1

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

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,

Lynn Conway
Professor of Electrical Engineering and Computer Science, Emerita
University of Michigan, Ann Arbor
http://www.lynnconway.com
http://www.linkedin.com/in/lynnconway
http://www.huffingtonpost.com/lynn-conway/the-many-shades-of-out_b_3591764.html
IEEE Life Fellow
Member, National Academy of Engineering

Leandra Vicci
Lecturer and Director of the Applied Engineering Laboratory
Department of Computer Science
University of North Carolina at Chapel Hill
http://www.cs.unc.edu/~vicci/
http://www.linkedin.com/pub/leandra-vicci/51/b70/2b8
IEEE Life Senior Member

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

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

Authors:

Lynn Conway
Professor of Electrical Engineering and Computer Science, Emerita
University of Michigan, Ann Arbor
IEEE Life Fellow
Member, National Academy of Engineering

Leandra Vicci
Lecturer and Director of the Applied Engineering Laboratory
Department of Computer Science
University of North Carolina at Chapel Hill
IEEE Life Senior Member

Co-signers (as of 10-11-13):

Eleanor Baum   (10-02-13)
Dean of Engineering, Emerita
Cooper Union
New York, NY
IEEE Fellow

Ruzena Bazcsy   (9/25/13)
Professor of Electrical Engineering and Computer Science
University of California, Berkeley
IEEE Fellow
Member, Institute of Medicine
Member, National Academy of Engineering

Grady Booch   (9/23/13)
IBM Fellow
International Business Machines Corporation
IEEE Fellow

Gaetano Borriello   (9/30/13)
Jerre D. Noe Professor of Computer Science & Engineering
University of Washington
IEEE Fellow

Frederick P. Brooks, Jr. (9/5/13)
Professor of Computer Science
University of North Carolina at Chapel Hill
IEEE Life Fellow
Member, National Academy of Science
Member, National Academy of Engineering

Randal E. Bryant   (9/12/13)
Dean, School of Computer Science and
University Professor of Computer Science,
Carnegie Mellon University
IEEE Fellow
Member, National Academy of Engineering

Bob Colwell   (9/12/13)
Director
DARPA/Microsystems Technology Office (MTO)
Arlington, Virginia
IEEE Fellow

Thomas M. Conte   (9/23/13)
Professor, Schools of Computer Science and Electrical & Computer Engineering
Georgia Institute of Technology
IEEE Fellow
2015 President-Elect, IEEE Computer Society

Fernando J. Corbato   (9/12/13)
Professor Emeritus of Computer Science and Engineering and Senior Lecturer
Massachusetts Institute of Technology
IEEE Life Fellow
Member, National Academy of Engineering

Hugo De Man   (9/12/13)
Em. Prof. KULeuven, Belgium
Senior fellow IMEC, Belgium
IEEE Life Fellow
Member of the Royal Flemish Academy of Belgium for Science and the Arts

Robert W. Dutton (9/16/13)
Robert and Barbara Kleist Professor of Engineering
Department of Electrical Engineering
Stanford University
IEEE Fellow
Member, National Academy of Engineering

Deborah Estrin   (10-02-13)
Professor of Computer Science
Cornell Tech in New York City, and
Professor of Public Health
Weill Cornell Medical College
IEEE Fellow
Member, National Academy of Engineering

Thomas E. Everhart   (9/12/13)
Professor of Electrical Engineering and Applied Physics, Emeritus, and
President Emeritus, California Institute of Technology
IEEE Fellow and 2002 recipient of the IEEE Founders Medal
Member, National Academy of Engineering

Dave Farber   (9/23/13)
Distinguished Career Professor of Computer Science and Public Policy
Carnegie-Mellon University
Professor Emeritus
University of Pennsylvania
IEEE Fellow

Henry Fuchs   (9/5/13)
Federico Gil Distinguished Professor of Computer Science
University of North Carolina at Chapel Hill
IEEE Life Senior Member
Member, National Academy of Engineering

Elsa Garmire   (9/30/13)
Sydney E. Junkins Professor of Engineering
Thayer School of Engineering at Dartmouth
IEEE Life Fellow
Member, National Academy of Engineering

James F. Gibbons   (9/23/13)
Reid Weaver Dennis Professor of Electrical Engineering, Emeritus
Former Frederick Emmons Terman Dean of the School of Engineering
Stanford University
IEEE Life Fellow and 2011 recipient of the IEEE Founders Medal
Member, National Academy of Engineering
Member, National Academy of Sciences,

Paul E. Gray   (9/12/13)
President and Professor emeritus
Massachusetts Institute of Technology
IEEE Life Fellow and 2010 recipient of the IEEE Founders Medal
Member, National Academy of Engineering

John L. Hennessy   (9/25/13)
Professor of Electrical Engineering and Computer Science, and
President, Stanford University
IEEE Fellow
IEEE Medal of Honor 2012
Member, National Academy of Engineering
Member, National Academy of Sciences

David A. Hodges   (9/13/13)
Daniel M. Tellep Distinguished Professor of Engineering Emeritus, and Former Dean, College of Engineering
University of California at Berkeley.
IEEE Fellow
Member, National Academy of Engineering

Mark Horowitz   (10-06-13)
Professor of Electrical Engineering and Computer Science
Stanford University
IEEE Fellow
Member, National Academy of Engineering

Mary Ann Horton   (9/6/13)
Senior EMS Programmer/Analyst
San Diego Gas & Electric
IEEE Senior Member

Chuck House   (9/12/13)
Executive Director, InnovaScapes Institute
Board Member, Computer History Museum
Holder of HP's only '*Medal of Defiance*', awarded by David Packard
IEEE Fellow

Judy L. Hoyt   (9/25/13)
Professor, Electrical Engineering and Computer Science, and Associate Director, Microsystems Technology
Laboratories
Massachusetts Institute of Technology
IEEE Fellow

Mary Jane Irwin   (9/12/13)
Evan Pugh Professor and A. Robert Noll Chair in Engineering
Department of Computer Science and Engineering
Penn State University
IEEE Fellow
Member, National Academy of Engineering

Thomas Kailath   (9/25/13)
Professor of Electrical Engineering, Emeritus
Stanford University
IEEE Life Fellow
IEEE Medal of Honor 2007
Member, National Academy of Engineering
Member, National Academy of Sciences

Linda P. B. Katehi   (9/30/13)
Chancellor, and Professor of Electrical and Computer Engineering
University of California, Davis
IEEE Fellow
Member, National Academy of Engineering

Benjamin Kuipers   (9/24/13)
Professor of Computer Science and Engineering
University of Michigan, Ann Arbor
IEEE Fellow

Ed Lazowska   (9/30/13)
Bill & Melinda Gates Chair in Computer Science & Engineering
University of Washington
IEEE Fellow
Member, National Academy of Engineering

Michael Lightner   (9/17/13)
Professor and Chair, Department of Electrical, Computer, and Energy Engineering
University of Colorado - Boulder
Vice President, IEEE Educational Activities Board
IEEE President, 2006
IEEE Fellow

Richard F. Lyon   (9/12/13)
Research Scientist
Google
Mountain View, California
IEEE Fellow

Steven Molnar   (9/17/13)
System Architect and Distinguished Engineer, NVIDIA Corp.
Adjunct Associate Professor,
University of North Carolina at Chapel Hill
IEEE Member

Trevor Mudge   (10-08-13)
Bredt Family Professor of Computer Engineering
University of Michigan, Ann Arbor
IEEE Fellow

Alice C. Parker   (10/01/13)
Professor of Electrical Engineering
University of Southern California
IEEE Fellow

Irene C. Peden   (10/01/13)
Professor Emerita of Electrical Engineering
University of Washington
IEEE Life Fellow
Member, National Academy of Engineering

Paul Penfield, Jr.   (9/25/13)
Professor of Electrical Engineering Emeritus
Massachusetts Institute of Technology
IEEE Fellow
Member, National Academy of Engineering

John Poulton   (9/6/13)
Senior Engineer, Nvidia Corporation, and
Adjunct Professor of Computer Science
University of North Carolina at Chapel Hill
IEEE Fellow

Ken Shepard   (9/12/13)
Professor of Electrical Engineering and Biomedical Engineering
Columbia University
IEEE Fellow

William F. Slack   (9/11/13)
President, Sussex Technical Corp.
Rockford, TN
IEEE Life Member

Gerald Jay Sussman   (9/25/13)
Panasonic Professor of Electrical Engineering
Massachusetts Institute of Technology
IEEE Fellow
Member, National Academy of Engineering

Dennis Sylvester   (9/25/13)
Professor of Electrical Engineering and Computer Science
University of Michigan, Ann Arbor
IEEE Fellow

Russell M. Taylor II   (9/14/13)
Research Professor of Computer Science,
Physics & Astronomy, and Applied & Materials Sciences
University of North Carolina at Chapel Hill
IEEE Member

Neil Weste   (9/16/13)
Adjunct Professor
School of Electrical and Electronic Engineering
University of Adelaide
Adelaide, South Australia
IEEE Fellow

Timothy A. Wilson   (9/14/13)
Professor of Electrical and Computer Engineering
Chair, Department of Electrical, Computer, Software, and Systems Engineering
Embry-Riddle Aeronautical University
Member, Board of Directors, Nat'l Organization of Gay and Lesbian Scientists and Tech. Professionals (NOGLSTP)
IEEE Senior Member

Marilyn C. Wolf   (9/16/13)
Professor; Rhesa "Ray" S. Farmer, Jr., Distinguished Chair in Embedded Computing Systems;
Georgia Research Alliance Eminent Scholar
School of Electrical and Computer Engineering
Georgia Institute of Technology
IEEE Fellow

Carl Van Wormer, P.E., AE7GD   (9/7/13)
Senior Hardware Engineer
Cipher Engineering LLC
IEEE Senior Member

William Wulf   (9/13/13)
AT&T Professor of Computer Science and University Professor, Emeritus
School of Engineering and Applied Science
University of Virginia
IEEE Fellow
President Emeritus and Member, National Academy of Engineering