



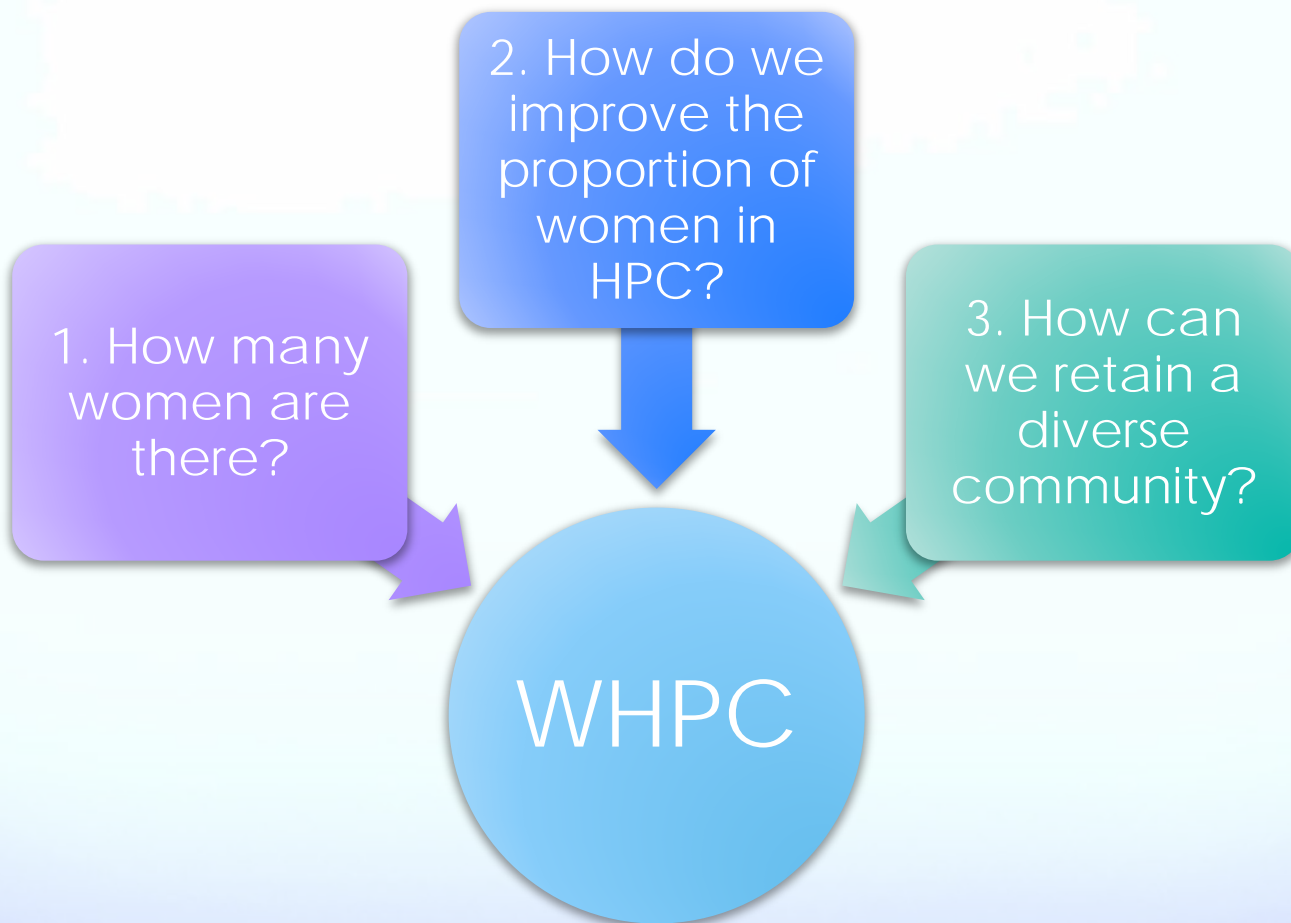
# Women in High Performance Computing

## PRACE User Forum: How to recruit and retain women in the European HPC community

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# Why?



# What do we know?

How many women are in our community?

- Women make up no more than 20% of our community
- 13% of SC15 and SC16 attendees were female
- Other conferences show as little as 5% (PGAS) and no more than 17% (PraceDays16)
- 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/>

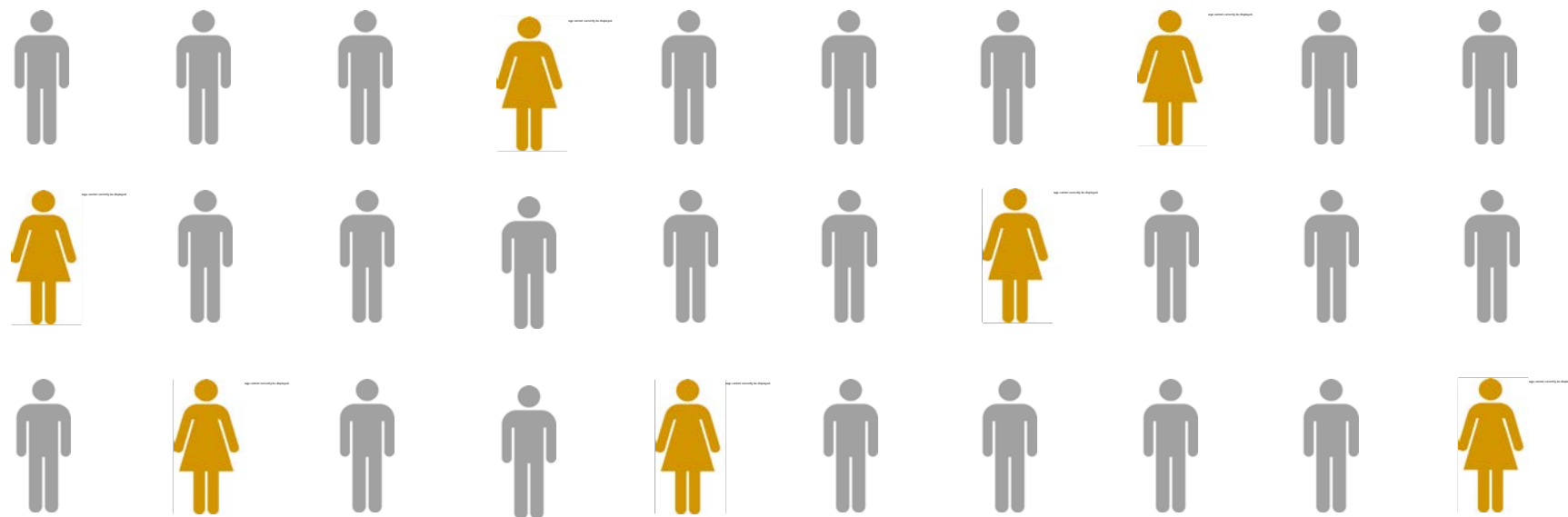
# How to count

- Do's and Don'ts:
  - Do ask your colleagues: let them self-declare their gender.
  - Don't assume
  - Do offer an 'opt-out'.
  - Do share numbers and percentages.
  - Don't share data that is not anonymised, or for groups <5 people.
- What to measure:
  - Gender of your HPC users/colleagues
  - How engaged users are with HPC. How many CPU hours do they use? Who is inactive/active?
  - Who are they (e.g. PIs/Co-Is/researchers, students)?
  - Publication rates

# What you can do

- Address the 'Gender Dimension' in H2020
- Provide mentorship and sponsorship
- Look at your family-friendly working policies
- Attend WHPC events (see [www.womeninhpc.org/events](http://www.womeninhpc.org/events))
- Run your own events aimed at encouraging women
  - 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 conferences and events





# Q&A

[www.womeninhpc.org/membership](http://www.womeninhpc.org/membership)

