

Panel on Broadening Participation

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Fermilab

Council Chair





In 2003 HEP + CS + friends started Grid2003 which led to the OSG

In 2015-2016 the list of non-physics applications and users listed in the Annual Report is large (>50 rows)



however:

broad participation and leadership
of women and under-represented groups
in OSG was and remains low



Council & Executive Team

Representative Name	Affiliation	
	Ruth Pordes	OSG Council Chair
University of Florida	Paul Avery	Campus resource provider
Brookhaven National Laboratory	Michael Ernst	Campus users and resource provider
Condor Project	Miron Livny	Software Provider
DOSAR	Horst Severini	Education
Fermi National Accelerator Laboratory	Panagiotis Spentzouris, Alternate: Ruth Pordes	Campus users and resource provider
University of Chicago / Globus	Rob Gardner	Campus resource provider, users and software provider
Indiana University	Rob Quick interim	Campus users and resource provider
SBGRID	Piotr Sliz	User Community
Solenoid Tracker at RHIC - STAR	Jerome Lauret	User Community
Stanford Linear Accelerator Center	Stefan Hoeche	Campus users, resource provider and theory users
University of California San Diego	Michael Norman, Alternate: Frank Wuerthwein	Campus users and resource provider
U of Pittsburgh Brain Trauma Research Center	Don Krieger	Research User
US ATLAS	Mark Neubauer, Alternate: Michael Ernst	User Community
US CMS	Ken Bloom, Alternate: Greg Snow	User Community
University of Nebraska - Holland Computing Center	David Swanson	Campus users and resource provider

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PI	From Annual Report Usage of the OSG via the OSG XSEDE access point.		Institution
Donald Krieger	University of Pittsburgh	Yvonne Chan	University of Hawaii; Manoa
Emanuel Gull	University of Michigan	Qaisar Shafi	University of Delaware
John Stubbs	University of New England	Neranjana Edirisinghe	Georgia State University
Francis Halzen	University of Wisconsin-Madison	Suzanne Hawley	University of Washington
Gregory Snyder	Space Telescope Science Institute	Alan Chen	SUNY at Albany
Paul Siders	University of Minnesota; Duluth	Shantenu Jha	Rutgers; the State University of New Jersey
Jennifer Lotz	Space Telescope Science Institute	Andrew Ruether	Swarthmore College
Francis Halzen	University of Wisconsin-Madison	Jeffrey D. Madura	Duquesne University
Emiliano Brini	SUNY at Stony Brook	Graziano Vernizzi	Siena College
Juliette Becker	University of Michigan	Stephen McNally	University of Tennessee; Knoxville
David Rhee	Albert Einstein College of Medicine		
Jon Pelletier	University of Arizona		
John Chrispell	Indiana University of Pennsylvania		
Adrian Del Maestro	University of Vermont		

User School as Example we could consider?

- Initial years led by Education Coordinator separate from other areas.
 - This was not a success. Why not?

User School as Example we could consider?

- Not integrated into the core activities of the project:
 - Since 2010 integrated into OSG Software and Technology areas
 - Focuses across OSG principles of DHTC - theory, concepts and
 - Practicals building up to real world applications and mentors.
- School has been steadily growing in requests, attendance and subsequent impact



Can we, like others, start to pay active attention to under-representation e.g. UWisconsin IT hiring

UW-WIT Speaker Event - Recruitment Session #1

Trisha Wollenzien, DoIT Recruitment Coordinator
Trisha.Wollenzien@wisc.edu

Wednesday March 4, 2015
11:30am-1pm
Union South- Varsity Hall

Agenda

- Introduction *wiseli.engr.wisc.edu*
- Table Exercise- Position Description
- Unconscious Bias
- Writing the Advertisement
- Table Exercise- Advertising
- Advertising Sources
- Planning a Recruitment
- Q&A

NCWIT TIPS FOR JOB DESCRIPTION ANALYSIS

TIP #1: AVOID EXTREME MODIFIERS

Avoid phrases like "best of the best," "off the charts," "world-class," or "unparalleled." Research shows that these kinds of terms tend to prevent women (as well as many men) from applying. Anyone who has been raised/socialized to downplay their expertise, or not "toot their own horn," will be less likely to categorize themselves in these ways, even when they are very highly qualified. Suggested alternatives would be: "truly innovative"; "a genuine curiosity"; "highly respected"; "excellent, thoughtful, or perceptive [insert type of skills]"; "dedicated or committed to creative problem solving and getting things done."



Also avoid words or phrases like "perfectionists" or "forever tinkering." Highly-qualified talent that doesn't self-identify this way — that sees themselves as having a broader set of valuable skills — can be dissuaded by this language. Suggested alternatives would be: "enjoys tinkering and teamwork to arrive at solutions to critical problems" (or any similar kind of combination that describes a broader set of applicable skills).

TIP #2: AVOID GENDER-SPECIFIC PRONOUNS (HE OR SHE)

It may seem obvious, but this kind of mistake is more common than you would think. Rephrase to avoid the need for these pronouns. If they must be used, be sure to strike a balance between masculine and feminine terms. Also look for more subtle cases, such as "manpower" or "chairman."

TIP #3: IMPROVE BALANCE OF "MASCULINE/FEMININE" ASSOCIATED LANGUAGE

The goal is to achieve a balance of language (or if you are having trouble attracting a particular sex to particular jobs, you might want to weight the language slightly in that direction). In the examples below, we are not suggesting that one should never use words like "manage," "resolves," "analyzes," but that an overuse of these words can be problematic. It's also important to remember that in calling these "masculine" or "feminine" words, we are talking about historical associations, rather than saying that these things actually are masculine or feminine. In reality, we know that both men and women can be good at managing and analyzing or understanding and nurturing.

BEFORE	RECOMMENDATION
<i>Manages the successful resolution of client issues, including competing demands, sensitive situations, and conflicts with other groups.</i>	Thoughtfully works with the client to resolve issues, including competing demands, sensitive situations, and conflicts with other groups.
<i>Mobilizes team, establishing the tactical plans, projects and objectives needed to accomplish these goals and ensure their attainment.</i>	Mobilizes and encourages team, establishing the specific (or concrete, day-to-day) plans, projects and objectives needed...
<i>Proactively manages the talent in their area, establishing performance goals and objectives, providing ongoing constructive and formal performance feedback and establishing and implementing development plans.</i>	Proactively develops (or nurtures) the talent in their area; co-constructing performance goals, objectives and development plans, and providing ongoing constructive performance feedback.
<i>Manages and resolves the diverse perspectives of stakeholders.</i>	Is sensitive to (or understands) the diverse perspectives of stakeholders and works with them to resolve differences.

ncwit.org

NATIONAL CENTER FOR WOMEN & INFORMATION TECHNOLOGY (NCWIT)
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Strategic Partners: NSF, Microsoft, and Bank of America
Investment Partners: Avaya, Pfizer, Merck, Turner Broadcasting System, Inc., AT&T, and Bloomberg

Specific attention can achieve practical change!

For Discussion

- Inclusion and Democratization of DHTC continues as the mantra.
- Energize express inclusion of women and under-represented groups.
- Add this to our Broadening Participation through all activities, organization and planning.