



Recruiting and Retaining Black Women in Cybersecurity

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MAIN RESEARCH QUESTION

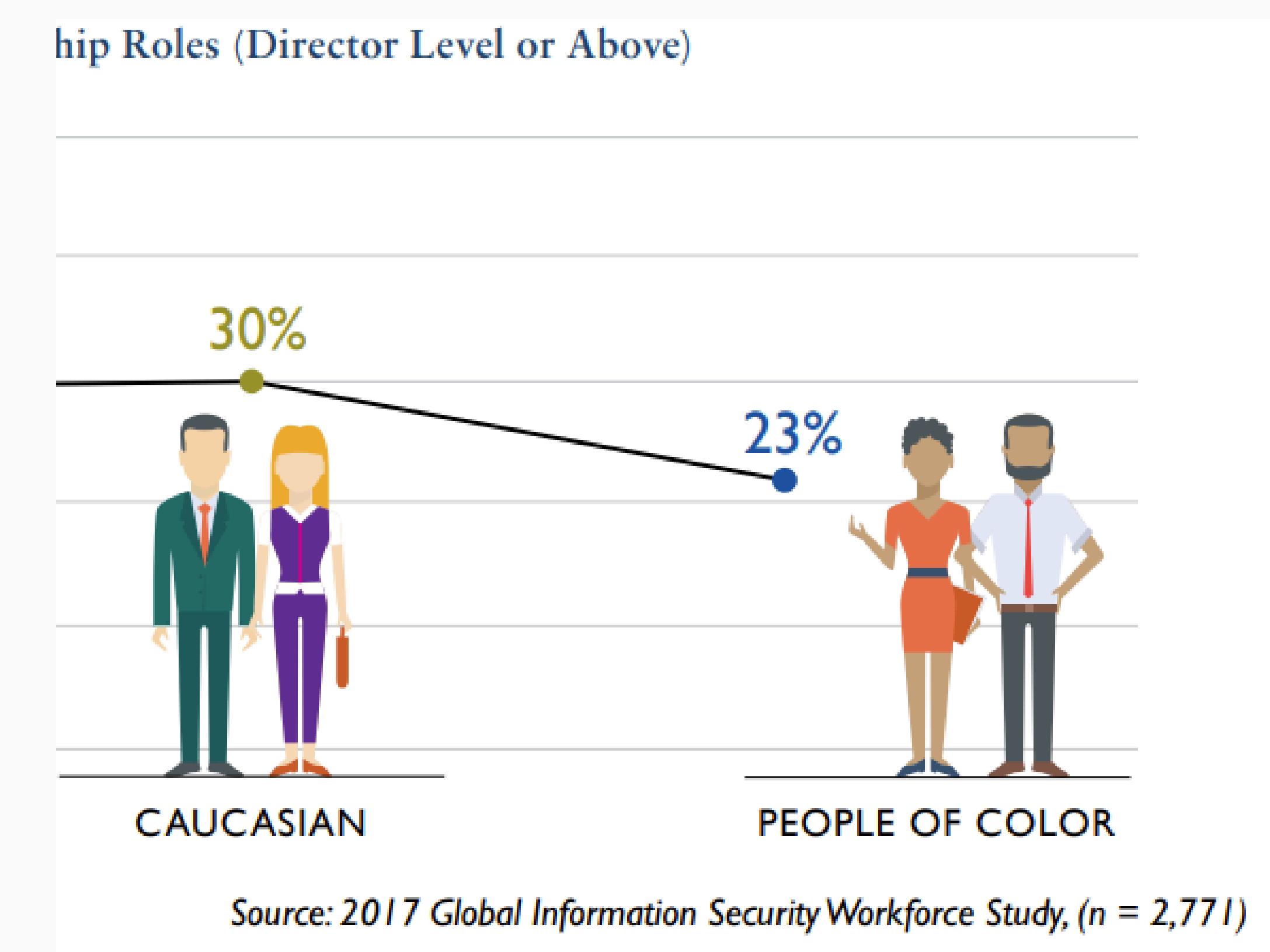
To what extent, do systematic barriers and industry culture hinder Black women from entering and advancing in cybersecurity in the United States; how can this be affected by awareness to the topic and building a sense of community?

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

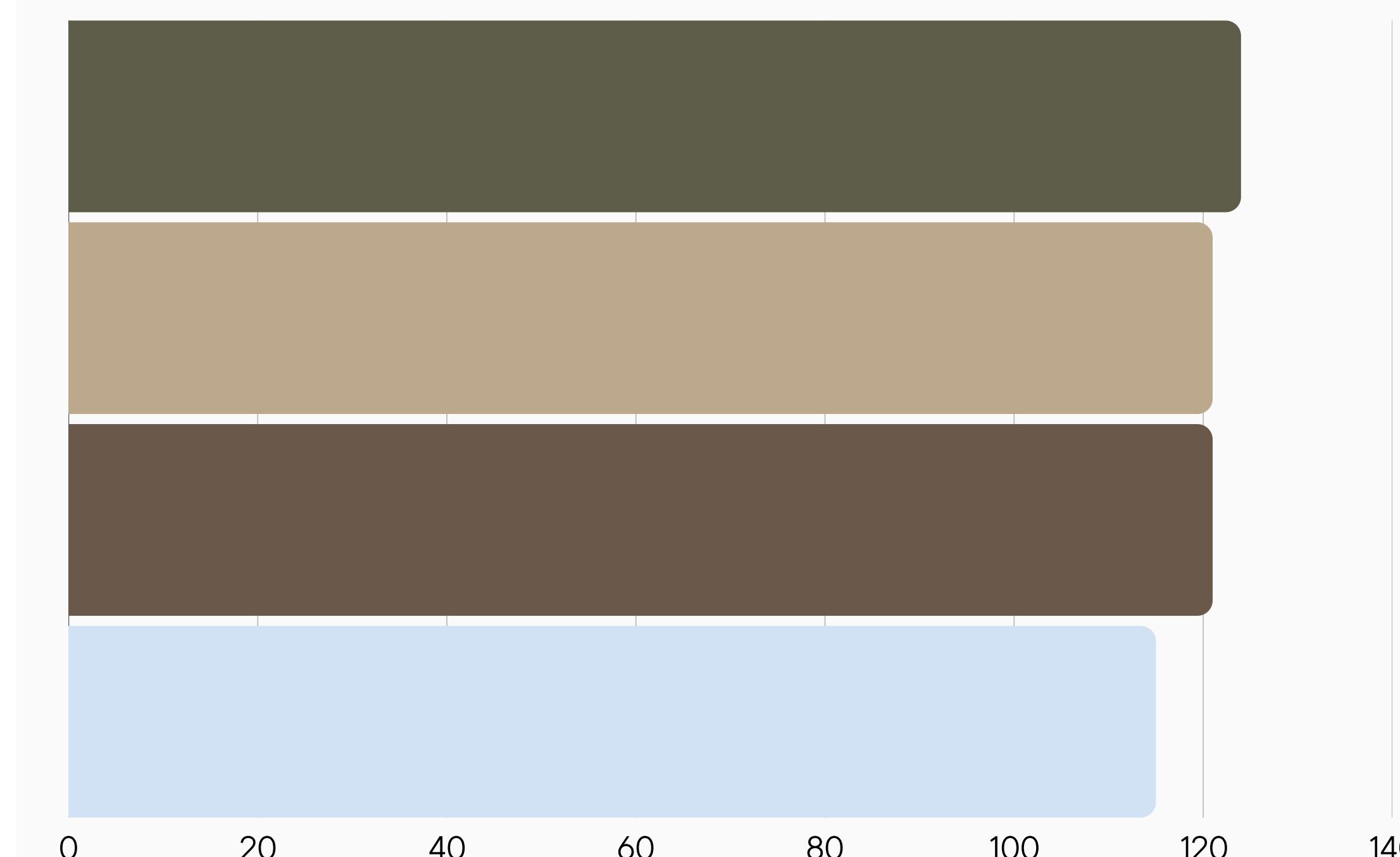
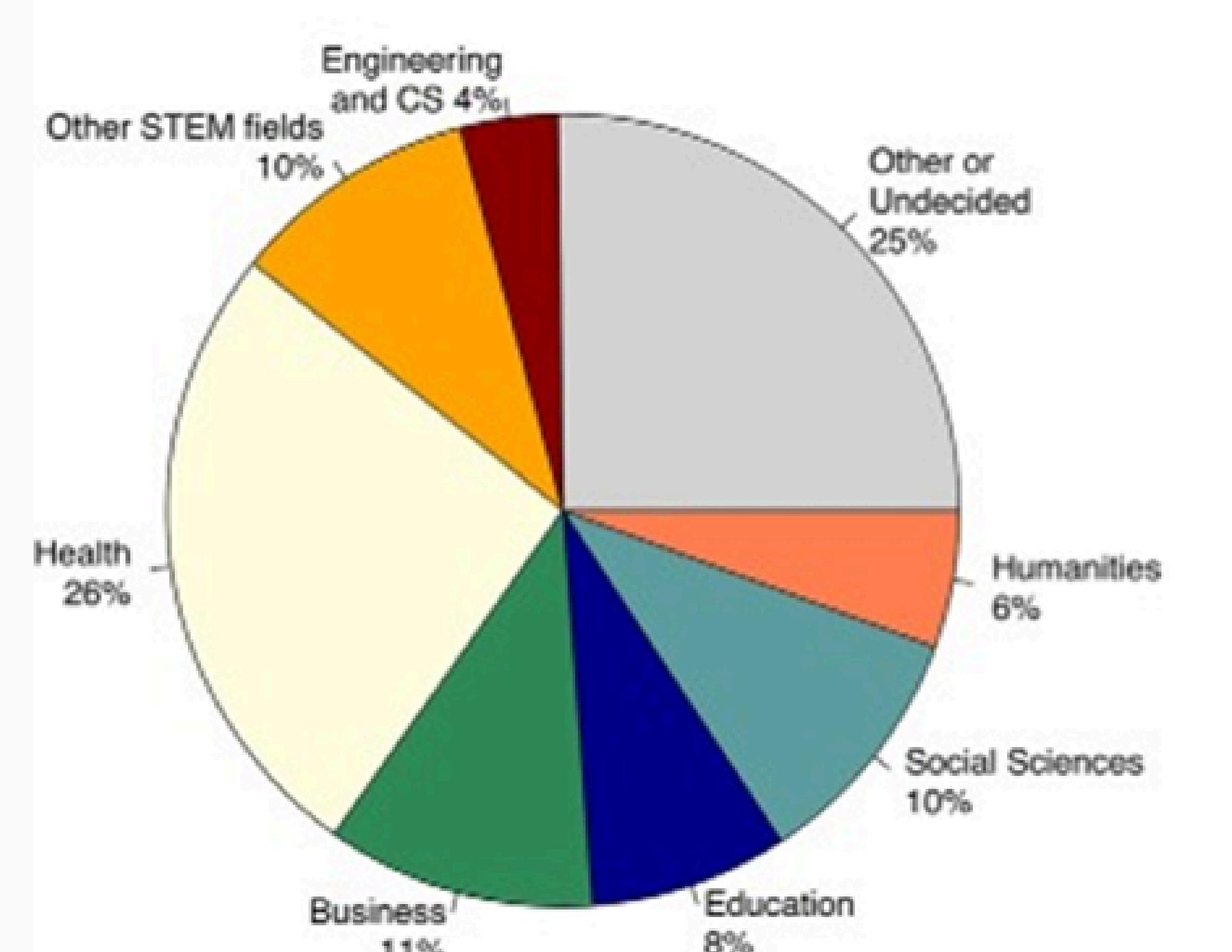
- Lack of diverse solutions to improve cybersecurity
- U.S falls behind in its problem solving.
- Lack of research about specifically Black women
- Marginalization of Underrepresented Minorities (URMs).
- Paradoxical lack of relatable figure.
- Diversity is lacking from Cybersecurity, and other IT fields,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



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.