

Micro 2017

Business Meeting

Boston, MA

October 17, 2017

Agenda

- TC-uarch report, Milos Prvulovic, (10 mins)
- SIGMICRO report, Mike Gschwind (10 mins)
- MICRO hall of fame, survey results, Erik Altman (10 mins)
- MICRO 50 report, Hillery Hunter/Jaime Moreno (5 mins)
- MICRO 51 overview, Koji Inoue/Mark Oskin (10 mins)
- Diversity and Inclusion discussion, Scott/Onur (1 hour)
- MICRO 52 proposals (10 mins)

Micro 2017

**Diversity and Inclusiveness:
We Need To Do Better, How?**

Background Facts

Gender Diversity in Computer Architecture

by Natalie Enright Jerger and Kim Hazelwood on Sep 28, 2017 | Tags: Conference, Diversity

Slides 5, 6, 7, 8, 10, 11, 12 are reproduced from this blog post:
<https://www.sigarch.org/gender-diversity-in-computer-architecture/>

Membership

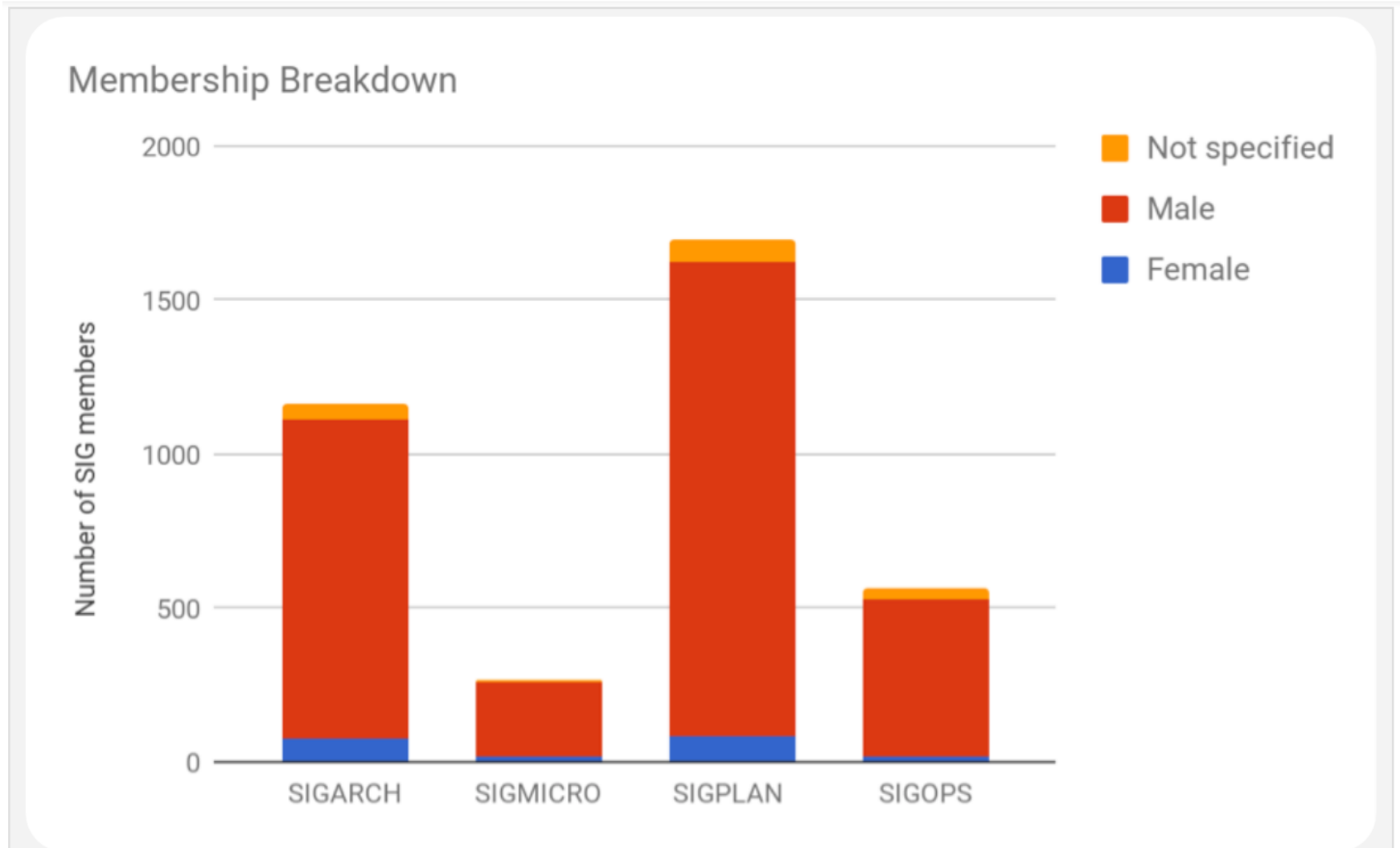


Figure 2 - Gender breakdown of members of special interest groups.

Female PC, Session Chairs, Authors, Speakers

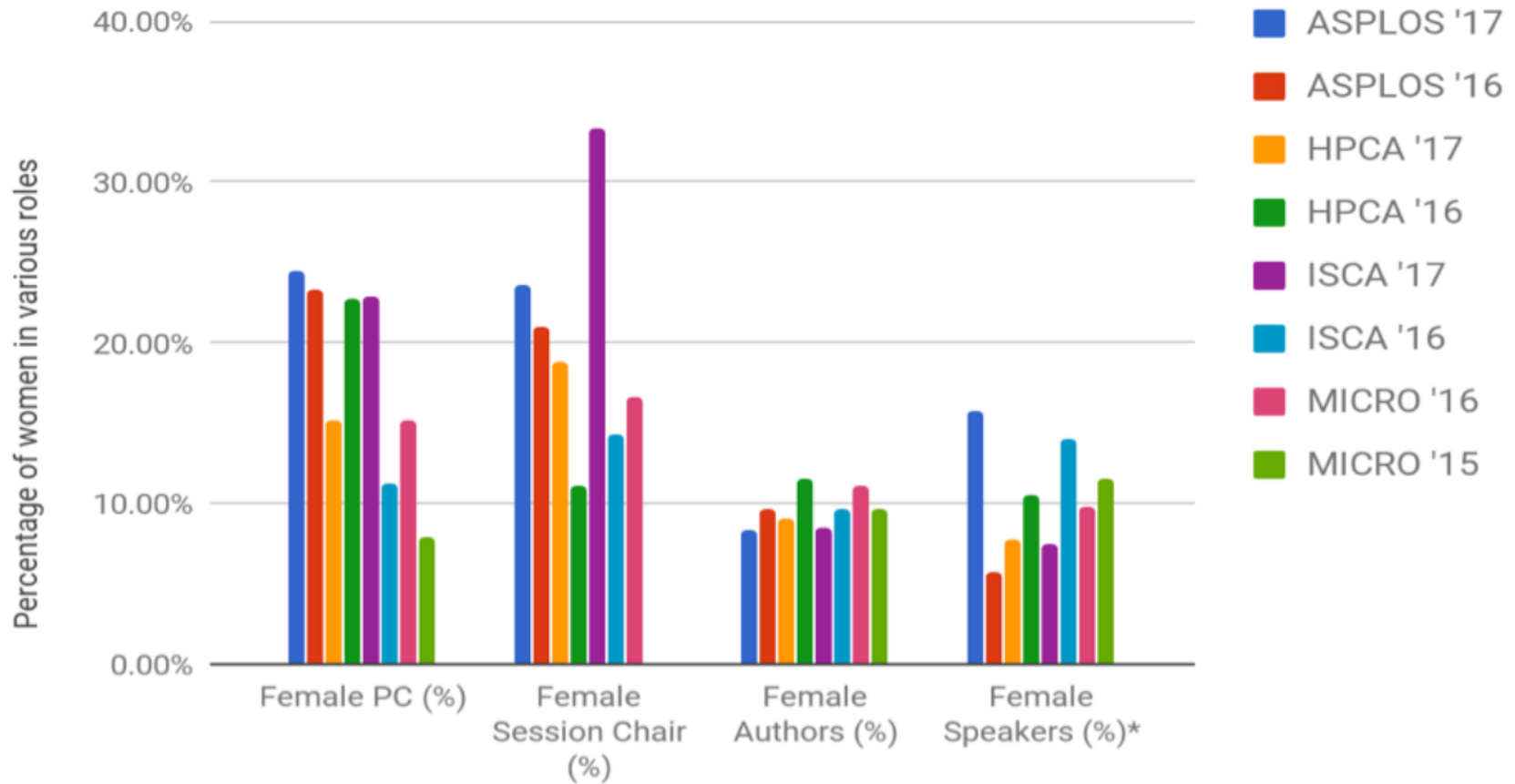


Figure 3 - Active female participation in various roles at computer architecture conferences.

Program Committee Membership

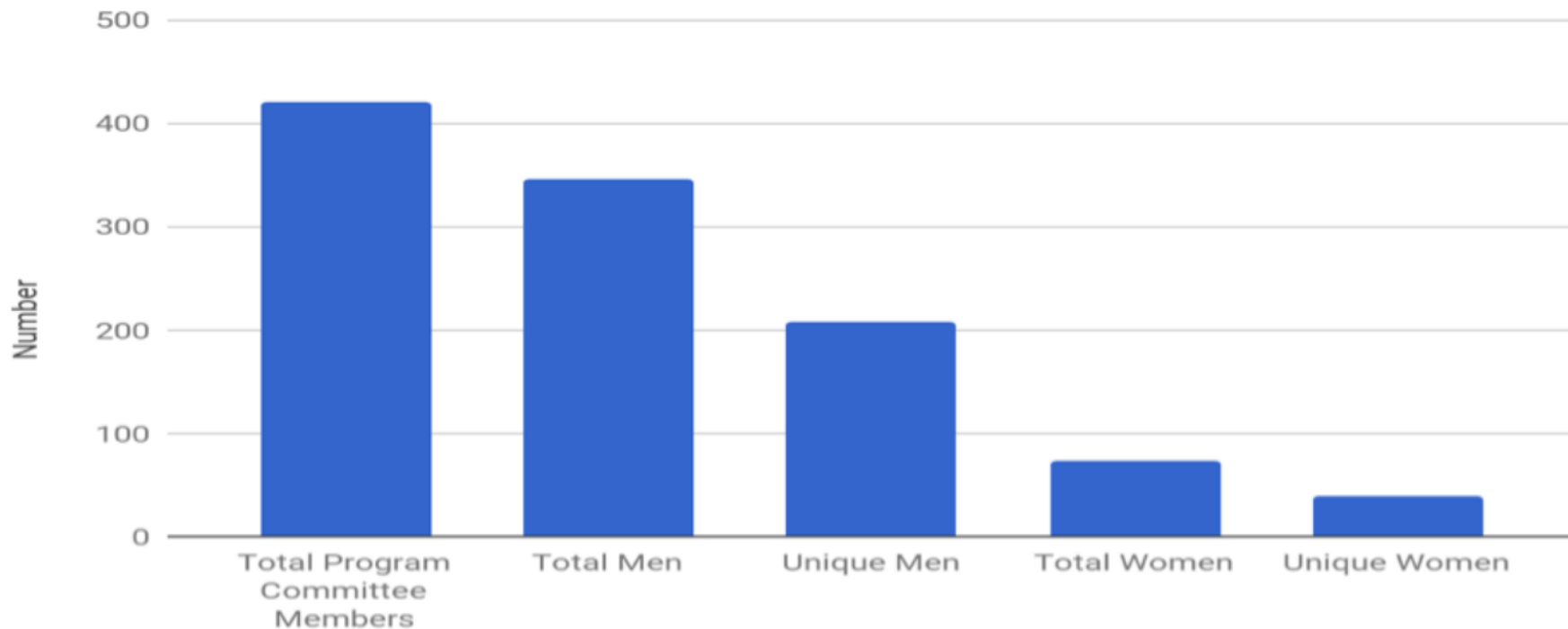


Figure 4 - Unique individuals making up program committees by gender.

Female Program Chairs (all time)

Female PC Chairs (all time)

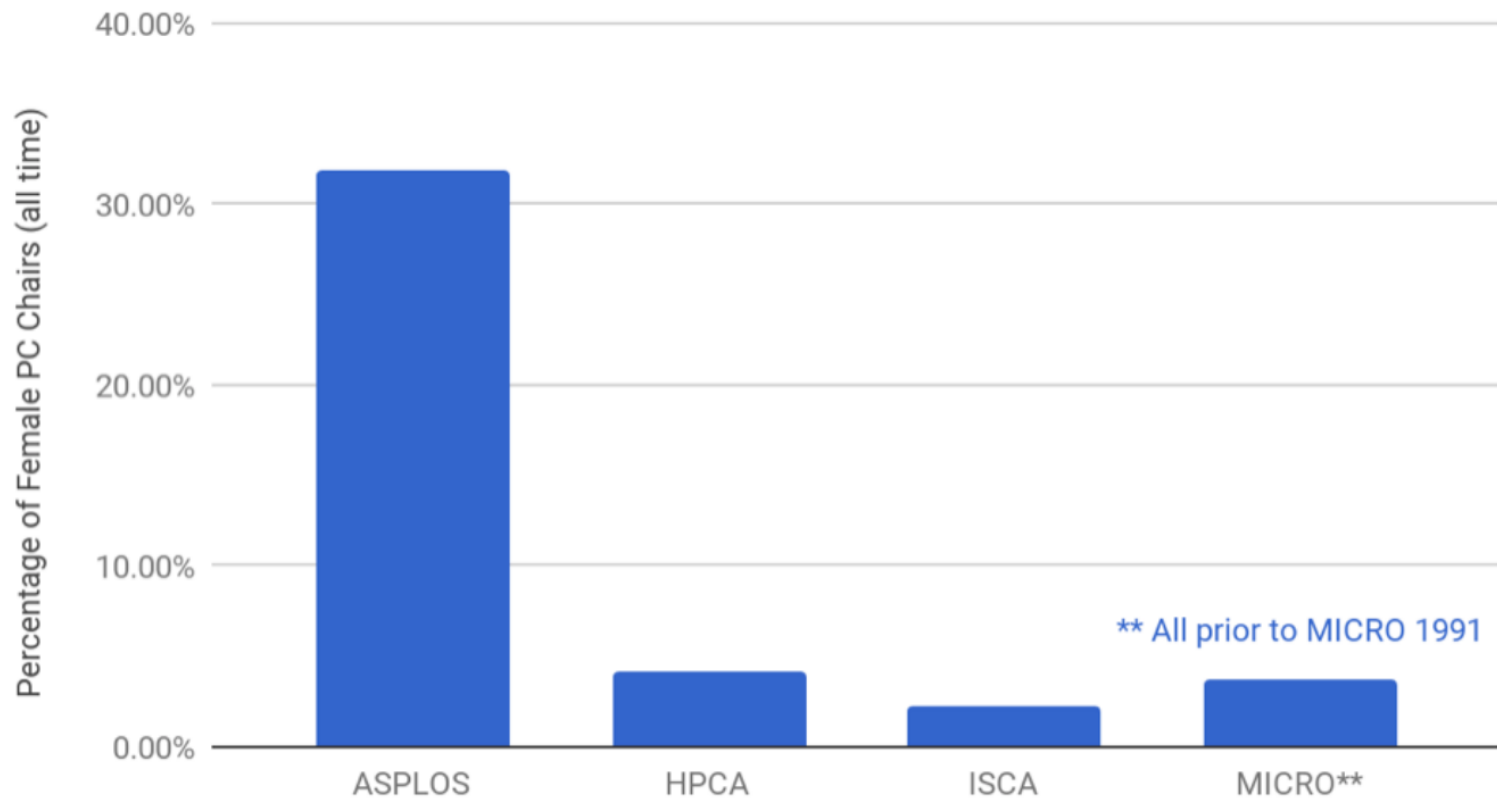
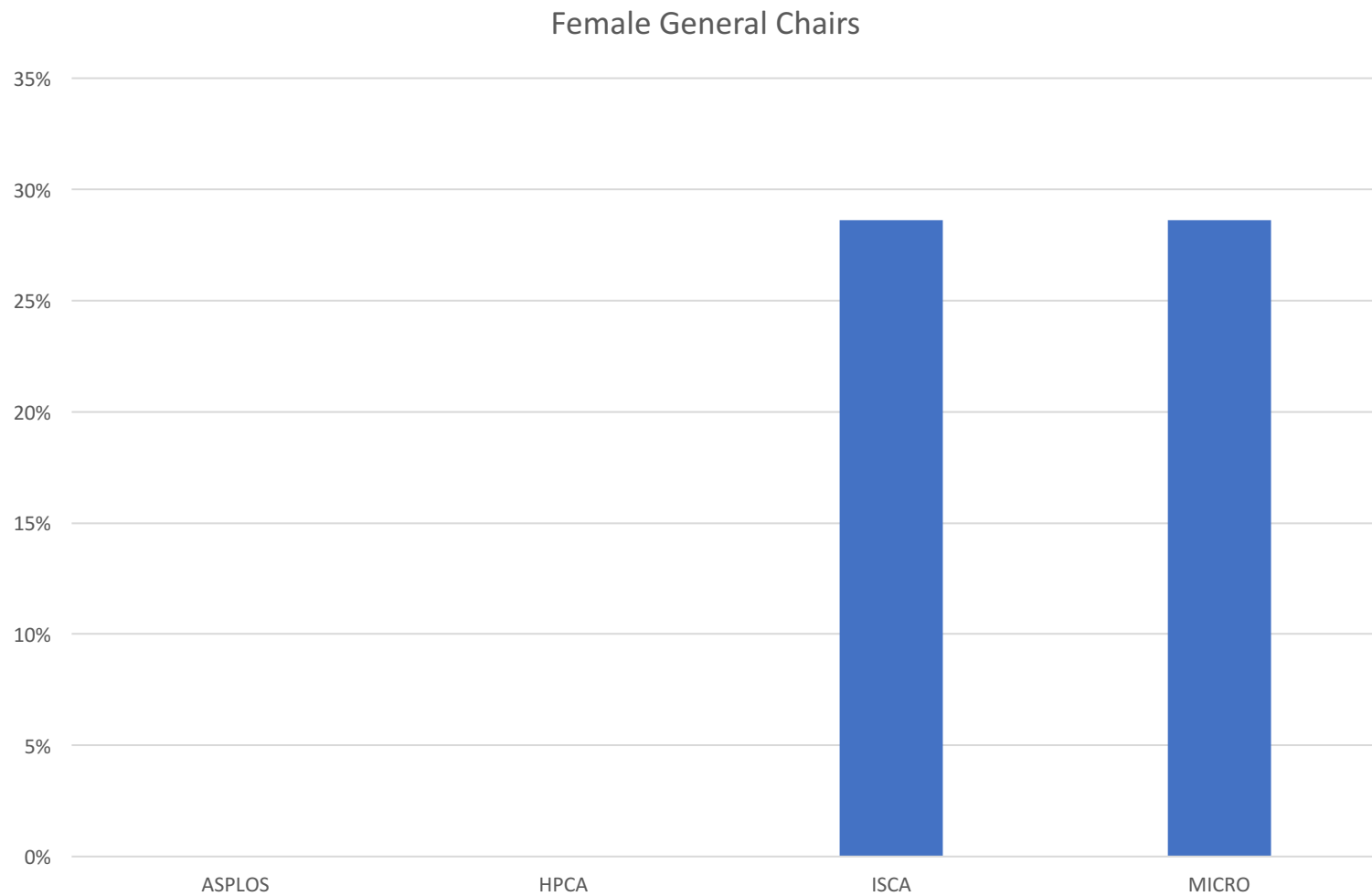


Figure 5 - Gender breakdown of Program Chairs.

Female General Chairs (Last 5 years)



Data collected separately from the referenced blog post

Steering Committee Membership

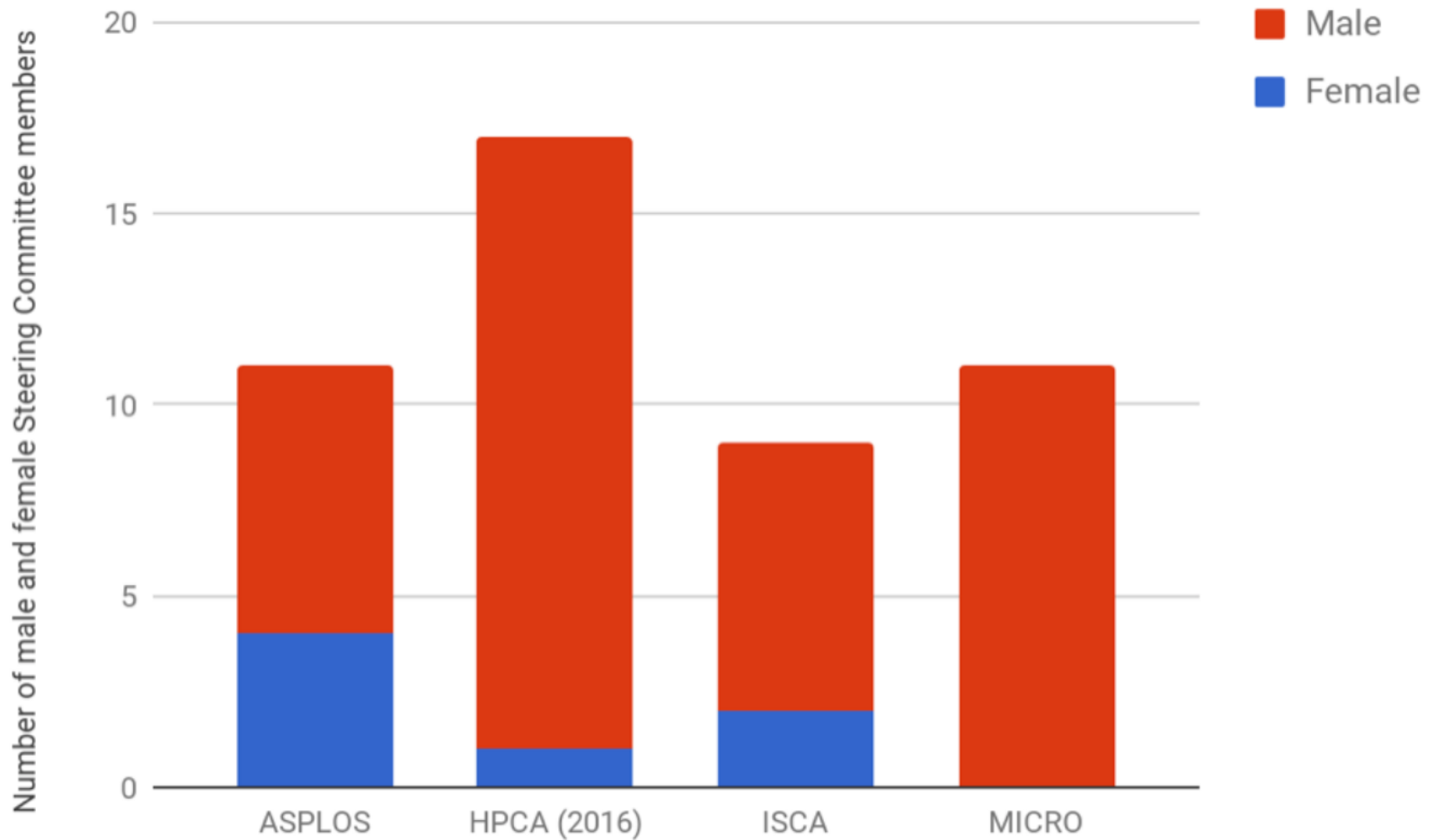


Figure 6 - Gender breakdown of conference steering committees as of September 2017.

Female Keynote Speakers (Last 5 years)

Keynotes last 5 years

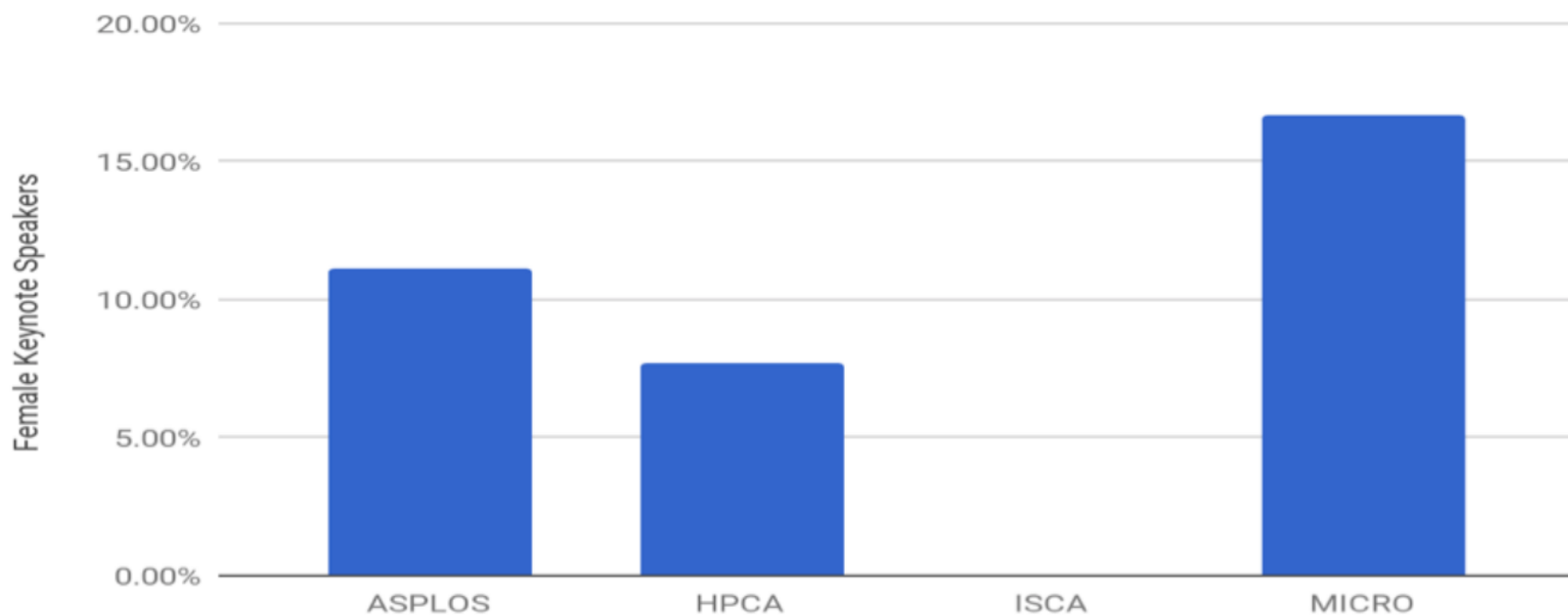


Figure 7 - Gender breakdown of conference keynote speakers in last 5 years.

Conclusion

We've presented a great deal of data that illustrates a multi-dimensional problem in the computer architecture community, as well as providing some first order approximations on potential causes of the lack of diversity, including low diversity at the leadership level as well as low recognition for excellence.

We hope this data will serve to open the dialogue and get the community talking about ways to ensure we have the most welcoming community possible, and that we all take an active role in eliminating the unconscious biases that may exist.

Discussion

- Diversity and inclusiveness problem is systemic in our community
- We would like to open discussion and get suggestions
- Our focus is on Micro
 - And, getting it to lead other conferences

Goals

- Improve the conference to make it better and stronger
 - via more diversity and inclusiveness

- Get input from the community on what we can do better
 - for more diversity and inclusiveness

Idea 1: Survey to Get Feedback

- We will create a name-optional survey for broader participation
- We would like your ideas on what would help in improving diversity
- The more participation, the better
- Target: November 2017

Idea 2: Clear Rules for SC Membership

- As the new co-chairs, we will create clear rules for SC membership, term limits, etc.
- Our goal is not to simply replicate some other conference, but do better
- We would like to get your input

Idea 3: Clear Guidelines for Diversity and Inclusiveness

- We will create clear guidelines for diversity and inclusiveness to be provided to
 - Program Chair(s) who select PC members, keynote speakers, session chairs, panelists
 - General Chair(s), who select Organizing Committee Members
 - Award Committee Chair(s), who select Award Committee Members
 - Conference attendees
- We would like to get your input

Idea 4: Open Communication between Community and Micro SC

- **You can reach all of us, any time.**
- We are very open to new ideas to improve the conference.
- Email contact:
 - Chairs: mahlke@umich.edu, omutlu@gmail.com
 - Entire SC: email alias will be created
- Meeting minutes:
 - Post business meeting minutes
 - Include deliverables and deadlines
- Update website with official MICRO policies & bylaws
 - SC membership, GC/PC chair guides, etc.

Open Discussion