STRATEGY STATEMENT AND ACTIONS TO BE TAKEN BY SIGMM

“25 BY 25” – TOWARDS BETTER GENDER EQUALITY WITHIN SIGMM

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Over the last few decades SIGMM has grown with regard to the conferences and workshops we organize and sponsor and grown with regard to our international outreach. Researchers from all over the world now participate in SIGMM and in its many activities. While the participation of individuals from different continents and cultural backgrounds has strongly increased, we have failed to include a proportionate number of women researchers into the SIG and into our executive structures and event organization. This document commits SIGMM to aim at inclusivity on all of our committees. Writing this strategy statement we are fully aware that diversity is about much more than gender. The actions contained in this strategy statement should be considered as first steps from SIGMM towards that aim.

Following the lead of ACM SIGARCH in 2017, SIGMM published a report in November 2018 on the distribution of gender in SIGMM steering committees and SIGMM event organization over several previous years. The effort was well received and presented at the women and diversity lunch at ACM Multimedia in Seoul, Korea in 2018. The report showed that while some communities such as SIGCHI and SIGCSE have 25% women members, SIGMM has only 9%, still below the 12% across all ACM SIGs. In a deeper dive into three major conferences which SIGMM sponsors we observed that the participation of women researchers in the organization committees (7% to 16%) and the technical program committees (10%-14%) is also ranging low. With regard to the number of women who have been graduating in computer science, that report considered as a baseline that 17-24% of CS undergrads at US R1 institutions are women, and also that there are 17% of those with technical roles at large tech companies that report diversity. As a further example in Germany, the proportion of women among those beginning a degree in computer science is at least increasing slowly, and has now reached roughly 25%. Given this observed proportion of women with CS degrees in computer science we may well expect that ACM find these numbers reflected in the number of women active within their Special Interest Groups - which is not the case in SIGMM and we strongly believe that it will only change if we as SIGMM take action.

Following consideration of the results that the analysis revealed, herewith, this document commits that SIGMM will take 10 actions to achieve at least 25% female participation at all levels of its organization and for all roles on all levels in its conferences and other scientific events by the year 2025. Each action has a timeframe for implementation, and a nominated responsibility.

1. SIGMM EXECUTIVE COMMITTEE

Observation: Today, the SIGMM Executive Committee membership, available here, has a very balanced international participation and one could say that it is diverse in the sense of international and cultural diversity. However, female participation has been low over several years.

SIGMM Executive Actions:

Action 1: In the forthcoming elections for SIGMM, elected officer roles (in 2021) SIGMM will nominate an equal number of women and men as candidates, and women candidates and men candidates can be voted for separately or in teams.
Responsibility: SIGMM Chair, all
Deadline: Until mid 2021

Action 2: The SIGMM EC has decided that in the future it will always have a women and a man as a team in the roles of the SIGMM Chair and SIGMM Vice Chair. The EC will ensure that this is expressed in the way the election slate is structured so that SIGMM members can vote for one woman and one man as separate lists in future. SIGMM has exchanged with ACM how to allow for this and on advice is incorporating this into its operating rules.
Responsibility: SIGMM Chair, Diversity Chair
Deadline: Until mid 2021

Action 3: For the forthcoming SIGMM officer elections, SIGMM will fill other candidate roles with two individuals, one man and one woman to ensure gender equality on the level of roles also. SIGMM has exchanged with ACM how to allow for this and on advice is incorporating this into operating rules. This will apply to the roles of SIGMM Conference Director and the two posts of Members-at-large.
Responsibility: all
Deadline: Until mid-2021

Action 4: Active Recruiting
A responsibility of all members of the SIGMM Executive Committee is to talk to individuals at conferences from 2019 until 2021 about their willingness for candidature in forthcoming elections. Interested candidates will be invited to sit in as non-voting observers at EC meetings to observe committee work and to provide early inclusion into SIGMM.
Responsibility: SIGMM Executive Committee, all
Deadline: Until 2021

2. SIGMM Conference Steering Committees

Observation: Some of the Steering Committees of SIGMM-sponsored conferences have no female participation at all.

SIGMM Conference Steering Committee Actions:

Action 5: The EC will collect the memberships of Steering Committees for all SIGMM conferences with updated web pages of current and previous members (where available).
   a. All Conference Steering Committees will be asked to create by-laws per ACM bylaw standards and present them online.
   b. All Conference Steering Committees will aim to maintain a history of their conference to include the different chairs on all levels of the conferences.
Responsibility: SIGMM Chair, Diversity Chair
Deadline: Until mid 2020, report at ACM MM 2020

Action 6. For forthcoming appointments to the individual Steering Committees, the Steering Committees will invite female candidates in order to reach at least 25% share of their memberships. The increase to 25% can be achieved by increasing the number of members on the Steering Committee and/or electing/appointing women and/or electing a woman when a man finishes his term of appointment. No further men will be appointed to the individual SC until the 25% female participation is reached.
Responsibility: SIGMM Chair, Diversity Chair, SC Chairs
Deadline: Until 2025, annual progress report of the Diversity Chair

Action 7: SIGMM EC will review all bylaws of all SIGMM-sponsored conferences and add an entry to implement a fair gender representations.
Responsibility: EC, Diversity Chair  
Deadline: 2020, annual report of the Diversity Chair

3. **SIGMM Conferences**

**Observation:** For many of our volunteer roles at our conferences, many of the positions such as web chair, local chair, proceedings chair, panel chair, workshop chair and so on could be done by a combination of one woman and one man. This is achievable if we include younger researchers who can learn from established researchers.

**SIGMM Conference Actions:**

- **Action 8:** Each SIGMM-sponsored conference will have at least 25% representation of women in all roles of the organizing committee. This includes 25% to be achieved at the leading levels of General Chairs and Technical Program Chairs. All invited panels at conferences and workshops will address gender representation and ensure there is fair representation. While this has been anecdotally requested of conferences on an individual basis to date, this sets a clear statement on this expectation on gender and diversity.  
  Responsibility: EC, SC Chairs  
  Deadline: 2020, annual report of the Diversity Chair

- **Action 9:** As part of its end-of-conference reporting, each SIGMM-sponsored conference will provide data for the “25 in 25” program in order that SIGMM can track progress and can continue publishing the results and report about it.  
  Responsibility: Diversity Chair, SC Chairs  
  Deadline: Until 2025, annual report of the Diversity Chair

**Harassment Statement**

- **Action 10:** SIGMM already requests that SIGMM-sponsored conferences embrace the ACM Harassment policy and provide a link to it on the homepage of each conference web site. While this has been anecdotally requested of conferences on an individual basis to date, this action sets a clear statement on this expectation on support for [ACM’s Policy Against Harassment](#). SIGMM will implement the necessary structures and processes such as the ALLY program of SIGCHI to offer a point of contact for potential complaints and issues.