

SECURITY TODAY

Celebrating glorious 17 years

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TIWIS HONOURS 2020

**FOR THE
WOMEN OF
SUBSTANCE IN
THE SECURITY
INDUSTRY**



Mr Santosh Gangwar, Minister of State (IC) for Labour and Employment, GOI, interacts with the private security industry over new labour codes - Page 44

INSIDE

Indian Military, Government Data, faces cyber espionage threat

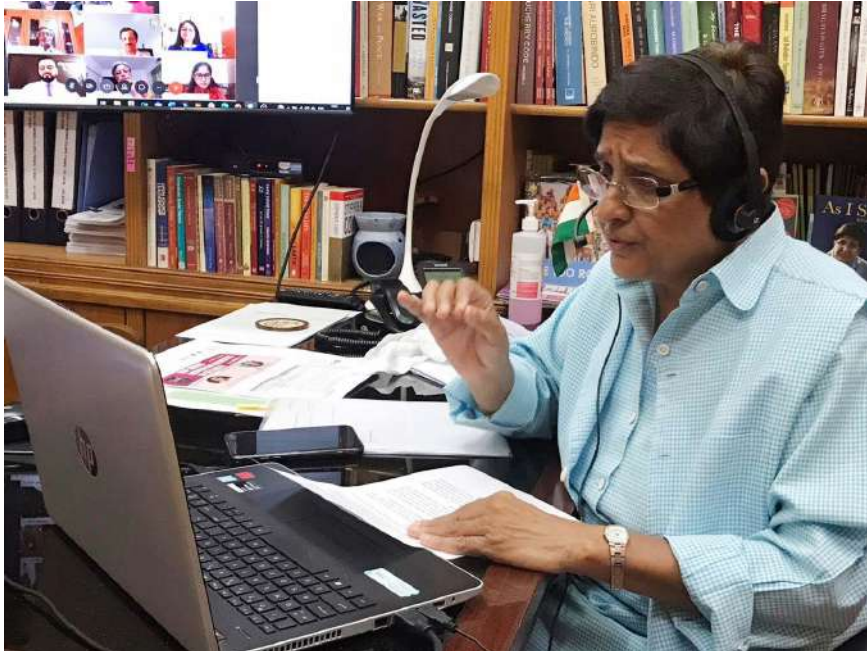
Bengaluru police rethink on use of mannequins as cops

Rajan Luthra cautions about increased cyber threats at HLS & Cyber 2020

UK Court of Appeal rules police misuse of facial recognition

Top 20 Indian Women Influencers in Security 2020

THE ONES WHO WERE SELECTED AS THE BEST OF THE BEST



The suspense over who are the Top 20 Indian Women Influencers in Security 2020 ended on the 27th of August when the Hon. Lt. Governor of Puducherry, Dr Kiran Bedi, announced the names of the security professionals who were selected to be among the top 20 from the 273 names that were nominated.

The virtual event hosted by SECURITY TODAY has had the security industry waiting with bated breath since it was announced on Women’s Day in March this year. It attracted a huge number of attendees from ten countries. Mr GB Singh, Founder and Group Editor SECURITY TODAY & SECURITY UPDATE, emphasised the need to have an award that gave recognition to women in the security industry.

The selection process, which was exhaustive and detailed, was overseen by a panel of members who are themselves leaders in their own fields, and who poured over the nominations for two months until the Top 20 ladies were selected. The Top 20 were selected on the basis of their achievements in their field of work. As SECURITY TODAY has throughout insisted, this does not take away the achievements of others who were nominated but could not

make it to the Top 20.

The jury comprised Mr Rajan Luthra, Chairman’s Office - Head-Special Projects, Reliance Industries Ltd.; Dr. Shailja Vaidya Gupta, Senior Adviser - Office of the Principal Scientific Adviser to Government of India; Ms Bonnie Butlin, Co-founder & Executive Director, Security Partners Forum; Ms Aman Singh, Publisher SECURITY TODAY & SECURITY UPDATE, and Ms Vandana Verma, President, Infosec Girls.

The jury members admitted that selecting the best was a tough task going by the caliber of the women security professionals nominated. The jury were unanimous in confirming that their selection was based on the belief that the winners had the potential of being role models for women security professionals. The selection covered both physical and cyber security professionals.

Mr Rajan Luthra said that their choice depended largely on the kind of initiatives that were taken by the selected lady and assessments carried out on her ability to stand up to adverse circumstances.

CHIEF GUEST



Dr. Kiran Bedi
Hon'ble Lt. Governor
of Puducherry

GUEST OF HONOUR



Smt. Meenakshi Lekhi
Member of Parliament,
Lok Sabha, New Delhi

JURY



Dr. Shailja Vaidya Gupta
Senior Adviser- Office of the Principal Scientific
Adviser to Government of India



Rajan Luthra
Chairman's Office- Head- Special Projects,
Reliance Industries Ltd.



Bonnie Butlin
Co-founder & Executive Director,
Security Partners Forum



Aman Singh
Publisher
SECURITY TODAY & SECURITY UPDATE



Vandana Verma
President
Infosec Girls

CANNOT IMAGINE PVT SECURITY WITHOUT WOMEN



Dr KIRAN BEDI

Ms Vandana Verma too supported the fact that the choice was very tough to make since each of the nominated ladies had her own talents and abilities that had taken her so far. "Our choice was thus to look beyond the ordinary" she said.

Mrs Aman Singh quoting Mahatma Gandhi said that even Gandhiji believed that women had the talent to be superior in every field. "We thus looked beyond the traditional talents and degrees while making the selection" she said. The jury were also unanimous in hailing all the nominated candidates and insisted that each was a winner in her own way.

Dr Kiran Bedi was in her element as the Chief Guest as she sportingly not only made all attendees feel at home with her informal style of address but declared that the time had come when the private security industry should provide parallel policing. She started her conversation by first engaging in an extremely informal conversation with SECURITY TODAY Group Editor Mr GB Singh with whom Dr Bedi has an association that dates back several years.

Dr Bedi hailed the initiative, adding that such initiatives would go a long way in further empowering women in an industry that is largely male dominated. She also said that the time has come when the private security industry needs to be given its due recognition.

"The private security industry and government law and order machinery should have joint training and the security industry should be entrusted with similar tasks to ensure that all areas are covered" said Dr Bedi.

Dr Bedi revealed how, in Puducherry, when the lockdown was announced she had ensured that all private security agencies were asked to work in tandem

with the police to ensure compliance. "This was extremely effective since we were able to cover more areas in this joint effort than the police alone could have. Remember the time when a private security guard ...the watchman used to be an assuring security head. Now is the time to give that watchman, now a private security guard with better qualifications and training, his due place in the society" Dr Bedi insisted.

There are specific areas where women security professionals are a must and the industry should identify and ensure that more and more women security professionals are encouraged to reach the top, said Dr Bedi. " I can point out several domains in security where women in security is not just a must but more effective in the long run. They can handle a situation with more finesse than men in some conditions" said Dr Bedi.

She also said that while she understood that for various security agencies, business was important, they must come together to convince the government to give them their due. "Private security industry is a recognised essential service and these agencies must join hands to reach out to the government and offer them services that will lighten the load on the official law and order machinery that is the police".

Dr Bedi then ended the suspense by announcing the names that have held the private security industry in suspense for months. Although Dr Bedi was scheduled to leave for urgent duties connected to her role as the Lt Governor of Puducherry, she continued to be a part of this unique initiative of SECURITY TODAY well beyond the stipulated time of departure. Even as she announced individuals, she was generous with her praise for each of the winners



The names of the Top Influencers are:

- **Adv. Puneet Bhasin**, Founder, Cyberjure Legal Consulting
- **Mehnaz Perveen**, India Head-Trust & Safety & LERT, UrbanClap
- **Karishma Mookhey**, Director, Network Intelligence India Pvt. Ltd
- **Sahima Datta**, Country Security Manager, Shell India Private Markets Ltd.
- **Maj. Aditi Mohan**, Vice President & Head-Corporate Services, Fidelity National Financial
- **Meetali Sharma**, Head- Risk, Compliance and Information Security, SDG Corporation
- **Himani Thapliyal**, Chief Security Officer, Vedanta Aluminum Ltd.
- **Satyavathi Divadari**, Chief Cyber Security Architect, Micro Focus
- **Sailaja Vadlamudi**, Director Security & Data Privacy, SAP Labs India Pvt Ltd
- **Lekshmi Nair**, Senior Managing Consultant, IBM India

- **Priyanka Sunder**, Senior Manager, Security Assurance & Compliance, Information Security, Jio Platforms Ltd
- **Dr. Lopa Mudraa Basuu**, Executive Director, Cyber Risk & Information Security, Sysinnova
- **Pooja Agrawalla**, Vice President IAM leader, Wells Fargo
- **Maj. Vashita Mehra**, Vice President Security, Marsh & McLennan
- **Chandni Singh**, Senior Executive, Deloitte Touche Tohmatsu India LLP
- **Celine George**, Cyber Security Manager, Cognizant
- **Sagarika Chakraborty**, CEO, Indus IntelliRisk IntelliSense Services Pvt. Ltd
- **N. S. Nappinai**, Advocate, Supreme Court of India
- **Varsha Avadhany**, Sr. Consultant, Target India
- **Nirali Bhatia**, Founder & Cyber Psychologist, CyberBAAP






AN EVENT TO RECOGNISE THE FINEST
TOP INDIAN WOMEN INFLUENCERS IN SECURITY 2020

Top 20 Influencers



Adv. Puneet Bhasin
Founder
Cyberjure Legal Consulting



Celine George
Cyber Security Manager
Cognizant



Chandni Singh
Senior Executive
Deloitte Touche Tohmatsu India LLP



N. S. Nappinai
Advocate
Supreme Court of India



Nirali Bhatia
Founder & Cyber Psychologist
CyberBAAP



Pooja Agrawalla
Vice President
Wells Fargo



Dr. Lopa Mudraa Basuu
Executive Director Cyber Risk & Information Security
Sysinnova



Himani Thapliyal
Chief Security Officer
Vedanta Aluminium Limited



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Jio Platforms Ltd



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Indus IntelliRisk IntelliSense Services Pvt. Ltd



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Maj. Aditi Mohan
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Sahima Datta
Country Security Manager
Shell India Private Markets Ltd.



Sandhya Vadlamudi
Director Security & Data Privacy
SAP Labs India Pvt. Ltd



Satyavathi Divadari
Chief Cyber Security Architect
Micro Focus



Meetali Sharma
Head - Risk, Compliance and Information Security
SDG Corporation



Mehnaz Perveen
India Head - Trust & Safety & LERT
UrbanClap



Varsha Avadhany
Sr. Consultant
Target India



Maj. Vashita Mehra
Vice President Security
Marsh & McLennan

Congratulations!

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SOME COMMENTS

It is a great privilege to attend such a prestigious trend setting event today. Women are leading by example in the security profession. Thanks to the SECURITY TODAY group for making this happen on the bigger platform with much deserved recognition and so many takeaways from the session

- Hari Pratap Singh, CPP

Head Security & Admin
Fujairah Gold FZC, U.A.E.

The event was indeed a unique platform to showcase talent amongst women in security. It was heartening to see so many women not from the traditional background of uniform make it to the top 20. For me that is the beginning and sure shows the path going forward. It reflects diversity and inclusion in the truest terms.

Another trend seen last night was that most non uniform backgrounds were from the information security domain. Information security is here to stay and become more important and bigger than physical security in the future. The CISO will be taking over the CSO role too, sometime in the future.

So it's time for the young talent to add information security knowledge to their repertoire to succeed and meet the needs of business expectations in future.

- Sahima Hannan Datta

Country Security Manager India,
Bangladesh and SriLanka
Shell India Markets Pvt Ltd

It was a great event and the content was also equally good ... A really well managed webinar!

- Shankar Subramaniam

Board Member and President at SIS Prosegur

Many congratulations for organising a successful and meaningful event for encouraging Women Influencers in Security.

- Col. Naresh Jethwani

Director, Global Intelligence and Investigations
Standard Chartered Bank

Very effective moderation!

- Sutapa Sanyal, IPS(Retd)

Congratulations for a wonderful event.

- Major Vivek Prakash CPP,PSP,PCI,CBCP

Vice President, Goldman Sachs
& 2020 Chair, ASIS Bengaluru Chapter

Congrats on a well conceptualized and conducted event.

- Ms. Ratna Pawan

Transformation Director - Risk Advisory, EY

I take this opportunity on behalf of OSAC Delhi to congratulate the entire SECURITY TODAY team for crafting a very neat event for the Security Community.

We are sure these initiatives will help the entire leadership spectrum beyond security realise that security is not just the male counterparts or the veteran community;

The long term benefits of such industry initiatives are many and we are happy that overall we are looking beyond our ROI and contributing towards the Security CSR through these initiatives;

Wishing the SECURITY TODAY family the best of times ahead and many congratulations for this 'Top Class' Top Indian Women Influencers in Security event.

- Harendra Bana

Associate Director – Global Security
PepsiCo India

"A great privilege and honour to attend such a prestigious and revolutionary event. Women are leading by example in the security domain and are a true inspiration and an emerging force. Kudos to the SECURITY TODAY group and the Jury for making it large and on the global scale. By far the biggest security virtual event.

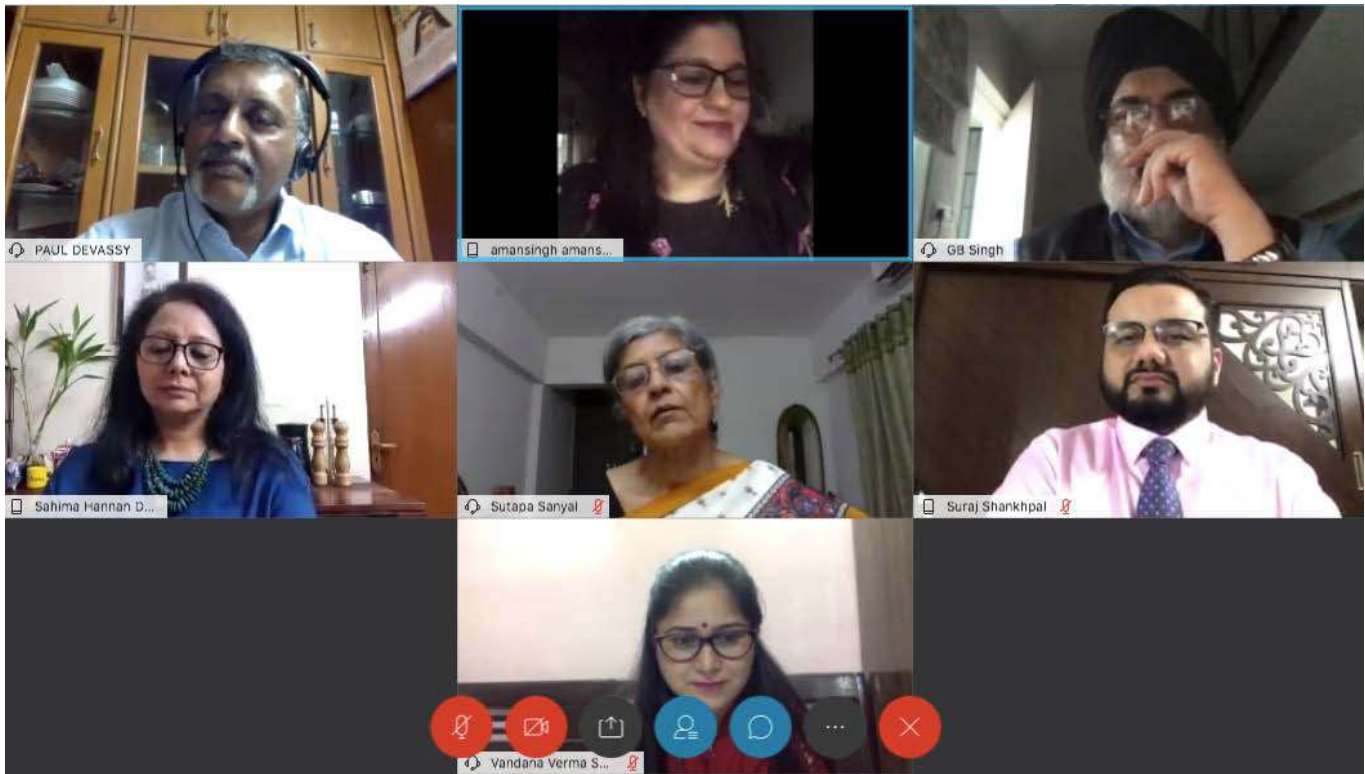
- Manish B Datta,

Vice President, Special Projects,
South Asia, IIRIS Consulting
& ASIS International, New Delhi Chapter Chair 2020

This is such an honour, this will inspire and motivate many women to join our tribe & to strive more. Thank you for launching "such a great initiative in India.

- Sailaja Vadlamudi

Director Security & Data Privacy, SAP Labs.



Role of Women in Enterprise Security A Panel Discussion

The announcement was followed by a panel discussion on “The Role of Women in Enterprise Security” moderated by Ms Aman Singh, Publisher SECURITY TODAY. The purpose of the discussion was to get ideas of security professionals on how there was a need to create inclusive societies that deliver the right to live without fear of harm, for each human being, irrespective of their caste, creed or gender.

In this regard, more women themselves have started playing increasingly important roles in both the public as well as the private sectors, including in the police. In fact, many women, after their military or law enforcement employment, are choosing to pursue their career goals in the private security sector.

With more women taking on roles of responsibility in enterprise security, they are also acting as role models for girls to consider a rewarding career as security professionals. This panel discussed the

challenges that confront these women in their path to success in physical, technology, cyber and national security domains and what more needs to be done to encourage this trend further.

The panelists included Ms Sutapa Sanyal (IPS) Retd Former DGP, Uttar Pradesh police; Ms Sahima Datta, Country Security Manager, Shell India Private Markets Ltd India, Bangladesh and Sri Lanka; Ms Vandana Verma, President InfoSec girls & Global Board of Directors at OWASP; Mr Suraj Shakhpal, Director, Forensics at PwC India and Mr Paul Devassy, CPP Regional Vice President, ASIS International, South Asia & AVP Safety & Security OYO India.

Ms Sanyal said that on the issue of gender parity the progress is extremely slow. “In spite of multiple campaigns exhorting gender parity, the laxity is obvious. There is of course a historical and social reason where women’s growth has been checked right from her young age” she said. Ms Sanyal believes that safety and security issues at work have always been a major deterrent to women’s growth in most fields.

“Then there is a typical patriarchal and misogynistic culture that has checked that growth. Add crime against women and you know why women have had to check their own growth in spite of being capable and possessing the talent to be at the top of the ladder” said Ms Sanyal. Ms Sanyal also believes that gender sensitisation is essential.

Ms Sahima Datta, is confident that the rise of women in the workplace is caused by needs for them to be there, so the industry needs to create places for

The purpose of the discussion was to get ideas of security professionals on how there is a need to create inclusive societies that deliver the right to live without fear of harm, for each human being, irrespective of their caste, creed or gender

women so that they get the impetus to move forward. "Women in uniform have managed to bridge this parity to some extent but for anyone else there is a problem. So the industry certainly needs to create opportunities for women" she said. She believes that with more opportunities available women would be encouraged to join the industry with more enthusiasm since then there would be a scope for them to move ahead in their security career.

Ms Vandana Verma however was positive and said that change while slow was certainly happening and women were slowly creating a place for themselves in the security industry. "We need to look for role models in this sector. Once that happens, more women will be encouraged to enter a male dominated sector and slowly make it their own" she said. She said women too needed icons in the industry whom they can look up to and be encouraged to tread in their path.

Ms Verma said until the time gender parity is achieved as a standard operating protocol, women need to be given a chance before assessing them. "When this gender parity is achieved, there would be automatic opportunities for women to move ahead on their own steam in the enterprise security sector" she insisted.

Mr Shankhpal too agreed that the things were changing for the women in security as well as other fields. "I agree as of now women are underrepresented in the enterprise security sector but we are bound to see more shifts in coming days" he said. He said that the problem was that for most women, security was not the first career option.

He said until the time security is the first option, this sector will remain underrepresented. "We have to attract the younger lot's interest in security as a career option. That's when the change will come in a rush." he said. Mr Shankhpal also believes that a woman's ability to multitask was a major talent that would be a great advantage to the industry.

Mr Paul Devassy also agreed that women professionals need significant encouragement to join the security industry. "It is also important that there should be a common standard for both men and women as far as talent search for recruitment or promotion is concerned. That will empower women. This has already started happening in the government sector to a large extent. But the private sector has been lagging behind in this issue and needs to get down to it" he said.

Ms Aman Singh concluded the discussion by thanking the panelists for their useful inputs that would go a long way in ensuring that not only the gender parity issue was addressed, but that women would themselves be proactive and take security as

The winds of change were blowing and in this regard, more women themselves have started playing increasingly important roles in both the public as well as the private sectors, including in the police. In fact, many women, after their military or law enforcement employment, are choosing to pursue their career goals in the private security sector. With more women taking on roles of responsibility in enterprise security, they are also acting as role models for girls to consider a rewarding career as security professionals

a first career option to make the male dominated industry more balanced.

She said that the winds of change were blowing and in this regard, more women themselves have started playing increasingly important roles in both the public as well as the private sectors, including in the police. In fact, many women, after their military or law enforcement employment, are choosing to pursue their career goals in the private security sector. With more women taking on roles of responsibility in enterprise security, they are also acting as role models for girls to consider a rewarding career as security professionals.

The virtual event that went beyond the stipulated time had a large audience across the globe that continued to stay connected and send in multiple questions, as they joined hands with the SECURITY TODAY group, in celebrating the rise of women in the private security domain. SECURITY TODAY attempt behind this initiative was to ensure that women in security can look at the icons and emulate their success and rise.

As Mr GB Singh said "In this, over Rs.80,000 Crore industry we have thousands of security positions being notified in India every year, with only a small percentage of security jobs held by women." "This is disproportionate by any measure, and it needs to be rebalanced," he added

SECURITY TODAY hails not just the 20 Top Indian Women Influencers in Security 2020, but every woman who has challenged the conventions and entered a domain that was male dominated for years but is now becoming more vibrant and effective with the entry of women.