

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

Mona Ghassemian

Region 8 Section meeting- Warsaw (hybrid)

Orientation session- 1<sup>st</sup> April 2022



Contact: [DEI@ieeeer8.org](mailto:DEI@ieeeer8.org)

# IEEE Region 8 Diversity, Equity and Inclusion ad hoc committee

IEEE Region 8 has launched the Diversity, Equity and Inclusion ad hoc committee in Jan 2021 with the following aims:

- 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 at Region or Section level.
- Enhance awareness of equality, diversity and inclusion by designing and running training sessions(s) with a focus on Region 8 requirements.

The Ad hoc committee collaborates with other R8 standing committees, with Section leaderships and TAB CDI.

## 2022- IEEE Region 8 DEI Ad hoc Committee members

- Mona Ghassemian (UK and Ireland): Chair
- Gheith Abandah (Jordan): vice-chair
- Dusanka Boskovic (Bosnia & Herzegovina):  
Section liaison officer
- Alex Bohm (Germany) (Corresponding member)-  
Training support
- Simay Akar (Turkey) (ex-officio) – TAB CDI liaison



# 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>



# Part 1- R8 DEI (summary)

## EQUALITY, DIVERSITY & INCLUSION MASTERCLASS

27.03.2022

Thank you for choosing to take part in in>pd's virtual Equality, Diversity & Inclusion Masterclass. The training will resemble a classroom setting, therefore will include both tutor led discussion and participant led sessions for breakouts and activities. To make the most out of your experience, please ensure that you are participating in all activities and discussions scheduled.

Please ensure that you have read through this document and complete any pre-programme documents requested.

An updated copy of the materials used will be sent each day after the programme.



University of  
Chester



CIM

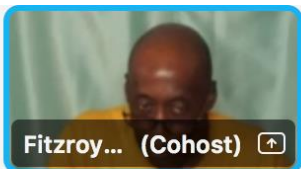
Recognised Programme



UNIVERSITY  
of York

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A half day training organised by IEEE R8 Diversity, Equity and Inclusion (DEI)  
Ad hoc Committee



Dusanka Boskovic  
Host

Antonio Luque

Fatma Alzamel

## > Session objectives

You will leave 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 organisation
- Ideas for action that will help to advance progress on diversity, equity and inclusion, taking account of differing national circumstances



**Watch session video recording:**

[https://drive.google.com/file/d/10ajR3gCnoxk8TN2v3cSn9\\_Y0gcwvWn6l/view](https://drive.google.com/file/d/10ajR3gCnoxk8TN2v3cSn9_Y0gcwvWn6l/view)

### ▼ Participants (10)

Search

- MG Mona Ghasse...  
Cohost, me
- DB Dusanka Boskovic  
Host
- FA Fitzroy Andrew  
Cohost
- AL Antonio Luque
- FA Fatma Alzamel
- GA Gheith Abandah
- KD Kalliopi Dalakleidi
- RB Robert Bierwolf
- SA Simay Akar
- S Sohaib



## > The human rights perspective

**“Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world”**

United Nations  
Universal Declaration of Human Rights, 1948

## > Discussion

**What do we see as the opportunities and challenges arising out of demographic and social change in ‘your country’?**

## > Demographics & social change

- Living longer
- The role of women
- “All faiths and none”
- Urban multi-ethnicity
- Inter-generational differences
- New identities and ‘voices’

## > DEI business drivers

- Workforce – the human capital dimension
- Workplace – culture, belonging, performance, and productivity
- Marketplace – competitive advantage, customer/user engagement

# Strategic approach to DEI

## Key elements

### > Organisational culture

- Values, beliefs and assumptions
- Ways of making decisions and carrying out work
- How power & authority 'flows' between individuals and groups
- Accounting for the presence of bias



### > Leadership

- Visibility – alignment of senior leaders/those with influence
- Investment – engaging a specialist?
- Accountability – through governance structures
- Communication – of goals and successes

### > Goals

- Specific and measurable
- Identifiable evidence base
- Expected benefits
- Judge the timeframe



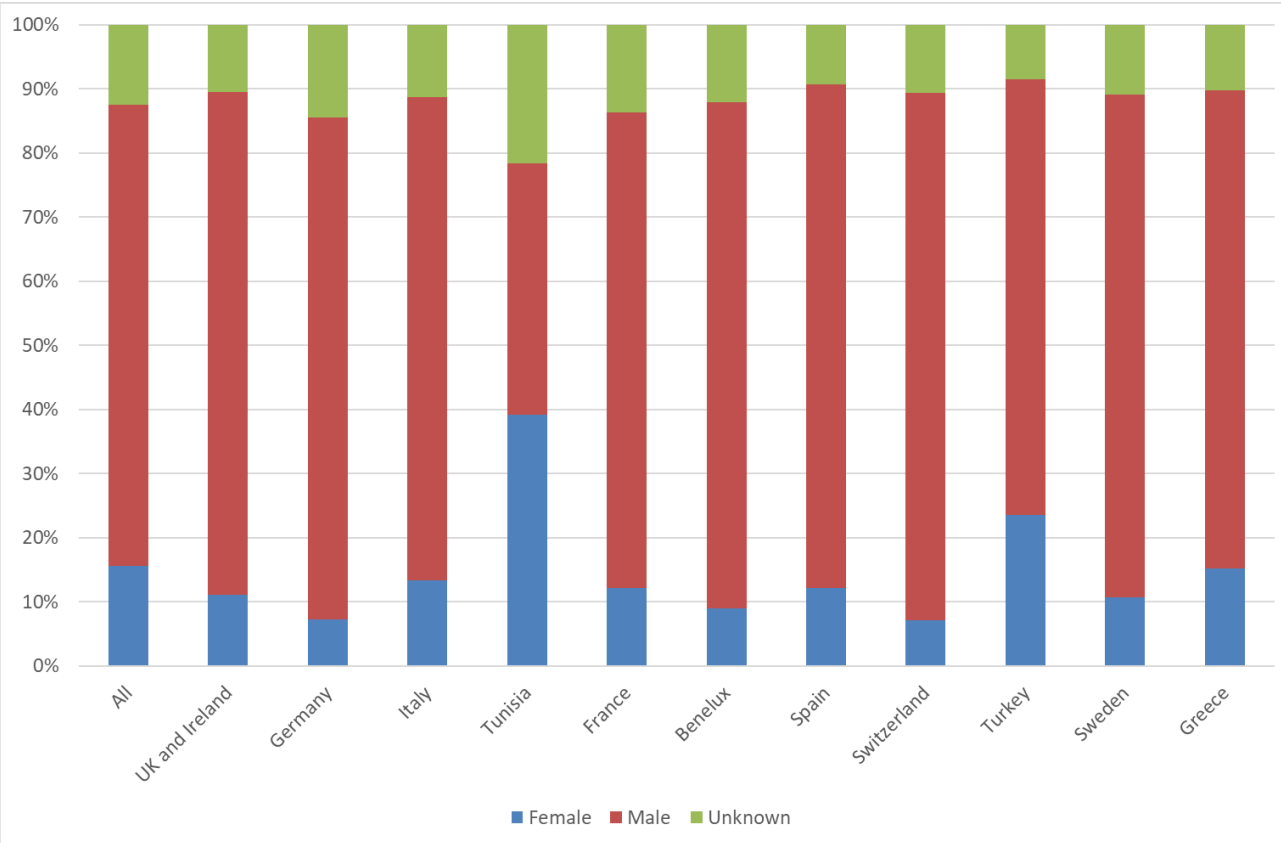
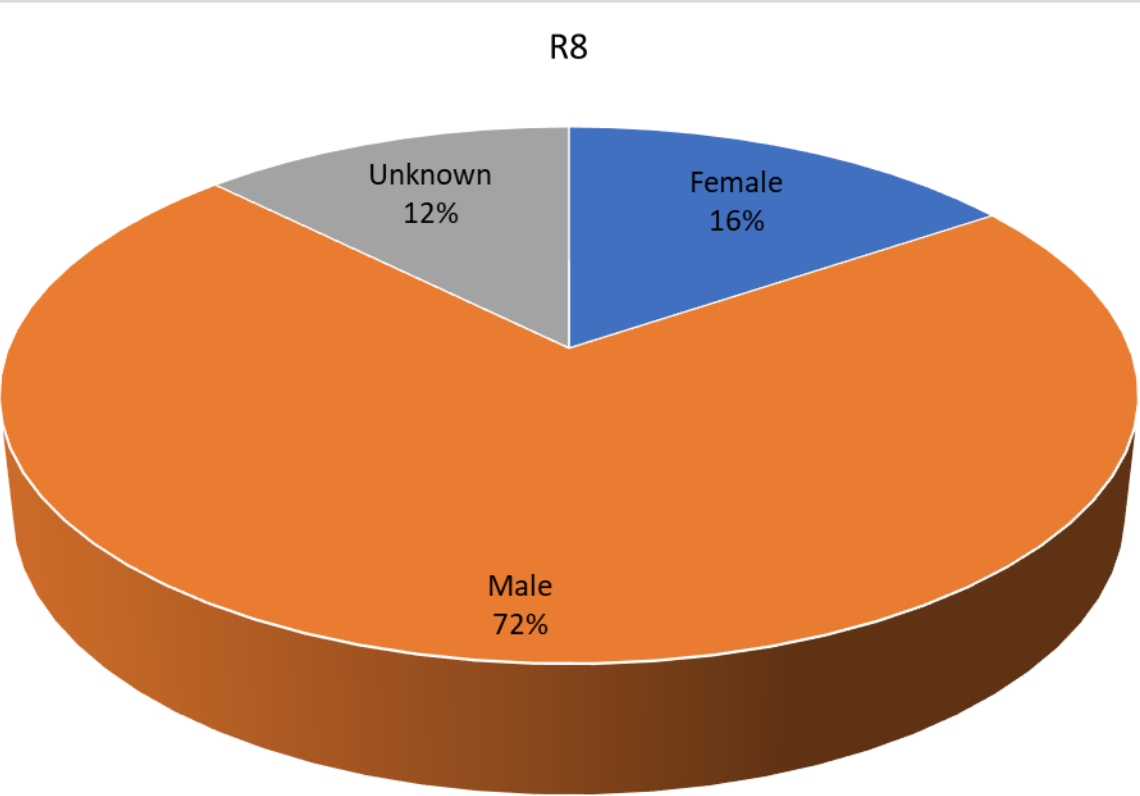
## Part 2- R8 DEI metrics

- Diversity dimensions and levels analysis
  - Inclusion metrics
  - Section diversity and inclusion reports
  - Reports link for section chairs
- ***IEEE Statement:*** race, religion, gender, disability, age, national origin, sexual orientation, gender identity, or gender expression

# Diversity Dimensions

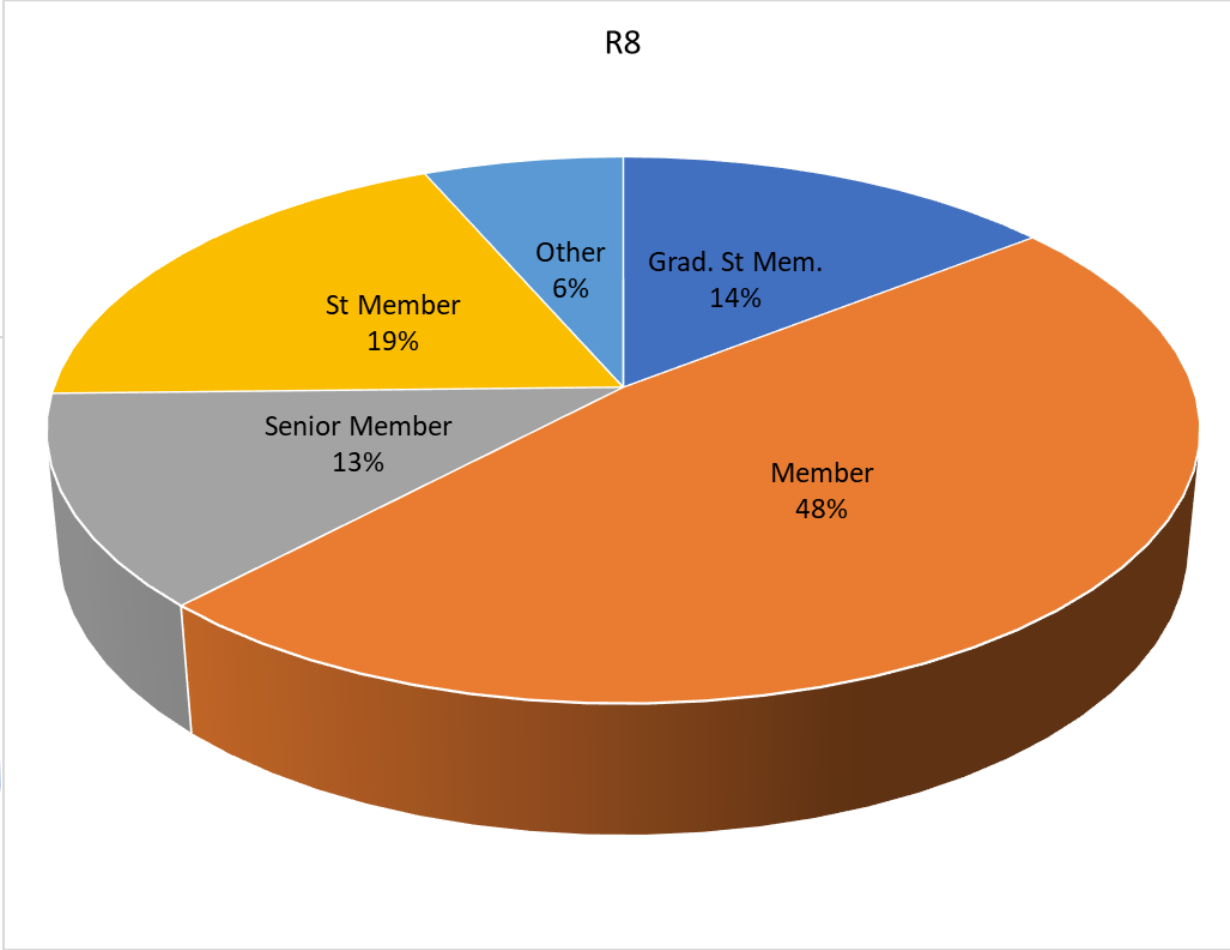
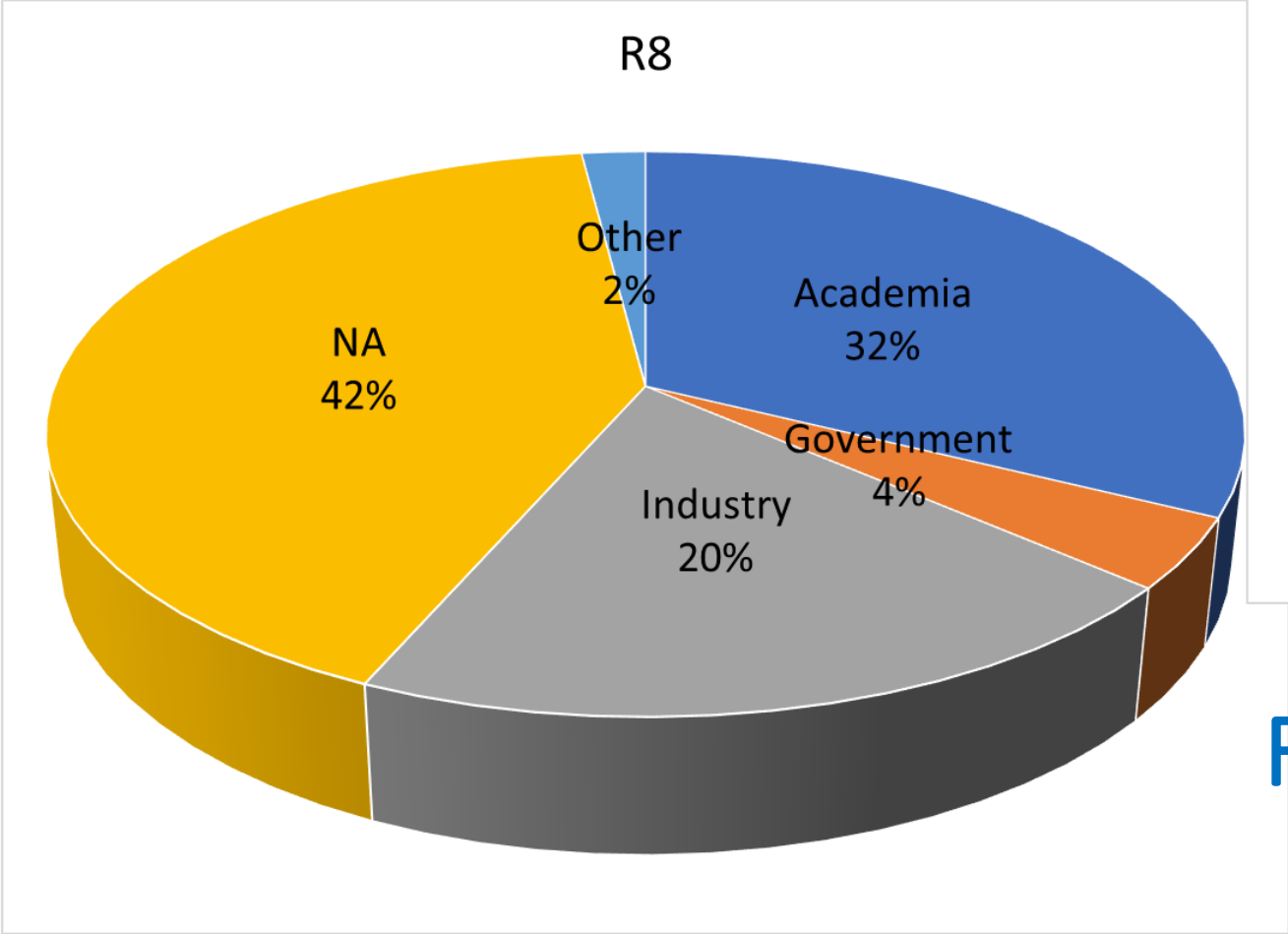
- We have analysed R8 diversity on the following dimensions (based on OU Analytics database):
  1. **Gender** (female, male, unknown, other)
  2. **IEEE Membership Grade** (Ass. member, Member, St , Grad. St, Senior, Life, Life Senior, Fellow, Life Fellow member)
  3. **Years of IEEE Membership** (1 yr, 2-3, 4-6, 7-12, 13-27, 28-69 yrs)
  4. **Employer Type** (Academia, Government, Industry, NA, Other)

# Region 8 Gender Diversity



- 1. Region Members (All)
- 2. Section and subsection Members
- 3. Region Volunteers
- 4. Section Volunteers

# Region 8 Occupation Diversity



# Region 8 Grade Diversity



# Inclusion Metrics

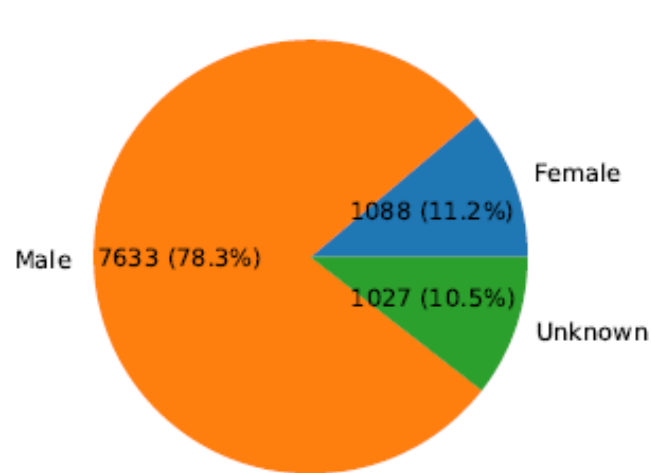
- We measure inclusion by comparing the membership diversity against volunteer diversity (region and section volunteers).

Gender	Female	Male	Unknown
Region 8 Members (diversity)	16%	72%	12%
Region 8 Volunteers (inclusion)	20%	80%	0%

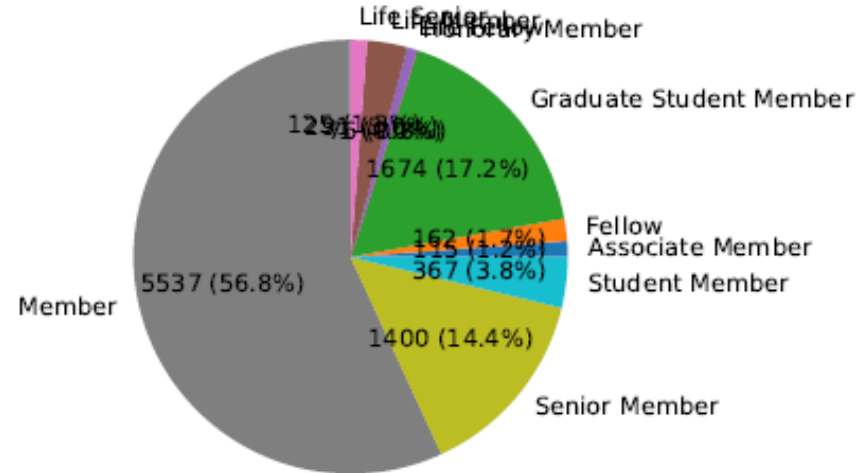
Gender Example

## Section Diversity and Inclusion

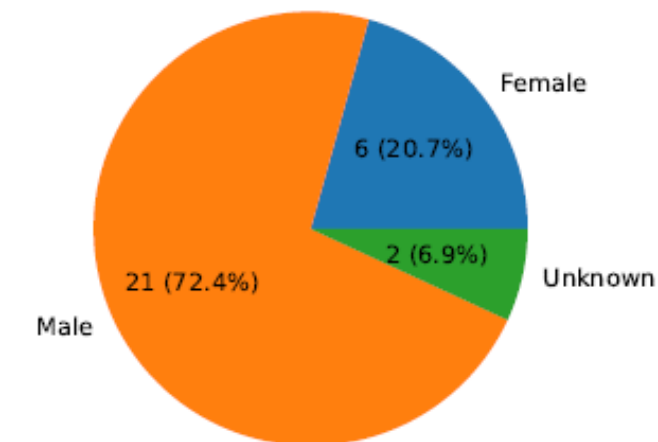
Members



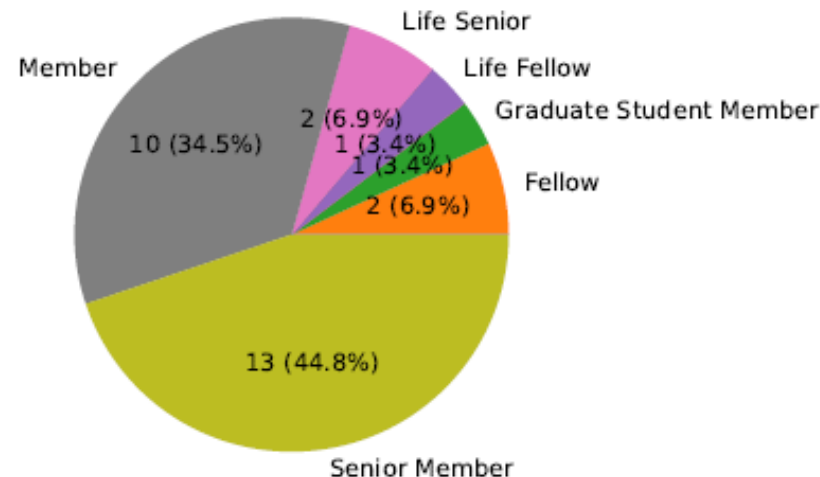
Members



Volunteers



Volunteers



- 58 reports on gender, grade diversity, and inclusion for each R8 section,
- Comparisons of diversity amongst section volunteers is an inclusion metric.

# Your section DEI reports

- Please check all Region 8 sections reports

[https://drive.google.com/drive/folders/1ly\\_j67Hezc1qqIveaeMgFAkIUWLATvR7](https://drive.google.com/drive/folders/1ly_j67Hezc1qqIveaeMgFAkIUWLATvR7)

And share your view on the trainings and the analysis shared with you in the Region 8 fall meeting report,

- Useful examples from the training sessions and mapping with the section (or OU) relevance,
- Activities planned for 2022 to assess and increase DEI in your committees
- What support can R8 DEI provide?

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