**ANNUAL REPORT**

**ACM Europe Council**

For the Period: July 1, 2017 - June 30, 2018

Submitted by Chris Hankin, Council Chair

1. BASIC INFORMATION

1.1 Members of the Board

## Executive (from October 2017 to September 2019):

Chair: Chris Hankin, Imperial College London, UK

Vice Chair: Judith Gal-Ezer, The Open University of Israel, Israel

Secretary: Joaquim Jorge, Universidade de Lisboa, Portugal

Treasurer: Panagiota Fatourou, University of Crete & ICS FORTH, Greece

Past Chair: Wendy Hall, University of Southampton, UK

## Members:

Hervé Bourlard, Idiap Research Institute, Martigny, Switzerland

Michel Yves Cosnard, HCERES, France

Tom Crick, Swansea University, UK

Oliver Grau, Intel, Saarbruecken, Germany

Yannis E Ioannidis, University of Athens, Greece

Valerie Issarny, INRIA, France

Natasa Milic-Frayling, University of Nottingham, UK

Enrico Nardelli, Università di Roma Tor Vigata, Italy (Informatics Europe representative)

Chiara Petrioli, Università di Roma La Sapienza, Italy

Harald Störrle, QAWare Software Engineering, Germany

Mateo Valero, Barcelona Supercomputing Center, Spain

## Invited Observers:

Jos Baeten, CWI, The Netherlands (ERCIM representative) (from July 2018)

George Eleftherakis, University of Sheffield International Faculty, Greece (CECL)

Fabrizio Gagliardi (EUACM Chair until June 2018)

Andrew McGettrick, University of Strathclyde, UK (Informatics4All)

Ron Perrott, University of Oxford, UK (Nominations)

1.2 Standing Committees

Informatics4All: Wendy Hall, 2017-

EUACM: Fabrizio Gagliardi, 2015-2018

Committee of European Chapter Leaders (CECL): George Eleftherakis, 2017-

ACM-W Europe: Natasa Milic-Frayling, 2017-

1.3 Ad Hoc Committees

None

# 2. GOALS

The ACM Europe Council aims to increase the level and visibility of ACM activities across Europe. The Council comprises European computer scientists committed to fostering the visibility and relevance of ACM in Europe, and is focused on a wide range of European ACM activities, from high-quality ACM conferences in Europe, to expanding ACM chapters, to encouraging greater participation of Europeans in all dimensions of ACM, to establishing a center of reference in education and research issues for national and international funding agencies in Europe above all the European Commission of the EU.

# 3. MAIN ACTIVITIES

* Collaborate with other computing and scientific organizations in Europe to offer new programs and activities (in particular Informatics Europe, ERCIM, CEPIS);
* Support the Heidelberg Laureates Forum;
* Work with Informatics Europe to map and monitor education in Computer Science;
* Encourage nominations of ACM European members for the advanced member grades of Senior Member, Distinguished Member, and Fellow, and for ACM Awards
* Work with ACM SIGs to increase the number of ACM conferences in Europe;
* Increase the number of ACM chapters and level of chapter activity in Europe;
* Engage with the European Commission of the EU in relevant activities and initiatives;
* Several meetings with senior EU authorities in the last FY.

In line with our shared goal of promoting high-quality ACM conferences in Europe, we have instituted the ACM Europe Council Best Paper Award to recognize authors of outstanding technical contributions to ACM

Conferences taking place in Europe.  The award aims to acknowledge ground breaking research in each venue’s respective field for its importance and contribution to the area. It further aims to highlight theoretical and practical innovations that are likely to shape the future of computing both in Europe and world-wide. It also aims to raise awareness of ACM supported conferences and activities in Europe. The recipient of the award is chosen by an experienced awards committee, within each conference, in conformance with Conference Policies. This initiative began as a Best Student Paper Award and has since featured at six different conferences since FY16. In February 2018, our proposal was formally accepted by the ACM Awards Committee. Since then, the Best Paper Award has been delivered at ITICS 2018 by Judith Gal-Ezer. Preparations are now under way to present the award

at UIST 2018 (Berlin), ACM CVMP 2018 (London) as well as ACM RecSys 2019 (Copenhagen) and TVX 2019 (Manchester). Discussions are underway about  presenting this award at ACM CHI (2019). A special committee

steered by the Council oversees the Award.

More details are available at <http://europe.acm.org/best-paper-awards-conferences.html>.

# 4. BUDGET

* Total budget for ACM Europe: $212K
* European Council: $67K
* EUACM: $85K
* CECL: $25K
* Informatics4All: $15K
* ACM-W Europe: $20K

# A. APPENDIX: SUBCOMMITTEES

Note: Pat Ryan has acted as ACM HQ Liaison for the ACM Europe Council and all of its subcommittees.

A.1 Informatics4All (compiled by Andrew McGettrick and Wendy Hall)

## Membership of the Informatics for All Committee

## The committee is now joint between ACM Europe, Informatics Europe and CEPIS (the Council of European Professional Informatics Societies). The membership is

## Wendy Hall (chair)

## ACM Europe: Judith Gal-Ezer, Andrew McGettrick

## Informatics Europe: Enrico Nardelli, Michael Caspersen

## CEPIS: Bob McLaughlin, Austeja Trinkunaite

## Activities:

* A study had been undertaken by the *Committee on European Computing Education* (CECE) to determine the status of education in Europe in Digital Literacy and in Informatics; this activity was funded jointly by ACM Europe and Informatics Europe, each contributing $40k and was seen as a two year study. The work began formally in April 2014 but the start was delayed. The final report *Informatics Education in Europe: Are we all in the same boat?* has now been completed and is published jointly by ACM and Informatics Europe. See: <https://dl.acm.org/citation.cfm?id=3159633>.
* This study has been the basis of the work of the *Informatics for All Committee*. A strategy document entitled *Informatics for All: The Strategy* had the enthusiastic support of all three member organizations; this has now been published and this was launched in Brussels on 15th March 2018 with EU representation present. See europe.acm.org. The EU has given the strategy their support. The main activity now is to roll out the ideas and have them adopted by all the member countries. This activity will be less than straightforward and needs to be given careful consideration.
* A long term plan was to have ACM Europe and Informatics Europe involved in setting up a high quality distinctive computing/informatics education conference in Europe; initial ambitions were replaced by an effort to have both organisations involved on the Organising Committee of ITICSE, and initially ITICSE 2017. Now SIGCSE has recognized that ITICSE will have a prominent place as ACM’s European Computing Education conference and the conference organization has been adjusted to reflect this.
* During the year an election took place for the position of Chair. Wendy was elected unanimously for this position.

A.2 EUACM (compiled by Fabrizio Gagliardi)

## Membership of EUACM

Fabrizio Gagliardi (Chair)

Gabriele Anderst-Kotsis, Michel Beaudouin-Lafon, Hervé Bourlard, Michel Yves Cosnard, Panagiota Fatourou, Judith Gal-Ezer, Oliver Grau (chair from July 2018), Amalia Hafner, Wendy Hall, Chris Hankin, Lynda Hardman, Paola Inverardi, Joaquim Jorge, Andrew McGettrick, Gerhard Schimpf, Paul Spirakis

## Description:

The ACM Europe Public Policy Committee (EUACM) is a standing subcommittee of the ACM Europe Council. Chaired by Fabrizio Gagliardi until June 30, 2018, the Committee promotes sound public policy and public understanding of a broad range of issues at the intersection of technology and policy. EUACM aims to build privileged two-way relations with the European Commission and member states governmental bodies on one hand and with the wider Computer Science community on another hand. The Committee’s policy statements reflect the expertise of computing professionals from the public and private sectors experienced in computer science and technology, and other computing-related subjects. The Committee works with other ACM entities on publications, projects, and policies related to emergent cross-border issues, such as ethics, privacy, cybersecurity, cloud computing, Big Data, HPC, Internet of Things, Artificial Intelligence and Machine Learning.

## Highlights of the last fiscal year

The last fiscal year was an eventful year with major challenges for EUACM and major accomplishments.

Most notably: the organisation of the first ACM, annual conference in Barcelona, including a Turing Lecture by Silvio Micali; promotion of the first ACM summer school in Athens; production in collaboration with Informatics Europe of a White Paper on the implications and consequences of automated decision systems, entitled “When computers decide”; presentation of this paper to the EU Commission with a panel in Brussels; organisation of a panel on Informatics4All in Brussels; organisation and support of the ACM Europe Council and satellite events in Barcelona and in Brussels; participation to several EU Commission related events, organized by our partner Science|Business; and renewal of the ACM transparency register accreditation with the EU Parliament. The EUACM incumbent chair, Fabrizio Gagliardi, participated in the June 2018 ACM award banquet to receive the 2018 Presidential Award for his merits in leading EUACM over the last several years. On June 30th 2018, Fabrizio Gagliardi, completed his term as EUACM chair. Oliver Grau from Intel is now in the process of taking over. More details follow.

## Detailed Activities

* FY 2017-2018 continued reinforcing the links with the most relevant parts of the EU Commission. The Chair and members of the Committee participated in several meetings and conference calls with representatives of the European Commission, including officers from DG CONNECT, mostly notably the new director for AI and Digital Industry Lucilla Sioli. She owns among other responsibilities Robotics and AI, therefore very interested in the subject of the White Paper on Machine learned automated decision making. The director of Digital Excellence and Science Infrastructure Thomas Skordas who leads the European HPC and Quantum Technology programme. Director General Roberto Viola and his deputy Khalil Rouhana, both driving a large part of the EU scientific and industrial policy agenda. Xavier Prats Monné Xavier, DG of Health and Food Safety. Johannes Klumpers, Head of Unit Scientific Advice Mechanism. Robert-Jan Smits, Director General of DG RTD, highly involved in the definition of the new framework programme (2021-2027) Horizon Europe. Jean-Claude Burgelman, responsible for open science and data policies of DG RT. Mario Campolargo, Deputy Director General of the entire Commission IT services, including very much computing security. And several others senior officials and Commission experts.
* A major effort and accomplishment for EUACM was the support and the local organization of the first ACM Europe conference in Barcelona on September 7-9, 2017. It was collocated with the annual ACM-WE event and included a Turing Lecture by Silvio Micali. One of the main themes was HPC. We succeeded in hosting top HPC leaders from around the world, US, Japan, China and of course Europe. A panel concluded the HPC track. Mateo Valero was the overall chair of the conference and provided strong logistic and financial support to the event together with his scientific leadership. Thomas Skordas DG Connect director responsible for HPC in the Commission moderated the panel. Mireya and Amalia were extremely busy for months to ensure that the event would take place smoothly.
* The other major accomplishment of EUACM was the production of a **white paper on Artificial intelligence and machine learning:**  **“When computers decide”**.

It can be found online at <https://www.acm.org/binaries/content/assets/public-policy/ie-euacm-adm-report-2018.pdf>

This initiative had been decided at the ACM Europe Council meeting back in March 2017 in Munich. An Editorial Board chaired by Chris Hankin and Jim Larus, from Informatics Europe, was established with volunteers from both organisations: Fabrizio Gagliardi, Mireya García de Murcia, Oliver Grau, Amalia Hafner, Bran Knowles, Andrew McGettrick and Damien Andrew Tamburri.

Besides the volunteers, the coordination and support was provided by EUACM leadership (Mireya Garcia de Murcia, as ACM EUACM assistant, Amalia Hafner and Fabrizio as volunteers).

Work started with a meeting hosted by CERN in Geneva on July 17th, 2017. Progress was publicly reviewed by Fabrizio Gagliardi at the IE ECSS annual conference in Lisbon in October 2017 and eventually officially presented at a special event in Brussels in March 2018, collocated with the ACM Europe Council and the other ancillary events (CECL, ACM-WE, etc…).

The event included two panels, one chaired by Wendy Hall on the white paper Informatics4All, and one chaired by Jim Larus, IE on the white paper “When Computers Decide”. Senior representatives from the European Commission, such as Director Lucilla Sioli, and SAM head of unit Johannes Klumpers contributed to the panel. The audience was a mixture of ACM and IE delegates and members of the European Commission. The EUACM research assistant, Anna Ortiz, was highly involved in the organization of all the March 2018 ACM events in Brussels.

* EUACM representatives (Fabrizio Gagliardi and Anna Ortiz) participated in the Annual Privacy Forum in Barcelona in June 2018. That event allowed establishing a direct contact with ENISA (<https://www.enisa.europa.eu/>), The European Union Agency for Network and Information Security. A possible collaboration was discussed and will need follow up, if the adequate resources would be available. ACM, in the person of Fabrizio Gagliardi was also invited to be part of programme committee for next year APF forum in Rome.

* EUACM continued its strategic partnership with **Science|Business**. This policy and outreach independent organisation has a long history of high-level relations with the Commission and especially with DG Research and Innovation. The EUACM Chair participated in the following events organized by them:
	+ Science|Business Annual Conference “Innovative Europe? Time for a new EU Innovation Strategy” (Brussels, June 5, 2018)
	+ Cloud Advisory Board – several meetings
	+ Outlook for the next Framework Programme” (Brussels, January, 2018)
* EUACM was present at various major **events**:
	+ *Heidelberg Laureate Forum* (Heidelberg, September 18 - 23, 2017)
	+ Informatics Europe - *European Computer Science Summit “Informatics Driving the Digital World”* (Lisbon, October 2017)
	+ “Technology of the future” (Florence, February 8-10, 2018). Major public event organized by local SMEs and government foundation. With several press interviews and article on the national press.
	+ White paper presentation and lecture to PhD candidates at Pisa University.
	+ European Open Science stakeholders meeting (Brussels, June 11, 2018)
* EUACM collaborated with **other ACM bodies**:
	+ The EUACM Chair participated as an ex officio member in the activities of the ACM U.S. Public Policy Council (USACM) and attended the USACM’s annual face-to-face meeting (Washington, March 2018).
	+ Andrew McGettrick represented EUACM at the ACM's Code of Ethics and Professional Conduct Review.

## Plans for the future

* Major activity for the immediate future is the smooth transition of EUACM to the being a subcommittee of the newly established Technology and Policy Council;
* Once the TPC established, EUACM, under the new leadership of Oliver Grau, will have to redefine its plans of work also as a function of the available resources;
* Continue monitoring and reacting to relevant policy issues in Europe, presenting ACM Europe policy position statements when and if appropriate;
* Facilitate the participation of EUACM members as experts in relevant European Commission programs;
* Consider extending the scope of the target audience of information to the general public by using media and press channels.

A.3 CECL (compiled by George Eleftherakis)

## Membership of CECL

George Eleftherakis (Chair)

Mashhuda Glencross (Vice-Chair), Gavin Doherty, Bozena Mannová, Taras Panchenko, Joaquim Jorge, Harald Störrle, Panagiota Fatourou.

## Description:

**Chapters Subcommittee - Council of European Chapter Leaders (CECL)**

Description: Promote expansion and sustainability of ACM chapters in Europe and increase visibility of ACM among young people in Europe, particularly practitioners aiming to attract/sustain younger people and overall members to ACM.

## Activities:

* **New leadership structure and update of vision and strategy.**

After a series of online discussions and one face to face meeting, CECL is restructured and established a fresh vision and an updated strategy for the rest of its term.

* **The Council of European Chapter Leaders (CECL) decided the following actions for the next two years:**
	+ Ensure Chapter Events are highly visible to the world, and ACM HQ but also European ACM activity overall is visible to young professionals in Europe.
	+ Mentoring of new chapters by more experienced chapter leaders
	+ Encourage & support cross-chapter events (e.g., DSP tours, summer schools, hackathons, etc.)
	+ CECL will explore the idea of ACM meetups in Europe and prepare a proposal to decide if we will move an idea like this forward. First step was a meeting with Andrew Conklin that coordinates this action in US. We are in the process of identifying the first pilot cities and having discussions with local people.
	+ Support landmark/signature events
	+ Recognize European volunteer excellence; Investigate, define and award prices (e.g., for chapters events/anniversaries, faculty advisors, etc.)
	+ Propose content for "People of ACM"
	+ Propose content for "Featured Chapter" on ACM web site
	+ Continue the successful recruitment of DSP speakers in Europe, focusing more now on disseminating the DSP in Europe

It has been decided that the right vehicle to achieve the above decided will be with the creation of three main task forces:

* Support ACM events in Europe (lead by Taras)
* Communication and Mentoring (lead by Mashhuda)
* Awards and Recognition (lead by Boba)
* **Supporting** “Being Human with Algorithms”**.**

CECL endorsed (ethical support) the event "Celebrating 50 Years German Chapter of the ACM, Being Human with Algorithms" by providing 15 scholarships to ACM members (priority given to students), funding the registration only (240 Euro), to attend the conference.

It is regarded as beneficial to ACM members to have the chance to attend it and CECL team aspires to offer them chances to network and exchange views and be inspired by the presenters of this conference (something aligned with the vision of CECL).

The process has been implemented by CECL (Masshuda leading this) and 15 students have been identified and scholarships will be awarded to them. Also CECL will attend the opening of this event.

* **Chapters’ Workshops.**

After Paris (2012), Athens (2014), and the 3rd ACM European Chapter Leaders Workshop at Prague (2016), a substantial amount of knowledge regarding the chapters’ needs and the best practices followed is gathered in a rather complete report, outlining everything discussed and realized in those three (3) workshops.

The workshops were well received by chapter leaders with a high satisfaction index and now CECL aims to focus in ways that will disseminate the findings of those workshops in more effective methods that will enable larger impact.

* **ACM summer school in Athens**

CECL once more significantly contributed in the organization of the 2nd ACM Europe Summer School in Athens (July 2018). The chair served in the Program Committee but all members of the team reviewed effectively the many applications of candidates that should be accepted to the school.

At the same time CECL was once more present to promote ACM chapters and inspire attendees to be actively involved in the community.

A.4 ACM-W EUROPE (compiled by Natasa Milic-Frayling)

## ACM-WE Executive Committee

Natasa Milic-Frayling (Chair)

Bev Bachmayer (Vice-Chair), Gabriele Anderst-Kotis, Ralitsa Angelova, Panagiota Fatourou, Ruth G. Lennon, Reyyan Ayfer (Past Chair), Jodi Tims (ACM-W Chair, ex-officio), Erika Abraham (Informatics Europe, ex-officio)

The Committee is in the process of recruiting new members since the mandate of several members is nearing the end.

## Advisory Committee:

We are in the process of refreshing the Advisory Committee that currently comprises: Peter Buneman, Silvana Castano, Fabrizio Gagliardi, Mashuda Glencross, Lynda Hardman.

## Description

ACM-WE (ACM Women in Computing Europe) is a standing committee of ACM Europe. It is setup to carry out the ACM-W mission within the scope of the ACM Europe. The ACM-WE vision is a transformed European professional and scholarly landscape where women are supported and inspired to pursue their dreams and ambitions to find fulfilment in the computing field. The ACM-W Europe mission is to foster women’s education and careers in computing and encourage the European professional and scholarly community to inspire women to take part and realize their potential in computing. It fulfils the ACM-W Mission to support, celebrate and advocate internationally for the full engagement of women in all aspects of the computing field.

## Subcommittees:

**womENcourage Steering Committee** has been formed to provide continuity in organizing womENcourage and is expected to expand to the *ACM-WE Celebration Committee* to oversee ACM-WE community engagements in Europe. Current members of the Steering Committee are: Núria Castell Ariño (Chair womENcourage 2017) , Adriana Wilde, Bev Bachmayer (Exec. Committee – Outreach), Ruth G. Lennon (Exec. Committee).

Committee meetings are convened as needed.

*Executive Committee Meetings*: July 5, 2017; Sept 9, 2017 – in Barcelona; Nov 27, 2017; March 14, 2018 Brussels.

*womENcourage Steering Committee Meetings*: Feb 9, 2018; June 21, 2018.

*womENcourage Organizing team meetings*: on a weekly or as-needed basis, starting in March 2018.

## ACM-WE Activities

ACM-WE activities are devised to

|  |
| --- |
| * Advocate diversity in computing
* Promote visibility of women in computing
* Raise awareness of the importance of women being in the computing profession and as ACM Members
* Address the challenges faced by women in computing
* Increase participation of women in leadership positions of ACM
* Raise awareness of career options in computing
* Collaborate with similar organizations in Europe
* Share resources, ideas and experiences with the community.
 |

They have been grouped into three main pillars: celebrations, networking, and empowerment.

In 2018/19 we will map these activities onto impact and objectives, focusing on benefits that professional women gain from

* Increased awareness (about their own self, context, and opportunities)
* Increased competencies and skills, beyond the computer science profession, and
* Initiatives and actions, e.g., through entrepreneurial activities in their environments.

Activities in 2017/18:

**Celebrations of Women in Computing in Europe**

womENcourage Celebration of Women in Computing is a flagship event of ACM-W Europe.

The 4th womENcourage is hosted by Universitat Politècnica de Catalunya, Barcelona, Spain (<https://womencourage.acm.org/>archive/2017).

Below table summarizes the past womENcourage in numbers:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **2014 No registration fee**  | **2015 With registration fee**  | **2016 Small registration fee**  | **2017 With registration fee**  |
| Attendance  | **207** (256 reg.)  | **163** (193 reg.)  | **100** (110 reg.)  | 180  |
| Scholarships  | **54** (of 114)  | **53** (of 66)  | **42** (56)  | 72  |
| Posters  | **49** (of 119)  | **43** (of 50)  | **32** (of 39)  | 70  |
| Supporters  | **8 (**€19,345)  | **10** (€40,500)  | **7 (**€32,300)  | **16** (€54,880)  |
| Countries  | 28  | 25  | 24  | 31  |

The team comprising Bev Bachmayer, Panagiota Fatourou and Núria Castell Ariño have achieved a record contribution level from 16 supporters: SIGOPS, HP, Accenture, SIGCHI, Intel, Google, Oracle Academy, Bloomberg, Sopra Steria, Informatics Europe, Microsoft, Everis, Inria, ThoughtWorks, Amazon, COEINF. Lori Russell Dağ served as our Registrar and Ruth Lennon as the Scholarships Chair during the last 3 years.

**ACM-W Chapters and Celebrations in Europe**

Virginia Grande has been instrumental in promoting ACM-W chapters in Europe. Today there are 4 ACM-W Professional Chapters and 9 ACM-W Student Chapters in Europe.

During 2016-2017, **9** of the total **26** ACM Celebrations of Women in Computing were organized in Europe. As of today there are 11 European Celebrations registered to take place in 2017-2018

**National Contacts**

Panagiota Fatourou. ACM-WE has initiated work on National Contacts and currently established connection with representatives from 14 countries. We have completed a document that sets the guidelines for enlisting National Contacts and their work.

**Outreach**

Bev Bachmayer has led the outreach of ACM-WE to ACM Members in Europe via.

The outreach activities include

* ACM-W Europe monthly newsletter (http://europe.acm.org/acm-w-europe-newsletter- archives.html)
* Blog
* Visibility and Outreach on Social Media:
	+ Twitter (https://twitter.com/ACMWomENcourage)
	+ Facebook (https://www.facebook.com/womencourage/?fref=ts)
	+ LinkedIn (https://www.linkedin.com/groups/5138577)
* Activities at Other Conferences
	+ BoF Sessions (Case Studies) for Increasing Diversity @ EuroBSD, Belgrade, HiPEAC,  Stockholm (Article in HiPEAC Info)
	+ Invited to EuroBSD 2018.

## Plans

Plans for 2018/19 include a concerted effort towards increasing the impact of the ongoing activities.

* Continue organizing womENcourage ACM Celebration of Women in Computing
* Expand the Steering Committee for womENcourage Celebrations to oversee community engagements related to Celebration in Europe
* Continue to develop National Contact network and begin active engagements with the representatives to collect regional information about needs of professional women in computing
* Increase awareness of ACM Awards and encourage European women computer scientists to apply or be nominated for advanced levels of memberships and awards
* Support ACM-W Chapters and Celebrations in Europe
* Share resources, ideas and experiences related with women in computing with the community.

All our projects/initiatives will continue in 2018/19.

During the coming year

1. We will refresh the Executive Committee and Advisory Committee with new members from the academic and practitioner communities, aiming for individuals with different backgrounds and experiences.
2. We will seek partnership with organizations that can provide professional women in computing with complementary skills and opportunities for initiatives. We will begin exploring opportunities to partner with experts in leadership and entrepreneurship.
3. We will increase the sub-committees with volunteers at different stages in their professional career in order to cater for a diverse spectrum of needs and preferences in the ACM-W Europe community.

We also propose the following new activities

* Re-implementation of the ACM-WE Web site to fit the new Web design and template
* Expand the National Contacts Network
* Initiate regular data gathering and reporting on professional women needs in Europe
* Successfully complete the organization of womENcourage 2018 (Belgrade, Serbia 3-5 Oct’18)
* Prepare the ground for womENcourage 2019.

Overall, our objective is to maintain the level of activities as in 2017/18 and put emphasis on impact by looking for ways to capture the benefits we deliver to ACM professional women in Europe. We will focus on three enablers: information, skill, and initiative.

ACM-WE committees and initiatives involve professional women from different regions and backgrounds. As we continue to expand the community of volunteers, we will use our national contacts, advertisements through social media, and newsletter to reach out to all the countries in Europe and entice women to engage with our activities.