

CREST DIVERSITY AND INCLUSION STATEMENT

D&I STATEMENT

CREST's Vision for Diversity and Inclusion

The cyber security profession is driven by a need to maximise innovation and provide resilience to current and evolving cyber security threat. To achieve this aim, it is essential to attract the widest possible talent into the industry. By doing this the industry will avoid groupthink because they will bring them a greater diversity of ideas, research and technology.

Therefore, CREST has a wider goal to also support its member bodies in promoting diversity and inclusion – to ensure they are aware of the importance of creating opportunities for a diverse range of individuals to enter and fulfil their potential within the cyber security industry - no matter who they are.

CREST firmly believes that every individual has a unique set of ideas, beliefs and skills shaped by their heritage, background and culture to offer to the cyber security industry. Diversity is essential to the future of the cyber security industry, so at all times the CREST will strive towards creating and contributing to a more inclusive and diverse industry – an industry that provides equity of opportunity for all.

CREST will promote working environments that foster inclusion, tolerance and mutual respect to its members.

What Diversity and Inclusion Means to CREST

Improving diversity and inclusion provides a wider range of views, perspectives, problem solving skills and decision-making abilities in cyber security teams and practices – leading to more options and better outcomes for the Cyber Security profession as a whole.

CREST will actively promote its passion for diversity and inclusion and foster the values of leadership integrity and employee wellbeing. For CREST, “diversity” refers to the ways in which we differ which includes the following dimensions: culture, gender, sexual orientation, ethnicity, religious beliefs, diversity of thought, skills, marital status, family composition, education, experience, age, abilities, and disabilities. “Inclusion” refers to creating working environments and cultures where all differences are valued, respected and leveraged without any bias and where everyone has the opportunity to contribute and achieve success.

It is only through understanding and harnessing the differences and diversity in our industry's workforce that we will be able to drive the collaboration and innovation that is needed in the profession to combat growing threats and, crucially, encourage more diverse people into the industry.

These values apply to all CREST businesses worldwide and provide the guiding principles as an equal opportunities employer.

CREST's commitments

CREST will actively promote cyber security as a profession and discipline that welcomes and supports people from diverse backgrounds.



CREST will ensure that its commitment to diversity and inclusion is clearly visible and properly communicated to all of its members.

CREST will provide a clearly defined “Diversity and Inclusion Charter”, with minimum behavioural standards and working practices which members may sign-up to and display on their websites and documentation and they may use as part of their hiring process.

Evaluation

CREST will monitor progress of Charter acceptance and delivery, and will publish the results.