Diversity, Equity, and Inclusion Committee   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.

Progress against goals since the last report

- We have held two virtual meetings: 3/12/2022 and 21/1/2023. We plan to have the second meeting for this year in the next R8 Committee meeting in Bucharest.

- We have studied and analyzed the Fall 2022 reports from the sections on diversity and inclusion. Only 29% of the sections have report on this new part. The detail of this analysis is in Appendix A.

- We continue to contact the section chairs to work with them on diversity and inclusion issues.

- 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.

- R8 Committee in its Fall 2022 meeting approved changing the type of this committee from *Ad Hoc* to *Standing* committee.

- Gheith was appointed as a member of the IEEE Diversity and Inclusion committee.

- Like the analysis performed for the 2021 data, we analyzed diversity and inclusion based on 2022 R8 membership data and tracked change from 2021 to 2022.

- Have developed draft operations manual for R8 DEI Committee. This draft was submitted to the Director for approval.

2022 Committee members and roles:

- Gheith Abandah (Jordan) (Chair)
- Dusanka Boskovic (Bosnia and Herzegovina)
- Adeel Sultan (UAE)
- Alex Böhm (Germany)
- Simay Akar (Turkey)
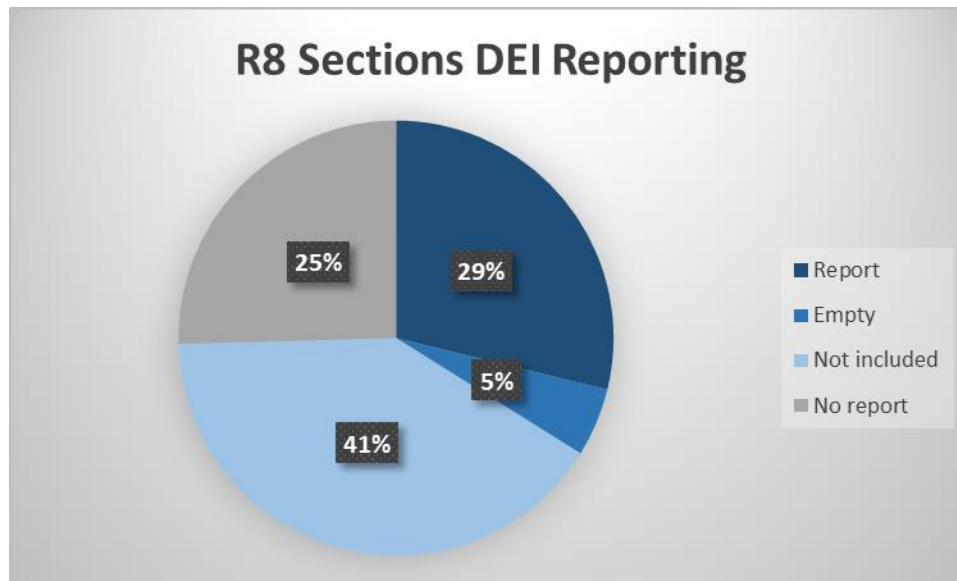- Mailing list: DEI@ieeer8.org

Points of Concern

None.

Proposals for improvements/Other Issues to report

- 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.

Appendix A: Status of IEEE R8 Sections' Reports on DEI activities:

October 2022

Reported	17
Empty reports	3
DEI section not included	24
No Section report	15

No	Section	DEI Report	DEI contact
1	Algeria	Not included	
2	**Austria**	Currently, no specific DEI officer is appointed for the section; DEI-related issues are more or less handled by the Executive Committee. The women in engineering (WIE) affinity group is the most active group in the section that works on the improvement of gender inequality in the section (which is not specific for the section).	Section ExCom
3	Bahrain	Not included	
4	Belarus	No report	
5	Benelux	Not included	
6	Bosnia and Herzegovina	Not included	
7	Bulgaria	Not included	
8	Croatia	Not included	
9	Cyprus	Not included	
10	Czechoslovakia	DEI activities are not managed particularly, since our section is lacking volunteers and officers.	
11	Denmark	Not included	
12	Egypt	Not included	Lobna Said LSaid@nu.edu.eg
13	Estonia	Not included	
14	Finland	No report	
15	France	Please note that all statistics based on race, religion and sexual	

No	Section	DEI Report	DEI contact
		orientation are strictly forbidden in France. 13.1 % of Section members are women (and another 13.4 % did not indicate any gender). The current Section ExCom includes 4 women (out of 6), including the Chair and Vice-Chair. 5 Chapter Chairs (AP03, CAS04, IT12, SMC28 and SSC37), plus the LM Affinity Group Chair, are women. Moreover, the WiE AG is being reactivated.	
16	Germany	Not included	
17	Ghana	No report	
18	Greece	No report	
19	Hungary	N/A	
20	Iceland	No report	
21	Iran	Not included	
22	Iraq	No report	
23	Israel	Not included	
24	Italy	No report	
25	Jordan	Empty	
26	Kenya	Not included	
27	Kuwait	The section believes on Diversity, Equity and Inclusion. As listed in the IEEE OU Analytics, the section members are from different gender, age, religion, geographical, employment. The section along with the student branches had conducted several the cultural and social activities events under the name "Multicultural Events" at the academic institutions on the local levels.	
28	Latvia	The biggest challenge is to integrate our temporary moved colleges from Ukraine	
29	Lebanon	Not included	
30	Lithuania	There is indeed diversity in the Section: about 15% of the members are women, 3% are Life members, and 18% are students and doctoral students. The national composition of the Section is also diverse - the majority, of course, Lithuanians, but in addition, there are Poles, Jews, Russians, Belarusians and representatives of other national minorities. There are no restrictions on national, religious or other grounds in the Section; for example, among the members of the ExCom, in addition to Lithuanians, there are also Jews, Russians, Tatars	Section ExCom
31	Malta	Not included	
32	Mauritius	Not included	
33	Morocco	Not included	
34	Nigeria	Not included	Section Chair
35	North Macedonia	The section is promoting and planning to continue the promotion between different target groups, to increase its diversity	
36	Norway	Not included	
37	Oman	We are in the process of appointing an officer	
38	Poland	We are continuously working for improving our diversity and equality metrics regarding gender, age, employment etc. We are strictly neutral to religion, culture, tradition, and political aspects	
39	Portugal	Currently, approximately 20% of the Portugal Section members are female. The Section is now working closely with WIE to leverage its activities and attract mode female members.	
40	Qatar	Not included	

No	Section	DEI Report	DEI contact
41	Romania	The Romania Section is open to promote women in engineering in Romania. Four women have been elected for the current mandate (2021-2022), https://romania.ieeer8.org/committee/section-committee/ The Section extended committee are chosen from the various regions of the country. There are 4 Membership Development Representative from the largest (university) cities from Romania, Several women are Chapter Chair (IMS, CIS, YP, EMC, WIE) The committee members are chosen based on their IEEE experience and their enthusiasm. Therefore, the Sections committee is form by young, middle-age, and older members.	
42	Russia	No report	
43	Russia (Northwest)	No special achievements.	
44	Russia (Siberia)	No report	
45	Saudi Arabia (East)	No report	
46	Saudi Arabia (West)	No report	
47	Serbia and Montenegro	Not included	
48	Slovenia	The values of Diversity, Equity and Inclusion are highly important and included in planning future activities as well as carrying out current activities of the Slovenia Section. This is evident form the active WIE section as well as from activities from other chapters and student branches. The IEEE Slovenia section tightly cooperates with the academia, especially with the Universities, where these values have been recognized and are formalized by specific formal documents, e.g. the Gender Equality Plan Of The University Of Ljubljana, 2022-2027 (https://kakovost.uni-lj.si/wp-content/uploads/2022/04/Gender-Equality-plan-of-the-University-of-Ljubljana-2022-2027.pdf) and the Ethical codex (https://www.uni-lj.si/raziskovalno_in_razvojno_delo/etika_in_integriteta_v_raziskovanju/	
49	South Africa	No report	
50	Spain	None	
51	Sweden	WiE is a very active affinity group in the Section. Dr. Ming Xiao, Membership Officer keeps the statistics regarding gender balance, inclusion, etc.	Dr. Ming Xiao MD Officer
52	Switzerland	Empty	
53	Tunisia	The leadership positions in any GU or TU respond to diversities, this can participate to create an added value and dynamicity in Tunisia section activities	
54	Turkey	Not included	
55	Uganda	No report	
56	UK and Ireland	The Diversity, Equity, and Inclusion Group (DEI) was formally approved by ExCom during Autumn Section Meeting on 26th October 2021. Long Term Plan: ☐ To collaborate with the Section leadership and collect and track diversity metrics and best practices across the IEEE UK and Ireland. ☐ Create opportunities to encourage inclusive participation with the	

No	Section	DEI Report	DEI contact
		committee. ☐ Capture and harness lived experiences of beneficiaries to inform policies and practices ☐ Co-create recommendations with beneficiaries and disseminate across chapters to bridge the gap between statistical data and actual practice on DEI Short Plan: ☐ Define activities and directions. ☐ Data collection and DEI reporting (recruitment, awards, activities). ☐ Committee recruitment and membership: ☐ Consult and co create with committee members. ☐ Capture and utilise lived experiences. ☐ Partnership and data led recommendations	
57	Ukraine	No report	
58	United Arab Emirates	Not included	
59	Zambia	No report	