

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

Mona Ghassemian

Region 8 Section meeting- Frankfurt (hybrid) - 6th Nov 2021



Mailing list : DEI@ieeeer8.org

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

- Chair: 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.

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

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

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

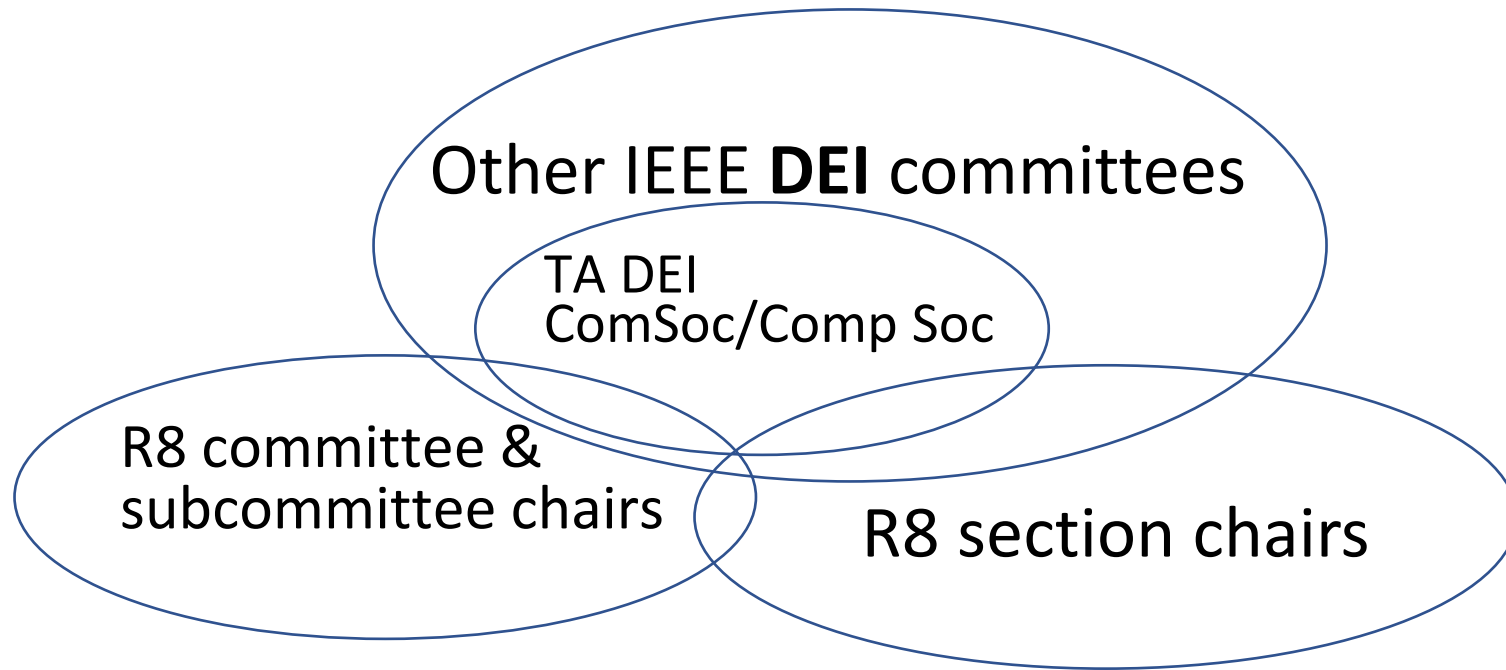
2019 IEEE Diversity Report *

- ***IEEE 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.

Ref: <https://www.ieee.org/about/diversity.html>

R8 DEI Scope of actions



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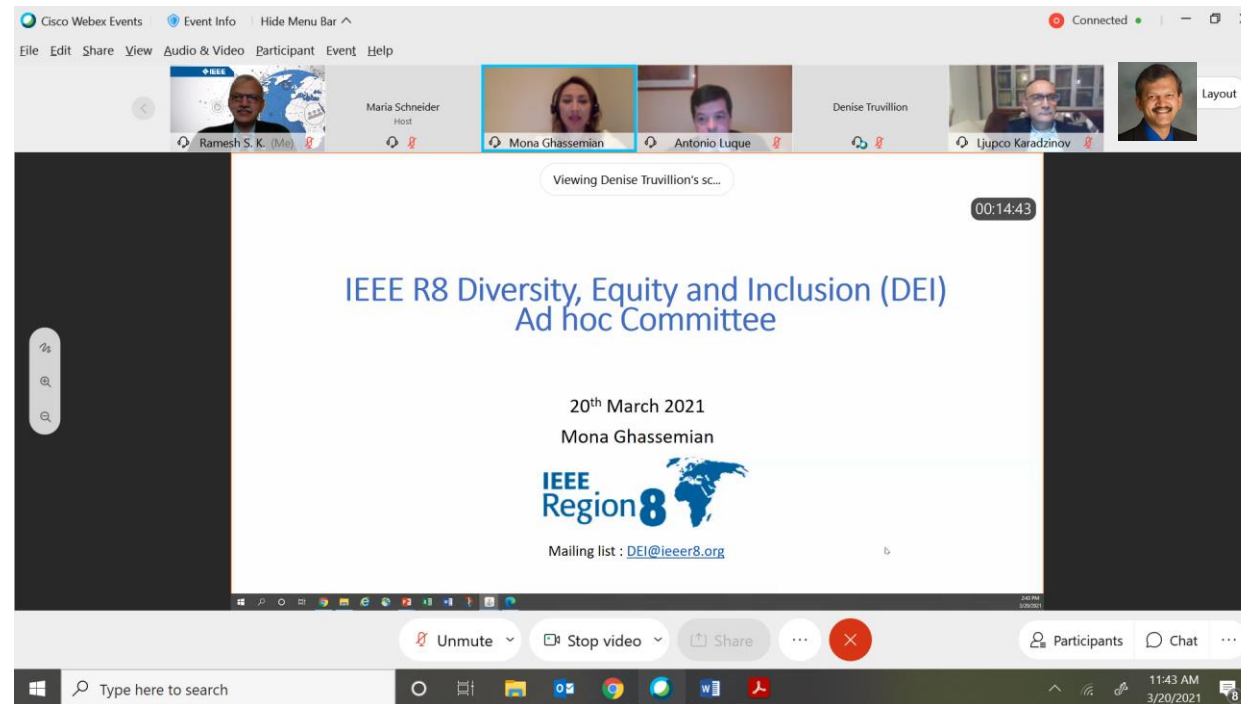
R8 Diversity

- Gender
- Age (**member grade**: student/YP/senior/Fellow/Life members)
- Ethnic background/culture
- Nationality (**sections** across Africa, Europe, Middle East)
- Religion
- Disability
- Work sector: **Academic/Industry/freelancer/Retired**

Summary of 2021 activities and outcomes:

Q1 (Jan-Feb-Mar)- 2021

- Committee orientation
- Familiarity with the goals: Review Diversity types and what information can be made available to us at the starting point from the diversity list
- First Region 8 spring meeting report: ([link](#))
- Monthly meetings (Q1)
- Region 8 section meeting Online report



Summary of 2021 activities and outcomes:

Q2 (Apr-May-June)- 2021

- Define, track, and publish diversity metrics
- Data analytics to prioritise what OU analytics can provide to suggest what metric(s) can be tracked by the Region 8 to track diversity
- Recommendation of diversity and inclusion metrics for R8OpCom approval:
 - A) R8 conferences
 - B) Section ExCom recommendation (Approved)

Q2 report (Continued)

DEI Metric Recommendations for conference organisers

- 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)

Q2 report (Continued)

Metrics & Recommendations for Sections

- Metrics: Diversity& Inclusion
 - A 2 page report appended ([link](#))
 - Statistics ([Link](#))
- **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
- Q4 update: UK and Ireland & Turkey Sections have appointed DEI section officers to address the DEI role requirements ([Link](#))

Summary of 2021 activities and outcomes:

Q3 (July-Aug-Sep)

- Collect and analyse existing diversity and inclusion mechanisms across Region 8 & Sections.
- Data collection form to be created for existing practices.
- Planning for DEI training session for R8 Section chair meetings for 2022.

Current activities for Q4:

Q4 (Oct-Nov-Dec)

- [R8 fall meeting report] (Today! 😊)
- Communicate the form with Section chairs & R8 Collaborators (SAC/ WIE/ SIGHT/AFI) to share their approach of diversity and any practices they have. [WIE Motion –next item on today's agenda]
- Recommend new initiatives, and best practices (focusing on sections) to highlight efforts and progress around diversity and inclusion happening at **Region or Section level**.

Region 8 committee chairs and Section chairs

Work with us and appoint DEI officers in your OUs to address the DEI role requirements!

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

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Thank you for your attention!

Feedback & questions: DEI@ieee8.org