

Behind every
functioning
society is a
woman in
cyber

25 WOMEN *in* CYBER

Cyberattacks are the number one business risk in most of the world, according to a 2022 study from the World Economic Forum. Not all cyber threats are alike, and diverse problems require diverse solutions. Yet, the cyber industry is predominantly led by men. How can we solve this significant threat to the business world with only half of the population?

Fortunately, the women who make up that percentage are some of the fiercest in the greater technology industry. In this series, The Female Quotient and Deloitte are putting a spotlight on 25 women at the forefront of the cyber revolution, amplifying their career advice and sharing their insights on how the industry will evolve in the future. **Their stories are proof that behind every functioning society is a woman in cyber.**

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ABOUT THE ARTIST

Caroline Tomlinson



After graduating from Central St. Martin's London, with her MA, Caroline has worked as an illustrator for clients worldwide. Sketchbook and passport are inseparable for this London based award-winning illustrator obsessed with travel. A natural explorer, Caroline has lived all over the world which has further heightened her wanderlust and love for fashion and culture both of which are a constant source of inspiration. Her illustrated work, combines beautiful inky flourishes in an endless exploration of trial and error. This is at the heart of Caroline's process – she believes in making marks and embracing “happy accidents” in order to retain fullness of character and spirit. This helps her work exhibit a loose control which is full of energy. A selection of brands Caroline has worked with include: Christian Louboutin,

Fortnum & Mason, Leo Burnett, Marc Jacobs, Matches Fashion, Rankin, Sephora and SpaceNK. Her work has broad application across campaigns, retail spaces, book jackets and wine labels. A selection of publications which have featured Caroline's work are: Hunger, Suitcase, The Guardian, Travel&Leisure and Vogue. She is passionate about creative collaborations and in late 2019 launched a sustainable fashion and home-ware brand 'The Worn Out Project' with a range of hand painted ceramics, printed and embroidered vintage clothing all launched in conjunction with Anthropologie. Recently, Caroline has been incorporating film and animation into her work. Her latest film 'Wanderlust Illustrated' was featured on Mindsparkle Magazine, Inky Goodness and Little Black Book. Caroline teaches and works with undergraduate students at various Universities and Art Colleges as a visiting lecturer in Illustration.

TARYN AGUAS

Principal,
Deloitte US

When Taryn Aguas first started working at Deloitte twenty years ago, it was clear she was unique. She grew quickly through the organization and became a leader known not just for her keen intellect and leadership, but also for her quick wit, her incredible laugh, and her loyalty. She was valued by her colleagues and her clients, who both came to rely on her ability to switch from leading deeply technical conversations one minute to charming a group of senior executives over dinner the next.

When Taryn spoke to you, you felt like the only person in the room. She shifted effortlessly from her role as a team leader to that of a friend. She was a one-of-a-kind leader. She was a one-of-a-kind person. She was a friend, a sister, a daughter, a wife, and a mother.

On April 23, 2022, Taryn passed away from metastatic triple-negative breast cancer.

Taryn and her husband Nelson's two sons love hearing stories about their mom. We want them to know their mom was core to our cyber practice and the spirit of our community. So, we asked our colleagues, and a few close family members, to describe Taryn's superpowers. Their tributes are a testament to Taryn's lasting impact.

We will miss Taryn. Her tenacity, generosity, and ability to genuinely care about each of our lives has shaped and impacted us all. She represented the shared values of our Firm.

—The Deloitte Global Cyber Community

NELSON AGUAS, Taryn's husband:

Taryn's superpower in cyber, as well as in her personal life, was her determination. Her passion for cyber began at an early age, but it was heightened in college. As a computer information science major with very few women, she excelled, despite the odds against her. While she struggled at times, Taryn's determination would never let her consider changing majors. That unwavering passion transferred directly to her career. In the world of cyber, Taryn would find herself in situations where her colleagues, who were predominantly male, had superior educational backgrounds. She could have chosen to be intimidated by this, but her relentless determination and passion for cyber made her a fierce contender for any project. Taryn never accepted anything less than perfection. She was meticulous in her daily work and expected that from her peers. When Taryn envisioned a goal, her incredible talent and determination allowed her to focus and avoid distractions until that goal was achieved. Her family witnessed this same determination and relentless passion that made her successful in her career in her battle with cancer.

LAURA SEBEKOS, Taryn's sister:

Taryn's superpower was her ability to handle so many different roles. She was the complete package. She had tremendous knowledge in her field, and she had the ability to develop meaningful relationships with her clients and to help them understand the necessity of cybersecurity. Taryn was a mentor to many in her field, and she loved her career. In addition



to being a leader in cybersecurity, she was an amazing wife, mother, sister, and friend. She was able to balance all of these parts of her life beautifully, and her ability to handle all of these different roles was truly her superpower.

SUNNY AZIZ: In a word, Taryn was magical. She instantly lit up any room she walked into and easily transformed complex, complicated cyber and business issues into simple, digestible problems and proceeded to solve each one with ease. She won the hearts and minds of everyone she met. She will be missed, but her magic remains in each of us that she's touched.

ADNAN AMJAD: Taryn to me is the epitome of Captain Marvel (Carol Danvers) and her superhuman skills. Taryn projected grace under pressure, exhibited superhuman strength and incredible stamina, and like Captain Marvel, was always there to bail out her Deloitte Avengers family (which was often) and then it was off to the next world (clients, alliance partners, etc.)

to save. I know she is watching over her children Aiden and Ethan from the skies above.

DEBORAH GOLDEN: From the first time I met Taryn – almost 20 years ago – I was constantly in awe of her fierce tenacity, unwavering compassion, and devout loyalty coupled with that ever-present smile and her laugh, especially the twinkle in her eye (and that slight tilt of her head) when she shared stories of love and laughter about Nelson, Aiden, and Ethan. I am incredibly grateful for our friendship. She is deeply loved, will be forever in our minds, and is most certainly an inspiration to everyone.

KEVIN GALLAGHER: Taryn has been a force since the moment I knew her. Her superpower was knowing when to use her superpower. She could be firm when she needed to, gentle when she needed to, a coach when her team needed that, and a mama bear watching her cub get threatened when her team needed that.

EMILY MOSSBURG: Taryn had many superpowers and an amazing ability to know when and how to put them to work. She was incredibly steadfast and when she believed in something, and had a view of what was right, she was unwavering. She spoke her mind, even when it was tough and did so in a thoughtful, intellectual and empathetic manner. She was incredibly strong, and was fueled by a deep determination to find her way in all of the challenges she faced.

KEVIN URBANOWICZ: Taryn's superpower was being able to actively listen and understand her clients in ways that made her not just an advisor, but a friend – someone they could talk to and trust. She was able to build incredible relationships because of this authenticity.

STEPHANIE SALIH: Taryn's superpower was charisma. She could captivate the full table at a business dinner with her kitchen remodeling story, but also could explain how she was going to modernize a client's identity management program with that same charm and zeal. She was inspirational, a true problem solver, graceful, effective with difficult clients, and she delivered with distinction. She cared deeply for people's careers and was a strong role model, especially for women in our practice. As a friend, she was fun-loving and adventurous, had an infectious and sometimes mischievous laugh, and was extremely loyal. Her love for her children and husband were unmatched. I miss her a lot and always think about her when I'm drying my hair, no idea why.

RACHEL BARNETT: Taryn's superpower as a woman in cyber was to look through the initial ask or problem statement and understand the larger picture, the bigger strategy, and how we can enable our people and our clients to be most successful. She possessed this innate curiosity, mixed with a drive to always do the right thing, even when it was not easy. The result was that people looked to her as a mentor, leader, professional, and human that they all strived to be like. Taryn may not be here with us today, but the example she set continues to guide what it means to be kind, thoughtful, and servant-focused.

STEPHANIE HUEBEL: I'm confident that Taryn would call me out on this, but I'm going to compare her to Elastigirl. Taryn could flex to any situation. She could quickly assess problems and morph herself — and the team — to provide a solution.

ANDREW RAFLA: As I reflect on Taryn's impact on me personally and to our practice, I'd suggest that one of her

superpowers was courage: courage to say things as they are, directly and candidly, even if it was a tough message that she had to deliver. I always appreciated her candor and transparency as well as her ability to influence others around her.

KATHRYN PAVLOVSKY: Taryn had so many incredible superpowers, but the one I always appreciated was her sense of calm in the midst of the storm. She was the "Captain Sullenberger" of cyber. She balanced emotions with a rational and deliberate thought process, acted with calm and bounded optimism – which gave those around her hope that they can face the challenges ahead.

NAJEH ADIB: Taryn had many superpowers, but the greatest by far was her strength. She was a strong leader, mentor, colleague, and friend, and was never discouraged by adversity. She never faltered and every challenge made her stronger. There were many more superpowers: her BS-detector, her generosity, her ability to 'tell it like it is' while making you feel that she had your best-interest at heart. She was passionate about our people, a true mentor and advocate. Fighting until the end, she never changed her outlook on life. We are lucky and better for having crossed paths with Taryn.

TINA BEAUDRY- MELLOR

Partner,
Deloitte Canada

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

TINA BEAUDRY-MELLOR: Shaping opportunities with government leaders and colleagues, providing strategic advice, building my team, ensuring brand visibility, attending meetings and staying on top of key trends.

FQ: What's a common misconception about women in cyber you'd like to debunk?

TBM: We wear hoodies and Chuck Taylors. We like stilettos and suits, too. There are a lot more of us than people think and in leadership positions.

FQ: What aspects of your career journey have taken you by surprise?

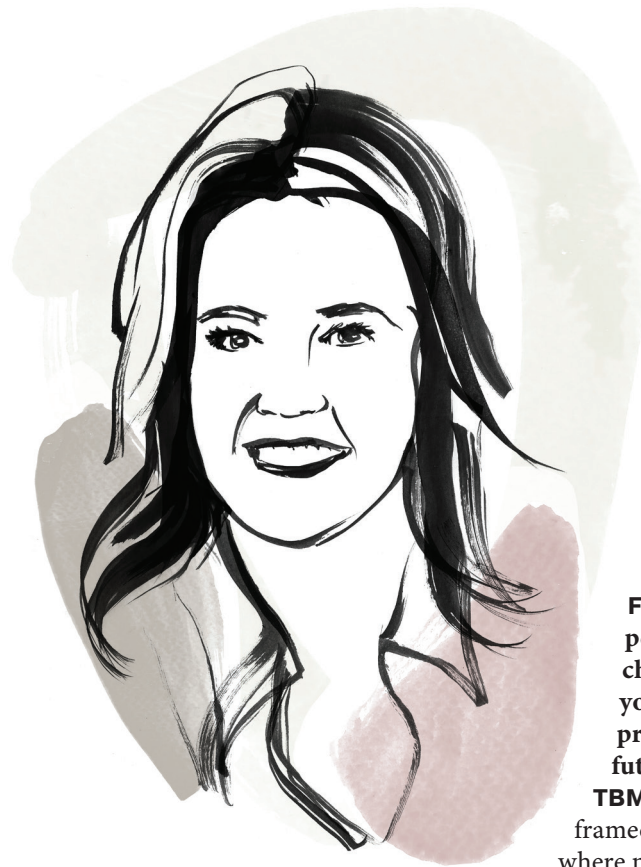
TBM: I expected the career ladder to be more linear: one rung at a time, in a single direction. Sheryl Sandberg wrote that it is, instead, a jungle gym, not a ladder, which gave me the freedom to go sideways. What has also surprised me was how important my experience in politics and investment was to cyberspace.

FQ: What's your superpower as a woman in cyber?

TBM: I can translate tech speak into a language that everyday people understand.

FQ: What's the most challenging component of your job today?

TBM: The velocity of need: Everyone



needs cyber help, and it's hard to keep up. It is a good problem to have.

FQ: Tell us about the cyber project you're most proud of working on in your career.

TBM: I have been invited to lead the creation, delivery and growth of our CISO labs. These are used to help new CISOs become successful, help existing ones stay ahead of the rapid changes and be internal influencers. It also shapes the next generation of CISOs in terms of succession.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

TBM: Watch the news and see what people are focused on. Too often, the cyber sector only speaks to tech. We need to be a part of household discussions because we are a part of household realities. If we want to truly help people have safe experiences in the metaverse, we need to learn how to talk about cyber in relation to what is going on in the world and the priorities of people, governments and organizations.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

TBM: Cyber is currently framed from a threat narrative where people care because of crisis solutions. However, it needs to be reframed to an institutionalized responsibility narrative where cyber protections are normalized and expected ways of doing business, reporting and engaging.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

TBM: Start sooner!

FQ: Who are some women working in cyber today that you admire?

TBM: *WIRED* magazine did a piece on women in cyber in the military, and I've been following Command Sergeant Major Sheryl Lyon, the first enlisted woman leader of Cyber Command and the NSA, ever since.



JENNIFER BISCEGLIE

CEO & Founder,
Interos Inc.

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

JENNIFER BISCEGLIE: First things first: I will always make time to work out, whether I'm on the road or having a slow weekend. I take a minute to reflect on how fortunate I am, how I have the privilege to lead an amazing team that is changing how the world does business. I get in the right frame of mind to be the best I can be for my employees. At work, I focus on surrounding myself with good people. My job is to make sure that the team can do their job. It's not to tell them what to do because they are professionals and highly skilled. Each day, my job is to clear the path for them to succeed.

FQ: What's a common misconception about women in cyber you'd like to debunk?

JB: I don't know about specific myths. What matters for women – and everyone – is identifying their strengths and building from there. Having the confidence and tenacity to pursue what we know we are good at and remembering why we are successful. Women should focus on finding like-minded people who see the problems with the status quo and figure out how to change that and add value.

FQ: What aspects of your career journey have taken you by surprise?

JB: My role has changed from focusing on the doing, and it has transitioned to the up and out focus. Along my career journey, I have built a company with a team of people who are better at their jobs than I could have ever been. I'd like to think it was all by design. I do believe the harder you work the luckier you become.

FQ: What's your superpower as a woman in cyber?

JB: My superpower is my ability to stay calm and maintain a good perspective while juggling multiple things. As the CEO of Interos, my technical acumen is not as important as my ability to handle the highs, lows, and the in-betweens as my company advances technology to satisfy customers and solve business challenges.

FQ: What's the most challenging component of your job today?

JB: I learned early on that the highs are never so high, and the lows are never so low. You need to be even-keeled. When challenges come, I look for the message in it, I learn from it, and that's how I get through it.

FQ: Tell us about the cyber project you're most proud of working on in your career.

JB: The work we are doing at Interos to help companies manage physical and digital supply chain risk, and particularly how we have supported companies through serious attacks including SolarWinds, Kaseya, Log4J, and the Colonial Pipeline hacks. On average, supply chain cyber-attacks cost companies \$34M per incident. I'm proud that Interos is tackling such a massive problem at scale. Our teams are making a difference and changing how the world mitigates third party cyber risks.

FQ: What's one must read, watch, or listen for women wanting to work in cyber?

JB: *Winners Dream: A Journey from Corner Store to Corner Office* by Bill McDermott.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

JB: Cyber has moved from a technical problem to a business issue. For the first time, the public is feeling the impact of their third party vulnerabilities. People are becoming aware that their personal data and passwords are not the only things at risk, and that despite not being hacked themselves, they feel the ripple effect of attacks on critical infrastructure. In the future, third party cyber-attacks will become even more prevalent and begin to regularly affect the general public. Companies are going to need to be able to pre-empt these disruptions and mitigate them, otherwise, these impacts will be played out in the court of public opinion. Revenue losses can eventually be regained, but brand and reputation damage can cut deeper and last much longer.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

JB: If I could go back, I would tell myself, "It's okay not to know everything." It would have been a confidence booster to know this because I thought leaders had to know everything, which is impossible of course. Knowing that leaders set the vision, build the team, and empower people's success would have been a relief.

FQ: Who are some women working in cyber today that you admire?

JB: There are too many to mention! A few that come to mind are Edna Conway, Deborah Wheeler, Jen Easterly, Michele Iversen, and Amy De Salvatore

MEGAN BRISTER

Partner,
Deloitte Canada

THE FEMALE QUOTIENT:

What does a typical day of work look like for you?

MEGAN BRISTER: It's focused on clients — understanding the challenges they face and the value they're trying to bring to citizens.

FQ: What's a common misconception about women in cyber you'd like to debunk?

MB: That women in cyber are less technical and need to have cybersecurity concepts "dumbed down" for us.

FQ: What aspects of your career journey have taken you by surprise?

MB: I've had a chance to work in a variety of cybersecurity domains (from strategy to operations) and in different roles (from industry to government to consulting). I am continuously surprised by the innovation I see in cyber thinking.

FQ: What's your superpower as a woman in cyber?

MB: Bringing amazing women in cyber together to do great things.

FQ: What's the most challenging component of your job today?

MB: The pandemic caused many women to rethink their careers as they struggled with work-life balance. The most challenging part of my job is creating an environment where female leaders and practitioners can thrive.

FQ: Tell us about the cyber project you're most proud of working on in your career.

MB: We led the cybersecurity stream of the vaccine supply chain platform for the Canadian Government. This was the platform to acquire vaccines from around the world and get them to Canadians. We completed the cybersecurity work in a matter of weeks to ensure there was nothing preventing the platform from going live — the fastest security review and implementation in the Government of Canada to date. We were proud to work on a project that helped put an end to the pandemic.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

MB: We were fortunate to have author Jonathan Fields speak to our partners recently. Fields wrote *Sparked*, which explains how to figure out what about your work makes you come alive and fills you with joy.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

MB: When I started in cyber, the CISO was the person who told you "no." Cyber has come a long way throughout my 20-year career to become an enabler of creativity that adds to the value of the organization.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

MB: Find your crew: This is the cohort



of amazing women in leadership who you can go to for advice, count on for support, with whom you commiserate, strategize and have a lot of fun.

FQ: Who are some women working in cyber today that you admire?

MB: I work with two amazing cyber leaders in the Government of Canada: Po Tea-Duncan and Caroline Cameron. Both are advocates for cybersecurity, defining the next generation of cyber capabilities, and they are fierce advocates for women working in cyber.

JOANNA BURKEY

Chief Information Security Officer
HP



THE FEMALE QUOTIENT: What does a typical day of work look like for you?

JOANNA BURKEY: I start each day with the goal of focusing on strategy development, team building, and stakeholder relationship maintenance. On a good day, I can touch all three but if I only get to one, I'll take that! In cyber, we have to expect the unexpected every day, which proves true for me on a regular basis.

FQ: What's a common misconception about women in cyber you'd like to debunk?

JB: We don't all fit a mold — not every woman in cyber has the same background, interests, or strengths. Like any field, we come into cyber from an amazing diversity of lived experiences, and that is something to celebrate!

FQ: What aspects of your career journey have taken you by surprise?

JB: It continually surprises me that I have been able to take on such a broad variety of roles and ultimately have them coalesce into a position where I pull from each disparate role that I've been in.

FQ: What's your superpower as a woman in cyber?

JB: I don't mind admitting that I'm not as technically deep as I used to be, nor would I be serving my current role and enterprise if I were. I am in my position

to establish and oversee strategy, and I rely on an incredibly strong and talented team to take up the technical responsibilities.

FQ: What's the most challenging component of your job today?

JB: Every day is a new opportunity to accept that there are no hard and fast answers in risk management. Especially in a field like cybersecurity that is considered by many people to only be a technical problem, we are working very hard to evolve the mindsets around cyber to acknowledge that it is a strategic element of doing any kind of business.

FQ: Tell us about the cyber project you're most proud of working on in your career.

JB: I am most proud of any project where I have been able to work on something that will outlive me. Currently, one of the leading contenders in this space is the ability we have had at HP to stand up cyber-specific scholarships at historically black colleges and universities.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

JB: Not just for women, but I recommend to anyone L. David Marquet's TED talks on how leaders serve others.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

JB: I hope and believe that cybersecurity is not misconstrued as intimidating as it traditionally has been. If we can continue to make the topic accessible, we are headed in the right direction.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

JB: Don't overthink it! Take the roles that seem interesting. You don't need to fit a mold. That's three pieces of advice, but if you combine all three, that's a ticket to mental freedom to pursue any flavor of career in this field.

FQ: Who are some women working in cyber today that you admire?

JB: Is there time enough to list them all? Here's a few: Myrna Soto, Marene Allison, Shamla Naidoo, and Sara Andrews. I am unabashedly a fangirl!

CAROLINE CAMERON

Director of Joint Defence Cloud Program,
Department of National Defence, Canada

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

CAROLINE CAMERON: My role spans technical and business functions. On a typical day, it's not uncommon to move from a session on secure cloud to ground connectivity to a talk about upskilling strategy. My current role has me working closely with my colleagues since we deliver most solutions through an integrated team approach. Throughout the day, there will be team chats and messages to ensure everyone is on the same page.

FQ: What's a common misconception about women in cyber you'd like to debunk?

CC: That cybersecurity is not for women.

FQ: What aspects of your career journey have taken you by surprise?

CC: Every experience is like a puzzle piece necessary to navigate. Knowledge in one topic can become complimentary in other realms. Cybersecurity is all about having a view of the full ecosystem.

FQ: What's your superpower as a woman in cyber?

CC: Problem solving, I like to make sure we think inside and outside the box.

FQ: What's the most challenging component of your job today?

CC: Implementing a secure cloud for a defense organization is more of an organizational culture shift than a technology initiative. I keep the user experience at the heart of every decision and focus on raising awareness to facilitate our efforts.

FQ: Tell us about the cyber project you're most proud of working on in your career.

CC: Working on the Security Review Program enabled me to build a program that provided the foundations for Supply Chain Security to the Canadian telecommunication landscape. Not only did I learn immensely about telecommunication technology, but the relationships I built in that program helped me achieve success.



FQ: What's one must read, watch or listen for women wanting to work in cyber?

CC: "Alice and Bob Learn Application Security" is a great digital resource, as well as the "Cybersecurity Today" podcast and "Arctic Wolf" blog. On Twitter: @cybercentre_ca, @drjessicabarker, @lisaforterUK, @swiftonsecurity.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

CC: Previously, cybersecurity was done in the background. These days, cybersecurity is a mainstay on the C-suite agenda. In the future, cybersecurity will truly become a multidisciplinary discipline, where the ecosystem will feed into the definition of the landscape. Since it touches everything, it will involve everyone.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

CC: Just be yourself.

FQ: What does a typical day of work look like for you?

CC: A career in cyber comes with a great deal of social and civil responsibility. Be prepared to do much more than your day job because you have an obligation to the industry and the rest of the world to steward the people, products, and services which can offer cyber protections to keep us all safe.

FQ: Who are some women working in cyber today that you admire?

CC: Po Tea-Duncan, Olivera Zatezalo, Sophie Martel. I could go on.....



KISHWAR CHISHTY

Partner,
Deloitte Switzerland

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

KISHWAR CHISHTY: No day is typical in cyber; agility is key. I always start the day with client and internal meetings. However, on many occasions, I will quickly adapt my day to address client needs. Part of the day always involves working with my pursuit teams, and part of the day involves working with my project teams, which is a great place to learn from the bright talent we have at Deloitte. Spending time with clients is key, so I always schedule client catch ups, whether over coffee, lunch or a walk.

FQ: What's a common misconception about women in cyber you'd like to debunk?

KC: Cyber is all about encouraging diversity of thought and problem solving. It would be great to see more women in cyber. We need more female role models, and it starts earlier on with getting more girls and young women in STEM classes to ensure there is greater representation where males have traditionally dominated.

FQ: What aspects of your career journey have taken you by surprise?

KC: Looking back on my career journey, I've been surprised by how quickly one can adapt to new challenges and learn new skills. The pivots in my career—from audit to consulting and large ERP programs to now cyber—have been a wonderful journey. I had my moments of trepidation. However, I surprised myself with how quickly I adapted to working and living in new countries, cultures, and working with diverse teams. I also gained resilience as I learned that around every corner, with every challenge there is an opportunity to grow.

FQ: What's your superpower as a woman in cyber?

KC: Remaining calm and level headed.

FQ: What's the most challenging component of your job today?

KC: The most challenging aspect is making time to balance my life and work. It requires making time for returning clients, getting to know new clients, making time for teams, and, most importantly, my family.

FQ: Tell us about the cyber project you're most proud of working on in your career.

KC: My first cyber project was with a global life sciences company in the commercial area. I led a large multinational team with tight deadlines. We were reviewing cybersecurity for more than 500 commercial applications with the goal of coming up with an overall enterprise security strategy and roadmap. It was an enriching experience, and I learned so much about cybersecurity from my talented project team.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

KC: *This Is How They Tell Me the World Ends: The Cyberweapons Arms Race* by Nicole Perlroth.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

KC: The public's awareness of data privacy has increased exponentially. I recall a time when we only thought of hackers in hoodies and the impact they have on corporations. Today, everyone has an app they rely on in their daily lives from medical devices, online shopping, mobile banking, health monitoring, or managing our cryptocurrencies. All are susceptible to attacks. The future will be focused on cybersecurity, and there will be a push for boards and governments to make this a priority for every organization.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

KC: Find a mentor, learn the jargon through a technology and information security training course, and prioritize people skills.

FQ: Who are some women working in cyber today that you admire?

KC: Within Deloitte, it's our global cyber leader, Emily Mossburg, as well as all of our female cyber partners. Within the industry, it's the global CISO of one of the top 10 global life science companies.

ELLEN DANKWORTH

Director,
Deloitte Germany



THE FEMALE QUOTIENT: What does a typical day of work look like for you?

ELLEN DANKWORTH: I lead a team of cloud security professionals. Leadership and communication are critical to my daily work. My day is often filled with meetings about finding solutions for our clients' challenges.

FQ: What's a common misconception about women in cyber you'd like to debunk?

ED: That cyber is only about technology. There's also the stereotype that only a young, male programmer can solve problems. The more diverse the teams are the better and more holistic the solutions will be!

FQ: What aspects of your career journey have taken you by surprise?

ED: The fact that I ended up in cyber. I believed the misconception that cyber was only for programmers.

FQ: What's your superpower as a woman in cyber?

ED: My superpower is both analytics and communication skills. Both allow me to understand customers' challenges and needs quickly and target communication with stakeholders and team members effectively.

FQ: What's the most challenging component of your job today?

ED: The most challenging yet exciting

part of my job is the necessary agility. Analyzing technology trends, dealing with changing requirements and circumstances and meeting tough project timelines is an everyday challenge. Also, as we are a people's business, the "fight for talent" is demanding. Getting the right people on board is not only crucial to deliver quality work, but also influences the atmosphere and team spirit.

FQ: Tell us about the cyber project you're most proud of working on in your career.

ED: Early on in my career, I was leading one of the work streams for a team of almost 20 people from all around the globe with the aim of developing a data leakage prevention (DLP) concept for a global financial institution. We formed a team of experts with diverse skill sets from various disciplines and delivered results. This was an impressive example of what diverse teams with a great spirit can achieve.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

ED: *Who's Got the Monkey?* by William Oncken.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

ED: The public perception of cybersecurity has

changed to a more holistic view. Simultaneously, market expectations for cybersecurity have changed. Regulators in many industries are demanding specific protection measures. Customers are also considering security in purchase decisions. Organizations that don't consider cybersecurity as a core business function won't be present in the market for the long term.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

ED: Trust your strengths. You don't need to fit into a stereotypical personality type or possess a specific skill.

FQ: Who are some women working in cyber today that you admire?

ED: I admire all women in cyber, as this is often synonymous with assertiveness, performance and passion.



AMY DE SALVATORE

Vice President of Business
Development and Strategic Alliances,
NightDragon

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

AMY DE SALVATORE: A typical day looks like a morning snuggle with Fin (my French Bulldog) and then complete immersion in all things NightDragon. We are a fast-growing growth equity platform. On a typical day, I am cultivating existing partnerships, forging new relationships, and managing our advisor engagement, talent and DEI programs.

FQ: What's a common misconception about women in cyber you'd like to debunk?

ADS: Unfortunately, women have been mislabeled as too emotional, fragile, and reactive to be in the world of cybersecurity. The reality is that women bring empathy and rationality to the role — two qualities that are paramount to dealing with any crisis.

FQ: What aspects of your career journey have taken you by surprise?

ADS: I'm risk averse, and never thought I would leave a comfortable existence at a large tech company so late in my career to work for Forescout Technologies, which was a startup at the time. That decision was out of character for me, and it turned out to be the most invigorating and financially rewarding move I ever made. Taking the company public and my contribution to that process is the highlight of my career.

FQ: What's your superpower as a woman in cyber?

ADS: I have two superpowers. One, I don't shrink from necessary dialogue and confrontation. Two, I'm an excellent listener, which enables me to be thorough in my follow through and responses.

FQ: What's the most challenging component of your job today?

ADS: We are a startup venture firm with just a few people. This means we are each doing the job of several people and the workload can be all-consuming.

FQ: Tell us about the cyber project you're most proud of working on in your career.

ADS: I initiated and led a campaign to help close the cybersecurity talent gap. With our partner NextGen Cyber Talent, I formed a coalition of industry partners and pledge donors who raised \$400K of the \$950K needed to fund Bay Area cybersecurity community college students for one year. This campaign empowers underprivileged students to obtain careers in cybersecurity, and it also helps build the cybersecurity workforce to better defend our nation against the rising onslaught of cyber attacks.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

ADS: *This Is How They Tell Me the World Ends: The Cyber Weapons Arms Race* by Nicole Perloth.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

ADS: It's evolved from a niche interest, to one of the most important challenges of our time. With the advancements of cyber warfare, one cyber attack could lead to a level of societal disablement and a collapse like we've never seen. The need for cybersecurity is no longer a nice to have, but a must have.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

ADS: A career in cyber comes with a great deal of social and civil responsibility. Be prepared to do much more than your day job because you have an obligation to the industry and the rest of the world to steward the people, products, and services which can offer cyber protections to keep us all safe.

FQ: Who are some women working in cyber today that you admire?

ADS: Coco Brown, founder of the Athena Alliance; Vijaya Kaza, CISO at Airbnb; Katie Crombach Jenkins, CISO at Liberty Mutual; Julie Cullivan, former CIO of Forescout.

DEBORAH GOLDEN

Principal,
Deloitte US



THE FEMALE QUOTIENT:

What does a typical day of work look like for you?

DEBORAH GOLDEN: I've come to realize that there really aren't "typical days." Every day is an adventure, and it's being in the middle of this creative (and sometimes chaotic) energy that drives and excites me!

FQ: What's a common misconception about women in cyber you'd like to debunk?

DG: There is a misnomer that many roles in cyber are "too technical" for women or that there is limited opportunity for growth. We're working to change the narrative by increasing the recruitment and advancement of women and individuals with diverse skill sets, and adapting to the evolving needs of the marketplace. The more diverse the population, the better the ability to solve the issue at hand.

FQ: What aspects of your career journey have taken you by surprise?

DG: My personal journey of self-discovery throughout my career. The more that you learn about yourself, you begin to realize there is still so much to learn!

FQ: What's your superpower as a woman in cyber?

DG: We all possess what I like to call "grit-factor" — which is about owning your story, reflecting on the past, and then using it to understand your purpose today (and tomorrow) through empowerment and empathy.

FQ: What's the most challenging component of your job today?

DG: Each day has boulders to tackle that seem immovable at first — creatively challenging us to color outside the lines. It's that desire to keep innovating and thinking big that inspires me and keeps me curious. Challenges offer us learning opportunities to make a difference, overcome obstacles, and shift our thinking.

FQ: Tell us about the cyber project you're most proud of working on in your career.

DG: I'm extremely proud of my many accomplishments throughout my career; however, it's my current role as the Deloitte US Cyber & Strategic Risk leader that's been the most defining moment of my career. Throughout the last three years, we set bold goals and have been executing during the most unprecedented time in history — together we are achieving what we never would have thought possible.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

DG: As I reflect about the titles that I gravitate toward most, it says a lot about my need for challenging content that pushes me outside of my comfort zone and highlights stories of resilience and overcoming which encourage me to think about situations differently and approach scenarios with various perspectives — learning from others' journeys.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

DG: Cybersecurity has evolved massively over the past 20 years. One of the biggest changes is its ubiquity. It once was a fairly passive industry housed inside a silo, information technology department. Today, it's an industry strewn with cyber-savvy businesses and consumers operating in a digital world outside of any physical boundaries, with unprecedented amounts of global data footprints, and cyberattacks are one of the most commercially common occurring events, making the playing field more complicated for both the attackers and the defenders.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

DG: One moment, one introduction, one lesson and/or one decision can completely change the course of your life — and that uncertainty (or curiosity) might just make you stronger if you lean into the moment.

FQ: Who are some women working in cyber today that you admire?

DG: There are so many amazing women in cyber today, but if I had to choose, it would be the young girls and women, our next generation of leaders, who are courageously charging toward changing the status quo.

HEATHER GANTT- EVANS

Chief Information Security Officer,
Sailpoint



THE FEMALE QUOTIENT: What does a typical day of work look like for you?

HEATHER GANTT-EVANS: Managing people, supporting customers, making strategically impactful decisions, and overseeing strategy execution.

FQ: What's a common misconception about women in cyber you'd like to debunk?

HGE: A lot of people assume women to be non-technical, which equates to being of lesser value. Technical and non-technical women are out there, and they all add value.

FQ: What aspects of your career journey have taken you by surprise?

HGE: How one small kindness can come back tenfold.

FQ: What's your superpower as a woman in cyber?

HGE: Empathy, listening, and healing.

FQ: What's the most challenging component of your job today?

HGE: Balancing competing priorities, limited resources, and business versus security needs.

FQ: Tell us about the cyber project you're most proud of working on in your career.

HGE: I am most proud of SailPoint's product security journey because it enables the business and secures our customers while also allowing for my teams to enjoy the fun that comes with innovation.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

HGE: A VentureBeat article titled: "Women in cybersecurity: Shattering the myths, once and for all."

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

HGE: With the impact ransomware has had on community services,

cybersecurity has become more of a household topic. In the future, the public will have higher expectations around cybersecurity and frictionless cybersecurity controls.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

HGE: Just be yourself. There is so much value in embracing what makes you unique and the strengths that come with being different.

FQ: Who are some women working in cyber today that you admire?

HGE: Joanna McDaniel Burkey and Vanessa Pegueros, NACD.DC.

SYDNEY KLEIN

Chief Information Security & Data Officer,
Bristol Myers Squibb

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

SYDNEY KLEIN: I start each day by reviewing threat and operational intelligence. After gaining understanding about what's pertinent and timely for the company and at large, I adjust my day as needed. Otherwise, every day is different. I always prioritize connecting with my team, the organization, and industry colleagues.

FQ: What's a common misconception about women in cyber you'd like to debunk?

SK: That cybersecurity is what you see on TV or in the media, aka the hacker in the hoodie. But it's so much more. We need diverse talent to combat the increasing threats—people who understand risk, people who are great software engineers, people who know the business, people who are great communicators and so much more. There isn't one set of skills needed for cybersecurity. We need all skills and backgrounds to succeed.

FQ: What aspects of your career journey have taken you by surprise?

SK: The largest surprise of my career journey is simply the fact that I am a CISO today. I started my career in cybersecurity as a happy accident in 1999, and I immediately fell in love with the industry. While I loved cyber, I never envisioned myself as a CISO, but I had wonderful managers, mentors, and sponsors who saw things in me that I didn't always see in myself. They helped me understand that I could define my role as CISO to make it truly mine. I've been a CISO for four years and have loved every minute of it.

FQ: What's your superpower as a woman in cyber?

SK: Communication. There are so many skills required in cyber, and communication is at the top of the list, especially when serving as a CISO. You must be able to demystify the topic, help people see their role in being cyber vigilant, and help business partners, management, and the board understand the risks that exist.

FQ: What's the most challenging component of your job today?

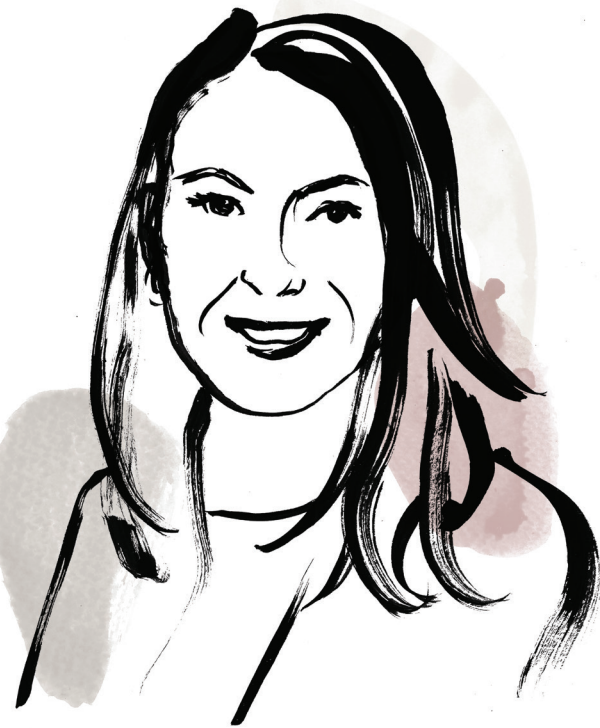
SK: Balance. Cybersecurity is a risk that cannot completely be mitigated. Each and every day we must make decisions on implementing appropriate controls while enabling the business. Facts and circumstances change as threats constantly evolve. We must constantly monitor the situation and adjust to maintain the right balance.

FQ: Tell us about the cyber project you're most proud of working on in your career.

SK: Most recently, I have been proud of the buildout of the BMS Cyber Fusion Center, which allows us to rapidly defend and respond to cyber threats. The team is made up of dedicated colleagues around the globe who are focused on ensuring we can deliver upon our mission to discover, develop, and deliver innovative medicines that help patients prevail over serious diseases.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

SK: *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth* by Amy Edmondson.



FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

SK: I remember explaining my profession to friends and family when I began in cybersecurity, and no one really understood the concept. Now that cyber attacks are frequently in the news, there's a greater understanding and appreciation. In the future, while I see cyber attacks continuing to evolve, I see the cross-industry collaboration, investment, management support and government support for cybersecurity improving.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

SK: Try everything! There are so many different facets of cybersecurity. I encourage everyone to continually expand their knowledge through job rotations.

FQ: Who are some women working in cyber today that you admire?

SK: Emily Mossburg, Michelle Valdez, Caroline Wong, Janet Scott, Ashley Devoto and Erika Dean.

IVELINA KOLEVA

Director,
Deloitte UK



THE FEMALE QUOTIENT: What does a typical day of work look like for you?

IVELINA KOLEVA: It's never boring! I spend a majority of my time working with clients in the energy, resources and industrials sectors. I focus mostly on leading complex cyber transformation programs. I also build and lead programs on enterprise-wide preparation for response and recovery from near extinction cyber events.

FQ: What's a common misconception about women in cyber you'd like to debunk?

IK: That you need a degree in computer science or math, but the field is so broad. When you have transferable skills, there are many opportunities for a career.

FQ: What aspects of your career journey have taken you by surprise?

IK: I never expected to be placed on the director development trajectory so early on, which says a lot about leadership and their commitment to diversity and inclusion.

FQ: What's your superpower as a woman in cyber?

IK: Being genuinely interested in people and building great relationships.

FQ: What's the most challenging component of your job today?

IK: The most challenging part can also be the most rewarding part — juggling too many things at once!

FQ: Tell us about the cyber project you're most proud of working on in your career.

IK: The cyber transformation programme I've been leading for a multinational aluminum and renewable energy company. They've come a long way since they were hit by a catastrophic cyber attack. It's not been an easy journey, but it's nice to know myself and the team have truly made an impact on the organization.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

IK: I enjoy listening to "Smashing Security" and reading Jane Frankland's book *INSecurity!*

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

IK: The public has become more aware of cybersecurity as an issue for organizations. Many high-profile incidents that have been in the press, as well as the debates and regulations around privacy, have helped with that. Some governments have also made efforts to raise awareness and educate the public.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

IK: Do not be intimidated by it. Learn, solve problems and have fun.

FQ: Who are some women working in cyber today that you admire?

IK: I am in awe of the new generation of cyber professionals who are eager to learn and experience different things and are just not afraid to get stuck in the challenge.

SAMANTHA MADRID

GVP, Security Business & Strategy
Juniper Networks

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

SAMANTHA MADRID: I lead Juniper Network's global security business, which covers all three of our customer segments: Enterprise, Service Provider and Cloud. Throughout the day, I spend a lot of time with customers, partners and analysts, along with our teams. I roughly divide my time in half between internal and external engagement.

FQ: What's a common misconception about women in cyber you'd like to debunk?

SM: The most common misconception is that women are unable to decouple their personal feelings about a person or a situation from what's best for the business. In short, we're too emotional.

FQ: What aspects of your career journey have taken you by surprise?

SM: At times, I've been surprised by how difficult it can be as a woman leader in this industry. I tend to view people through a lens of meritocracy, and unfortunately, my experience has sometimes been different.

FQ: What's your superpower as a woman in cyber?

SM: My superpower is that I can see and understand both sides of an issue. My conviction is never based on the need to be right, but rather being able to connect the desired outcome with the path to get there.

FQ: What's the most challenging component of your job today?

SM: The most challenging aspect of my job tends to be navigating the disconnect between perception and reality. Security customers often buy based on analysts' recommendations, so sometimes it's hard for companies to break through that perception to get recognition.

FQ: Tell us about the cyber project you're most proud of working on in your career.

SM: Driving the team to achieve the highest security efficacy of any firewall product for the last three years.



FQ: What's one must read, watch or listen for women wanting to work in cyber?

SM: *Onward* by Howard Schultz, founder and CEO of Starbucks. I also love the "Darknet Diaries" podcast.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

SM: For the past several decades, the security industry has tried to convey that cybersecurity isn't a niche problem or function — it affects everyone! So, it's exciting to see it now at the forefront of many business decisions and becoming an integral part of organizational strategy. The industry is also increasingly diverse. More women and minorities are in leadership positions, which means different perspectives are accounted for when solving cybersecurity's toughest challenges.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

SM: There is no way around the obstacle, only through. You don't need to win every argument or battle, but rather you need to focus on the overall objective. Sometimes you must "give to get" to realize your goals.

FQ: Who are some women working in cyber today that you admire?

SM: Any women in a male dominated industry, especially those in cyber who have achieved senior positions.

EMILY MOSSBURG

Principal,
Deloitte US

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

EMILY MOSSBURG: It's typically been a lot of Zoom calls with a variety of our clients, our people, and in many cases, the broader ecosystem. We are starting to get back to normal as a team, and I am starting to pick my travel back up. I was recently in Spain and England for work, and soon I'll be in Italy. I am excited to get back on the road.

FQ: What's a common misconception about women in cyber you'd like to debunk?

EM: It's not necessarily a misconception, but I'd love to debunk what the metrics look like in our industry. Today, somewhere between 20% to 25% of the cyber industry is female. I'd really like us to get closer to parity when we look at those numbers.

FQ: What aspects of your career journey have taken you by surprise?

EM: The most surprising aspect of my journey has been learning that it is in fact about the journey, not the destination. Early in my career, I was focused on where I was headed. It was always about the next role, the end game, or where I could end up in my career. While that is one aspect of a career, there's a bigger picture that's about the experiences. Throughout my career in cybersecurity, I have learned that the journey is what it's all about.

FQ: What's your superpower as a woman in cyber?

EM: Asking questions. I love to better understand not only the concept, but the perspective of the people providing the overview or context of a situation. In cyber, there is really never one answer. There are a lot of possibilities and options. Asking a lot of questions opens up the aperture around the paths available to solving a cyber problem.

FQ: What's the most challenging component of your job today?

EM: The role that I have right now is a global role, which means that I am working with key clients and leaders from various backgrounds, experiences, industries, and cultures. That diversity is one of the most fulfilling things and also one of the most challenging things to navigate. It makes it challenging to get consensus and make sure we are moving in the right direction and giving the right answers to the best path forward.



FQ: Tell us about the cyber project you're most proud of working on in your career.

EM: I always think back to a particular client that I served. What started as one small, specific project turned out to be a portfolio of projects, which quickly moved more broadly to the client's overall cyber strategy, their 3- to 5-year roadmap, and the creation of strategic initiatives on that roadmap. The work went from a couple of months to a couple of years, working with this team who I now consider to be great friends.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

EM: Public perception has changed dramatically. When I first started in this space, most of the conversations I had with clients were about the return on investment of cybersecurity. A common question was, "Do we need to do this?" Today, cybersecurity is consistently on the business agenda. It's consistently in the media when there is a breach or an outage, and it's really become partial to everything

we do from a business risk perspective. As we look ahead, it's clear that the industry is still young. In the future, we will see cyber organizations advancing in quantifying the data and showing due care in adequately measuring cyber risk.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

EM: Dive in. There are a plethora of opportunities. The roles and skills that we need for those roles are very broad. Cyber is a space where you can take your career in whatever direction you want — whether that's technical, legal, human resources or talent, or how you imbed security into innovation. Don't feel like there's a limit to the number of available paths.

FQ: Who are some women working in cyber today that you admire?

EM: Monique Shivanandan — she has a great analytical mind, she knows how to get things done, and she is a staunch advocate of mentorship and providing opportunities for other women.



YUMI NISHIYAMA

Senior Director of
Global System Integrators,
Exabeam

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

YUMI NISHIYAMA: It's hard to have a "typical" day in cybersecurity. The best you can do is prepare and have a plan for when things don't go according to plan. I try to carve out time throughout my morning coffee to strategize for the day and update my "To Do" list. The entire day happens in a blur of meetings, calls and shifting priorities. At the end of the day, I hope that at least one or two of my priorities are checked off.

FQ: What's a common misconception about women in cyber you'd like to debunk?

MB: That you need to be a hacker in a hoodie to be in this field. Now more than ever, there are so many different paths into cybersecurity and in so many different sectors to work in from tech to policy.

YN: What aspects of your career journey have taken you by surprise?

MB: All of it. No matter how much I planned, opportunity, timing, a mix of risk-taking and some luck took me down a winding path to get to this point now. I suspect I'm still on a winding path to who knows where ahead.

FQ: What's your superpower as a woman in cyber?

MB: I enjoy pulling people together to solve a problem as a team. To solve problems, I pull from experience working from different angles of the cybersecurity world.

FQ: What's the most challenging component of your job today?

MB: Staying informed on what's going on in cybersecurity. We're inundated with so much data. It takes time and effort to keep up with the pace of the threats and vulnerabilities.

FQ: Tell us about the cyber project you're most proud of working on in your career.

YN: At Exabeam, I helped spearhead a broad women's

initiative aimed at supporting and empowering women. We have one third of our women involved across committees. I hope this helps increase representation of women, both for our organization and across the community.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

YN: *Information Warfare and Security* by Dorothy Denning.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

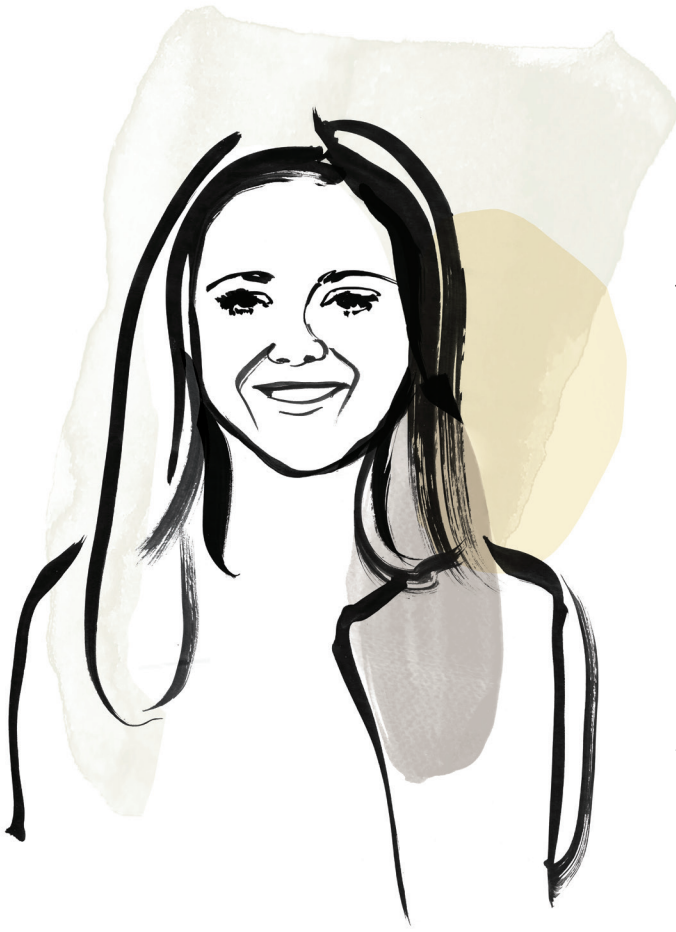
YN: I started in security 21 years ago, and back then, I was told the industry was oversaturated and career prospects could be dim. There are currently three million unfilled jobs in cybersecurity worldwide, and 600,000 alone are in the US.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

YN: That we're more resilient than we think. There are plenty of times when we feel knocked down. But brush it off, look for the lesson and the silver lining and never give up your sense of humor.

FQ: Who are some women working in cyber today that you admire?

YN: I admire the women who have worked hard so that we can now say females make up 17 percent of all CISOs.



HANNAH PARVIN

Senior Manager,
Deloitte UK

THE FEMALE QUOTIENT:

What does a typical day of work look like for you?

HANNAH PARVIN: My typical day is a mix of client work, work related to the initiatives that I am running and coaching/mentoring sessions. Each day is different, which is one of the best things about my job.

FQ: What's a common misconception about women in cyber you'd like to debunk?

HP: That putting one woman in your team or in a leadership position solves the lack of diversity problem in the industry. Diversity comes in many shapes and sizes, and the important part of this is the inclusion aspect.

FQ: What aspects of your career journey have taken you by surprise?

HP: I didn't have a traditional career route. I started with Teach First and trained as a science teacher. It was a big leap switching careers. The most surprising thing is how much I use my teaching skills: meticulous planning, interpersonal skills, the ability to meet deadlines and condense complex ideas into simple concepts.

FQ: What's your superpower as a woman in cyber?

HP: I think my social-emotional intelligence is my superpower. Being aware of my own emotions and other people's has been incredibly beneficial throughout my career!

FQ: What's the most challenging component of your job today?

HP: As consultants, there's a danger in thinking that we should have all the answers, all the time. We need to be able to work through client challenges, help them navigate them and provide insight where we can.

FQ: Tell us about the cyber project you're most proud of working on in your career.

HP: I worked with a great team on a project with a global retailer for a couple of years. We worked incredibly closely with the client and built small teams in six different countries to manage their customer data. It took two years to bring the right people into the company, train them, establish processes and integrate them. I am proud because we also delivered this project based on their values

of togetherness and caring for people.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

HP: *Ditching Imposter Syndrome* by Clare Josa.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

HP: Women now have a seat at the table when something goes wrong! I would like to see a change so that we have a permanent seat at the table and that all the people who are seated at the table have an understanding of the organization's cyber and risk landscape.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

HP: Be patient and keep following your passion. Have a love for the work!

FQ: Who are some women working in cyber today that you admire?

HP: The amazing women I work with every day on our cyber team. Also, we cannot forget the female codebreakers who were the cybersecurity pioneers of their time.

CHRISTINE PELIONE

Cybersecurity Strategic Planning Manager,
General Motors

THE FEMALE QUOTIENT:

What does a typical day of work look like for you?

CHRISTINE PELIONE: A typical day might include finding opportunities to increase cyber awareness through collaboration, strategizing, putting thoughts to paper, teaching, sharing, and, most importantly, finding ways to connect with others.

FQ: What's a common misconception about women in cyber you'd like to debunk?

CP: We've come a long way in elevating diversity of thought and highlighting the richness of inclusive viewpoints. Skills can be taught and matured. What's important is what's inside: passion, aptitude, and potential.

FQ: What aspects of your career journey have taken you by surprise?

CP: My journey is not a typical one as I don't have a security background or IT experience. On paper, I'm not sure I would even qualify for my current role, but my desire to ask why and my inability to say no provided me with opportunities to elevate the importance of cybersecurity and help find its place among innovation, development, and business strategies.

FQ: What's your superpower as a woman in cyber?

CP: Making cybersecurity relevant and attainable.

FQ: What's the most challenging component of your job today?

CP: Finding the middle and working through competing priorities between security and innovation, risk and appetite, and protocols and usability. These challenges, however, are opportunities for open dialogue and the chance to achieve a deeper understanding.

FQ: Tell us about the cyber project you're most proud of working on in your career.

CP: Making cyber simple and actionable. I'm grateful to have the ability to partner with leaders across the industry to increase the reach and depth of cybersecurity awareness by making it personal.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

CP: *The Rise of the Cyber Women* by Lisa Ventura.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

CP: There continues to be a lack of prioritizing cybersecurity practices typically because it takes time to implement. Oftentimes, I overhear people talk of reusing the same, easy password, deferring security updates, or not worrying about how and where data is being shared. In the future, I don't see a slowdown in society's dependence upon connected technology.



FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

CP: Rise above your fears and welcome change. Keep the end goal in mind and bring others up with you.

FQ: Who are some women working in cyber today that you admire?

CP: Kiersten Todt, the Chief of Staff at the Cybersecurity and Infrastructure Security Agency. Her kindness, authenticity, passion, knowledge, business acumen, and quest to bring thought leaders across differing industries together while carving out time to mentor and connect with others is a gold standard in my book.

DANA SPATARU

Partner,
Deloitte Netherlands

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

DANA SPATARU: About 70% of each day is filled with things that were not on my agenda the previous day. This fluidity is also what makes the job exciting. It can be busy between running large client transformations, working on strategy for the global development of the emerging technology cyber capabilities, taking care of the team, and making sure that everyone feels part of the cyber family.

FQ: What's a common misconception about women in cyber you'd like to debunk?

DS: A common misconception is that women don't have what it takes for the job. I strongly believe that there are a lot of valuable skills necessary for the security domain that women might possess more than men.

FQ: What aspects of your career journey have taken you by surprise?

DS: Earlier in my career, I struggled with what direction to follow since the technology space is so broad. I had the opportunity to change continents, teams, and focus — to basically go in a completely new direction. One of the partners I was working with gave me transformational advice that proved to also be one of my biggest career surprises. He said there is no wrong choice. Years later, I realized he was right. There are so many areas of technology in which one can be successful and almost any path can be a good one. It is one of the aspects I like most about cybersecurity and the broader technology field.

FQ: What's your superpower as a woman in cyber?

DS: Being inventive. I've always liked the quote: "The best way to predict the future is to invent it." I've been successful at finding new paths and investing in new capabilities for the cyber domain before others spotted the opportunity. When we were all still focusing on securing traditional IT infrastructure, it seemed very logical to me that the future would be in securing all infrastructure, including all these emerging technologies and connected devices. It was a risky path, but I believed in it. Looking back, it was totally worth the investment.

FQ: What's the most challenging component of your job today?

DS: I currently lead what might be the most competency-diverse team in cyber emerging technologies. Our aim is to help clients solve complex cyber challenges by being one step ahead of the technology trends with our services. Whether it is cloud security, pentesting, red teaming, OT and IOT security, cryptography, 5G, or the future of quantum computing, we keep investing in building capabilities in new areas of cybersecurity where deep technical expertise as well as vision for the tech of the future is in high demand. With the emerging technology capabilities expanding rapidly, the main challenge is driving a consistent global strategy that fosters collaboration but does not hinder innovation. This will allow us to hire, grow, and inspire diverse talent necessary for this new infrastructure layer.

FQ: Tell us about the cyber project you're most proud of working on in your career.

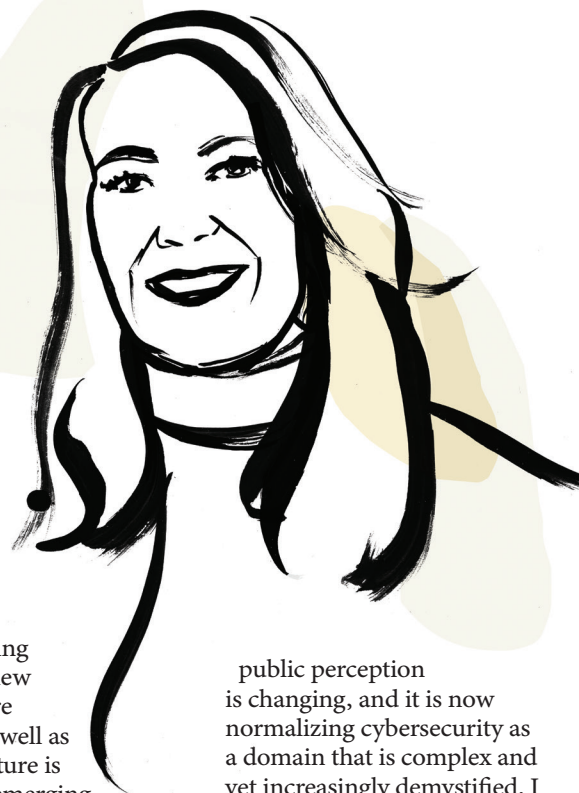
DS: At the top of the list are two projects: The first is one of the most complex, global, multi-year security transformations for a technology company, which is at the core of the electronics industry. The second is defining the security strategy for an organization working with refugees. Both these projects were extremely rewarding in their own way.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

DS: The documentary *Zero Days* had a great impact on me.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

DS: Cybersecurity still has that aura of a flashy domain where a hoodie-wearing hacker is the protagonist at the center of some exciting crime story. However, the



public perception is changing, and it is now normalizing cybersecurity as a domain that is complex and yet increasingly demystified. I envision that the ethical hacker and the security professional of the future will be more diverse, with creative skills covering a broad range of topics.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

DS: I would tell myself not to think that cyber is all bits and bytes. It's actually a very cool industry to work in. I used to think that I would probably spend long days in front of a computer working by myself, but the cyber field is so much more than that. There are technology challenges, of course, but also processes and people to deal with that make for a rich set of problem solving skills.

FQ: Who are some women working in cyber today that you admire?

DS: Dr. Reem Faraj AlShammari, the CISO of KOC; Caroline Wong, the Chief Strategy Officer at Cobalt; and Galina Antova, the co-founder and chief business development officer at Claroty.

ANNIKA SPONSELEE

Partner,
Deloitte Netherlands

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

ANNIKA SPONSELEE: There is no typical work day. Every day is different. I have multiple roles. As I have various privacy roles in the Netherlands and globally, I lead Talent in cyber and I have a purpose role. My favorite thing to do each day is to work with my people — my clients and my team — in any and every capacity.

FQ: What's a common misconception about women in cyber you'd like to debunk?

AS: A common misconception is that it's predominantly male. But in the privacy sector, it is not true. We are 50/50. Also, a common misconception is that cyber is just about security or hacking. It's also about privacy — 50% is focused on dealing with personal data in line with legislation and the other 50% is focused on securing that data. It's not just a legal topic, but a security topic as well.

FQ: What aspects of your career journey have taken you by surprise?

AS: Previously, I was a lawyer at Baker & McKenzie focused on privacy law. The most surprising part of my career journey has been the fact that I went from a law firm to Deloitte to a privacy practice. Before 2012, the privacy team in the Netherlands did not really exist within Deloitte, so I went from being a lawyer to a hands-on go getter hiring people, establishing a network, driving sales, and doing everything you do when building a startup.

FQ: What's your superpower as a woman in cyber?

AS: I would never want to say I have superpowers, but the things that make me tick and that I put all my effort into are people and giving back. I am in a very fortunate position to help my professionals and clients grow and help them make steps

in their career. For me, it is all about supporting others.

FQ: What's the most challenging component of your job today?

AS: As a leader and a partner, the most challenging period of my career was when the pandemic hit and I needed to keep my team together and guide them from a distance. Managing that was all about keeping a cool head and leading the team with confidence and trust. It was the most challenging part of my career.

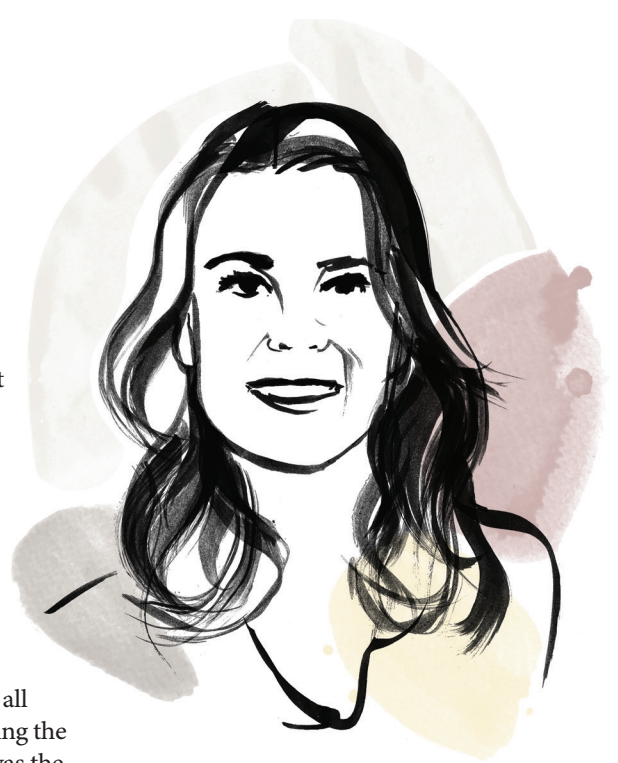
FQ: Tell us about the cyber project you're most proud of working on in your career.

AS: I could not pick a specific project because I love them all. The thing that I like about all of our projects is that at the end of the day, we help our clients and the people behind the data. Privacy is a human right. Not only do we work to protect a human right, but we also protect the data of consumers and citizens. It's about more than serving a client, but serving a broader group of people. This is the meaningfulness in our work I would say.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

AS: Any content that is about raising your voice as a female leader in a male world. It's important that women become confident along their career journeys. I see a lot of women struggle with insecurity and imposter syndrome. This was true for me as well, but I really worked on it by reading books, talking to my coach and watching TED talks to learn how to have more confidence and know my worth.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?



AS: The perception is changing that security and cybersecurity is only about hacking.

Today, I think there is a softer side too that is about strategy and privacy. It's really about protecting data and people. We are also more aware now that cybersecurity is a topic that does not go away and that it is something we are continuously facing. In the future, we will encounter more legislation around cybersecurity that will continue to change the industry.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

AS: Don't waste time being insecure. It costs time second-guessing yourself. I spent so much time validating my own worthiness when I was in certain positions, but it was a waste of time when I now look back. I am not sure whether I could have prevented it completely, but wished I was aware of my own worth at an earlier stage.

FQ: Who are some women working in cyber today that you admire?

AS: I admire anyone who has passion and goes after it. They serve a bigger purpose. I think it's amazing when people go against the odds because they believe in something and pursue it.

PO TEA- DUNCAN

Executive Director
of Cyber Security
Government of Canada

THE FEMALE QUOTIENT:

What does a typical day of work look like for you?

PO TEA-DUNCAN: Work hard, play hard. I spend a lot of time in meetings, collaborating and supporting government stakeholders. But it's also great to end the week decompressing and spending time with my amazing team.

FQ: What's a common misconception about women in cyber you'd like to debunk?

PTD: Women are inferior to men in cybersecurity abilities. This is #fakenews!

FQ: What aspects of your career journey have taken you by surprise?

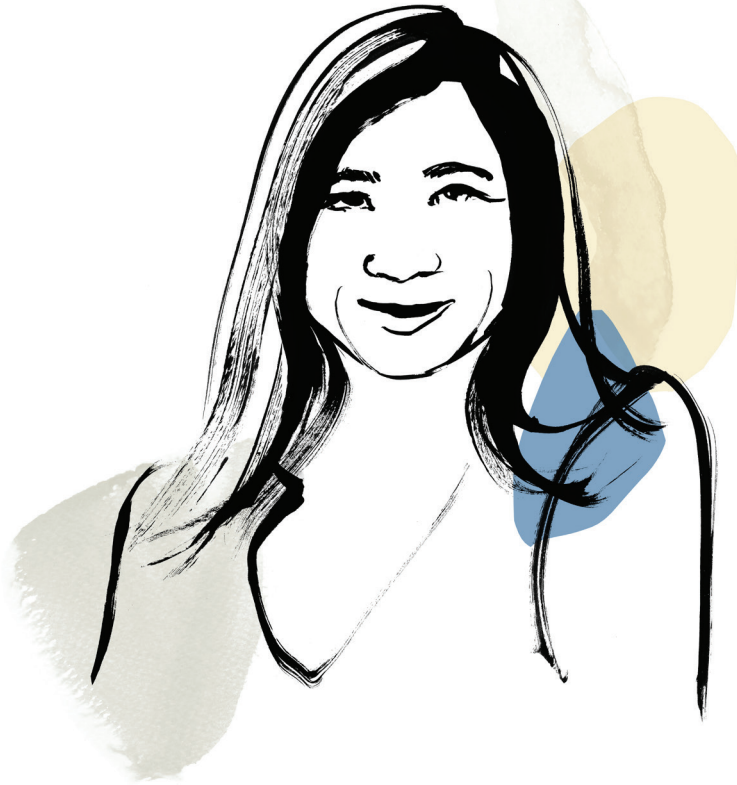
PTD: The opportunity to gain hands-on experience in IT/IT Security as well as travel the world to support our Canadian embassies abroad. This experience has enabled me to succeed in my current role within a central agency, setting direction that helps to improve the government's cybersecurity posture at large.

FQ: What's your superpower as a woman in cyber?

PTD: Pragmatic Problem Solver.

FQ: What's the most challenging component of your job today?

PTD: Addressing the cyber talent shortage is a challenge not only within the government, but also in Canada.



FQ: Tell us about the cyber project you're most proud of working on in your career.

PTD: Delivering COVID Alert App quickly whilst demonstrating security, privacy and innovation to support Canada.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

PTD: There are a lot of free cybersecurity resources available on the internet. I recommend reading the great material from organizations such as the UK's National Cyber Security Centre (NCSC) and the US Cybersecurity and Infrastructure Security Agency (CISA).

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

PTD: The importance of diversity in cybersecurity! Establishing a multi-disciplinary organization that embraces change and diversity is needed now and in the future. Diverse cybersecurity teams are able to tackle issues with consideration of different aspects

of a problem and are better able to apply a risk-based approach that balances business needs and are able to pivot quickly as the threat and technology landscape evolves.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

PTD: Cybersecurity is a dynamic environment and requires a lifetime of continuous learning.

FQ: Who are some women working in cyber today that you admire?

PTD: Jen Easterly, Katie Moussouris, and of course Tanya Janca - a fellow Canadian who has made a huge impact on application security.

RENÉ WASLO

Principal,
Deloitte

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

RENÉ WASLO: I start by interacting with the international global community of Energy, Resources & Industrial cyber partners and focusing on cyber industry solutions, eminence, and complex client issues. I then move on to my U.S. based cyber clients and work with our incredible team of cyber professionals to deliver quality projects. We identify challenges, design and implement solutions, and build trust with our clients while working side-by-side for success.

FQ: What's a common misconception about women in cyber you'd like to debunk?

RW: A common misconception is that there is only one career path in cyber that leads to success or that you have to be technically proficient to be successful. There are so many opportunities in cyber for women to be successful. You can choose what, where, and how you want to focus your energy, whether that be cyber technology, strategizing, cyber confluence with industry, eminence, full-time onsite or remote, or hybrid. The list is endless.

FQ: What aspects of your career journey have taken you by surprise?

RW: The most surprising aspect has been blending the skills I acquired in cyber with my knowledge of energy, resources, and industrials. Bringing together various technical cyber capabilities to solve business issues really brings cyber to life.

FQ: What's your superpower as a woman in cyber?

RW: My superpower is intellectual empathy. It is important to realize that the people around us, both in business and in our personal lives, are not cyber experts. We need to always be able to find ways to explain solutions in a language other than “bits and bytes.” We need to find ways to tell stories that bring cyber to life.

FQ: What's the most challenging component of your job today?

RW: The speed of cyber opportunities continues to increase, so it is crucial that we match the right resources with the right client opportunity. I am so thankful for the strength of the global Deloitte cyber talent organization. The depth and breadth of our global cyber talent allows us to find the right resources for our clients who are almost anywhere in the world. Having a cyber talent pool that focuses on industry is incredibly beneficial as we develop industry-based solutions for our clients. Deloitte's model focuses both on cyber capability and industry, which provides a strategic advantage that drives business success.

FQ: Tell us about the cyber project you're most proud of working on in your career.

RW: I had a cyber team that was part of a larger team of 100-150 people, and we were working in our client's second largest geography implementing a system. Through our Security Department, we learned that political protests were being planned throughout the country for the next day, and all the borders were closed indefinitely. We brought our team together on a call, instructed them to pack up and get out of the country on the first available mode of transportation. We managed to get everyone out safely before the borders were indeed closed and get them back to the US.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

RW: With the media all around us, I'm drawn to using an example from everyday life. In every action-packed thriller with a computer component, there are women on the recon teams chasing the bad guys. It's great to see how integrated they are in finding actionable responses. Seeing women portrayed as active members of these powerful teams makes women in tech and cyber more real and paints a more accurate picture of everyday career opportunities.



FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

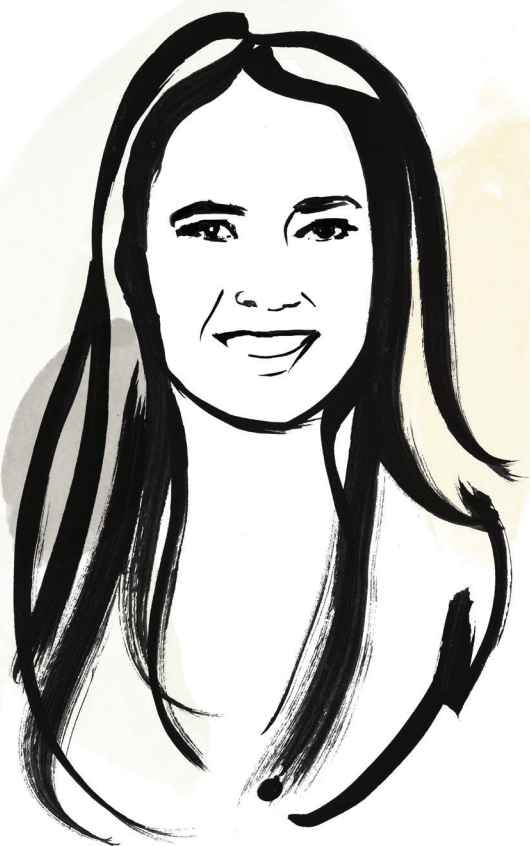
RW: Cyber was once only viewed as a technical solution that needed to be implemented by “the techies.” Cyber is now part of the design and implementation strategy for every business solution. We are also seeing that people are becoming more aware of the need for cybersecurity. They may not understand what it fully means or what goes into it, but the recognition is there. As cyber professionals, we need to continue to tell stories in non-technical terms that resonate with them.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

RW: Do your research and be curious. Have a good understanding of the spectrum of cyber offerings. However, you do need to be known for something specific. Make sure what you choose to specialize in excites you.

FQ: Who are some women working in cyber today that you admire?

RW: I don't need to look any further than the Deloitte women in cyber to be in awe of what has been achieved. I am also very fortunate to have a couple of women who are Chief Information Security Officers as my clients. They are all true examples of managing career success, and they are respected in their selected cyber fields.



WENDI WHITMORE

Senior Vice President,
Unit 42, Palo Alto Networks

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

WENDI WHITMORE: I get up early to work out before calls kick off for the day. Unit 42 and Palo Alto Networks have a global client base, so we have team members around the world to support

our clients. A good portion of my day is spent on video calls, hearing from clients about their needs, meeting with my team to strategize how best to keep our clients safe, and getting briefed on the latest cyber threats from the intel team.

FQ: What's your superpower as a woman in cyber?

WW: I'm told that I have a real gift for getting the right people in the right roles where they can leverage their skills and fuel their passions. Building a high-functioning, cohesive team is one of the single most important functions for leaders. My superpower is building teams that work well together and where everyone feels they are valued and able to contribute their best work.

FQ: Tell us about the cyber project you're most proud of working on in your career.

WW: Introducing the Unit 42 brand at Palo Alto Networks!

FQ: What's one must read, watch or listen for women wanting to work in cyber?

WW: *The Perfect Weapon: War, Sabotage, and Fear in the Cyber Age* by David Sanger and *The Cuckoo's Egg: Tracking a Spy Through the Maze of Computer Espionage* by Cliff Stoll.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

WW: There are many different paths within cyber. I am where I am today because I was willing to take calculated risks, jump into the unknown, and remain nimble in the face of challenges. My advice to my younger self, or any woman interested in cyber, is to embrace the uncertainty and make the most of what's in front of you.

FQ: Who are some women working in cyber today that you admire?

WW: I have a great deal of admiration for so many women across our industry. A few that are top of mind for me are Jen Easterly, Mary O'Brien, Zeynep Inanoglu Ozdemir.

ANGELA WILLIAMS

Chief Information Security Officer
UL Solutions

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

ANGELA WILLIAMS: A typical day includes lots of multitasking — from responding to emails, staying up to date on cyber-related topics and current events, attending internal and external business meetings, ensuring the cybersecurity initiatives and activities stay aligned with business strategy, and working closely with key stakeholders and cybersecurity staff members on various projects.

FQ: What's a common misconception about women in cyber you'd like to debunk?

AW: A common misconception about women in cyber is that we are not technical or that we have a lack of understanding when discussing technical solutions or theories.

FQ: What aspects of your career journey have taken you by surprise?

AW: I went to college and earned two degrees in computer information systems. My career began with working in various roles within the IT organization — as a desktop support specialist, network administrator, network engineer, and project manager. I assumed my career would always be within information technology; however, the twist came years ago when my CIO asked me to be the leader of an uncharted area called "information security." To my surprise, I really enjoyed designing a foundational information security program while partnering with key leaders across the organization. This extraordinary pivot in my career wasn't something I expected or planned but it has turned out to be the best twist in my career!

FQ: What's your superpower as a woman in cyber?

AW: My superpower is the ability to take complex cyber topics and translate them into relatable information using analogies and storytelling.

FQ: What's the most challenging component of your job today?

AW: The most challenging component of my job is

educating business leaders about our cybersecurity services and capabilities and why it must be an integral component of their business strategy.

FQ: Tell us about the cyber project you're most proud of working on in your career.

AW: One of the cybersecurity projects that I'm most proud of in my career happened when I was working at a healthcare organization. The parent company, along with two of its four subsidiaries had a common goal to obtain HITRUST certifications. I was tasked to lead the multiple security teams across each organization to achieve HITRUST certifications that ultimately improved customer confidence in our cybersecurity practices and could be used as a market differentiator for future customers. We successfully achieved HITRUST certification within 18 months and successfully improved the understanding, ownership, reporting, and measurement of all security controls.

FQ: What's one must read, watch or listen for women wanting to work in cyber?

AW: There are so many great publications and podcasts in the market that are ideal references for women to read or listen to that I couldn't pick just one. I would encourage women wanting to work in cyber to join a cybersecurity organization that is focused on supporting women in this industry. There is nothing better than learning from each other in real time.



FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

AW: The public perception of cybersecurity has dramatically changed over the course of my career. It was once an ignored or overlooked practice, and as far as the discipline has evolved, there are still so few women working in this industry or rising to leadership roles. I admire all of the women who work in places where it is still common for there to be only one woman at the table, and I am proud to be a part of changing that image.

FQ: What's one piece of advice you'd give your younger self about getting started in cyber?

AW: One piece of advice I'd give my younger self about getting started in cyber is to not second guess or doubt what I can achieve nor compare myself to others. Sometimes, we are our worst critic and don't reflect on our strengths and capabilities.

FQ: Who are some women working in cyber today that you admire?

AW: There are so few women working in cyber today; therefore, I admire each and every one of them for being brave enough to work in an industry where it is still common for there to be only one woman at the proverbial table.



FIONA WILLIAMS

Partner,
Deloitte US

THE FEMALE QUOTIENT: What does a typical day of work look like for you?

FIONA WILLIAMS: My day usually starts early on calls with my global alliances teams. Then, I usually have US client and team calls later in the day. Recently, I have been traveling for meetings and conferences. I attended our Global SAP strategy meeting in Lisbon, meetings in Washington D.C. with AWS, followed by SAP Sapphire in Orlando.

FQ: What's a common misconception about women in cyber you'd like to debunk?

FW: I believe that the profile for a cyber professional is not necessarily a technical education. I have seen women with broad backgrounds applying their skills to help to deliver cyber projects.

FQ: What aspects of your career journey have taken you by surprise?

FW: I never expected to be a Deloitte “lifer.” I joined right after college and planned on only staying a couple of years to get experience for my next opportunity. It’s hard to believe that I am still loving being at Deloitte after 38 years. I’m amazed by all the opportunities I have had as I’ve watched the firm grow.

FQ: Tell us about the cyber project you're most proud of working on in your career.

FW: I’ve been fortunate to enjoy a number of challenging yet fun projects. I’ve loved working on lots of production companies while they were filming major movies and TV shows – and loved seeing the stars up close. I enjoyed the challenge of being the first CISO for the US firm and building an incredible team. Helping build the technology to support the SoFi stadium, attending the first, in-person Rams game at the stadium, and then watching them going on to win the championship was amazing.

FQ: How has public perception of cybersecurity changed over the course of your career, and how do you predict it will change in the future?

FW: When I first started in cyber, we called it security and controls. Most organizations had never

experienced a breach, and our services were looked at as “an insurance policy that you hoped you would never need.” Many clients chose to “self-insure,” i.e., do nothing. If they had adequate manual controls in place, they would detect a material insider issue. Today, cybersecurity has become a common issue. All organizations have either been breached or are not aware that they have been breached. Now, when you tell people at a cocktail party what you do, they are very interested whereas when I first started in cyber no one understood or cared.

FQ: Who are some women working in cyber today that you admire?

FW: I admire many of my fellow Deloitte professionals. As the global leaders of cybersecurity, I am so proud of what my colleagues have accomplished. Mary Galligan is one of my heroines who has helped me so much in the past. Emily Mossburg is an amazing global cyber leader, and Deb Golden leads our US cyber practice. It’s awesome to have two women leaders of the practice.