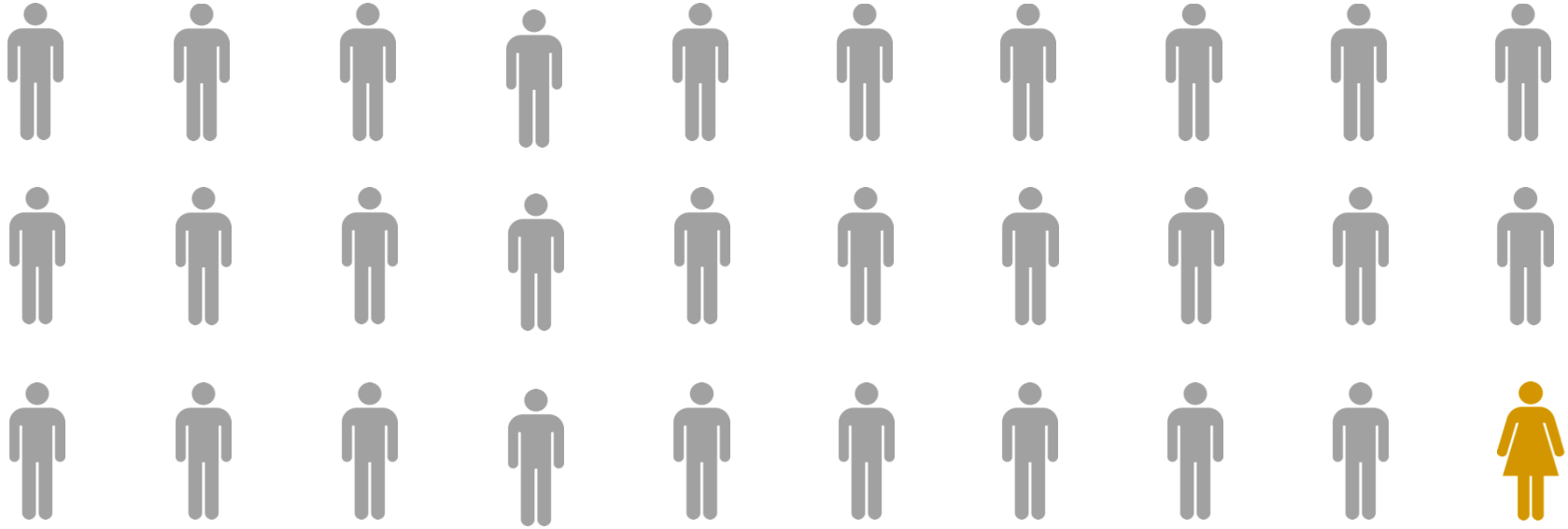

Diversifying the HPC Community

WHPC Workshop at SC16 | November 13, 2016

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WHPC

Get involved

info@womeninhpc.org
www.womeninhpc.org

Social media:
www.facebook.com/womeninhpc
Twitter: @womeninhpc #SC16WHPC
www.linkedin.com/groups/8105215

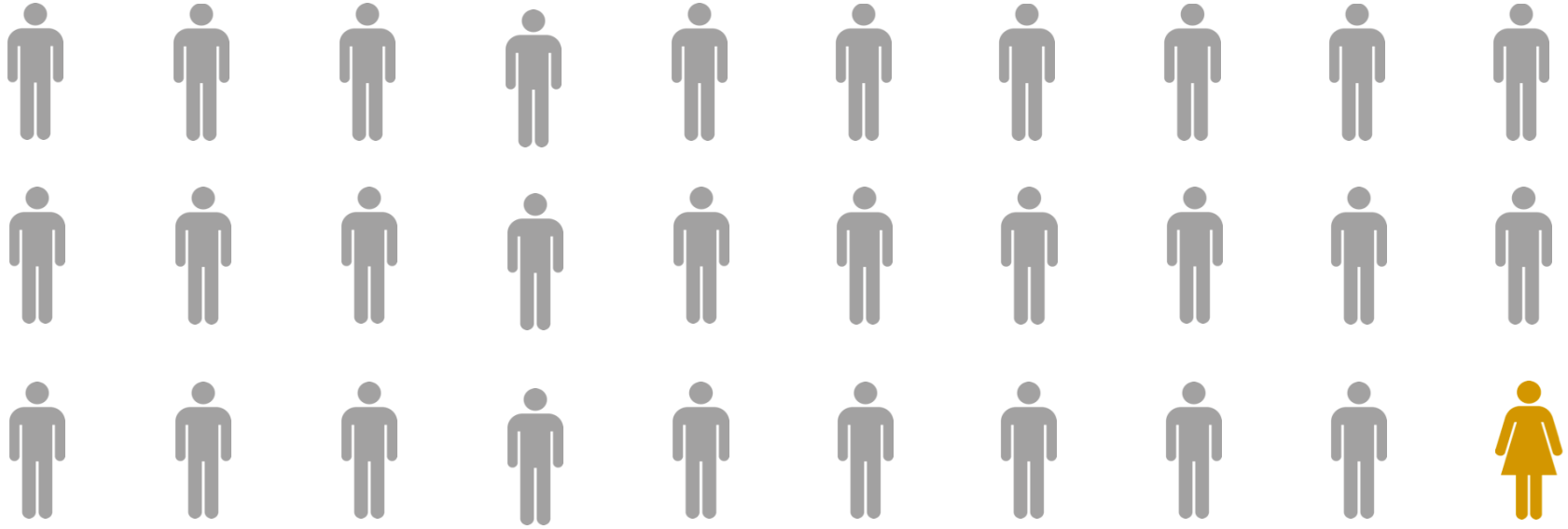
Feedback for SC16 Workshops:
http://bit.ly/sc16-eval

Join us this week at our other events.

Register for our Celebration on Tuesday:
https://www.eventbrite.co.uk/e/whpc-a-celebration-at-sc16-tickets-28841455570

Agenda

9.00-8.05	Welcome
9.10-9.45	Methods that work: Evidence based advice on diversifying the HPC community
9.45-10.30	Panel: Diversity in the workplace
10.30-11.00	Coffee
11.00-12.20	Breakout sessions (including summary at 12.05) **Breakout 1: Improving Diversity in the Workplace** **Breakout 2: Career Development/Mentoring**
12.20-1.00	Posters session 1
1.00-2.00	Lunch
2.00-2.35	Invited talk: Teaching data centres to share & healthy and productive academic relationships
2.35-3.00	Posters session 2
3.00-3.30	Coffee with opportunity to view posters
3.30-4.25	Early career coaching
4.25-5.30	Q&A & Networking



Methods that work: Evidence-based advice on diversifying the HPC Community

Dr. Toni Collis, EPCC, University of Edinburgh | Lorna Rivera, CEISMC, Georgia Tech

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Why we need to improve diversity in our community

How many women are in our community?

- Women make up no more than 20% of our community
- 13% of SC15 attendees were female
- Other conferences show as little as 5% (PGAS) and no more than 17% (PraceDays15)

For comparison

- Physics & Astronomy: 17%
- Chemistry: 27%
- Biological sciences: 45%
- Earth, marine & environmental science: 36%
- Engineering & technology – 19%
- Computer sciences – 22%
- Mathematical sciences – 29%

Data from HEFCE UK http://www.hefce.ac.uk/

Why we need to improve diversity in our community

- Look around us: business as usual is not working
- Retention
- Recruitment
- Career prospects
- We need to look at women's networks, hiring practices, opportunities for advancement and promotion, role models and unconscious and even explicit bias

What methods actually work?

- Open the discussion on diversity
- Revamp recruitment & selection processes
- Invest in employee development and support
- Review internal management and performance review processes
- Measure progress and success towards goals

Open the discussion on diversity

- Ask committee, leadership, etc. to articulate why they think diversity is important
- Bring in guest speaker

Common views on diversity

- "We have to focus on hiring the 'best.'"
- "Recruiting women and minorities diminishes opportunities for white males."
- "There are no women or minorities in our field, or no qualified women or minorities."
- "The scarcity of under-represented groups in faculty in the sciences means that few are available, those who are available are in high demand, and we can't compete."

Revamp recruitment & selection processes

- Develop an active and aggressive recruitment plan
  - Avoid the "20% problem"
- Discuss what "excellence" means for the position you are seeking to fill
- Dispense with assumptions that may limit your effort

Common assumptions that limit efforts

- "We shouldn't have to convince a person to apply."
- "Any worthy candidate knows to look for job listings in Place X."
- "Excellent applicants need the same credentials as the person leaving the position."

Invest in employee development & support

- Technical training at all levels (new hires, existing staff, leadership/management)
- Offer managerial training
- Support work-life balance for *all* employees. Lead by example.
- Avoid gender or color-invisibility

Review internal management & performance review processes

- Give regular constructive feedback
- Provide employees with growth opportunities
- Identify value in alternative careers or activities
- Avoid biased “personality penalties”

Measure progress & success towards goals

- Confidentially collect demographic data
- Implement and refine innovative solutions guided by feedback
- Evaluate the social climate and compare across groups

Call to action

- Run your own events aimed at encouraging women
  - Setup informal mentoring networks
  - Hold social events for women to meet each other
  - Hold training that encourages female attendance
  - Invite more female keynote presenters
  - Look at how you run your conference
  - And much more!
- Work with WHPC:
  - Help us with research
  - Share what you do
  - Blog about what you do (technology and diversity)
  - Advertise job vacancies with us
  - Volunteer!

Call to action

- Spread the message
  - Share what you heard today
  - Become a WHPC blogger
  - Encourage your colleagues and collaborators to read about WHPC and what we do
- Educate:
  - Unconscious/implicit bias
  - Stereotype threat
  - Imposter Syndrome
- Join
  - www.womeninhpc.org/membership

Other events this week

- Tuesday
  - 1.30pm: Find out more about the WHPC initiative, PRACE booth #3000
  - 3.30pm: Panel on how to develop & grow the HPC workforce, 255-BC
  - 5.15pm: WHPC BoF: How to build diverse teams for more effective research (learn about stereotype threat, unconscious bias & imposter syndrome), 250-C
  - 7.30pm: WHPC Celebration, Caffé Molise, 55 100 S.
- Wednesday:
  - 5.15pm: WHPC BoF: Intersectionality, 155-C
  - 3.15pm: Intel Diversity Panel: progress in HPC Diversity and where do we go from here?, Intel Booth #1819
  - 3.30pm: Invited talk Sharon McGrayne "Bias: from overt to unconscious and what research suggests can be done", Ballroom
  - 5.00pm: The importance of diversity to the supercomputing community, Lenovo Booth #2643
  - 5.15pm: BoF: Outreach & engaging the next generation, 250-E
- Thursday:
  - 8.30am: Invited plenary Maria Klawe "Diversity & inclusion in Supercomputing", Ballroom

Questions?

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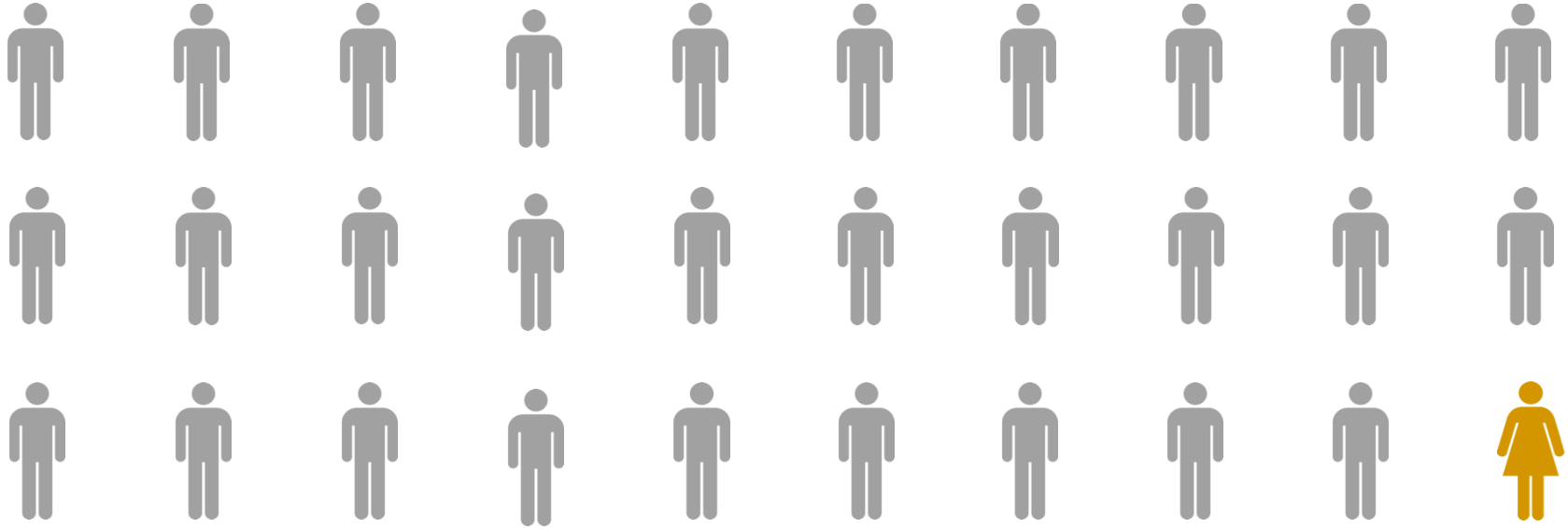

WHPC Panel:

What methods have you put in place to improve workplace diversity?
What was successful and what pitfalls did you experience?

Chair:

Kimberly McMahon, McMahon Consulting

Panellists:

Sudip Dosanjh, NERSC
Deb Goldfarb, Intel
Kelly Gaither, TACC
Kathryn McKinley, Microsoft

Thanks! / Discussion

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