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

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Role</th>
<th>Term Ends</th>
</tr>
</thead>
<tbody>
<tr>
<td>Natalie</td>
<td>Enright Jerger</td>
<td>Co-chair</td>
<td>30 Jun 2021</td>
</tr>
<tr>
<td>John</td>
<td>West</td>
<td>Co-chair</td>
<td>30 Jun 2021</td>
</tr>
<tr>
<td>Sheila</td>
<td>Anand</td>
<td>Vice Chair</td>
<td>30 Jun 2021</td>
</tr>
<tr>
<td>Jodi</td>
<td>Tims</td>
<td>Member (Chair of ACM-W)</td>
<td>30 Jun 2022</td>
</tr>
<tr>
<td>Shari</td>
<td>Trewin</td>
<td>Member</td>
<td>30 Jun 2021</td>
</tr>
<tr>
<td>Jofish</td>
<td>Kaye</td>
<td>Member</td>
<td>30 Jun 2021</td>
</tr>
<tr>
<td>Leah</td>
<td>Jamieson</td>
<td>Member</td>
<td>30 Jun 2021</td>
</tr>
<tr>
<td>Juan</td>
<td>Gilbert</td>
<td>Member</td>
<td>30 Jun 2021</td>
</tr>
<tr>
<td>Katia</td>
<td>Jaffres-Runser</td>
<td>Member</td>
<td>30 Jun 2021</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Title of project with short description</th>
<th>Responsible committee and person</th>
<th>Starting Date</th>
<th>Status</th>
<th>Funds Budgeted</th>
<th>Funds Spent</th>
</tr>
</thead>
<tbody>
<tr>
<td>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&amp;I council web pages</td>
<td>Accessibility Committee, Shari Trewin</td>
<td>Nov 2019</td>
<td>Ongoing</td>
<td>$0</td>
<td>NA</td>
</tr>
<tr>
<td>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</td>
<td>Travel Grant Committee, Jodi Tims</td>
<td>Feb 2020</td>
<td>Ongoing</td>
<td>$0</td>
<td>NA</td>
</tr>
<tr>
<td>Annual funded partnership with CRA-WP, supporting Grad Cohorts</td>
<td>D&amp;I Council, John West and Natalie Enright Jerger</td>
<td>Annual</td>
<td>Ongoing</td>
<td>Funds came from ACM not this council</td>
<td></td>
</tr>
</tbody>
</table>
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**
**APPENDIX**

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

<table>
<thead>
<tr>
<th>First</th>
<th>Last</th>
<th>Email</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Natalie</td>
<td>Enright Jerger</td>
<td><a href="mailto:enright@ece.utoronto.ca">enright@ece.utoronto.ca</a></td>
<td>Co-chair</td>
</tr>
<tr>
<td>John</td>
<td>West</td>
<td><a href="mailto:john.e.west@gmail.com">john.e.west@gmail.com</a></td>
<td>Co-chair</td>
</tr>
<tr>
<td>Sheila</td>
<td>Anand</td>
<td><a href="mailto:sheila.anand@gmail.com">sheila.anand@gmail.com</a></td>
<td>Vice Chair</td>
</tr>
<tr>
<td>Jodi</td>
<td>Tims</td>
<td><a href="mailto:jodi.tims@northeastern.edu">jodi.tims@northeastern.edu</a></td>
<td>Member, Chair of ACM-W, lead of the Travel Grant Resources project</td>
</tr>
<tr>
<td>Shari</td>
<td>Trewin</td>
<td><a href="mailto:trewin@us.ibm.com">trewin@us.ibm.com</a></td>
<td>Member, lead of the Accessibility Best Practices project</td>
</tr>
<tr>
<td>Jofish</td>
<td>Kaye</td>
<td><a href="mailto:jkaye@mozilla.com">jkaye@mozilla.com</a></td>
<td>Member</td>
</tr>
<tr>
<td>Leah</td>
<td>Jamieson</td>
<td><a href="mailto:lhj@purdue.edu">lhj@purdue.edu</a></td>
<td>Member</td>
</tr>
<tr>
<td>Juan</td>
<td>Gilbert</td>
<td><a href="mailto:juan@ufl.edu">juan@ufl.edu</a></td>
<td>Member</td>
</tr>
<tr>
<td>Katia</td>
<td>Jaffres-Runser</td>
<td><a href="mailto:kjr@enseeiht.fr">kjr@enseeiht.fr</a></td>
<td>Member</td>
</tr>
</tbody>
</table>
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:

<table>
<thead>
<tr>
<th>Title of Project with one or two line description</th>
<th>Responsible Person</th>
<th>Starting Date</th>
<th>Status</th>
<th>Funds Budgeted</th>
<th>Funds Spent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Celebrations – two date regional events with students, faculty and industry representatives in attendance</td>
<td>Wendy Powley</td>
<td>N/A</td>
<td>Ongoing</td>
<td>$90K from ACM; $90K from Microsoft Research</td>
<td>$108,000 ($32000 rolled into 2020-2021 because of COVID)</td>
</tr>
<tr>
<td>Student Chapters – groups at specific universities that provide consistent support for students/faculty</td>
<td>Regional Committees appoint chairs</td>
<td>N/A</td>
<td>Ongoing</td>
<td>$6K</td>
<td></td>
</tr>
</tbody>
</table>

- Student Chapters – groups at specific universities that provide consistent support for students/faculty
<table>
<thead>
<tr>
<th>Description</th>
<th>Responsible Party</th>
<th>Start Date</th>
<th>Status</th>
<th>Proposed</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Chapters – groups within geographic regions to promote ACM-W activity locally and provide support to members</td>
<td>Rachelle Hippler</td>
<td>N/A</td>
<td>Ongoing</td>
<td>$2K</td>
<td>$0</td>
</tr>
<tr>
<td>Communications – ACM-W monthly newsletter provided to 40,000+ members; web site updates as needed; Facebook activity</td>
<td>Bettina Bair</td>
<td>N/A</td>
<td>Ongoing</td>
<td>$2K</td>
<td>$2000</td>
</tr>
<tr>
<td>Scholarships – awarded to students to attend technical conferences; awards are made quarterly</td>
<td>Viviana Bono</td>
<td>N/A</td>
<td>Ongoing</td>
<td>$35,000</td>
<td>$18,009.50 (rest deferred to 2020-2021 due to COVID)</td>
</tr>
<tr>
<td>Gender Gap project*</td>
<td>Jodi Tims</td>
<td>9/2017</td>
<td>Terminated 12/2019</td>
<td>$4K</td>
<td>$4588.13+1301.78</td>
</tr>
<tr>
<td>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;</td>
<td>Jodi Tims</td>
<td>N/A</td>
<td>Ongoing</td>
<td>$45K</td>
<td>$24118.18 (much travel cancelled this year)</td>
</tr>
<tr>
<td>Annual meeting – face-to-face leadership meeting</td>
<td>Jodi Tims</td>
<td>N/A</td>
<td>Ongoing</td>
<td>$25K</td>
<td>Cancelled due to COVID</td>
</tr>
<tr>
<td>Partnership with CRA-WE – sponsor international groups to attend grad cohort; attend CRA-WE board meetings</td>
<td>Jodi Tims</td>
<td>N/A</td>
<td>Ongoing</td>
<td>$25K</td>
<td>Cancelled due to COVID</td>
</tr>
<tr>
<td>Partnership with CRA-WE – bring</td>
<td>Jodi Tims</td>
<td>N/A</td>
<td>Ongoing</td>
<td>$5K</td>
<td>$3858.38</td>
</tr>
</tbody>
</table>
**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](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

List 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