**CARES Annual Summary Report to SIGMICRO for 2020-2021**

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This brief report summarizes activities of [SIGARCH/SIGMICRO CARES](https://www.sigarch.org/benefit/cares/) (Committee to Aid REporting on discrimination and haraSsment policy violations) over the past year, 2020-2021. SIGARCH CARES was formed in February of 2018, with SIGMICRO co-sponsorship added in March of 2018. Thus SIGARCH/SIGMICRO CARES (or, simply, CARES hereafter) completed its third year of existence this year.

**CARES’ Expanded Scope**

Since its inception, CARES—comprised of well-known and respected people in the computer architecture community who are approachable and willing to listen—has played the role of serving as a resource to help persons who experience discrimination or harassment at SIGARCH/SIGMICRO events by serving as a sounding board for such persons and providing advice on the steps necessary to have the matter further investigated by ACM. In early June of 2020, the then CARES Co-chairs received approval from the ACM President to expand the scope of CARES’ role to include discrimination that might occur during the ACM’s publications-related processes, not just at ACM sponsored events. Specifically, the expanded mission would address the following three ACM policies related to ethical violations in the publication process:

1. policy on plagiarism, misrepresentation, and falsification <https://www.acm.org/publications/policies/plagiarism-overview>
2. policy on coercion and abuse in the ACM publications process <https://www.acm.org/publications/policies/coercion-and-abuse>
3. policy on roles and responsibilities in ACM publishing

<https://www.acm.org/publications/policies/roles-and-responsibilities>

By the end of June 2020, CARES received approval from both SIGs to proceed with this expanded scope, which is reflected in our CARES website landing page and has been announced at covered conferences.

**CARES Resources**

With its expanded scope, CARES has enriched the set of literature and other resources it has complied and made available to the public on its Resources webpage, found [here](https://www.sigarch.org/benefit/cares/cares-resources/). Resources added beyond ACM policy documents include information on inclusion and diversity, implicit bias, sexual harassment, helping targets of (i.e., persons who experience) sexual harassment and responses to sexist remarks.

**CARES’ Presence at SIGARCH/SIGMICRO Events**

As listed on its Operations webpage [here](https://www.sigarch.org/benefit/cares/cares-conferences-covered-operations-and-history/), CARES has continued its presence (albeit virtual) at the three major computer architecture conferences, all of which occurred virtually over the past year: ISCA (‘20, ‘21), MICRO (‘21), and ASPLOS (‘21)[[1]](#footnote-1)[[2]](#footnote-2). In addition, there was a CARES presence at the PC meetings (also occurring virtual) for ISCA’21, MICRO’21, ASPLOS’21. At each event, one or more members briefly introduced CARES and availed themselves to anyone who wished to speak about any questions or concerns regarding matters falling within the scope of CARES, sometimes through announced “virtual CARES table” hours of scheduled availability for CARES members.

In addition, CARES held two 30-minutes sessions for open dialog on topics related to preventing discrimination and harassment (which could include racism, sexism, and other injustices) at MICRO’20 and ASPLOS’21, and at ISCA’21, hosted two hour-long sessions for open dialog on the specific topic of *inclusion* (see special CARES webpage on this [here](https://www.sigarch.org/benefit/cares/cares-isca-2021/)). The main idea behind this was to encourage attendees to reflect on inclusive practices and explore how attendees experience inclusion in their everyday environment—including at research conferences—and ways individuals and institution can work to make environments more inclusive. To facilitate the discussion, attendees were asked to take a survey intended to generate reflection and discussion for the sessions; the results of the survey are posted [here](https://docs.google.com/forms/d/1pSxsImYL8Fs4E_GCxgoiIQPuGL3aq8DvkAIVFpplDBg/edit#responses) (with 35 responses collected). Some consideration is being given by some CARES members regarding possibly sharing the survey responses more broadly, e.g., via a blog post, and perhaps broadening participation in the survey possibly via incentives by corporate sponsorship, e.g., offering registration discount, lottery prize(s), or even computer equipment (e.g., MS Surface laptop) for survey takers. The purpose is to raise awareness of diversity, equity, and inclusion (DEI) within our community as a means of averting and, hopefully eliminating, violations of ACM policies within the scope of CARES and closely related ethical matters.

**Alleged Incidents**

We firmly believe SIGARCH/SIGMICRO CARES and the growing [CARES movement](https://cra.org/cares-movement-2020-distinguished-service-award/#:~:text=CRA's%20Distinguished%20Service%20Award%20recognizes,to%20the%20computing%20research%20community.&text=The%20CARES%20movement%20has%20rapidly,having%20a%20similarly%20transformative%20impact.) across other SIGs is having a positive and significant effect on our computing community, making alleged incidents increasingly rare in occurrence. Unfortunately, however, a few alleged incidents have come to the attention of CARES members this past year. Of those few cases, one or more fell into CARES’ expanded scope having to do with coercion and abuse in the ACM publications process, while at least one fell outside of CARES’ scope (e.g., having to do with an alleged toxic and abusive work environment for students by an advisor in our field). In one case, the CARES Co-Chairs were contacted by someone about an allegation made by an anonymous source regarding potential misconduct during the review process of a conference covered by CARES, but the anonymous source chose not to step forward, thus preventing CARES members from providing any assistance. In all cases, CARES members who rendered assistance followed established procedures, including listening and providing timely guidance on reporting options available to the individual(s) as well as protecting confidentiality to the best of the members’ abilities. In at least one of the cases under CARES’ expanded scope, a formal complaint was submitted to the appropriate ACM office by the individual who contacted CARES, reporting the alleged incident of a violation of the ACM’s code of ethics and professional conduct policy as related to coercion and abuse in the ACM publications process.

**CARES Membership and Leadership Changes**

Having served out their initial 3-year term of service on CARES (or nearly so in the case of one person), the following three persons have stepped down from the committee membership, all of whom served faithfully and admirably:

- **Lieven Eeckout** (Gent University), one of the founding six members

- **Viji Srinivasan** (IBM), one of the founding six members

- **Karin Strauss** (Microsoft Research)

We are happy that *Joel Emer* (MIT and NVIDIA), one of the six founding members, has agreed to continue on the committee after completing his initial 3-year term, as have *Timothy Pinkston* and *Kathryn McKinley* (for at least one more year), both of whom also are founding members. We are exceedingly delighted to have the following upstanding members of our community to accept to join us as new CARES members:

- *Per Stenström* (Chalmers University)

- *Sandhya Dwarkadas* (University of Rochester)

- *Timothy Sherwood* (Univ. of California, Santa Barbara)

- *Hyesoon Kim* (Georgia Tech)

Having served out her full 3-year term of service as founding CARES Co-Chair (with Margaret Martonosi), Kathryn McKinley is stepping down from this role, although she will continue to serve on the committee for one year, as normally expected per the CARES bylaws (found [here](https://www.sigarch.org/benefit/cares/cares-bylaws/)). We wish to thank her and acknowledge the outstanding leadership that Kathryn McKinley has provided while serving in this role.

While filling the shoes Kathryn leaves behind will be an enormous challenge, CARES is fortunate that Shan Lu has stepped up to fill this void as the next CARES Co-Chair, serving since July 1st for the next three years, along with Timothy in his staggered co-chair role for the next 1.5 years of his 3-year term. The CARES membership stands firmly behind Shan and will help support her as she performs in this leadership role.

Finally, we, the two current CARES Co-Chairs, request you in your SIGMICRO Chair role to coordinate with the ACM to present an “ACM Recognition of Service Award” certificate to all of the CARES members who have ended their term and who are not continuing for another term.  These persons include **Margaret Martonosi** (immediate past CARES co-Chair) as well as the three persons mentioned above.  If this is not possible, we ask that there be a way for SIGMICRO itself (separate from the ACM, if needed and allowed) to provide some sort of certificate for “Recognition of Service” for these former members’ service on CARES. Or if deemed appropriate, we ask alternatively that you coordinate with your SIGARCH Chair counterpart to provide a joint certificate of recognition, e.g., “SIGARCH/SIGMICRO CARES Recognition of Service Award” certificate.  Please acknowledge and affirm, or indicate otherwise. Thank you!

We look forward to embarking on another year of important and effective service to the computer architecture community. As often is said in our opening remarks at conferences, we *CARE,* and we hope the importance of this issue inspire and encourage everyone in our community also to *care!*

1. CARES’ presence at ASPLOS’20 was not as organized, given the sudden transition of ASPLOS to be virtual caused by the onset of the COVID-19 pandemic, with inadequate time to reorganize CARES for an online presence. [↑](#footnote-ref-1)
2. While not one of the three major conferences normally covered, CARES proactively organized a formal presence at HPCA/PPoPP/CGO/CC 2020 (co-located conferences held in person, pre-COVID) given that sexual harassment concerns were alleged against one of the General Co-Chairs of CGO that became widely known in the community (CGO is co-sponsored by SIGMICRO, making it an optional conference to be covered by SIGARCH/SIGMICRO CARES). [↑](#footnote-ref-2)