

## Women4Cyber Roadmap of Actions

A - IDENTIFY & LINK THE COMMUNITY: CONTACTS, VISIBILITY AND NETWORKING (Handled by the Secretariat, horizontal task)					
Community targets	INITIATIVES	GOALS		ACTIONS	Foreseen Deadline
<b>Identify the Community</b>	A1. Structured community of women in cybersecurity in Europe	A1.1	Database	Develop the Women4Cyber Registry of Experts in collaboration with DG CNECT	Completed / continuous
		A1.2	Website	Creation and development	Continuous
A1.3		Women4Cyber Trademark protected at the European level		Completed	
A1.4		Women4Cyber Trademark protected at international level		2021	
A1.5		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. Organise (at least) bi-annual high-level meetings	A2.1	Women4Cyber Council meetings under every European Council Presidency	Organise bi-annual Council meeting either in Brussels or another European city (or remote, if needed).	Continuous
B - SHAPE LOCAL / NATIONAL / EU POLICY AND ACTIONS WITH THE SUPPORT OF THE WOMEN4CYBER NETWORK					
WORKSTREAMS	INITIATIVES	GOALS		ACTIONS	Foreseen Deadline
<b>WORKSTREAM 1: Support and shape policies at EU and national levels that are in line with Women4Cyber's messages</b>	B1. Introduce the objectives of Women4Cyber in European and national cybersecurity strategies	B1.1	Gender inclusive European legislation and regulation, reflecting W4C objectives and messages		2025
		B1.2	Gender inclusive national cyber policies in Europe, reflecting W4C objectives and messages		2025
	B2. Develop and communicate priorities for further inclusion of women in cyber at the European level and support the EU's gender strategies	B2.1	Projects funded under Horizon Europe with W4C component	W4C contribution to proposals under Horizon Europe	Continuous
		B2.2	Prioritise W4C participation in panels with at least 2 women (supporting the European Commission's "No Women No Panel" policy)		
	B3. Support the participation of women in cybersecurity R&D&I initiatives	B3.1	Gender clauses for an equal ease of access to opportunities in research and relevant funding programmes at EU and national level		Continuous
	<b>WORKSTREAM 2: Establish and coordinate international and national partnerships</b>	B4. Coordinate partnerships with the European Institutions and Agencies	B4.1	Establish cooperation with ENISA	Joint events, campaigns, etc.
B4.2			Establish a running cooperation with the European Parliament	Joint events, policy inputs, etc.	
B5. Coordinate the partnerships with international organisations and institutions		B5.1	Establish cooperation with the World Economic Forum and the United Nations	Collaboration with UNECE	Continuous
		B5.2	Establish cooperation with Asia	Pilot Asia-Pacific international chapter	
	B5.3	Build partnerships and dissemination with international organisations and stakeholders beyond Europe	Collaboration with ITU, ISACA, etc.		
B6. Give visibility to and support existing initiatives that aim to engage women in cyber	B6.1	Partner with initiatives and events around inclusion, e.g. supporting UN's Sustainable Development Goals - Goal 5: Achieve gender equality and empower all women and girls)	Identify initiatives and events to partner with; promote relevant events	Continuous	

**C - DEVELOP & GROW THE COMMUNITY: AWARENESS**

WORKSTREAMS	INITIATIVES	GOALS		ACTIONS	Foreseen Deadline
<b>WORKSTREAM 3: Create awareness, promote best practices and visible role models</b>	C1. Coordinate the implementation of local/national/regional/international Women4Cyber chapters	C1.1	Create and maintain local/national/regional/international chapters	Support the creation and continuation of local/national/ regional/international Chapters; Support the cooperation among local/national/ pan-regional/international stakeholders to join the W4C chapters	Continuous
	C2. Promote W4C at national level	C2.1	Implementation of actions in cooperation with W4C local/national chapters, including promotion in national public administrations, schools, universities, and the private sector	Develop targeted partnerships and events with W4C chapters	Continuous
	C3. Promote the Women4Cyber initiative at European level	C3.1	Women4Cyber Foundation's agreed messages to be shared across relevant events in Europe	<u>Identify, participate in, promote and partner with relevant events across Europe where to promote W4C</u>	Continuous
		C3.2	Increase participation of women in national, European and international standardisation bodies, supporting the UNECE Declaration on 'Gender Responsive Standards and Standards Development'	Continue promoting the participation in standardisation to women in cybersecurity	2023
	C4. Better understand and tackle the cybersecurity gender gap in Europe	C4.1	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	Find sponsorship and partnership opportunities with European Institutions or industry/consultancies	2023
		C4.2	Creation of a cybersecurity-specific indicator on women as part of the Digital Society and Economy Index (DESI)	Explore the creation of such an indicator with the European Commission	2023
		C4.3	High-level women actively participating to the W4C Charter of Objectives in tackling the gender gap in cybersecurity in Europe	Increased number every year	Continuous
	C5. Female employment awareness	C5.1	Creation of surveys to gather hiring statistics, or testimonials / best practices from companies on hiring women into cybersecurity positions	Create and share surveys with companies and industry associations involved in or partnering with W4C	Continuous
		C5.2	Promote policies and guidelines for the employment of women promoting inclusiveness, gender balance and equal pay	Promote relevant EU level policies; Engage CEOs in signing the declaration "A Declaration For Europe's Corporate Tech Leaders To Achieve Gender Balance In Their Companies And Equal Opportunities For Their Human Capital"; give visibility to best practice cases	
	C6. Showcase role models in cybersecurity	C6.1	Promote role models	Implement social media campaigns to showcase role models, i.e. #SpotlightW4C; Organise masterclasses	Continuous
C6.2		Role model leadership programme	Create a targeted and well formulated of the programme; implementation of TedTalk-style events and webstreamed		
C6.3		Network of female and male ambassadors to push the key messages	Create a list of female role models in cyber-specific / STEM education / European standardisation (cf. A1)		
C7. Share best practices and success stories	C7.1	European "Book of Cyber Women" with success stories and female role models (women describing their activity in cybersecurity and career pathway)	Publish and promote book in Europe	2021; continuous	

**D - PRE ENTRY, ENTRY, AND POST ENTRY INTO CYBERSECURITY: EDUCATION, TRAINING AND JOB MARKET**

WORKSTREAMS	INITIATIVES	GOALS		ACTIONS	Foreseen Deadline
<b>WORKSTREAM 4: Promote tailored training programmes and internship schemes in cybersecurity (pre-entry)</b>	D1. Awareness in schools (high school level)	D1.1	Education package and programme for girls in high-schools and universities	Collaborate with high schools to deliver awareness trainings etc (also in collaboration with ECSO's Youth4Cyber); Collaborate with universities to promote cybersecurity programmes in high schools; Use Women4Cyber ambassadors to deliver talks in schools about their career path; Organise job fairs / info days with companies to showcase available jobs in the cybersecurity field	Continuous
		D1.2	Organise "shadowing" opportunities for young people	Partner with companies to organise "shadowing" opportunities	
	D2. Identify and promote career pathways within the increased digitalisation of the society	D2.1	Increase the number of women working in cybersecurity, subject to the result of study (see above)	Organise conferences to show the possible career evolution and job opportunities for women in cyber (reaching out to large companies, female decision-makers); Organise masterclasses; 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	Continuous
	D3. Pre job (university courses, degree internships) Facilitate training and promote existing training programmes for entry, Erasmus +	D3.1	Map and connect required competences by cyber job market with university education offer	Liaise with universities to map profiles of young graduates and identify opportunities for them on the job market; Map competences required by the cyber job market	Continuous
		D3.2	Increased number of women applying for cyber trainings	Give visibility in the community to existing training programmes; ; Facilitate training for women (e.g. funding training for unemployed women); Promote cybersecurity offers under the Digital Opportunity Traineeship Programme among potential women candidates	
<b>WORKSTREAM 5: enhance the presence of women in the cybersecurity job market (entry into cybersecurity)</b>	D4. Launch the Cyber Academy for Women	D4.1	Women4Cyber Academy	Orchestration platform to be set up to enable the W4C Academy; Phase 1: Select courses provided by European universities/training companies, applying concept of "Cybersecurity Education Made in Europe" (ECSO definition), to enable the first entry into cybersecurity regardless of professional or educational background; Phase 2: Select courses to be aligned with the ENISA professional profiles (skills framework); Implement financial model to make W4C Academy approach and portal self-sustainable	2022
		D4.2	Collaborate with ECSO for the training provider community to be part of the Academy	Leverage ECSO's training provider community to find partners for the Academy; partner with ECSO to apply the "Cybersecurity Education Made in Europe" label to the Academy training providers (ECSO label to be developed, following certain requirements, i.e. European providers)	2022
	D5 Entry jobs (traineeships and internships)	D5.1	Facilitate access to training for women	Find partnerships and opportunities to fund training for women to enter the cybersecurity job market; support the entry of e.g. unemployed women	Continuous
		D5.2	Companies / organisations to organise trainings that facilitate the participation of women (possibility of synergies and cooperation across companies and with ECSO)	Give visibility in the community to existing traineeships and internships; Promote cybersecurity offers under the Digital Opportunity Traineeship Programme among potential women candidates	Continuous
		D5.3	Job portal with a section for first jobs in cybersecurity leveraging on the Women4Cyber Academy portal (traineeships, internships and entry jobs)	Create dedicated landing page on W4C Academy portal for job ads	2023

<b>WORKSTREAM 6: enhance the presence of women in the cybersecurity job market (post-entry and retention)</b>	D6. Create and implement in-company programmes	D6.1	In-company (tech-related) internship / traineeship programmes for women	Give visibility in the community to existing traineeships and internships; Promote cybersecurity offers under the Digital Opportunity Traineeship Programme among potential women candidates	2022
		D6.2	In-company mentorship programmes for women	Give visibility in the community to existing mentorship programmes; Partner with industry to develop targeted mentorship programmes	2022
	D7. Second position forward (up-skilling), change of field (re-skilling), retention	D7.1	Promote trainings aimed at up-skilling and re-skilling	Give visibility to existing trainings, encourage organisations to leverage cyber ranges to up-skill and re-skill employees	Continuous
		D7.2	Companies / organisations setting up trainings to re-skill employees	Partner with organisations to provide re-skilling opportunities to employees wishing to shift career; provide re-skilling opportunities to women coming back from maternity leave, etc.	
D7.3	Company / organisation-level retention measures and schemes	Encourage companies/organisations to implement measures and schemes aimed at retaining staff; survey the community to understand main incentives and motivations of the workforce			

**E - TRANSVERSAL ACTIVITIES**

WORKSTREAMS	INITIATIVES	GOALS		ACTIONS	Foreseen Deadline
<b>WORKSTREAM 7: Transversal activities</b>	E1. Understand the job market needs and current profiles of female job seekers in cyber (Linked to Workstream 6, 7 & 8.)	E1.1	Liaise with the HR community and share W4C outcomes to raise understanding of experts needed for current and future jobs (also in collaboration with ECSO)	Conduct surveys to understand the job market; map women job seekers leveraging LinkedIn and the W4C Registry	Continuous
		E1.2	Promote job advertisements and provisions to avoid recruitment bias and stereotypes	Research existing materials as reference (i.e. from EIGE, recruitment companies); promote available resources; support projects focused on recruitment bias and stereotypes	Continuous
		E1.3	Liaise with relevant entities to develop a European wide job portal covering pre-entry, entry, and post-entry phases (link with D5.3)	Leverage existing efforts such as the W4C Academy portal to build up approach	2023
	E2. Awareness	E2.1	Support existing efforts at national and European level to build awareness on a career in cyber (the variety of profiles that exist) to show range of skills needed	Raise awareness via social media campaigns, dedicated materials, and through partnerships; Promote existing career paths; choose Ambassadors to support the awareness-raising effort	Continuous
		E2.2	Job fairs and company open days for girls to show opportunities and interest for women in cyber	Link with European Job Days to have a dedicated W4C stand; organise job fairs; partner with industry to organise company-specific open days	
	E3. Increase the presence of women in cybersecurity Research & Innovation (R&I) and in the field of emerging technologies	E3.1	Support the organisation of cyber challenges & exercises in Europe to include more girls/women	Partner with organisations conducting challenges and exercises to get more girls and women involved, i.e. through contests (starting with young people well before the university level); Promote and provide visibility to girls/women in competitions	Continuous
	E4. Operational Committee	E4.1	Meet regularly, share best practices and lessons learned	Meet at least 3x per year, when possible in conjunction with the W4C Council meetings	Continuous
		E4.2	Report to the W4C AB and Secretariat on implementation of the Roadmap of Actions and provide recommendations for future activities	Send regular updates/reports to the W4C Secretariat on ongoing activities; consult with AB on strategic inputs/direction as needed; 1 meeting/year for discussion and feedback from the AB	
	E5. Implement mentorship programmes	E5.1	W4C to organise regular mentorship programmes (covering pre-entry, entry, and post-entry) with the support of national chapters and in cooperation with partner organisations	Implement Pilot programme and adapt future programmes according to lessons learned; partner with industry for company-wide mentorship programmes	Continuous