WHEREAS; women and racial minorities are significantly under-represented in cybersecurity, with women representing just 11 percent of the cyber workforce and Hispanic, African American, Native American, and Asian-American individuals representing less than 12 percent combined; and

WHEREAS; the cybersecurity job deficit has reached an all-time high, with a predicted 1.8 million jobs open by 2022, and the need to recognize the lack of cognitive diversity is increasingly important; and

WHEREAS; the state of Wisconsin recognizes that in order for our workforce to thrive, our industries must create a workplace culture that prioritizes the empowerment, inclusion, and retention of a diverse community of employees; and

WHEREAS; Wisconsin is at the forefront of innovative career paths, and through active participation, these initiatives can make cybersecurity more inclusive to identities currently underrepresented; and

WHEREAS; Wisconsin residents are today encouraged to acknowledge the need to increase the involvement of women and minorities in the workforce at all levels and work towards diversity and inclusion in the cyber community;

NOW, THEREFORE, I, Tony Evers, Governor of the State of Wisconsin, do hereby proclaim August 26 – 30, 2019, as

WOMEN & MINORITIES IN THE CYBER WORKFORCE WEEK

throughout the State of Wisconsin. I commend this observance to all our citizens.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this 24th day of July 2019.

[Signature]
TONY EVERS
GOVERNOR

By the Governor,

DOUNt. l. FOLLIETO
DOUGLAS LA FOLLETTE
Secretary of State