

Diversity, Equity, and Inclusion (Ad Hoc Subcommittee)

Gheith Abandah

Goals

1. 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 levels.
2. Collaborate and communicate with the IEEE Diversity and Inclusion Committee and other related committees in IEEE OUs.

Key performance Indicators

1. Reports published to define and track diversity metrics at Region and Section levels.
2. Documents published for new initiatives and best practices to highlight efforts and progress around diversity and inclusion happening at Region or Section levels.
3. Reports of collaborating and communicating with the IEEE Diversity and Inclusion Committee and other related committees in IEEE OUs.

2022 Committee members and roles:

- Chair: Gheith Abandah (Jordan)
- Members:
 - Past Chair: Mona Ghassemian (UK & Ireland)
 - Dusanka Boskovic (Bosnia and Herzegovina)
- Corresponding members – ex officio:
 - Corresponding Member: Alex Böhm (Germany)
 - Ex-officio: Simay Akar (Turkey)
- Mailing list: DEI@ieeer8.org

Progress against goals since the last report

- We have shared the diversity and Inclusion analysis per section with the section chairs.
- We have contacted the section chairs to work with them on diversity and inclusion issues.
- Egypt and Nigeria sections has appointed officers for the DEI Officer role. Note that UK and Ireland section was the first R8 section to appoint an officer for this role.
- We are collecting feedback from sections over the chairs about the metrics and how to improve them to fit the local issues better.
- Based on the training sessions organized on 27th March and 1st of April, we are gathering material that we can share with sections and DEI officers to give awareness about diversity and inclusion issues.
- The OpCom has approved our request to add a section on the reporting on section diversity and inclusion from Fall 2022.
- R8 Director is planning to ask the R8 Committee in Fall 2022 meeting to approve changing the type of this committee from *Ad Hoc* to *Standing* subcommittee.
- Gheith was nominated to the membership of the IEEE Diversity and Inclusion committee.

Subcommittee Specific Issues

None

Points of Concern

None

Proposals for improvements/Other Issues to report

- Q4: Study and analyze the Fall 2022 reports from the sections on diversity and inclusion.
- 2023/Q1: Like the analysis performed for the 2021 data, analyze diversity and inclusion based on 2022 R8 membership data and track change from 2021 to 2022. The 2022 R8 membership data should be collected on 31/12/2022.
- 2023/Q1: Analyze diversity and inclusion on the geographic dimension in addition to the previous analyzed dimensions. We intend to analyze the diversity and inclusion for the areas: West Europe, East Europe, Middle East, North Africa, and Mid and South Africa.