

ITSoc Diversity and Inclusion (D&I) Committee

Stark Draper, 10/11 October 2020

Committee: S. Draper (Chair), E. Soljanin (ex-officio), T. Coleman, V. Prabhakaran, N. Shah, M. Wigger, constituted following confirmation at ISIT'20 BoG meeting

Four phases: (1) **Start-up**, Jul-Oct'20, (2) **Quick wins (QW)**, Sep-Dec'20, (3) **Assess & Analyze (AA)**, Oct'20-Aug'21, (4) **Build & Launch (BL)**, 2021-2022

Current focus:

• Governance

- **ITSoc committee best practices (QW):** in touch with committee chairs, have provided feedback to some, other chairs have been working on developing/updating such documents; V. Prabhakaran & M. Wigger lead
- **Research D&I strategies in peer societies (AA):** both within IEEE (SPS, CommSoc) and outside (ML community); V. Prabhakaran & M. Wigger lead

• Data

- **Provide data requested by TAB D&I Committee (QW):** includes both quantitative data & qualitative reporting on accomplishments and plans (submitted 30 Sep, attached); S. Draper lead
- **ITSoc D&I Climate Survey (AA):** have examples from other communities (especially NeurIPS), need to particularize to ITSoc, will target deployment in conjunction with ISIT'21 and will consider issues of climate in ITSoc broadly (not just at ISIT); N. Shah lead

• Activities

- **D&I Events at ISIT and otherwise (BL):** connecting with other efforts (WITHITS, Student & Outreach) within ITSoc and looking at what other societies have done (SPS, NeurIPS); V. Prabhakaran & M. Wigger lead
- **Efforts to expand and support community (BL):** thinking about ways to get undergraduates from underrepresented communities in both engaged in information theory and connected to ITSoc. The Center for Science of Information at Purdue had efforts in this direction, there is a new University-of-California "David Harold Blackwell Summer Research Program", ITSoc schools with their tutorial and student-oriented focus may be able to play a very useful role here; T. Coleman lead

1. Context & Purpose of Committee

In 2020 the IEEE Information Theory Society (ITSoc) formed a new standing committee on Diversity and Inclusion (D&I). The formation of this Committee built upon ITSoc D&I efforts of the past few years to introduce a Conference Code of Conduct and generally to raise awareness of issues of D&I in a number of areas such as in nominations and committee work.

ITSOC 2020 BYLAWS: “The Committee is responsible for **creating and executing an ongoing diversity and inclusion strategy, presenting progress, plans, data, and metrics annually** to the Board. Diversity and inclusion will include, but are not limited to, the issues of gender identity, ethnicity, sexual orientation, religion, geography, seniority, or other personal characteristics not related to ability, performance, or qualifications. The Committee is **charged with ensuring that Information Theory Society events and processes are inclusive, welcoming and safe** for everyone in the field of information theory and with **developing and overseeing codes of conduct and best practices** for all Society activities, including conferences, schools, and committees.”

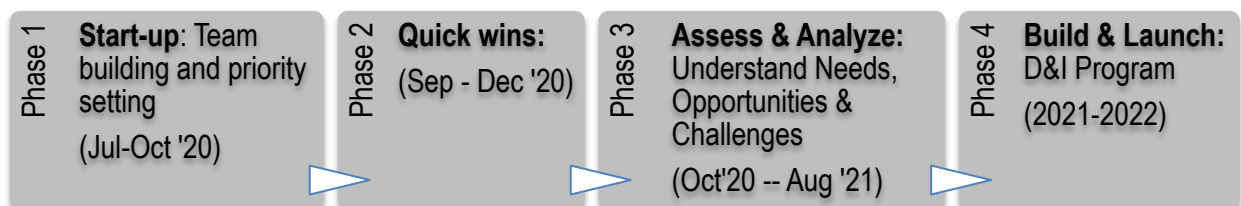
2. Responsibilities

These developments in our society parallel an increasing emphasis on D&I within the IEEE and in our peer technical communities. As outlined in the bylaws, above, the BoG has assigned the D&I Committee the following responsibilities:

- A. D&I STRATEGY: “Creating and executing an ongoing D&I strategy”
- B. D&I METRICS & REPORTS: Create and present “progress, plans, data, and metrics annually to the BoG”
- C. D&I INFLUENCE:
 - i. “Ensuring that ITSoc events and processes are inclusive, welcoming and safe”
 - ii. “Developing and overseeing codes of conduct and best practices”

3. Project Plan

The D&I Committee’s work will have four phases:



Proposed Plan:

Phase 1		Who	Stream	“Start-up” (Jul-Oct 2020)
28 Jul	X	SD	Strat	1.1 Meeting 1: “Team forming and initiative seeding”
21 Aug	X	SD	Strat	1.2 Meeting 2: “Quick wins and planning”
02 Oct	X	SD	Strat	1.3 Meeting 3: “Iterating on plans”
Oct	X	SD	Strat	1.4 DELIVERABLE: Final meeting notes
Oct	X	SD	Strat	1.5 DELIVERABLE: Draft D&I Strategy doc v.1 (with quick wins)
Oct	X	SD	Strat	1.6 DELIVERABLE: Approval from Committee
Oct	X	SD	M&R	1.7 DELIVERABLE: Report to BoG on D&I Committee plans
Phase 2				“Quick wins” (Sep-Dec 2020)
Jun-Jul	X	SD	M&R	2.1 Connect to IEEE TAB D&I efforts
Aug	X	SD	M&R	2.2 Understand data collection requirements of TAB D&I
Aug	X	SD	M&R	2.3 Establish metrics and processes for the collection of data on D&I within ITSoc
30 Sep	X	SD	M&R	2.4 DELIVERABLE: Provide required data to IEEE TAB D&I Committee, and determine annual approach
Sep	X	VP, MW	Infl	2.5 Initiate review of committee “best practices”
		VP, MW	Infl	2.6 Start to plan D&I Activities for 2021
		NS	M&R	2.6 Initial design steps of ITSoc “D&I climate survey”
		TC	Infl	2.7 Efforts to expand and support community
Phase 3				“Assess & Analyze” (Oct 2020 – Aug 2021)
			M&R	3.1 Assess current state of D&I within ITSoc
			M&R	3.2 Research current D&I approach in peer organizations
			M&R	DELIVERABLE: Report on current state of D&I within ITSoc
			M&R	DELIVERABLE: Report on D&I approach in peer organizations
			Infl	3.3 Develop recommended D&I best practices for use by committees and events
			Infl	DELIVERABLE: Report of recommended best practices
Jun			M&R	DELIVERABLE: Report to BoG on assessment & recommendations
Phase 4				“Build & Launch” (Sep 2021 - Dec 2021)
			Strat	4.1 Revisit D&I Strategy based on Phase 3
			Strat	4.2 Set plans for next two years
		SD	Strat	DELIVERABLE: D&I Strategy and rolling 3-year plan
		SD	Strat	DELIVERABLE: Approval from Committee
Oct		SD	M&R	DELIVERABLE: Report to BoG on D&I Committee plans
Phase 5				“Implement Refreshed Strategy and rolling 3-year Plan”
				TBD, Jan 2022-Dec 2022

IEEE Information Theory Society reporting on D&I efforts in GOVERNANCE
29 September 2020

(1) “What efforts has your Society/Council made or is planning in order to improve governance diversity and inclusion.”

- This year the ITSoc established a standing committee on Diversity and Inclusion.
- Part of the mandate of the D&I committee is to “(develop and oversee) codes of conduct and best practices for all Society activities, including conferences, schools, and committee.” The Committee has initiated this process this year, working with each committee to reexamine their best practices with a D&I lens or, when no best practices document existed, to put together one keeping questions of D&I in mind. A code of conduct for ITSoc events was developed by the precursor ITSoc ad-hoc committee on D&I.
- In the past year a change to the ITSoc Bylaws was approved by the IEEE. The change aimed to increase representation from regions that are disproportionately under-represented on the ITSoc Board of Governors vs those regions fraction of membership in the Society. Quoting from the revised Bylaws: “For the purpose of election and nomination to the Board, each of regions 8, 9, and 10 shall be considered under-represented if at least 10% of the electorate comes from that region and fewer than two elected Board members or Board-elected officers come from that region.”
- While statistics on the composition of the governance body of ITSoc (the Board of Governors) was not requested by the IEEE TAB D&I Committee, we note that of the 27 Board members (counting both elected and ex-officio members) 11 are women, and fully 80% of the Society Officers (4 of 5) are women.

(2) “What efforts has your Society/Council made or is planning in order to improve membership diversity and inclusion.”

- One initiative of the D&I Committee is to roll out a membership survey, likely in conjunction with the main ISIT conference. The purpose of the survey will be to assess the climate within the Society, to identify areas where impactful action can be taken, and generally to improve membership diversity and inclusion
- The D&I Committee is bringing its perspective to bear on some of the operations of other committees, say to help the Distinguished Lecturer program solicit nominees from parts of region 9 and region 10 from where there have not earlier been DLs, or to help the School committee advise conference organizers to help them choose from a broader pool of possible lecturers.
- The Nominations and Appointments Committee is highly concerned with the diversity of our Board and Committee membership and takes that into account when composing candidate lists and soliciting nominees.
- The ITSoc Schools Committee is launching a new region 10 initiative in 2021, an annual “East Asian School of Information Theory”. The first school was slated to be held in South Korea in 2020, and has been deferred to 2021 due to COVID-19. The second school is planned to be held in southern China (Shenzhen or Guangzhou).

**IEEE Information Theory Society reporting on D&I efforts in AWARDS
29 September 2020**

“What efforts has your Society/Council made or is planning in order to improve awards diversity and inclusion.”

- One ITSoc effort that recently came to fruition was the introduction of the Goldsmith Lecturer Program. This is ITSoc’s first and only constrained award. Each candidate must be a woman researcher, no more than 10 years from receiving her Ph.D. by the nomination deadline. The Lecturship occurs at one of the ITSoc Schools of Information Theory.
- This year, as reported under governance, the ITSoc established a standing committee on Diversity and Inclusion. Part of the mandate of this committee is to “(develop and oversee) codes of conduct and best practices for all Society activities, including conferences, schools, and committee.” The Committee has initiated this process this year, working with each committee to reexamine their best practices with a D&I lens or, when no best practices document existed, to put together one keeping questions of D&I in mind. A code of conduct for ITSoc events had been developed by the precursor ITSoc ad-hoc committee on D&I.

datapoint	# of People
INSTRUCTIONS FOR COMPLETING DATA COLLECTION FORMS:	
<ul style="list-style-type: none"> Please provide data for the current year to the best of your ability. Where gender is unknown, unidentified, or non-binary, please select "other/unknown." Open-ended response questions: You may attach a file with your responses by clicking the paperclip icon in the appropriate row. 	
Awards Categories are defined as follows:	
<ul style="list-style-type: none"> Technical Achievement: all awards classified as "technical achievement awards" within your Society/Council Service Achievement: all awards classified as "service awards" within your Society/Council Constrained: all awards with a constrained recipient group within your Society/Council (such as age-constrained, gender-constrained, Region-specific or other affinity awards) Journal Paper: All journal paper awards within your Society/Council. Please consider all authors. Distinguished Lecturers: all Distinguished Lecturers of your Society/Council 	
Technical Achievement Awards	
Technical Achievement Award Winners by Gender _Male	3
Technical Achievement Award Winners by Gender _Female	0
Technical Achievement Award Winners by Gender Other/Unknown _Unknown	0
Technical Achievement Award Nominations by Gender _Male	17
Technical Achievement Award Nominations by Gender _Female	1
Technical Achievement Award Nominations by Gender Other/Unknown _Unknown	0
Technical Achievement Award Winners by Region _R1-6	4
Technical Achievement Award Winners by Region _R7	0
Technical Achievement Award Winners by Region _R8	1
Technical Achievement Award Winners by Region _R9	0
Technical Achievement Award Winners by Region _R10	2
Technical Achievement Award Nominations by Region _R1-6	11
Technical Achievement Award Nominations by Region _R7	0
Technical Achievement Award Nominations by Region _R8	5
Technical Achievement Award Nominations by Region _R9	0
Technical Achievement Award Nominations by Region _R10	2
Technical Achievement Award Winners by Affiliation _Academia	3
Technical Achievement Award Winners by Affiliation _Industry	0
Technical Achievement Award Winners by Affiliation _Government	0
Technical Achievement Award Winners by Affiliation _Other/Unknown	0
Technical Achievement Award Nominations by Affiliation _Academia	18
Technical Achievement Award Nominations by Affiliation _Industry	0
Technical Achievement Award Nominations by Affiliation _Government	0
Technical Achievement Award Nominations by Affiliation _Other/Unknown	0
Service Awards	
Service Award Winners by Gender _Male	1
Service Award Winners by Gender _Female	0
Service Award Winners by Gender Other/Unknown _Unknown	0
Service Award Nominations by Gender _Male	3
Service Award Nominations by Gender _Female	0
Service Award Nominations by Gender Other/Unknown _Unknown	0
Service Award Winners by Region _R1-6	1
Service Award Winners by Region _R7	0
Service Award Winners by Region _R8	0
Service Award Winners by Region _R9	0

	datapoint	# of People
50	Service Award Winners by Region _R10	0
51		
52	Service Achievement Award Nominations by Region _R1-6	1
53	Service Achievement Award Nominations by Region _R7	0
54	Service Achievement Award Nominations by Region _R8	2
55	Service Achievement Award Nominations by Region _R9	0
56	Service Achievement Award Nominations by Region _R10	0
57		
58	Service Achievement Award Winners by Affiliation _Academia	1
59	Service Achievement Award Winners by Affiliation _Industry	0
60	Service Achievement Award Winners by Affiliation _Government	0
61	Service Achievement Award Winners by Affiliation _Other/Unknown	0
62		
63	Service Achievement Award Nominations by Affiliation _Academia	3
64	Service Achievement Award Nominations by Affiliation _Industry	0
65	Service Achievement Award Nominations by Affiliation _Government	0
66	Service Achievement Award Nominations by Affiliation _Other/Unknown	0
67		
68	Constrained Awards (e.g. by Age or Gender)	
69	Constrained Award Winners by Gender _Male	0
70	Constrained Award Winners by Gender _Female	1
71	Constrained Award Winners by Gender Other/Unknown _Unknown	
72		
73	Constrained Award Nominations by Gender _Male	
74	Constrained Award Nominations by Gender _Female	2
75	Constrained Award Nominations by Gender Other/Unknown _Unknown	
76		
77	Constrained Award Winners by Region _R1-6	1
78	Constrained Award Winners by Region _R7	
79	Constrained Award Winners by Region _R8	
80	Constrained Award Winners by Region _R9	
81	Constrained Award Winners by Region _R10	
82		
83	Constrained Award Nominations by Region _R1-6	1
84	Constrained Award Nominations by Region _R7	
85	Constrained Award Nominations by Region _R8	
86	Constrained Award Nominations by Region _R9	
87	Constrained Award Nominations Region _R10	1
88		
89	Constrained Award Winners by Affiliation _Academia	1
90	Constrained Award Winners by Affiliation _Industry	
91	Constrained Award Winners by Affiliation _Government	
92	Constrained Award Winners by Affiliation _Other/Unknown	
93		
94	Constrained Award Nominations by Affiliation _Academia	2
95	Constrained Award Nominations by Affiliation _Industry	
96	Constrained Award Nominations by Affiliation _Government	
97	Constrained Award Nominations by Affiliation _Other/Unknown	
98		
99	Journal Paper Awards	
100	Journal Paper Award Authors by Gender _Male	10
101	Journal Paper Award Authors by Gender _Female	1
102	Journal Paper Award Authors by Gender Other/Unknown _Unknown	0
103		

	datapoint	# of People
104	Journal Paper Award Author Nominations by Gender _Male	56
105	Journal Paper Award Author Nominations by Gender _Female	6
106	Journal Paper Award Author Nominations by Gender Other/Unknown _Unknown	0
107		
108	Journal Paper Award Authors by Region _R1-6	9
109	Journal Paper Award Authors by Region _R7	0
110	Journal Paper Award Authors by Region _R8	2
111	Journal Paper Award Authors by Region _R9	0
112	Journal Paper Award Authors by Region _R10	0
113		
114	Journal Paper Award Author Nominations by Region _R1-6	42
115	Journal Paper Award Author Nominations by Region _R7	0
116	Journal Paper Award Author Nominations by Region _R8	12
117	Journal Paper Award Author Nominations by Region _R9	0
118	Journal Paper Award Author Nominations by Region _R10	8
119		
120	Journal Paper Award Authors by Affiliation _Academia	11
121	Journal Paper Award Authors by Affiliation _Industry	0
122	Journal Paper Award Authors by Affiliation _Government	0
123	Journal Paper Award Authors by Affiliation _Other/Unknown	0
124		
125	Journal Paper Award Author Nominations by Affiliation _Academia	58
126	Journal Paper Award Author Nominations by Affiliation _Industry	4
127	Journal Paper Award Authors Nominations by Affiliation _Government	0
128	Journal Paper Award Authors Nominations by Affiliation _Other/Unknown	0
129		
130	Distinguished Lecturer	
131	Distinguished Lecturer by Gender _Male	4
132	Distinguished Lecturer by Gender _Female	2
133	Distinguished Lecturer by Gender Other/Unknown _Unknown	0
134		
135	Distinguished Lecturer Nominations by Gender _Male	4
136	Distinguished Lecturer Nominations by Gender _Female	2
137	Distinguished Lecturer Nominations by Gender Other/Unknown _Unknown	0
138		
139	Distinguished Lecturer by Region _R1-6	3
140	Distinguished Lecturer by Region _R7	0
141	Distinguished Lecturer by Region _R8	2
142	Distinguished Lecturer by Region _R9	0
143	Distinguished Lecturer by Region _R10	1
144		
145	Distinguished Lecturer Nominations by Region _R1-6	3
146	Distinguished Lecturer Nominations by Region _R7	0
147	Distinguished Lecturer Nominations by Region _R8	2
148	Distinguished Lecturer Nominations by Region _R9	0
149	Distinguished Lecturer Nominations by Region _R10	1
150		
151	Distinguished Lecturer by Affiliation _Academia	6
152	Distinguished Lecturer by Affiliation _Industry	0
153	Distinguished Lecturer by Affiliation _Government	0
154	Distinguished Lecturer by Affiliation _Other/Unknown	0
155		
156	Distinguished Lecturer Nominations by Affiliation _Academia	6
157	Distinguished Lecturer Nominations by Affiliation _Industry	0

	datapoint	# of People
158	Distinguished Lecturer Nominations by Affiliation _Government	0
159	Distinguished Lecturer Nominations by Affiliation _Other/Unknown	0
160		
161	Open Ended Question	
162	What efforts has your Society/Council made or is planning in order to improve awards diversity and inclusion? ***A document can be attached by dragging a file to this row.	
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**IEEE Information Theory Society reporting on D&I efforts in SYMPOSIA
29 September 2020**

(1) “Please describe any diversity and inclusion events organized at your Society/Council symposia.”

- As also mentioned under “governance”, one ITSoc effort that recently came to fruition was the introduction of the Goldsmith Lecturer Program. This is ITSoc’s first and only constrained award. Each candidate must be a woman researcher, no more than 10 years from receiving her Ph.D. by the nomination deadline. The Lecturship occurs at one of the ITSoc Schools of Information Theory.
- Other diversity-and-inclusion events include those organized by WITHITS (Women in the Information Theory Society). In 2020 WITHITS organized a virtual mentoring events at the International Symposium on Information Theory, clustering participates in break-out rooms that included 4-5 people and two faculty members. The event is open to all. While a majority of the participants were women, lots of others attended as well, with a particular effort being made to attract first-time attendees.
- The ITSoc student and outreach subcommittee (charged in the Society Bylaws with "planning and implementation of activities at symposia and workshop [sic] that address the needs and encourage the participation of the Society’s underrepresented demographics while being of interest to the community at large") organized mentoring roundtables at ISIT and a “Meet the Shannon Lecturer” event. (The Shannon Lecturer is the most prestigious honour in ITSoc, awarded to one person each year.)
- Regarding our primary symposia, the ISIT, in 2020 we had four industry partners. Each had a virtual booth (ISIT2020 was held in June 2020 and so was held virtually) and there was an industry session with four speakers.

(2) “What efforts has your Society/Council made or is planning in order to improve diversity and inclusion aspects of symposia.”

- This year, as reported under governance, the new ITSoc D&I Committee is working with the Conference Committee to assemble a best practices document.
- The Conference Committee is also rethinking how conferences should be structured in the future. Virtual conferences (or hybrid conferences) that include options for remote participation can have significantly positive effects on D&I. For one, any visa issues are eliminated through the option for remote participation. For a second, fees for remote participation can be significantly reduced, greatly increasing the geographic and socio-economic reach of our conferences. For a third, in virtual conferences (at least) talks can all be recorded and then shared online, further increasing the availability of conference content.
- A few other aspects of conferences that are being discussed include: shortening conference length to reduce costs and reduce fatigue, removing the 1/2-day break in the main ISIT meeting for the same reasons, and making the banquet optional to reduce costs.

datapoint	# of People
1 <input type="checkbox"/> INSTRUCTIONS FOR COMPLETING DATA COLLECTION FORMS:	
2 <ul style="list-style-type: none"> • Please provide data for the current year to the best of your ability. • Where gender is unknown, unidentified, or non-binary, please select "other/unknown." • Open-ended response questions: You may attach a file with your responses by clicking the paperclip icon in the appropriate row. 	
3 Please note: "Conferences" is defined as all main conferences that your Society/Council sponsors or co-sponsors.	
4	
4 Conference General Chairs	
5 Conference General Chairs by Gender _Male	6
6 Conference General Chairs by Gender _Female	0
7 Conference General Chairs by Gender Other/Unknown _Unknown	0
8	
9 Conference General Chairs by Region _R1-6	2
10 Conference General Chairs by Region _R7	0
11 Conference General Chairs by Region _R8	4
12 Conference General Chairs by Region _R9	0
13 Conference General Chairs by Region _R10	0
14	
15 Conference General Chairs by Affiliation _Academia	6
16 Conference General Chairs by Affiliation _Industry	0
17 Conference General Chairs by Affiliation _Government	0
18 Conference General Chairs by Affiliation _Other/Unknown	0
19	
20 Technical Program Committee Chairs / Members	
21 Conference TPC Chairs by Gender _Male	5
22 Conference TPC Chairs by Gender _Female	2
23 Conference TPC Chairs by Gender Other/Unknown _Unknown	0
24	
25 Conference TPC Chairs by Region _R1-6	3
26 Conference TPC Chairs by Region _R7	2
27 Conference TPC Chairs by Region _R8	1
28 Conference TPC Chairs by Region _R9	0
29 Conference TPC Chairs by Region _R10	1
30	
31 Conference TPC Chairs by Affiliation _Academia	7
32 Conference TPC Chairs by Affiliation _Industry	0
33 Conference TPC Chairs by Affiliation _Government	0
34 Conference TPC Chairs by Affiliation _Other/Unknown	0
35	
36 Conference TPC Members by Gender _Male	186
37 Conference TPC Members by Gender _Female	28
38 Conference TPC Members by Gender _Unknown	0
39	
40 Conference TPC Members by Region _R1-6	100
41 Conference TPC Members by Region _R7	9
42 Conference TPC Members by Region _R8	61
43 Conference TPC Members by Region _R9	4
44 Conference TPC Members by Region _R10	41
45	

	datapoint	# of People
46	Conference TPC Members by Affiliation _Academia	203
47	Conference TPC Members by Affiliation _Industry	9
48	Conference TPC Members by Affiliation _Government	1
49	Conference TPC Members by Affiliation _Other/Unknown	0
50		
51	Plenary Speakers / Panelists and Invited Speakers	
52	Conference Plenary Speakers by Gender _Male	14
53	Conference Plenary Speakers by Gender _Female	8
54	Conference Plenary Speakers by Gender Other/Unknown _Unknown	0
55		
56	Conference Plenary Speakers by Region _R1-6	20
57	Conference Plenary Speakers by Region _R7	0
58	Conference Plenary Speakers by Region _R8	2
59	Conference Plenary Speakers by Region _R9	0
60	Conference Plenary Speakers by Region _R10	0
61		
62	Conference Plenary Speakers by Affiliation _Academia	21
63	Conference Plenary Speakers by Affiliation _Industry	1
64	Conference Plenary Speakers by Affiliation _Government	0
65	Conference Plenary Speakers by Affiliation _Other/Unknown	0
66		
67	Conference Panelists/Invited Speakers by Gender _Male	
68	Conference Panelists/Invited Speakers by Gender _Female	
69	Conference Panelists/Invited Speakers by Gender Other/Unknown _Unknown	
70		
71	Conference Panelists/Invited Speakers by Region _R1-6	
72	Conference Panelists/Invited Speakers by Region _R7	
73	Conference Panelists/Invited Speakers by Region _R8	
74	Conference Panelists/Invited Speakers by Region _R9	
75	Conference Panelists/Invited Speakers by Region _R10	
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77	Conference Panelists/Invited Speakers by Affiliation _Academia	
78	Conference Panelists/Invited Speakers by Affiliation _Industry	
79	Conference Panelists/Invited Speakers by Affiliation _Government	
80	Conference Panelists/Invited Speakers by Affiliation _Other/Unknown	
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82	Conference Paper Award Authors	
83	Conference Paper Award Authors by Gender _Male	4
84	Conference Paper Award Authors by Gender _Female	0
85	Conference Paper Award Authors by Gender Other/Unknown _Unknown	0
86		
87	Conference Paper Award Nominee Authors by Gender _Male	13
88	Conference Paper Award Nominee Authors by Gender _Female	1
89	Conference Paper Award Nominee Authors by Gender Other/Unknown _Unknown	0
90		
91	Conference Paper Award Authors by Region _R1-6	1
92	Conference Paper Award Authors by Region _R7	0
93	Conference Paper Award Authors by Region _R8	3
94	Conference Paper Award Authors by Region _R9	0
95	Conference Paper Award Authors by Region _R10	0
96		

	datapoint	# of People
97	Conference Paper Award Nominees by Region _R1-6	5
98	Conference Paper Award Nominees by Region _R7	0
99	Conference Paper Award Nominees by Region _R8	8
100	Conference Paper Award Nominees by Region _R9	0
101	Conference Paper Award Nominees by Region _R10	1
102		
103	Conference Paper Award Winners by Affiliation _Academia	4
104	Conference Paper Award Winners by Affiliation _Industry	0
105	Conference Paper Award Winners by Affiliation _Government	0
106	Conference Paper Award Winners by Affiliation _Other/Unknown	0
107		
108	Conference Paper Award Nominees by Affiliation _Academia	14
109	Conference Paper Award Nominees by Affiliation _Industry	0
110	Conference Paper Award Nominees by Affiliation _Government	0
111	Conference Paper Award Nominees by Affiliation _Other/Unknown	0
112		
113	Open Ended Question	
114	Please describe any diversity and inclusion events organized at your Society/Council symposia. ***A document can be attached by dragging a file to this row.	
115	What additional efforts has your Society/Council made or is planning in order to improve diversity and inclusion aspects of symposia? ***A document can be attached by dragging a file to this row.	
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**IEEE Information Theory Society reporting on D&I efforts in PUBLICATIONS
29 September 2020**

“What efforts has your Society/Council made or is planning in order to improve diversity and inclusion aspects of publications.”

- The current and past EiCs of the IEEE Transactions on Information Theory (T-IT) have been working to improve the diversity of the AE pool in many respects. As reported in the numerical data requested by the TAB D&I Committee, 20% of current AEs are women, and 20% are from IEEE Regions 9 and 10. While the TAB data request does not ask for data on seniority, the EiC reports a good balance of early vs. mid/advanced-career. We note that for AEs of the T-IT “early” almost always means “early post-tenure”. The academic/ industrial balance is naturally more skewed with only 1 of 54 current AEs being from industry, but 2 additional AE nominations in the area of machine learning will shortly be presented to the IEEE ITSoc Board of Governors by the EiC of the T-IT.
- A major recent effort by the ITSoc has been in the launch of the IEEE Journal on Selected Areas in Information Theory (JSAIT). This journal is a special topics journal, the mandate of which is to help build bridges to adjacent intellectual communities thereby diversifying the pool of perspective, tools, problems, and backgrounds that participants bring to the Society.
- An aspect of JSAIT that is not discernible from the data requested by the TAB D&I committee is that JSAIT has an industrial advisory board made up of eight distinguished researchers.

datapoint	# of People
INSTRUCTIONS FOR COMPLETING DATA COLLECTION FORMS:	
<ul style="list-style-type: none"> Please provide data for the current year to the best of your ability. Where gender is unknown, unidentified, or non-binary, please select "other/unknown." Open-ended response questions: You may attach a file with your responses by clicking the paperclip icon in the appropriate row. 	
Editorial roles are defined as follows:	
<ul style="list-style-type: none"> Editors-in-Chief: All Editors-in-Chief of Society/Council publications Associate Editors: All Associate Editors of Society/Council publications Senior/Area/Executive Editors: All Senior/Area/Executive Editors, or equivalent editorial positions outside of Editors-in-Chief or Associate Editors (if applicable) Steering Committee: All steering committees of Society/Council publications (if applicable) 	
Editors-in-Chief	
Editors-in-Chief by Gender_Male	1
Editors-in-Chief by Gender_Female	1
Editors-in-Chief by Gender Other/Unknown_Unknown	0
Editors-in-Chief by Region _R1-6	1
Editors-in-Chief by Region _R7	0
Editors-in-Chief by Region _R8	1
Editors-in-Chief by Region _R9	0
Editors-in-Chief by Region _R10	
Editors-in-Chief by Affiliation _Academia	2
Editors-in-Chief by Affiliation _Industry	0
Editors-in-Chief by Affiliation _Government	0
Editors-in-Chief by Affiliation Other/Unknown_Other/Unknown	
Associate Editors	
Associate Editors by Gender_Male	44
Associate Editors by Gender_Female	11
Associate Editors by Gender Other/Unknown_Unknown	0
Associate Editors by Region _R1-6	20
Associate Editors by Region _R7	3
Associate Editors by Region _R8	22
Associate Editors by Region _R9	1
Associate Editors by Region _R10	9
Associate Editors by Affiliation _Academia	54
Associate Editors by Affiliation _Industry	1
Associate Editors by Affiliation _Government	0
Associate Editors by Affiliation _Other/Unknown	
Senior/Area/Executive Editors and Steering Committee	
Senior/Area/Executive Editors by Gender_Male	9
Senior/Area/Executive Editors by Gender_Female	3
Senior/Area/Executive Editors by Gender Other/Unknown_Unknown	0
Senior/Area/Executive Editors by Region _R1-6	8
Senior/Area/Executive Editors by Region _R7	0
Senior/Area/Executive Editors by Region _R8	3
Senior/Area/Executive Editors by Region _R9	0
Senior/Area/Executive Editors by Region _R10	1
Senior/Area/Executive Editors by Affiliation _Academia	12
Senior/Area/Executive Editors by Affiliation _Industry	0
Senior/Area/Executive Editors by Affiliation _Government	0

	datapoint	# of People
53	Senior/Area/Executive Editors by Affiliation _Other/Unknown	0
54		
55	Steering Committee by Gender _Male	9
56	Steering Committee by Gender _Female	1
57	Steering Committee by Gender Other/Unknown_Unknown	0
58		
59	Steering Committee by Region _R1-6	7
60	Steering Committee by Region _R7	0
61	Steering Committee by Region _R8	3
62	Steering Committee by Region _R9	0
63	Steering Committee by Region _R10	0
64		
65	Steering Committee by Affiliation _Academia	10
66	Steering Committee by Affiliation _Industry	0
67	Steering Committee by Affiliation _Government	0
68	Steering Committee by Affiliation _Other/Unknown	0
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70	Open Ended Question	
71	What efforts has your Society/Council made or is planning in order to improve diversity and inclusion aspects of publications? ***A document can be attached by dragging a file to this row.	
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