



Human Factor:

Leadership, Governance and Diversity in
Cybersecurity

Adrienne Harris

Adrienne A. Harris was nominated to lead the New York State Department of Financial Services (DFS) by Governor Kathy Hochul in August, 2021 and confirmed by the New York State Senate on January 25, 2022. Superintendent Harris began her career as an Associate at Sullivan & Cromwell LLP in New York City representing a number of U.S. and non-U.S. based corporations in various forms of litigation and regulatory matters, before accepting a position at the United States Department of the Treasury under President Obama.

While at the Treasury Department, Superintendent Harris served as a Senior Advisor to both Acting Deputy Secretary and Under Secretary for Domestic Finance Mary Miller, and Deputy Secretary Sarah Bloom Raskin. Her work ranged from financial reform efforts to identifying solutions to the student loan crisis, analyzing the nexus between foreign investment and national security, and working to promote financial inclusion and health in communities throughout the country.

Following her time at the Treasury Department, Superintendent Harris joined The White House, where she was appointed as Special Assistant to the President for Economic Policy, as part of the National Economic Council. In this role, she managed the financial services portfolio, which included developing and executing strategies for financial reform and the implementation of Dodd-Frank, consumer protections for the American public, cybersecurity and housing finance reform priorities.

After leaving the White House in January 2017, Superintendent Harris went on to serve as General Counsel and Chief Business Officer at States Title, Inc. (now DOMA), which provides a more simple and affordable closing experience for homebuyers.

Prior to being nominated, she also served as a Professor and as Faculty Co-Director at the Gerald R. Ford School of Public Policy's Center on Finance, Law and Policy at the University of Michigan, as well as a Senior Advisor at the Brunswick Group in Washington, D.C.



Justin Herring

Justin Shibayama Herring is an Executive Deputy Superintendent at the New York Department of Financial Services (DFS), where he leads the Cybersecurity Division. The Cybersecurity Division focuses on protecting consumers and industry from cyber threats and is the first of its kind to be established at a banking or insurance regulator. The Division oversees all aspects of DFS's cybersecurity regulation, including enforcement, examinations, and guidance.

Prior to joining DFS in 2019, Mr. Herring served for nine years as Assistant United States Attorney in the Districts of New Jersey and Maryland. Most recently, he served as the Chief of the New Jersey office's first Cybercrime Unit. He led the prosecution of sophisticated cybercrimes targeting corporations, financial institutions, accounting firms and government agencies. He also prosecuted and supervised white-collar cases involving investment fraud, stock manipulation, money laundering, insider trading, and corporate embezzlement.

Mr. Herring graduated from the University of Chicago Law School with Honors and received a B.A. from Swarthmore College. After law school, he clerked for Chief Judge Danny J. Boggs on the U.S. Court of Appeals for the Sixth Circuit.



Increasing Diversity in the Cybersecurity Industry

Moderator:

- Wendy Erdly, Deputy Superintendent of the Cybersecurity Division, DFS

Panelists:

- Laura Deaner, Chief Information Security Officer, Northwestern Mutual
- Kala Kinyon, Chief Technology Officer, Boom ID
- Nubiaa Shabaka, Chief Cybersecurity Officer, Chief Privacy Officer, and Associate General Counsel, AIG



Wendy Erdly

Wendy Erdly is Deputy Superintendent for the Cybersecurity Division. She served as Chief of Staff for the New York State Department of Financial Services from 2019 to 2021.

Ms. Erdly was previously Special Counsel for Ethics, Risk, and Compliance for the New York State Liquor Authority, Department of Agriculture and Markets and the Roosevelt Island Operating Corporation. Prior to her Special Counsel appointment, Ms. Erdly was counsel to many companies through Axiom Legal, including United Technologies, Unilever, and Kraft. She served as a Litigation Associate at Bernstein, Litowitz Berger & Grossman LLP and at Dewey & LeBoeuf LLP.

Ms. Erdly was named one of the “Best Under 40” lawyers by the National LGBT Law Association and holds a J.D. from Vanderbilt University Law School and a B.A. from Lafayette College.



Laura Deaner

Laura Deaner is the Chief Information Security Officer (CISO) at Northwestern Mutual and is accountable for establishing and steering Northwestern Mutual's enterprise-wide information risk management and security strategy. In this role she will champion the build out of an integrated risk culture, driving effective operation of technical and administrative controls. Laura works closely with the executive leadership and the Board of Trustees, matching effective controls to an appropriate level of risk tolerance. Leading the enterprise's second line of defense, she is responsible for prioritizing and sequencing the treatment of information security risks, aligned with industry-standard risk management frameworks.

Prior to coming to Northwestern Mutual early in 2021, Laura was the Chief Information Security Officer at S&P Global, responsible for establishing and driving the enterprise information security vision and program. She leverages her twenty-two years working in security for multi-national Fortune 500 companies to build effective and robust information security programs by aligning deep technical expertise with executive business vision and support. She was previously the first named CISO at PRNewswire, where she built a comprehensive security practice from the ground up.

Laura holds a Bachelor's degree in Computer Science from Old Dominion University in the state of Virginia in the United States. She is a member of several information security and technology societies including OWASP, WiCyS, ISC2, and Society of Women Engineers (SWE). She's featured in Women Know Cyber – 100 Fascinating Females Fighting Cybercrime.



Laura Deaner (Cont.)

Laura is an advocate for diversity and inclusion in technology as well as her field of Cyber Security. She served as a council member of the S&P Global Diversity Equity and Inclusion Council whom are tasked with fostering a diverse and inclusive environment. Her accomplishments as a council member have included revamping the Employee Resource Groups, adding sentiment and data driven metrics to enhance the community goals. She worked to establish partnerships with various organizations to build in diverse talent pipelines in the technology organizations such as Girls Who Code.

Laura is a frequently requested speaker and respected thought leader, recognized for her innovative leadership and strong business acumen. She has participated in the World Economic Forum's Global Futures Council on Cyber Security as a co-chair leading a group of subject matter experts in solving cyber challenges. She serves on the Board of Directors for the Financial Services Information Sharing and Analysis Center (FS-ISAC), an industry consortium dedicated to reducing cyber-risk in the global financial system. FS-ISAC has 7000 plus financial institutions, 15,000 users in the 70 jurisdictions to ensure the mission is accomplished. As a board member, she continues to encourage more participation in sharing timely cyber information which is action oriented at a global scale.

Laura loves spending time with her family. She and her partner Murray are proud parents of four boys. They live in Brooklyn, NY where they love getting outdoors as a family for hiking, bike rides and amateur astronomy star gazing. She is also a big fan of science fiction and tinkering with technology at home. Don't ask her how many raspberry pi's she has.



Kala Kinyon

Kala Kinyon is the Chief Technology and Information Security Officer at Boom ID. Having worked with some of the foremost tech companies in the world, Kala Kinyon is a rising securities expert, known for building and implementing highly complex security programs across a multitude of platforms. Kala is co-founder and Chief Technology Officer of BoomID, as well as a Security and Risk Advisor at Leviathan Security. Having also worked in election security, Kala brings an uncompromising approach to safeguarding information in an ever-changing digital landscape. She is also the founder of Holomorphic AI Foundation, a non-profit organization dedicated to providing free artificial intelligence and machine learning training, as well as mentorship and portfolio building.



Nubiaa Shabaka

Nubiaa Shabaka serves as the Global Chief Cybersecurity Legal Officer, Global Chief Privacy Officer and Associate General Counsel for AIG. Nubiaa is an executive level advisor with 20 years of experience within the financial and legal services sector. Her responsibilities encompass overseeing all legal aspects of AIG's global cybersecurity and information security programs and all aspects of AIG's global data protection and privacy programs, on an enterprise-wide basis. Prior to joining AIG in January 2019, Nubiaa worked at Morgan Stanley in a similar role for 11 years. Prior to Morgan Stanley, Nubiaa was a technology associate in Proskauer Rose's New York office for almost 6 years. She earned a Bachelor of Arts, magna cum laude, from New York University and a Juris Doctor from Harvard Law School.



Increasing Diversity in the Cybersecurity Industry

- There are reportedly more than 2 million open jobs in the cybersecurity field.
- Women and people of color are underrepresented in cybersecurity.
- Hiring Practices:
 - Ways to structure hiring practices to get the best candidates without disadvantaging underrepresented groups.
 - The use of AI to make hiring decisions can have unintended effects on diversity.



Increasing Diversity in the Cybersecurity Industry (continued)

- Cybersecurity is starting to be considered part of the environmental, social, and governance aspects of corporate management.
- Diverse perspectives provide value:
 - When responding to and managing a crisis.
 - While engaging in cybersecurity product development.
 - In preparing for and preventing phishing and other social engineering attacks.
 - By improving the workspace through cascading benefits that go beyond the traditional purposes of recruiting people with different backgrounds and identities.
- A lack of diversity can have a tangible negative effect on cybersecurity.



Use of Emergent Blockchain Analytics Capabilities to Combat Ransomware and Other Illicit Activity

Fireside chat with:

- Peter Marton, Deputy Superintendent of Virtual Currency, DFS

Moderator:

- Justin Herring, Executive Deputy Superintendent, Cybersecurity Division, DFS



Peter Marton

Peter Marton is Deputy Superintendent of Virtual Currency, reporting into the Research & Innovation Division. He holds a Master of Business Administration and Master of Global Policy Studies from the University of Texas.

Peter will be discussing blockchain analytic tools with Justin Herring. Their conversation will focus on why crypto companies should use blockchain analytic tools, challenges crypto companies may face when using the tools, and best practices for integrating the tools with traditional customer due diligence and monitoring tools.



Governance and Leadership in Cybersecurity

Moderator:

- Joanne Berman, Counsel to the Cybersecurity Division, DFS

Panelists:

- Robert A. Cohen, Partner, Davis Polk
- Sean Croston, Chief Information Security Officer, BNP Paribas / Bank of the West
- Natalie Lamarque, General Counsel, New York Life Insurance Company



Joanne Berman

Joanne Berman serves as Counsel to the Cybersecurity Division of New York's Department of Financial Services (DFS). In that role, she heads the legal team that enforces New York's first-in-the-nation Cybersecurity Regulation for the financial services industry, which took effect in March 2017 and which has served as a model for other regulators, including the U.S. Federal Trade Commission, multiple states, the National Association of Insurance Commissioners, and the Conference of State Bank Supervisors. In addition to working on cybersecurity policy, Joanne reviews cybersecurity issues arising from DFS's supervision and examinations, and focuses on publishing alerts, reports, and guidance for the financial services industry regarding the Cybersecurity Regulation, including the recently released Ransomware Guidance and Cyber Insurance Risk Framework.

Prior to joining DFS, Joanne was Deputy Attorney General for the State of New Jersey in the Department of Gaming Enforcement where she enforced laws and regulations applicable to the casino industry. She has also worked in the litigation departments of Greenberg Traurig and Arnold & Porter.

Joanne received her J.D. from New York University Law School and is a graduate of Cornell University where she received her B.A. in Economics and Near Eastern Studies.



Robert A. Cohen

Robert A. Cohen is a Partner at Davis Polk. Robert Cohen brings 15 years of senior-level experience in the SEC's Division of Enforcement to his work representing companies, boards and individuals in government investigations, as well as conducting internal investigations.

He represents public companies in SEC investigations concerning disclosures, accounting and internal controls. He is an authority on cryptocurrency enforcement, having led the SEC's first wave of cases involving digital assets and initial coin offerings. With his experience as the first-ever Chief of the SEC's Cyber Unit, Robert Cohen also is active in Davis Polk's Data Privacy & Cybersecurity practice.

When Robert Cohen was Co-Chief of the SEC's Market Abuse Unit, he handled enforcement actions involving insider trading, market structure, manipulation, broker-dealers, ATSS and exchanges.

He is co-chair of the D.C. Bar's Securities Enforcement Subcommittee.



Sean Croston

Sean B. Croston is CISO for BNP Paribas USA and the Bank of the West and is responsible for several organizations servicing corporate and consumer customers. Previously, Sean was the CISO for Santander USA responsible for five financial organizations. Sean was with the United States Federal Reserve, where he was a Supervising Examiner for systemically important banks, helped create and lead horizontal exams comparing institutions as well as developed new information security guidance through the FFIEC. In addition, he held executive roles at State Street Bank & Trust Company and J.P. Morgan Chase Bank. Earlier in his career, Sean held a number of leadership roles at various technology and security companies. He is a published author who jointly holds a US patent in the field of information security.



Natalie Lamarque

Natalie Lamarque is Senior Vice President and General Counsel of New York Life Insurance Company with oversight of the Office of the General Counsel. She is also a member of the company's Executive Management Committee and serves on New York Life's Social Justice and ESG Steering Committees.

Prior to joining New York Life, Natalie was an Assistant United States Attorney in the Southern District of New York, where she prosecuted an array of federal crimes as a member of the Organized Crime Unit. Earlier in her career, she was an Associate in the Litigation Department of Debevoise & Plimpton LLP.

Natalie began her legal career as a law clerk to the Honorable Ann Claire Williams, United States Court of Appeals for the Seventh Circuit and to the Honorable Malcolm Howard, United States District Court for the Eastern District of North Carolina.

She is Secretary-Treasurer for the Board of Directors of the Life Insurance Council of New York. In 2021, she was appointed to the New York State Insurance Advisory Board and Committee for the Advancement of Women in Leadership in Financial Services.

Natalie serves as a Director for the New York City Partnership Foundation Board and the Board of Advisors for New York University's Program on Corporate Compliance and Enforcement. She is Chair of the Audit Committee for City Year, Inc. as well as the Co-Chair of the Advisory Board for City Year New York.

Her husband is a public-school history teacher in Brooklyn, where they live with their two sons. Natalie is a native New Yorker whose parents emigrated from Haiti. She earned her J.D. *magna cum laude* from Duke University School of Law and her B.A. *cum laude* from Duke University. She also holds Series 7 and 24 securities licenses.



Panel on Governance and Leadership in Cybersecurity

- Managing Cyber Risk: Issues facing the Board and C-Suite
 - How cyber risk differs from other business-related risks
 - How managing cyber risk differs from managing other types of business risks
 - Top issues facing CISOs in managing cyber risk
- Understanding Cyber Risk: educating leadership on cyber risk and cybersecurity controls
 - How CISOs can make cybersecurity risk digestible for the Board and executives
 - How to ensure leadership has the necessary knowledge to oversee cyber risk
- Board Oversight on Cybersecurity: leadership involvement
 - Frequency of reporting
 - Cyber expertise on the Board and Cyber Committees and Subcommittees
- Cyber Incidents: escalation and reporting
 - Factors to consider when deciding whether an incident should be escalated
 - The Board's role in incident response
 - SEC's proposed reporting requirements and related new responsibilities of leadership



Panel on Governance and Leadership in Cybersecurity (continued)

- Tabletop Exercises for Leadership
 - Whom to include
 - Topics to cover
- Information Security Leadership
 - Top qualities of team members and executives
 - How to foster culture that prioritizes cybersecurity
- Changing Role of CISO
- Role of Third Parties in Managing Cybersecurity
 - Types of third parties to hire for cybersecurity
 - Pros and cons of keeping them on retainer
- Part 500 & Governance
 - What works well
 - Issues with supervision



Disclaimer

- The information in these slides and this presentation is not legal advice and should not be considered legal advice.
- The panelists and moderators are providing their personal opinions and are not speaking on behalf of their organizations.
- This presentation is offered for informational and educational purposes only.



Resources

- Crest, et al. v. Padilla 20 STCV 37513, p 1
<https://www.judicialwatch.org/wp-content/uploads/2022/04/Crest-v-Padilla-order-37513-1.pdf>
- Maryland Bill to Prohibit the Use of Facial Recognition Services for Labor and Employment
https://mgaleg.maryland.gov/2020RS/Chapters_noln/CH_446_hb1202t.pdf
- A New York State bill requiring a bias audit be conducted on automated decision-making tool prior to the use of the tool.
[The New York City Council - File #: Int 1894-2020 \(nyc.gov\)](#)
- Diversity in the Legal Profession
[Profile of the Legal Profession Report \(americanbar.org\)](#)
- National Association for Legal Professionals 2021 Report on Diversity in U.S. Law Firms
[2021NALPReportonDiversity.pdf](#)

