

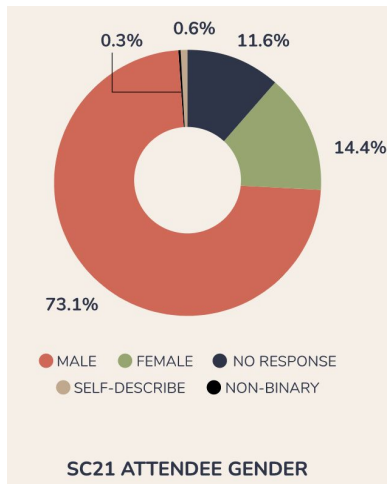
# Women in HPC Presents: Equity in Technical Leadership



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May 10, 2023

# State of Women in HPC



ATTENDEE GENDER



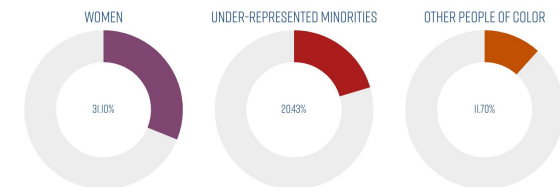
Source: ISC 2021 Digital registration data

## DEMOGRAPHIC DATA FOR THE NATIONAL LABS

CHANGE DATA VIEW:

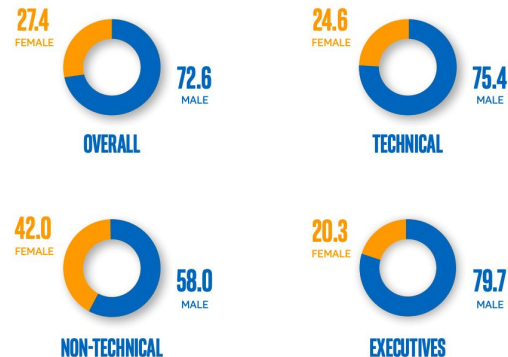


### ALL JOBS



| TYPES OF JOBS   | TOTAL  | WOMEN  | WOMEN % | URM   | URM %  | OPC   | OPC %  |
|---|--------|--------|---------|-------|--------|-------|--------|
| <b>Senior Leadership</b><br>(Director/President, Deputy Director/Vice President, Associate Lab Director)  | 324    | 118    | 36.42%  | 39    | 12.04% | 18    | 5.56%  |
| <b>Research/Technical Management (First-line and mid-level)</b><br>(Engineering Management, Research Management, Technical Management)  | 5,200  | 1,031  | 19.83%  | 637   | 12.25% | 582   | 11.19% |
| <b>Operations (or Research Support) Management</b><br>(Business Management, Computer Systems, Communications, ESHQ, Facilities Ops, HR, Legal, Tech Transfer, Strategic Planning) | 5,417  | 1,898  | 35.04%  | 974   | 17.98% | 273   | 5.04%  |
| <b>Technical Research Staff</b><br>(Non-management: Researchers, Scientists, or Engineers)  | 30,233 | 6,195  | 20.49%  | 3,925 | 12.98% | 4,417 | 14.61% |
| <b>Operations Support Staff</b><br>(Non-management: support roles)  | 26,573 | 11,673 | 43.93%  | 8,495 | 31.97% | 1,121 | 4.22%  |

## 2019 GLOBAL EMPLOYEE BASE



### EMPLOYEE DEMOGRAPHICS

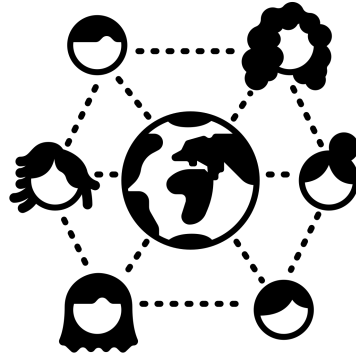
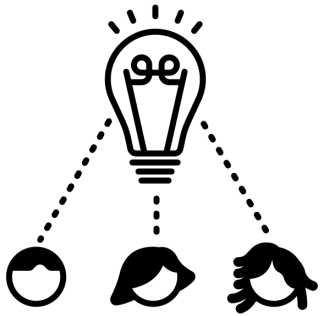
Active employees, 2021

|   | MEN    | MEN (%) | WOMEN  | WOMEN (%) | TOTAL <sup>17</sup> |
|---|--------|---------|--------|-----------|---------------------|
| <b>Employees (regular full-time and part-time) by region and gender</b> |        |         |        |           |                     |
| Americas  | 14,655 | 69.24%  | 6,489  | 30.66%    | 21,167              |
| Asia Pacific and Japan  | 15,681 | 66.94%  | 7,742  | 33.05%    | 23,425              |
| Europe, Middle East, and Africa   | 9,222  | 64.31%  | 5,113  | 35.66%    | 14,339              |
| Total   | 39,558 | 67.13%  | 19,344 | 32.82%    | 58,931              |
| <b>Employees (regular full-time) by employment type and gender</b>      |        |         |        |           |                     |
| Executives  | 301    | 78.39%  | 83     | 21.61%    | 384                 |
| Directors   | 975    | 74.48%  | 334    | 25.52%    | 1,309               |
| Managers  | 3,395  | 72.14%  | 1,310  | 27.84%    | 4,706               |
| Professionals   | 32,546 | 68.77%  | 14,752 | 31.17%    | 47,326              |
| Other   | 2,241  | 47.17%  | 2,510  | 52.83%    | 4,751               |
| Technical Staff <sup>18</sup>   | 16,979 | 82.08%  | 3,691  | 17.84%    | 20,685              |



# Why Does This Matter?

- Diverse workplaces see better outcomes
- Conference attendance is important for career progression and building networks
- Enable people of all demographics to share in opportunities and access



# Equity and Technical Leadership

- **Equity:** the treatment of persons by an organization
  - Often seeks to achieve parity through interventions
- **Technical leadership:** the skills to direct and manage technical projects effectively

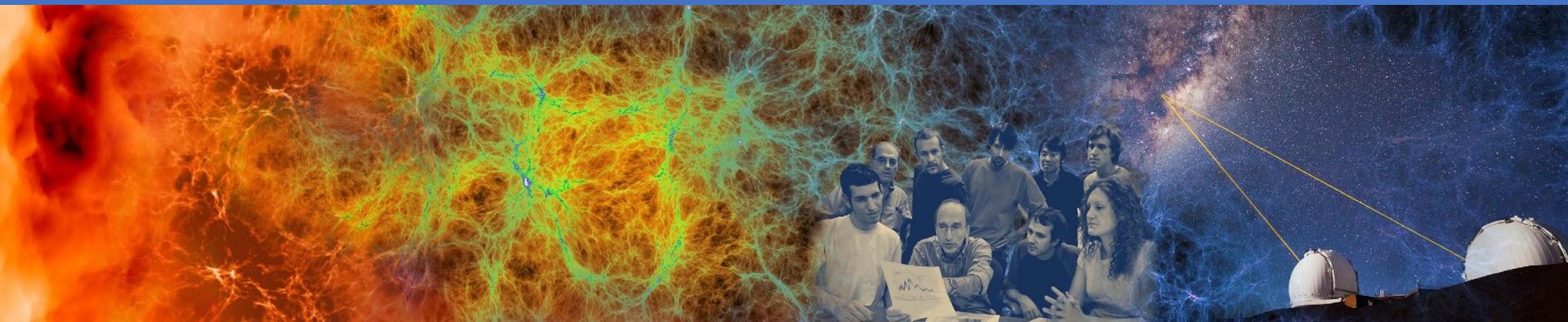
**What can and should be done to promote gender equity in HPC, especially at the leadership level?**

# Panelists

| Panelists              | Role/Title   | Affiliation/Institution |
|------------------------|--|-------------------------|
| Tina Declerck          | Division Deputy for Operations,<br>Systems Department Head                   | NERSC                   |
| Lena Lopatina          | Deputy Project Lead for Computer Science,<br>Lagrangian Applications Project | LANL                    |
| Maria-Grazia Giuffreda | Associate Director for the User Program and<br>Strategic Roadmaps            | CSCS                    |
| Azita Sadri            | Engineering Project Manager  | HPE                     |

**Moderator:** Lipi Gupta, Science Engagement Engineer, NERSC

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# Some Starting Questions...

1. How have you navigated your path to technical leadership? Can you talk about any obstacles and any strategies you used to overcome them?
2. What should the community be doing to move the HPC field toward equity in technical leadership?
3. What would success look like if there were equity in technical leadership?

**...and other questions from the audience.**