

ANNUAL REPORT
for the ACM-W Council
For the Period: July 1, 2017 - June 30, 2018
Submitted by: Jodi L. Tims, Chair

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.

Chair: Jodi Tims, July 2017-June 2018; July 2018-June 2020
Vice Chair: Reyyan Ayfer, July 2017-June 2018; July 2018-June 2020
Past Chair: Valerie Barr, July 2017-June 2018; July 2018-June 2020
ACM-W Europe Chair: Natasa Milic-Frayling, July 2017-June 2019
ACM-W India Chair: Arati Dixit, July 2017-June 2019
Student Chapters Chair: Z Sweedyk, July 2017-June 2019
Professional Chapters Co-Chairs: Rachelle Hippler, Laura Spencer, July 2018-June 2020
Celebrations Chair: Wendy Powley, July 2015-June 2017; July 2017-June 2019
Scholarships Chair: Adriana Compagnoni, term ended July 2018 (replacement TBD)
Communications Chair: Yuqing (Melanie) Wu, July 2014-June 2016, July 2016-June 2018; will be staying on for one additional year to participate in strategic planning efforts
Education Chair: Lissa Clayborn, term expired; replacement TBD
Community College Chair: Cindy Tucker, July 2016-June 2018, July 2018-June 2020
Next Generation Chair: Priya Chawla, July 2017-June 2019
SIG Liaison Chair: Aruquia Peixoto, July 2017- June 2019

- 1.2 State the purpose to the committee:

ACM-W's mission is to support, celebrate, and advocate for women in computing globally. We address this mission primarily via three programs: administrative and financial support for regional Celebrations of Women in Computing, establishment and support of ACM-W Student and Professional chapters, and awarding of scholarship funds that enable undergraduate and graduate students to attend technical conferences. Additional efforts focus on specific sub-groups of women (K-12, community college, young professionals) and on establishing stronger ties to other diversity efforts within ACM (SIG liaison).

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

- Celebrations Committee – provides support to organizers of ACM-W Celebrations of Women in Computing events worldwide.
- Student Chapters Committee – encourage the establishment of student chapters on university campuses, provide an online community of support (Facebook) and recognize chapters for outstanding efforts.
- Professional Chapters Committee – support the establishment of support communities for professional women and connect those communities to student chapters in their area.
- Scholarships Committee – elicit scholarship applications, vet applications, administer funding associated with the project.
- Community College Committee – support the work of ACM-W Student Chapter and Celebrations projects as related to community colleges.
- Education Committee – explore ways in which ACM-W can impact the K-12 community by partnering with existing K-12 organizations such as CSTA. (Note: this committee has been largely inactive this past year due to health issues of its chair and a couple of its members).
- Communications Committee – provides support for communication within ACM-W and to the ACM-W membership via our newsletter and social media accounts
- ACM-W Europe Committee – support the mission of ACM-W in Europe
- ACM-W India Committee – support the mission of ACM-W on the Indian sub-continent

1.4 List dates of committee meetings.

- Conference call meetings held on 9/22/2017, 10/20/2017, 11/17/2017, 12/15/2017, 1/26/2018, 2/27/2017
- Annual ACM-W Council meeting – June 7-8, 2018
- Additional phone calls were held involving the ACM-W chair and committee chairs on an as-needed basis throughout the year

2. PROJECT SUMMARY

ACM-W Celebrations of Women in Computing

Provide support for organizers of celebration events

Wendy Powley, Chair

Started 2004

Ongoing

Budgeted funds: \$84,000 (plus \$77,000 donation from Microsoft)

Spent Funds: \$132,000 (\$66,000 from budget, \$66,000 from Microsoft)

ACM-W Student Chapters

Promotion of student chapters, communication with chapter organizers

Z Sweedyk, Chair

Ongoing

Budgeted funds: \$6,000 (with additional \$100,000 grant funds from Google still in holding)

Spent Funds: \$1056

ACM-W Professional Chapters

Promotion of professional chapters, communication with chapter organizers

Rachelle Hippler, Laura Spencer, Co-Chairs

Started 2017

Ongoing

Budgeted funds: \$0

Spent Funds: \$0

ACM-W Scholarships Program

Award scholarships to women students to attend CS and CS-related research conferences

Adriana Compagnoni, Chair

Started 2006

Ongoing

Budgeted funds: \$35,000 (all donated)

Spent Funds: \$27813.05 (all donated)

ACM-W Communications

Oversee all communication efforts including ACM-W Connections, web site, social media

Melanie, Chair

Started 2013

Ongoing

Budgeted funds: \$2,000

Spent Funds:

ACM-W Community College Committee

Oversees ACM-W efforts to target community college students, providing support to Celebration events so that they can better reach community college students in their regions, encouraging the development of celebrations focused on CC students.

Cindy Tucker, Chair

Started 2014

Ongoing

Budgeted funds: \$0

Spent Funds: \$0

ACM-W K-12 Education Committee

Considers ways in which ACM-W can have impact in the K-12 CS education arena, largely in collaboration with other group rather than as a primary focus of ACM-W.

Lissa Clayborn, Chair'

Started 2014

Ongoing

Budgeted funds: \$0

Spent Funds: \$0

Ad Hoc Activities

- ACM-W continues to provide small amounts of support to a variety of conferences and events that support women in computing and diversity in general. We also continue to support the work of Stawa University in Uganda as they do outreach to rural and poor urban women in the area.
- ACM through ACM-W has joined as a partner in the Global Gender Gap in computing project. This three year project requires that ACM pay for travel expenses of its volunteers in support of project goals. This year this travel included workshops in Thailand and South Africa and a partner meeting in Paris.
- As a part of the MOU between ACM-W and CRA-W, we have provided \$25,000 of support to bring groups of faculty from outside of the US to attend the Grad Cohort workshop. This year's event was in San Francisco. We are pleased that three groups - one in Spain, one in Ireland, and one in India – have moved forward to plan/hold events in their regions.

3. PLANS

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

- No projects are slated for termination at this time.

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

- Reorganization of the Education Committee will occur in the coming year with a sharpening of the focus of this project.
- An assessment of the current governance structure of ACM-W including the makeup of the council will be undertaken this fall. It is possible that a major reorganization will result. In addition, 3-5 year strategic planning will be completed.

3.3 List new projects or programs which are proposed or contemplated

- In order to increase the global scope of ACM-W, organizational efforts within East Asia and possibly Latin/South America are being contemplated. Ideally, this would include a face-to-face workshops with representatives from several counties in these

- regions in order to communicate the goals of ACM-W and its projects and provide communities of leadership within each area.
- 3.4 List details of plan to increase the diversity of the committee membership, with respect to younger members, a wider geographic representation, and a better balance with respect to industry/academia, gender, and other under-represented groups.
- As part of the reorganization and strategic planning efforts, we hope to increase the geographic diversity of the Council (e.g., inclusion of representatives from East Asia and Latin/South America) and potential inclusion of one or more male Council members.
 - A building out of the Next Generation Committee will be undertaken and programs that will increase membership of and provide support to this group will be discussed.

4. COMMENTS

- ACM-W is appreciative of the support of ACM and its headquarters staff. Without the support of many of them (Pat Ryan, Liz Zhang, Bruce Shriver, Sunita Jaswal, Haritini Kanthou, Chris Guccio, and many others) we would not be able to sustain the work of our Council.

APPENDIX

Address list of all committee members

Note: Addresses of council members for the celebrations, student chapters, professional chapters, community college, communications, ACM-W Europe and ACM-W India committees are contained in the reports for those committees below.

Name: Jodi Tims
Address: 8864 Fairlane Dr., Olmsted Township, OH 44138
Phone: 440-781-0980
Email: jltims@bw.edu
Responsibility within the Committee: Chair

Name: Reyyan Ayfer
Address: GZ62, G Building, Main Campus, Bilkent University, 06800 Bilkent, Ankara, Turkey
Phone: +90 (312) 290 5065
Email: ayfer@bilkent.edu.tr
Responsibility within the Committee: Vice Chair

Name: Valerie Barr
Address: Mt. Holyoke College, Mt. Holyoke College, 50 College St. South Hadley, MA 01075
Phone: 413-538-3644
Email: vbarr4@gmail.com
Responsibility within the Committee: Past Chair

Name: Aruquia Peixoto
Address: CEFET/RJ, Rio De Janeiro
Phone:
Email: aruquia@gmail.com
Responsibility within the Committee: SIG Liaison

Name: Priya Chawla
Address: Northrup Gumman Corp., Baltimore, MD
Phone:
Email: chawlpr@gmail.com
Responsibility within the Committee: Next Generation Chair

Name: Adriana Compagnoni

Address: Stevens Institutes of Technology, Dept. of Computer Science, Lieb Building, Castle
Pint on Hudson, Hoboken, NY 07030

Phone: 201-216-5046

Email: adriana.compagnoni@stevens.edu

Responsibility within the Committee: Scholarships Chair

ANNUAL REPORT
of the ACM-W Celebrations Committee
For the Period: July 1, 2017 - June 30, 2018
Submitted by Wendy Powley

Committee Members

Chair

Duties: Oversee all aspects of Celebrations held worldwide; communication with and support of Celebration coordinators; communication with potential organizers; communicate with ACM-W Chair on matters of budgeting and project strategy; provide articles for the MemberNet and Connections newsletters on a monthly basis; communicate with and support committee members; represent ACM-W at Celebration events when appropriate; promote events at conferences such as SIGCSE, GHC and other professional events as appropriate.

Term limit: 2 years

Current term: July 1, 2017-June 30, 2019

Current appointment: Wendy Powley, Queen's University, wendy@cs.queensu.ca

Survey coordinator

Duties: Generate conference-specific instances of the survey template in Google Docs and send the URL to conference coordinators; analyze survey data on an annual basis and generate a report to submit to the Celebrations Chair; collaborate with Celebrations Chair regarding findings of the survey and possible improvements to the project indicated in the data.

Term limit: 2 years

Current term: July 1, 2016-June 30, 2018

Current appointment: Rachele Kristof Hippler, Baldwin Wallace University, rhippler@bw.edu

Swag Coordinator

Duties: Coordinate the shipment of the ACM-W table drapes to the various celebrations.

Term limit: 2 years

Current term: July 1, 2016-June 30, 2018

Current appointment: Martha Kosa, Tennessee Technical University mjkosa@tntech.edu

Post-conference Communications

Duties: Contact coordinators after the conference to obtain a conference report; send summary of each conference to Celebrations Chair for use in MemberNET and Connections ensuring that an article is available for each month of the year.

Term limit: 2 years

Current term: July 1, 2017 – June 30, 2019

Current appointment: Suchita Ganesh, Zeligsoft, suchita.gan@gmail.com

Administrative Communications

Duties: contact Celebration coordinators prior to their event to confirm (or obtain) the shipping address for swag and the sponsorship payment details. The information is updated in the master Celebrations spreadsheet and disseminated to ACM Headquarters, Microsoft and the Swag Coordinator.

Term limit: 2 years

Current Term: January 1, 2016 – Dec 31, 2108

Current appointment: Alina Lazar, Youngstown State University, alazar@ysu.edu

Social Media Correspondent

Duties: Monitor social media of the various conferences to pull content to share on the ACM-W page, twitter or other social media outlets.

Term limit: 2 years

Current Term: September 1, 2017 – August 31, 2019

Current appointment: Farzana Rahman, Florida International University, farzanawork08@gmail.com

Website Maintenance

Duties: Maintain the ACM-W Celebrations web page.

Term limit: 2 years

Current Term: September 1, 2017 – August 31, 2019

Current appointment: Joy Yen, Queen's University, joy.yen@queensu.ca

The Celebrations committee provides support to organizers of ACM-W Celebrations of Women in Computing events worldwide. The committee tracks events and ensures that each event receives ACM promotional items and financial support prior to their event. The committee collects data on all Celebrations by way of a common survey and produces a year-end report on the Celebrations project based on the collected data. The committee communicates with event organizers to promote best practices and to ensure that ACM-W is promoted at each event. All committee members promote the Celebrations project (and other ACM-W projects) to encourage new Celebrations. Reports on Celebration events are shared monthly via the ACM-W Connections and the ACM MemberNet publication.

PROJECT SUMMARY

Project title/description	Responsible person	Starting date	Status
Celebration Registration	Wendy Powley	June 2015	ongoing
Celebration Information tracking	Wendy Powley	June 2015	ongoing
Pre-conference Communications	Alina Lazar	December 2015	ongoing
Post-conference Communications	Wendy Powley/Suchita Ganesh	December 2017	ongoing
ACM-W Table Drapes	Martha Kosa	July 2014	ongoing
Survey development and administration	Rachelle Hippler	July 2014	ongoing

Monthly communication on project activities	Wendy Powley	July 2014	ongoing
Celebrations website updates	Joy Yen	July 2017	ongoing
Celebration Resource Updates	Wendy Powley	July, 2017	ongoing
Social Media Updates	Farzana Rahman	Sept, 2017	ongoing

The committee oversaw 22 Celebrations worldwide from July 1, 2017 - June 30, 2018.

PLANS

- a) Increase our use of social media (twitter, facebook and instagram) to promote Celebration events.
- b) Keep the new website updated with pictures and info from recent and/or upcoming Celebrations.
- c) Expand and update our online resources for Celebration coordinators. We will work from the “Celebrations in a Box” resource to create a fully on-line resource.
- d) Provide a letter of recognition for Celebration coordinators at the end of each event.
- e) Examine the Celebration funding model.
- f) Provide more explicit guidelines for Celebrations and ask for a budget prior to dispersing funds.
- g) Actively recruit new celebration organizers in the USA.

COMMENTS

The number of Celebrations was down slightly from last year (26 Celebrations in 2016/2017, 22 Celebrations in 2017/2018). Celebrations were geographically distributed: 6 USA, 1 Canada, 10 Europe, 2 India, 1 Philippines, 1 Chile, 1 Turkey. The number of European celebrations is increasing (4 last year, 10 this year) while the number of US Celebrations is decreasing (12 last year, 6 this year). We had 7 potential US Celebrations that cancelled this year. It is important for us to determine the reason for the decline and to put measures in place to keep the Celebrations going. The most likely cause for the decline is organizer fatigue. Most of the Celebrations that have taken place over the years have been organized by the same group(s) of people. This model is not sustainable. We need to encourage the Celebration organizers to bring new people on board with the goal of taking over the Celebration in coming years.

APPENDIX

Name: Wendy Powley

Address: School of Computing, Queen's University, Kingston, ON K7P 2J8

Phone: 613-533-6734

Email: wendy@cs.queensu.ca

Responsibility within the Committee: Chair

Name: Rachelle Hippler

Address: Baldwin Wallace University

Email: rhippler@bw.edu

Responsibility within the Committee: Survey coordinator

Name: Martha Kosa

Address: Tennessee Technical University

Phone: 931-372-3579

Email: mjkosa@tntech.edu

Responsibility within the Committee: Branding and swag coordinator

Name: Alina Lazar

Address: Youngstown State University

Phone: 330-941-3468

Email: alazar@ysu.edu

Responsibility within the Committee: Administrative Communication

Name: Farzana Rahman,

Address: Florida International University,

Email: farzanawork08@gmail.com

Responsibility within the Committee: Social Media Correspondent

Name: Joy Yen

Address: Queen's University

Email: joy.yen@queensu.ca

Responsibility within the Committee: Website Maintenance

ANNUAL REPORT

for the ACM-W STUDENT CHAPTERS COMMITTEE

For the Period: July 1, 2017 - June 30, 2018

Submitted by:

Committee Chair's Name:

1. BASIC INFORMATION

- | | | |
|-----|-----------------------|-----------|
| 1.1 | Z Sweedyk | 2017-2021 |
| | Melanie Williamson | 2015-2019 |
| | Ranjani Parthasarathi | 2016-2020 |
| | Lindsay Jamieson | 2016-2020 |
| | Alan Jamieson | 2016-2020 |
| | Shahnaz Kamberi | 2016-2020 |
| | Chutima Boonthum | 2015-2019 |

1.2 State the purpose to the committee:

ACM-W Student Chapters aims to recruit, retain, and celebrate women students in computing and to develop a sense of community. We accomplish these goals in conjunction with ACM Headquarters staff, where a dedicated staff member coordinates all ACM/ACM-W Chapters. The committee members recruit new chapters through conference booths and presentations and through personal contacts. We approve all new chapters; communicate with Chapter officers and ACM Headquarters staff; contact probationary and lapsed Chapters; write articles for the ACM-W Newsletter; manage the Student Chapters Facebook group; manage the Student Chapters web page; manage data generated by reports, the website, and the Facebook group; develop new materials and update old; staff conference booths; answer email correspondence; and manage our projects (such as the ACM-W Student Chapters Best Officer award).

1.3 Indicate the organization of the

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

No Subcommittees at this time.

1.4 List dates of committee meetings.

The Committee meets on an ad hoc basis and is in regular email contact.

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 <u>line description</u>	Responsible <u>Person</u>	Starting <u>Date</u>	<u>Status</u>	Funds <u>Budgeted</u>	Funds <u>Spent</u>
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Title: Best Student Chapter Officer contest

Person: Shanaz Kamberi
Date initiated: April 2017
Budgeted: \$4,000
Spent: \$1,280

Title: Best Chapter Activity Contest
Person: Z Sweedyk
Date initiated: March 2018
Budgeted: \$2,000
Spent: \$750

Title: ACM-W merchandising: new branding campaign (stickers)
Person: Z Sweedyk, Rachel Chesley
Date initiated: July 2018
Budgeted: \$1,000
Spent: \$489

Title: Chapter Networking Award
Persons: Alan Jamieson, Lindsay Jamieson, Melanie Williamson
Date initiated: Oct. 2014
Budgeted: \$6,000
Spent: \$722
Status: ongoing

Title: ACM-W Liaison for CRA-W Town Hall Meetings
Person: Chutima Boonthum
Date initiated: 2015
Budgeted: \$0
Spent: \$0
Status: ongoing

Title: Student Chapters Outreach
Person: Z Sweedyk
Date initiated: Sept. 2018
Budgeted: \$0
Spent: \$0

Please list active projects before passive or completed ones; and list the most

important projects first.

3. PLANS

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

None.

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

- The best activity contest is evolving into one with multiple awards for lower amounts. Submissions are made by posting on social media.
- The branding campaign will accelerate this year with more stickers, new t-shirts, and business cards for student chapter members. We will make swag available for student chapter events.
- We are planning new activities associated with Grace Hopper including small rewards for visiting our booth.
- We are working on changing the networking award. The current contest has not drawn much support. We plan to survey our members to understand their current networking activities and how best to support and promote them.

3.3 List new projects or programs which are proposed or contemplated

- We are planning a new social media campaign. It will launch at Grace Hopper.
- We are going to start an allies program; we will add a male member to our committee and in spring we'll produce/distribute t-shirts geared for allies.

3.4 List details of plan to increase the diversity of the committee membership, with respect to younger members, a wider geographic representation, and a better balance with respect to industry/academia, gender, and other under-represented groups.

We added Rachel Chesley to the committee. Rachel is a recent graduate and will work on the social media campaign.

We will add a male member to our committee to work on our new allies program.

4. COMMENTS

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

APPENDIX

Address list of all committee members

Name: Z Sweedyk
Address: 1633 Lemoyne St., Los Angeles, CA 90026
Phone: 213-309-5351
Fax:
Email: zsweedyk@gmail.com
Responsibility within the Committee: Committee Chair

Name: Rachel Chesley
Address: 8815 Camden Creek Lane, Apt. 101, Charloote NC 28273
Phone: 704-648-9319
Fax:
Email: chesley.r.m@gmail.com
Responsibility within the Committee: Social media coordinator

Name: Melanie G. Williamson
Address: 500 Newtown Pike, Lexington, KY 40508
Phone: 859.246.6285
Fax: --
Email: melanie.williamson@kctcs.edu
Responsibility within the Committee: Networking award

Name: Lindsay Jamieson
Address: Dept. of Computer Science
St. Mary's College of Maryland
47645 College Dr, St Marys City, MD 20686
Phone: (240) 895-4474
Fax: --
Email: lhjamieson@smcm.edu
Responsibility within the Committee: Networking award, social media

Name: Alan Jamieson
Address: Dept. of Computer Science
St. Mary's College of Maryland
47645 College Dr, St Marys City, MD 20686
Phone: (240) 895-2153
Fax: --

Email: acjamieson@smcm.edu
Responsibility within the Committee: Networking award, social media, web page

Name: Shahnaz Kamberi
Address: Dept. of Computer Science
Northern Virginia Community College
6699 Springfield Center Dr, Springfield, VA 22150

Phone:

Fax: --

Email: professorkamberi@gmail.com

Responsibility within the Committee: Best leader award

ANNUAL REPORT

for the ACM-W PROFESSIONAL CHAPTERS COMMITTEE

For the Period: July 1, 2017 - June 30, 2018

Submitted by: Professional Chapters

Committee Chair's Name: Rachelle Hippler & Laura Spencer

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.

n/a

1.2 State the purpose to the committee:

We believe that providing professional women with ways to stay connected to ACM-W will be a great source of personal support after graduation and support the next generation of technical women. The following goals are emerging under our charge of establishing, connecting, and promoting ACM-W Professional Chapters.

- Goal 1: Establish model ACM-W Professional Chapters
 - We look forward to connecting with existing professional chapters and working toward creating models to help new chapters get started. If you have a professional chapter, we want to hear from you. Send us a picture and list of projects you are working on.
- Goal 2: Connect ACM-W professional chapters to ACM-W student chapters
 - We look forward to facilitating communication between student chapters and professional chapters to help with outreach and mentoring projects.
- Goal 3: Connect ACM-W professional chapters to ACM-W celebrations
 - We look forward to facilitating communication between celebrations and professional chapters to help with conference participation.
- Goal 4: Connect ACM-W professional chapters to ACM-W student chapter alumni
 - We look forward to helping professional chapters recruit recent graduates, especially those from colleges that have ACM-W student chapters. If you are a recent graduate and would like to get a professional chapter started, let us know. We can give you some ideas about how to get started.
- Goal 5: Promote ACM-W professional chapters
 - Look for us at the regional Celebrations and conferences such as SIGCSE and NCWIT and keep checking our web pages and social media for new information.

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

n/a

1.4 List dates of committee meetings.

November 7

December 13

February 7

? June 1

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	Status	Funds Budgeted	Funds Spent
Mission & Goals	Rachelle & Laura	Nov 2017	Done	0.00	0.00
Website (Goal 5)	Rachelle & Laura	Nov 2017	In progress	0.00	0.00
Monthly report for Connections (Goal 5)	Rachelle & Laura	Nov 2017	In progress	0.00	0.00
Reports from existing professional chapters for "Spot Light" pieces. Used for Connections and Website (Goal 5)	Rachelle & Laura	Nov 2017	In progress	0.00	0.00
Created new type of chapter for women who plan celebrations: WIC ACM-W	Rachelle & Jodi	March 2017	Done	0.00	0.00
OCWIC ACM-W chartered (Goal 1)	Rachelle	Jan 2017	Done	0.00	0.00
Toledo ACM-W chartered (Goal 1)	Rachelle	April 2017	Done	0.00	0.00
Weston ACM-W chartered (Goal 1)	Laura	Jan 2017	Done	0.00	0.00

Please list active projects before passive or completed ones; and list the most important projects first.

3. PLANS

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

n/a

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

n/a

3.3 List new projects or programs which are proposed or contemplated

- Order ACM-W lapel pins (Goal 5)
 - distribute to existing chapters
 - distribute to new chapters as they are chartered
- Begin email correspondence with ACM-W student chapters (Goals 2 & 4)
- Facilitate connections between Toledo and OCWIC chapters (Goal 3)
- Update website with spotlight stories (Goal 5)
- Create and share chapter models (Goal 1)
- Petition ACM to allow “areas” instead of cities for naming ACM-W professional chapters. For example, the Toledo ACM-W chapter would prefer to be called the Northwest Ohio ACM-W Chapter because it is more inclusive of the businesses and universities it serves. (Goal 5)
- Determine need for additional committee members

3.4 List details of plan to increase the diversity of the committee membership, with respect to younger members, a wider geographic representation, and a better balance with respect to industry/academia, gender, and other under-represented groups.

TBD

4. COMMENTS

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

1. Besides celebrations and ACM-W events, how do we become a positive influence on women in tech roles in general? What other avenues can be effective (social media, press releases, outreach to other organizations)?
2. How can we (ACM-W Professional Chapters) add more value (support)?
 - a. To college student chapters?
 - b. To K-12 students?
 - c. To professional chapters
3. How do we help professional chapters connect with college student chapters?
4. What do college students need/want from professional chapters? Do they know what they need/want?

ANNUAL REPORT

Of the ACM-W SCHOLARSHIPS COMMITTEE

For the Period: July 1, 2017 - June 30, 2018

Submitted by Adriana Compagnoni

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.

- Adriana Compagnoni - Member since 2011 - Chair since 2012
- Viviana Bono - Member since 2012
- Maribel Fernandez - Member since 2012
- Elaine Weyuker - Member since 2012
- Valeria de Paiva – Member since 2015
- Elena Viojo – Member since 2016
- Magie Hall – Member since 2016 – Stepped down February 2018
- Vishakha Sharma – Member since 2017

1.2 State the purpose to the committee -- its current charter.

The ACM-W Scholarships program provides support for women undergraduate and graduate students in Computer Science and related programs to attend research conferences. This exposure to the CS research world can encourage a student to continue on to the next level (Undergraduate to Graduate, Masters to Ph.D., Ph.D. to an industry or academic position). The student does not have to present a paper at the conference she attends.

The committee evaluates scholarships applications six times a year: August, October, December, February, April, and June.

In the period July 1, 2017 - June 30, 2018 the committee evaluated 100 applications
The committee awarded 37 scholarships for a total of \$34,200.

See Figure 1 for applications and awards details.

July 1, 2017 - June 30, 2018 (applications)							
	UG – intra	UG – inter	MS – intra	MS – inter	PhD – intra	PhD – inter	Total
08/15/2017	2	3	3	2	3	6	19
10/15/2017	0	0	0	1	1	0	2
12/15/2017	7	6	2	4	2	1	22
02/15/2018	2	2	0	3	2	7	16
04/15/2018	0	5	0	4	8	10	27
06/15/2018	3	1	0	1	0	9	14
							100
July 1, 2017 - June 30, 2018 (scholars - detailed)							
	UG – intra	UG – inter	MS – intra	MS – inter	PhD – intra	PhD – inter	Total
08/15/2017	2	1	3	1	0	2	9
10/15/2017	0	0	0	1	1	0	2
12/15/2017	3	3	1	3	0	1	11
02/15/2018	0	2	0	3	1	0	6
04/15/2018	0	2	0	1	0	3	6
06/15/2018	1	0	1	1	0	0	3
							37

Data Gathered by Viviana Bono							

Figure 1. Applications and Scholars. Data.Categories: Undergraduate(UG), Graduate/Masters (MS), Graduate PhD (PhD). Inter-continental travel (inter), Intra-continental travel (intra).

1.2.1 Communications and Data

The Communications member of the committee is Valeria de Paiva and the Data members of the committee are Viviana Bono and Adriana Compagnoni. Our committee wants more young women to know about the ACM scholarship, therefore we are writing about the program every month for the online Communications of the ACM-W newsletter. Every other month we write about the new awards, and in between awards, we write celebrating and discussing snippets from the reports that the awardees have sent us of their travels and experiences.

Choosing stories and pictures to showcase in the online newsletter can be outright fun. And reading some of the reports is very rewarding indeed. But we are also aware that the work could be better supported and we are discussing ways to do it. We need better databases that keep the information unified and queriable by all who need to read it, and it would be good if the work of extracting needed information for the required processing of the applications could be improved.

Report-Back Database: As part of our publicity/communications strategy, as mentioned above, we request awardees to submit a report describing their experience at the event they attended.

We publish the reports, including photographs from the event, in our website. These testimonials have proved useful in publicizing the ACM-W scholarship program and providing useful information for future applicants and awardees.

However, there is a backlog of reports in the new reports system implemented under the leadership of Melanie Wu. There was a misunderstanding with reports member Magie Hall, who regularly uploaded reports to the old repository, and never got access to the new repository. This issue was identified when Magie left the committee in February, and Vishakha Sharma has volunteered to take over the reports management once Melanie grants her access to the repository.

SIGs Liason: Despite the sustained number of scholars, and the popularity of conferences such as GECCO and CHI, SIGs have continued to support our efforts and every request for registration waiver and mentor has been granted.

Following a tradition of strong support, SIGEVO has been proactive in offering extra support for potential scholars. Khulood Alyahya wrote: *“Bing and I are the organisers of this year's Women@GECCO workshop. Could you please send us the contact details of this year's ACM-W winners to attend GECCO 2018. We will assign them mentors based on their research interests. We thank you for your continued support for women at GECCO.”*

However, for the first time in the history of the ACM scholarships program, SIGPLAN refused to provide registration waivers and mentors for our scholars. The pushback from the SIGPLAN leadership was unprecedented.

- 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 administration of the scholarships program includes the following tasks:

- Screening, evaluation of applications, and selection of awardees: all committee members
- Interface with SIGs: Adriana Compagnoni, Elaine Weyuker and Viviana Bono.
- Bookkeeping: Viviana Bono and Adriana Compagnoni
- Reports repository: Magie Hall and Adriana Compagnoni
- Application website re-design/architecture/interface with ACM HQ: Adriana Compagnoni and Viviana Bono
- Post award management (reimbursement/reports/visa letters/certificates): Adriana Compagnoni, Maribel Fernandez, Magie Hall

- General enquiries about the scholarships program: Adriana Compagnoni and Viviana Bono
- Monitoring of incomplete applications/support letter request: Viviana Bono and Adriana Compagnoni
- Publicity/Communications: Valeria de Paiva and Adriana Compagnoni
- Annual Reports: Adriana Compagnoni

1.4 List dates of committee meetings.

The committee meetings took place online via e-mail to evaluate applications in August 2017, October 2017, December 2017, February 2018, April 2018 and June 2018. The reviews take place over a period of two weeks after the 15th of each corresponding month.

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 <u>line description</u>	Responsible <u>Person</u>	Starting <u>Date</u>	<u>Status</u>	Funds <u>Budgeted</u>	Funds <u>Spent</u>
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N/A

3. PLANS

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

N/A

3.2 List important changes or milestones in active projects during the coming year. The backlog of reports will be processed in 2018-2019.

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

Membership changes:

Adriana Compagnoni's term as chair has expired, and a new chair is being recruited. At the same time, Maribel Fernandez, Viviana Bono and Elaine Weyuker have completed a second two-year term as members of the committee. Furthermore, Magie Hall has stepped down in February 2018 due to increased service load in her faculty position.

We plan to recruit new members/associates with specific responsibilities hoping to be able to attract volunteers with a lower hour/cycle commitment. For example, certificates of attendance and badges for display on websites are simple tasks, yet time consuming, that will be easy to outsource. We have identified two such volunteers, and they will be invited to join the committee.

Volunteer Task Database: We plan to create a volunteer task database to enable members of the community to volunteer their efforts for time-sensitive, limited, and well defined tasks.

Conference Eligibility Review Process: With the increasing number of conferences it is becoming challenging for the Committee to evaluate the eligibility of the conferences that applicants wish to attend. We plan to design a submission and review process to evaluate conferences. ACM and IEEE conferences in computing will be automatically eligible, others will be subject to review.

- 3.4 List details of plan to increase the diversity of the committee membership, with respect to younger members, a wider geographic representation, and a better balance with respect to industry/academia, gender, and other under-represented groups.

No new members were added to the committee.

4. COMMENTS

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

1. The committee would like to know what resources from ACM we have access to.
2. Chris Guccio and Tim Olegario have been instrumental in the improvement of the submissions site addressing all our issues and proposing future improvement that would alleviate the task of the current manual bookkeeping.

Some of the proposed improvements include:

- Verification by the applicant of the submission of support letters.
- Support letter reminder sent by the applicant.
- At the moment the total number of applicants has to be counted by hand. The proposal is to automate this record keeping.
- Notifications have to be issued by accessing every single application. Future improvements include a decision screen containing all applicants and decline/award options. The decision page will have the option to revise decisions.

- Adding a gender self-identification question.
3. Last but not least, the committee works hard at helping women world wide pursue careers in computing. While the work is rewarding in itself, with heartwarming reports from scholars, it would be good if ACM would express recognition for all the effort that goes into running the scholarships program.

APPENDIX

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

Name: Adriana Compagnoni

Address: Stevens Institute of Technology, Department of Computer Science, Lieb Building, Castle Point on Hudson, Hoboken, NJ 07030.

Phone: 201 216 5046

Fax: 201 216 8249

Email: adriana.compagnoni@stevens.edu

Responsibility within the Committee: chair. Evaluation of applications, interface with SIGs, book keeping, online testimonials, scholarships website content management, application website re-design/architecture/interface with ACM HQ, post award management, general enquiries, Communications-Press releases-News

Name: Viviana Bono

Address: Dipartimento di Informatica - Università di Torino
corso Svizzera 185, 10149 Torino Italy

Phone: [+39 011 6706733](tel:+390116706733)

Fax: [+39 011 751603](tel:+39011751603)

Email: bono@di.unito.it

Responsibility within the Committee: Evaluation of applications, and statistics – data gathering, interface with SIGs, general inquiries, applications support.

Name: Maribel Fernandez

Address: Department of Informatics King's College London Strand, London
WC2R 2LS, UK

Phone: +44 020 7848 2499

Email: maribel.fernandez@kcl.ac.uk

Responsibility within the Committee: Evaluation of applications, scholars report back publishing.

Name: Elaine Weyuker

Address: 102 Woodbridge Ave, Metuchen, NJ 08840

Phone: [732-549-8118](tel:732-549-8118)

Email: weyuker@gmail.com

Responsibility within the Committee: Evaluation of applications and interface with SIGs.

Name: Valeria de Paiva

Address: Nuance Communications, Cupertino, CA

Email: valeria.depaiva@gmail.com

Responsibility within the Committee: Evaluation of applications, Communications-Press releases-News

Name: Magie Hall

Address: IT Innovation School of Interdisciplinary Informatics at University of Nebraska, Omaha.

Email: mahall@unomaha.edu

Responsibility within the Committee: Evaluation of Applications, Reports.

Name: Elena Viojo

Address: Uruguay Government. Montevideo, Uruguay.

Email: eviojo@gmail.com

Responsibility within the Committee: Evaluation of Applications.

Name: Vishakha Sharma

Address: Georgetown Medical Center, Georgetown University

Email: sh.vishakha@gmail.com

Responsibility within the Committee: Evaluation of Applications.

Data Members: Viviana Bono (statistics)

Adriana Compagnoni (budget)

Communications Member: Valeria de Paiva

ANNUAL REPORT
for the ACM-W EDUCATION COMMITTEE
For the Period: July 1, 2017 - June 30, 2018
Submitted by: Lissa Claiborn

1. BASIC INFORMATION

1.1 Lissa Clayborn, Chair, 2018-2020

1.2 ACM-W K-12 Education Ctte. considers ways in which ACM-W can have impact in the K-12 CS education arena, largely in collaboration with other group rather than as a primary focus of ACM-W. Started 2014; ongoing

2. PROJECT SUMMARY

None.

3. PLANS

3.1 Link to revised list of CSTA chapters will be completed in the coming year. With the leadership turnover at CSTA, connections will need to be remade to obtain the current list of chapters. Permissions has been granted, next step is to update the existing list and then post to ACM-W and CSTA websites.

4. COMMENTS

Due to a extenuating circumstances, the K-12 Education Committee went on hiatus for 2017-2018. Circumstances included losing committee members, health issues for remaining members and change of location and job for the chair.

Name: Lissa Clayborn
Affiliation: ACM-W Ed Cmte Chair
Address: 607 2nd St., Apt 2, Towanda, PA 18848 (Temporary Only)
Phone: 541.913.9770 (cell)
Email: lissa777@comcast.net
Committee Role: Chair

Name: Michelle Friend
Affiliation: University of Nebraska Omaha
Phone: 408-768-6944
Email: mefriend@unomaha.edu
Committee Role: Member

Name: Stephanie Ludi
Affiliation: University of North Texas, Computer Science & Engineering Dept.
Phone: 585-354-4234 (cell)
Email: steph.ludi@gmail.com
Committee Role: Member

Name: Emily Vandalovsky
Affiliation: ACM-CCECC/ Bergen Community College, Computer Science, Engineering and Information Tech. Dept.
Phone: 201-879-7066
Email: evandalovsky@bergen.edu
Committee Role: Member

Name: Stephanie Hoepfner
Affiliation: Williamsburg Local Schools
Phone: 513-722-5209 (cell)
Email: smhoepfner@gmail.com

ANNUAL REPORT
of the COMMUNICATION COMMITTEE
For the Period: July 1, 2017 - June 30, 2018
Submitted by Yuqing Melanie Wu

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.

Yuqing Melanie Wu
Committee chair
Term started 7/1/2012
Jen Goodall:
Vice Chair
Term started 7/1/2017

The communication committee works closely with communication liaisons from other committees of ACM-W. The liaisons helped manage the web contents of their corresponding web section and provide contents for *ACM-W Connections*.

- 1.2 State the purpose to the committee -- its current charter. If an ad hoc committee, state the termination date.
- Generate coverage of ACM-W news, events, awards and activities
 - Assist other ACM-W committees in raising their profiles and report their accomplishments.
 - Grow ACM-W community by conveying information and projects of ACM-W
- 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.
- Currently there is no sub-committee within the Communication Committee.
 - The communication committee works closely with communication liaisons from other committees. The liaisons helped manage the web contents of their corresponding web section and provide contents for ACM-W Connections.
 - The communication committee also works closely with ACM staff members, who assist us in implementation and maintenance.

1.4 List dates of committee meetings.

- In September and October 2017, Melanie Wu organized a couple of training sessions for webpage liaisons of Chapters and Celebrations to take over the content of their sections on ACM-W webpage
- In late 2018, multiple meetings were held, with social media liaisons of chapters and celebrations committee.
- Since early 2018, multiple meetings have been held with Jen Goodall to help her take over the editing of ACM-W Connections
- In early 2018, meets were held with co-chairs of professional chapters committee to help them set up webpage section for professional chapters.
- Melanie Wu and Jen Goodall communicates with communication liaisons of the committees of ACM-W every month to coordinate the monthly newsletter *ACM-W Connections*.

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:

- ACM-W webpage migration

While maintaining the old ACM-W webpage, which was constructed on Drupal platform in 2013, we started a project that migrates the webpage to ACM server using Wordpress. The project is conducted with the help of ACM staff members.

Timeline of the project:

- Nov 2016, site frozen for the old website of ACM-W
- Dec 2016-Jan 2017, content migration
- Feb 2017-Aug 2017, debugging
- May 2017-Aug 2017, development of new Scholarship module
- Aug 2017: new ACM-W webpage launched
- Aug-Oct 2017: training sessions for webpage liaisons of sub-committees
- Apr 2018: introduction of new professional chapter section

- ACM-W Connections

This is an on-going project that started in early 2014. Since then, we have broadcasted a monthly newsletter called *ACM-W Connections* to all registered ACM-W members. In each issue of ACM-W Connections, we feature recent ACM-W Celebrations events and new activities of ACM-W chapters, announce ACM-W scholarship awardees and feature their stories, report activities at ACM-W Europe and India, and announce upcoming ACM-W related conferences and scholarship opportunities. Every other month, we also feature an interview of *Women of ACM*.

- ACM-W Social Media

Chapters and Celebrations committee have appointed social media liaison and have been using social media platform of their choice to coordinate activities. We have not yet constructed an infrastructure that channel the information to the central ACM-W social media.

3. PLANS

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

- We will try to make sure all sections are up-to-date and all committees take responsibility of their sections

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

- ACM-W webpage
 - Some mini-projects to enhance the webpage:
 - Sanity check for all contents
 - Help committees develop their contents
 - Develop “friends of ACM-W” section

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

- We will consider starting new projects to enhance some sections of our webpage, such as Celebrations.
- Leadership transition

Melanie Wu has chaired the communication committee since 2012. She will focus on training Jan Goodall into the leadership role of this committee in the next year for a smooth transition in the year after.

3.4 List details of plan to increase the diversity of the committee membership, with respect to younger members, a wider geographic representation, and a better balance with respect to industry/academia, gender, and other under-represented groups.

- We expect the liaisons, especially social media liaisons of the committees, to include younger members, who are the driving force and recipients of the news feeds in these media channels.

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

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

Name: Yuqing Melanie Wu
Address: 185 E 6th st. Claremont, CA 91711
Phone: 909 607 9202
Email: Melanie.Wu@pomona.edu
Responsibility within the Committee: chair

Name: Jen Goodall
Address: SUNY, Albany
Email: jgoodall@albany.edu
Responsibility within the Committee: editing ACM-W connections

ANNUAL REPORT

for the ACM-W India Council

For the Period: July 1, 2017 - June 30, 2018

Submitted by: Arati M. Dixit

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. ACM-W India Executive Council Chair: Arati M. Dixit, Independent Consultant, Pune

Members-at-Large, 1 July 2017 - 30 June 2021 Kalika Bali, Microsoft Research India, Bengaluru
Maushumi Barooah, Assam College of Engineering, Guwahati Rituparna Chaki, University of Calcutta
Gunjan Lal, To The New, Noida Nutan Limaye, IIT Bombay Heena Timani, Ahmedabad University

Past Chair: Sheila Anand, Rajalakshmi Engineering College, Chennai

1.2 State the purpose to the committee:

To support the mission of ACM-W in India- 'ACM-W supports, celebrates, and advocates internationally for the full engagement of women in all aspects of the computing field, providing a wide range of programs and services to ACM members and working in the larger community to advance the contributions of technical women.'

1.3 Indicate the organization of the committee into subcommittees or other subunits;

give a one-sentence description of each subunit's charter.

- Outreach leader : Rituparna Chaki (North Region), Heena Timani (south) Reach out to different schools(Engineering, Technology, Science and management) in their region and talk about ACM-W activities and encourage them to participate.
- Communications – Arati M. Dixit, Maushumi Barooah Creating reports of events/projects of ACM-W India
- Scholarships Committee: Sheila Anand, Kalika Bali To provide scholarships to students(women) to attend reputed conferences.
- Celebration Committee: Arati M. Dixit, Nutan Limaye

o To coordinate one national and 8 regional celebrations. o Starting ACM India Grad Cohort 2018(6/7 July 2018) o Summer school for Women (3 weeks – 11

th

June, 2018 – 29

th

June 2018)

- Social media and Youth Leadership committee: Gunjan Lal Actively reach out to students and encourage youth leadership at the chapter-level and their successful transition into professional members.

1.4 List dates of committee meetings.

- September 12, 2017, Chennai
- November 16, 2017, Bangalore
- January 13th , 2018, Conference Call
- January 24th , 2018, Hyderabad
- February 16, 2018, Nagpur
- June 28

th

, 2018, Bangalore

- Periodic calls were scheduled with various committee members on need basis.

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:

Please list active projects before passive or completed ones; and list the most important projects first.

- Celebration of Women in Computing

- o AICWiC- ACM India Celebration of Women in Computing(national level)

- Chennai – AICWiC 2017

- Bangalore – AICWiC 2018- June 28, 29 o Eight regional celebrations

- ACM India Summer school on Information Security and Forensics (3 weeks – 11

th

June, 2018 – 29

th

June 2018)

- National level Womens Hackathon o Oct 2017, at Chandigarh

- ACM India Grad Cohort

- o First planned on July 6-7, 2018 at IIT Bombay

- ACM-W iSIGCSE Faculty Summit(Sept 12, 2017)

- ACM-W Chapter Summit
 - During AICWiC 2018- June 28, 2018
- Scholarships given to about 100 Women students and 15 faculty members.

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

All the projects are designed to continue on yearly basis.

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

To reduce involvement of ACM-W Council members in the projects mentioned above.

Involve/Invite participants from other countries for :

o AICWiC & o Summer School for Women(3 Weeks residential school).

3.3 List new projects or programs which are proposed or contemplated

o Grad Cohort India 2018. The plan is to continue this every year. o ACM-W Professional chapters to be chartered and mentored.

3.4 List details of plan to increase the diversity of the committee membership, with respect to younger members, a wider geographic representation, and a better balance with respect to industry/academia, gender, and other under-represented groups.

The current organization of the committee represents diversity in terms of:

- Younger members: Two members are in thirties. One of them was ACM-W Student(Best student Chapter award winner) Chapter Chair.
- Wider geographic representation: The members are from North, South, East, West regions of India.
- Industry/academia balance is achieved with a good mix of members from academia, industry and independent consultants.
- Gender, and other under-represented groups : As of now all the committee members are women. This diversity aspect can be handled during the next cycle of council member recruitment in 2019.

4. COMMENTS

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

APPENDIX

Address list of all committee members

Name: Dr. Arati M. Dixit Address: Pune , Phone: 011-91-8390348643 Email: adixit98@gmail.com Responsibility within the Committee: Chair, ACM-W India Council Chair, Communications Committee, and Celebration Committee

Name: Dr. Kalika Bali Address: Microsoft Research India, Bengaluru Phone: 011-91-9886168535 Email: kalikab@microsoft.com Responsibility within the Committee: Chair, Scholarships Committee

Name: Dr. Maushumi Barooah Address: Assam College of Engineering, Guwahati Phone: 011-91-9864036044 Email: maushu@gmail.com Responsibility within the Committee: Chair, Communications Committee

Name: Dr. Rituparna Chaki Address: University of Calcutta, Kolkata Phone: 011-91-8378970070 Email: rituchaki@gmail.com Responsibility within the Committee: Outreach leader(North Region)

Name: Ms.Gunjan Lal Address: To The New, Noida Phone: 011-91-8218530960 Email: gunjan.vk@gmail.com Responsibility: Chair, Social media & Youth Leadership committee

Name: Dr. Nutan Limaye Address: IIT Bombay, Mumbai Phone: 011-91-9920546047 Email: nutan@cse.iitb.ac.in Responsibility within the Committee: Chair, Celebration Committee

Name: Ms. Heena Timani Address: Ahmedabad University, Ahmedabad Phone: 011-91-9428124614 Email: heena.timani@ahduni.edu.in Responsibility within the Committee: Outreach Leader(South Region)

Name: Dr. Sheila Anand, (Past Chair, ACM-W India) Address: Rajalakshmi Engineering College, Chennai Phone: 011-91-9282112694 Email: sheila.anand@gmail.com Responsibility within the Committee: Chair, Scholarships Committee

ANNUAL REPORT
for the ACM-W EUROPE
For the Period: July 1, 2017 - June 30, 2018
Submitted by:
Natasa Milic-Frayling, Chair

1. ACM-W Europe

1.1 ACM-WE Executive Committee

ACM-WE is led by the Executive Committee that comprises

Chair: [Natasa Milic-Frayling](#), University of Nottingham, UK

Vice Chair: [Bev Bachmayer](#), Intel, Germany

- [Gabriele Anderst-Kotsis](#), Johannes Kepler University of Linz, Austria
- [Ralitsa Angelova](#), Google, Zurich, Switzerland
- [Panagiota Fatourou](#), University of Crete, Greece / FORTH
- [Ruth G. Lennon](#), Letterkenny Institute of Technology, Ireland

Past Chair: [Reyyan Ayfer](#), Bilkent University, Ankara, Turkey.

The Committee is in the process of recruiting new members since the mandate of several members is nearing the end.

Ex-Officio:

- Jodi Tims, ACM-W Chair,
- Erika Abraham, Chair, RWTH Aachen, Germany [Informatics Europe Women in Informatics Research and Education Working Group](#)
- Pat Ryan, ACM Headquarters, New York, USA.

Advisory Committee:

We are in the process of refreshing the Advisory Committee that currently comprises:

- [Peter Buneman](#), University of Edinburgh, UK
- [Silvana Castano](#), University of Milan, Italy
- [Fabrizio Gagliardi](#), Past Chair, ACM Europe
- [Mashhuda Glencross](#), Loughborough University, UK
- [Lynda Hardman](#), [Informatics Europe](#) (President), [Centrum Wiskunde & Informatica](#), Netherlands.

1.2 ACM-WE Mission and Vision

ACM-WE (ACM Women in Computing Europe) is a standing committee of ACM Europe. It is setup to carry out the ACM-W mission within the scope of the ACM Europe.

The ACM-WE vision is a transformed European professional and scholarly landscape where women are supported and inspired to pursue their dreams and ambitions to find fulfilment in the computing field.

The ACM-W Europe mission is to foster women's education and careers in computing and encourage the European professional and scholarly community to inspire women to take part and realize their potential in computing. It fulfils the ACM-W Mission to support, celebrate and advocate internationally for the full engagement of women in all aspects of the computing field.

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

womENCourage Steering Committee has been formed to provide continuity in organizing womENCourage and is expected to expand to the *ACM-WE Celebration Committee* to oversee ACM-WE community engagements in Europe.

Current members of the Steering Committee are:

- Núria Castell Ariño (Chair womENCourage 2017)
- Adriana Wilde
- Bev Bachmayer (Exec. Committee – Outreach)
- Ruth G. Lennon (Exec. Committee).

1.4 List dates of committee meetings.

Committee meetings are convened as needed.

Executive Committee Meetings:

- July 5, 2017
- Sept 9, 2017 – in Barcelona
- Nov 27, 2017
- March 14, 2018 Brussels

womENCourage Steering Committee Meetings:

- Feb 9, 2018
- June 21, 2018.

womENCourage Organizing team meetings: on a weekly or as-needed basis, starting in March 2018.

2. ACM-WE Activities

ACM-WE activities are devised to

- Advocate diversity in computing

- Promote visibility of women in computing
- Raise awareness of the importance of women being in the computing profession and as ACM Members
- Address the challenges faced by women in computing
- Increase participation of women in leadership positions of ACM
- Raise awareness of career options in computing
- Collaborate with similar organizations in Europe
- Share resources, ideas and experiences with the community.

They have been grouped into three main pillars: celebrations, networking, and empowerment. In 2018/19 we will map these activities onto impact and objectives, focusing on benefits that professional women gain from

- Increased awareness (about their own self, context, and opportunities)
- Increased competencies and skills, beyond the computer science profession, and
- Initiatives and actions, e.g., through entrepreneurial activities in their environments.

ACM-WE Working Groups

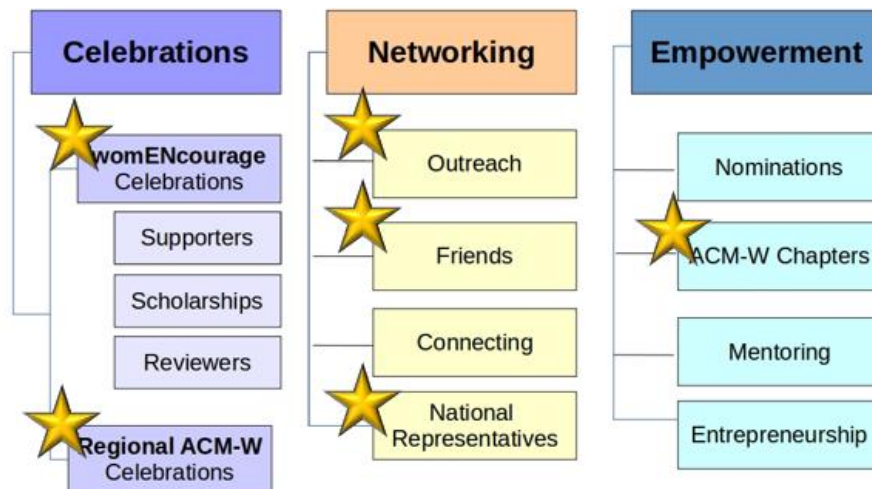


Figure 1. ACM-WE activities in 2017/18, across working groups.

Activities in 2017/18:

Celebrations of Women in Computing in Europe

womENCourage Celebration of Women in Computing is a flagship event of ACM-W Europe. The 4th womENCourage is hosted by Universitat Politècnica de Catalunya, Barcelona, Spain (<https://womencourage.acm.org/archive/2017>).

Below table summarizes the past womENCourage in numbers:

	2014 No registration fee	2015 With registration fee	2016 Small registration fee	2017 With registration fee
Attendance	207 (256 reg.)	163 (193 reg.)	100 (110 reg.)	180
Scholarships	54 (of 114)	53 (of 66)	42 (56)	72
Posters	49 (of 119)	43 (of 50)	32 (of 39)	70
Supporters	8 (€19,345)	10 (€40,500)	7 (€32,300)	16 (€54,880)
Countries	28	25	24	31

The team comprising Bev Bachmayer, Panagiota Fatourou and Núria Castell Ariño have achieved a record contribution level from 16 supporters: SIGOPS, HP, Accenture, SIGCHI, Intel, Google, Oracle Academy, Bloomberg, Sopra Steria, Informatics Europe, Microsoft, Everis, Inria, ThoughtWorks, Amazon, COEINF.

Lori Russell Dağ served as our Registrar and Ruth Lennon as the Scholarships Chair during the last 3 years.

- **ACM-W Chapters and Celebrations in Europe**

Virginia Grande has been instrumental in promoting ACM-W chapters in Europe. Today there are 4 ACM-W Professional Chapters and 9 ACM-W Student Chapters in Europe.

During 2016-2017, **9** of the total **26** ACM Celebrations of Women in Computing were organized in Europe:

Spain	Barcelona, September 6-8 1 2017
Ukraine	Kyiv, September 15 2017
Ireland	LYIT-CWIC, February 8-10 2018
Cyprus	Limassol, February 24-25 2018
Turkey	Ankara, March 3 2018
Poland	Wroclaw, March 3 2018
Spain	Madrid, April 19-20 2018
Azerbaijan	Baku, April 21 2018
Serbia	Belgrade, April 25-26 2018

National Contacts

Panagiota Fatourou. ACM-WE has initiated work on National Contacts and currently established connection with representatives from 14 countries. We have completed a document that sets the guidelines for enlisting National Contacts and their work.

Outreach

Bev Bachmayer has led the outreach of ACM-WE to ACM Members in Europe via.

The outreach activities include

- ACM-W Europe monthly newsletter (<http://europe.acm.org/acm-w-europe-newsletter-archives.html>)
- Blog
- Visibility and Outreach on Social Media:
 - Twitter (<https://twitter.com/ACMWomENCourage>)
 - Facebook (<https://www.facebook.com/womencourage/?fref=ts>)
 - LinkedIn (<https://www.linkedin.com/groups/5138577>)
- Activities at Other Conferences
 - BoF Sessions (Case Studies) for Increasing Diversity @ EuroBSD, Belgrade, HiPEAC, Stockholm (Article in HiPEAC Info)
 - Invited to EuroBSD 2018.
 -

3. PLANS

Plans for 2018/19 include a concerted effort towards increasing the impact of the ongoing activities.

- Continue organizing womENCourage ACM Celebration of Women in Computing
- Expand the Steering Committee for womENCourage Celebrations to oversee community engagements related to Celebration in Europe
- Continue to develop National Contact network and begin active engagements with the representatives to collect regional information about needs of professional women in computing
- Increase awareness of ACM Awards and encourage European women computer scientists to apply or be nominated for advanced levels of memberships and awards
- Support ACM-W Chapters and Celebrations in European
- Share resources, ideas and experiences related with women in computing with the community.

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

All our projects/initiatives will continue in 2018/19.

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

1. We will refresh the Executive Committee and Advisory Committee with new members from the academic and practitioner communities, aiming for individuals with different backgrounds and experiences.
2. We will seek partnership with organizations that can provide professional women in computing with complementary skills and opportunities for initiatives. We will begin exploring opportunities to partner with experts in leadership and entrepreneurship.
3. We will increase the sub-committees with volunteers at different stages in professional career in order to cater for a diverse spectrum of needs and preferences in the ACM-W Europe community.

- 3.3 List new projects or programs which are proposed or contemplated
- Re-implementation of the ACM-WE Web site to fit the new Web design and template
 - Expand the National Contacts Network
 - Initiate regular data gathering and reporting on professional women needs in Europe
 - Successfully complete the organization of womENCourage 2018 (Belgrade, Serbia 3-5 Oct'18)
 - Prepare the ground for womENCourage 2019.

Overall, our objective is to maintain the level of activities as in 2017/18 and put emphasis on impact by looking for ways to capture the benefits we deliver to ACM professional women in Europe. We will focus on three enablers: information, skill, and initiative, as depicted in the Figure 2.



Professional Growth Enablers

INFORMATION

Awareness of opportunities, priorities of the professional community, changes in the socio-technical ecosystem.



SKILLS

Skills beyond the core competencies in computing discipline: social and communication skills, self-promotion, negotiation, assertiveness, and similar.



INITIATIVE

Take action and entrepreneurial attitude underpinned by motivation, determination, organizational skills, and professional connections.



Figure 2. ACM-WE activities will be assessed from the perspectives of three enablers of professional growth, i.e., their aims and impact through providing information, encouraging development of skills, and motivating actions and initiatives.

- 3.4 List details of plan to increase the diversity of the committee membership, with respect to younger members, a wider geographic representation, and a better balance with respect to industry/academia, gender, and other under-represented groups.

ACM-WE committees and initiatives involve professional women from different regions and backgrounds. As we continue to expand the community of volunteers, we will use

our national contacts, advertisements through social media, and newsletter to reach out to all the countries in Europe and entice women to engage with our activities.

4. COMMENTS

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

APPENDIX

Address list of all committee members

Name: Natasa Milic-Frayling
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Phone: +44 787 0566 404
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Responsibility within the Committee: Chair, ACM-W Europe.