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 one virtual meeting on 21/1/2023 and one hybrid meeting on 24/3/2023. We plan to have the third meeting for this year in the next R8 Committee meeting in Ottawa.

- We have studied and analyzed the Spring 2023 reports from the sections on diversity and inclusion. The ratio of sections that have reports in this part has improved to 46% (29% in Fall 2022). 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 have gathered the material that we can share with sections and DEI officers to give awareness about diversity and inclusion issues.

- Have developed draft operations manual for R8 DEI Committee. This draft was submitted to the Director for approval. It is expected to be approved in the next R8 Committee meeting in Ottawa.

- Gheith is actively participating in IEEE Diversity and Inclusion Committee. He has shared with this committee our region's experience in analyzing diversity and inclusion and has contributed a video for training section volunteers that will be used in IEEE Section Congress 2023.

- Currently, our diversity and inclusion analysis is limited to section members and section and region volunteers. We are currently studying extending our volunteer inclusion analysis to include the following functional units:
  - Section chapters and affinity groups
  - Student branches
  - Student chapters and affinity groups

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
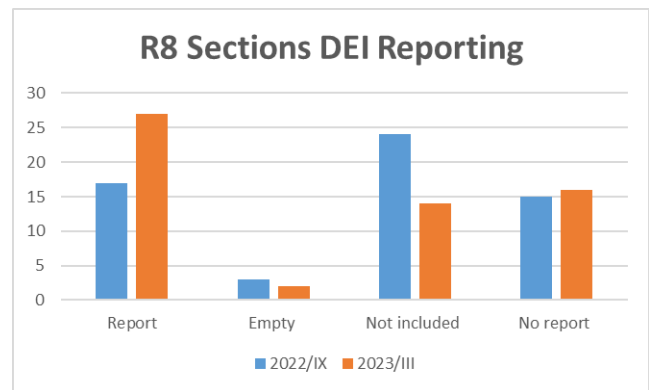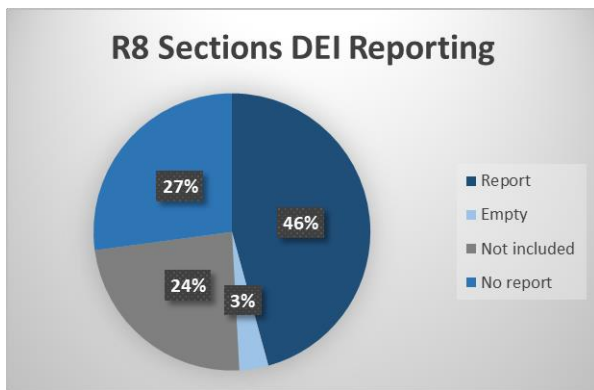
Points of Concern

None.

Proposals for improvements/Other Issues to report

- 2024/Q1: For membership data of Year 2023, we will analyze diversity and inclusion for the above functional units in addition to the analysis done for the membership data of Year 2022. Also, we plan to improve the analysis techniques used and sharing the results with the region's sections.

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

March 2023

	October 2022	**March 2023**
Reported	17	**27**
Empty report	3	**2**
DEI section not included	24	**14**
No section report	15	**16**

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	Link to IEEE Bahrain Section < https://r8.ieee.org/bahrain > 1- Encouraging women to lead section's IEEE volunteering Activities, conferences free participation, 2- Attract new member with different background, local and expatriate	
4	Belarus	No report	
5	Benelux	An objective of the current Section ExCom team is to revive the WiE Affinity Group of the Section. In this regard, a group of professionals has been recently quite active at TU Delft to promote electrical engineering to and for women, and the plan is to discuss with them their collaboration with and within the IEEE.	
6	Bosnia and Herzegovina	BH Section ExCom follows activities of the Region 8 DEI subcommittee.	Dusanka Boskovic dboskovic@etf.unsa.ba

2

No	Section	DEI Report	DEI contact
7	Bulgaria	Not included	
8	Croatia	Not included	
9	Cyprus	The current MC has a diversified composing (Chair and Vice-Chair) and the same is happening with our SBs. Based on this we will to address this further.	
10	Czechoslovakia	DEI activities are not managed particularly, since our section is lacking volunteers and officers.	
11	Denmark	Empty	
12	Egypt	The section is diverse in both membership and leadership with respect to gender, age, religion, geographical, employment, etc.). New initiatives and best practices and progress around diversity and inclusion included the assignment of more female and industry side members as vice chairs.	Lobna Said LSaid@nu.edu.eg
13	Estonia	Not included	
14	Finland	Not included	
15	France	Please note that all statistics based on race, religion and sexual 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 Affinity Group will be officially reactivated in the upcoming General Assembly.	
16	Germany	Germany is very open to DEI topics, but there are no events to report yet.	
17	Ghana	No report	
18	Greece	Link to IEEE DEI statement https://www.ieee.gr/about/	
19	Hungary	No report	
20	Iceland	No report	
21	Iran	Not included	
22	Iraq	No report	
23	Israel	Not included	
24	Italy	The Section officers elected at the end of 2022 (Chair, Vice-Chair, Secretary and Treasurer) are gender-balanced. In 2022, the Section has appointed a Diversity, Equity and Inclusion representative. All conferences sponsored financially by the Section (RTSI 2021 and IEEE MELECON 2022) and the International Annual Conference organized in collaboration with the Italian Association AEIT have a special event dedicated to WiE. All the activities of WiE are devoted to gender-based diversity and inclusion.	
25	Jordan	Not included	
26	Kenya	No report	
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	Total: 747 members (433 new members, 73 first year renewed) Gender: 35.48% Male, 19.41% Female, 45.11% Unknown Geographical distribution: Beirut (463), Mount Lebanon (160), North (85), Beqaa (12), South (22), Unknown (5) Best practices and progress around diversity and inclusion happening in our Section:	

No	Section	DEI Report	DEI contact
		- Encouraging female students through IEEE WIE-Lebanon - Partners for events such as Devfest 2022, in collaboration with Google developer groups coast Lebanon and Women Techmakers. - Officers (Chair/MD/student representatives/SB chairs) promoting IEEE by participating in different SB events (Introduction to IEEE, success stories, motivational talks, technical seminars/webinars) - IEEE General Assembly - Competitions	
30	Lithuania	We are strictly neutral to religion, culture, tradition, and political aspects. The national composition of the Section is also diverse - Lithuanians, Poles, Jews, Russians, Belarusians and representatives of other national minorities. 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	Empty	
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	No report	
37	Oman	Oman section has appointed an officer for Diversity, Equity and Inclusion. He is working on the plan of activities for 2023	
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 more female members.	
40	Qatar	No report	
41	Romania	No report	
42	Russia	No report	
43	Russia (Northwest)	No special efforts were made in this area.	
44	Russia (Siberia)	No report	
45	Saudi Arabia (East)	A new position was created in IEEE Saudi Arabia section to assign an officer for Diversity, Equity and Inclusion and invited volunteers to fill the position which would be filled soon.	
46	Saudi Arabia (West)	No report	
47	Serbia and Montenegro	Section realized the need for taking into account these issues and will start the activities in the following period.	
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/	

No	Section	DEI Report	DEI contact
		Some events actively promote the inclusion of female colleagues, e.g. Workshop: Programming for women, WIE science/engineering promotion at high schools, Active cooperation on the national event Female engineer of the year 2022.	
49	South Africa	Not included	
50	Spain	Not included	
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	Active WIE, SB & YP with diversity included.	
53	Tunisia	Provided graphs for: Count by Gender, Count by Grade and Gender Count by Technology Focus Area	
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. The DEI group initiated with 40+ members from the UK and Ireland. 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 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 Key Achievements: • Formation of six subgroups within DEI to focus on Data collection, events, memberships, secretarial works, treasurer, and webmaster. • Members and coordinators identified for each of these groups • Regular meetings help with the ideology and direction of the DEI.	
57	Ukraine	No report	
58	United Arab Emirates	No report	
59	Zambia	No report	