Cyber Security and the Gender Gap
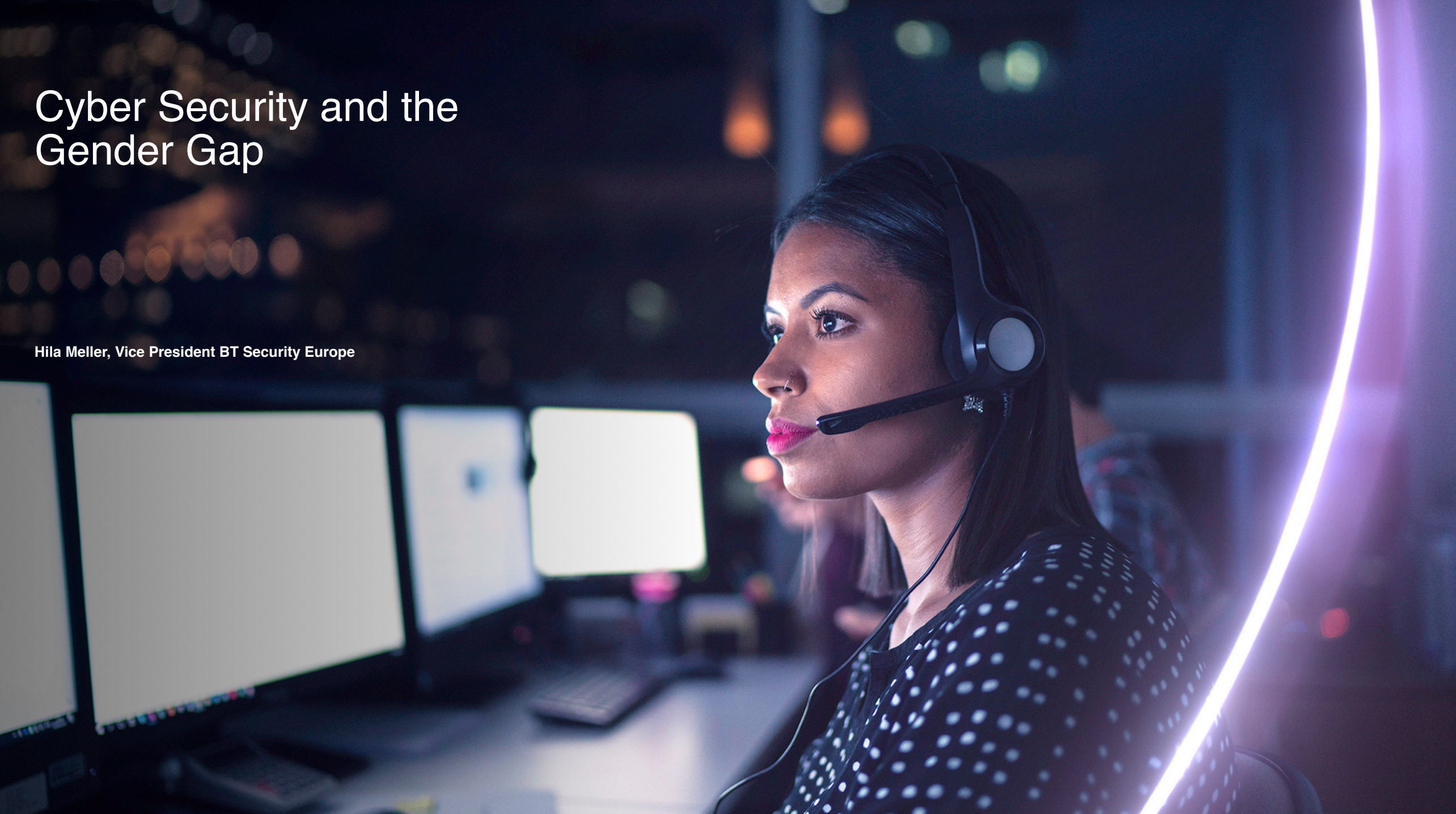
Hila Meller, Vice President BT Security Europe

Opening video

We are the protectors

https://youtu.be/qEUGfH80-dE

BT

About the speaker

Hila Meller

What comes to mind?

BT

"**If you know the enemy**

and **know** yourself, **you** need not fear **the** result of a hundred battles.

If you know yourself **but** not **the enemy**, for every victory gained **you** will also suffer a defeat.

Twitter hack: Obama, Bezos and Kardashian targeted by Bitcoin scam

Hackers break into the accounts of technology moguls, politicians, celebrities and global companies in an apparent Bitcoin scam.

By Sharon Marris, news reporter

Friday 31 July 2020 09:55, UK

TWITTER

https://news.sky.com/story/twitter-hack-obama-bezos-and-kardashian-targeted-by-bitcoin-scam-12029394

How Hackers Slipped by British Airways' Defenses

Security researchers have detailed how a criminal hacking gang used just 22 lines of code to steal credit card data from hundreds of thousands of British Airways customers.

JACK TAYLOR/GETTY IMAGES

https://www.wired.com/story/british-airways-hack-details/

Los Angeles Times

Cyberattack cost Maersk as much as $300 million and disrupted operations for 2 weeks

Maersk was hit by a worm dubbed NotPetya, which locked access to systems that the company uses to operate shipping terminals all over the world. Above, containers at a terminal in Germany in 2010. (Patrik Stollarz / AFP/Getty Images)

https://www.latimes.com/business/la-fi-maersk-cyberattack-20170817-story.html

Stuxnet worm 'targeted high-value Iranian assets'

By Jonathan Fildes
Technology reporter, BBC News

23 September 2010

Some have speculated the intended target was Iran's nuclear power plant

One of the most sophisticated pieces of malware ever detected was probably targeting "high value" infrastructure in Iran, experts have told the BBC.

https://www.bbc.com/news/technology-11388018

BT

Evolution story:
From Physical Security and Warfare to Cyber

Audie Leon Murphy (1925 –1971) was an American soldier, actor, songwriter, and rancher.
He was one of the most decorated American combat soldiers of World War II.
He received every military combat award for valor available from the U.S. Army, as well as French and Belgian awards for heroism.

Source: Wikipedia
https://en.wikipedia.org/wiki/Audie_Murphy

Keren Elazari

Known hacker, Cyber researcher and author. Her 2014 TED talk helped shape the global conversation about the role of hackers and the evolution of cyber security in the information age.
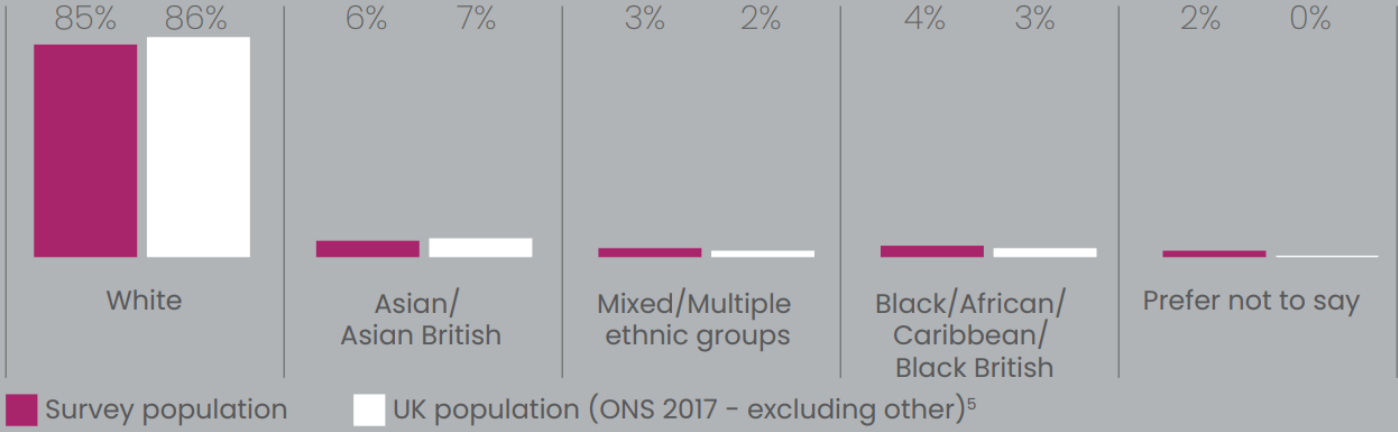
BT

Cyber Security Diversity report

Decrypting Diversity Diversity and Inclusion in Cyber Security
Research by NCSC and KPMG, 2020
https://www.ncsc.gov.uk/files/Decrypting-Diversity-v1.pdf
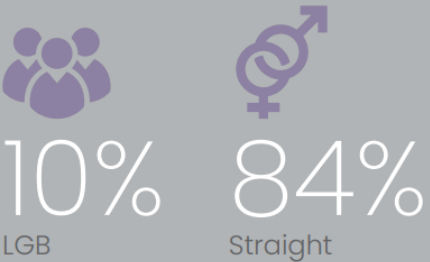
Comments:
- UK only
- Female representation in the industry is 31%. That is higher than indicated by similar studies of the cyber and technology industries, which put female participation at 15% (DCMS) and 19% (Tech Nation).
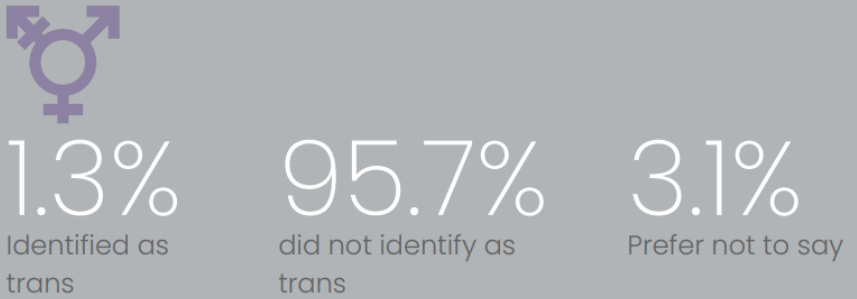
1,252 respondents to this years first survey

Ethnicity

	White	Asian/Asian British	Mixed/Multiple ethnic groups	Black/African/Caribbean/Black British	Prefer not to say
Survey population	85%	6%	3%	4%	2%
UK population	86%	7%	2%	3%	0%

■ Survey population   □ UK population (ONS 2017 – excluding other)[5]

Sexual orientation

10% LGB   84% Straight

Trans*

1.3% Identified as trans   95.7% did not identify as trans   3.1% Prefer not to say

Gender identity

31% Female   66% Male   1% Non-binary   1% Self-described   2% Prefer not to say

The lack of skills in the Cyber Security market

and how diversity and inclusion can help

Example of barriers – Technical knowledge

"Although we focus a lot on people with mathematical skills and engineering skills and coding and computer skills for obvious reasons, people are always quite surprised when we are looking for people with comms skills, legal skills, HR skills, social engineers, languages. The skills we're looking for go so far beyond what people traditionally put in a cyber security bucket."
Nicky Hudson, Director Policy and Communications, NCSC

Decrypting Diversity Diversity and Inclusion in Cyber Security
Research by NCSC and KPMG, 2020
https://www.ncsc.gov.uk/files/Decrypting-Diversity-v1.pdf

Example of barriers – Unconscious bias and affinity bias

Forbes

To Help Tackle Workforce Shortage, Cybersecurity Needs To Address Unconscious Bias In Hiring

James Hadley Contributor ⓘ
Cybersecurity
I'm CEO of industry leading cyber learning platform Immersive Labs

https://www.forbes.com/sites/jameshadley/
2020/08/06/to-help-tackle-workforce-shortage-
cybersecurity-needs-to-address-unconscious-
bias-in-hiring/#226ad2fe6c27

BT

Example of barriers - Lack of Role Models

Keren Elazari

"YOU CANNOT BE WHAT YOU CANNOT SEE"

Example of barriers – Visible experts

A GIGANTIC GENDER GAP AT HIGH-LEVEL CONFERENCES IN EUROPE

AN END TO MANELS: CLOSING THE GENDER GAP AT EUROPE'S TOP POLICY EVENTS

"Our results show that there is a clear and urgent need for organisations hosting high-level conferences in Europe to ensure more women are able to speak at these conferences"

2018 Open Society Foundations

"Several research studies on women in the news media show that women are rarely called in as experts. Those who explain and interpret the world are almost always men: in 82% of cases, according to national research by the Global Media Monitoring Project 2015.

This is why … with the support of the Representation of the European Commission in Italy, at the end of 2016 launched www.100esperte.it, an online databank inaugurated in 2016 with the names and CVs of female STEM (Science, Technology, Engineering and Mathematics) experts, a sector historically underrepresented by women but a strategic one for the economic and social development of It

100donne
contro gli stereotipi

Additional thoughts and closing notes

BT

Closing video

Selina Wang - Beyond Limits

https://youtu.be/Saf0kHQPP_c