



**Human Firewall
Leaders Community**
powered by  sosafe

HACKPROOF HANGOUT



Agenda

Welcome

A warm welcome & introduction to kick things off

Community Updates

Exciting news from the network & how to get involved

Speaker Spotlight + Q&A

"Why Do We Need Unicorns? Women in Cybersecurity, Challenging Stereotypes" by **Andrea Szeiler**, Group CISO, MVM Ltd & President, Women4Cyber Hungary

Speaker Spotlight + Q&A

"Bringing Security to Classrooms: A Community Blueprint for Action" by **Christian Reinhardt**, Director Human Risk Management, SoSafe

Exclusive Sneak Peek

Be the first to know, save the date and get excited!



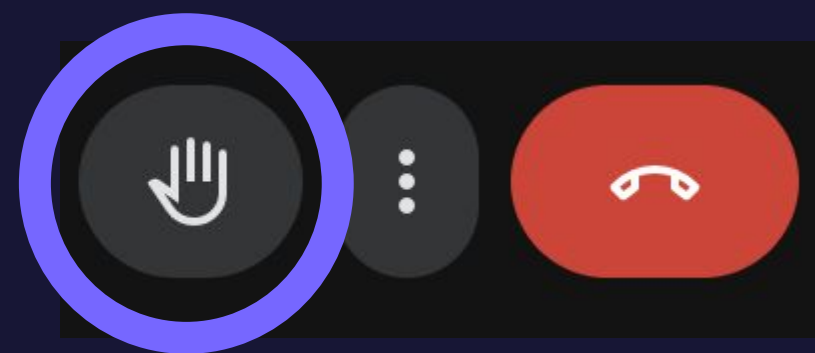
Melissa

Customer Community Manager

How to Participate 🙌

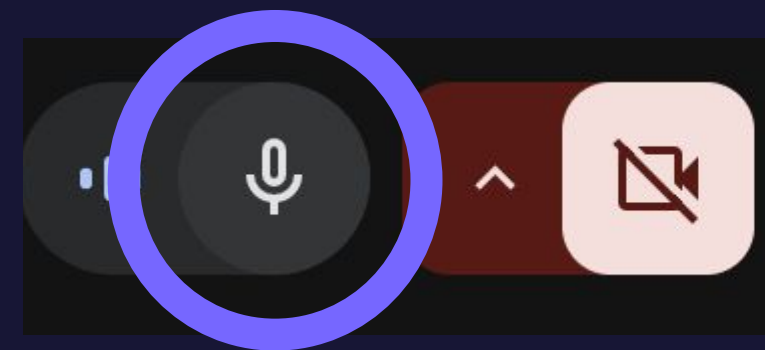
Hand Raise

Please use the **hand-raise feature** before speaking. We'll make sure to call your name in order to keep the flow structured and give everyone space to contribute.



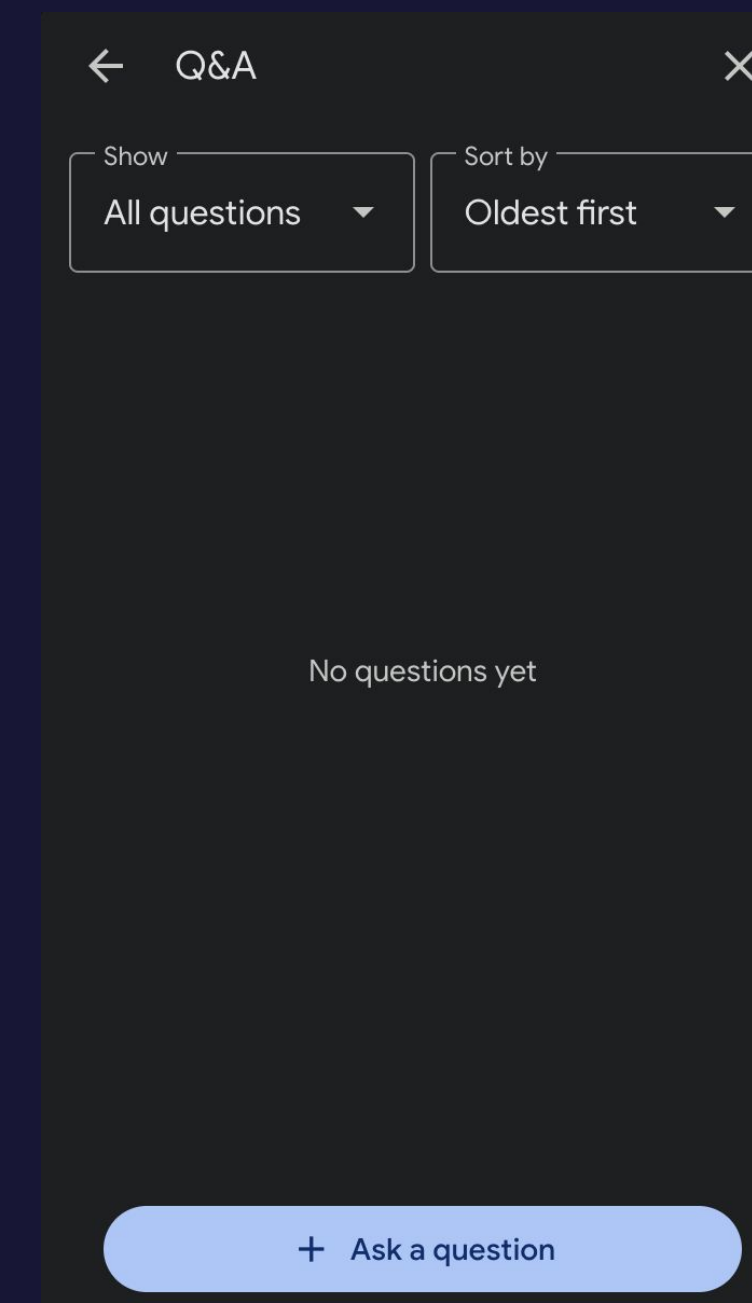
Unmute

Once your **name** is called, feel free to **unmute** and jump in. This helps maintain a clear and organized conversation.



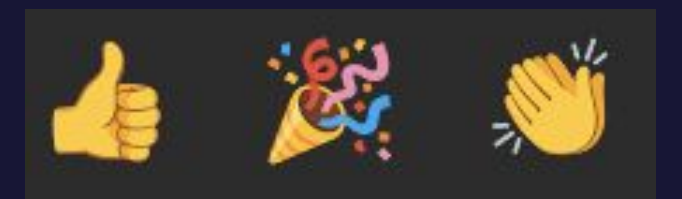
Q&A

You can also **submit questions via the Q&A section** in Google Meet. We'll moderate, read them out and mark them as resolved.



Emojis

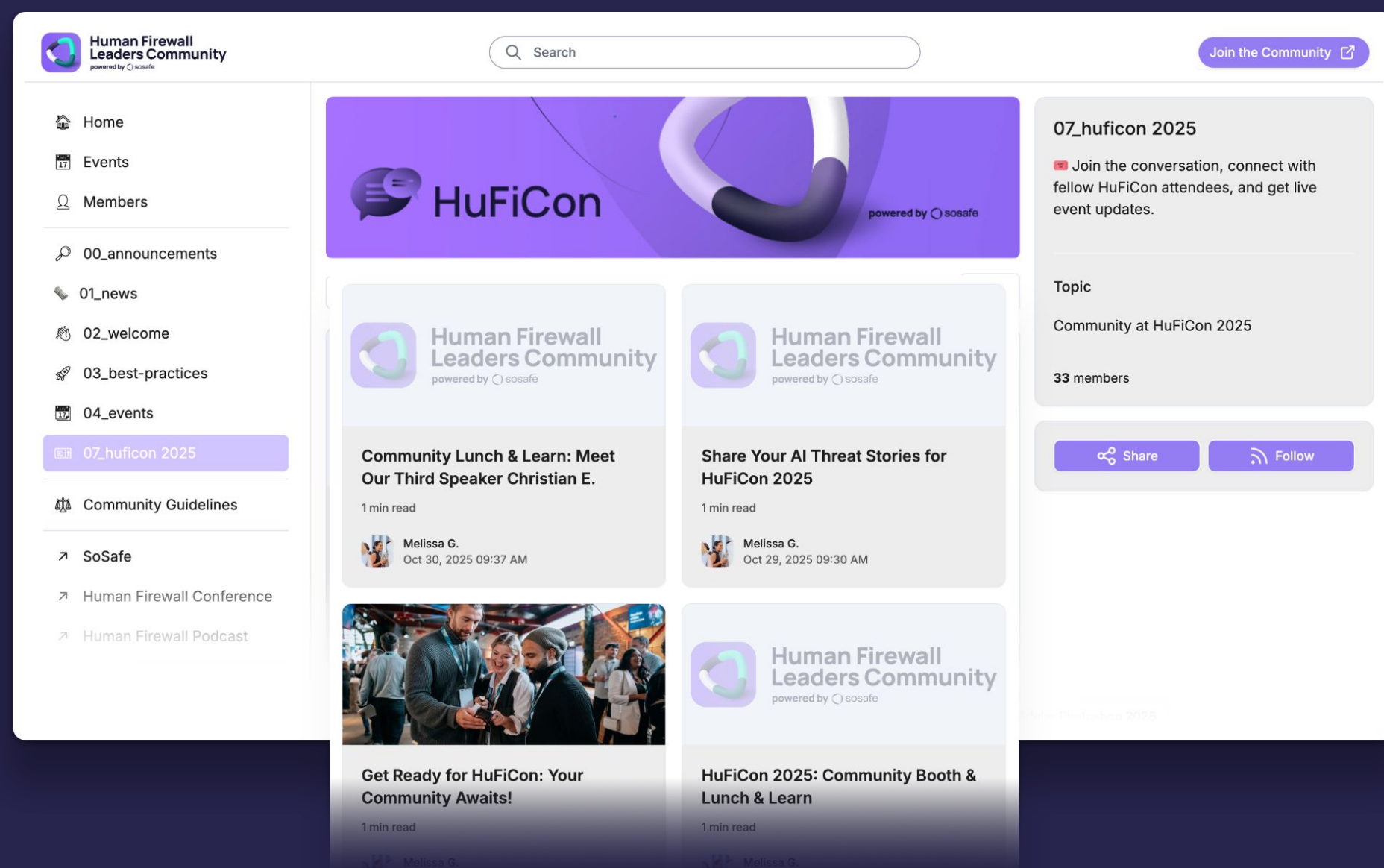
Feel free to use emoji reactions to **show agreement or engagement** throughout the session – they're a great non-verbal way to participate.



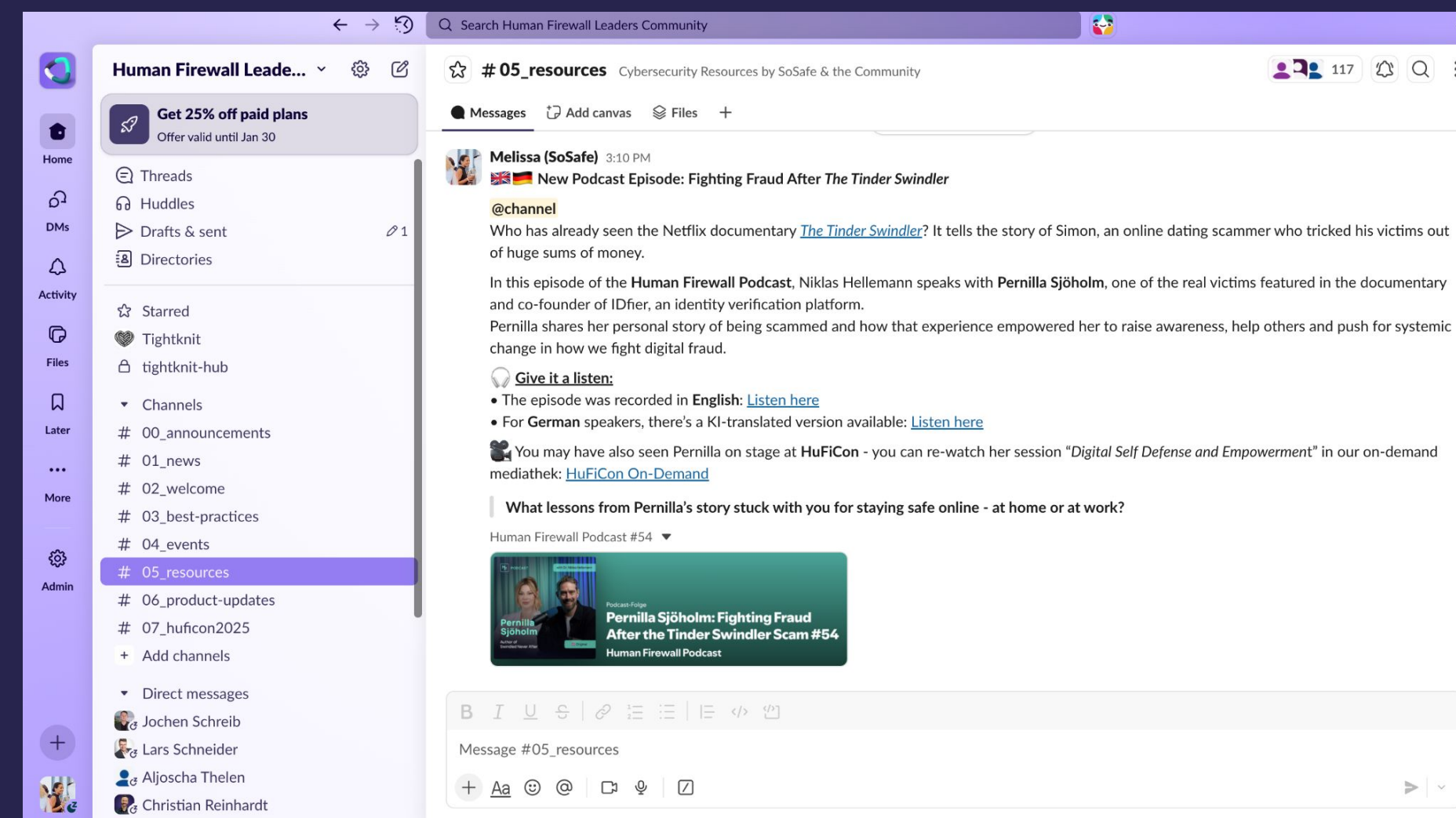
Community Updates



Companion Website



Slack Workspace



Soon: Upgraded Community Experience

Research Session

What makes a simulation campaign "work" for your organization?



Megan Carlin (SoSafe) 5:59 PM

Hi everyone! I'm Megan, the UX Researcher here at SoSafe.

As we plan our roadmap for the year, I'm looking to chat with you about how you actually use our simulations. I want to understand where the current experience hits the mark and where it falls short of the real-world threats you're seeing. What might the Simulation campaign of 2027 look like?

I'm looking for volunteers for a 45-minute deep-dive call to walk through your current workflow and what makes a simulation campaign "work" for your organization.

The Details:

- **The Goal:** Pure research! (I can't help with tech support, but I can point you to the right team if you're stuck).
- **Format:** 45 mins via Google Meet (in English, or if you can tolerate my Denglish, that's also an option).
- **Analysis:** With your permission, I'll record the session for my notes (it will be fully anonymized).



The Goal: Pure research (*not a support or sales call*)



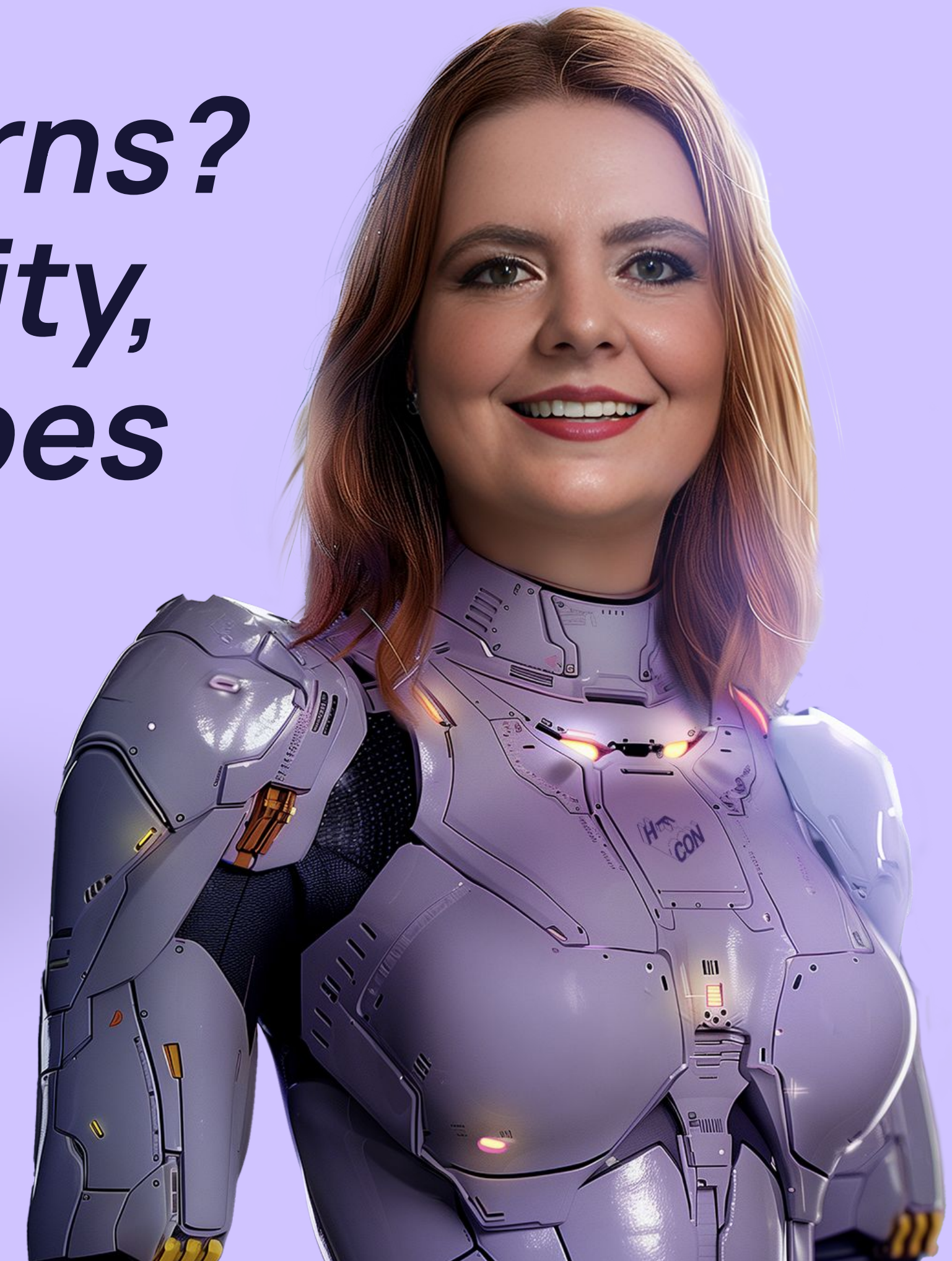
Format: 45 mins via Google Meet



A Token of Appreciation: 50€ incentive, available either as an Amazon voucher or a donation to a charity of your choice.

Interested? Reach out to Megan (UX Researcher, SoSafe) and book a slot [here](#)

***Why Do We Need Unicorns?
Women in Cybersecurity,
Challenging Stereotypes***
by **Andrea Szeiler**





AGENDA

Unicorn effect

Where are we now?

How can we become a supergirl?

UNICORN EFFECT



UNICORNS ARE REAL

Unicorn /'ju:nɪkɔ:n/ - noun

1.

a mythical animal typically represented as a horse with a single straight horn projecting from its forehead.

2.

something that is highly desirable but difficult to find or obtain. ("an album like this is something of a unicorn")



WOMEN IN IT

- **Ada Lovelace** – Lovelace is often called 'the first computer programmer' and is widely known for her work on Charles Babbage's proposed mechanical general-purpose computer. Lovelace wrote an algorithm for the machine to calculate Bernoulli numbers, which is widely regarded as the first algorithm intended to be executed by a machine.
- **Grace Hopper** – Hamilton and her team at the MIT Instrumentation Laboratory developed the software that guided NASA's Apollo 11 mission to the moon. Her work on the mission helped establish software engineering as a formal discipline.
- **Katherine Johnson** – Johnson was a mathematician, often called a "human computer," who calculated the trajectories for the first moon landing and John Glenn's first orbital flight in 1962. In 2015, President Obama awarded Johnson the Presidential Medal of Freedom, recognizing her contributions to the space program.
- **Margaret Hamilton** – Definition of the "software engineering", writing the program for landing on the Moon
- **Hedy Lamarr** - While Lamarr rose to fame as a Hollywood actress, her innovation and co-invention of frequency-hopping technology became the basis of Bluetooth, GPS and Wi-Fi. Lamaar's invention helped to enable secure communication to guide torpedoes to targets during World War II.



WOMEN IN IT

Susan Wojcicki

YouTube's CEO between 2014-2023. Susan Wojcicki was **among the first 20 employees in Google** – she was their marketing manager!

Sheryl Sandberg

Sheryl Sandberg was the **COO of Facebook/Meta** between 2008-2022.

Sheryl Sandberg helped establish Facebook as a platform for small business - she left as COO in 2022, Meta was generating \$116.6 billion annually.

Advised sources to read:

- [100 Top Women in Tech to Watch in 2025 | Women in Tech Network](#)
- [Top 10 women in tech and diversity in tech stories of 2025 | Computer Weekly](#)
- [Top 10 most influential women in technology](#)



WHERE ARE WE NOW?

2



INSPIRING WOMEN IN TECHNOLOGY STATISTICS

- One in every four GAFAM workers is female.
- 31.4% of Apple's leadership belongs to women.
- In 1985, 37% of all US bachelors in Computer Sciences were women.
- Only 37% of tech startups have one or more women on their boards of directors.
- 63% of men in tech consider their companies diverse enough when it comes to gender.
- The ratio of men to women in engineering is 5:1.
- 25.5% of Google's leaders on a global scale are women.
- Fortune 500 companies with at least three women in leading positions saw a 66% increase in ROI.

GENDER EQUALITY IN TECHNOLOGY WAS SUPPOSED TO BE A REALITY IN 2022. SADLY, IT'S NOT.

- 1. Only one in four roles in the GAFAM group goes to women.** You'd think in 2022, major tech companies would be closing the gender gap in technical and leadership positions, right? Wrong. An average of only one in every four GAFAM (Google, Apple, Facebook, Amazon, and Microsoft) is a woman. Curiously, Amazon boasts the highest representation of female employees at 45%. However, the company hasn't reported what part of them work in tech or leadership positions.
- 2. 71% of women have worked in a tech company with a strong "bro culture."** At least according to the 2022 women in technology stats. Only 29% of female survey participants claim they haven't worked in a "boys club" company. The majority of ladies, though, that have worked or are working in a male-dominated environment report they've felt excluded, unsafe, and uncomfortable.
- 3. 63% of men in tech view their companies in a positive light when it comes to gender equality.** The majority of men in the field consider their workplaces diverse enough when it comes to gender. However, consulting the 2022 women in technology statistics, we'd see that only 47% of females agree with such sentiments. What's more, 36% of them claim they haven't seen any efforts by their companies to close the gender gap.
- 4. Remote working has been predominately positive for women in engineering and IT.** Over half of females in IT and Engineering report that telecommuting has been a positive experience for them. However, data reports the opposite regarding careers in customer service or sales & marketing.
- 5. Only 37% of tech startups have one or more women on their boards of directors.** Progress is slow! Especially regarding the number of women on the board of directors and C-suite positions in tech startups. Men in both roles represent 63% and 59%, respectively. Probably that's why 90% of new startups fail.
- 6. Conversations centered around gender inequality must include men.** Numerous female directors urge women in business to invite men as well into conversations about the need to elevate females in technology. Only by involving all genders in such discussions can we ensure they are comprehensive, thoughtful, and fruitful by involving all genders in such talks. Otherwise, long-term goals to solve the issues might prove to be futile.
- 7. 58% of women are concerned about the venture capital funding gap.** Over half of females feel there's very little VC funding in female-owned startups. Did you know that less than 2% of those companies get financing? But why is there such a big gap? Almost one-fifth of females in the industry claim the reason is sexism.

WHY WE HAVE SO FEW WOMEN IN IT?

2018

Some of the factors that stop women from pursuing careers in STEM are actually social and financial.

Those include:

- Lack of mentors.
- Lack of female role models in the same field.
- Gender bias and derogatory behaviour in the workplace.
- Unequal growth opportunities with male coworkers.
- The lesser wage for the same position.

Those factors are also responsible for the high quit rates among women in STEM jobs – 53% in 2018. Companies nowadays are struggling with gender issues all over the globe.

2025

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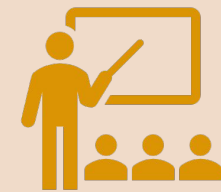
About 50% of women in the tech sector quit their positions before age 35. They are also abandoning their jobs at a 45% higher rate than men.

Women in STEM statistics reveal that some of the most common reasons are weak management support and work-life balance.

HOW CAN WE BECOME A SUPERGIRL?



LACK OF MENTORS



Mentor program of Women4Cyber:

For university / college students

For those, who just started their profession in this field

Gender neutral



Free of Charge mentroship locally, even via other groups (ISACA)



Only the motivation needed at the mentee side



Problem: the motivation at the young is very low

LACK OF FEMALE ROLE MODELS IN THE SAME FIELD

-  Visiting different schools providing role model presentations in Hungary
-  We have active teachers / school president in our Board
-  Supporting the courses at high level education by providing guest presentations on IT security topics
-  Participating in national and international conferences, talking about security
-  GICT DAY – Girls in ICT Day with ITU – we are providing events in the country side for students (Szeged, Győr)

GENDER BIAS AND DEROGATORY BEHAVIOR IN THE WORKPLACE



Providing guest speech at universities about the appropriate behaviour with women in the IT



Talking about this topics on meetups, and forums to highlight our experiences and advices



Teaching the ladies how to manage such situations
Teaching the guys how handle real professional ladies

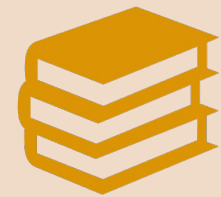


Our Board members includes men as we **believe**, we can reach any impact TOGETHER only

UNEQUAL GROWTH OPPORTUNITIES WITH MALE COWORKERS



Help the mentees by supporting their efforts on the learning path



Access to knowledge bases



Relationship and cooperation with other professional associations (ISACA, WITSEC, etc.)



Providing consultancy on their problems
Use the network of senior members to promote mentees/junior members

THE LESSER WAGE FOR THE SAME POSITION



Supporting the job seeking of WOMEN



Women4Cyber Job portal is providing positions across EU



Training on CV writing and job interviews



Recommendation from Women4Cyber towards to companies about the applicant

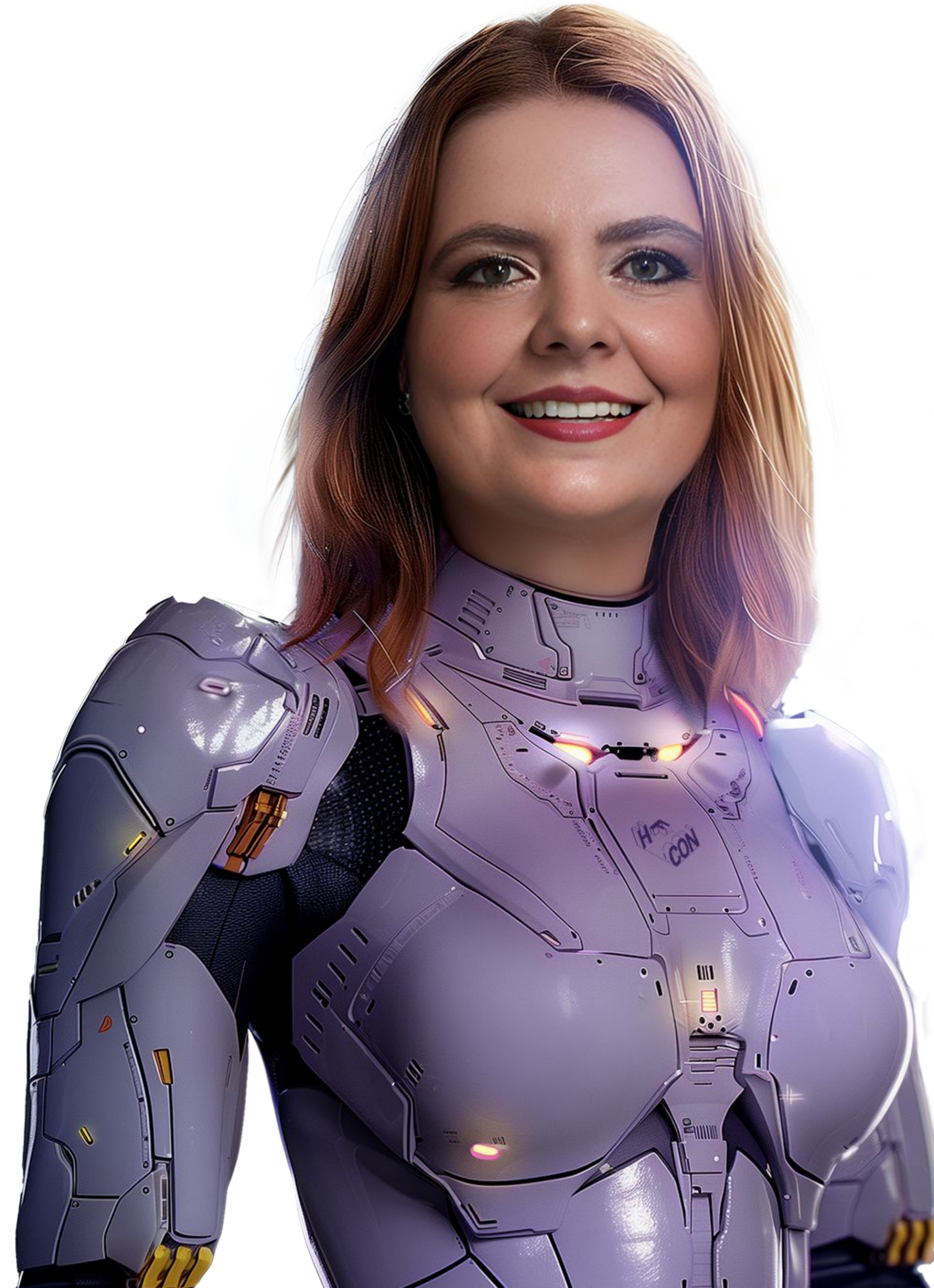


Help to improve the self-esteem of ladies working in this field

ABOUT ME



- Age: 54
- 17 years at Level 1 Transaction Processors
- 6 years in CX / BPO
- 1 year in Energy sector
- MVM Group CISO
- President of Women4Cyber Hungary
- Founder and former President of WITSEC
- Cyber security evangelist
- Mentor, role model, speaker
- Mother of 2 sons



Thank you for your attention!

Andrea Szeiler

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<https://www.linkedin.com/in/andrea-szeiler-zengo-cissp/>



 Speaker Spotlight - [Andrea Szeiler](#)



 Speaker Spotlight

***Bringing Security to
Classrooms: A Community
Blueprint for Action***
by **Christian Reinhardt**



Mission: Cybersafe

Together **Empowering** Young
Minds for a **Safer Digital World**

Support Your **Local Schools**

Because We Can



Ready to Use: Cybersafe Kit



Slide Deck
(DE & EN)



Lesson Plan
(DE & EN)



**Outreach E-Mail
Template**
(DE & EN)

 Speaker Spotlight - **Christian Reinhardt**



Q&A
Ask Away!



[Exclusive Sneak Peek] #RoadtoHuFiCon - The Munich Edition



Mark your calendars

— **June 11** in München (*location to be revealed*)

- **Let's greet the summer together**

- ☀️ Insights on cases from our customers
- ☀️ Interactive and hands-on workshops
- ☀️ Networking 2.0
- ☀️ Food and drinks



Shape the agenda & secure an exclusive 1:1 coaching session with Dr. C!



APPLY NOW!





Stay Vigilant &
See You Soon 🙌🛡️