

Notes from the MICRO-50 Business Meeting Diversity Discussion

As part of the MICRO-50 business meeting, there was a session devoted to discussing diversity in MICRO and more broadly computer architecture conferences. To start off the discussion, Onur Mutlu (SC co-chair) presented the following slides:

https://www.microarch.org/businessmtg/micro50/micro2017-business_meeting-final.pdf .

Afterwards, the SC co-chairs (Scott Mahlke and Onur Mutlu) opened up the discussion to the audience. This discussion is summarized below.

(Thanks go to Reetuparna Das, University of Michigan and Moin Qureshi, Georgia Institute of Technology, who collected these notes during the meeting)

****David:**

(1) Clear rules for Steering Committee (SC) formation (2) Those rules are made by an elected committee not by current SC

ISCA does membership of SC based on past general chair/program chair / 2 members each of IEEE TCCA and SIGARCH. Perhaps to maintain continuity in addition, the elected members select their chair who is permanent member for 6 years. If PC chairs want to become SC chairs - they can prepare because they know this two years in advance

****How is PC chosen?**

There is no set procedure. No set rules. Nomination based. External nomination or solicit nomination and vote from steering committee. Hyesoon and Sudha are next year's PC chair's - decision made before diversity issues were raised. Hyesoon has not been chosen just because she is female, she is a great researcher. But also experience is important - so Sudha adds that dimension.

****Margaret - I don't remember a vote during my time on SC.**

Scott: SC voted for choosing Japan as a destination for next Micro - program chair was also a vote. Previous years several votes were done. Maybe during that time there was a single nominee or no choices to be made - so no voting happened.

****Margaret: Open call for hosting proposals for Micro - openness may put in a some unknowns, but largely it moves us forward.**

Onur: We agree, we will advertise it more.

Scott: Sometimes we are short of locations. We will make process more public -proposal are solicited - submit proposals to Onur and me.

***Gabe: Committee has to make decision based what goes into pipeline - people talk that this hotel is expensive - if you don't have a solution then you don't have right to complain.

Best ways to diversify is by crowdsourcing

***Gabe: How to promote diversity in SC?

***David: Elections every two years by popular vote. Organization of conference. Should have diversity chair? Whose job is explicitly overlooking the diversity issues avoid the risk things slipping through the cracks

Scott: good point - someone tasked and sensitive to these issues. Only Program Chairs or General Chairs - then hard to increase representation. Whatever is mechanism - we need to improve representation in all these committees

Margaret: This person is not necessarily on steering committee but may be a position with SIGMICRO. ACM has code for harassment in conferences - one can email the president of ACM if we have a problem. The diversity chair can play such roles and play a role in general to improve quality of life for community as a whole.

***David wood: MICRO SC is all powerful. ISCA is weak SC / executive committee of the two bodies should be in control.

Some comments on nuances between executive committee and steering committee which I did not understand well

**What's executive committee?

SIGMICRO has an elected executive committee.

TC-MICRO EC is Milos

Milos: There is no carry over in the budget - you can't plan - TC just gives a set amount of money per year. No reserves. Year by year planning. If we create a reserve - then we can do something meaningful. I can appoint anyone to EC. But there is no point to because year-by-year. Justify TCCA's existence. They try to consolidate. We don't want to arbitrarily merge. Two TC's get two votes.

Wood: SIGARCH and SIGMICRO should merge. Problem we have that we have four organizations - two on IEEE and two on MICRO. Fragmented in four ways - AI/Cloud is on high architecture is not hot.

**David Shaffer: Two observations. People here are sitting and talking to each other on first name basis. It takes a lot of courage to speak up. Informal chain of power. We need to make the climate more comfortable for people to speak up

**Dan Lustig: Gather more data, make it a more recurring thing.

**Kathryn: Answer is yes.

**Eloha: All this discussion is important and if we keep losing undergrads to CS. We don't have job prospects for U/Gs Companies have only jobs for PhDs if they have an computer architecture opening at all. Data on how to get and join computer architecture

**Samira: Raise your hand if you have attended the diversity workshop. Very few white males attended the workshop. We need to care more.. We need to have top down approach

Onur: We are taking inputs. We should advertise the workshop more.

Scott: We should come to workshops and start going. Joel was there.

**Jason: Increase graduate level diversity and have a inviting community. Graduate and undergraduate level diversity. We need to take all parts of that proposal - so that we need to have a bigger pool

***Kathryn: two comments. Intellectual diversity and scientific diversity. Give young people a chance to serve. Spread throughput age. Vision of growing your community - I love to go to Micro - why wouldn't I encourage the undergrads because I love my job.

Keep a deadline. Give us all the name of your graduating students who publish in Micro - actionable list of people or they are from china or URMs or women. Operating with good information. Rules that you can't serve on PC if you have done that more than twice in four years and make sure rich ideas get accepted. Systematic list keeping

Second comment: warm and welcome each member of the community . Put in personal efforts. I encouraged women - come do research internship. You can make a huge difference that it's your personal responsibility to Women in CS

Milos : Pipeline - some of the areas are vibrant - lots of cool things are happening ; Make our community more welcoming.

**Reetu: Undergraduate travel grants for MICRO

Gilles: Have a shepherd program

**Joel: Mentorship program where all students can sign up with senior members of community and scared to walk up to.

**Kim: one of things is to easily blame the pipeline. We can't add to the pipeline if there is meat grinder at the end of it.

Neutralize potential bias. Why did that blog post? How could you publish? The only reason that we could publish blog post is because Natalie is a full professor and I am ex-professor. Why are

people in this community afraid of presenting this data? What makes people afraid to speak up and stand up?

**Akshita: I am third year senior PhD student - there is a need for strong mentorship - I don't have the answer. Having more mentoring sessions like that can help a lot.

**Timothy: Changes for bylaws. Bring unconscious bias. Guidelines and express ways of confronting this issues. The things that executive committee should be thinking about

**Margaret: Lot of good ideas, set some goals and action item and sign up for this

Onur: we will have a mechanism

**Gabe: creating lists of various resources. I was GC then I go with whom I know - almost the same people. Fantastic resource. Encourage 50-50 ratio if you want maintain the status quo.

**Josep: PC meetings have same people - rotate more people.

***PhD student: Discussion with Samsung. Sometime the problem is at root. U/G women can come to the conference with scholarship. We want invite someone from OS community to give a key talk

**Jamie: Why was it published? The biases are unconscious. There are 20 years since have a PC chair. Encouraging more women to vote is good for. I talked to them for research - how do I know what their agenda is. Election is statement of purpose and a bio

**Koji (Next year's General Chair): I was lucky that Micro is in Japan - many people in Japan are excited to come to Micro. Taking Micro international can get us a talent pool

**Akanksha: Numbers are important - 50-50 - but if men just talk to men and women just talk to women then not much will change.

**Saugata: Systematic way of rotating women that are in charge of doing things. Involve men as well to help organize and be at WICArch/related events. Maybe create opportunities where people are more approachable - more comfortable setting - designed as informal sit-down meetings

**Margaret: ACM has student undergraduate research competition - encourage students to participate. My student participated, won the competition.