Showcasing How Districts and Communities are Transforming Education

Inclusive Cybersecurity Creating Workforce and Postsecondary Opportunities



"The Inclusive Innovation process really enhanced the way we are building this program, and helped me think intentionally about how to create an equitable and inclusive pathway for students"

- District Leader



Connect And Commit

Over 1 million job openings in the

States are unfilled – a number

cybersecurity industry in the United

projected to grow to 3.5 million in

science workforce is Black, 5% is

Latino and 21% are women.

three years. Today, 1% of the computer

Building a Diverse Team and Identifying the Challenge

Participants included eleven districts from districts nationwide.



Challenge Statement Solution Concept

Engage schools working with students and communities to expand a proven cybersecurity program, created by Paradigm Cyberventures, through Inclusive Innovation to offer industry certification opportunities aligned to the access and participation needs of historically excluded high school youth, including women, students of color, students with disabilities, and English

Language Learners.



Understanding The Challenge

Inquire And Investigate

The district teams brought together a diverse range of students, community members, and educators to build an inclusive Cybersecurity Pathways program for their district. The teams began by creating a community charter to drive their work. And defining the challenge. Here is an example of a challenge that a district-community team identified:

Conducting Research to Gather and Analyze Data

Students need a multi-tiered program to educate, support, and engage all stakeholders (students and families) around digital literacy to prepare scholars to meet the future needs of cybersecurity fields via school experience, mentorship, and practical project application.



The teams conducted listening tours with students and families to understand the factors that are preventing access and participation in STEM programs. The listening tours provided important first-hand perspectives that informed the research and helped districts understand the needs and opportunities to ensure their Cyber program is achieving equity.



The teams focused on adapting the Cybersecurity program through an equity lens utilizing the Inclusive Innovation dimensions of equity – access, belonging, identity, culture. Examples of areas where teams adapted the program:

Access	Belonging	Identity	Culture
English Language Learners will have bilingual support and resources to engage au- thentically in the pathway.	Students can choose an internship in a variety of cybersecurity fields.	Districts will create peer mentorship opportunities for students enrolled in the pathway.	Cybersecurity professionals and mentors will match the demographics of students enrolled in the pathway.



1% Black 5% Latino

21% Women

Implement And Sustain

Supporting the Continuity of the Program



Designing A Solution

Design And Develop

The teams engaged in Design Studios to focus intentionally on designing components of their Cybersecurity program that were critical in expanding access and participation to each and every student. The components included:

Creating Solutions to Address the Challenge

- Student recruitment model and communication strategy
- · Diversity of the advisory board
- Matching to industry partners who prioritize diversity
- Cyber events and internships to ensure students have access
- Diverse mentors

The teams applied their equity-centered approach to recruitment of students to include broad outreach, ensuring the communication messaging was inclusive, hosting Cyber events in community spaces and personalized outreach to families. The results – over 800 students enrolled representing a diverse demographic not seen with STEM programs.

Enrolled Student Demographics 43% 58% of Color 43% Free and Reduced Lunch 25% Female 12% Learning Differences

Supporting The Team

The districts launched their courses with 25 teachers working together as a cohort in the implementation of the Cybersecurity course. The district and teacher cohort receive ongoing support through ongoing professional learning, coaching and resources.

Sustaining The Work

The coaching focuses on ensuring the continuity of equity throughout the course implementation. Support is provided to the district and teachers to guide the activities of their advisory boards, the design of their ongoing team meetings and their plans for events and competitions.

