IEEE R8 Diversity, Equity and Inclusion (DEI) Ad hoc Committee

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IEEE Region 8 Diversity, Equity and Inclusion ad hoc committee

Background: Diversity and inclusion are critical to the success of the IEEE and to the engineering profession. IEEE Region 8 has launched the Diversity, Equity and Inclusion ad hoc committee in 2021. The committee chair calls for volunteers to join the committee to support the collection and tracking of diversity metrics and best practices across the IEEE and within region 8.

The aim of this committee is to:

- Develop and recommend mechanisms to improve diversity and inclusion across Region 8 and Sections.

- Define, track, and publish diversity metrics, new initiatives, and best practices to highlight efforts and progress around diversity and inclusion happening at **Region or Section level**.

The Ad hoc committee is expected to collaborate with other R8 standing committees and with Section leaderships.

IEEE Region 8 DEI Ad hoc Committee members

- Mona Ghassemian (UK and Ireland)
- Lebogang Madise (South Africa)
- Gheith Abandah (Jordan)
- Magdalena Salazar Palma (Spain) (ex-officio)

Diversity, Inclusion and Equity
Definitions

Diversity is being asked to the party. **Inclusion** is being asked to dance.

Equity is about the **power of decisions** that are usually made **behind the scenes**.

Belonging is being able to dance how you want. **Equity** is picking the DJ.

Inclusion is the set of **actions people take to ensure we get the same opportunities for success** as everyone else.

Source: https://www.linkedin.com/learning/developing-a-diversity-inclusion-and-belonging-program/taking-your-first-steps

2019 IEEE Diversity Report *

- **IEEEE Statement**: *race, religion, gender, disability, age, national origin, sexual orientation, gender identity, or gender expression*

* The report was recommended and prepared by the IEEE Ad Hoc Committee on Diversity, Inclusion, and Profession Ethics (**CDIE**), established in 2019 by IEEE President José Moura, and the Technical Activities Board Committee on Diversity and Inclusion (TAB CDI), established in 2017. These two committees have also been the catalyst for many of the initiatives described in this report.

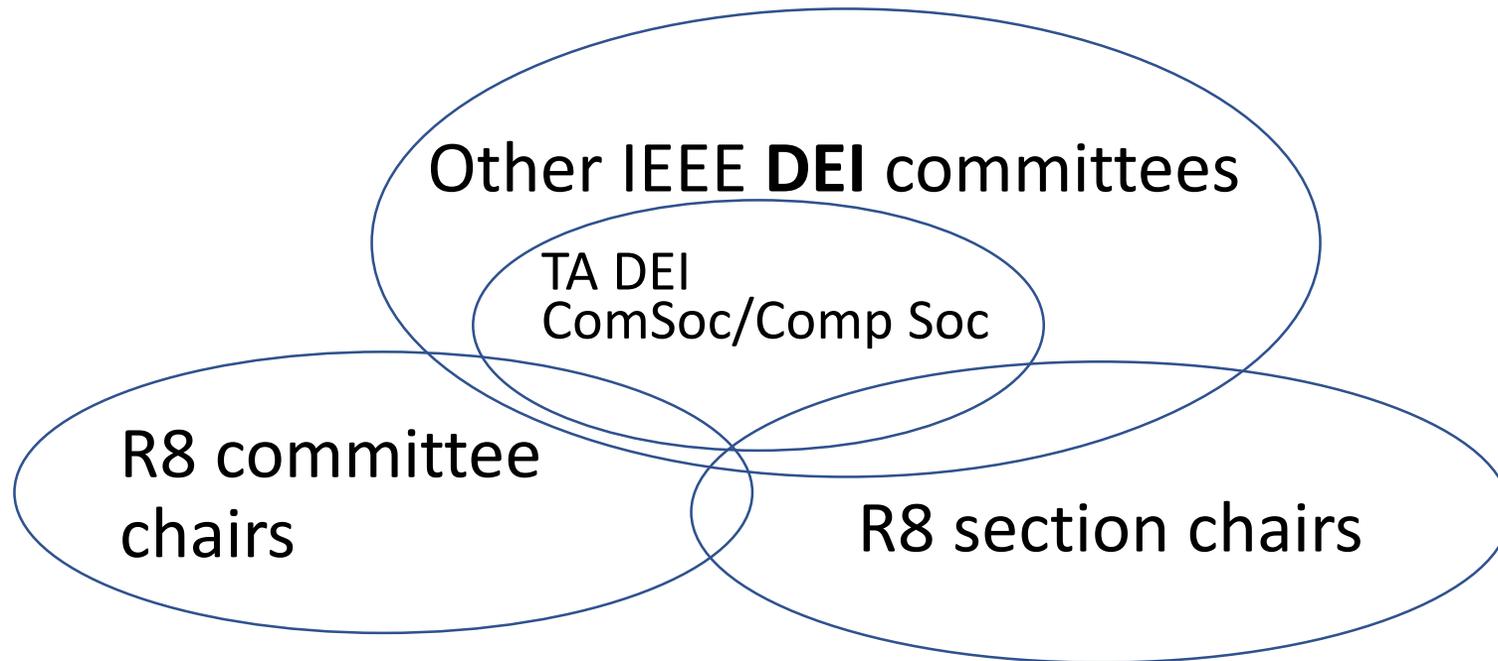# Resources, contacts and examples for best practice and metrics

- **Andrea Goldsmith – IEEE DEI**
- Dalma Nowak – TAB DEI
- Susan Brook and Tamara Seeley (IEEE Staff support for DEI)

- **R8 Collaborators: SAC/ WIE/ SIGHT/AFI**

- **Metrics for Region 8?**

- **R8 membership database**

R8 DEI Scope of actions

Other IEEE **DEI** committees

TA DEI
ComSoc/Comp Soc

R8 committee
chairs

R8 section chairs

R8 Diversity

- Gender

- Age (member grade: student/YP/senior/Fellow)/Life members

- Ethnic background/culture

- Nationality (**sections** / Africa,Europe,MiddleEast))

- Religion

- Disability

- **Work sector****: Academic/Industry/freelancer**

Region 8 committee chairs and Section chairs

- R8 level: review diversity in range of activities and committees:
  - OpCom, Sub-committee + R8 Awards (2020 and earlier) + R8 flagship Confs
- Technical societies (Distinguished Lecturers, ..)
- Suggest, Define, track, and publish diversity metrics, new initiatives

Section level : Officer role to support DEI as part of R8 section ExCom

Feedback & questions: DEI@ieeer8.org