ANNUAL REPORT
of the Diversity and Inclusion BOARD
For the Period: July 1, 2019 - June 30, 2020

Submitted by Natalie Enright Jerger and John West, co-chairs

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

1.2   Standing Committees
        ACM-W, Jodi Tims chair, through June 30, 2022
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
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	Ongoing	$0	NA
Travel Grant Resource: goal is to bring together information about all of the travel grant programs in the SIGs to create a central resource for members	Travel Grant Committee, Jodi Tims	Feb 2020	Ongoing	$0	NA
Annual funded partnership with CRA-WP, supporting Grad Cohorts	D&I Council, John West and Natalie Enright Jerger	Annual	Ongoing	Funds came from ACM not this council	

Funded partnership with AnitaB.org	D&I Council, John West and Natalie Enright Jerger	Annual	Ongoing	Funds came from ACM not this council
Sponsorship of Richard Tapia Celebration of Diversity in Computing	D&I Council, John West and Natalie Enright Jerger	Annual	Ongoing	Funds came from ACM not this council
Funded partnership with the NCWIT Annual Summit	D&I Council, John West and Natalie Enright Jerger	Oct 2019	Complete	Funds came from ACM not this council
Funding for Code Afrique: sponsor for the January 2020 program held in Ghana and eSwatini. In 2020 a total of 19 professors from US universities will serve as mentors for the 2-day events of programming workshops, talks, and hackathons, all aimed at engaging high school students with the potential of computer science.	D&I Council, John West and Natalie Enright Jerger	Oct 2019	Complete Jan 2020	Funds came from ACM not this council

3.   PLANS

3.1   Both the Accessibility Best Practice Resource and the Travel Grant Resource projects will complete in FY21.

3.2   Both the Accessibility Best Practice Resource and the Travel Grant Resource projects will publish the product of their effort in the D&I Council's web space on ACM.org, providing central resources for conferences, students, and members to more easily access these resources.

3.3   New efforts:

a. We have launched a new effort to provide education on terms (such as master/slave) that are common in computing but which are offensive and/or exclusionary. This effort will involve resources on our webpage for authors as well as outreach and education on the issues.

b. We have also launched a new effort on systemic change in response to a letter ACM received from Black members of the US computing community. We are forming a minority-led task force to recommend how the recommendations of that letter can be implemented within ACM.

c. Also this year we have added funding to support a new event, the South African Institute of Computer Scientists and Information Technologists (SAICSIT).

3.4   In terms of diversity, by its nature our council was formed with diversity in mind, and there is representation from small and large schools, outside the US, the practitioner community, and a good gender balance. However only one of our members is from a group that is traditionally underrepresented in computing. The task force we are forming on systemic change will include members from underrepresented groups, and through the work of that project we hope to identify individuals interested in serving on the council itself to diversify our membership.

4.   COMMENTS

None.

APPENDIX

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

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

1.   BASIC INFORMATION

1.1   List of committee members, terms of office; begin with chair. As an
       appendix, attach the address list of the committee's members.

- Jodi Tims, Chair – 7/1/2018-6/30/2020 (reappointed 7/1/2020-6/30/2022)
- Valerie Barr, Past Chair – 7/1/2019-6/30/2020 (reappointed 7/1/2020-6/30/2022)
- Reyyan Ayfer, Regional Committees Chair - 7/1/2019-6/30/2020
- Yuqing (Melanie) Wu, Co-Treasurer – 7/1/2019-6/30/2021
- Amelia Cole, Co-Treasurer - 7/1/2019-6/30/2021
- Arati Dixit, Standing Committees Co-Chair – 7/1/2019-6/30/2021
- Bushra Anjum, Standing Committees Co-Chair - 7/1/2019-6/30/2021
- Bettina Bair – Communications Co-Chair - 7/1/2019-6/30/2021
- Sarah McRoberts – Communications Co-Chair - 7/1/2019-6/30/2021
- 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.

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 – Monica McGill, 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 – Hong Gao, Chair– 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.
- Note: 7/1/2019 marked the launching of a reorganized structure for ACM-W. The months of July and August there were many smaller meetings between the ACM-W chair and each of the chairs/co-chairs overseeing the various aspects of the organization. This was a more efficient way to launch activity than a full committee meeting. Several more such meetings have occurred over the course of the year.
- A virtual meeting of the full leadership committee was held on 10/11/2019
- A scheduled meeting for 3/14-3/15 following the SIGSCE Technical Symposium in Portland had to be canceled due to COVID.
- A virtual meeting of the full leadership committee was held on 4/5/2020

2. PROJECT SUMMARY
List all projects, of the committee or its subunits that have been active at any time during the fiscal year. Use this format:

Title of Project with one or two line description	Responsible Person	Starting Date	Status	Funds Budgeted	Funds Spent

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	Wendy Powley	N/A	Ongoing	$90K from ACM; $90K from Microsoft Research	$108,000 ($32000 rolled into 2020-2021 because of COVID)
Student Chapters – groups at specific universities that provide consistent support for students/faculty	Regional Committees appoint chairs	N/A	Ongoing	$6K	

Professional Chapters – groups within geographic regions to promote ACM-W activity locally and provide support to members	Rachelle Hippler	N/A	Ongoing	$2K	$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	$2000
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)	$18,009.50 (rest deferred to 2020-2021 due to COVID)
Gender Gap project*	Jodi Tims	9/2017	Terminated 12/2019	$4K	$4588.13+1301.78
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	$45K	$24118.18 (much travel cancelled this year)
Annual meeting – face-to-face leadership meeting	Jodi Tims	N/A	Ongoing	$25K	Cancelled due to COVID
Partnership with CRA-WE – sponsor international groups to attend grad cohort; attend CRA-WE board meetings	Jodi Tims	N/A	Ongoing	$25K	Cancelled due to COVID
Partnership with CRA-WE – bring	Jodi Tins	N/A	Ongoing	$5K	$3858.38

best paper winners to present at GHC					
Miscellaneous – ACM-W sponsorship of other events and WiC efforts	Jodi Tims	N/A	Ongoing	$10K	$7209.98

*Gender Gap in Science Project; in conjunction with several scientific unions, this three year project did a global survey of scientists to determine the participation of women in various academic pursuits and in publications; the final report of the project was presented at a November conference in Trieste, Italy and is available in book form (https://zenodo.org/record/3882609#.X3zxIFl7nx4).

3. PLANS
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.
     None anticipated this year.
3.3 List new projects or programs which are proposed or contemplated.
     Due to the current global pandemic, no new projects are being considered.
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.

     With the launch of our new organizational structure, ACM-W brought several new women into leadership positions. On the primary leadership committee, there are now three co-chairs that are "next generation", providing some much needed age diversity.

     We still lack geographic diversity at the highest levels of leadership, but the formation of regional committees has established a structure that will allow more participation within the organization by women globally and the opportunity to identify potential women to bring into the leadership committee from other parts of the world.

     Like many parts of ACM, we lack ethnic/racial diversity in some ways, most notably the Black community in North America. However, progress has been made on this front as Nicki Washington is currently serving as ACM-W North America Co-Chair, with plans for her to become the Chair of that committee when Monica McGill's term is done.

4. COMMENTS
    List any comments you wish brought to your Board's or Council's attention.
    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).

APPENDIX

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

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

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 Chair

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

Name: Amelia Cole
Email: ameliawcole@gmail.com
Responsibility within the Committee: Co-Treasurer

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

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

Name: Bettina Bair
Email: Bettina.bair@gmail.com
Responsibility within the Committee: Communications Co-Chair

Name: Sarah McRoberts
Email: sarahmcreally@gmail.com
Responsibility within the Committee: Communications Co-Chair

Name: Pat Ryan
Email: ryanp@hq.acm.org
Responsibility within the Committee: ACM Liaison