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# DIVERSITY IN SECURITY:

## Attracting a Diverse Security Workforce

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# MALIHA CHARANIA

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## MODERATOR

Maliha Charania is a Manager, IT Risk Management with Meditology Services, a leading provider of IT security and privacy services for the healthcare industry. She has designed and implemented numerous global IT security initiatives in both healthcare and academia. She has extensive technical security knowledge and has served as a Subject Matter Expert in matters of IT security and compliance for many healthcare providers, business associates, and payers of varying sizes and across the world. Maliha is an accomplished member of Meditology's ITRM team with an MS in Information Systems from SZABIST in Karachi, Pakistan, and an MS in Information Systems with a concentration in Cyber Security from Georgia State University.



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**IT Risk Management Manager**

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# JANA COURMIER

## PANELIST

Jana Courmier is a healthcare professional with extensive experience in compliance and privacy. In her current role at Tivity Health, Jana is focused on maturing the privacy and compliance programs which support Tivity's healthcare and nutrition business units. As the former corporate Chief Privacy Officer of a healthcare system in the Nashville area and with her experience as a Compliance & Privacy Officer in the hospital-setting, she brings a well-rounded view of privacy and compliance functions in healthcare. Jana holds the following industry certifications, CHC (Certified in Healthcare Compliance) and CHP (Certified in Healthcare Privacy), and she is also a member of the Women Business Leaders of the U.S. Health Care Industry Foundation (WBL).



**TIVITY HEALTH**  
Vice President of Privacy,  
Compliance & Accreditation



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# LAURET HOWARD

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## PANELIST

Lauret Howard is the founder and CEO of Watchtower Consulting, focusing on business, risk management and security strategies. Lauret recently retired as Chief Risk Officer for NASCO, a healthcare IT company providing IT administrative solutions to BlueCross BlueShield Plans for 24 million insureds. As the Chief Risk Officer, Lauret formulated and instituted the company's risk management, privacy and cybersecurity programs, achieving SOC2 and HITRUST certifications, well ahead of many healthcare IT organizations. During her 30-years with NASCO, Lauret was NASCO's first female executive and held numerous senior leadership roles. Lauret served on NASCO's Board of Directors as corporate secretary for 16 years. Lauret has been featured in Forbes and Southern Women in Business magazines and has spoken at conferences on topics such as managing cyber incidents and driving a security culture. Lauret is the President of the Atlanta Chapter of the Association for Strategic Planning (ASP) and is a certified Strategy Management Professional.



**NASCO**  
**Former Chief Risk Officer  
& Current CEO of  
Watchtower Consulting**

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# ANAHI SANTIAGO

## PANELIST

Anahi Santiago is the Chief Information Security Officer at Christiana Care Health System, the largest healthcare provider in the state of Delaware. Prior CCHS, she spent 10 years as the information security and privacy officer at Einstein Healthcare Network where she had overall responsibility for the organization's information security and privacy program. Santiago leads a team of information security professionals in supporting CCHS's strategic initiatives by managing risks, implementing policies and controls and generating overall awareness. Anahi Santiago holds a BS in electrical and computer engineering as well as an Executive MBA. A transformational, results-oriented healthcare executive with proven track record of developing and leading teams, delivering profitable and sustainable business growth, enhanced contractual performance, and strengthened customer relationships.



**CHRISTIANA CARE**  
Chief Information  
Security Officer



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# What inspired you to choose cybersecurity as a career?







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# What does having a diverse workforce mean to you?





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# Why do you think there is a cybersecurity workforce shortage?







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# What can be done to raise awareness about the field?





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# What skills are important to develop to succeed in this career?





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# Q&A SESSION







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# THANK YOU

