ANNUAL REPORT
of the Diversity and Inclusion BOARD
For the Period: July 1, 2020 - June 30, 2021

Submitted by John West and Natalie Enright Jerger
Board Chair's Name

1.   BASIC INFORMATION
1.1   Members of the Board

First	Last	Role	Term Ends
Natalie	Enright Jerger	Co-chair	30 Jun 2021
John	West	Co-chair	30 Jun 2021
Sheila	Anand	Vice Chair	30 Jun 2021
Jodi	Tims	Member (Chair of ACM-W)	30 Jun 2022
Shari	Trewin	Member	30 Jun 2021
Jofish	Kaye	Member	30 Jun 2021
Leah	Jamieson	Member	30 Jun 2021
Juan	Gilbert	Member	30 Jun 2021
Katia	Jaffres-Runser	Member	30 Jun 2021
Aubrey	Rembert	Member (co-chair of Committee on Systemic Change)	30 Jun 2022
Quincy	Brown	Member (co-chair of Committee on Systemic Change)	30 Jun 2022

1.2   Standing Committees
        ACM-W, Jodi Tims chair, through June 30, 2022
        Subcommittee on Systemic Change, co-chairs Aubrey Rembert and Quincy Brown
1.3   Ad Hoc Committees
        Accessibility, Shari Trewin chair, through 30 Jun 2021
        Travel Grants, Jodi Tims chair, through 30 Jun 2021

2.   PROJECT SUMMARY

Title of project with short description	Responsible committee and person	Starting Date	Status	Funds Budgeted	Funds Spent
ACM's Technology Policy Council and Diversity, Equity, and Inclusion Council	D&I Council	Mar 2021	Concluded	$0	NA

sponsored a free screening and public discussion of the film "Coded Bias" and how those in computer science fields can address issues of algorithmic fairness					
Accessibility Best Practice Resource: goal is to bring best practices from the SIGs together in a central location, expand their applicability as needed to cover all of ACM, and publish them in the D&I council web pages	Accessibility Committee, Shari Trewin	Nov 2019	Concluded May 2021	$0	NA
Travel Grant Resource: goal is to bring together information about all the travel grant programs in the SIGs to create a central resource for members	Travel Grant Committee, Jodi Tims	Feb 2020	Concluded Jun 2021	$0	NA
SIG Mentor Practice Survey: Survey of mentor practices by SIGs. If enough information is found could form the basis for an ACM-wide directory of programs.	Mentor Practice Committee, Katia Jaffres-Runser	Aug 2020	Transitioned to new council chairs	$0	NA
Words Matter: a project to identify non-inclusive terms common in computing and suggest alternate terms	Words Matter Committee, Juan Gilbert	Jan 2021	Ongoing, transitioned to new council chairs	$0	NA
Annual funded partnership with CRA-WP, supporting Grad Cohorts	D&I Council	Annual	Ongoing	Funds came from ACM not this council	
Funded partnership with AnitaB.org	D&I Council	Annual	Ongoing	Funds came from ACM not this council	
Sponsorship of Richard Tapia Celebration of Diversity in Computing	D&I Council	Annual	Ongoing	Funds came from ACM not this council	

3.   PLANS

The council is transitioning to new co-chairs effective July 1; two projects have concluded with the end of the FY, and two of the remaining special projects have transitioned to the new council chairs.

3.1   List projects that will be completed or terminated in the coming year. **None**

3.2   List important changes or milestones in active projects during the coming year. **None planned**

3.3   List new projects or programs which are proposed or contemplated. **None planned; deferred to new chairs.**

3.4   The council will re-form under the new co-chairs as terms of all members have expired.

4.   DIVERSITY, EQUITY, & INCLUSION
        Not applicable to this council.

5.	COMMENTS
List any comments you wish brought to Council's attention. None
Please provide a brief (paragraph) summary of one or two of your activities that would be of interest to the broad ACM community (or provide a link to a write-up of such information).

Words Matter: https://www.acm.org/diversity-inclusion/words-matter

APPENDIX

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

First	Last	Email	Role
Natalie	Enright Jerger	enright@ece.utoronto.ca	Co-chair
John	West	john.e.west@gmail.com	Co-chair
Sheila	Anand	sheila.anand@gmail.com	Vice Chair
Jodi	Tims	jodi.tims@northeastern.edu	Member, Chair of ACM-W, lead of the Travel Grant Resources project
Shari	Trewin	trewin@us.ibm.com	Member, lead of the Accessibility Best Practices project
Jofish	Kaye	jkaye@mozilla.com	Member
Leah	Jamieson	lhj@purdue.edu	Member
Juan	Gilbert	juan@ufl.edu	Member
Katia	Jaffres-Runser	kjr@enseeiht.fr	Member
Aubrey	Rembert	aubrey.rembert@gmail.com	Member, co-chair of Committee on Systemic Change
Quincy	Brown	quincyb@anitab.org	Member, co-chair of Committee on Systemic Change
Sheena	Erete	sheenalewis@acm.org	Committee on Systemic Change
Odest	Jenkins	ojenkins@acm.org	Committee on Systemic Change
Russ	Joseph	russdoggydogg@gmail.com	Committee on Systemic Change
Tempestt	Neal	tempesttn@acm.org	Committee on Systemic Change
Tiffani	Williams	tiffani@illinois.edu	Committee on Systemic Change
Valerie	Barr	vbarr@mtholyoke.edu	ACM-W Past Chair
Reyyan	Ayfer	ayfer@bilkent.edu.tr	ACM-W Regional Committees Co-Chair
Arati	Dixit	adixit98@gmail.com	ACM-W Regional Committees Co-Chair

Yuqing (Melanie)	Wu	melanie.wu@pomona.edu	ACM-W Co-Treasurer
Chunlei	Tang	ctang5@partners.org	ACM-W Co-Treasurer
Bushra	Anjum	bushra.anjum@gmail.com	ACM-W Standing Committees Co-Chair
My	Thai	mythai@cise.ufl.edu	ACM-W Standing Committees Co-Chair
Bettina	Bair	Bettina.bair@gmail.com	ACM-W Communications Co-Chair
Sarah	McRoberts	sarahmcreally@gmail.com	ACM-W Communications Co-Chair

1.   BASIC INFORMATION
1.1   List of committee members, terms of office; begin with chair. As an
        appendix, attach the list of the committee's members.
- Jodi Tims, Chair – 7/1/2020-6/30/2022
- Valerie Barr, Past Chair – 7/1/2020-6/30/2022
- Reyyan Ayfer, Regional Committees Chair - 7/1/2019-6/30/2022 (extended by one year to stagger positions)
- Arati Dixit, Standing Committees Co-Chair – 7/1/2021-6/30/2023
- Yuqing (Melanie) Wu, Co-Treasurer – 7/1/2019-6/30/2022 (extended by one year to stagger positions)
- Chunuei Tang, Co-Treasurer - 7/1/2021-6/30/2023
- Bushra Anjum, Standing Committees Co-Chair - 7/1/2019-6/30/2022 (extended by one year to stagger positions)
- My Thai, Standing Committees Co-Chair – 7/1/2021-2023
- Bettina Bair – Communications Co-Chair - 7/1/2021-6/30/2023
- Sarah McRoberts – Communications Co-Chair - 7/1/2019-6/30/2022 (extended by one year to stagger positions)
- Pat Ryan – ACM Headquarters Liaison - 7/1/2019-6/30/2021

1.2   State the purpose to the committee -- its current charter. If an ad hoc committee,
        state the termination date.

ACM-W (formerly known as the Council on Women in Computing) was chartered for the purpose of creating awareness of and interest in gender diversity in computing, and elevating this issue within ACM as well as externally. Within ACM, ACM-W will work with the major programs of ACM to assure the participation of women and awareness of gender diversity issues. Externally, ACM-W will undertake efforts to increase recruitment and retention of women in computing, efforts to improve the gender demographics of ACM membership, and collaborations with other organizations working on the issue of women in computing. ACM-W will report to the ACM Diversity and Inclusion Council, and the Chair of ACM-W will be appointed by the ACM President. The Chair of ACM-W will be a member of the ACM Diversity and Inclusion Council.

1.3   Indicate the organization of the committee into subcommittees or other subunits;
        give a one-sentence description of each subunit's charter. Name the individual
        responsible for each subunit.

The ACM-W leadership team (named above) is the overseer of several subunits:
- ACM-W North America – Nicki Washington, Chair - regional committee that drives activity in North America as defined by the United Nations (Anguilla,

Antigua and Barbuda, Aruba, The Bahamas, Barbados, Belize, Bermuda, Bonaire, British Virgin Islands, Canada, Cayman Islands, Clipperton Island, Costa Rica, Cuba, Curaçao, Dominica, Dominican Republic, El Salvador, Federal Dependencies of Venezuela, Greenland, Grenada, Guadeloupe, Guatemala, Haiti, Honduras, Jamaica, Martinique, Mexico, Montserrat, Nicaragua, Nueva Esparta, Panama, Puerto Rico, Saba, San Andrés and Providencia, Saint Barthélemy, Saint Kitts and Nevis, Saint Lucia, Saint Martin, Saint Pierre and Miquelon, Saint Vincent and the Grenadines, Sint Eustatius, Sint Maarten, Trinidad and Tobago, Turks and Caicos Islands, United States, and the United States Virgin Islands)

- ACM-W Europe – Ruth Lennon, chair – regional committee that oversees ACM-W activity throughout Europe
- ACM-W China – Chair pending– regional committee that oversees ACM-W activity throughout China
- ACM-W India – Heena Timani, Chair - – regional committee that oversees ACM-W activity throughout India
- ACM-W Asia-Pacific – Jacqueline Tate, Chair - – regional committee that oversees ACM-W activity in Australia, Malaysia, Singapore, Japan, Thailand, Indonesia, China, Myanmar, Philippines

1.4   List dates of committee meetings.

- All leadership team meetings were held virtually during FY21
  - July 15, 2020
  - November 12, 2020
  - March 3, 2021
  - Note: we delayed the final meeting and were able to hold it in-person in July 2021

2.   <u>PROJECT SUMMARY</u>

Title/description of Project	Responsible person	Starting date	Status	Funds budgeted	Funds spent*
Celebrations – two date regional events with students, faculty and industry representatives in attendance	Regional committees appoint chairs (global coordinator to be added in FY22(	N/A	Ongoing	$85K	$14446 (most events virtual)
Student Chapters – groups at specific universities that provide consistent support for students/faculty	Regional Committees appoint chairs	N/A	Ongoing	$6K (note there are addition funds for student chapter related	$1800

				activity in a grant reserve)	
Professional Chapters – groups within geographic regions to promote ACM-W activity locally and provide support to members	Rachelle Hippler	N/A	Ongoing	$5K	$0
Communications – ACM-W monthly newsletter provided to 40,000+ members; web site updates as needed; Facebook activity	Bettina Bair Sarah McRoberts	N/A	Ongoing	$2K	$1453
Scholarships – awarded to students to attend technical conferences; awards are made quarterly	Viviana Bono	N/A	Ongoing	$35,000 (all donated by Oracle and Google)	$2450 (Note: $27000 was awarded but much has been deferred until an in-person conference can be attended)
Funding for ACM-W North America and Asia Pacific committees	Monica McGill Jacqueline Tate	NA	Ongoing	$50K	~$1000 (again, much not able to be done because of pandemic)
Celebrating Technology Leaders webinar project	Bushra Anjum	7/2020	Ongoing	$0K	$0
Travel and visibility – participation in conferences/exhibits; attendance at partner meetings; ad hoc attendance as determined valuable to ACM-W mission; sponsorship of women in computing events;	Jodi Tims Bettina Bair	N/A	Ongoing	$72K	$0

Annual meeting – face-to-face leadership meeting	Jodi Tims	N/A	Ongoing	$30K	$0
Partnership with CRA-WE – sponsor international groups to attend grad cohort; attend CRA-WE board meetings	Jodi Tims	N/A	Ongoing	Rolled into general travel funds	
Partnership with CRA-WE – bring best paper winners to present at GHC	Jodi Tins	N/A	Ongoing	$5K	$0 (will resume when in person GHC resumes)
Miscellaneous – ACM-W sponsorship of other events and WiC efforts	Jodi Tims	N/A	Ongoing	$10K	$0

*Much planned spending could not occur due to virtual vs. in person activity during the entire fiscal year.

3. <u>PLANS</u>

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

All projects currently underway are anticipated to continue.

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

We will be identifying an individual to be a centralized contact for the regional committee members who oversee the Celebrations project. We recognize a need for more coordination of the project globally, but anticipate that much of the logistical operations of the project will remain driven by regional committee efforts.

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

No new projects are planned for the upcoming year.

3.4 Indicate how well the committee composition reflects diversity with respect to younger members, geographic representation, a balance with respect to industry/academia, gender, and other under-represented groups. If there are areas that need improvement, list the details of a plan to increase the diversity of the committee membership.

4. <u>DIVERSITY, EQUITY, & INCLUSION</u>

ACM-W is a longstanding effort of ACM with a mission to support, celebrate and advocate for all women in computing. All of the activity undertaken by ACM-W is directed toward this mission and plays out on a global scale, primarily through our scholarship, celebrations, and chapters projects. Increasingly, ACM-W is including a focus on intersectionality of gender diversity issues and other areas of equity and inclusion (race, ethnicity, accessibility), which can be challenging to address on a global scale. Fortunately, our regional committee structure

enables each subcommittee to effectively address intersectionality issues that are relevant within their geographic and cultural scope.

5.   COMMENTS
List any comments you wish brought to Council's attention.

The ACM-W leadership team believes there are opportunities to address intersectionality issues of gender and other DEI issue through integrated efforts of various members of the D&I council. We would value partnering with other council members to innovate ways to support subgroups of women in computing with unique intersectionality concerns.

ACM-W has long benefitted from philanthropic contributions to our Scholarships and Celebrations project. However, in the recent past, shifting priorities of major industry funders relative to DEIAB efforts has threatened or eliminated continued contributions to these projects. We would value working with the leadership of D&I to identify and pursue funding opportunities that can support the work of ACM-W and the broader efforts of the council.

Please provide a brief (paragraph) summary of one or two of your activities that would be of interest to the broad ACM community (or provide a link to a write-up of such information).

Celebrating Technology Leaders: Some of ACM-W's most successful events and panels in the past (chapters, celebrations, etc.) were focused on career advice, especially non-academic careers (industry, research labs, government, non-profit, etc.). However, the unfortunate outbreak of COVID-19 has halted such meaningful events. Furthermore, stories and survey responses from our members tell us that younger professionals want to hear from people with non-traditional career routes, moving between research labs, academia, industry, government, or non-profits. These needs became the motivating factor of the new initiative, a web series "Celebrating Technology Leaders" launched in mid-2020, led by Bushra Anjum, the Standing Committees Chair for ACM-W. The idea is to bring stories and advice from engaging speakers, with diverse careers in computing, directly to our global audience. The content and advice are gender agnostic. At the same time, staying true to the ACM-W mission, we aim to celebrate women in computing and our speakers are primarily women. The series is free and open for public viewership. We organize one session every 6 to 8 weeks with the 7th session focused on "Tech Returnships" scheduled for August 18th. More details on the series are available on our Celebrating Technology Leaders webpage and interview with project lead, Bushra Anjum. You can view our past sessions on YouTube.

ACM Scholarships for Women in Computing
Contaminations and mutual intersections of Computer Science and Computer Engineering with:
- other branches of Science, such as Statistics (think of big data) and Physics (even videogames need it),
- Humanities (Psychology, Sociology and the likes play an important role in Artificial Intelligence), and
- the Arts, pure and applied ones,
are constantly growing, with a global benefit on research.
The ACM-W scholarship program now follows this trend. In fact, starting from December 2019, we opened the participation to the program also to students from non-CS/CE and from interdisciplinary

departments, as long as their project qualifies as a proper CS/CE one (albeit interdisciplinary) and the conference of choice is an established CS/CE research conference.

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

Name: Jodi Tims
Email: jodi.tims@northeastern.edu
Responsibility within the Committee: Chair

Name: Valerie Barr
Email: vbarr@mtholyoke.edu
Responsibility within the Committee: Past Chair

Name: Reyyan Ayfer
Email: ayfer@bilkent.edu.tr
Responsibility within the Committee: Regional Committees Co-Chair

Name: Arati Dixit
Email: adixit98@gmail.com
Responsibility within the Committee: Regional Committees Co-Chair

Name: Yuqing (Melanie) Wu
Email: melanie.wu@pomona.edu
Responsibility within the Committee: Co-Treasurer

Name: Chunlei Tang
Email: ctang5@partners.org
Responsibility within the Committee: Co-Treasurer

Name: Bushra Anjum
Email: bushra.anjum@gmail.com
Responsibility within the Committee: Standing Committees Co-Chair

Name: My Thai
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Name: Bettina Bair
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Name: Sarah McRoberts
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