover just how many times you interrupt.



08 TEACH WOMEN TO INTERRUPT

Women don't advance in their careers beyond a certain point without learning to interrupt, at least in this male-dominated tech setting.

Research from By Kieran Snyder suggests that women don't advance in their careers beyond a certain point without learning to interrupt, at least in male-dominated tech settings. Men should be proactive when it comes to helping and encouraging women to interrupt during conversations at work.



09 BE MINDFUL OF THE WORDS YOU USE

Bias is found in language, and it's important to be aware of the words you use when speaking. Avoid patronising language or reinforcing stereotypes that exist around gender. Make sure you provide equal opportunities for everyone to voice their opinion and do not talk over someone else in order to prove your point. It's also important to recognise when topics are outside your area of expertise, and to provide equal time and resources to those who may have more specific knowledge on a given topic. Work hard to understand the impact of your words, take responsibility for them, apologise for any harm you may have caused, and course correct.



10 DON'T MANSPLAIN

Mansplaining is when a man, often with minimal knowledge or expertise on the topic at hand, explains something to a woman in an overly simplified and condescending manner. This kind of behaviour reinforces outdated gender roles and can be incredibly alienating and irritating for women.

To avoid mansplaining, actively listen to what women are saying, and take their input into account. Don't talk over a woman, instead encourage open dialogue, and provide equal space for her voice to be heard. Trust that women are competent and respect the expertise they bring with them.



11 RECOGNISE YOUR BEHAVIOUR CAN IMPACT OTHERS

In order to ensure everyone feels respected, included, and empowered in their workplace you must also be mindful of nonverbal language, personal space and body language. Pay attention to how you interact with others and make sure your behaviour is appropriate. Respect others' boundaries don't touch anyone and be aware that your behaviour can have an impact on those around you. When you're in a room, read it so you can determine if anyone looks uncomfortable. Make sure that everyone feels included, and that input from all has been solicited.



12 ADVOCATE FOR CHANGE WITHIN YOUR COMPANY

As the saying goes, 'The only constant is change'. Change can often be difficult to implement, and it is up to each of us to advocate for change within our own organisation. We must continue to show a passion for progress and rally for stronger innovations that can modernise our company.

Making an effort to market our preferred changes and incentives will not only help us develop a better system but empower our employees to be on board with any necessary adjustments.

By advocating for this type of positive change, we can create an environment of growth and development; overall improving the efficiency of company operations and morale amongst those within its walls. But what does this look like?

- Joining a women's network.
- Sponsoring and mentoring women.
- Advocating for women and showing up to your company's IWD events.
- Declining panels that are not gender diverse, or where few women speakers are featured.



13 MENTOR & SPONSOR WOMEN

Mentoring and sponsoring are not the same thing. Mentoring is a long-term, two-way relationship between a mentor and mentee that focuses on the development of the mentee. Sponsorship, on the other hand, is one-sided and focused more on advocating for the sponsored individual—whether it's helping them get a promotion or connecting them with relevant contacts in their field.

Becoming a mentor or sponsor to a woman in the field of cybersecurity is an incredibly rewarding experience. Not only does it provide an opportunity to use your specialist knowledge and skills to help develop another person's

professional development, it also allows you to be part of making an important contribution to the broader industry.

It's important for organisations and professionals alike to recognise the value that female professionals can bring when entering and succeeding in traditionally male-dominated industries, such as cyber security. By supporting a woman professionally through mentorship and sponsorship, you can be part of creating positive change necessary for gender equality within the industry. With the right guidance, support and encouragement, the sky is the limit for any woman who chooses this field!



14 CONFRONT TOXIC BEHAVIOUR, DISCRIMINATION & HARASSMENT

Harassment is commonly understood as behaviour that demeans, humiliates or embarrasses a person, and it is characteristically identified by its unlikelihood in terms of social and moral reasonableness.

We need to be willing to confront any form of toxic behaviour, and any other forms of discrimination and harassment that we may encounter. This could mean talking directly to the person responsible and explaining why their behaviour is unacceptable, as well as bringing it up with managers who are in a position to do something about it. Silence is complicity and only perpetuates the cycle of abuse. Being an active bystander when you witness discrimination or harassment is an important action to take. It involves recognising a situation for what it is and then proactively

intervening in order to reinforce values of respect and inclusion. This act of standing up for what's right often carries the most weight and can have a real impact in making sure that everyone feels safe and respected in their environment. Actively speaking out also sends a strong message that discrimination will not be tolerated. Taking this kind of action can make all the difference when it comes to preventing further incidents from occurring. On the next page are a few things you can do.



WAYS TO CONFRONT TOXIC BEHAVIOUR, DISCRIMINATION & HARASSMENT

- Report discrimination or harassment to your manager, lead, HR representative, or if necessary, the police.
- Intervene if you witness discrimination or harassment and make sure you create a safe space for those affected.
- Speak up for women if you see someone talking over them in a meeting, taking credit for their work or ideas, disrespecting them, or making sexist jokes.
- Prepare what to say in advance when you witness inappropriate behaviour, see the [ouch](#) technique below.
- Support those who have experienced discrimination or harassment.
- Encourage others to be active bystanders in the future.
- Do the right thing when you catch yourself trying to excuse inappropriate behaviour, offensive remarks, “banter” or other forms of communication which makes another person feel uncomfortable when it’s from someone you know, like and trust (or who looks like you).
- Keep away from misogynists and abusers. By mixing with them, it sends a message to others that you approve of their behaviour.
- When you make a mistake, own up, apologise, and learn from it. Many of us deny ourselves or others the power in failure and believe in perfection instead. But we are human, and there are many lessons to be learnt.
- Speak up, pass the mic, and adopt a “pass up and pass on” strategy i.e., turn down panel discussions at conferences or high-profile speaking opportunities if women are not present.

15 INTERRUPT SEXISM WITH THE "OUCH" TECHNIQUE

The bystander effect is well documented but data shows that many men do nothing in response to sexist comments or demeaning jokes because of three negative organisational conditions: acclimate of silence, a combative culture and a climate of futility.

As paralysis typically sets in within seconds of a demeaning joke or sexist comment, it's important to say something. David G. Smith, the co-author of *'Good Guys: How Men Can Be Better Allies for Women in the Workplace and Athena Rising: How and Why Men Should Mentor Women'* recommends the ouch technique: Simply say "Ouch!" clearly and forcefully. You can then come up with a statement as to why the comment or joke was inappropriate, for example:

- Did you really mean to say that?
- We don't do that here.
- That wasn't funny.
- Actually, that's an outdated stereotype.

Or you can use an "I am" statement. For example,

"I didn't find that joke amusing. I don't appreciate the way it demeans women."

I am statements work better than statements like, "Come on, there are women present" as you put the onus on women implying the demeaning joke or comment may be acceptable if women weren't around.



16 SHARE & CONNECT ACTIVE ALLIES

Connect men to other influential male advocates/ allies you know. If you're a leader, consider setting up networks and bringing in an expert to teach men how to advocate publicly for gender equity on social media platforms. This will inspire men to speak out on behalf of women when women are subjected to verbal abuse, when things get awkward, or when a difficult conversation about gender with other men happens.



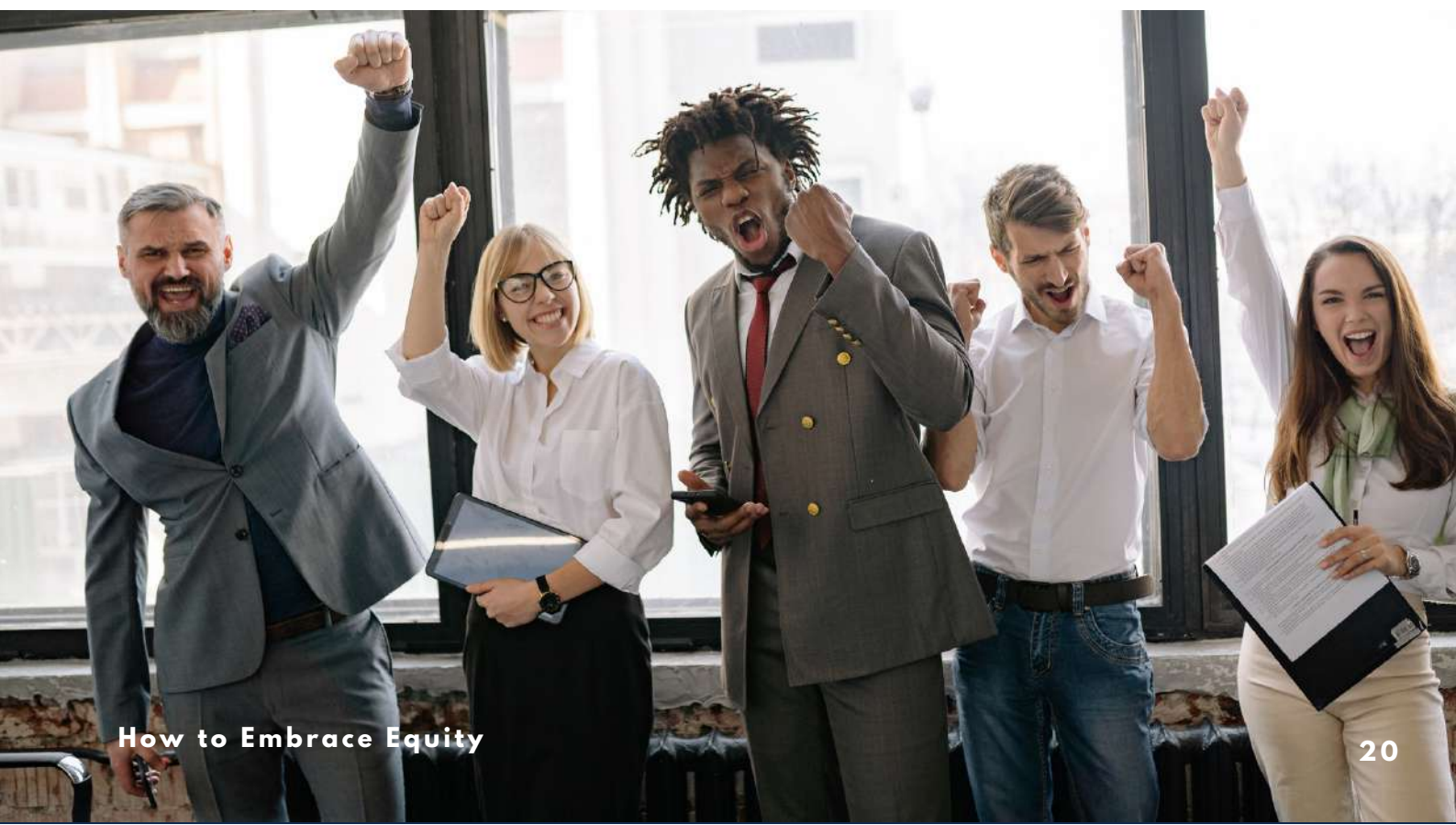
17 CELEBRATE WOMEN'S ACHIEVEMENTS

Women often credit their successes to external factors, while men more readily take ownership of their accomplishments. In contrast, when women take pride in their own achievements, too often they're met with criticism for 'self-promotion'. This disparity means that women's contributions can go unrecognised and unacknowledged.

A good example of this is a study by a Harvard PhD candidate in economics. He discovered that the same amount of credit is given to men for writing research papers both solo and as part of a team; whereas, women get very little credit when their paper includes a male co-author.

It is essential that we pay attention to this issue and take steps towards creating an equitable workplace where women's actions are acknowledged and valued. We must #creditwhereditisdue.

So, celebrate women's achievements and don't be dismissive of their accomplishments. Make sure women are heard when they speak, and that their ideas are given the same consideration as those of their male counterparts. Create an atmosphere in which it's safe to share opinions, resources, and knowledge without fear of being judged or discounted. Never take credit for someone else's work.



18 GIVE WOMEN USEFUL FEEDBACK

Women frequently face less (useful) feedback than men according to research performed by Shelley Cornell and Caroline Simard ("Research: Vague Feedback Is Holding Women Back," Harvard Business Review, April 29, 2016). When they analysed hundreds of performance reviews, they found that men received 60% of developmental feedback relating to concrete outcomes, while women only received 40%. This disparity makes it significantly more difficult for women to take action on their feedback and make the changes necessary for growth.

It's therefore essential that we bridge the gap between feedback given to men and women in order to allow both genders to realize their full potential.

Although men may be reluctant to give women critical feedback for fear of a negative reaction, a lack of helpful input prevents further skill-building and impedes career growth. It's time to bring meaningful feedback into the workplace for everyone to benefit from.



19 PRAISE GOOD BEHAVIOUR

When you see men advocating for women publicly, sponsoring women, sharing opportunities with women, and partaking in the non-promotable workload or “office housework” praise them and if you’re in a leadership role find ways to reward them for their behaviour. By doing so, you’re both sending a strong message that this kind of behaviour is valued and celebrated in your workplace. By positively reinforcing this kind of behaviour, you are further encouraging men to continue these efforts in the future.

You can reward by giving additional recognition opportunities, like public acknowledgement and other forms of rewards. These small acts of appreciation will go a long way towards establishing a culture where men are actively engaged in promoting gender equity and inclusion.



20 BE EXPLICIT ABOUT THE ORGANISATIONAL REQUIREMENTS FOR SUCCESS & ADVANCEMENT

It is clear that women are judged by different standards when it comes to leadership qualities, which creates an uneven playing field in the workplace. It is essential for companies to make their requirements for success and advancement explicit and ensure that these expectations are applied equally to all genders. If emotional labour is required it should be so for people of all genders, equally. If it's deemed as a nice to have, then women shouldn't be penalised for not having it.



21 ENGAGE WITH WOMEN INITIATIVES

Research initiatives dedicated to advancing women in cybersecurity and consider attending their events, contributing to their initiatives, or joining their membership. Supporting these organisations on a grassroots level is an essential way to foster more gender diversity in the industry. You can also offer your time as a volunteer or mentor for programs dedicated to introducing girls and young women to cyber careers. In cybersecurity there are over 35 women's initiatives worldwide for you to choose from.



22 SUPPORT WOMEN-OWNED BUSINESSES

With the rise of female entrepreneurship, it's become more important than ever for us to support women-owned businesses. Supporting women-owned businesses creates more economic opportunity for everyone. It's also an investment in the future of our society as a whole. So, what does this look like?

- Buying from women-owned businesses
- Sponsoring or donating to women-owned initiatives
- Paying women-owned businesses or initiatives on time
- Funding and investing in women-owned businesses or initiatives



23 PRAISE GIRLS THIS WAY...

When girls (or your daughters) do well, tell them that they've worked hard and achieved something, or that you're proud of them for going for it, or taking risks. Let them know that you believe in their potential and give them the confidence to take on leadership roles.

Sarah Blakely, the founder of Spanx and a self-made female billionaire tells how her father supported her. According to her, every week, he'd ask her and her brother to tell him what they'd failed at, and whenever she said that she'd tried out for something and was unsuccessful, her father would high five her and say, 'Congratulations! Way to go!' She said that by doing this, he helped her reframe her definition of failure and made her more resilient.

'Failure for me became not trying and not learning, rather than just a result.'



Carol Dweck, a Stanford University psychologist, has researched this phenomenon. She's found that high-performing women who thought success in Mathematics and Science was down to having innate intelligence were less likely to persist when confronted with difficulty. However, when women believed that success was attributed to hard work, they embraced the challenge and performed at levels equal to or above those of their male counterparts.

She recommends parents and teachers praise effort and persistence, and that they say things like 'You work so hard' instead of focusing on their results or ability, i.e., 'You're so smart'. By doing this, girls and women develop a more resilient mindset that serves them better in the face of initial struggles.

In Asian cultures, she says things are different. There, there's more of a tendency to see struggle as an opportunity. Showing tenacity in overcoming hurdles, or something that you might not be naturally good at, is treated as a chance to show that you've got what it takes to become successful. Teachers and parents support the next generations, knowing how important it is for them to learn about grit. They teach them how to embrace struggle, rather than shy away from it. By experiencing this, they learn a tactic, which builds confidence and prepares them for the real world.



24 EDUCATE YOURSELF ON INTERSECTIONALITY

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

Intersectionality is an important concept to understand in order to be a good ally and advocate and further gender equity. For example, women of colour often experience double discrimination due to race and gender. It's important that we recognise these experiences and strive for equity across all demographics.



25 WATCH OUT FOR SYMPATHETIC & BENEVOLENT SEXISM

Let's look at sympathetic sexism first. When we inform others through marketing campaigns, or in conversation that 'women can be scientists, engineers, mathematicians, and cybersecurity practitioners too' all we're doing is highlighting the fact that most of the time, scientists, engineers, mathematicians, and cybersecurity practitioners aren't women. When we're sympathetic, our sexism and prejudices are not only presented but reinforced.

Benevolent sexism is equally limiting. Proposed in the 1990s, it's another non-hostile form of prejudice, which enables gender stereotypes to prevail and unjust systems easier to bear.

As a subtle form of sexism and on the face of it positive (for women), it reveals itself as men taking on the role of protector and provider for women, holding them up on a pedestal with chivalrous gestures in exchange for women's compliance to traditional gender roles. A good example of this is in cybersecurity is when we emphasise that many women advance in non-technical cybersecurity roles, and may be more suited to them because women are typically better communicators than men.



26 BE TRANSPARENT WITH SALARY RANGES WHEN POSTING JOBS

Women are still typically being paid less than men in cybersecurity and when you provide salary ranges in your job postings you help decrease the gender wage gap. Laws to strengthen pay transparency are emerging in many states in the USA, the European Union (EU) Commission, and many other jurisdictions. In the UK, lawmakers are examining laws regarding pay transparency and have started a program where employers list salary information on job postings, and do not inquire about applicants' prior salary history during the hiring process.



27 IF YOU'RE HIRING, MAKE SURE WOMEN UNDERSTAND THE PROCESS

Since childhood, many women have been raised to be compliant and conform to societal gender norms. This socialisation has created a culture where women are more likely to be compliant and follow rules. It's absolutely crucial when recruiting and selecting applicants to brief all applicants on how the hiring or selection process works, and for women, in particular, to understand the rules of the game before they enter into any hiring process.

Read Jane's blog on *'The Biggest Lie We're Told & Often Spread About Why Women Aren't in Cybersecurity or Advancing,'* which goes into more detail.



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28 DON'T COMPETE AGAINST WOMEN BUT WITH WOMEN

When we're young, we're often driven by ego to prove ourselves and achieve. But when we mature, many of us realise that collectively we can do better and gain more by helping one another. Not competing against women but with them is a total mindshift especially for women as so often they're paired against one another, and have been conditioned to believe in scarcity and limitations when actually there's enough for us. Just as the award winning American filmmaker and former film publicist Ava DuVernay has said,

"If you're focusing on what you don't have, focusing on the limitations, then you will be limited."



29 UNDERSTAND THE COMMON MYTHS SPREAD ABOUT WOMEN IN CYBERSECURITY

It's widely believed that the cybersecurity field lacks gender diversity due to myths circulating about women's aptitude, interest, and commitment in the profession. However, research which is detailed in this blog on myth busting and in IN Security has continually shown that these misunderstandings are simply not true. There are countless opportunities available for women to join and advance in cybersecurity and it's time to bust these pervasive myths once and for all.

Read Jane's blog on *'Nine Myths Busted About Having a Career in Cybersecurity [Women Don't Read],'* which goes into more detail.



FACTS
~~MYTHS~~

30 PLEDGE

It may feel intimidating to step up and support women in cybersecurity. You may feel that there are just too many rules to remember. I urge you not to hesitate with your actions. Every step you make helps us to improve the situation. Stand tall and be part of the solution. With a theme of Embrace Equity this year (for IWD), pledge as many of these as you want or write your own. I pledge to...

Educate myself and others on the gender gap in cybersecurity and its effects.

Ensure I understand bias and my level of bias.

Ensure I understand the difference between equality and equity.

Declare myself an active ally/ advocate.

Recognise my privilege.

Resist assuming what women want.

Actively listen to women, and be inclusive.

Give women more useful feedback.

Mindful of the words I use.

Ensure I don't mansplain.

Recognise my behaviour can impact others.

Recognise women are held to double standards.

Be explicit about my organisation's requirements for success and advancement.

Advocate for change within the company I work.

Mentor and sponsor a woman in cybersecurity.

Confront toxic behaviour, discrimination, and harassment.

Share and connect active allies/ advocates.

Celebrate women's achievements.

Praise good behaviour.

Help women interrupt more.

Engage with women initiatives.

Support women-owned businesses.

Praise girls a specific way.

Educate myself on gender intersectionality.

Watch out for sympathetic and benevolent sexism.

Be brave with my actions to support women and apologise when I mess up.

TO END...

The gender gap in cybersecurity is an important issue to be aware of and help close. As professionals in this field, it's our responsibility to ensure diversity. When it comes to gender diversity, we can do this by educating ourselves on the gender gap by using any of the actions given here, and without blame or shame. Now, more than ever, is the time to create lasting change, so let's come together to bridge this gender gap and ensure all human beings - because gender isn't binary and limited to men and women - are empowered to access the same opportunities in cybersecurity.



The Source

The Source exists to help women and businesses who value them in cybersecurity. It's where we come together to add value, not point fingers. It's where we collaborate, unify and create communities that are positive, accessible and valuable. It's where we empower women to build their networks, grow their skills and access essential resources. And it's where we help forward-thinking businesses to draw on a rich, diverse pool of female talent.

The Source operates on a global basis and while most of our clients include some of the world's best-known brands, many of whom are listed on the global stock indices, we also have a selection of start-up and mid-range organisations. Our solutions incorporate consulting, training, mentoring, certification and talent acquisition. They align to the 2030 United Nations Sustainable Development Goal 5, 10 and 16.



IN Security Movement

The IN Security Movement is for cybersecurity professionals who are passionate about securing cyber space and ensuring all genders are welcomed and empowered to reach their ambitions within it.

They know that when we work together to do this – as change agents or IN Security Ambassadors – we can make a real difference to not only improving diversity and inclusion in cybersecurity but securing freedom, safety and the operational efficiencies in the world.

Work With Us

To discuss working with either initiatives or our Founder, Jane Frankland, as a consultant, visit jane-frankland.com or email hello@jane-frankland.com