

# The EDI Equation: Getting the Balance Wrong

WHPC Workshop, Durham HPC Days 2025

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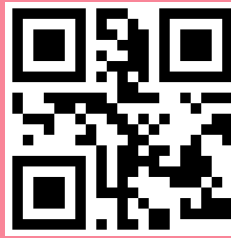
**WHPC**  
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# Session outline

- Show-off WHPC
- What is the EDI equation?
- Summary of Session 1
- **Session 2, Part 1:** What if...?
- **Session 2, Part 2:** Mental Health by Mike Simpson



# WHPC is a global organisation!



Day-to-day support for women and underrepresented people pursuing their chosen career.

Making sure all voices are represented and included in discussions about the future of our field at the **flagship events** for our community.

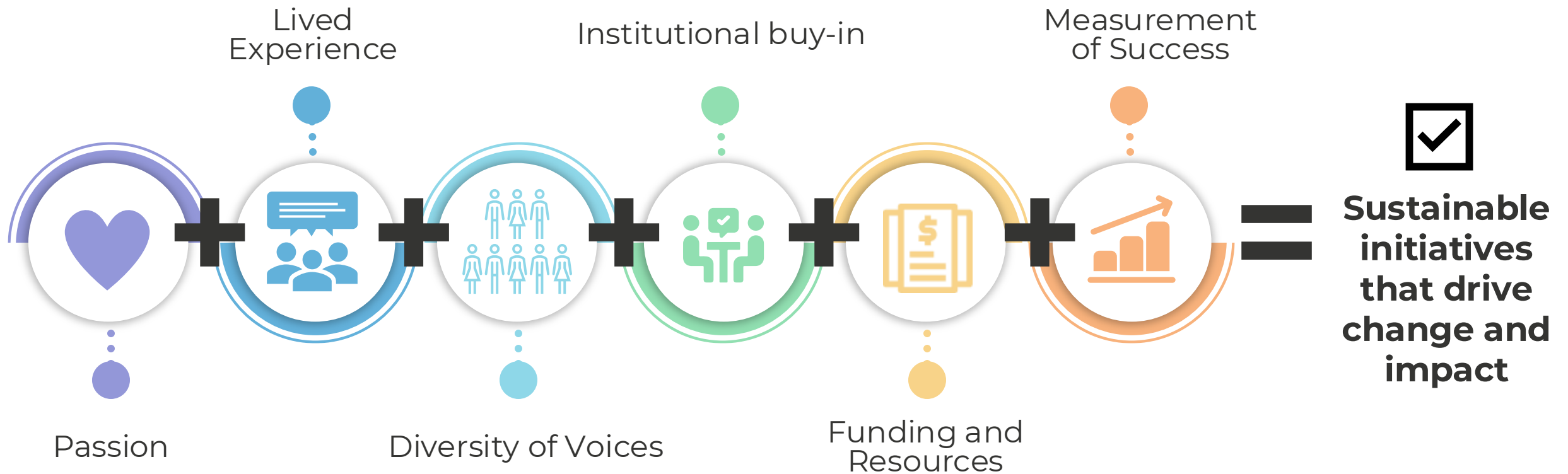
Celebrating diverse role models and raising the visibility of underrepresented voices

Our goal is to bring the community together and inspire everyone to embrace **Equality, Diversity and Inclusion (EDI)**.

# WHPC is entirely volunteer-led

- Running a global community requires a huge amount of work!
  - Individual Chapters and Affiliates, international event programmes, day-to-day running of the community.
- All are **passionate** about our mission.
- Many have experienced not feeling included and want to prevent this happening to someone else.
- There is an emotional connection and an urgency to create impactful change **quickly**, because if not you then who?
- All are donating time alongside their full-time careers.
- This model can easily become **unsustainable**, with an emotional toll on individuals and unrealistic expectations for volunteer-led initiatives to enact generational change.

# The EDI Equation





# Panel discussion:







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- Making EDI initiatives **engaging and approachable**, while still addressing serious issues.





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- Making EDI initiatives **engaging and approachable**, while still addressing serious issues.
- Highlighting **education** as a tool to empower individuals to take everyday actions - like ensuring **diverse representation at events.**





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- The need to **address difficult topics** openly and ensure the **right people are part of the conversation.**
- Making EDI initiatives **engaging and approachable**, while still addressing serious issues.
- Highlighting **education** as a tool to empower individuals to take everyday actions - like ensuring **diverse representation at events.**
- The challenge of **overhauling outdated organisational structures** that no longer serve the current environment.

# What if...



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In groups of 2-3,  
discuss and prepare  
to feedback!

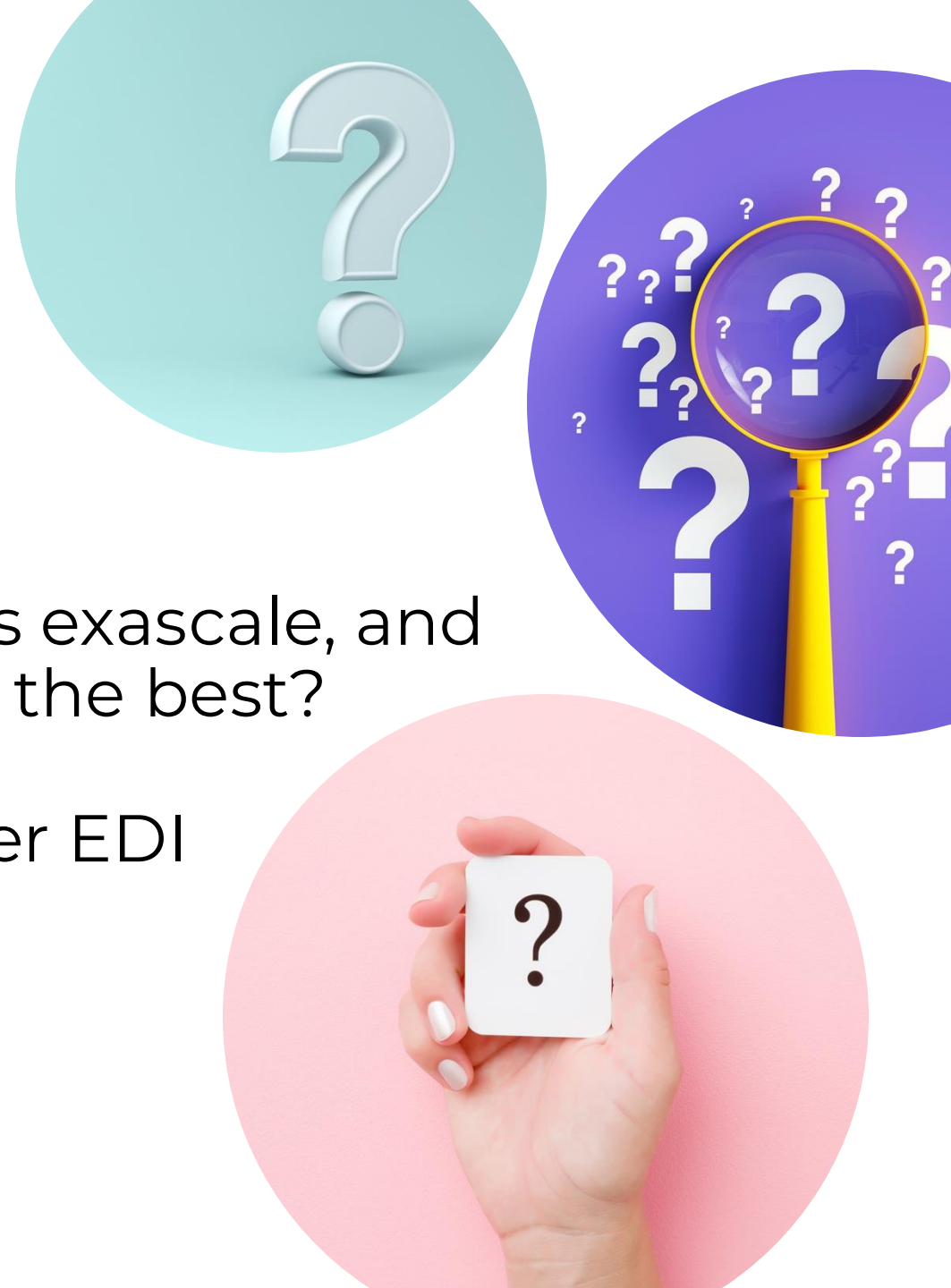
<-- Capture your  
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# What if...

EDI was treated in the same way as exascale, and there was a race to be the first and the best?

Would this ultimately help or hinder EDI efforts?



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# What if...

we had to throw out all current ways of measuring EDI success - no tick boxes or headcounts allowed.

How would you measure success? Do you need headcounts or tick boxes?



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# What if...

EDI efforts were built into organisational structures with proper support and resources?

What would this look like to ensure sustainable and impactful change?



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# What if...

you had unlimited resources (people, time, funding) to use on EDI efforts? What is the first thing you would do?



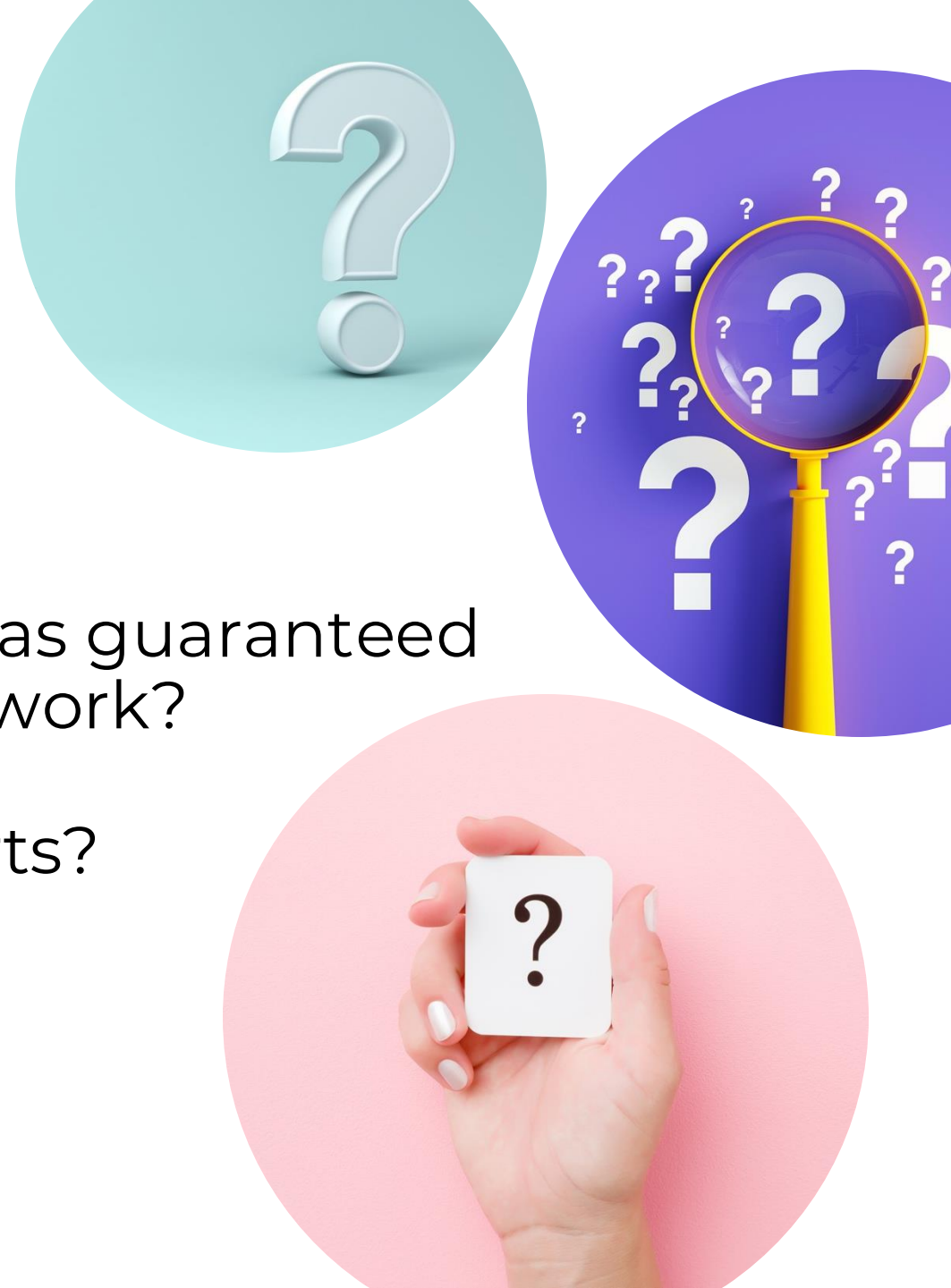
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# What if...

volunteering for an EDI initiative was guaranteed to be rewarded by a promotion at work?

Would this help or hinder EDI efforts?



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# Thank you!

Join WHPC!



[womeninhpc.org](https://womeninhpc.org)