TO: IEEE Region 8 Committee, November 2021

FROM: R8 Women in Engineering Subcommittee

 R8 Diversity, Equity and Inclusion AdHoc committee

SUBJECT: WIE and Diversity pledge

EXECUTIVE SUMMARY:

Following the approvals of the IEEE Diversity Statement and the WIE pledge, the Region 8 Committee is asked to commit to work towards diversified panels, boards, committees, and other activities and groups.

PROPOSED ACTION:

Resolved that the IEEE Region 8 WIE and Diversity pledge, in the form presented, shall be, and is hereby, approved:

*IEEE Region 8 is committed to diversity, equity, and inclusion in all its*

*activities. This includes boards, committees, governance, conferences,*

*meetings, publications, and officers. We aim to provide equal opportunity to*

*our members and volunteers, regardless of ethnicity, race, nationality,*

*disability, employment sector, socioeconomic status, sexual orientation,*

*religion, gender, age, and/or personal identity. Our policy is to continually*

*improve our practices to build and maintain an environment that reflects the*

*rich diversity of Region 8.*

PROS:

* Commits R8 to work towards diversified and equitable activities, which are especially important in a diverse Region like R8.
* Follows best practices of other IEEE units that have issued diversity statements and adopted the WIE pledge.

CONS:

* Diverse attributes listed in the statement may differ from other IEEE documents and hence cause confusion.

FINANCIAL IMPLICATIONS:

* None

IMPLEMENTATION:

All units of R8 will work in the implementation of this pledge.

BACKGROUND INFORMATION:

The IEEE Board of Directors approved the IEEE Diversity Statement in November 2019, now Policy 9.8, with the exact attributes listed at the end taken from the IEEE Code of Ethics. Modifications to diversity statements previously adopted by OUs are recommended to ensure consistency.

The WIE pledge was launched in April 2021 and was created from years of discussion among the WIE Committee, which includes representation from IEEE Regions, Societies, Councils, and other Organizational Units (Ous). More than 30 IEEE OUs have already adopted or are in discussion to adopt the WIE pledge.