

The article I am reviewing is about the lack of marginalized groups in the cybersecurity workforce which is due to the lack of diversity in the cybersecurity field. This issue was approached in a qualitative analysis in which 23 Underrepresented minorities (URM) from professionals and professors to students and a high school teacher were interviewed. The questions asked were what in cybersecurity were you interested in, how you are/were able to overcome education and professional roadblocks, how you built knowledge, skills, and abilities (KSA), and how you maintained learner engagement. The goal was to understand what attracted URM students and professionals to the field of cybersecurity, the challenges and barriers to success that URMs faced in cybersecurity education and professions, identify the KSAs that were needed to build confidence and prepare students for the field, and what supported the students in continuing in the cybersecurity field.

This relates to social science principles as this is a big issue in the field as minorities or underrepresented people aren't as present. One key aspect of social science principles is the importance of diversity and representation which helps society function more effectively. Social science principles also focus on biases, discrimination, and access towards minorities that are present in the cybersecurity field. This directly relates to concepts from class as the dependent variable is focused on cybersecurity, it provides a limited snapshot into the respondents' behaviors, the fact that organizations in cybersecurity are said to have "cybersecurity cultures" or subcultures which can be discouraging to others, and overall, just the underrepresentation of marginalized groups within in the cybersecurity field.

This paper contributes to society by spreading awareness to the underrepresentation of marginalized groups, incentivize more marginalized groups to enter the field and for people in

the field to be more accepting, and the importance of having diversity especially in a school or workplace setting.

Works Cited

Namukasa, M., Ficke, C., & Piasecki, I. (2023). Understanding how to diversify the cybersecurity workforce: A qualitative analysis. *Journal of Cybersecurity Education, Research and Practice*, 2023(2), 4.