

**R8 Diversity, Equity and Inclusion (DEI) ad hoc committee  
(March 2022)**

**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 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**.
- Enhance awareness of equality, diversity and inclusion by designing and running **training** sessions(s) at **Region level** on diversity with a focus on Region 8 requirements. The Ad hoc committee is expected to collaborate with other R8 standing committees, with Section leaderships and TAB CDI.

**2022 Committee members and roles:**

Mona Ghassemian (UK and Ireland): Chair

Gheith Abandah (Jordan): Vice-chair

Dusanka Boskovic (Bosnia): Section liaison officer

Alex Bohm (Germany) (Corresponding member)- DEI Training support

Simay Akar (Turkey) (ex-officio)

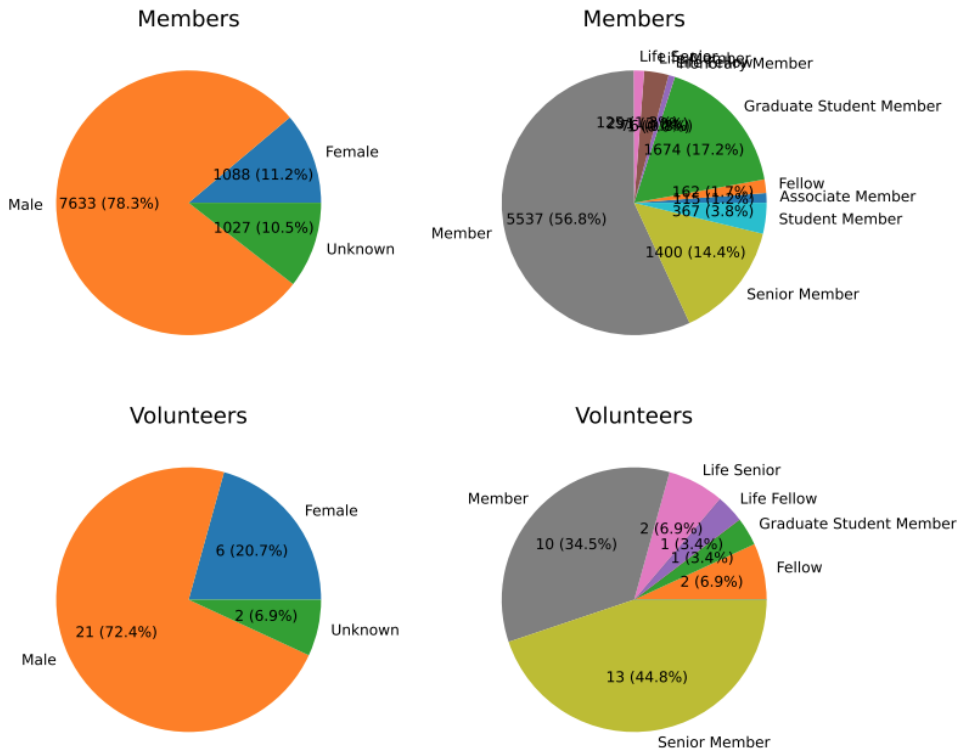
Mailing list: [DEI@ieeer8.org](mailto:DEI@ieeer8.org)

2022 activities:

Q1\*) Review defined diversity types in 2021 and the type of information available from OU analytics to be used for diversity and inclusion analysis.

- a) January 2020: Two reports were prepared by Gheith including the analysis of the Region 8 data in January and March 2022 and were reported to the Region 8 director. The reports summarize four diversity metrics and four inclusion metrics in IEEE Region 8 and sections. (example: UK & Ireland section analysis below).

## United Kingdom and Ireland Section



Gender	Members	Volunteers
Female	1088 (11.2%)	6 (20.7%)
Male	7633 (78.3%)	21 (72.4%)
Unknown	1027 (10.5%)	2 (6.9%)

Grade	Members	Volunteers
Associate Member	115 ( 1.2%)	0 ( 0.0%)
Fellow	162 ( 1.7%)	2 ( 6.9%)
Graduate Student Member	1674 (17.2%)	1 ( 3.4%)
Honorary Member	1 ( 0.0%)	0 ( 0.0%)
Life Fellow	76 ( 0.8%)	1 ( 3.4%)
Life Member	291 ( 3.0%)	0 ( 0.0%)
Life Senior	125 ( 1.3%)	2 ( 6.9%)
Member	5537 (56.8%)	10 (34.5%)
Senior Member	1400 (14.4%)	13 (44.8%)
Student Member	367 ( 3.8%)	0 ( 0.0%)

b) A training session was organized as an independent training session (titled **Diversity, Equity & Inclusion: why it matters and what it means for you**) for the Region 8 ExCom to increase awareness and give them a platform to discuss equality, diversity and inclusion. on **27 March 2022, 10am – 1pm BST**  
 A pre-registration form was prepared and distributed by the committee to help the tutor understand our training needs.

The course attendees will receive a certificate from the Indp training center in the UK.

The main objectives of this workshop are to provide the attendees with:

- A clear understanding of the importance and relevance of diversity, equity and inclusion to the modern world of work and business practice

- Information about the IEEE's position on diversity, equity and inclusion, and insight into the benefits to the organization
- Create recommendations for best practices for training sessions about diversity, equity and inclusion on section level
- Ideas for action that will help to advance progress on diversity, equity and inclusion, taking account of differing national circumstances

c) The DEI committee with collaboration with WIE has organized a training session as part of the R8 orientation session on Friday 1<sup>st</sup> of April for new section chairs.

Activities Planned for Q2\*)

- a) Share the diversity and Inclusion analysis per section with section chairs and to work with section chairs to measure and monitor their section's diversity and inclusion to include in their fall meeting report.
- b) Collect feedback from sections over the chairs about the metrics and how to improve them to fit the local issues better
- c) Follow up on the training sessions organized on 27<sup>th</sup> March and 1<sup>st</sup> of April to collect feedback for future trainings

[\* Q1) Jan-Feb-March, Q2) April, May, Jun, Q3) July, August, Sep, Q4) Oct, Nov, Dec]

**Proposals for improvements/Other Issues to report**

Request from OpCom to add a section on the reporting on OU diversity and inclusion from fall 2022.