

ANNUAL REPORT

of the ACM Diversity Equity and Inclusion Council BOARD

For the Period: July 1, 2022 - June 30, 2023

Submitted by Stephanie Ludi
Board Chair's Name

1. BASIC INFORMATION

1.1 Members of the Board

List of board members, terms of office; begin with board chair. Please note, ACM DEI Council terms end in June 2025 for most members. Will need support in identifying new Chairs, council members, etc prior to term ending date.

Member	Role	Term Expires
Stephanie Ludi	Chair	June 2025
Chris Stephenson	Member	June 2025
Daniel Acuna	Member	June 2025
David Patterson	Member	July 2024
Fay Cobb Payton	Liaison	June 2024
Hermangee Kapoor	Member	July 2025
Sophie Watson	Member	June 2025
Alain Tchana	Member	June 2025
Ruth Lennon	Liaison	June 2025
Timothy Pinkston	Member	June 2025
Susan Reiser	Liaison	June 2024
Yolanda Rankin	Liason	June 2025

1.2 Standing Committees

The ACM-Women Committee term and membership is listed below:

Member	Role	Term Expires
Ruth Lennon	Chair	
Jodi Tims	Chair	June 2022
Melanie Wu	Treasurer	June 2024
Chunlei Tang	Treasurer	June 2024
My T. Thai	Standing Committees Chair	

Bushra Anjum	Standing Committee Chair	
Bettina Bair	Communication Committee Chair	June 2024
Cigdem Sengul	Communication Committee Chair	
Nutan Limaye	Regional Activities Chair	
Arati Dixit	Regional Activities Chair	
Heena Timani	ACM-W India	
Rukiye Altin	ACM-W Europe	new
Lindsay Jamieson	ACM-W Europe	new
TBD	ACM Asia-Pacific	

1.3 Ad Hoc Committees

No ad-hoc committees to report.

2. PROJECT SUMMARY

List of all projects, of the Board or any of its committees, that have been active at any time during the calendar year. Use this format:

Title of Project	Description & Actions	Responsible Person	Starting Date	Status	Funds Budgeted	Funds Spent
Increase Visibility of DEI Advocates	Building a leader pipeline by embedding DEI principals, through forming communication channels with other ACM entities (i.e., Councils, Boards, etc.) to identify/share resources and initiatives to integrate DEI into said entities.	Stephanie Ludi, Lisa M. Smith, Fay Cobb Payton, Susan Reiser	February 2022	Ongoing: Identified key DEI training, and delivered ~3 webinars to date. Plan to identify existing videos, webinars, podcasts, etc. that can be leveraged in this area and to identify gaps where additional resource development is needed (June 2024)	\$10,000	\$0
Transparency	Develop and publicly shared ACM DEI Report that features overall representation (i.e., ethnicity, gender, etc.) across leadership, members, volunteers, conferences, and the broader community representation	Stephanie Ludi, Lisa Smith, Vicki Hanson, Pat Ryan, Daniel Acuna,	February 2023	Ongoing: Created DEI data collection recommendations for Membership, Author, Publications, Conference Registration and Post Conference Survey. Plan to present context to the ACM Executive Board in November'22. Plans are to deliver a ACM DEI Report in June'24.	\$0	\$0
Awards	Increase diverse representation within Awards nominations, recipients, reviewers, etc.	Stephanie Ludi, Lisa Smith	February 2022	Ongoing: Currently developing marketing collateral for targeting diverse nominations and implementing a "Shepherd's Program" to assist Nominators/Endorsers with the submission process for Athena, Grace Hopper, and Karl awards. Pilot Program implementation during September - December 2022.	\$0	\$0

				Expanded rollout is October 2023-January 2024		
Data Collection & Analysis Tools	Securing an ACM Data Research project to lead an in-depth analysis on the ACM community and the DEI representation.	Stephanie Ludi, Lisa M. Smith, Vicki Hanson, Pat Ryan, Leigh Ann DeLyser, Hermangee Kapoor	February 2022	Ongoing: Obtained DEI Data Research on specific DEI Data Collection Questions and Responses from DEI Publishing company that supports IEEE, Royal Society of Chemistry, etc. Created DEI data collection recommendations for Membership, Author, Publications, Conference Registration and Post Conference Survey. Plan to present context to the ACM Executive Board in November'22. Plans are to deliver a ACM DEI Report in June'24.	\$0	\$0
Social Justice: Publications, Reviews, Awards, & Research	Enhance publication processes and practices to embed and track DEI adoption, by removing structural power structures in the ACM review process.	Daniel Acuna	February 2022	Completed: Obtaining insights from Publications Committee, Digital Library, etc. regarding current DEI principles and/or practices, enhancement opportunities, etc. Building recommendations with executable milestones was shared by December 2022.	\$0	\$0
Embedding Best DEI Practices across ACM	Determine and encourage broader adoption of DEI practices across ACM governance.	Lisa M. Smith, Stephanie Ludi, Hemangee Kapoor	February 2022	Ongoing: Working cross functionally with various ACM Boards and/or Committees on embedding DEI principles and/or practices. Example: Award Shepherd Program, Publication Practices, CS2023 DEI "Instructional Practices", Education DEI webinars, etc.	\$0	\$0
Highlighting ACM's DEI global Footprint	Gather frequently a comprehensive view of the global ACM DEI initiatives and accomplishments to highlight on website, marketing communications, conferences, etc.	David Patterson, Juan Gilbert, Stephanie Ludi, Lisa M. Smith	February 2022	Ongoing: Published an article in April'22 that showcases the global DEI accomplishments driven by the various ACM Boards, Committees, Conference, (see website). Updated "Words Matter" list to include new terminology, etc.	\$0	\$0
Internal and External Communication Plan	Develop a comprehensive Internal and External communications plan that includes information sharing, collateral that represents a global community, best DEI practices for success, etc.	Stephanie Ludi, Lisa M. Smith	September 2022	Completed: Work to deliver: - Marketing Kit: to include flyers, banners, social posts (i.e., LinkedIn and Twitter) and diverse graphics (i.e., diverse stock style photos, etc.) (November/December 2022) - Audit ACM Website and Social Media (i.e., LinkedIn and Twitter) for DEI Marketing Recommendations: Identifying ways to embed a DEI lens https://www.acm.org/ within current ACM communications (i.e., stock photos, imagery, etc.). (January/February 2023) - Build ACM DEI Marketing Website Content Strategy: newsletter, and/or annual diversity report (March/April 2023) - Create ACM DEI Annual Diversity Report Framework: for	\$50,000	\$50,000

				delivering an annual ACM Diversity report (May/June 2023)		
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ACM-W Projects

Title of Project	Description & Actions	Responsible Person	Starting Date	Status	Funds Budgeted	Funds Spent
Grant for travel to conferences related to celebrations and scholarship programs	Supporting members of the ACM-W community to attend specified celebration and conferences with travel scholarship support.	Ruth Lennon	July 2022	Ongoing: Identified key ACM-W as an ongoing area of support for student and non-student members of the community to support participation by women to celebration and conferences where otherwise participation may not have been possible. d (June 2024)	\$40,000	\$40,000

3. PLANS

3.1 List projects that will be completed or terminated in the coming year.

All the projects are expected to roll over into the next year, however there will be milestones to be reached this year for each.

3.2 List important changes or milestones in active projects during the coming year.

Not Applicable.

3.3 List new projects or programs which are proposed or contemplated.

No projects expected this coming year.

3.4 List details of plan to increase the diversity on the Board with respect to younger members, a wider geographic representation, and a better balance with respect to industry/academia, gender, and other under-represented groups.

Increase representation of ACM DEI Council in 2024 to include global (i.e., Europe, India, etc.), Community College, Industry, Early Academic Career, etc.

4. DIVERSITY, EQUITY, & INCLUSION

Describe your efforts related to Diversity, Equity, and Inclusion.

The ACM DEI Council's mission is to support diversity, equity and inclusion across ACM, including its membership. This includes reflection DEI in many aspects including persons in terms of gender, ethnic and racial diversity, location, economic status, age, disability, and area of computing specialty. Our membership and initiatives reflect our mission, which in turn supports DEI for the membership and ACM entities. The list of our work in the Project Summary reflects this mission.

5. COMMENTS

- I. Activity #1: ACM DEI Demographic Initiative - The goal is to
 - A. Streamline the various DEI related questions being collected across key ACM related activities (i.e., Membership, Author, Publications, Conference Registration and Post Conference Survey). Determine a key DEI Demographic data collection (i.e., questions), and drive consistency across Membership, Author, Publications, and Conference Registration.
 - B. Post Conference Survey: Partner with SGB Chair on current effort underway to pilot a "Conference Post Survey" initiative with 2 to 3 different SIG Conferences, determined by Jens Palsberg, to include similar questions distributed through a 3rd party (i.e., USENIX).
- II. Activity #2: ACM Awards Shepherd Program - Partnering with the ACM Awards Council to execute a new program called, the "Shepherd Program", to increase the number of nominations from the underserved and/or marginalized community by providing support to the Nominators and/or Endorsers as they navigate the award submission processes. In 2022, we targeted the "[Athena Lecturer Award](#)", "[Grace Murray Hopper Award](#)", and/or "[Karl V. Karlstrom Award](#)" awards with new marketing collateral to encourage nominations from the marginalized communities. In 2023-2024, we are expanding the program to all higher awards (except the Turing Award) and advanced member grades. Shepherds would answer questions around the submission processes, volunteering their time (estimate 5 to 10 total hours), during the award nomination period.
- III. Activity #3: Heritage/Awareness Panel Series – the first panel (Black History Month February 2023) was livestreamed and recorded, and available on the ACM DEI Council website. The series continues with other heritage and awareness months through the year, where panels are livestreamed on LinkedIn and recorded. The panels are intended to repeat annually, though some adjustments may be made to balance out international and other DEI-related topics. This year the panels are: Black History Month (Feb), Women's History Month (March), Pride Month (June), Hispanic Heritage Month (sept 15-October 15), Global Diversity Awareness (October), Native American Heritage Month (November). Next year Global Accessibility Day (July) and Asian-Pacific Islander Heritage Month (April) will be added. The recordings are added to the ACM DEI Council webpage and ACM LinkedIn page. This year, a video on Alan Turing as added to the ACM DEI Council webpage as part of Pride Month.

APPENDIX

List of all committee members, subcommittee or subunit chairs and members, and other persons responsible for projects. Use this format:

Member	Email	Responsibility Within the Committee
Stephanie Ludi	Stephanie.Ludi@unt.edu; salvse@acm.org	Chair
Chris Stephenson	stephensonc@google.com	Member
Daniel Acuna	daniel.acuna@colorado.edu	Member
David Patterson	pattsrn@cs.berkeley.edu; davidpatterson@google.com	Member
Fay Cobb Payton	fcpayton@ncsu.edu	Liaison
Hermangee Kapoor	hemangee@iitg.ac.in	Member
Sophie Watson	sophwats@gmail.com	Member
Alain Tchana	alain.tchana@grenoble-inp.fr	Member
Ruth Lennon	Ruth.Lennon@lyit.ie; rllyit@gmail.com	Liaison
Timothy Pinkston	tpink@usc.edu	Member
Susan Reiser	susanreiser@acm.org	Liaison
Yolanda Rankin	yrankin@gmail.com	Liaison