



## Closing the Gap: DoD Conference on Re-Entry for Women Veterans into Cybersecurity Careers

May 25, 2021

### Agenda

***Please note: This conference will be recorded.  
(You have the option to rename or anonymize your profile and name.)***

*This is an interactive, working conference designed to hear from many perspectives, as well as engage the entire audience through Breakout Session discussions, which will be facilitated by Breakout Leaders. The conference will be held via Zoom and will use easy-to-use software to capture audience comments and ideas.*

*We recognize that a full Zoom day is difficult, so multiple breaks and a Lunch surprise are planned.*

8:00 am – 8:40 am – **Log in**

**Video Compilation** of Women Vets in Cybersecurity speaking on “What I wish I had known starting out in this field”.

8:40 am – 9:05 am – **Opening Remarks and Welcome**

**Co-Hosts:**

- **Dr. Costis Torgas**, Director, Cyber Security & Privacy Research Institute (CSPRI), GW
- **Dr. Shelly Heller**, Director, Center for Women in Engineering (WiE), GW

**Speakers:**

- **John Lach**, Dean – School of Engineering and Applied Science, The George Washington University (GW)
- **Diane Janosek**, Training Director, National Cryptologic School, NSA
- **Kimberly J. McCarthy**, Research Project Manager, Penn State University Clearinghouse for Military Family Readiness

Why this project? Why now? Why GW? Who is involved? Where are we going? What is your role?

---

### **PART 1: CHALLENGES FROM A WOMAN'S PERSPECTIVE**

9:05 am – 9:45 am – **Fireside Chat + Q&A:** *Interview with women veterans in cybersecurity*

**Part 1: Challenges from a Woman's Perspective (continued)**

**Interviewer: Dr. Catherine Mavriplis**, NSERC Chair for Women in Science and Engineering and Professor, Mechanical Engineering, University of Ottawa

**Interviewees:**

- **Jennifer Buckner**, SVP, Technology Risk, Security Governance, Risk, Compliance, Mastercard; Brigadier General, U.S. Army (ret.)
- **Antonia Feffer**, U.S. Army Officer Veteran
- **Malia Mason**, President & Co-Founder, CyberDEI; Electronic Technician, U.S. Navy Veteran

Intended to help the audience understand the issues; frame the task ahead of us for the multiple stakeholders. Stereotyping persists, yet women in the military have advantages to be explored, identified and highlighted.

**9:45 am – 9:55 am – Instructions for Breakouts – Dr. Shelly Heller**

Instructions for breakouts; How to fully participate and have your ideas heard; expectations for the day.

**9:55 am – 10:10 am – Break and Join Breakout Session**

**10:10 am – 10:55 am – Breakouts (8-12 each): Review/discuss challenges to be addressed.**

- Veterans' perspective (various demographic views)
- Industry cybersecurity hiring perspective; cybersecurity talent needs; changing the hiring process
- Government cybersecurity hiring perspective
- Military, VA, related organizations' perspective

**10:55 am – 11:30 am – Return to Main Session – Dr. Shelly Heller**

Breakout Leader readouts, full group discussion

**11:30 am – 12:15 pm – Lunch break**

---

**PART 2: TRANSITION FROM MILITARY TO NON-MILITARY**

**12:15 pm – 12:20 pm – Introducing Part 2 – Dr. Costis Toregas**

**12:20 pm - 1:00 pm – Fireside Chat + Q&A: Discussion with experts**

**Interviewer: Dr. Abby Kinch**, Vice President of Programs and Services, Student Veterans of America

**Interviewees:**

- **Tony Marshall**, President & CEO, Innovative Systems Group (ISG)
- **Rosalinda Vasquez Maury**, Director of Applied Research & Analytics, IVMF, Syracuse University
- **Kelly Jenkins-Pultz**, Regional Administrator, U.S. Dept. of Labor, Women's Bureau Region 9
- **Christine Smith**, Transition Services Specialist/TAP, West Point

The transition may be challenging: No more stripes; people do not "obey"; Loss of the nurturing environment and sense of being taken care of. What is currently working to help women transition? What needs improvement?

**1:00 pm – 1:10 pm – Break and Join Breakout Session**

**1:10 pm – 1:45 pm – Breakouts (8-12 each): Moving from military to non-military workforce**

What is needed to collectively address the gaps? Focus on women.

1:45 pm – 2:10 pm – **Return to Main Session – Dr. Shelly Heller**  
Breakout Leader readouts, full group discussion

### **PART 3: CYBERSECURITY PATHWAYS**

2:10 pm – 2:15 pm – **Introducing Part 3 – Dr. Shelly Heller**

2:15 pm - 2:50 pm – **Fireside Chat + Q&A:** *Discussion related to hiring for cybersecurity*

**Interviewer:** Alissa (Dr. Jay) Abdullah, SVP & Deputy Chief Security Officer, Mastercard  
**Interviewees:**

- **Serena Curtin**, Director, Security Testing & Analysis, Information Security, Walmart
- **Jeff Guimarin, Col (ret), USAF**, Director, ASU Pat Tillman Veterans Center
- **Amanda Mason**, Director, Board of Directors, Military Cyber Professionals Association

Cybersecurity topics and technologies are always changing; learning paths are diverse; recruiters must adapt.

- Discuss skills needed for industry or academic journey, options for entry-level, how to transition from military skills to civilian, challenges involved
- Explore academic vs. certificate paths to cybersecurity careers

2:50 pm – 3:00 pm – **Break and Join Breakout Session**

3:00 pm – 3:30 pm – **Breakouts:** *Cybersecurity pathways*

- What is needed to address the issues?

3:30 pm – 3:55 pm - **Return to Main Session – Dr. Costis Toregas**

Breakout Leader readouts, full group discussion

---

### **PART 4: ORGANIZING FOR THE FUTURE**

3:55 pm – 4:15 pm - **Summarizing what we've heard - Dr. Shelly Heller and Dr. Costis Toregas**

**Discussion Leaders:**

- **Carolyn Renick**, Apprenticeship, Licensing and Credentialing Lead, Veterans Employment & Training Services, U.S, Department of Labor VETS
- **Gary Simms Sr.**, Distinguished Architect, Global Information Security Strategist, Walmart

- Main themes from Breakout Sessions
- Invite discussion and final thoughts; what are realistic suggestions?
- Going forward – a Call to Action

4:15 pm – 5:00 pm – **Main Session Discussion and Suggestions**

Stay connected sheet in chat

5:00 pm – 5:15 pm – **Wrap-up and Adjourn**

---