SHE LEADS TECH

RAISING AWARENESS

4/3/2018

ISACA: GLOBAL REACH

Nearing its 50th year, ISACA is a global association helping individuals and enterprises achieve the positive potential of technology. ISACA equips professionals with the knowledge, credentials, education and community to advance their careers and transform their organizations. ISACA leverages the expertise of its half-million engaged professionals in information and cyber security, governance, assurance, risk and innovation, as well as its enterprise performance subsidiary, CMMI Institute, to help advance innovation through technology.

SERVING MORE THAN
520,000
**ENGAGED
PROFESSIONALS**

215+ CHAPTERS
WORLDWIDE

MEMBERS IN
190 COUNTRIES

WHY GENDER DIVERSITY MATTERS

The gender imbalance in our industry results from of a complex set of structural and cultural issues that are incompatible with the values of the tech industry – innovation, creativity, and diversity of thought. As an industry-leading organization that serves tech professionals around the world, we believe now is the time to focus on putting an end to the gender inequality that exists.

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WHY GENDER DIVERSITY MATTERS

Skill Gap

Frost & Sullivan projections show that the **gap between available qualified cybersecurity professionals and unfilled positions** will widen to

1.8 million by 2022.

Attracting women to the profession across all regions has the potential to shrink the workforce gap, but only if they can be hired, trained, and retained in sufficient numbers.
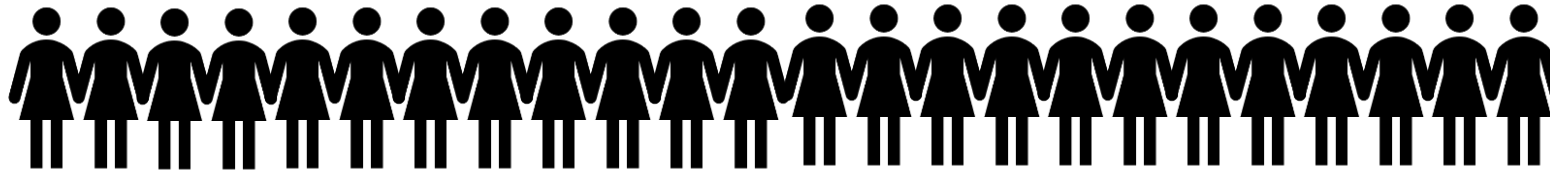
WHY GENDER DIVERSITY MATTERS

Diversity pays

A study by Catalyst found that companies with the highest representation of women on their top management teams experienced better financial performance than companies with the lowest women's representation, **including a 35% higher Return on Equity** and **34% higher Total Return to Shareholders.**

35%
ROE

34%
TSR
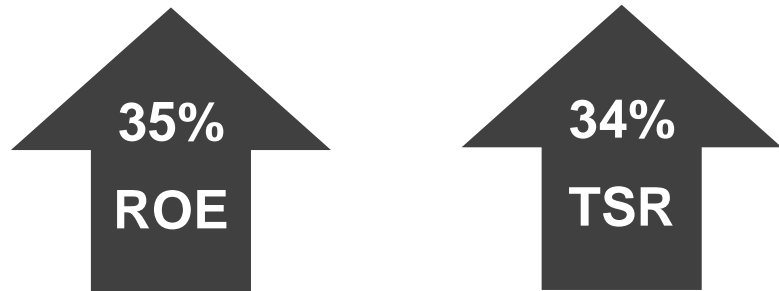
In 2012, an NCWIT analysis of women's participation in IT patents found that U.S. patents produced by mixed-gender teams were cited 30% to 40% more than other similar patents.

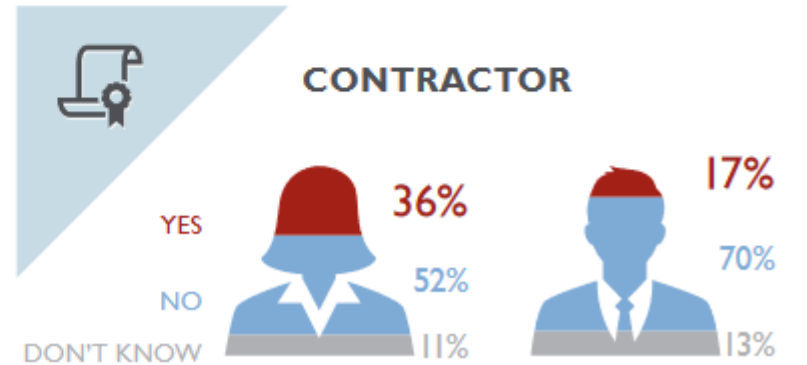*ISACA*

WHAT'S THE PROBLEM

Discrimination

WOMEN MEN

VS

51% have experienced discrimination

15% have experienced discrimination
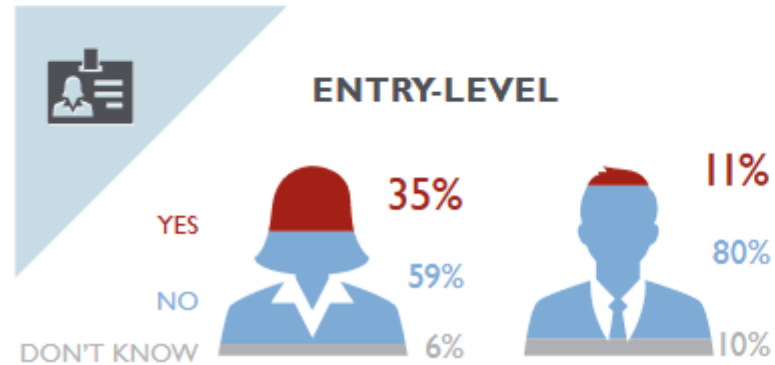
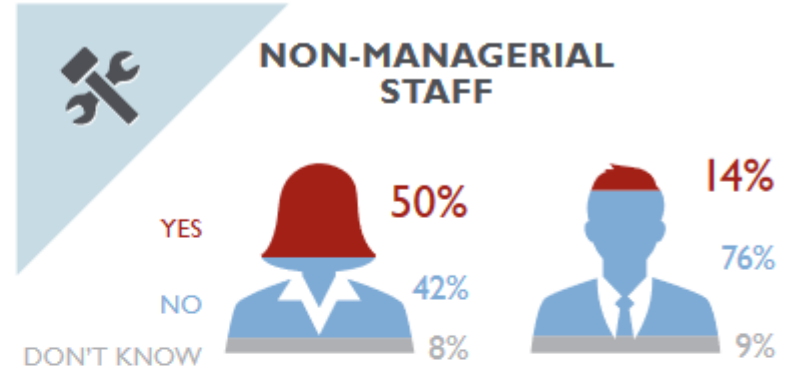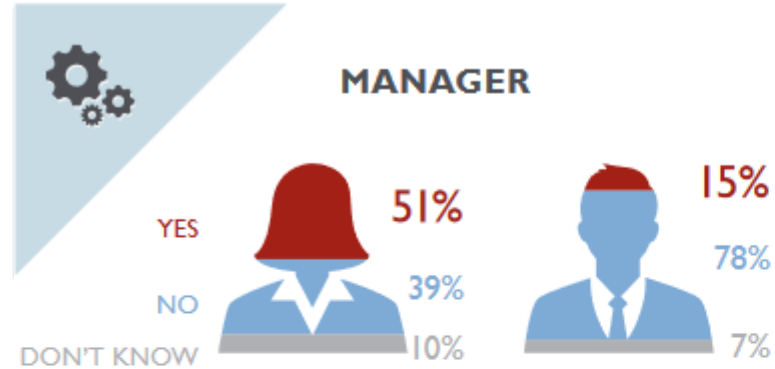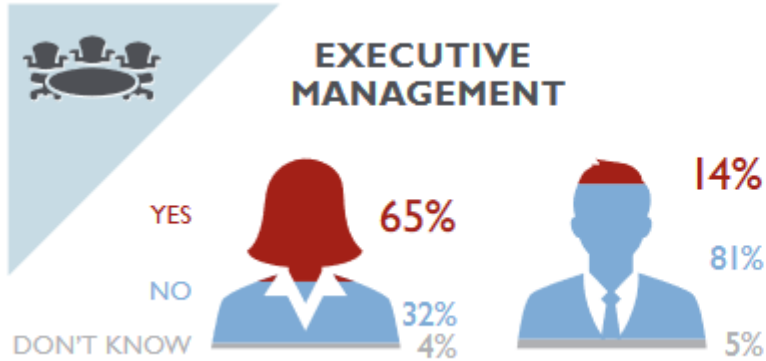Source: 2017 Global Information Security Workforce Study

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WHAT'S THE PROBLEM

Have you personally experienced **any form of conscious or unconscious discrimination** in the workplace based on your ethnicity, gender, or cultural group?
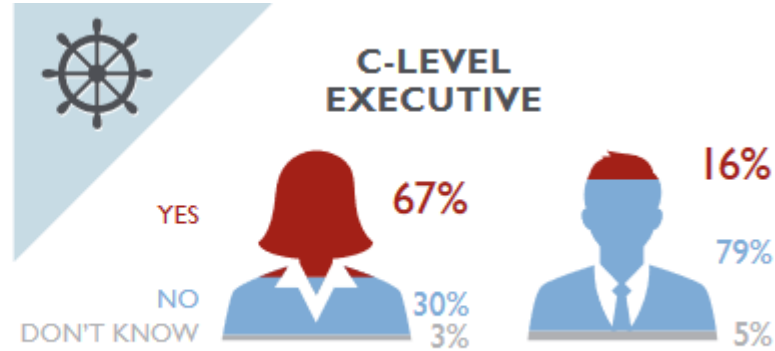
According to the The 2017 Global Information Security Workforce Study: Women in Cybersecurity, women experience more discrimination the higher they rise in their careers

C-LEVEL EXECUTIVE

YES 67% — 16%
NO 30% — 79%
DON'T KNOW 3% — 5%

EXECUTIVE MANAGEMENT

YES 65% — 14%
NO 32% — 81%
DON'T KNOW 4% — 5%

MANAGER

YES 51% — 15%
NO 39% — 78%
DON'T KNOW 10% — 7%

NON-MANAGERIAL STAFF

YES 50% — 14%
NO 42% — 76%
DON'T KNOW 8% — 9%

ENTRY-LEVEL

YES 35% — 11%
NO 59% — 80%
DON'T KNOW 6% — 10%

CONTRACTOR

YES 36% — 17%
NO 52% — 70%
DON'T KNOW 11% — 13%

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WHAT'S THE PROBLEM

FIG. 1.14 // Career Advancement Aspirations of Technical Women
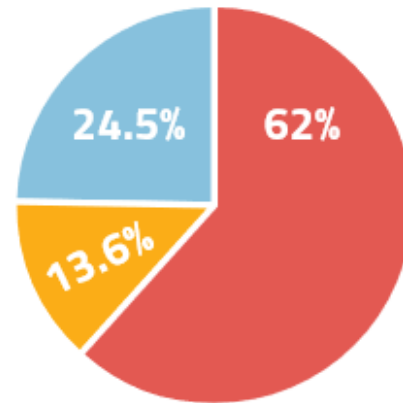
Do you hope to be promoted or advance to the next level of your career in the next three years?

8.7%
6%
85.3%
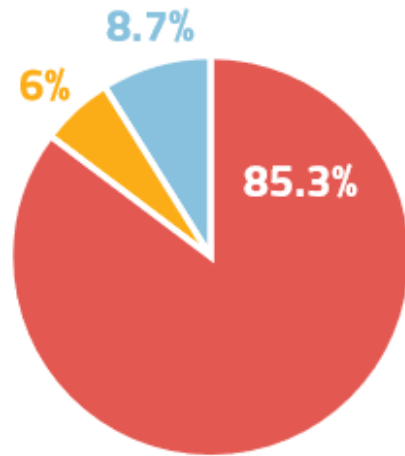
Do you aspire to hold a C-Suite or senior management job someday?

24.5%
62%
13.6%

Yes   No   Unsure

Rerendered from Anderson et al., 2013

Women also find it difficult to advance into leadership roles.

According to the 2014 Harvey Nash CIO survey, women held only 7 % of CIO positions globally, which is down 2 percent from the year before.

ISACA®

THE OPPORTUNITY TO MAKE A DIFFERENCE

As industries undergo ever faster digital transformations, the need for talented and skilled professions grows with it. **And women cannot be left behind.** By preparing the next generation of female leadership, women can become embedded in every part of the global economy.

◈ISACA®

MISSION AND VALUES

OUR MISSION

The SheLeadsTech™ program seeks to increase the representation of women in technology leadership roles and the tech workforce.

ENGAGE

women in technology and our allies to support and advocate for change

EMPOWER

women as leaders, role models and mentors in their fields

ELEVATE

the role of women in technology

"We should be a global network of sounding boards and shining lights."

ISACA

STRATEGIC PLAN

Our plan aims to increase the representation of women in technology

4/3/2018

STRATEGIC PLAN

We will target ISACA's global network **with compelling calls to action** so that our constituents are more aware of the need for inclusive practices, and women think differently about their choices. **We believe by taking action in three key areas we can drive awareness and investment, and create community.**

1
RAISING AWARENESS

We will work to **educate employees, allies and engaged professionals** so that we can overcome unconscious bias.

2
PREPARING TO LEAD

Our **training and skills development programs** will prepare the next generation of female leaders for the digital future.

3
BUILDING GLOBAL ALLIANCES

Through **strategic partnerships**, we will amplify our impact beyond the ISACA network and support our chapters as they tackle the unique challenges in their country or region.

JOIN US AS WE MAKE A DIFFERENCE FOR EVERYONE IN TECH

Raising Awareness

- Write a blog post
- Share your story
- Host an event
- Be an ally

Preparing to Lead

- Join a board
- Attend a SheLeadsTech event
- Speak at a conference
- Be a mentor

Building a Global Alliance

- Be a voice for change
- Participate in a day of advocacy
- Know your government officials
- Share our calls to action on your social media

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