

Diversity Tax

The relatively unknown penalty women + underrepresented groups pay for working in STEM

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Three things about me.

1. Unashamed non-technical background in Classics.
2. Been in tech for 15 years, 6 in HPC.
3. Run projects and programs for Alces Flight.



This presentation is
super meta.

(I'm paying diversity tax RIGHT NOW.)



What is Diversity Tax?



Let's ask the community!

- Four relatively 'modern' Slack channels:
 - HPC Huddle
 - RSE UK
 - SC Inclusivity
 - Alces Flight colleagues
- Four poorly thought out questions.
(+ optional demographics)
- One slightly evil aim.



a targeted subset of the

Does ~~the~~ HPC Community know about Diversity Tax?

More specifically:

- 81% white ethnicity
- 57% male
- 80% between the ages of 30-49



Answer?



No.



**Out of 79 respondents only 34% claim
to know what Diversity Tax is.**

(This is because I purposefully chose not to define the term.)



But 44% of respondents have an opinion on it – 30% of it negative.

Meaning a full 10% of people who chose to respond to this question might not actually know what Diversity Tax means.



... and a lot of people were annoyed I never really told them the definition.



This is because a lot of women and underrepresented groups in STEM don't realise they are paying this tax.



Diversity Tax or Cultural Taxation

The price women and underrepresented groups pay by participating diversity groups or events in addition to their own regular work in STEM.

Originally defined by Amando Padilla in 1994 – Researcher of Psychology, Stanford University



Wait... how is this a bad thing?



Visibility matters!

They can make a difference!

Wait... how is this a bad thing?

We have allies now!

We need inspiration!



I'm tired of being the 'diversity person' to be frank.

A lot of people talk about diversity... but very little is done about it.

This work isn't considered part of their 'real work' and doesn't get counted come promotion time.

Let's see what the survey respondents said.

While I want to do this work I'm ALWAYS expected to do this work.

I'm the only woman... I have to.



**Uncompensated.
Unacknowledged.
Unrewarded.**



How to end the tax.



Feel pressured to participate?

1. Take the time to consider if this will help or hinder your career.
2. Don't be afraid to negotiate the role or request.
3. Ask if it is really worth it.



Want to be an ally?

1. Show up in support.
2. Ask if what is being requested is a tax or a benefit.
3. If you can help erase a lack of compensation, reward or acknowledgement, then do so.



54% of respondents said that (after careful thought) they'd accept an unpaid diversity role.



**Let's get 54% of the HPC community
aware of Diversity Tax.**



Thank you.

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