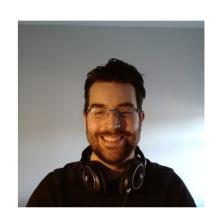
# Some Thoughts on EDIA in Research Computing Cyber-Infrastructure

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## Generic White Guy SysAdmin™

#### Who am I?

- Upper-middle class cis-het white man from the northeastern USA
- Research Computing Journeyman
- Former Physics PhD candidate (Syracuse)
- HPC SysAdmin / DevOps Engineer at the University of Exeter



## Is there an EDIA problem in research computing?

**Equity, Diversity, Inclusion & Accessiblity** 

YES!

::gestures about::

**Ref:** Missing Millions (USA)

## How did the sector get here?

- Comfort with the existing system {The Biggest Current Reason}
- Implicit (& Explicit) discrimination
- Explicit policies by governments & universities
- Product marketing
- Exclusionary work culture
- (Rentier) Capitalism

Ref: "Why can't tech fix its gender problem?" by Prof. Margaret O'Mara

#### What about us in dHTC?

- Those who maintain & support infrastructure are a critical component in any effort to "Democratize" computing.
- Consistently having C.I.-focused workshops be predominantly (white) men indicates we need to do much more.

So... what do we do to rectify the problem(s)?

## **Improving a Workshop**

### Things known to work

- Meaningful online options
- Financial support for junior staff to attend
- Prioritize talks from those who are underrepresented / less visible in the community
- A more diverse organizing committee
- Each item requires disturbing comfortable boundaries

## What about growing our C.I. community?

#### More things known to work

- Folks who believe there is no problem are welcome to leave
- Practising what we preach and share power
- Expand recruitment beyond the usual places
- Student jobs with the infrastructure team
- Reach out to adjacent research computing communities
- Update communications tools
- Training materials for new staff

## Let's Resist the Skinnerian Impulse



**Am I So Out of Touch?** 



No, its the children who are wrong.

## Oh, just one more thing...

### Transparency & Accountability are Essential

- What was done?
- Is there improvement? Yes/No
- Of what sort?
- Share with the community what you have tried
- This is a long-term community effort



NBC Universal via IMDB

Thank you for your patience.
Thoughts?