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(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

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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

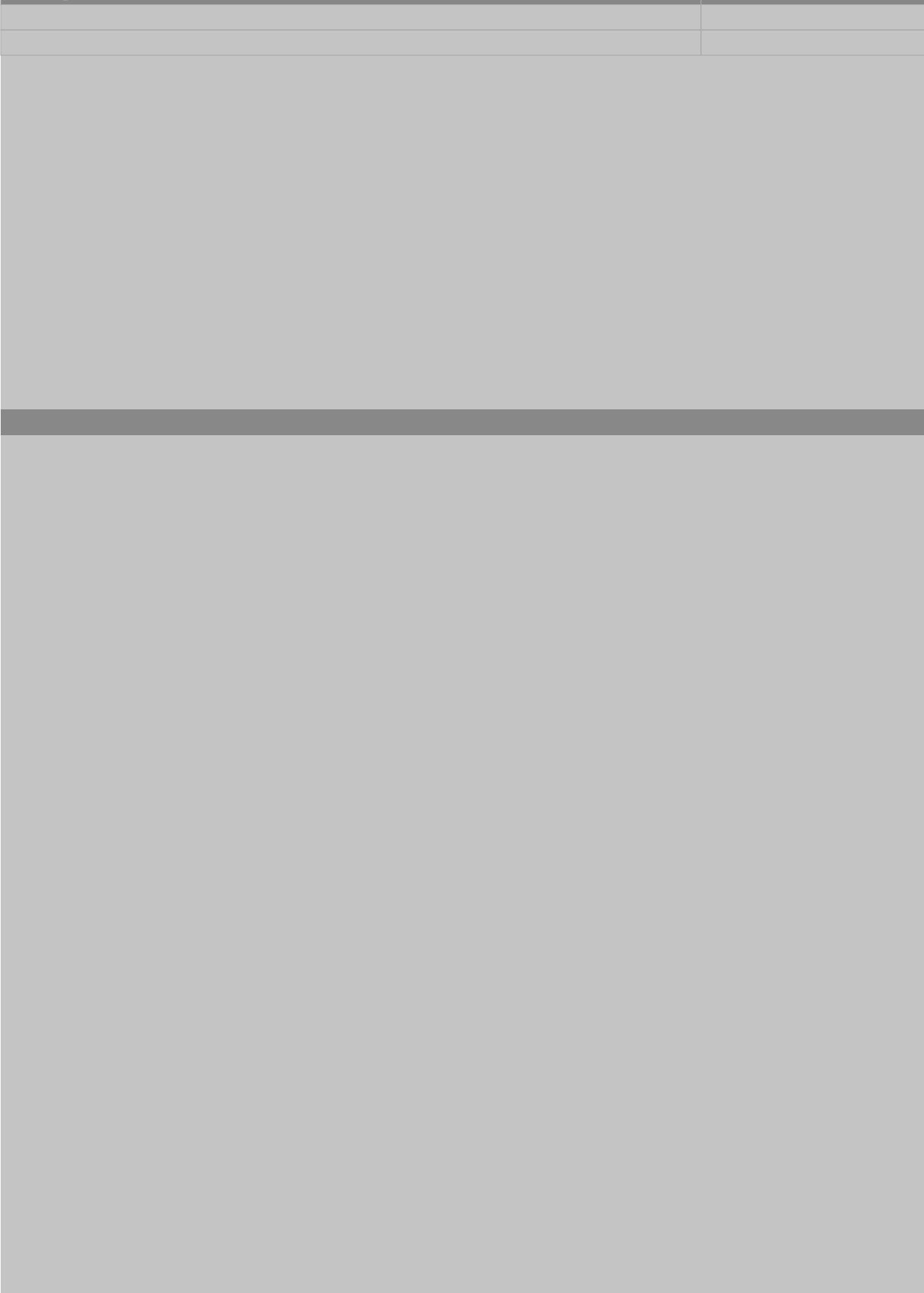
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