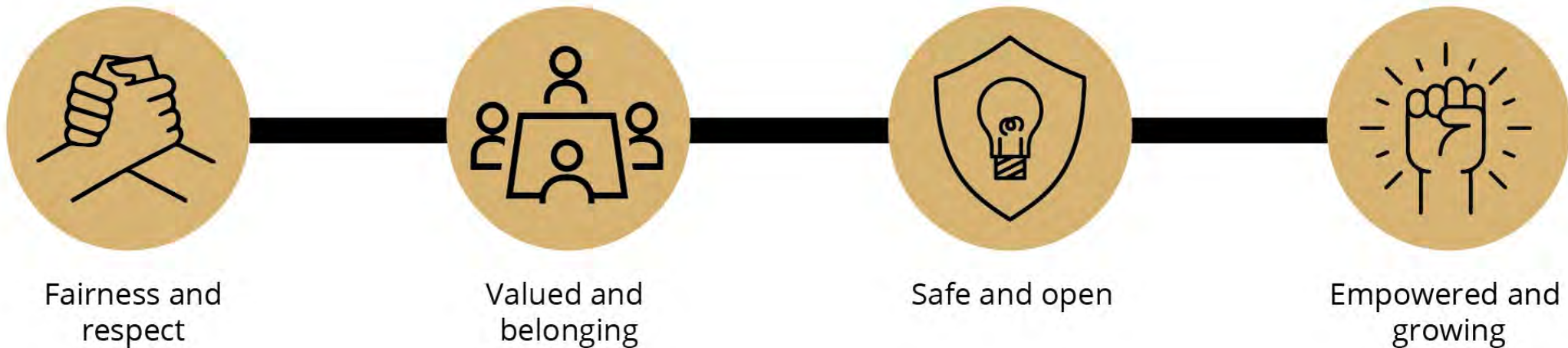


# Framing the “Inclusive Minute”

Mark C. Miller (LLNL)

# What is Inclusion?

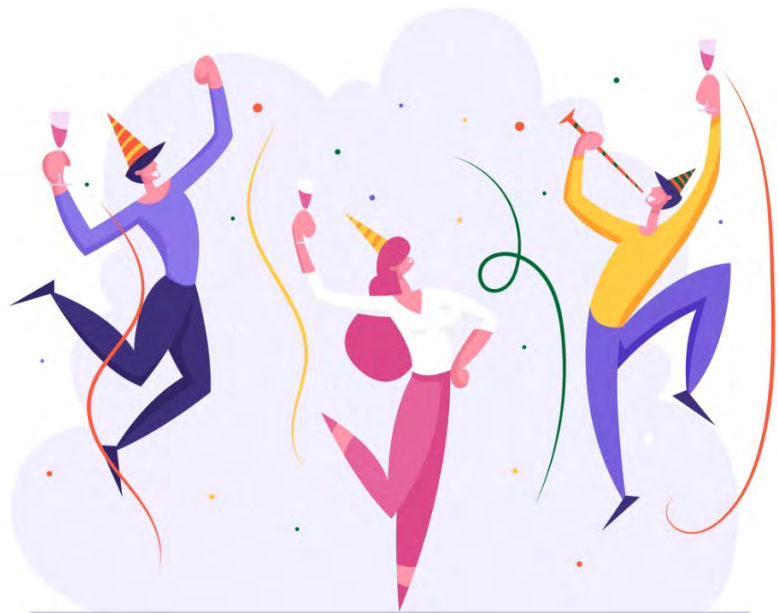
FIGURE 3 | The science of inclusion: Deloitte's inclusion model



Sources: Bersin by Deloitte, *High-impact diversity and inclusion: The new maturity model*, 2017; Juliet Bourke and Bernadette Dillon, *Waiter, is that inclusion in my soup? A new recipe to improve business performance*, Deloitte Australia and the Victorian Equal Opportunity and Human Rights Commission, 2012.

# What is inclusion?

- If diversity means being asked to the party...



...inclusion means being asked to dance.

# LLNL Working Definition of Inclusion

An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and for their contributions.

**Tony Baylis**

Laboratory's Director for the Office of  
Strategic Diversity and Inclusion Programs

# Benefits of Inclusion

- Reduce barriers to adoption
- Attract/retain wider talent pool
- Attract more users
- Increased productivity
- Increased innovation
- Improved job satisfaction

FIGURE 2 | The case for an inclusive culture

Organizations with inclusive cultures are:



2x

as likely to meet or exceed financial targets



3x

as likely to be high-performing



6x

more likely to be innovative and agile



8x

more likely to achieve better business outcomes

Source: Juliet Bourke, *Which Two Heads Are Better Than One? How Diverse Teams Create Breakthrough Ideas and Make Smarter Decisions* (Australian Institute of Company Directors, 2016).

# Related Topics

- Privilege
- Unconscious bias
- Discrimination
- Affirmative Action
- Diversity
- Equity
- Equality
- Accessibility

# Many Dimensions to Inclusion

- Familiar dimensions...

- Race/ethnicity
- Sexual Orientation
- Gender identity
- Religious beliefs
- Gender
- Age
- Abled-ness
- Language

- Other dimensions...

- Handed-ness (10% lefties)
- Visual impairment (1% - 40%)
- Colorblind-ness (8%M / .5%W)
- Stereoblind-ness (~7%)
- Dyslexia / Dyscalculia (3-7%)
- Hearing impairment (~15%)
- Speaking impairment (3-7%)
- Neuro-diversity

# How Inclusion impacts our work

- Interface design (UX)
- Our collaborations
- Our documentation
- Our presentations
- Our customer support processes
- Our product's reach and marketability



We're good at inclusion when it comes to (P)roduct and (P)rocess (2 of the 3 P's)...

- GUI that is designed for multiple human languages
- We desire Interoperable libraries
- Always thinking of User Experience (UX) with GUI and CLI
- Support for variety of file formats
- Support many programming languages C, C++, Fortran, Java, Python
- Support for single, double, mixed precision
- Support for variety of element types (constant, linear, quadratic, etc.)

**All of these are expressions of inclusive practices in our software**

Can we extend our best practices for inclusion to the 3<sup>rd</sup> P, (People) too?

# What is the “Inclusive Minute”

- A Factoid, Resource, Event, Experience, etc. (related to STEAM)
- Purpose:
  - Raise awareness
  - Seed deeper thinking
  - Inform future action
- Purpose is not to spend a lot of time discussing (try to keep short)
- Leadership rotates to a different team member on routine basis

# While we acknowledge...

- ...a minute is never enough time, we aim to demonstrate a practice other teams can follow and adopt into their existing agendas.
- ...we are all impacted by inclusion sometimes in deeply personal ways, we aim here for a focus that relates primarily to STEAM.
- ...progress on inclusion is urgently needed, our modest aim here is simply to raise awareness and inspire further/deeper thought.

# Example Inclusive Minutes in scope...

- A short description of the book “Black Software” and key take-aways you learned from reading it.
- A reminder that color choices in UI design impact color-blind users.
- Relaying a recent conversation with a colleague that feels Fortran programmers aren't sufficiently supported in ECP.

# Example Inclusive Minutes out of scope...

- Sharing a recent personal negative interaction with a security official
  - rationale: not related to STEAM
- Playing the YouTube video “[Equality, Diversity and Inclusion](#)”
  - rationale: not appropriate length, not related to STEAM
- Playing 5 minutes of music created in a recent STEAM hack-a-thon
  - rationale: not appropriate length

# Further guidance...

- Please keep your remarks to one minute (two at the very most).
  - This also helps to make room for some follow-on dialog.
- Don't make any slides but if you do, please only a single slide.
- For any resources you share, please provide URLs, etc.
  - IDEAS-ECP: Copy to our [Google docs folder](#)

In balancing these aims, we hope this doesn't suggest any insensitivity to the importance of Inclusion in other contexts and more broadly.

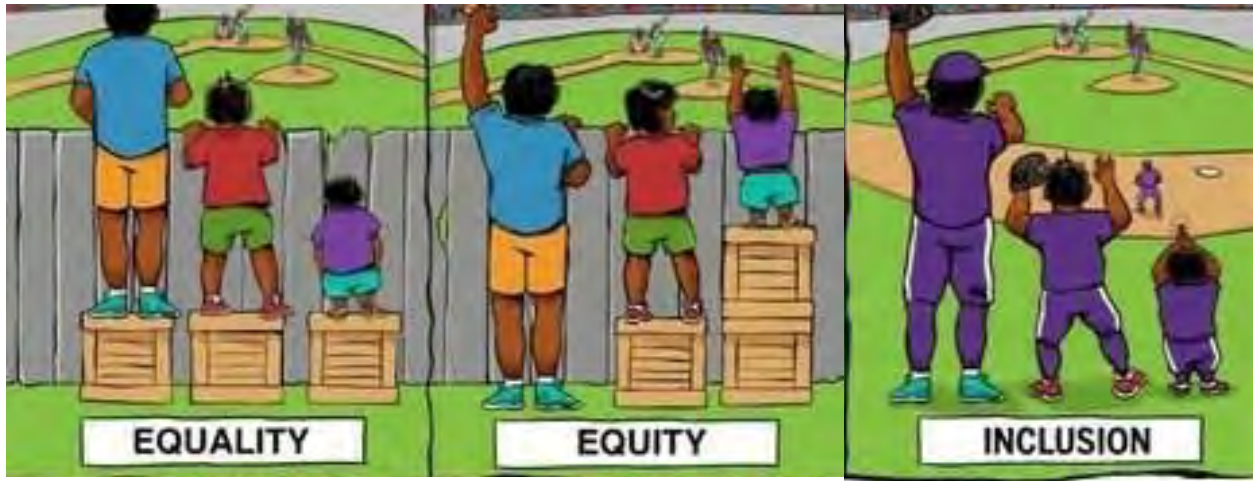
# Example of an Inclusive Minute

- See example on Next slide...



# Did you know about dialog on “master” and “slave” in computing technology?

- “Master” and “Master/Slave” algorithms/paradigms
  - [GitHub overhauling its processes and docs](#)
  - [Tech confronts use of “master” and “slave” labels](#)
- Has been in the news recently, but...
  - November, 2003, [LA County Vendor Practices](#) (disk drive configurations)
  - December, 2008, [Drupal Discussion](#) (multi-process coordination)
  - August, 2015, [Django Overhaul](#) (docs and multi-process coordination)



It takes investment and requires effort by everyone,

**Especially by those who have been privileged by ubiquitous historical biases making them uniquely positioned to effect change.**

In the long run, attention to inclusion yields big dividends.

# Inclusion matters

But, it won't happen automatically or come at no cost.

