

# Recruiting and Retaining Black Women in Cybersecurity

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## MAIN RESEARCH QUESTION

To what extent, do systematic barriers and industry culture hinder Black women from entering and advancing in cybersecurity in the United States; how can this be affected by awareness to the topic and building a sense of community?

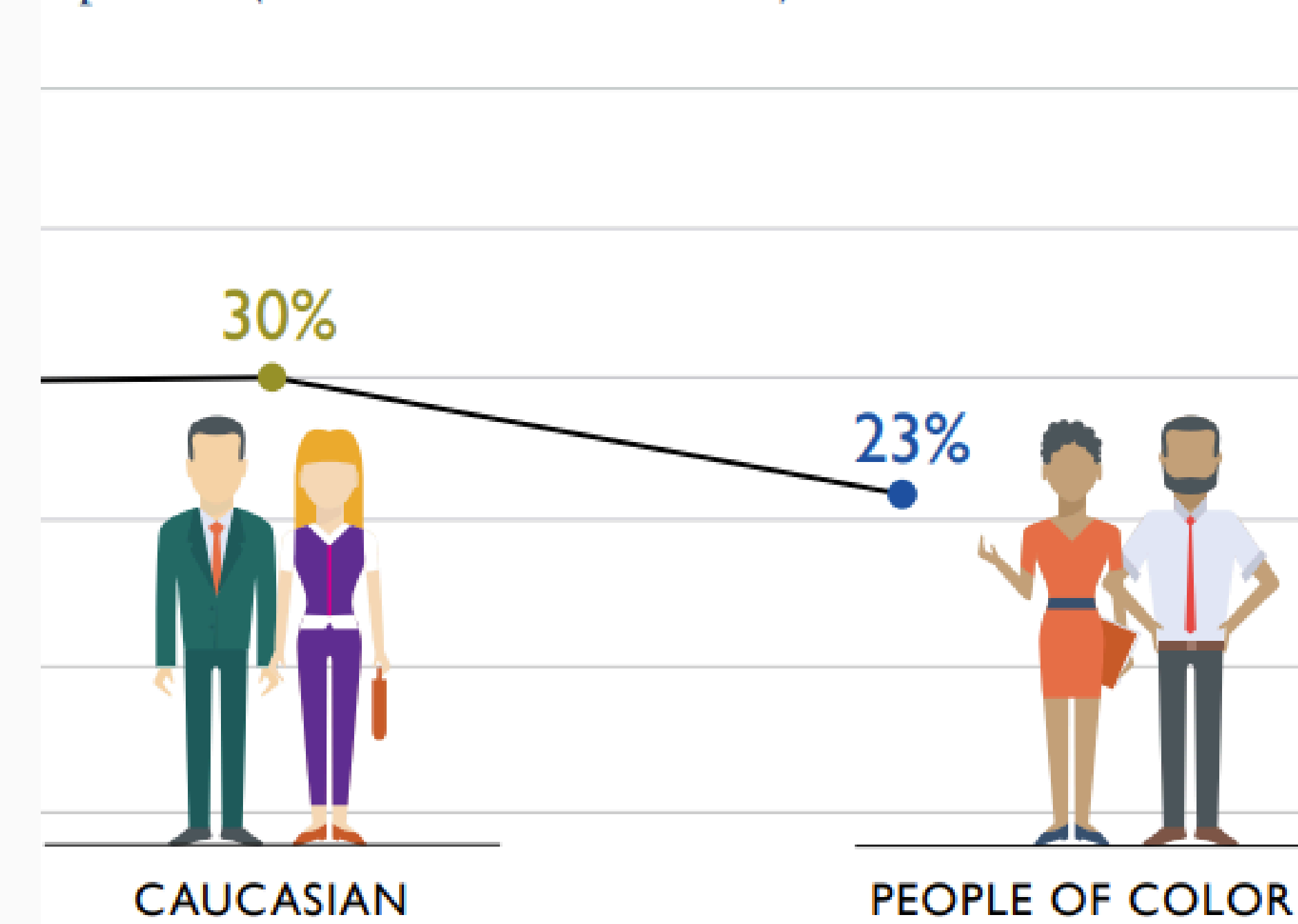
## PURPOSE AND SIGNIFICANCE

My project's aim is to discover how the culture of cybersecurity, societal and educational barriers, and favoritism keep Black women from the industry. My final product, a research paper, will have the impact of helping educators understand the struggles of young Black women and provide a voice for young Black women.

## KEY FINDINGS

- Lack of diverse solutions to improve cybersecurity
- U.S falls behind in its problem solving.
- Lack of research about specifically Black women
- Marginalization of Underrepresented Minorities (URMs).
- Paradoxical lack of relatable figure.
- Diversity is lacking from Cybersecurity, and other IT fields,
- A lack of career opportunities and widening pay gap.

High Roles (Director Level or Above)

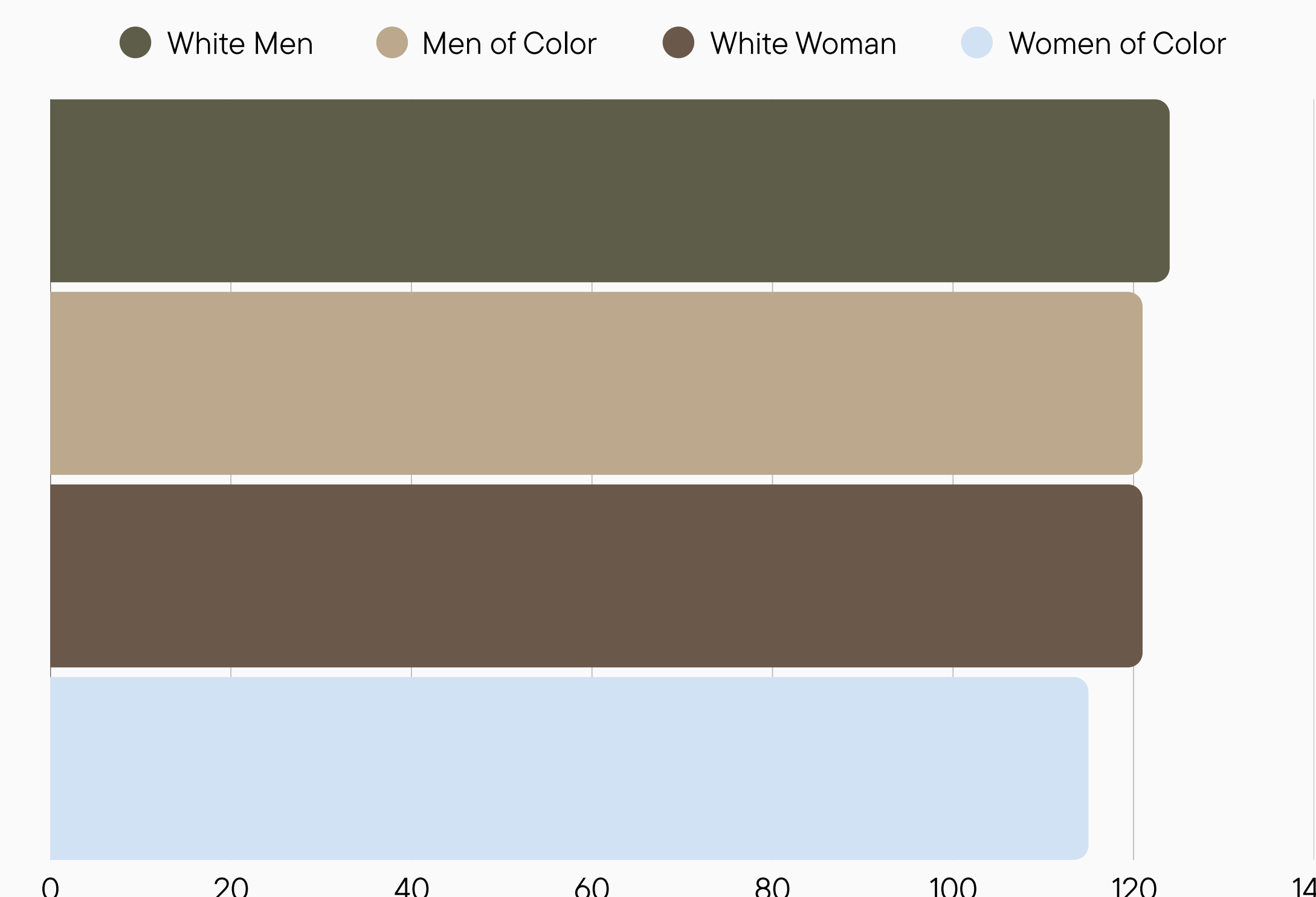
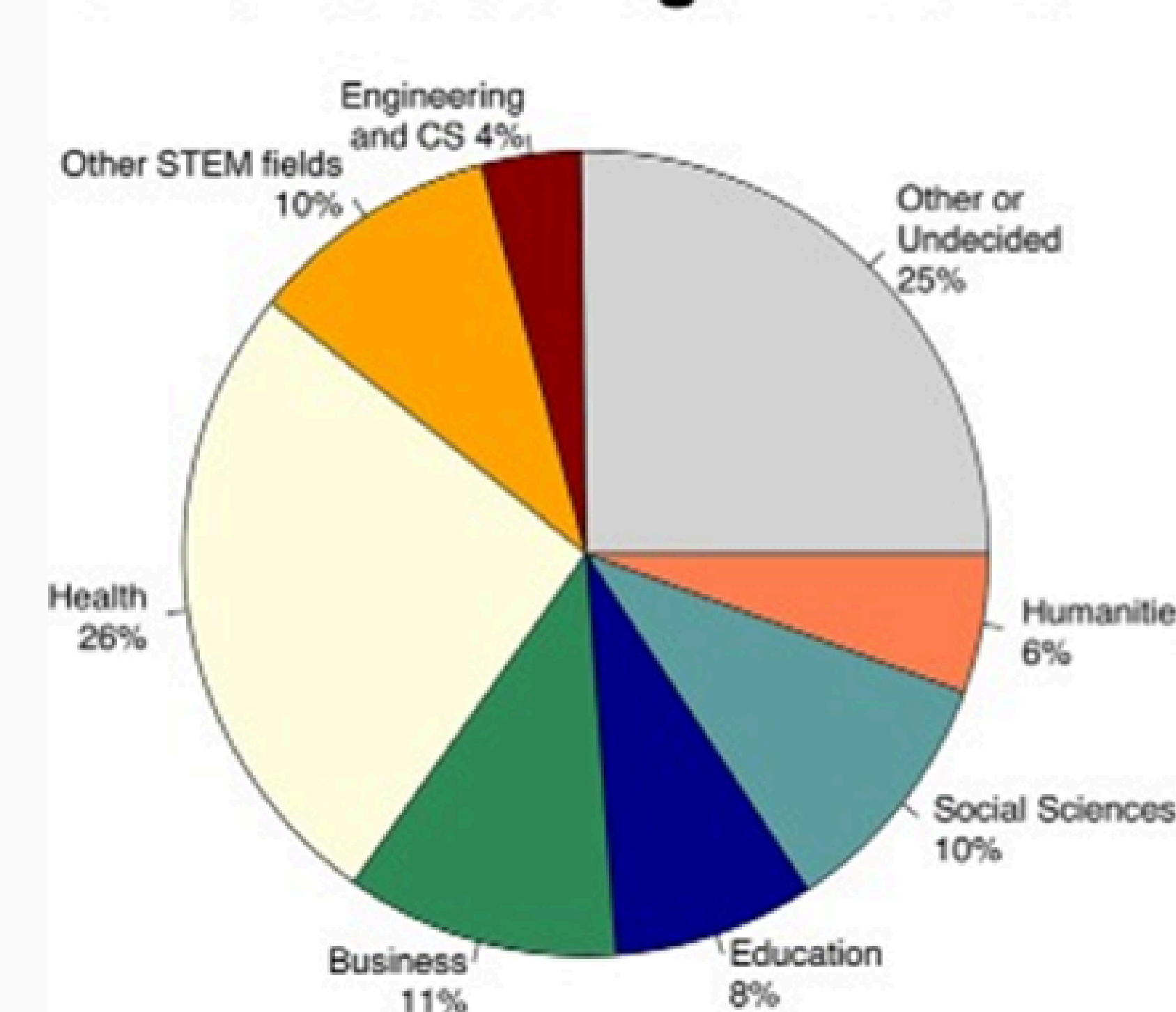


Source: 2017 Global Information Security Workforce Study, (n = 2,771)

## LIMITATIONS

My limitations are being denied by IRB to allow human participants. Another limitation is trying to distribute my paper to wide audience.

a Female College Entrants



## ACKNOWLEDGMENTS

Thank you to Ms. Barber, Mr. Custar, and Ms. Pelfrey.

## IMPACT

My project will impact CTAE teachers to help them understand the struggles of a portion of their students and young Black women to help provide them a voice in Research.