

# MOVE THE NEEDLE

WHPC  
WOMEN IN HPC

x

  
alcesflight

# Hello!

**Cristin Merritt**  
CMO, Alces Flight



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**MOVE**  
THE NEEDLE

# What is Move the Needle?

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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 we do this?

To prove to our community that there are pathways forward... and to inspire others to take action.

# 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



# This project is about people.

If you have any questions drop them here.

We'll either answer them here or follow-up after the session.



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# Insights

**Dr Marta Camps Santasmasas (MCS)**  
Lecturer, University of Salford



# A bit about me



UNIVERSITAT POLITÈCNICA DE CATALUNYA BARCELONATECH

BSc Aeronautical Engineering (UPC) (2006)



UNIVERSITAT DE BARCELONA

MSc in Computational Physics (UPC-UB) (2009)



Universitat Oberta de Catalunya

Postgrad. Videogame Programming (2013) (UOC)

MANCHESTER 1824

The University of Manchester

PhD in Computational Fluid Dynamics (UoM) (2021)



University of Salford MANCHESTER

Lecturer in Avionics (UoS) (2023- )

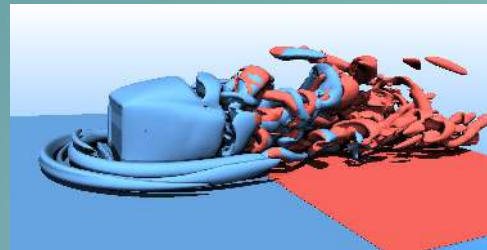
Teacher at aircraft pilot school (2007)



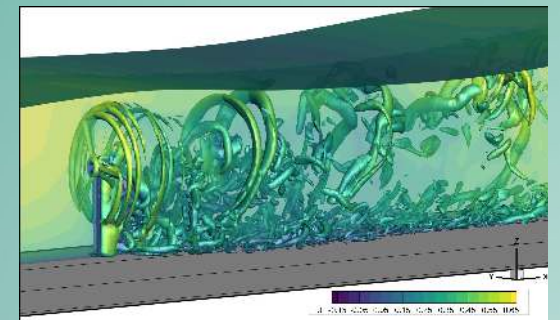
R&D at a wind farm consultancy (2009-13)



CFD engineer at a software developer / consultancy, London (2014-15)



Postdoc at UoM (2021-23)





Part of the  
group but  
alone

I came so close!  
Why didn't I get  
selected?

Networking group for  
women gets rejected.  
No women in the  
review panel!

## My uneasy feelings

Why don't you  
have more  
female friends?

Pressure for having  
children and being  
main responsible  
for them

What will  
happen if I stop  
fighting?

# Why did I join the A-team?

1. I don't hold a position of power within the university, so I thought that I couldn't do anything to change things.
2. I met my School's EDI lead, Kathy New, after a conference and I started to see the EDI events and groups within the University.
3. I signed up for the Move the Needle A-team to commit to concrete goals and hold myself accountable to them.
  - Signing up made me look at what could I contribute to.
  - Move the Needle Ideas List was very useful!



# My goals

1. Mentor for the Early Career Speakers at ISC High Performance 2024 ✓
2. Get involved with the EDI team at the University of Salford
  - Women@SEE group
  - Athena Swan Self-Assessment team ✓
  - Insight summer school for girls ✓
3. Personal development

# My takeaways

- Set clearly defined goals both for yourself and for the groups you are part of.
- Community, feel part of something bigger
- Building relationships with new people.
- See different experiences and inputs from the members of the A-Team.



# Lessons Learned

*(So far...)*



# Six Lessons Learned

The speed ability to create positive change in diversity and inclusion depends on Six Key Factors:

- 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. Don’t try to boil the ocean! Be open to adjustments.
- **Your leaders are with you:** Leadership regularly engages in and/or owns the goals you set.
- **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.

# Most Important of All...

**You can take a step forward for change.**

# You got this.

Read more about this project, get the halfway report and start setting your own goals.

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





# Thanks.



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