

A message from the Director of Inclusive Strategies and Engagement

It is my privilege to share with you our Inclusive Workforce Sustainability Strategy—a bold vision and practical roadmap for creating an environment where every individual can contribute, thrive, and lead in the ever-evolving world of cybersecurity.

We are living through a transformative time. As technology rapidly reshapes our society, the challenges we face are unprecedented in scale, complexity, and urgency. Meeting these challenges demands more than technical ingenuity; it requires a workforce grounded in inclusion, equity, and belonging. We know, unequivocally, that the best solutions come from teams that bring together a variety of perspectives, experiences, and voices.


This strategy expresses our commitment at ISC2 and The Center for Cyber Safety and Education to move beyond words and toward meaningful, measurable action. It is the result of deep collaboration with global partners, cybersecurity experts, and, most importantly, our members. We listened to your experiences, your aspirations, and your ideas for change.

Inside, you will find concrete goals, new pathways for advancement, and the building blocks for a sustainable workforce—one where inclusion is not a box checked, but a value woven into our everyday work. From investing in early talent and empowering career switchers, to cultivating leaders and ensuring everyone belongs, our strategy aims to future-proof cybersecurity for everyone, everywhere.

We invite you to join us in this movement—not as bystanders, but as champions and collaborators. Together, we can redefine what's possible for our profession and set a new standard for workforce sustainability, now and into the future.

Thank you for your partnership, your commitment, and your belief that together, we can build a safer, more inclusive digital world.

With determination and hope,



Dwan Jones
Director of Inclusive Strategies and Engagement
ISC2

SHORT OVERVIEW

As cybersecurity threats rapidly evolve, so must the profession.

ISC2 and The Center for Cyber Safety & Education is meeting the moment through its focus on Inclusive Workforce Sustainability—a strategic, long-term approach to building a resilient, highly-skilled, globally inclusive cyber workforce. As new technologies such as AI accelerate the pace and complexity of cyber threats, the need for a variety of perspectives in cybersecurity has never been more critical. It's vital to expand equitable access, support nontraditional pathways, and invest in systems that foster belonging and advancement of qualified individuals with the right skills.

This reflects ISC2 and The Center for Cyber Safety & Education's role in celebrating inclusivity and guiding the profession forward ensuring our members, communities and systems remain successful and secure in a rapidly changing world.

VISION

A Resilient Cyber Profession Through Inclusive Workforce Sustainability.

MISSION

To build a globally trusted, sustainable and secure cyber world by activating organizations and the full potential of existing and emerging talent.

OVERARCHING GOAL

Drive global cyber resilience by unlocking emerging talent, accelerating inclusive growth and embedding belonging across the profession.

STRATEGIC PILLARS

1. Expand and Reframe the Talent Pool

Support the ecosystem to enhance its ability to actively recruit and nurture skilled talent while increasing the awareness of cybersecurity to highlight its diverse roles, human impact, and cross-sector relevance. This wider talent pool enhances creativity and innovation, which are critical for addressing complex cybersecurity issues.

Key Outcomes

- Increased professionals from nontraditional talent pools in ISC2 and the profession.
- Greater public awareness and interest in cybersecurity careers from emerging talent.
- Growth of the "Future Cyber Innovators" pipeline and ecosystem engagement.

2. Enhance Global Collaboration and Partnerships

Engage the entire cyber ecosystem to raise awareness and preparedness. By working with local and global organizations, educational institutions, industry, and governments to advance cybersecurity, professionals can help foster an inclusive culture that ensures the longevity of the cyber profession.

Key Outcomes

- Increase in new regional and global partnerships and enhanced impact of partnerships.
- Expansion of community-based programs like The Center for Cyber Safety and Education's Safe and Secure Online.
- Formalization of inclusion partnership model with inclusion-focused organizations.

3. Enable Sustained Talent Progression and Leadership Readiness

Enable the growth and retention of ISC2 members and high-performing cybersecurity professionals into leadership roles through structured advancement and visible sponsorship, and equitable resources and support for professionals throughout every level. Empower them to continuously grow and adapt, ensuring a steady influx of qualified workers.

Key Outcomes

- Higher retention and promotion of qualified underrepresented professionals.
- Expansion of new ERGs to impact internal culture and external activities.
- Increased representation of nontraditional talent in leadership across the profession.

4. Build Belonging by Design

Cultivate inclusive work environments where all professionals feel empowered to contribute, innovate, and thrive by embedding principles of fairness, access, and collaborative growth.

Key Outcomes

- Revamped organizational systems guided by inclusion-focused tools.
- Active engagement of internal ERGs and Inclusion Champions in internal and external activities.
- Improved employee experience and long-term retention as measured in engagement survey.