 Revision Report

Feedback comment: Add "cultural competence" to the professional dispositions

How incorporated: added

- Cultural Competence - Prioritize cultural competence—the ability to work with people from cultures different from your own—by using inclusive language, watching for and responding to conscious and unconscious bias, and encouraging honest and open communication.

Why not incorporated:

Date considered: 11/16/2022

Feedback comment: We expect teachers to "proactively advocate for equity and inclusion in the CS classroom." I'd like to see proactive language in the ACM language as well. CSTA Standards for CS Teachers: csteachers.org/teacherstandards, https://csteachers.org/page/standards-for-cs-teachers-interactive

https://csteachers.org/page/pd-accreditation-process

How incorporated: Added

We should welcome and seek diversity—the gamut of human differences including gender, gender identity, race, politics, ability and attributes, religion, nationality, etc.—in our classrooms, departments and campuses. We should strive to promote inclusion; the sense of belonging we feel in a community where we are respected and wanted. To achieve equity, we must allocate resources, promote fairness, and check our inherent biases to ensure persons of all identities achieve success.

Why not incorporated:

Date considered: 11/15/2022

Feedback comment: Just comparing departmental demographics to institutional demographics is not enough - should also call out institutional differences (why is this PWI? In many cases).
1. Compare the demographics of your institution to the overall community demographics. Do they differ? If so, what factors contribute to inequitable access, engagement, and achievement among marginalized groups.
How incorporated:

Why not incorporated:

Date considered: 7/27/2022

Feedback comment: define and distinguish between justice, diversity, equity and inclusion.

How incorporated:

We should welcome and seek diversity—the gamut of human differences including gender, gender identity, race, politics, ability and attributes, religion, nationality, etc.—in our classrooms, departments and campuses. We should strive to promote inclusion; the sense of belonging we feel in a community where we are respected and wanted. To achieve equity, we must allocate resources, promote fairness, and check our inherent biases to ensure persons of all identities achieve success.

Why not incorporated:

Date considered: 11/15/2022

Feedback comment: “Systemic issues need systemic change to be addressed”

What does this look like in practice?

How incorporated:

removed systemic change sentence, because it is really beyond the scope of our document

Why not incorporated:

Date considered: 11/15/2022
Feedback comment: “Describe the impact of diversity in the computing profession as it relates to culture, industry, products, and society.” I think it would be more beneficial to discuss the impact of power and privilege.

**How incorporated:**

Amended to

Describe the impact of power and privilege in the computing profession as it relates to culture, industry, products, and society.

**Why not incorporated:**

**Date considered:** 11/15/2022

Feedback comment: “Compare the demographics of your institution’s computer science and STEM majors to the overall institutional demographics.” and then?

**How incorporated:** Added to both discipline and institutional comparison

Do they differ? If so, what factors contribute to inequitable access, engagement, and achievement in computer science among marginalized groups.

**Why not incorporated:**

**Date considered:** 11/16/2022

Feedback comment: Identify developers’ assumptions and values embedded in hardware and software design, especially as they pertain to usability by diverse populations.
Feedback comment: “Responsibility - Responsibility, attention to detail, and general awareness of potential social impact are highly desirable for computing graduates.” seems too general

How incorporated: strike general
Why not incorporated:

Date considered: 7/30/2022

Feedback comment: “Critical Self-reflection - Being able to inspect one’s own actions, thoughts, and motives will help in discovering places where professional activity is not up to current standards.”. Add biases and privileges to this

How incorporated: revised to

- Being able to inspect one’s own actions, thoughts, biases, privileges, and motives will help in discovering places where professional activity is not up to current standards. Understand both conscious and unconscious bias and continuously work to counteract them.

Why not incorporated:

Date considered: 11/16/2022

Feedback comment: JEDI acronym

How incorporated: replaced JEDI with DEI

Why not incorporated:
**Date considered:** 11/15/2022

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**Feedback comment:** The language is glaringly neutral. “Why it matters” vs “benefits and harms” “Social cost” of a lack of diversity - there are way more than social benefits and costs...

**How incorporated:**

KA Revised

Benefits of diversity and the costs of a lack of diversity

To

Benefits of diversity and harms caused by a lack of diversity

Core Revised

Social benefits of diversity and the social cost of a lack of diversity

To

The benefits of diverse development teams and the impacts of teams that are not diverse

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**Why not incorporated:**

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**Date considered:** 11/16/2022

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**Feedback comment:** KA Core - Historic marginalization because of technological supremacy and global infrastructure challenges to equity and accessibility

**How incorporated:** Added verbatim

**Why not incorporated:**

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**Date considered:** 11/16/2022

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Feedback comment: Accessibility is missing

How incorporated: Added

CS Core: Technology and accessibility

Learning Outcomes: Evaluate the accessibility of your classroom or lab. Evaluate the accessibility of your webpage. (See https://www.w3.org/WAI/.)

Why not incorporated:

Date considered: 11/16/2022

Feedback comment: How do you measure “work collegially and respectfully”? As an assignment?

How incorporated: Appended

Work collegially and respectfully with team members who do not share your identity. It is not enough to merely assign team projects. Faculty should prepare students for teamwork and monitor, mentor, and assess the effectiveness of their student teams throughout a project.

Why not incorporated:

Date considered: 11/15/2022

Feedback comment: KA core in learning outcomes - again only positive framing

How incorporated: Added

Historic marginalization because of technological supremacy and global infrastructure challenges to equity and accessibility

Why not incorporated:
Feedback comment: Justice is not possible without action/change. What does technological justice mean? How is it applied/considered in technological development?

How incorporated:

Why not incorporated: Removed justice throughout for two reasons: 1) not in ACM, IEEE, or AAAI’s DEI statements, and 2) beyond the scope of the document.

Feedback comment: “Identity and inclusion in CS in both academia and industry” is a broad statement that doesn’t really discuss what this core topic is supposed to represent.

■“How identity impacts and is impacted by computing environments (academic and professional) and technology.”

How incorporated:

Replaced

Identity and inclusion in CS in both academia and industry

With

How identity impacts and is impacted by computing environments (academic and professional) and technology.

Why not incorporated:

Date considered: 11/16/2022