**CARES Annual Summary Report to SIGARCH for 2021-2022**

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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, 2021-2022. 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 fourth year of existence this year.

**CARES’ 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. Since last year, upon the approval of ACM President and both SIGs, CARES has expanded its scope to include discrimination and ethical violations that might occur during the ACM’s publication-related process.

During the past year, we were asked by our SIG Chair(s) about whether CARES should play a role (if at all) in collecting and archiving anonymous complaints about particular individuals in our community who were alleged to have acted in any way that violates ACM’s policies.  In considering this, we carefully reviewed our CARES’ purpose and scope (second paragraph [here](https://www.sigarch.org/benefit/cares/#undefined))—as also reiterated in an email communication from the ACM CEO to all SIG CARES Leaders in March of 2021—which makes it sufficiently clear to us that CARES is not intended to replace ACM’s guidelines for reporting incidents by CARES collecting and archiving anonymous complaints about individuals of whom our members might become aware in carrying out our duties. The large majority of our members agree that we (CARES) should not play any archival role as it is current ACM policy and practice for the ACM (not CARES) to serve as the official repository of any such reports, across all ACM SIGs.  We will, therefore, continue our current practice of not collecting and archiving anonymous complaints or allegations made against individuals, although we will continue our normal practice (per our bylaws) of providing an annual report to our two SIG Chairs regarding our activities over the past year in an anonymized form, if alleged incidents happen to occur.

**CARES Resources**

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 at the three major computer architecture conferences: MICRO (‘21), ASPLOS (‘22), and ISCA (’22). Micro 2021 was held virtually, and 8 CARES committee members offered virtual office hours there. ASPLOS 2022 and ISCA 2022 were held in person, and a number of CARES committee members offered physical presence and on-site office hours at every lunch/coffee break at both conferences (2 members at ASPLOS’22 and 8 members at ISCA’22). In addition, there was a CARES presence at the PC meetings, all occurring virtual, for ISCA’22 and ASPLOS’22, and presence at ASPLOS’23 has been confirmed; however, there was no CARES presence at the MICRO’22 PC meeting this year as no CARES members served on the program committee (typically there would be at least one member on the PC of covered conferences).

At the virtual MICRO’21 conference, CARES worked with the MICRO’21 General Chair to release a diversity and inclusion survey to conference attendees, soliciting feedback about the diversity and inclusion climate at MICRO 2021 and past architecture conferences. We collected 20 replies to this survey. Although useful information was collected in the survey replies, the small number of returns made it difficult for us to draw any definitive conclusions or be comfortable sharing the survey results without possibly revealing private information that should be anonymous. We are in discussions with the ACM Diversity, Equity, and Inclusion (DEI) Council, ACM SIG Governing Board, and the grassroot Supe Hero Network to try to have a standard DEI survey form across conferences and a better way to collect DEI information at conferences.

**Alleged Incidents**

While we firmly believe CARES and the growing CARES movement 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. 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. With the continued support of CARES in the last couple of years, several formal complaints were submitted to the appropriate ACM office this year by multiple individuals, reporting alleged incidents of violations of the ACM’s code of ethics and professional conduct policy as related to plagiarism, coercion and abuse in the ACM publications process. Some of these alleged incidents occurred within the last 12 months, and some occurred in the last few years. Also, with the support of CARES, a few anonymous allegations were forwarded to the SIGARCH Chair and appropriate ACM office.

**CARES Membership and Leadership Changes**

Having served out her initial 3-year term of service on CARES, faithfully and admirably, the following person has stepped down from the committee membership:

- **Diana Marculescu** (University of Texas at Austin)

We are happy that *Yasuko Eckert* (AMD Research) has agreed to continue on the committee after completing her initial 3-year term (as will Shan Liu from the University of Chicago and current co-Chair). *Kathryn McKinley* (of Google, a founding member and founding past co-Chair) has agreed to continue for one more year, through June 2023. We are exceedingly delighted to have the following upstanding member of our community to accept to join us as a new CARES member:

- *Natalie Enright Jerger* (University of Toronto)

With the help of SIGMICRO Vice Chair and SIGARCH Chair, “SIGARCH/SIGMICRO Recognition of Service Award” certificates have been created and are being provided to all CARES members who have ended their term and who are not continuing for another term, *for outstanding service as a member of Committee to Aid REporting on discrimination and haraSsment policy violations (CARES*).

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