



SHE@CYBER: ACHIEVING INCLUSION IN THE CYBER SECURITY SECTOR

In the SHE@CYBER project it is addressed the critical gaps and strategies to support a more diverse and skilled cybersecurity workforce, with a focus of female participation. The main objectives are to identify the cybersecurity workforce challenges, focusing on the skills, educational disparities and gender gaps. In addition, to make strategic recommendations, by developing targeted educational programs, a digital learning platform and by the creation of the train the trainer programs to bridge gender gaps. Lastly, by carrying out diversity and inclusion initiatives by offering flexible work arrangements and by carrying out gender neutral policies.

CREATIVE SOLUTIONS



This project is focused on the ethical, social and gender related aspects of cybersecurity, highlighting both the **technical and soft skills** that are important to cybersecurity professionals, specially women.

This project does not only focus on protecting digital systems, but also balancing ethical concerns such as privacy, data integrity and legal compliance. Some main ethical challenges are covered like handling personal data, preventing cyber-attacks and addressing issues such as privacy versus security and responsible data closure.

The **SHE@CYBER TRAINING PROGRAM** consists of giving mentorship to women to help them build networks, develop leadership skills, how to manage stress and conflict, contributing to their professional growth.

Continuous learning and inclusive cultures are promoted as key to overcoming biases and creating a resilient, skilled cybersecurity workforce.

To conclude, by advancing gender equality and inclusivity, SHE@CYBER aims to strengthen Europe's cybersecurity landscape. Long-term monitoring and adaptation are key for the project's success, promising a resilient, skilled and diverse workforce capable of meeting future cybersecurity challenges.

