

IEEE Region 8



Diversity, Equity and Inclusion

Gheith Abandah

120th R8 Committee Meeting, Bucharest, Romania

March 2023

R8 DEI Committee



Gheith Abandah
Jordan



Dusanka Boskovic
Bosnia and Herzegovina



Adeel Sultan
UAE



Alex Böhm
Germany



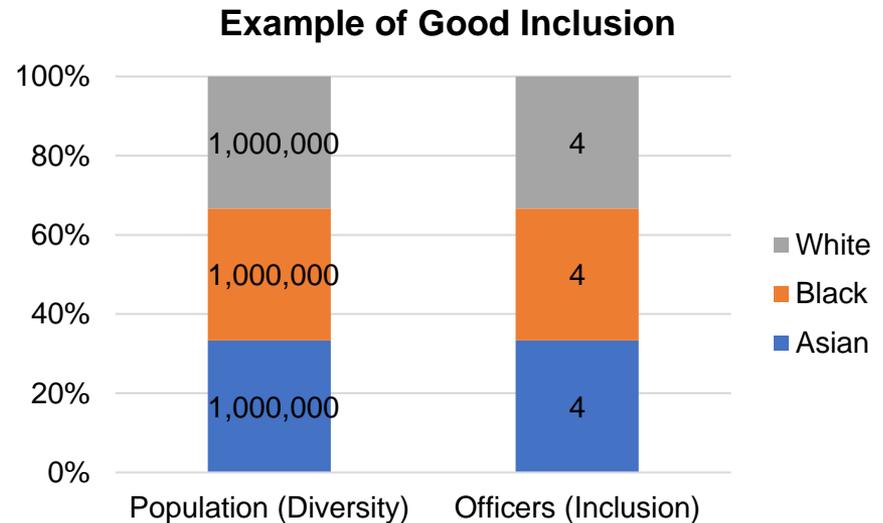
Simay Akar
Turkey

Outline

- ▶ Region 8 Diversity and Inclusion Analysis
 1. Macro Level
 2. Section Level
- ▶ Sections' Reporting on DEI
- ▶ Short Notes

Analyzing Diversity and Inclusion in IEEE Region 8

- ▶ Analyze available membership data for **diversity** on:
 - Gender
 - Grade
 - Geographic Area
 - Employer Type
- ▶ Check **inclusion** in:
 - Section volunteers
 - Region volunteers
- ▶ **Future**: Analyze on other aspects.
 - Awards, grants, publications, conferences, *etc.*



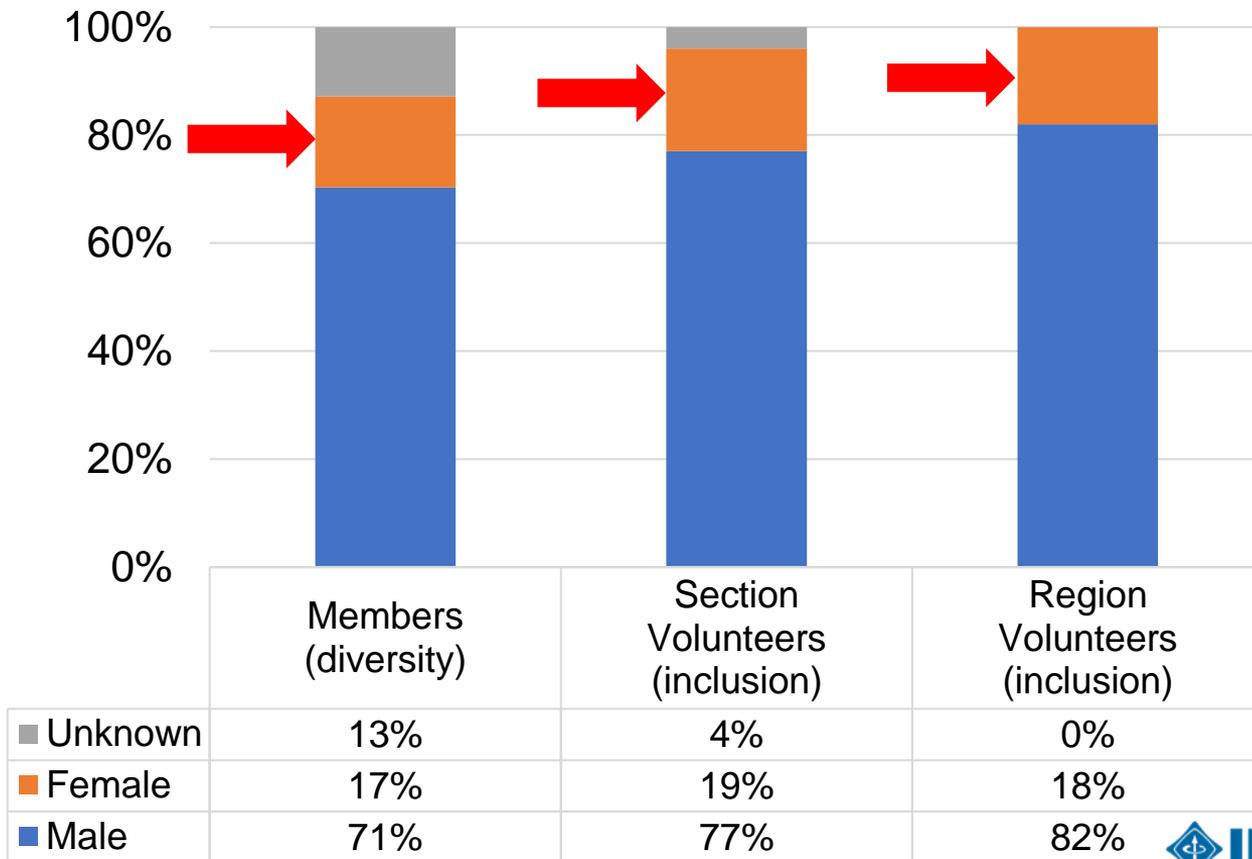
R8 Data from IEEE OU Analytics

	2021 (10 Jan 2022)			2022 (27 Dec 2022)		
	Members	Section Volunteers	Region Volunteers	Members	Section Volunteers	Region Volunteers
Total	74,845	845	44	80,455	885	59
Distinct		696	30		711	38

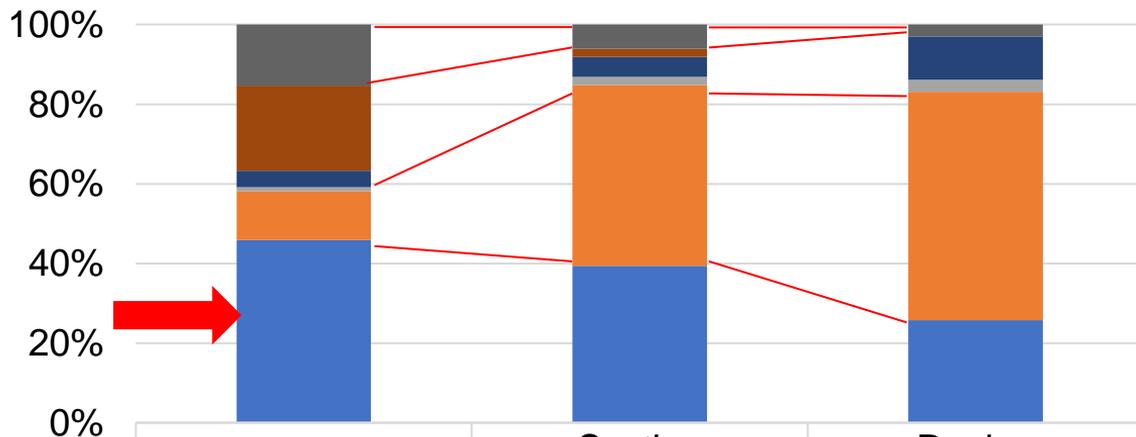
Outline

- ▶ Region 8 Diversity and Inclusion Analysis
 - **Macro Level**
 - Section Level
- ▶ Sections' Reporting on DEI
- ▶ Short Notes

Gender (2022)

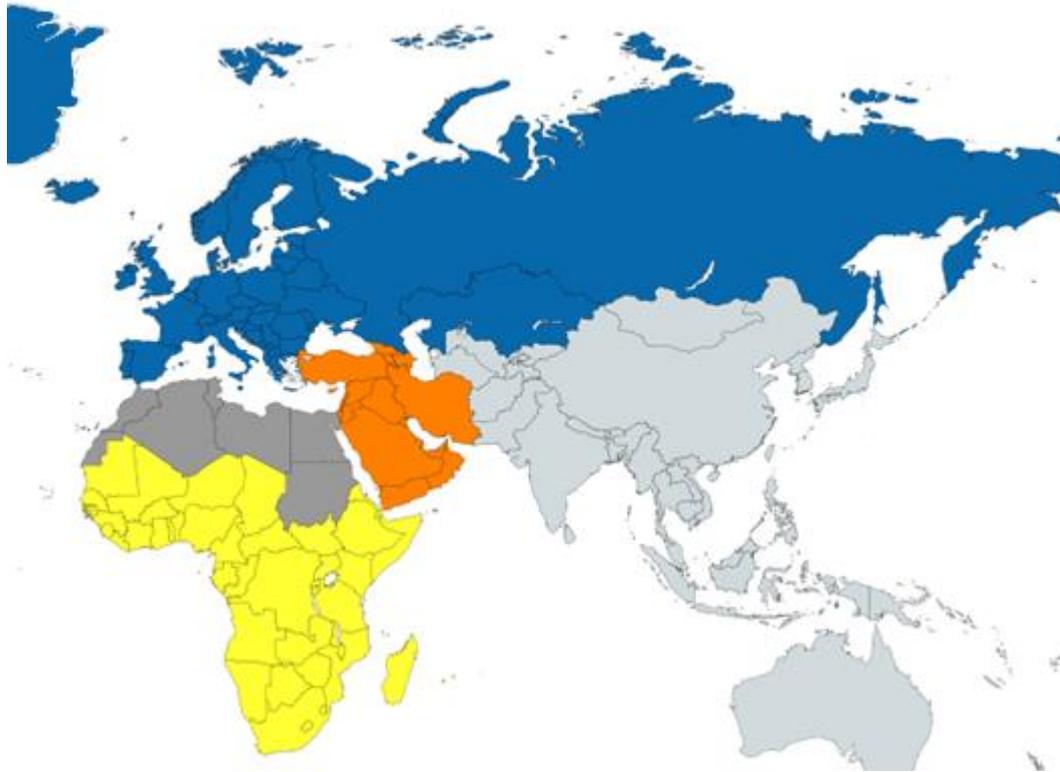


Grade (2022)



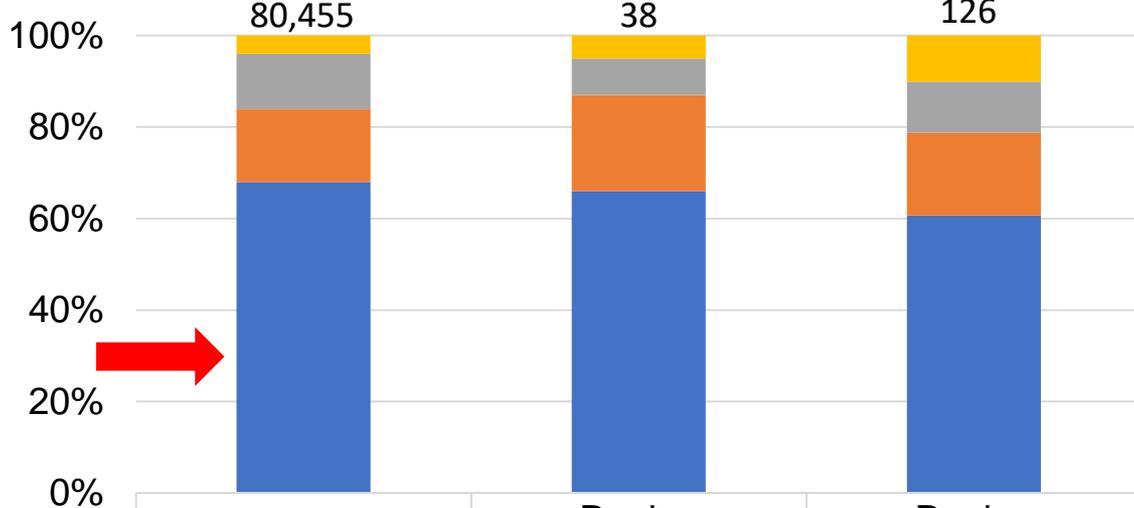
	Members (diversity)	Section Volunteers (inclusion)	Region Volunteers (inclusion)
■ Graduate St	15%	6%	3%
■ Student	21%	2%	0%
■ Life	4%	5%	11%
■ Fellow	1%	2%	3%
■ Senior	12%	45%	58%
■ Member	45%	39%	26%

Geographic Areas in Region 8 (Inclusion in Region Volunteers)



- Europe
- Middle East
- North Africa
- South Africa

Geographic Area (2022)



	Members (diversity)	Region Volunteers from OU Analytics (inclusion)	Region Volunteers from R8 Web Site (inclusion)
South Africa	4%	5%	10%
North Africa	12%	8%	11%
Middle East	16%	21%	18%
Europe	68%	66%	60%

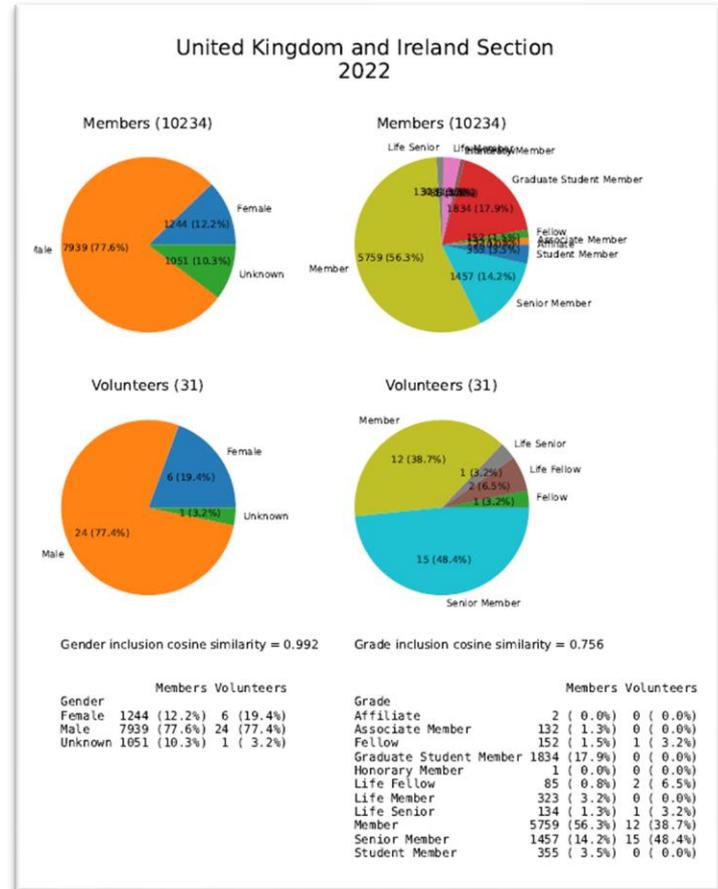
Outline

- ▶ Region 8 Diversity and Inclusion Analysis
 - Macro Level
 - **Section Level**
- ▶ Sections' Reporting on DEI
- ▶ Short Notes

Section DEI Reports

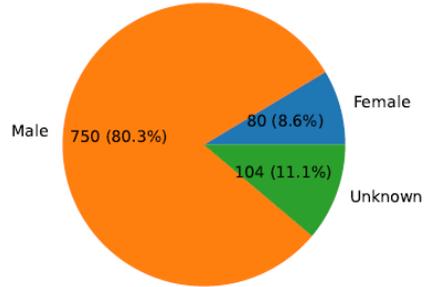
- ▶ 58 section reports
 - Membership diversity
 - Volunteer inclusion

- ▶ Aspects
 - Gender
 - Grade

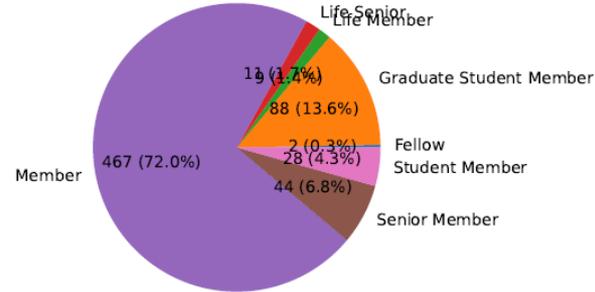


Examples of Good Inclusion

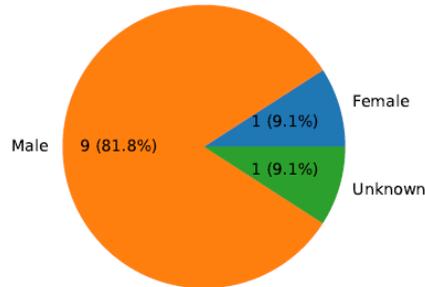
Members (934)



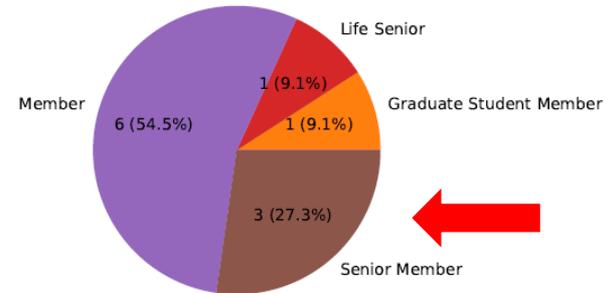
Members (649)



Volunteers (11)

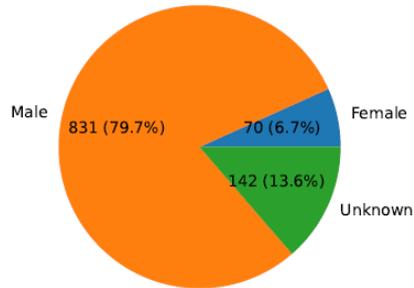


Volunteers (11)

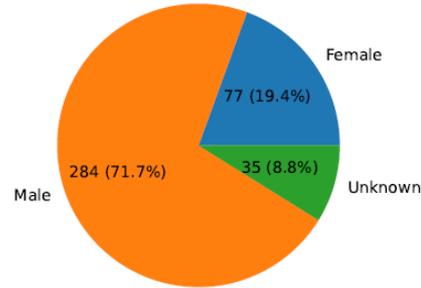


Examples of “Bad” Inclusion

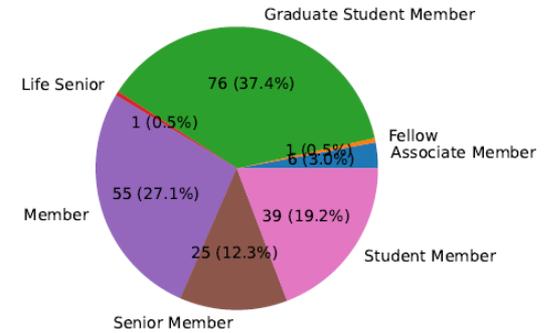
Members (1043)



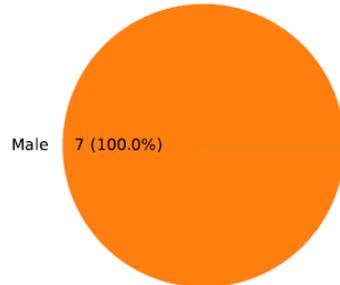
Members (396)



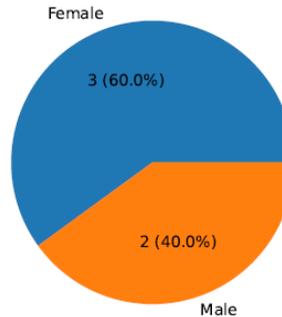
Members (203)



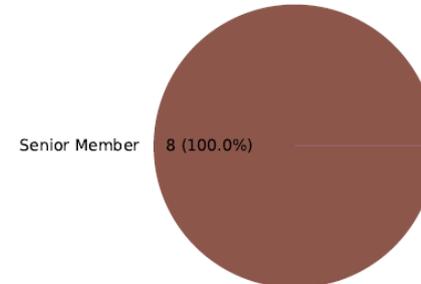
Volunteers (7)



Volunteers (5)



Volunteers (8)



Section DEI Reports

- ▶ Get your Section's report:
<https://t.ly/Uh7B>



Outline

- ▶ Region 8 Diversity and Inclusion Analysis
 - Macro Level
 - Section Level
- ▶ **Sections' Reporting on DEI**
- ▶ Short Notes

Sections Report on DEI (Fall 2022)



The 120th IEEE Region 8
Committee Meeting

<http://march-2023.ieeer8.org/>
Bucharest, Romania, 25–26 March 2023

Section Name

Reporting Officer Name

Section Vitality

Please provide information about the date of last Section elections, date of next elections, and do you have the practice of Vice-Chair becoming the next Section Chair. Section ExCom meetings (list them and provide brief summary if appropriate). List the activities carried out to retain and recruit members and the results obtained.

Students

List of Student Branches (SB) in your Section, the newly formed or dissolved SBs, if any since the last meeting reporting. List the student meetings held and Section activities addressed to Students and Young Professionals.

Affinity Groups

List of Affinity Groups (YP, LM, WiE, SIGHT, etc.), list of SB AGs, newly formed or dissolved AGs/SB AGs, if any since the last meeting reporting. List the activities intended to support affinity groups.

Chapters

List of Chapters and SB Chapters in your Section, the newly formed or dissolved Chapters, if any since the last meeting reporting. Indicate how many have reported on time and received rebate. Highlight some of the activities.

Industry

List the activities carried out to foster relations with Industry and the results obtained.

Diversity, Equity, and Inclusion

Highlight any diversity metrics (gender, age, religion, geographical, employment, etc.), new initiatives, best practices and progress around diversity and inclusion happening in your Section. Link to IEEE DEI statement <link>

Activities since the last report

Highlight some of the activities in your Section, with special attention to the things that work well, and things that don't, so that your acquired know-how can be used by other Sections.

Planned activities

Highlight some of the future activities and initiatives in your Section.

How Region 8 can be of help to your Section, members, and activities

List any challenges you Section is facing and what support is required from the Region 8. Please, also, give us your suggestions for agenda items that you want to be discussed during the R8 Committee meeting.

Any other issues of interest

	Sections	%
DEI part filled	17	29%
DEI part empty	3	5%
DEI section not present	24	41%
No report	15	25%
Total	59	100%

Outline

- ▶ Region 8 Diversity and Inclusion Analysis
 - Macro Level
 - Section Level
- ▶ Sections' Reporting on DEI
- ▶ **Short Notes**

Short Notes

- ▶ R8 Committee in its Fall 2022 meeting approved changing the type of DEI committee from Ad Hoc to **Standing committee**.
- ▶ We have developed **operations manual** for R8 DEI Committee.
- ▶ Gheith was appointed as a member of the **IEEE Diversity and Inclusion committee**.
- ▶ Please consider appointing or **assigning the role of DEI** to one of the section volunteers (new officer or existing one, e.g., WEI or MD)

Questions?

Get the R8 DEI reports:
<https://t.ly/Uh7B>



IEEE Diversity Statement

From IEEE Policy 9.8 – Adopted in 2019

IEEE's mission to foster technological innovation and excellence to benefit humanity **requires** the talents and perspectives of **people with different** personal, cultural, and disciplinary backgrounds. **IEEE is committed to advancing diversity** in the technical profession, and to **promoting an inclusive and equitable culture** that welcomes, engages, and rewards all who contribute to the field, **without regard to** race, religion, gender, disability, age, national origin, sexual orientation, gender identity, or gender expression.

IEEE Diversity Initiative



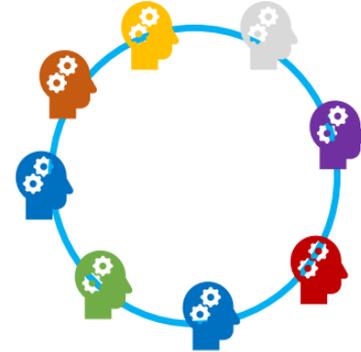
DIVERSITY

Build diverse representation from all unique perspectives and individual identities



EQUITY

Ensure all individuals have the full and unbiased opportunity to contribute to the technical profession



INCLUSION

Fully engage all individuals to participate at full capacity to advance the prosperity of the technical profession