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

- Successfully conducted a virtual meeting on October 6, 2023, and a hybrid meeting in Ottawa on August 13, 2023.

- Conducted a thorough analysis of the diversity and inclusion reports submitted by sections in August 2023. We observed an improvement in reporting, with 47% of sections submitting reports, an increase from 46% in March 2023 and 29% in Fall 2022. Notably, 11 sections submitted reports identical to their March 2023 submissions. Details of this analysis are provided in Appendix A.

- Engaged in ongoing efforts to collaborate with section chairs to address diversity and inclusion challenges.

- The R8 Committee ratified the operations manual for the DEI Committee during its 121ˢᵗ meeting. This manual, drafted by our committee, has been forwarded to the Director for final approval.

- Extended our analysis of diversity and inclusion of the R8 membership data for 2023, continuing the trend from the previous two years. This year, we enhanced our analysis to include volunteer inclusion across various functional units, such as section chapters, affinity groups, student branches, and student chapters.

2023 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.

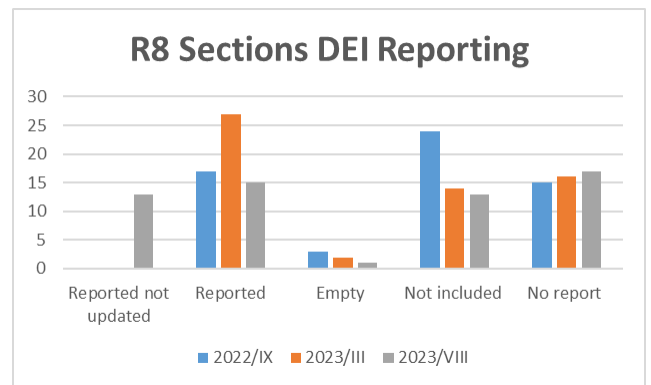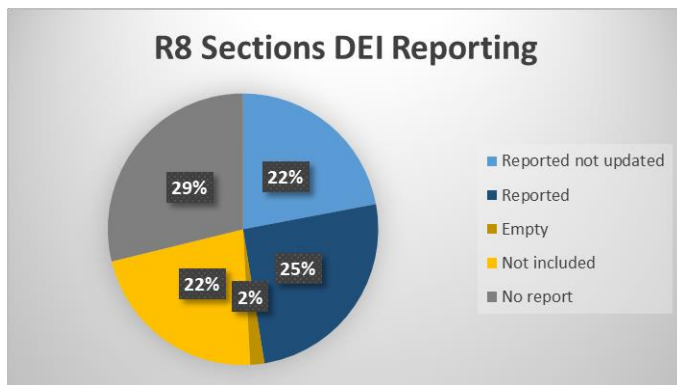**Proposals for improvements/Other Issues to report**

- **For Q1 2024**: We plan to present the findings from the 2023 diversity and inclusion analysis during the 122nd R8 Committee meeting. The findings will also be disseminated across the region's sections.

- **For Q2 2024**: We aim to host a training workshop focusing on diversity and inclusion for R8 volunteers. This session will be conducted virtually, ensuring wide accessibility, and we will make the recording and resources available to all IEEE R8 members.

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

Aug 2023

	Oct 2022	**Mar 2023**	**Aug 2023**
Reported	17	**27**	**28***
Empty report	3	**2**	**1**
DEI section not included	24	**14**	**13**
No section report	15	**16**	**17**

* 13 reports have no change since Mar 2023

No	Section	DEI Report	DEI contact
1	Algeria	No report	
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	Bahrain community does not accept discriminations of gender, age, religion, geographical, employment, etc. for locals and expatriates as well. However, the current Bahrain section members' diversity practices 37.55 % females, 54.28 % males and 8.18 % unknowns.	
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 it has been discussed with them whether they can take a major role in the WiE Group of the Section. This has been agreed and Dr Ilke Ercan an Associate Professor at TU Delft has accepted to take the role of chair of the WiE Group and work to involve other representatives from other universities and institutions in the Section.	
6	**Bosnia and Herzegovina**	We did not do indicators of diversity, equity and inclusion in our Section. We plan at the next ExCom meeting to appoint a team to analyse diversity indicators and examples of good practice in terms of diversity and inclusion in the region.	Dusanka Boskovic dboskovic@etf.unsa.ba
7	Bulgaria	Not included	

No	Section	DEI Report	DEI contact
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	No report	
12	**Egypt**	Egypt section exerts some efforts to enhance the diversity metrics (gender, age, religion, geographical, employment, etc.), not only on the membership but also in the leadership level. Our new initiatives, best practices and progress around diversity and inclusion happening in Egypt Section included the selection of vice chairs and officers in the section level to represent all the diverse groups.	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 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 1 woman (out of 6) as the Vice-Chair. 5 Chapter Chairs (AP03, CAS04, IT12, SMC28 and SSC37), plus the LM Affinity Group Chair, are women. 1 SB Chair (University of Toulouse) and 2 SB Vice Chairs (INSA Centre Val de Loire and Jean Monnet University) 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	ExCom is made of Individuals who resident in different parts of Ghana (Accra, Kumasi, Tarkwa, Tema) and this offers the opportunity to plan and impart different sector of the population. This is the first of its kind where we can say it is an improvement.	
18	Greece	Appropriate link is maintained at the Section's web-site to to IEEE DEI statement.	
19	Hungary	No report	
20	Iceland	N/A	
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. This role was started in January 2023, with the start of the mandate of the coordinator Dajana Cassioli. As past chair of WiE AG Italy, Dajana continued to follow the activities of WiE, with the task of organizing WiE activities in the conferences IEEE EUROCON 2023 and IEEE HISTELCON 2023 together with other WiE members. Dajana will participate in the "Girls in STEM" event on 10 November 2023 at the University of Parma for the opening speech to present her experience as DEI coordinator of IEEE Section Italy and past chair of WiE Italy.	Dajana Cassioli

No	Section	DEI Report	DEI contact
		The planned activities are the definition of a commission to support DEI activities and the development of a dedicated web page similarly to the other activities of the section	
25	Jordan	Not included	
26	**Kenya**	Report is ppt – and there is a slide with DEI title and photos of activities, mainly WIE and SB	
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	Memberships: a total of 1091 members (767 Student Members, 43 Graduate Student Members, 211 Members, 55 Senior Members, 5 Life Members, 2 Fellow and 3 Associate Members), 722 new members (631 student members, 61 members, 26 Graduate student members), 89 first-year renewed members (65 student members, 21 members, 3 Graduate student members) Gender: 41.15% Male, 20.35% Female, 38.50% Unknown Geographical distribution: Beirut (625), Mount Lebanon (194), North Lebanon (181), Beqaa (16), Nabatiyeh (2), South Lebanon (62), Unknown (11) Best practices and progress around diversity and inclusion happening in our Section: - Encouraging members to renew their memberships, and trying to facilitate the payment of fees through group payments or the help of an executive committee member - Encouraging female students through IEEE WIE-Lebanon - Encouraging students from all over Lebanon to join IEEE by visiting universities, holding seminars and webinars about the benefits of IEEE - Partners for various events such as Devfest 2022 and International Women's day IWD2023 in collaboration with Google developer groups coast Lebanon and Women Techmakers - Officers (Chair/MD/student representatives/SB chairs) promoting IEEE by participating in different events (Introduction to IEEE, benefits of IEEE, success stories, motivational talks, technical seminars/webinars, workshops) - IEEE General Assembly - IEEE Lebanon Section in-person meetings at different universities, to promote IEEE and meet the student branch	
30	**Lithuania**	Not included	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	

No	Section	DEI Report	DEI contact
		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. Poland Section is focused on technical and professional excellence supporting all kind of people	
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	The distribution of membership in Romania is < *Graph with membership distribution*> 5 out of the 23 Section Committee members are women. 4 out the 28 Chairs are women. In Romania, most of the IEEE members are academic staff members from technical universities, where males are the dominant members. However, The Section Policy is to encourage female to become IEEE volunteers.	
42	Russia	No report	
43	Russia (Northwest)	No report	
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**	The section realized the need for diversity in the technical profession and established new officer position for DEI Activities in the Section. New elected officer is prof. Nataša Nešković	Nataša Nešković
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/ 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	No report	
50	Spain	Not included	
51	Sweden*	WiE is a very active affinity group in the Section. Dr. Ming Xiao,	Dr. Ming Xiao MD

No	Section	DEI Report	DEI contact
		Membership Officer keeps the statistics regarding gender balance, inclusion, etc.	Officer
52	Switzerland	No report	
53	Tunisia	IEEE Tunisia Section is committed to welcome, engage, and reward all who contribute to the IEEE's field of interest, without regard to race, religion, gender, disability, age, national origin, sexual orientation, gender identity, or gender expression. IEEE Tunisia Section ensures a good equilibrium of the percentage of female members and volunteers as well as geographic distribution. 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	Not included	
58	United Arab Emirates	No report	
59	Zambia	No report	