

# How do you keep the candle lit and not burn it from both ends (as a community & as a community member)

## Birds of a Feather

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*This session is hosted by the Australasia Chapter of  
Women in High Performance Computing (WHPC+ AusNZ)*



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# WHPC+



## AUSTRALASIAN CHAPTER

Australasian Chapter of the global group **Women in High Performance Computing (WHPC)** – we aim to better support diversity within the HPC, STEM and research sectors across Aotearoa New Zealand and Australia.

Everyone is welcome to join the Chapter!

Find out more:



# Our community's journey...



2023

Please rank the following items in importance to you - with 1 being the most important



2022



2021



2020



2019

# Who's in this community?

## Job title / role

Survey respondents  
identified as:

- 23%** HPC analyst/support/architect
- 18%** Senior management
- 18%** Engagement / communications
- 9%** Research Software Engineer
- 9%** Data Scientist / Data Analyst
- 4%** Researcher
- 4%** Faculty



## Career stages

Survey respondents  
identified as:

- 41%** Late-career
- 36%** Mid-career
- 23%** Early-career



## Industry types

Survey respondents  
identified as:

- 55%** Academic
- 32%** Government
- 9%** Not-for-profit

# How can we support them?

## Top Chapter activities

Respondents said the most important work our Chapter can do is:

- Provide safe spaces to share experiences
- Host sessions at conferences
- Provide resources for D&I education or practice
- Advertise jobs
- Share scholarship / funding news



## Feedback to build on...

We asked: "What else could our Chapter do to support D&I in HPC and research?" Respondents said:



- Strive more to challenge the system instead of working with it
- Increase Chapter representation of women who run HPCs, write MPI code, work in technical roles
- Collate experiences of members & share with leadership teams
- Share & celebrate successes; showcase positive career & research highlights (eg. "The most challenging part of "that" was X, and so I did "this" and achieved Y.")
- Deliver D&I training to staff at the HPC facilities and work with them to improve hiring & retention of minority groups

# Where do we go from here?

- **Volunteer power**
  - how to spread load beyond the core?
  - Chapter Committee - elect vs. appoint?
- **Membership growth**
  - "Is this community for me?"
- **Membership value**
  - How do we leverage global WHPC?
- **Broader collaboration opportunities**
  - Who can we join forces with to support common goals & objectives around D&I?

