



## Women4Cyber Roadmap for Actions

<b>A - IDENTIFY &amp; LINK THE COMMUNITY: CONTACTS, VISIBILITY AND NETWORKING (Handled by the Secretariat, horizontal task)</b>			
<b>Community targets</b>	<b>Actions</b>	<b>Deliverables</b>	<b>Foreseen Deadline</b>
<b>Identify the Community</b>	A1. Develop and outline a structured database of women in cybersecurity in Europe	A1.1 General database (initially in an Excel sheet) from which we can select experienced women to whom we can propose an activity, i.e. be speakers at conferences. Categorise according to topic of expertise, level of expertise, sector of activity and any other relevant field(s), interest to be speaker, interest in specific workstreams, etc.	Continuous
		A1.2 Contributions from DG CNCT and Founding Members for a preliminary list by summer	2019
<b>Link the Community and Provide visibility</b>	A2. Create a communication strategy and dissemination plan	A2.1 Creation of LinkedIn and Twitter accounts and regular posts on them	Completed
		A2.2 Promotion of Women4Cyber and its messages in the media (including national ones) through interviews, articles, etc.	Continuous
		A2.3 Women4Cyber Trademark.	Ongoing
		A2.4 Online Cyber Ambassadors (both genders) identified through the community network: social media posts (interviews, snapshots) describing people's experience in succeeding in their career in cyber.	2020
		A2.5 Identify, participate in, promote about and partner with relevant events across Europe where to promote W4C (with messages prepared by ECSO based on current situation, consolidated document, and evolution of W4C).	Continuous
		A2.6 High-level women committing to the W4C Charter of Objectives in tackling the gender gap in cybersecurity in Europe	Continuous
		A2.7 Aim to build partnerships and dissemination with International organisations and stakeholders beyond Europe	Continuous
	A3. Organise (at least) bi-annual high-level meetings	A3.1 Women4Cyber Council meetings under Finnish, Croatian and German presidencies (either in Brussels or another European city).	End of 2020

**B - DEVELOP & GROW THE COMMUNITY: AWARENESS, EDUCATION, TRAINING AND JOB MARKET**

		Deliverables	Foreseen Deadline
WORKSTREAMS	Actions		
<b><u>WORKSTREAM 1:</u></b> <b>Create awareness, promote best practices and visible Role Models</b>	B1. Promote W4C at national level	B1.1 Implementation of W4C local/national chapters, including the promotion in national public administrations, schools and universities, and the private sector.	2021
	B2. Supporting female employment	B2.1 Creation and Implementation of promotion and awareness campaigns in each entity/company	2023
	B3. Better understand the cybersecurity gender gap in Europe.	B3.1 Study about the gender gap making an analysis of the status quo, with specific data on education, employment and other main figures related to career paths. It would also identify economic models that showcases the added value (economic, skills, innovation capability, management, delivery, etc.) of equally employing both male and female candidates. Explore a cybersecurity-specific indicator on women as part of the Digital Society and Economy Index (DESI)	2021
	B4. Promote the Women4Cyber initiative at European standardisation level	B4.1 Participation of women in European standardization bodies (e.g. CEN/CLC TC 13 Cyber) supporting the UNECE Declaration on 'Gender Responsive Standards and Standards Development'	2023
	B5. Launch a Role Model leadership programme	B5.1 Creation of a targeted and well formulated Role Model leadership programme; implementation of TedTalk-style events and webstreamed + Network of female and male ambassadors to push the key messages.	2020

		B5.2 List of Female Role Models in cyber-specific / STEM education / European standardisation (cf. A1)	
	B6. Share best practices and success stories	<p>B6.1 European "Book of Cyber Women" with success stories and female Role Models (women presenting in 1-2 page their activity in cybersecurity)</p> <p>B6.2 Explore the possibility of taking part in forthcoming campaigns run by Europeana (EU "open access archive" which could store these best practices and success stories)</p>	Start in 2020
	B7. Facilitate training and promote existing training programmes for entry, up-skilling or re-skilling	<p>B7.1 Give visibility in the community to existing training programmes</p> <p>B7.2 Facilitate training for women (e.g. unemployed women funding for training)</p> <p>B7.3 Promote cybersecurity offers under the Digital Opportunity Traineeship Programme among potential women candidates</p> <p>B7.4 Companies / organisations setting up trainings facilitating participation of women (possibility of synergies and cooperation across companies, as envisaged in ECSO WG5 Network EHR4CYBER)</p>	Continuous
<b>WORKSTREAM 2: Promote tailored training programmes in cybersecurity</b>	B8. Create and implement in-company internships, traineeships and mentoring programmes	<p>B8.1 In-company (tech-related) internships programmes for women.</p> <p>B8.2 Company open days for girls to show opportunities and interest for women.</p> <p>B8.3 In-company traineeships for career change.</p> <p>B8.4 In-company mentoring programmes.</p>	2023

	<p>B9. Identify and promote career pathways within the increased digitalisation of the society</p>	<p>B9.1 Support existing efforts at national and EU level to build awareness on a career in cyber (the variety of all profiles that exist), to show that cybersecurity is not just a technical issue but a domain which necessitates other softer skills.</p> <p>B9.2 Organise conferences to show the possible career evolution and job opportunities for women in cyber (reaching out to large companies, female decision-makers)</p> <p>B9.3 Organise job fairs to give women and girls information and advice regarding a career in cybersecurity. Support dedicated bootcamps (1/2 day events to learn about technical and other jobs in the cybersecurity field), e.g. starting from France example and applying to other nations of the EU</p>	<p>Continuous</p>
<p><b><u>WORKSTREAM 3:</u></b> <b>Enhance the presence of women on the cybersecurity job market</b></p>	<p>B10. Understand the job market needs and current profiles of female job seekers in cyber</p>	<p>B10.1 Liaising with HR departments and recruitment companies</p> <p>B10.2 Sharing of W4C outcomes with HR departments to raise understanding of experts needed for job profiles</p> <p>B10.3 Analysis of job advertisements and provision of recommendations to avoid recruitment bias and stereotypes</p>	<p>Continuous</p>

	B11. Support the participation of women in cybersecurity R&D&I initiatives in general	<p>B11.1 Gender clauses for an equal ease of access to opportunities in research and relevant funding programmes at EU and national levels.</p> <p>B11.2 Establish research scholarships to facilitate participation of women in cyber-research programmes</p>	Continuous
<b>WORKSTREAM 4:</b> Increase the presence of women in cybersecurity Research & Innovation (R&I) and in the field of emerging technologies	B12. To have women inclusive European Cyber Challenges	B12.1 Support the organisation of cyber challenges & exercises in Member States and at EU level (incl. starting with young people well before the university level)	Continuous

C - SHAPE LOCAL / NATIONAL / EU POLICY AND ACTIONS WITH THE SUPPORT OF THE WOMEN4CYBER NETWORK			
WORKSTREAMS	Actions	Deliverables	Foreseen Deadline
<b>WORKSTREAM 5:</b> Support and shape policies at EU and national levels that are in line with Women4Cyber's messages	C1. Introduce the objectives of Women4Cyber in national cybersecurity strategies	C1.1 Gender inclusive national cyber policies in Europe.	2025
	C2. Develop and communicate priorities for further inclusion of women in cyber at the European level and support the EU's gender strategies	C2.1 W4C suggestions to EC for the Digital Europe Programme and H2020 priority funding, for the European Cybersecurity Competence Centre, Network and, of course, Community.	2019-2020
		C2.2 Commitment to the EC's "A Declaration For Europe's Corporate Tech Leaders To Achieve Gender Balance In Their Companies And Equal Opportunities For Their Human Capital". Participants in Women4Cyber to promote the Declaration within their companies and encourage their CEOs to sign it.	Continuous
C3. Provide visibility to private sector employment policies	C2.3 Commitment to the "No Women No Panel" (at least two women per panel) in compliance with the European Commission's policy.	Continuous	
<b>WORKSTREAM 6:</b> Establish and coordinate international and national partnerships	C4. Coordinate the implementation of local/national Women4Cyber Chapters.	C3.1 Guidelines for the employment of women promoting inclusiveness, gender balance and equal pay.	Continuous
		C4.1 Create the national chapters for France, Germany and Spain.	Continuous
	C4.2 Create the Eastern-European regional chapter.	Continuous	
C5. Coordinate the partnerships with the European institutions and agencies.	C5.1 Establish cooperation with ENISA.	Continuous	
	C5.2 Work with the European Commission on the implementation of the database.	Continuous	
	C5.3 Establish a running cooperation with the European Parliament.	Continuous	



	C6. Coordinate the partnerships with international organisations and institutions.	C6.1 Establish cooperation with the World Economic Forum and the United Nations. C6.2 Establish cooperation with Asia.	Continuous
	C7. Give visibility to and support existing initiatives that aim to engage women in cyber.	C7.1 Partner with big events around inclusion, e.g. supporting UN's Sustainable Development Goals - Goal 5: Achieve gender equality and empower all women and girls)	Continuous

