

## 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 virtual meetings on Mar 1, 2024, Mar 29, 2024, and May 22, 2024.
- The Committee organized a virtual workshop titled “IEEE Region 8 Hosts Workshop on Fostering Diversity, Equity, and Inclusion.” The description of this workshop is in Appendix A.
- Engaged in ongoing efforts to collaborate with section chairs to address diversity and inclusion challenges.

### 2023 Committee members and roles:

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

### Points of Concern

None.

### Proposals for improvements/Other Issues to report

- **For Q1 2025:** For membership data of Year 2024, we will analyze diversity and inclusion for the various R8 functional units similar to the analysis done for the membership data of Year 2023. Also, we plan to improve the analysis techniques used and sharing the results with the region’s sections.
- **For Q2 2025:** We aim to host another 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:**

**Workshop: IEEE Region 8 Hosts Workshop on Fostering Diversity, Equity, and Inclusion**

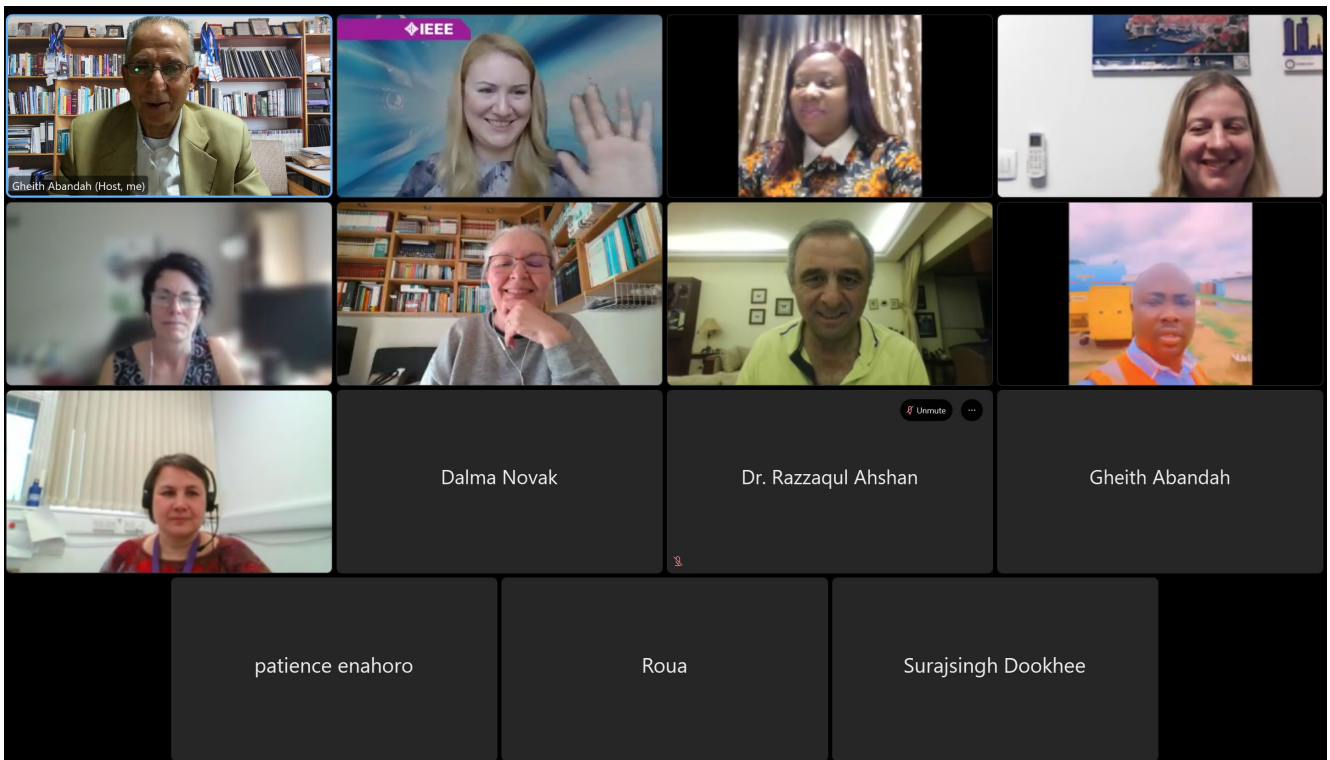
The IEEE Region 8 Committee for Diversity, Equity, and Inclusion (DEI) successfully conducted a virtual workshop on May 23rd, 2024, bringing together 18 IEEE volunteers from Region 8 and beyond. Moderated by Patience Obehi Enahoro, an Energy and Sustainability Professional at ExxonMobil, the 90-minute session explored key strategies and challenges in promoting a more inclusive engineering landscape.

Gheith Abandah, Chair of the IEEE R8 DEI Committee, provided an overview of the committee's initiatives and areas for improvement within Region 8. Following that, Dusanka Boskovic from the University of Sarajevo presented her insights on measuring equity through fostering a safe and inclusive professional environment.

The workshop also featured presentations from prominent figures in the DEI space. Heather McNairn, Chair of the IEEE Technical Activities Board (TAB) DEI Committee, discussed ongoing initiatives at the TAB level, while Simay Akar of AK Energy Consulting highlighted the critical role of diversity and inclusion within Environmental, Social, and Governance (ESG) strategies.

A collaborative discussion session capped off the workshop, allowing participants to share best practices and address challenges encountered in their respective regions. The workshop recording and material are available for viewing at <https://drive.google.com/drive/folders/1CS6co1LDK9VM-b6oWNXtoX3g4fHB1Wq5?usp=sharing>.

This workshop signifies the IEEE's ongoing commitment to fostering a diverse, equitable, and inclusive environment for all its members and stakeholders within the engineering community.





# Fostering Diversity, Equity, and Inclusion: A Workshop by IEEE Region 8



Gheith Abandah



Dusanka Boskovic



Heather McNairn



Simay Akar



Patience Obehi  
Enahoro



4:30pm - 6:00pm UTC  
**23 May, 2024**

### Discussions & Insights

- Measuring Equity Through Feeling Safe in a Professional Environment
- Initiatives of IEEE Technical Activities Board Committee on Diversity Equity & Inclusion
- The Importance of Diversity and Inclusion in ESG (Environmental, Social, and Governance) Strategies
- Collaborative discussion on best practices and the challenges encountered