

MOVE THE NEEDLE

Skills and Career Pathways

WHPC
WOMEN IN HPC

x


alcesflight

Hello!

Cristin Merritt

CMO, Alces Flight

cristin.merritt@alces-flight.com



What is Move the Needle?

“

There is a lack of diversity and inclusion in HPC. Move the Needle's goal is to find out what people are doing to change this.

- *Move the Needle Mission Statement*

Why did Alces Flight sponsor this project?



1. To help ourselves and our community.
2. To contribute positive, data driven evidence to what is possible and...

To help move this issue
from negative conversations to
positive actions.

How does the project work?

Move the Needle is a 11-month project with two components:

- **Knowledge Portal:** An information base of active work in diversity and inclusion in HPC, AI and Tech
- **Accountability Team (“A-Team”)** who are tracking goals set over this period and reporting real-time progress



Knowledge Portal

Hosting interviews, blogs and public reports from the “A-Team”



The “A-Team”

*Groups and Individuals tracking
their progress in diversity and
inclusion*





Lessons Learned

Skills Focus

People will people.

... and so standards and measurements cannot be applied like we wish.

WHPC
WOMEN IN HPC

x



MOVE
THE NEEDLE

It's better communication, and not necessarily technical skills, that institutions need more of.

- Clear goal setting and expectations
- Investing in review and improvement of job roles
- Leadership Buy-In and Modeling
- Creating a culture of accountability and feedback

Why we hire 'same'

... our brains work against us!

WHPC
WOMEN IN HPC

x



MOVE
THE NEEDLE

Too much sameness works against you over time.

- We naturally seek out people who look, act, or have gone to or shared the same experiences as we have.
- This can result in a 'Barnum Effect' - Such as heavy reliance on popular personality profiles - Myers Briggs, 4 Colours... even horoscopes!
- Learn to understand your own way of working so you can build the best team (or support group) around you.

The Six Factors

We have (so far) noticed that six factors have contributed to the success or failure of instigating change

Six Factors

The speed ability to create positive change relies on...

- Size of organisation (small = fast / large = slow)
- Current organisation culture
- Goals Set
- Leadership Buy-In
- Ally Engagement
- Investing vs. Volunteering

You are more likely to succeed if...



- **You set realistic goals:** Avoid the ‘all or nothing’ mentality. Make sure your goals can be measured in some way.
- **Your leaders are with you:** Leadership showing support = goals more likely to be achieved.
- **You have EVERYONE represented:** Many initiatives fail due to ‘the wrong people in the room.’
- **You include accountability:** “Sending it into the universe” is not an option! Report on your goals!
- **You have investment:** There is either a budget to undertake this or a tangible reward (ex. monetary, event, publication) for undertaking these projects.

Parting Words...

WHPC
WOMEN IN HPC

x



MOVE
THE NEEDLE

“

Forward is a pace.

- Becs Gentry

The field of HPC and AI is constantly evolving, and so are you. Any step forward is the right one. Put your system in place - then learn and adapt as you go.

Learn more.

You can read-up on Move the Needle, access our knowledge portal, read the halfway report and set your own goals by visiting:

<https://alces-flight.com/move-the-needle/>



Thanks.

Cristin Merritt

CMO, Alces Flight

cristin.merritt@alces-flight.com

