



EMiC
NETWORK

Ethnic Minorities in Cyber Network

Presented by
Dr Anitha Chinnaswamy
Aston University

The Ethnic Minorities in Cyber (EMiC) network is a pilot network for the Black, Asian and Ethnic Minority cyber academia, professionals and businesses with the long-term aim of significantly improving representation across the cyber sector.

Supported by



Department for
Digital, Culture
Media & Sport

- **Cyber security skills gaps in UK businesses**
 - 697,000 businesses (51%) have a basic cyber skills gap (50% in 2021)
 - 451,000 businesses (33%) have an advanced cyber skills gap (33% in 2021)
- **Diversity**
 - 22% of the cyber sector workforce is female (versus 30% in all digital sectors)
 - 25% of the workforce come from ethnic minority backgrounds (versus 15% in all digital sectors)
 - 10% are neurodivergent
- **Cyber security job vacancies**
 - On average 4,400 core cyber job postings each month in 2021 (58% increase from previous year)
 - 44% of job vacancies reported as hard to fill (up from 37% in 2021)
 - Geographic hotspots include London, Manchester, Bristol and Birmingham
- **Cyber security workforce gap**
 - Net annual shortfall of 14,100 personnel (up from 10,000 the previous year)



Our Strategic Goals

- 1) Build understanding of the barriers members face when attempting to access leadership positions in decision making groups and influence regional and national decision-makers.
- 2) Inform and challenge national policymaking, providing feedback and insight to proposed policy interventions and strategies.
- 3) Create a space for collaboration, training, mentorship and share learning and best practice

Our Key Activity Areas

The activities of the EMiC network are structured around the following 3 areas.



Get into Cyber

Activities to support people who want to get into cyber



Career Growth

Activities to help you boost your cyber career if you are already in cyber



For employers

Activities targeted for employers to increase diversity of their workforce



Prof Prashant Pillai

Associate Dean Research and Knowledge Exchange, University of Wolverhampton
Steering Group Chair



Dr Shahrzad Zargari

Senior Lecturer in Computer Systems and Networks, Sheffield Hallam University
Steering Group Member



Dr Anitha Chinnaswamy

Lecturer in Cybersecurity Management, Aston Business School
Steering Group Member



Bal Rai

Director and Co-Founder of Cyber Management Alliance Ltd.
Steering Group Member



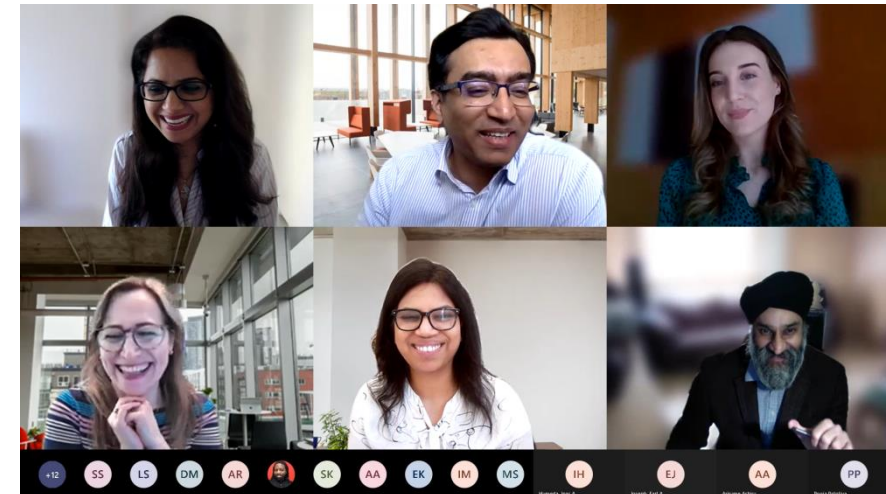
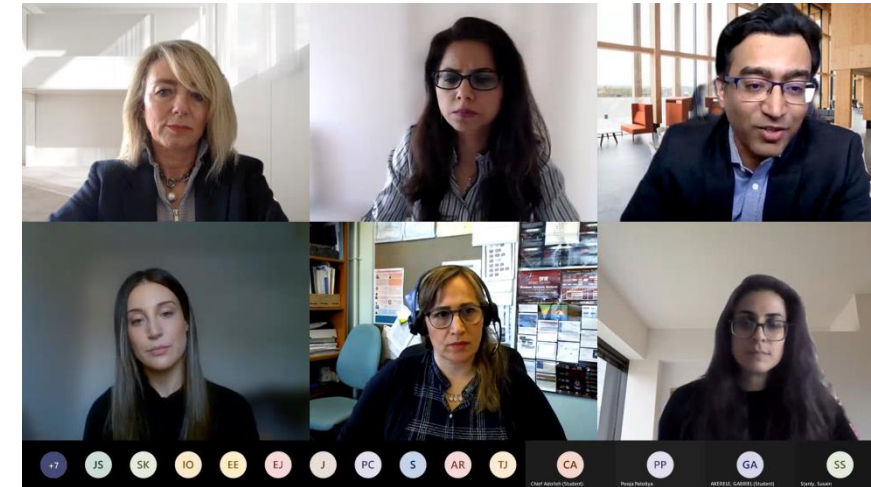
Daljinder Mattu

Senior Policy Lead Cyber Security in the Midlands
Dept. Digital, Media, Culture and Sport

“The Oracle”

Workshop Details

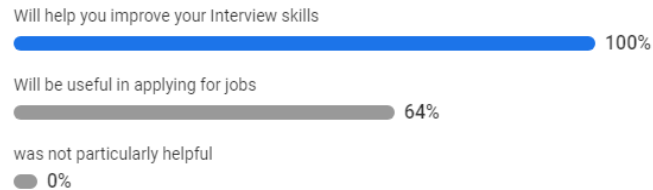
Workshop Title	Date	Speakers
CV and Social Media Clinic Workshop Data	18 th March 2022	<ul style="list-style-type: none"> ➤ Bal Rai, Director & Co Founder at Cyber Management Alliance ➤ Anitha Chinnaswamy, Assistant Professor (Lecturer) in Digital Technologies / Cyber Security Management at Aston Business School
Interview and Soft Skills Data	25 th March 2022	<ul style="list-style-type: none"> ➤ Rita Brandwood, Careers Development Consultant at University of Wolverhampton ➤ Ellen Kay, CEO Cybermind Technology Ltd. ➤ Prof Prashant Pillai, Director Cyber Quarter and Professor of Cyber Security
Understand Different Cyber Roles	5 th April 2022	<ul style="list-style-type: none"> ➤ Mahbubul Islam, CISO HM Courts & Tribunals Services ➤ Zeshan Sattar, Senior Director, Learning & Skills Certification, CompTIA UK ➤ Shahzad Zargari, Senior Lecturer in Computer Systems and Networks, Sheffield Hallam University
Cyber Entrepreneurs and Start-ups	8 th April 2022	<ul style="list-style-type: none"> ➤ Pam Sheemar, Career Acceleration Programme Pilot Lead & Global Co-Chair Multicultural Network NatWest ➤ Jason Mollring, Programme and Ecosystem Lead – Cyber Runway ➤ Siraj Shaikh, Director of Centre for Future Transport & Cities (CFTC), Coventry University



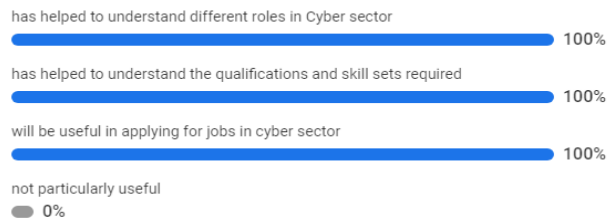
Workshop results overview

Workshop Title	Number of Registrations	Total Score (Out of 5)
CV and Social Media Clinic Workshop Data	79	4.7
Interview and Soft Skills Data	70	4.9
Understand Different Cyber Roles	98	4.8
Cyber Entrepreneurs and Start-ups	78	4.9

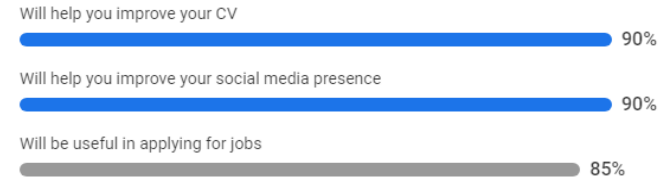
Knowledge and information gained from participation in this workshop



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Knowledge and information gained from participation in this workshop



Symposium on Cyber Strength through Diversity

- 28 April 2022
- Edgbaston Park Hotel, Birmingham

28 April, 9:00am - 4:30pm

Symposium on Cyber Strength through diversity (Ethnicity)

Hosted by
The Ethnic Minority in Cyber (EMiC) Network

Inviting all Cyber professionals in the public sector, industry and academia to attend the EMiC network's flagship event.

Attendees will hear from inspirational speakers looking at current and future initiatives aimed around increasing diversity in the cyber sector. Attendees will also be able to provide feedback into the initiative and policies going forward. The Symposium will consist of Keynote speech, invited talks, panel sessions and round table workshops.

Lunch and Refreshments will be provided

Confirmed Speakers

Andrew Elliot, Deputy Director Cyber Security, DCMS
Amar Singh, CEO, Cyber Management Alliance
Prashant Pillai, Associate Dean, University of Wolverhampton
Daljinder Mattu, Senior Policy Lead Cyber Security (Midlands), DCMS
Saj Huq, Chief Commercial Officer, Plexal
Dione LeTisser, Defence Director, KPMG
Stephanie Itimi, CEO, Seidea CIC
Anitha Chinnaswamy, Lecturer Aston Business School
Harjinder Singh Lallie, Associate Professor, University of Warwick
Zeshan Sattar, Senior Director, Learning & Skills Certification, CompTIA.org



Keynote: Simon Hepburn, CEO
UK Cyber Security Council

Location: Edgbaston Park Hotel, 53 Edgbaston Park Rd, Birmingham, B15 2RS

Only 150 places available

To book your place, please visit

www.emic-network.co.uk











- The flagship event was attended by cyber professionals from industry, government, and academia.
- It consisted of selected talks and a facilitated workshop that not just looked at key challenges and perceptions of the cyber sector, but also how some possible solutions that could be developed.
- It was hailed a huge success and received excellent feedback.
- It has not only made us all think about some of the key aspects but has also got several key leaders of the sector to support the network by pledging to become an EMiC mentor.
- The network aims to help people who want to get into cyber or those who are looking at career growth
- The network will collaborate with businesses to bring diversity into their cyber teams.
- EMiC has began as a pilot in the Midlands regions but we are working towards making this a national network and are planning several activities and events over the next year.



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Thank you