Annual Report of the ACM Europe Council

Period: July 1, 2023 - June 30, 2024 Submitted by Rosa M Badia

1	Basic Information		2
	1.1	Members of the Board	2
2	Sum	mary	2
3	Reports from committees and working groups		4
(3.1	ACM Europe Technology Policy Committee	4
	3.1.	Status of the Committee	4
	3.1.2	2 Work of the Committee	4
	Policy Statements, Comments, Events		5
	3.1.3	B Liaison with Other Initiatives	5
	3.1.4	Plans for FY25	5
	3.1.5	5 Diversity, Equity, and Inclusion	5
	3.2	ACM Europe Seasonal Schools Report	6
	3.3	ACM Europe Fellows WorkGroup	6
	3.4	ACM Europe Education Committee and Informatics for All	8
	3.4.	ACM Europe Education Committee (Judith Gal-Ezer)	8
	3.4.2	2 Informatics for All (Michael Caspersen)	8
	3.4.3	The ITiCSE Conference Series (Michael E. Caspersen)	10
	3.5	ACM-WE Report	11
	3.5.	ACM Celebration of Women in Computing: womENcourage [™]	12
	3.5.2	2 ACM-W Europe womENcourage [™] Steering Committee	12
	3.5.3	B ACM-W Europe in Social Media	13
	3.5.4	Local Celebrations	13
	3.5.5	5 ACM Chapters	15
	3.5.6	Reyyan Ayfer Scholarship	16
	3.5.7	ACM Celebration of Women in Computing: AfricaCWIC 2023	17
	3.5.8	3 ACM-W Europe Wikipedia Project	17
	3.5.9	ACM-W Europe Hackathon	18
	3.5.10 Future Plans		18
	3.6	ACM Europe Awards group	18
	3.7	ACM Europe Communications group	19
	3.8	ACM Europe Events group	20

1 Basic Information

1.1 Members of the Board

Executive:

Chair: Rosa M Badia

Vice Chair: Panagiotis Papadimitratos Secretary and Treasurer: Bran Knowles

Past Chair: Chris Hankin

Members:

Anastasia Ailamaki, Michael E. Caspersen, Manuel Hermenegildo Eshcar Hillel Rute Sofia, Fortiss, Germany

Invited Observers:

Informatics Europe representative: Enrico Nardelli (first half of the year), Jean-Marc

Jézéquel (second half of the year)

ERCIM representative: Björn Levin, RISE-SICS, Sweden

Standing Committees:

Informatics4All: Michael Caspersen

ACM Europe Technology Policy Committee: Chris Hankin

ACM-Women Europe: Rukiye Altin

ACM European Fellows Working Group: Anastasia Ailamaki ACM Europe Seasonal Schools Working Group: Georgia Koutrika

ACM Europe Education Committe: Judith Gal-Ezer

2 Summary

The ACM Europe Council focuses on a wide range of ACM activities and on encouraging greater participation of Europeans in all dimensions of ACM. It aims to promote dialogue and the exchange of ideas on technology and computing policy issues between the European Commission and other governmental bodies and funding agencies in Europe, and the informatics and computing communities. It also aims to foster education in the computer science field in Europe, to award and disseminate the achievements of European computer professionals, to support gender equality and more generally inclusion in the European computing landscape, and to promote access to the computer-related scientific frontiers.

According to the above, the main activities (see referenced sections for detail) of the ACM Europe Council include:

 Engagement with the European Commission of the EU and other national and international funding agencies, as well as with the European Parliament and other

- policy bodies in relevant activities and initiatives (see section on ACM Europe Technology Policy Committee).
- Advocating for the inclusion of Informatics as a foundational discipline in schools across Europe (see section on Informatics for All and ACM Europe Education Committee). An important development this year has been the establishing of the ACM Europe Education Committee. The motivation for setting up this committee has been recognition that there are specifically ACM educational issues that have to be addressed within ACM Europe.
- Support gender equality in the European computing landscape (see section on ACM-Women Europe).
- Increasing nominations of ACM European members for the ACM member grades (see section on ACM European Fellows Working Group). This year, the Working Group has contributed to have 6 European researchers being elevated to the rank of ACM Fellows.
- Support ACM Seasonal Schools in Europe. In 2022/23, the Council sponsored six schools. Their topics ranged from Computer Architectures, Massively Parallel Systems and Data Science to Recommender Systems, CyberSecurity, and Digital Humanism (see section on ACM Europe Seasonal Schools Working Group).
- Collaboration with other computing and scientific organizations in Europe to offer new programs and activities (in particular Informatics Europe and ERCIM), with representatives being invited to the biannual plenary meetings of the ACM Council.

The activities has been extended this year with two new groups, aiming at:

- Achieving greater visibility of the Europeans by nominating them to ACM awards (see section on ACM Europe Awards Working Group).
- Establishing and supporting multiple ACM Europe communication channels to disseminate the ACM Europe and other related activities (see section on ACM Europe Communication group).

The ACM Europe Council holds biannual plenary meetings, the Autumn and Spring meetings. The fall and spring meeting were organized in Amsterdam on 10 October 2023 and the second in Madrid on 25 April 2024. Although not always easy, participation of remote participants was enabled when possible. The ACM Europe Executive committee further holds monthly online meetings.

3 Reports from committees and working groups

3.1 ACM Europe Technology Policy Committee

Activity Report July 2023-June 2024 Chris Hankin (Chair for the reporting period)

3.1.1 Status of the Committee

Voting Members (14):

 Chris Hankin (Chair), Paola Inverardi (Vice Chair), Oliver Grau (Past Chair), Fabrizio Gagliardi, Manuel Hermenegildo, Bran Knowles (Chair, Climate Change subcommittee), Alejandro Saucedo (Chair, Al subcommittee), Gerhard Schimpf (Chair, Autonomous Systems subcommittee), Tom Crick, Wendy Hall, Andrew McGettrick (Interim Chair, Data Science subcommittee), Enrico Nardelli, Gurkan Solmaz, Julie Williamson

Ex Officio (8)

 Yannis Ioannidis (ACM President), Jim Hendler (TPC Chair), Michel Beaudouin-Lafon (Vice Chair TPC), Jeremy Epstein (Chair USTPC), Natasa Milic-Frayling (ACM-W Europe), Vicki Hanson (ACM CEO), Pat Ryan (ACM COO), Adam Eisgrau (ACM Director of Global Policy)

Executive (5 from among Voting Members per Procedures)

Hankin, Inverardi, Grau, Gagliardi and Hermenegildo served as the ACM Europe TPC
Executive Cttee in FY24, which conducted business by email. There was one physical
meeting of the Committee in the reporting period (in October 2023). As projected in
last year (FY23), the Committee will continue to use its travel budget for targeted
interventions on particular policy issues and will continue to convene the full committee
virtually as needed.

General Members (166, excluding ACM staff)

• For the first time, in FY24 a general call to European members of ACM inviting applications to join the European Technology Policy Committee and one or more of its Subcommittees was made and garnered rapid and significant response. While general members are non-voting, they are invited to suggest and contribute to Committee policy statements, comments in response to requests for input in stakeholder inquiries, and otherwise contribute their expertise to the Committee's deliberations and outputs. General members also are invited to attend a virtual all-members meeting of the Committee at least once each fiscal year. The first such meeting was convened on 7 February 2024. It featured a panel discussion on "Immersive Technologies" with Committee members Michel Beaudouin-Lafon, Oliver Grau, Julie Williamson and Q&A from the audience.

3.1.2 Work of the Committee

In addition to expanding to include general members, the Committee also streamlined its Procedures and therein redesignated its Working Groups as Subcommittees. Substantively, the Committee remained active in responding to EU and UK consultations, and producing other (unsolicited) outputs, as detailed below. Throughout the period we have continued to

engage Francisco Medeiros (FM Tech Consult BV) as a part-time consultant, to help promote our policy-related outputs and maintain a network of contacts with key EU policy makers.

Policy Statements, Comments, Events

- Panel Discussion: Immersive Technologies (February 7, 2024)
- Comments to the EU-US Trade and Technology Council re Terminology and a
 <u>Taxonomy for Artificial Intelligence</u>, Europe Technology Policy Committee (November 21, 2023)
- Response to European Commission Survey on Draft G7 Advanced Al Principles, Europe Technology Policy Committee (October 20, 2023)
- Hot Topics Webinar: <u>Artificial Intelligence</u>, <u>Real Regulation: International Perspectives and Prospects</u> (October 19, 2023)

3.1.3 Liaison with Other Initiatives

The Committee continues to liaise with several other ACM initiatives or committees, including the TPC, USTPC and ACM-WE. Through our consultant, we have maintained contact with the European Parliament Science and Technology Options Assessment (STOA) Committee and the EC Science Advice Mechanism (SAM). In FY24, ETPC successfully proposed to SAM that it modify a major policy document to address AI "explainability" on which it was previously silent.

Having been accepted in FY22 as a supporting partner for the European Green Digital Coalition, Europe TPC continued to engage with it whenever opportunities occurred.

Engagement with the European Internet Forum (EIF) remained in FY24. This is an important facet of ETPC activities allowing direct interaction with MEPs; ETPC serves on the EIF Program Committee.

3.1.4 Plans for FY25

With a newly elected European Parliament and reconfigured European Commission (new College of Commissioners), Europe TPC will have both the opportunity and the need to conduct substantial outreach to policymakers and EC senior staff. Specific activities and efforts will include: continued and enhanced involvement in EIF; increased efforts to engage the broader ETPC membership; use more of our travel budget to organise face-to-face meetings with EC senior staff; and working with the Technology Policy Council and USTPC to raise further awareness of our work.

3.1.5 Diversity, Equity, and Inclusion

Europe TPC is committed to supporting the work of ACM Women in Europe (ACM-WE) with the aim of increasing the involvement of women in the Europe TPC. A member of ACM-WE is invited to all full Committee meetings. The current members of the ETPC are from the UK, Germany, Italy, Spain, and Switzerland with one of the ex officio members coming from France and one from Greece. We have members from Scandinavia and Central Europe as general members and encourage them to join the subcommittees.

3.2 ACM Europe Seasonal Schools Report

Georgia Koutrika

ACM Europe Seasonal Schools group focuses on educating researchers on a general or specialized topic over the duration of one or two weeks (i.e., longer than other traditional meetings), and they involve a small number of students. As such, they provide a separate instrument for serving the computing community, achieving different goals from those of typical conferences and their various tracks and workshops. The working group members are: Angela Bonifati (Lyon 1 University), Fabrizio Gagliardi (Barcelona Supercomputing Center), Georgia Koutrika (Athena Research Center), Natasa Milic-Frayling (Intact Digital), Enrico Nardelli (University of Roma "Tor Vergata"). The web page for the working group can be found here: https://europe.acm.org/seasonal-schools-working-group.

This year, the working group issued two Calls for Proposals for Seasonal Schools, one with a submission deadline at the end of January and the second one with a submission deadline in April 2024. In the first call, four proposals were received out of which two were endorsed. In the second call, fifteen proposals were received out of which seven were endorsed. The WG evaluated them based on several criteria, including impact of each proposal, diversity of topics, and the organizing committee. In total, 9 schools were endorsed for 2024. Their topics included Computer Architectures, Massively Parallel Systems and Distributed Systems, Data Science, Computational Interaction, Accessible and Inclusive Technologies, Recommender Systems, CyberSecurity, and Digital Humanism. Two of them are running their 5th edition this year as ACM Europe Schools, four are running their 2nd edition this year as ACM Europe Schools. Four schools have started as ACM Europe schools from their start: Data Science, HPC, Cybersecurity, Accessible and Inclusive Technologies. Overall, the working group is building a rich and diverse portfolio of schools.

Information about the ACM Europe Council Seasonal Schools can be found here: https://europe.acm.org/seasonal-schools/. Together with this endorsement, each school received a small financial token to complement their budget and help the organization of each school. Furthermore, ACM provided free 1-year memberships for the students attending the schools and promotional material.

3.3 ACM Europe Fellows WorkGroup

Anastasia Ailamaki

Membership

Anastasia Ailamaki, EPFL, CH (chair)

Hagit Attiya, Technion-Israel Institute of Technology, IL

Luca Benini, ETHZ, CH

Georg Gottlob, University of Oxford, UK

Per Stenström, Chalmers University of Technology, SE

Reinhard Wilhelm, Saarland University, DE

Manuel Hermenegildo, Technical University of Madrid (UPM), Spain & IMDEA Software Institute

Michel Beaudouin-Lafon, University Paris-Saclay & Inria, France

Carlo Ghezzi, Politecnico di Milano, IT

The mission of the **ACM Europe Fellows Working Group** is to ensure the elevation of excellent European ACM members to the ACM fellow and to Distinguished Member grades. The candidates will be awarded for their outstanding computer-related science and technology achievements.

The workgroup is comprised of 9 established European Researchers, all ACM Fellows, who have been carefully selected to guarantee, as a group, wide scientific and geographical coverage. In particular, the Workgroup's members are located in eight different countries in Europe. Their expertise covers a broad spectrum of scientific areas: database management systems and theory, real-time intelligent data systems, distributed and concurrent computing, high-performance computer architecture, embedded systems, timing analysis for real-time systems, compiler construction, global program analysis, parallelism and (resource-aware) parallelizing compilers, constraint/logic/functional programming, theory and implementation, abstract machines, automatic documentation tools, sequential and parallel computer architecture, human-computer interaction, software engineering, model-driven evolution and adaptation of dependable software, theoretical and practical aspects of web data extraction, Graph and hypergraph based computations and problem decomposition methods.

The working tasks of the workgroup can be summarized as follows:

- To identify eligible potential candidates.
- To maintain an updated list of potential candidate/nominator pairs.
- To establish contact with proposed nominators of approved candidates in a timely manner.
- To overall manage the nomination process.

Activity in 2024

The group extensively discussed the significance of the ACM Distinguished Member title. While sometimes erroneously regarded as a consolation prize, it is a prestigious distinction within the ACM, offering valuable recognition on a young member's CV. In response to feedback on a recently rejected nomination, the group considered strategies for strengthening future nominations. One suggestion was for candidates to proactively highlight their strengths to nominators, ensuring key points are emphasized. Additionally, nominators willing to share their letters could receive feedback from experienced group members to enhance the quality of nominations.

The group also noted the ACM's historically strong presence in the U.S., but acknowledged that this is evolving, with the global nature of the organization reflected in the current European president's election.

There was further discussion regarding the underrepresentation of European scientists among ACM Fellows. Many qualified individuals are either not ACM members or have allowed their memberships to lapse. Identified reasons for this include the high cost of membership, unclear incentives, a lack of perceived value by SIG members, and confusion regarding membership requirements for Fellow nominations.

The workgroup discussed potential candidates for the 2024 nominations, and plans to submit 12 nominations (10 Fellows and 2 Distinguished Members) in September. Additionally, new committee members were considered in recent meetings and communication.

Future Planning

The group will continue its efforts toward more successful nominations. They are also searching for two new committee members. Finally, we will also seek ways to promote ACM membership in Europe.

3.4 ACM Europe Education Committee and Informatics for All

3.4.1 ACM Europe Education Committee (Judith Gal-Ezer)

Following Zweben's presentation on undergraduate enrollment, graduation, and retention rates in the United States at last summer's meeting, I suggested we seek similar data for Europe. The Education Board embraced this idea, and together with Andrew McGettrick, Michael Caspersen, and Enrico Nardelli, we began our work. We discovered that Informatics Europe (IE) had already collected relevant data and had recently published an article: Informatics Higher Education in Europe: A Data Portal and Case Study.

We reached out to the IE group and initiated a collaborative effort, meeting almost monthly via Zoom. While the data collected by IE did not include retention rates, we decided to calculate them ourselves. After selecting an appropriate model for calculating retention rates, each group member calculated the rates for a few countries.

We discussed our findings, observed interesting patterns, and are currently compiling our data, calculations and insights, into a comprehensive report, which we hope will also lead to a publication.

During this year, at the request of the Education Board, we also developed a set of 'operating procedures' and submitted them to Rosa Badia, the chair of the ACM Europe Council, for approval. I hope they will be formally approved at the next Council meeting.

3.4.2 Informatics for All (Michael Caspersen)

The <u>Informatics for All Coalition</u> was formed in 2018, building on the work of the Committee on European Computing Education (CECE) – a joint effort by the ACM Europe Council and Informatics Europe, which began in 2012.

In this chapter we report on the work of the Informatics for All Coalition in 2023-2024. There are five issues to report on:

- 1. Steering Committee members
- 2. European Council Recommendations (23 Nov 2023)
- 3. European Commission Expert Group for the development of guidelines on highquality informatics
- 4. Informatics survey
- 5. Al and Informatics Education

3.4.2.1 Steering Committee governance and members

Since 2023, the Steering Committee of the coalition has been chaired by Michael Caspersen.

In early 2024, one of the IFIP representatives, Don Passey, stepped down and has now been replaced by Margaret Leahy also from IFIP.

We continue to benefit from Pat Ryan and ACM providing excellent support for the coalition.

3.4.2.2 European Council Recommendations (23 Nov 2023)

On 23 November 2023, the Council of the European Union adopted <u>a set of recommendations</u> on digital skills and education.

As reflected in <u>ACM's news release</u>, the Informatics for All Coalition has endorsed the bold recommendations outlined in the report from the <u>Council of the European Union</u>.

The recommendations of the Council reflect a timely and ambitious approach towards the development of digital competences. With this package, the Council is addressing the need to make education fit for a genuine digital transformation and able to keep pace with the times, while providing the necessary skills and competences that are – and will be – necessary in this new reality.

Importantly, the new set of recommendations defines informatics as a distinct scientific discipline to be recognised in general education. In particular, Member States are recommended to:

- Foster the provision of high-quality informatics education from the start of compulsory education, with clear learning objectives, dedicated time and structured assessment, with the aim of offering all learners the opportunity to develop their digital skills and competences through scientifically sound pedagogical methods; and
- Ensure that teaching and learning of informatics is provided by qualified teachers with access to quality and accessible learning resources and with the appropriate assessment of learning outcomes.

Moving forward, the European Commission will:

- Develop guidelines for teachers and educators on quality education in informatics; and
- Encourage Member States to support the recruitment, training and retention of specialised teachers and trainers in informatics.

With these recommendations and initiatives, the European Union realises the need for all Member States to establish informatics as a fundamental discipline in general education.

3.4.2.3 European Commission Expert Group for the development of guidelines on high-quality informatics

Part of the recommendations from the Council was for the European Commission to take an initiative to develop guidelines for teachers and educators on quality education in informatics.

In April 2024, the European Commission announced a <u>call to join an expert group on guidelines for teaching informatics</u>. Several people from the Informatics for All Steering Committee applied, and most were appointed for the group: Judith Gal-Ezer (ACM Europe Council), Gerald Futschek (CEPIS), Enrico Nardelli (Informatics Europe), and Michael E.

Caspersen (appointed as an individual expert in a personal capacity). In addition, Ira Diethelm (who represented CEPIS in the task force on the Informatics Reference Framework for School) has been appointed (representing Gesellschaft für Informatik). A list of the 25 members of the expert group is available from the <u>European Commission's Register for the expert group</u>.

There will be a total of five meetings of the group with work taking place in-between:

- July 2024 (online)
- November 2024 (Brussels)
- January 2025 (online)
- April/May 2025 (Brussels)
- June/July 2025 (Brussels)

The final report with guidelines is scheduled for publication in September 2025.

3.4.2.4 Informatics survey

A subgroup of the Informatics for All Steering Committee has prepared an informatics teacher survey that was circulated across Europe to key persons in most countries.

Respondents were asked to report what they consider ideal requirements regarding informatics in primary and lower secondary education – with respect to allocated hours, content of the curriculum, and teacher education. In particular, respondents are asked their opinion regarding the 11 core topic areas in the <u>Informatics Reference Framework for School</u>.

The survey has been sent out to 37 agencies; by June 2024, 25 responses had been collected; in total, around 30 responses are expected.

3.4.2.5 Al and Informatics Education

The Informatics for All coalition is also focusing on the future of informatics education in an age of Al. In 2024-2025, we will put more emphasis on this aspect, initially through discussions of the <u>EU report on Al in education</u> and the <u>TeachAl</u> initiative, particularly their report <u>Guidance</u> on the <u>Future of Computer Science Education</u> in an Age of Al launched on 16th July 2024.

The Steering Committee of the TeachAl initiative consists of code.org, ETS, ISTE, and Khan Academy, and in coordination with the World Economic Forum.

3.4.3 The ITiCSE Conference Series (Michael E. Caspersen)

3.4.3.1 History

The Conference on Innovation and Technology in Computer Science Education (ITiCSE) has been held annually since 1996. Formed as the second conference sponsored by the <u>ACM Special Interest Group for Computing Education</u> (ACM SIGCSE), ITiCSE has been held in or around Europe for most of its history.

After an experimental conference in South America in 2016 that ultimately resulted in the creation of the <u>ACM Global Computing Education Conference</u>, the ACM SIGCSE Board committed to holding ITiCSE in Europe indefinitely.

3.4.3.2 Joint ITiCSE Steering Committee

ACM SIGCSE partnered with <u>ACM Europe Council</u> and <u>Informatics Europe</u> (IE) in 2018 to raise the conference profile in the European informatics education community, agreeing to form a joint steering committee for the conference. Much more about ITiCSE governance is found on the governance page.

The ACM Europe Council appoints a member of the <u>ITICSE Steering Committee</u>. ITICSE is the international ACM SIGCSE conference held annually in Europe since 1996 (ITICSE: Innovation and Technology in Computer Science Education).

3.4.3.3 New ACM Europe Council representative for the ITiCSE Steering Committee

The term for the current ACM Europe Council representative, Michael Kölling, ends on 30th June 2025 (after renewal in 2022); thus, we need to appoint a new ACM Europe Council representative in the first half of 2025 at the latest.

Michael Kölling has served as chair of the ITiCSE Steering Committee since it was established in 2018 and is highly respected for his leadership.

3.4.3.4 Recent and future ITiCSE conferences

<u>ITICSE 2024</u> took place in Milan, Italy. <u>ITICSE 2025</u> will be in Nijmegen, The Netherlands; ITICSE 2026 will be in Madrid, Spain.

3.5 ACM-WE Report

ACM-WE Report for the period of July 2023 – June 2024

by Dorota Filipczuk, ACM-W Europe Vice Chair (2022-2024)

ACM-WE (ACM Women in Computing Europe) Committee that was set up to fulfill the ACM-W mission in Europe is in its 11th year.

Members:

Executive Committee

- Rukiye Altin, ACM-WE Chair
- Dorota Filipczuk, ACM-WE Vice Chair
- Alexandra Dediu, ACM-WE Communications Chair
- Duygu Bektik, ACM-WE Celebrations Chair
- Araz Yusubov, ACM-WE Projects Chair
- Ruth G. Lennon, ACM-WE Past Chair

Ex-Officio

- Jodi Tims, ACM-W Past Chair
- Rosa M Badia, ACM Europe Chair
- Reyyan Ayfer, ACM-W Europe Founder
- Arati Dixit, ACM-W Activities Regional Chair

Pat Ryan, ACM Headquarters

Activities:

3.5.1 ACM Celebration of Women in Computing: womENcourageTM

The ACM Celebration of Women in Computing: womENcourageTM is the flagship event of ACM-W Europe. The 11th womENcourageTM (https://womencourage.acm.org/) was hosted at Escuela Politécnica Superior of Universidad Carlos III de Madrid, Spain. The theme of the event, "*Responsible Computing for Gender Equality*", highlights the gender gap in computing and puts the stress on the utilitarian nature of computing, as a tool to augment human capabilities and contribute to the progress of society. The programme included 2 keynotes, 2 tech talks, 2 expert panels, 17 workshops, a career fair and a hackathon. More than 60 posters were presented at this year's event.

The event had so many great supporters that included:

- Airbus (Diamond)
- Comunidad de Madrid (Diamond)
- o Telefonica (Platinum)
- NEC (Hackathon Supporter)
- Scalian (Gold)
- Institute Imdea Software (Gold)
- Expleo (Gold)
- Ernst & Young (Silver)
- Deloitte (Silver)
- o AEIS (Silver)
- o CODDII (Silver)
- GMV (Silver)
- HIPEAC (Silver)
- Institute Imdea (Bronze)
- Instituto de Ingenieria del Conocimiento (Bronze)

The Organizing Committee, which involved over 30 members, was a very diverse team of men and women of various computing backgrounds (both in academia and in the industry) and various levels of seniority.

The preparation of the next womENcourage[™] is already in progress. The 12th ACM Celebration of Women in Computing: womENcourage[™] 2025 will be held at Transilvania University of Brasov in Romania. The event dates are **17-19 September 2025**.

$3.5.2~ACM-W~Europe~womENcourage^{TM}~Steering~Committee$

The work of steering and overseeing the event has been carried out by a working group of the ACM-W Europe. The ACM-W Europe womENcourageTM Steering Committee was Chaired by Nuria Castell Ariño who was the host of the womENcourageTM 2017 event in Universitat Politècnica de Catalunya. The Steering Committee members in 2023/24 were:

- Nuria Castells (Spain)
- Beverly Bachmayer (Austria),
- Ruth Lennon (Ireland),
- Dorota Filipczuk (Norway),
- Rukiye Altin (Germany),
- Araz Yusubov (Azerbaijan),
- Taras V. Panchenko (Ukraine),
- Paloma Diaz (Spain),
- Josephina Antoniou (Cyprus).

We are proud to say that the Committee represented great regional diversity and gender diversity.

Responsibilities of the Committee included: selecting the womENcourageTM hosts in a fair and transparent process, guiding the womENcourageTM Organising Committees, ensuring continuity of the event format over the years.

3.5.3 ACM-W Europe in Social Media

Alexandra Dediu, the ACM-WE Communications Chair, has been doing a great job leading the communication and outreach working group. This year, she worked together with Amalia Cid Blasco from Spain who was a former womENcourage participant and Reyyan Ayfer Scholarship recipient in 2023.

The representation of ACM-W Europe in Social Media is as follows:

- Blog
 Available through the website https://acmweurope.acm.org/blog; Running a
 Reflections on womENcourage blog series from the scholarship winners of the each event
- ACM-W Europe Website https://acmweurope.acm.org
- ACM-W Europe monthly newsletter https://acmweurope.acm.org/newsletter/
- Social Media
 - Twitter: rhttps://twitter.com/ACMWomENcourage
 - Facebook: https://www.facebook.com/womencourage
 - LinkedIn: https://www.linkedin.com/groups/5138577
 The company page can be found here:
 https://www.linkedin.com/company/acm-w-europe/

3.5.4 Local Celebrations

In 2023-2024, in addition to our all-chapters womENcourage Celebration, three ACM-WE chapters hosted local events.

ACM Celebration of Women in Computing: Bean Feasa

ATU ACM-W Student Chapter and Bilkent ACM-W Student Chapter successfully organised their first ACM-W celebration as a collaborative event between two buddy chapters. ACM Celebration of Women in Computing, Bean Feasa hosted by Atlantic Technological University on 24th of November. ATU ACM-W Student Chapter is led by Shreya Shantharama Shetty, a Master's student in DevOps at Atlantic Technological University in Letterkenny, Co. Donegal, Ireland. The event was skilfully hosted by the ATU ACM-W Chair and the team, which includes Priyanka Polasi (Vice Chair), Sushmita Holthal Manjunath (Treasurer), Honnesh Muppala (Celebrations Chair), and Shreya Raghuvanshi (Social Media Chair). This dedicated team was led by ATU ACM-W Chapter Academic Lead, Ruth Lennon.

The event featured an inspiring keynote by Dr. Virginia Grande, along with guest talks from esteemed speakers such as Dr. Tammie Bolling, Veronica Rogers, Ruth Lennon, and Evelyn Mc Glynn. One highlight of the event was the active participation of students, who not only discussed their role models but also put into practice the lessons learned in Evelyn's Personal Branding workshop at the event on day 2. The enthusiasm and engagement of the attendees were truly remarkable. Following the event, we organised a pizza party for all the students, creating a fun and conducive environment for networking.

Bilkent ACM-W Student Chapter was represented by two exceptional students, Elif Şen and Zeynep Torun. Their presence ensured that the online members were well represented, and they took home spot prizes, adding an extra layer of excitement to the event. Invitations were extended to five universities from across Ireland, and the overall response was outstanding.

ACM Celebration of Women in Computing: Womens' Marathon

Kiel ACM-W Professional Chapter hosted the third Women's Talk Marathon at Kiel University as their first ACM Celebration of Women in Computing, on March, 8th – the international women's day. Kiel ACM-W Profesional Chapter Chair Pamela Fleischmann, Vice Chair Annika Huch and Executive Committee Member Ina Pfannschmidt helped with the organisation of the event. The Women's Marathon was a huge success and an extraordinary event. The event included 49 talks of an all over duration of over 20 hours split in three tracks. Women scientists, researchers and students gave insights into their research, their work and their studies at the University. Many attendees of various ages listened to the talks (in person and online).

Before the official start at 08:30 a.m. there was an unofficial start with coffee, tea and French pastries for the early birds. The vice president for Digital Transformation, Equality and Diversity Prof. Dr. Catherine Cleophas opened the ACM Celebration of Women in Computing: Women's Talk Marathon by addressing the audience with personal experiences about her career and how important it is for women to have other women as role models. Moreover she stressed how important it is not to give up and to believe that the next step on the ladder can be reached. After the opening, the talks started with three parallel tracks. Talks from 15 institutes, three areas of university administration, and the university hospital gave a broad perspective from research over studies to technical and administrative processes. As a special guest, Marit Hansen – the State Data Protection Commissioner of Schleswig-Holstein – gave a talk about Feminist Data Protection. Parallel to the three tracks, there was a Café with snacks and beverages free for all where participants networked with visitors and speakers over a coffee and a snack. The last talk ended at 08:45 p.m. and even though it was a pretty long day the lecture hall was still nicely filled.

The marathon ended with a show from the Lighthouse Project with images and videos designed by the first semester students of Computer Science. A globe in the symbol of the

Roman goddess Venus designed by two female first semester students was a worthy ending of an awesome day.

6th Summit on Gender Equality in Computing (GEC 2024)

The 6th Summit on Gender Equality in Computing (GEC'24), organized annually by the Greek ACM-W Chapter, took place on the 13th and 14th of June 2024 at the University of Cyprus in Nicosia, Cyprus.

The Summit aims to promote gender-equal access to computer-related scientific frontiers and encourage and educate women and men in an equal way to achieve their goals and utilize their potential in digital professions. The goal of the Summit is also to celebrate and disseminate the achievements of computer professionals in a fair and gender-equal way.

Through a series of activities, including two keynote talks, a panel, one poster session, and an opening session with welcome talks from Professor Georgia Panayiotou (Professor of Clinical Psychology, Department of Psychology and Center for Applied Neuroscience, Dean of the Graduate School), Professor Anna Philippou (Chair of the Computer Science Department, University of Cyprus), and Professor Panagiota Fatourou (Chair of the Greek ACM-W Chapter, University of Crete), attendees had the opportunity to become acquainted with current and emerging topics and essential achievements in computer science (CS).

ACM-WE Workshop on Organising Local Celebrations

One of our goals is bringing people together to support women in computing and having a diverse environment in computer science society. To reach our goal, we wanted to have an active relationship with our both professional and student chapters. On 8th and 9th December 2023, Dr Duygu Bektik (ACM-W Europe Celebrations Chair), Dr Dorota Filipczuk (ACM-W Europe Vice-Chair) and Dr Rukiye Altin (ACM-W Europe Chair) held the first ACM-W Europe Celebrations Workshop in Brussels.

We invited one representative from each chapter to be with us and at the end we were twelve people with nine chapter representatives. This 1.5-day workshop hosted ACM-W Europe in nine different countries including Germany, UK, Greece, Cyprus, Romania, Norway, Spain, Turkey, and Bosnia Herzegovina.

This interactive workshop allowed its participants to learn more about celebrations, what it is, what it is for, the purpose of holding one, goals and main characteristics. Participants discussed the key features of successful celebrations, and heard example success stories from invited speakers. They also got familiar with the application process, planning a celebration, the timeline and what to consider when planning budgets and sponsorship for their celebrations. To have more inspiration, we invited Dr. Poonam Yadav to give a talk about ACM-W UK Celebration of Women in Computing: INSPIRE. We also invited Professor Paloma Díaz Pérez who is Dean of the Engineering School at Universidad Carlos III de Madrid and General Chair of womENcourage 2024 to give information about ACM Celebration of Women in Computing: womENcourage.

3.5.5 ACM Chapters

In the beginning of 2024, ACM-WE Vice Chair, Dorota Filipczuk, started organising regular meetings with ACM-W Europe chapters.

ACM-W Global Chapters' Summit

On the 22nd of May 2024, the ACM-W Global Chapters' Summit brought together over 150 members of the ACM Women's community from all regions. The virtual event highlighted the successes and challenges of ACM-W chapters around the world. It commenced with a welcome and introduction by Arati Dixit, followed by an address from the ACM-W Global Chair, Ruth Lennon, who shared insights into the organisation's vision and goals.

The event highlighted the activities and achievements of ACM-W chapters across Europe, India, and North America. ACM-WE was represented by the ACM-W Europe Vice Chair, Dorota Filipczuk, who discussed the initiatives of ACM-W Europe. The talk was followed by presentations by representatives from the Kiel ACM-W Chapter (Annika Huch) and the UPV ACM-W Student Chapter (Laura Jiménez Navarro), each sharing their chapter's unique contributions and experiences.

This event highlighted the importance of global collaboration and the exchange of knowledge among chapters, reinforcing ACM-W's commitment to supporting and celebrating the achievements of women in computing worldwide. It also provided an opportunity for new and upcoming chapters to meet with other ACM-W chapters, exchange knowledge and get inspired from each other.

ACM-W Chapters Buddy System

ACM-WE continues encouraging all chapters to partner with others from the same/different state, country, or region to become 'buddies'. The partnerships can be created to achieve some common goal, be it Academic, Social, Professional, or Service. The ACM-W Buddy System aims to inspire collaborations between the ACM-W chapters across the world, overcoming the barrier of distance and time. We are happy to announce that ACM-W Europe chapters continue participating in this programme.

Professional Chapter Buddies:

The ACM-W Trondheim Chapter and the ACM-W Greek Chapter are buddies to work on academic projects together. Both are well-established ACM-W chapters with a history of celebrating, supporting and advocating for women in computing. We can't wait to see the work of our two chapters in the future.

Student Chapter Buddies:

- 1. ATU ACM-W Student Chapter at the Atlantic Technological University, Ireland, and ACM Bilkent, which is at Bilkent University, Turkey were our first student chapter buddies. In 2024, the student buddies collaborated on the ACM Celebration of Women in Computing: Bean Feasa (wise woman).
- 2. We are proud to announce that at womENcourage 2024 a new collaboration has been established: ACM-W Koc University Student Chapter from Turkey and UPV ACM-W Student Chapter from Spain are now `buddies'.

3.5.6 Reyyan Ayfer Scholarship

The ACM-WE Reyyan Ayfer Scholarship was introduced in 2023 to highlight student volunteers who continue making regular contributions to the ACM-WE community for at least 6 months. The goal of this award is to recognize the contributions of the volunteers and to provide volunteers an opportunity to meet their working group leaders in person at womENcourage.

In 2024, the ACM-WE committee selected four exceptional volunteers who were offered a grant covering their travel and accommodation expenses to womENcourage 2024:

- Laura Jiménez Navarro Universidad Politécnica de Valencia, Spain
- Elif Sen Bilkent University, Turkey
- Annika Huch, Kiel University, Germany
- Liviu Gabriel Transilvania University of Braşov, Romania

All the scholarship recipients volunteered as officers in their local student chapters.

3.5.7 ACM Celebration of Women in Computing: AfricaCWIC 2023

In 2023-2024, Rukiye Altin, ACM-W Europe Chair, Dorota Filipczuk, ACM-W Europe Vice Chair and Ruth Lennon, ACM-W Europe Past Chair served as the Steering Committee for the 2nd ACM Celebration of Women in Computing in Africa: AfricaCWIC. The event is organised by the ACM-W Nairobi Chapter that ACM-WE supports. The Celebration Chair for this event is Audrey Mbogho.

The event is set to take place on September 20, 2024, at the United States International University – Africa in Nairobi, Kenya. This year's theme, "Strategies to Foster Women's Inclusion and Participation in Computing", highlights the ongoing commitment to addressing and overcoming the barriers women face in the computing field. The event will focus on practical strategies to enhance women's involvement and success in technology and computing.

AfricaCWIC 2024 offers a rich program filled with insightful sessions and networking opportunities. Key highlights include:

- **Keynote Talks:** leading women in technology will share their experiences and insights, inspiring attendees to strive for excellence.
- **Panel Discussions:** topics will cover the challenges and triumphs of women in African tech, moderated by experts from various regions.
- **Workshops:** interactive sessions on topics such as starting an ACM chapter and understanding the role of ACM and ACM-W.
- **Poster Presentations:** an opportunity for participants to showcase their research and projects, fostering collaboration and innovation.

The event is open to all, regardless of gender, background or experience level. To accommodate a global audience, AfricaCWIC 2024 will be a hybrid event, allowing participants to join either in person or virtually.

3.5.8 ACM-W Europe Wikipedia Project

ACM-WE is currently building a new working group that will help us advance our mission of supporting, promoting and advocating for women in computing through improving the visibility of European women in computing on Wikipedia. Bev Bachmayer, the former womENcourage General Chair and the former womENcourage Steering Committee Chair, was selected to lead the project in 2024-2026. We also started recruiting volunteers to join this new group. In the long term, the goal of the Wikipedia Project is to contribute to the recognition and representation of women's achievements in our field. As this is a new initiative, the first milestone on this journey will be a workshop at womENcourage 2025 on this topic.

3.5.9 ACM-W Europe Hackathon

ACM Women Europe is excited about the prospect of offering more events for the members, and particularly to be able to engage with those members who are unable to travel to womENcourage. One of such new initiatives is the ACM-WE Hackathon that will provide a supportive environment where women can showcase their skills, collaborate on innovative projects, and network with like-minded ACM members. By empowering women through such platforms, ACM-WE can help bridge the gender gap at hackathons and inspire the next generation of female tech leaders. Taras Panchenko, the former womENcourage Hackathon mentor, womENcourage Hackathon Chair in 2024 and womENcourage Steering Committee member in 2022-2024 was selected to lead this new working group in 2024-2026. The group has started recruiting volunteers who will join the ACM-WE Hackathon Committee.

3.5.10 Future Plans

The ACM-W Europe will keep working hard to spread the word of gender diversity in computing. Our goals for the future plans are:

- Expanding the number of volunteers and Europe-based chapters.
- Work on increasing the visibility of women in computing through our blog, video series and the Wikipedia Project.
- Using Social Media actively to reach more ACM members.
- Communicating with the other regions and having collaborative activities.
- Promoting the ACM-W Europe through an increased focus on our branding.
- Having more local celebrations with the leadership of ACM-W Europe chapters.
- Ensuring that the Chapter Chairs receive all support they need to fulfill the mission of ACM-W Europe, and that they truly feel that their Chapters are part of a European network of Chapters by remaining connected with others through relevant communication channels
- Involving more chapters to the ACM Buddy System project.
- Supporting more virtual events, including the first ACM-WE Hackathon.

3.6 ACM Europe Awards group

Report written by Rosa M Badia

The Awards Group was created in April 2024 and is currently has the following members:

Jose Cano
Jon Crowcroft
Bran Knowles
Ron Perrott
Rute Sofia
Michael Wooldridge
Rosa M Badia

The Group aims to increase the number of nominations from European researchers and professionals performing their work in Europefor ACM awards. The nomination of Europeans

for recognition awards is traditionally very low, due to cultural and other reasons, and nominations for ACM awards is not an exception. With less nominations and therefore less awardees the Group aims, at increasing the number of ACM awardees from Europe, with the additional goal of increasing the visibility of European activities.

We would like to emphasize that the Group deals with the ACM awards listed in awards.acm.org and not with the member graders or with the SIG awards.

The group has held monthly meetings since April 2024 and has been working on identifying potential nominees, and awards to which the nominees can be nominated and potential nominators. We have a list of names for awards which we will be developing for this year's deadlines. We have also disseminated the initiative in multiple forums and mailing lists.

The Group is convinced that with focussed efforts we can have impact, for example, the nomination of Andrew S. Tanenbaum which was supported by the activities of the previous RAISE group which had the same goal and succeeded on achieving the ACM Software System Award.

3.7 ACM Europe Communications group

Report written by Eshcar Hillel

The communication committee was formed in January 2024.

Our mission is to establish and support multiple ACM Europe communication channels, and specifically, community and social network channels. This will allow:

- 1. Disseminating richer, more diverse, high-quality content
- 2. Higher engagement with ACM Europe communication and activities
- 3. Potentially increase ACM Europe membership

Progress thus far:

- 1. We held 2 meetings (July, August)
- 2. Opened an ACM Europe LinkedIn account, and a gmail account as a bouncer
- 3. Notified ACM Europe conferences organizers of the channel and invited them to share call-for-papers, awards, call for participation etc.
 - a. 2 conference organizers responded and asked to repost their links
- 4. Posted notes on upcoming conference
- 5. LinkedIn Analytics: 25 followers, 699 impressions (7 days)
- We aim to increase the reach and grow the community this is a chicken/egg problem. Methods to achieve this goal include diverse content, technical content, promoted content

Plans

- This is a great platform to help create and announce ACM Europe events. Other committees like the Events and Awards committees can use it to post call for events, summary of events, awards
- 2. Invite European ACM members to share technical content and achievements

- 3. Upgrade the account to premium to support promoted content, evaluate over time if this helps boost content reach
- 4. European conference organizers getting ACM funding should be notified of this account and encouraged to use it as their publishing platform

Concerns

- 1. Who oversees which content is posted
 - a. On the one hand we would like to have multiple sources that contribute rich engaging content that attracts the relevant audience
 - b. On the other hand, the content needs some supervision, and so a human editor(s) is required
- 2. Gaining followers on social media takes time and requires high quality and frequent posts this requires effort beyond the scope of the committee members

3.8 ACM Europe Events group

Bran Knowles

The group has been started with a main activity that deals with the organization of a workshop on Climate Change that was proposed as a Dagstuhl Perspectives Workshop and has been accepted and is scheduled to take place in March 2025. It will be a three-day event with a Manifesto as output. The output of the workshop can inform Europe TPC's work on climate change.

This Workshop aims to provide a forum for world-leading computer scientists and expert consultants on environmental policy and sustainable transition to engage in a critical and urgent conversation about computing's responsibilities in addressing climate change. The workshop will consider the positive and negative climate impacts of a range branches of computing, including (but not limited to): Al and Machine Learning; Software and Mechanical Engineering; Internet Architectures; Large-scale, Distributed, and Cloud-based systems; Environmental Data Science and Climate Modelling; ICT Environmental Assessment and Energy-Aware Computing; Smart Cities, Smart Grid, and Transition Engineering; Safety and Security; and Human-Computer Interaction and ICT for Sustainability.

Each day of the workshop will focus on a specific topic: "Day 1: Tracking and reducing computing's emissions.", "Day 2: Maximizing the net positive impact of computing." and " Day 3: Creating a manifesto". The website for the event is available at: https://www.dagstuhl.de/en/seminars/seminar-calendar/seminar-details/25122

The invitations are handled by Dagstuhl. They have done two rounds of invitations, and are now beginning the third round. The list of confirmed attendees includes some excellent ones so far. Soon attendees may start booking flights, and we have to arrange reimbursement of travel expenses for that.

In addition, the Events Working Group held its first meeting and items that were discussed as potential avenues to pursue are: webinar series on Europe's take on specific topics, local

chapter events, collaboration with SIGs through town halls, do something like ICPC, hackathons, and AI fringe policy events.