

**ANNUAL REPORT**  
of the **ACM DIVERSITY, EQUITY & INCLUSION BOARD**  
For the Period: July 1, 2021 - June 30, 2022

Submitted by **Stephanie Ludi & Lisa M. Smith**  
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 2023 for all members. Will need support in identifying new Chairs, council members, etc prior to term ending date.

Member	Role	Term Expires
Lisa M. Smith	Co-Chair	June 2023
Stephanie Ludi	Co-Chair	June 2023
Aubrey Rembert	Member	July 2023
Ann Gates	Member	June 2023
Bryant York	Member	June 2023
Chris Stephenson	Member	June 2023
Daniel Acuna	Member	June 2023
David Patterson	Member	July 2023
Fay Cobb Payton	Liaison	June 2023
Hermangee Kapoor	Member	July 2023
John West	Member	June 2023
Juan Gilbert	Member	June 2023
Leah Jamieson	Member	June 2023
Leigh Ann DeLyser	Member	June 2023
Natalie Enright Jerger	Member	June 2023
Ruth Lennon	Liaison	June 2023
Susan Reiser	Liaison	June 2023

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
Reyyan Ayfer	Vice Chair	
Melanie Wu	Treasurer	new
Chunlei Tang	Treasurer	new
My T. Thai	Standing Committees Chair	
Bushra Anjum	Standing Committee Chair	
Wendy Powley	Celebration Committee Chair	
Z. Sweezyk	Chapters Committee Chair	

Viviana Bono	Scholarship Committee Chair	
Yuqing Melanie Wu	Communication Committee Chair	June 2022
Bettina Bair	Communications Committee Chair	new
Cigdem Sengul	Communication Committee Chair	new
Nutan Limaye	Regional Activities Chair	new
Arati Dixit	Regional Activities Chair	new
Lissa Clayborn	Education Committee Chair	
Cindy Tucker	Community College Committee Chair	
Arati Dixit	ACM-W India	
Heena Timani	ACM-W India	
TBD	ACM-W Europe	
Aruquia Peixoto	SIG Liaison	
Priya Chawla	Special Projects Chair	new
Rachelle Hippler	Professional Chapters	new
Pamela Wisniewski	ACM/ ACM-W Awards Rising Star	new

The Systemic Change Committee's term ended in June 2022.

Member	Role	Term Expires
Aubrey Rembert	Chair	June 2022
Sheena Erete	Members	June 2022
Chad Jenkins	Members	June 2022
Russ Joseph	Members	June 2022
Tempestt Neal	Members	June 2022

### 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:

Focus Title	Description & Actions	Committee Lead	Starting Date	Status	Funds Budgeted	Funds Spent
Increase Visibility of DEI Advocates	Building a leader pipeline by embedding DEI principals, through a training exercise for all ACM Leadership roles (i.e., Councils, Boards, etc.).	<b>Stephanie Ludi, Lisa M. Smith,</b> Juan Gilbert, Fay Cobb Payton	February 2022	<b>Ongoing:</b> Identified key DEI training, and delivered ~3 webinars to date. Plan to work with a DEI Consultant to deliver webinars that address key DEI practices and/or principles.	\$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	<b>Stephanie Ludi, Lisa M. Smith, Vicki Hanson, Pat Ryan,</b> Leigh Ann DeLyser, Ruth Lennon, Hermangee Kapoor	February 2022	<b>Ongoing:</b> 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'23.	\$0	\$0

Awards	Increase diverse representation within Awards nominations, recipients, reviewers, etc.	Stephanie Ludi, Lisa M. Smith, Hemangee Kapoor, Juan Gilbert	February 2022	<b>Ongoing:</b> 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. Program implementation during September - December 2022.	\$10,000	\$50,000
Data Collection & Analysis Tools	Securing an ACM Data Research project to lead an in-depth analysis on the ACM community and the DEI representation.	<b>Stephanie Ludi, Lisa M. Smith, Vicki Hanson, Pat Ryan,</b> Leigh Ann DeLyser, Ruth Lennon, Hermangee Kapoor	February 2022	<b>Ongoing:</b> 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'23.	\$0	\$0
Social Justice: Publications, Reviews, Awards, & Research	Enhance publication processes and practices to embed and track DEI principle adoption, by removing structural power structures in the ACM review process.	<b>Daniel Acuna</b>	February 2022	<b>Ongoing:</b> Obtaining insights from Publications Committee, Digital Library, etc. regarding current DEI principles and/or practices, enhancement opportunities, etc. Building recommendations with executable milestones to be shared by November'22.	\$0	\$0
Embedding Best DEI Practices across ACM	Determine and encourage broader adoption of DEI practices across ACM governance.	<b>Lisa M. Smith,</b> Fay Cobb Payton, Ann Gates	February 2022	<b>Ongoing:</b> 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. Including sharing leadership opportunities and those in the leadership pipeline (i.e., completed ACM DEI Training).	<b>David Patterson,</b> Juan Gilbert, Stephanie Ludi, Lisa M. Smith	February 2022	<b>Ongoing:</b> 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 Communications 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.	<b>Stephanie Ludi, Lisa M. Smith</b>	September 2022	<b>Ongoing:</b> 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 <a href="https://www.acm.org/">https://www.acm.org/</a> 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 delivering an annual ACM Diversity report (May/June 2023)	\$0	\$0

### 3. PLANS

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

All of 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 2021 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.

Please see board members for diversity, global, etc. representation.



Lisa M. Smith



Stephanie Ludi



Aubrey Rembert



Ann Gates



Bryant York



Chris Stephenson



Daniel Acuna



David Patterson



Fay Cobb Payton



Hemangee Kapoor



John West



Juan Gilbert



Leah Jamieson



Leigh Ann DeLyser



Natalie Enright Jerger



Ruth Lennon



Susan Reiser

#### 5. COMMENTS

List any comments you wish brought to 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).

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. We would target 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. Shepherds would answer questions around the submission processes, volunteering their time (estimate 5 to 10 total hours), during the award nomination period (i.e., September 2022 to mid-December 2022).
- III. Activity #3: CS2023 “Instructional Practices” Initiative - The goal is to embed instructional DEI practices within the upcoming CS2023 initiative by delivering an article within January/February’23 with the latest revision of Undergraduate CS Curriculum. A collaboration among ACM, IEEE-CS, & AAI with DEIA being part of the revision and dissemination of guidance on best practices, strategies, etc. for practitioners Content and (Instructional) Practices (see <https://csed.acm.org/curricular-practices-article-guidelines>). The target audience is 1) Academia, with a focus on undergraduate CS programs; 2) Computer Science Faculty and Administrators; and 3) International scale. Key Deliverables Include:
  - A. Identify the globally represented committee (they have some current and/or potential participants from ACM, IEEE, etc.)
  - B. Determine key “Instructional Practices” that will combine the science with DEI principles for academia Faculty education
  - C. Target focus of scholarly article content, includes catalysis and future scholarships
  - D. An additional area of interest is to create some vignettes with educators who can discuss DEIA from a global context.

## APPENDIX

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

Member	Email
Lisa M. Smith	<a href="mailto:lisasmith8@acm.org">lisasmith8@acm.org</a>
Stephanie Ludi	<a href="mailto:Stephanie.Ludi@unt.edu">Stephanie.Ludi@unt.edu</a> ; <a href="mailto:salvse@acm.org">salvse@acm.org</a>
Aubrey Rembert	<a href="mailto:remberta@acm.org">remberta@acm.org</a>
Ann Gates	<a href="mailto:agates@utep.edu">agates@utep.edu</a>

Bryant York	york@cecs.pdx.edu
Chris Stephenson	stephensonc@google.com
Daniel Acuna	<a href="mailto:deacuna@syr.edu">deacuna@syr.edu</a>
David Patterson	<a href="mailto:pattsrn@cs.berkeley.edu">pattsrn@cs.berkeley.edu</a> ; <a href="mailto:davidpatterson@google.com">davidpatterson@google.com</a>
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Leigh Ann DeLyser	leighann@csnyc.org; leighann@csforall.org
Natalie Enright Jerger	enright@ece.utoronto.ca; natalie.enright.jerger@gmail.com
Ruth Lennon	<a href="mailto:Ruth.Lennon@lyit.ie">Ruth.Lennon@lyit.ie</a> ; <a href="mailto:rlyit@gmail.com">rlyit@gmail.com</a>
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