**Timeline, Milestones, and Deliverables for each subcommittee**

* + May 1: Detailed subcommittee charter and action items to complete this year.
  + June 1: Progress report and preliminary Board of Director recommendations
  + Aug. 15: Progress report and updated action items
  + Nov. 1: Final Board of Director recommendations
  + Jan. 1: Final report

**Subcommittee on diversity and inclusion:**

* Chair: Bruno Meyer
* Members: Marc Beebee, Jennifer Bernhard, Andrea Goldsmith, Kathy Land, Akinori Nishiara, Karen Pedersen, Teofilo Ramos, Kristen Russell
* Charter: Develop and implement mechanisms to improve diversity and inclusion across all of the IEEE. This is a vast charter, so should be broken down into mechanisms we can put in place this year, and mechanisms that require further development and implementation beyond this year.
* Subcommittee Repository: <https://drive.google.com/drive/folders/1xEzxjoW12FDV8qLUBwp-Gi5KqWerIyE9?usp=sharing>

**Subcommittee on member ethics:**

* Chair: Andrea Goldsmith
* Members: Kristina Agassi, Marc Beebe, Jerry Hudgins, José Pinto, Magdalena Salazar-Palma, Kristen Russell
* Charter:
  + Streamline and merge all codes around ethics into 1 code with a few high-level principles to facilitate education of members and volunteers
  + Develop education, training, outreach, and accountability to raise awareness among members, volunteers, and volunteer leaders about IEEE code of ethics and their responsibility to uphold them, report violations, and prevent retaliation.
* Repository: <https://drive.google.com/drive/folders/1MJQI2ymJZ9WNT8qR0OFctd3-cs7BB9l5?usp=sharing>

**Subcommittee on professional ethics advice and support**

* Chair: Walter Elden
* Members: Kristina Agassi, Andrea Goldsmith, Kristen Russell
* Charter: Develop recommendations for professional ethics advice and support, including education and outreach for members around professional ethics.
* Repository: <https://drive.google.com/drive/folders/1udYQG7Eh99YHTqWfS2KFhRG90x8QAA5X?usp=sharing>

**Subcommittee on IEEE ethics processes:**

* Chair: Jerry Hudgins
* Members: Andrea Goldsmith, Bruno Meyer, Karen Pedersen, Akinori Nishiara, Magdalena Salazar-Palma, Marc Beebe, Kristina Agassi, José Pinto, Jennifer Bernhard, Teofilo Ramos, Kristen Russell
* Charter:
  + Develop a complete overhaul of IEEE ethics processes around reporting, mediation, adjudication, appeal, and sanctions incorporating best practices for confidential reporting, timeliness, tracking, and transparency around cases and outcomes.
  + Consider recommendations for rescinding awards and other honors as well as restrictions on leadership and other member activities due to ethics violations.
  + Consider implementing ombudsperson and whistleblower programs
  + Consider voluntary adoption of Title IX requirements
* Repository: <https://drive.google.com/drive/folders/1B54Y8J6wDjv9HoTEpFoKp-eVoyC2FPpl?usp=sharing>