

R8 Diversity, Equity and Inclusion (DEI) ad hoc committee

Mona Ghassemian

Goals

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 main goals of this committee are to:

- 1- Develop and recommend mechanisms to improve diversity and inclusion across Region 8 and Sections.
- 2- 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 collaborates with other R8 standing committees and with Section leaderships.

Committee info: Chair: Mona Ghassemian (UK and Ireland), Lebogang Madise (South Africa), Gheith Abandah (Jordan), Magdalena Salazar Palma (Spain) (ex-officio) [Mailing list set up: DEI@ieeer8.org]

Progress against goals since the last report

Timelines: *Q1) Jan-Feb-March 2021, Q2) April, May, Jun 2021, Q3) July, August, Sep 2021, Q4) Oct, Nov, Dec 2021*

Q1) Review Diversity types and what information can be made available to us at the starting point from the diversity list

(status: R8 spring report)

Q2) Define, track, and publish diversity metrics: Membership data analytics was applied to prioritise what OU analytics can provide to suggest what metric(s) can be tracked by the Region 8 to track diversity. Two recommendations on R8 conferences and section DEI ExCom members were shared with OpCom for approval:

A) Conference organisation recommendation: The collected diversity information vary from one conference to another and there is no standard approach to collect diversity information. To enable assessing diversity and inclusion, we recommend that R8 flagship and sponsored conferences collect the following information for every participant (**no private information** should be collected for this purpose, such as name, email, address, ID numbers, etc.):

- Participation type (organizer, author, invited speaker, attendee)
- Gender (male, female, NA)
- Country of residence
- Employment type (Industry, Academia, Governmental, others)
- IEEE membership grade (H, F, LF, SM, LS, M, LM, GSM, StM, AM, Affiliate, Individual)

B) Recommendation: Section level approach: DIE function as part of an existing role or a DEI Officer role to be suggested to be appointed by the section ExCom.

(status: Recommendation of diversity and inclusion metrics for R8OpCom approval submitted to R8 OpCom)

(status: Section DEI ExCom officer recommendation was approved by OpCom)

Q3) UK and Ireland and Turkey sections have appointed DEI officers.

(status: Region 8 section chairs are invited to appoint DEI officers and communicate the appointments with the R8 DEI committee)

Q4) Training slot on Diversity Equity and Inclusion for section chairs was suggested to R8 OpCom in the view of integrating it as part of the R8 section chair orientation session.

(Status: Several online and f2f training modules are being explored and DEI recommendation to R8 director will be shared in Q4)

Subcommittee Specific Issues 1

Due to the niche nature of the function of this committee, availability of models and resources to use as reference were limited- As the result of the experience, DEI has proposed providing training to the officers required to address and monitor diversity in their OU to the R8 OpCom.

Subcommittee Specific Issues 1

Accessing OU analytics (SAMIEEE) could not be provided due to the personal data sensitivity of the members to set the baseline suggestions and guidelines. A proxy model was used to receive insights required to build a model and used as the basis for the recommendations proposed to the R8 OpCom.

Points of Concern

Resources required to have access to the relevant OU analytics to monitor and report directly/indirectly to the R8 OpCom.

Proposals for improvements/Other Issues to report

To include a KPI across IEEE R8 committees and activities to monitor the diversity of the volunteers in R8 meeting reports.