Date: October 12, 2013

To: IEEE Directors Parviz Famouri and Karen S. Pedersen

Copy: IEEE Board of Directors

Subject: **List of Co-signers Supporting Transgender Inclusion in the IEEE Code of Ethics**

From: Lynn Conway and Leandra Vicci

Dear Prof. Famouri and Ms. Pedersen,

In our letter to you of September 3rd we identified an inconsistency between the IEEE Nondiscrimination Policy and the proposed update to the IEEE Code of Ethics:

[http://ai.eecs.umich.edu/people/conway/CSE/IEEE/Codes&Policies/Letter\_re\_Ethics\_Code\_9-03-13.pdf](http://ai.eecs.umich.edu/people/conway/CSE/IEEE/Codes%26Policies/Letter_re_Ethics_Code_9-03-13.pdf)

While the Nondiscrimination Policy prohibits discrimination based on “sexual or affiliation orientation” or “gender identity,” the proposed Code of Ethics update only adds prohibition of discrimination based on “sexual orientation.”

Those unfamiliar with LGBT issues sometimes assume that including “sexual orientation” in such codes protects transgender people. However, it does not. And unfortunately, by including “LGB” but not “T” in the Ethics Code, the IEEE will implicitly signal that it remains unopposed to discrimination against transgender people.

This oversight can be corrected by revising the update as follows: “To treat fairly all persons and to not engage in discrimination based on race, religion . . . , sexual orientation, gender identity or gender expression.”

Since September 3rd we have received many e-mails of support for such transgender inclusion. Many prominent IEEE thought-leaders have joined us by co-signing our letter – including the President of Stanford University, Presidents Emeriti of M.I.T and Caltech, numerous Members of the National Academy of Engineering (including a past President of the NAE) and numerous widely respected IEEE Fellows.

We have attached the list of co-signers to-date to this letter, and are also copying the full Board to alert them regarding this appeal. In the interests of transparency, we’d appreciate it if you’d keep us informed regarding your decision-making on the Ethics Code, and we will pass that information on to the co-signers.

Thank you very much for considering our collective appeal for transgender inclusion in the IEEE Code of Ethics.

Sincerely,

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Attachment: List of authors/co-signers of the 9-03-13 Conway-Vicci Letter to IEEE Directors

URL: [http://ai.eecs.umich.edu/people/conway/CSE/IEEE/Codes&Policies/Letter\_re\_Ethics\_Code\_10-12-13.pdf](http://ai.eecs.umich.edu/people/conway/CSE/IEEE/Codes%26Policies/Letter_re_Ethics_Code_10-12-13.pdf)

Conway-Vicci Letter of September 3, 2013 to IEEE Directors

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