

ANNUAL REPORT

**Women4Cyber
Denmark**
General Assembly 2024



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THE YEAR IN WORDS

The President's report

The conceptualisation of the Women4Cyber Danish chapter came to live through a vibrant community that supported its vision from the very beginning.

Professionals from different fields opted for being board members, volunteers, community advisors, and took up the weight of carrying the mission in its entirety. From the private sector, the public sector and all the way to academia, various contributors have made the Danish chapter a success.

With the support of sponsors and strategic partners we managed to raise awareness about the cyber security field and start breaking the misconceptions regarding the various roles that one can get into, technical and non-technical ones.

Through community events we aimed at strengthening other competences of our members base, that would support them in any kind of career path they choose. Working with career coaches, specialist in recruiting and other similar areas, we worked with hands on workshops to emphasize on the participants' ability to talk about their strengths and competences, and not least how to approach the job market.

A **warm and kind thank you** to everyone who has contributed.

You have played a big part in making Women4Cyber Denmark a vibrant community and a great success.



FINANCES

The Cashier's report

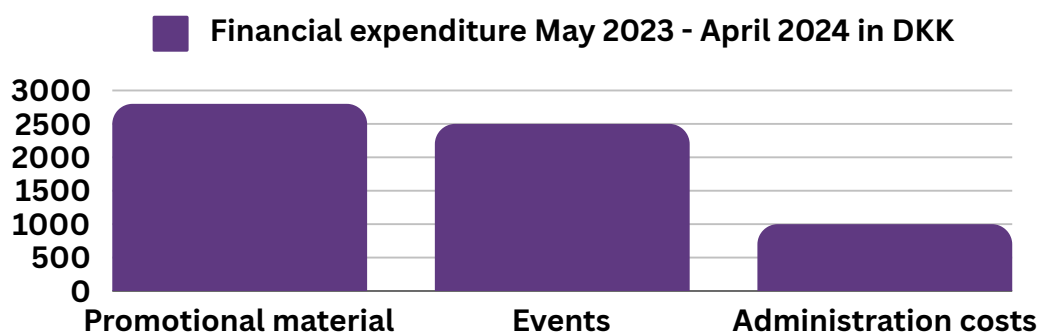
Throughout 2023 Women4Cyber Denmark was solely financed by private donations by the board members as the creation of a bank account proved to take longer than foreseen.

From November 2023 onwards, sponsors started to contribute, and Women4Cyber Denmark has been in a good financial situation with a result EOY in 2023 of 36.000 DKK after expenses.

2024 looks promising as well, and we expect to be able to fully cover all costs of our activities, including the hosting of a network event for our sponsors in the autumn of 2024. All surplus will be reinvested into events or other activities, creating value for our members and sponsors.

Women4Cyber Denmark is registered as a voluntary association. Throughout the spring, we have worked hard to obtain free or discounted licenses for our digital tools in order to spend as little as possible of our income on administration.

Expenses on catering at our events have either been kept at a minimum or have been provided by one of our partners. This have created a financial situation, that allows us to think bigger for the rest of 2024 with respect to events, workshops and representation of Women4Cyber Denmark at larger conferences.



SPONSORSHIPS

Women4Cyber Denmark is sponsored solely by private sponsors. The Board set a goal of achieving sponsorships from 7 sponsors for 2024, which was nearly reached, with 6 sponsors having chosen to support our vision and mission. Our sponsors make it possible for us to maintain our digital platforms, create and co-create events, rent locations and attend conferences focusing on the DEI agenda for the benefit of all.

Furthermore, our sponsors are hosting events where our members have the unique opportunity to meet a company, get insights into their values and culture and where sponsoring organizations can meet potential candidates.

We call it a win-win situation and we look forward to further expand our cooperation with our sponsors.

**Women4Cyber
Denmark wishes to
thank all of our
sponsors.**

**You make all of
this possible!**

W / T H
secure



Nordea

IMPLEMENT
CONSULTING GROUP_



PARTNERSHIPS

Women4Cyber Denmark has since the beginning sought the collaboration and cooperation with other organizations focusing on either the DEI-agenda (Diversity, Equity and Inclusion) or enhancing representation of minorities in cyber security and IT-professions. Over the course of our first year we formed official partnerships with **Professional Women's Network**, **Women in AI**, **IDA Data Compliance network**, **Aalborg University Copenhagen** and **Insight Events**, resulting in several interesting events held over the course of the winter and spring.

Besides our partnerships, we have engaged in collaborations with other organizations e.g. **Happy42/Women In Cyber Security**, and we continue to seek opportunities to form new partnerships and enhance our reach through key notes and other activities, in collaboration with different professional and voluntary organizations.





In 2024 we have hosted or co-hosted 9 events in the first half of the year from January to May.

Since the beginning of the journey, Women4Cyber Denmark has been actively engaged in organising events to advance our mission of promoting diversity and inclusion in cyber security. Our journey began with the execution of our first **General Assembly at Withsecure** in May 2023, where we formed our very first Board and shared our vision, goals, and strategies for the future.

Subsequently, we hosted a truly successful launch event at **Nordea** in September, which marked a significant milestone in raising awareness about our community and attracting support from industry leaders and professionals.

In addition to these key events, we organized a series of informal meetups during the late summer and fall, providing opportunities for networking, knowledge sharing, and community building among our supporters.

One of the highlights of our event calendar was the "Unlocking Your Potential" community event at **WithSecure**, where speaker **Linda Macelova** facilitated an empowering workshop focused on building confidence and self-empowerment.

EVENTS

Another notable community event organized by Women4Cyber Denmark was "What do you bring to the table as a professional?" featuring speakers **Andrada Son** and **Camilla Treschow Schroeder** from **Treschow & Son**. This event provided the audience valuable insights and perspectives on leveraging their existing skill sets and experiences to succeed in the cyber security field, emphasizing the importance of recognizing and capitalizing on one's strengths and abilities.

Furthermore, our collaboration with prominent organizations like **IDA Data Compliance network**, **Aalborg University Cph**, **Professional Women's Network Copenhagen**, and **Women In AI Denmark**, led to the co-creation of various events aimed at fostering mentorship, career development, and networking opportunities within the sector.

Through these events, Women4Cyber Denmark played a pivotal role in empowering and advancing women in cyber security, fostering a supportive and inclusive community, and driving positive change and innovation within the industry.

MENTORSHIP PROGRAM

During the inaugural edition of our Mentorship program, which spanned from November 1, 2023, to May 31, 2024, we successfully facilitated a dynamic exchange between 18 mentors and 26 mentees. These participants engaged in regular meetings once a month, with the flexibility to convene more frequently as they saw fit.

Notably, many expressed a keen interest in prolonging their mentor-mentee relationships beyond the program's formal duration, highlighting the value and impact of the connections formed.

Throughout the program, we orchestrated several pivotal events to nurture interactions and foster a sense of community among participants. These included the program's launch, where we outlined the guidelines and objectives, a mid-program mentorship meeting to review progress and address any concerns, and a speed mentoring meet-up event, to facilitate connections between the program's existing participants and the interested new joiners.

1ST EDITION

- Nov 2023 - May 2024
- 26 mentees / 18 mentors

2ND EDITION

- May 2024 - Nov 2024
- 18 mentees / 27 mentors*

As we gear up to launch the second edition of our mentorship program at the end of May 2024, we are delighted to observe strong interest from both potential mentors and mentees. **Currently, we've enlisted 27 mentors and 18 mentees**, and our recruitment efforts are ongoing. This enthusiastic response underscores the program's continued relevance and the growing recognition of its benefits within our organization.

We are hopeful that the mentoring program will continue strongly in the future, as the interest grows.



*call for mentees ongoing by the time of this report. Numbers are expected to exceed the numbers for the 1st edition.

COMMUNICATION AND SOCIAL MEDIA

Since last year's General Assembly, Women4Cyber Denmark has made significant strides in enhancing its communication and media presence. One of our major accomplishments was the launch of our official website, which serves as a platform for sharing information, resources, and updates about our community and its activities.

Additionally, we initiated a **role model article series**, featuring insightful narratives and experiences from inspiring women within the cyber security field. This series not only highlights the diverse voices and backgrounds present in our community but also serves as an inspirational resource for aspiring professionals.

Furthermore, we achieved a noteworthy milestone by **surpassing 1000 followers on our LinkedIn page**, signifying the growing interest and engagement in our mission and initiatives. To further expand our digital footprint and engage with a broader audience, we recently launched our official Instagram account, providing another channel for connecting with supporters, partners, and stakeholders.

From anthropology to security management. Meet Karin Castro



From fashion design to cyber security risk management. Meet Tine Reuther.



From Leisure Management to cyber security. Meet Ann Fonseca-Jørgensen



Empowering diversity. Meet Katrine Mørch Secher



OUR ADVISORS, VOLUNTEERS AND MEMBERS

When we established this association, we were a rather small group of people running for the board. All the events, all the social media posts, all the day-to-day management of our website and the huge amount of work could not be possible without our volunteers and community advisors.

We wish to also say **thank you to all of you**, who have made this possible. It has been worth more than you can imagine, and going forward we hope to enjoy the great cooperation with you all.

Members

Women4Cyber Denmark has now reached a size where registering members has become a necessity. In order to attract partners, to promote events efficiently to our community and to provide our community with great discounts we are allowed to offer members, we have decided to register members from the General Assembly 2024. Only those who register as members before or on the day of the general assembly will be allowed to vote for the new board.

As of now we have no plans to charge members with any fees, as we believe in an open and obstacle-free community.

thank you



Maj Britt Arberg



Constanza Ulloa



Harshita Gadham



Maryam Alijanpour



Zaynab Al-Hussaini



Marta Magiera

OUR BOARD

Without the active and engaged people in our board, we would not have been able to achieve what we have achieved. A lot of work has gone into building Women4Cyber Denmark. It is hard work at times, and we wish to thank everyone in the board for taking the time to work towards our mission and vision.

As with all voluntary work, it is only natural that passions sometimes shift, and we fully understand that this what happens.

This means that we will say goodbye to some our passionate board members and hello to new passionate members of the board.

We wish to thank each and every board member for the dedication, the hard work and the fun times, we have shared, and we hope that they will not go too far.

thank you



Bianca Buznean
President



Dea Lillelund
Vice president



Andreea Gabor
Board member



Martine Søyland
Board member



Susanna Forti
Board member



Tom Wearing
Board member



Rune Espensen
Suppleant

UPCOMING EVENTS

Activities for 2024 - 2025

OSINT event

Women4Cyber Denmark wishes to arrange more events which focus on building skills and insights for our members.

We plan to launch an OSINT (Open Source INTelligence) event, where participants will have the opportunity to try out this exciting path into the cyber security profession by training on fake data sets in a controlled environment.

Through this event we hope to encourage our members to further explore this path that calls for a variety of skills and competences that participants seeking a path into cyber security may already possess through their experience from other professional disciplines.

Incident response and the role of the SOC team

To further enhance competencies within the more technical area of cyber security we currently plan a 3-stage workshop, where participants will have the opportunity to build applicable skills within incident response and SOC. We know these competencies are in high demand and we expect this demand to grow as legislation tightens in an increasingly complex geopolitical situation.

By building competences and giving our members insight into what a day looks like for a SOC team, we hope to both give participants the skills they need to enter this exciting field and also to create curiosity towards pivoting into incident response disciplines.

UPCOMING EVENTS

Sponsor events

2024 is the year where we will engage fully in some great sponsor events. Events are planned with most of our sponsors and the rest is to come. Covering a variety of subjects, the sponsor events provide a unique opportunity for sponsoring organisations and potential candidates to meet and find common grounds.

Follow our event calendar at www.women4cyber.dk where events will be announced as the dates are set.

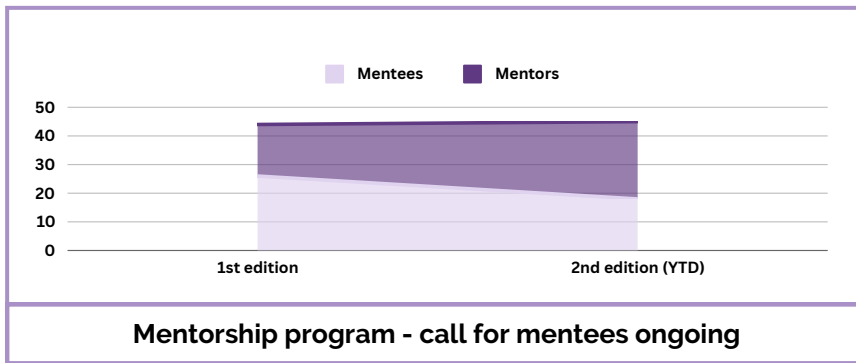
Networking event for sponsors

We wish to give back to our sponsors and we plan to host a networking event for our sponsors to provide a space for sharing insights on how to promote a culture of Diversity, Equality and Inclusion. Knowing that this is a subject of great concern, but also a subject that can be hard to navigate, we wish to provide sponsors with the opportunity to learn from each other and grow even stronger in their efforts to attract diverse candidates.

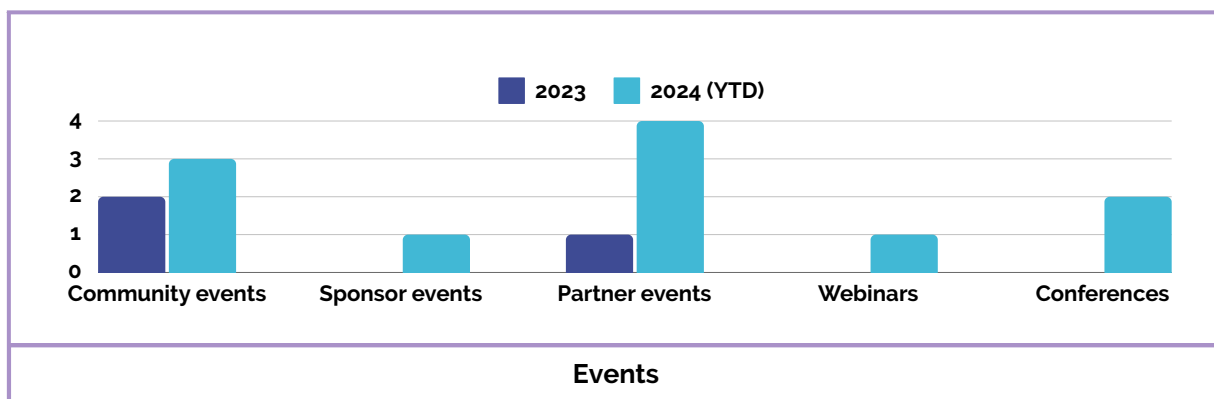
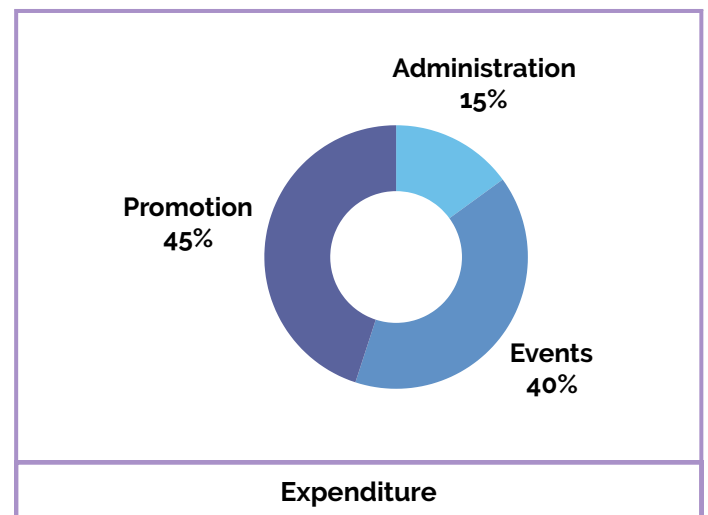
COMING
SOON

APPENDIX

Women4Cyber Denmark in numbers



**1.100 followers
on LinkedIn**



THANK YOU!

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[Become a sponsor](#)

Follow us on social media



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<https://women4cyber.dk/>

Our Sponsors in 2024

