



# Region 3 – IDEA Ad Hoc Purpose and Status

*Region 3 ExCom Meeting  
15 November 2021*

# Agenda

- ▶ Background Review
- ▶ Survey of Region 3
- ▶ Questions, Comments...

# Meet the Team

Bill Ratcliff (Chair) , Dave Green (Vice Chair)

Mark Torres (OU Analytics, Collaboration tools)

Chase Battaglio

Erica Simmons

Hasala Dharmawardena

Eric Cramer

Naznin Akter

Bailey Heyman

Christie Giambalvo – Staff MGA

Jennifer Jones – Staff IEEE Diversity Inclusion Ethics Committee

Josephine Russo – Staff, Strategic Research

Marc Beebe-Staff, Strategic Research

Jill Gostin, Director, Region 3 Director 2020-2021

Theresa Brunasso, Region 3 Director-Elect 2020-2021

# IDEA Purpose and Scope

*Inclusion + Diversity + Equity in Action*

The Region 3 IDEA Ad hoc Committee is established to assess diversity, inclusion and equity in the region as it currently exists to serve as an essential foundation for achieving the strategic direction of member engagement.

# Areas of Interest

- ▶ Is there a “A commonly held definition of Diversity and Inclusion” ?
- ▶ Dimensions of Diversity most recognized
- ▶ How many members feel included / not included in IEEE?
- ▶ Are there clusters of people with common beliefs?

# Action Time Line

- ▶ Team in place and operational - June
- ▶ Phase 1 – IEEE Data Collection Complete - July
- ▶ Phase 2 – Develop Region Survey – September
- ▶ Survey Region 3 ExCom – Trial Run – Late September
- ▶ Survey Members in Region 3 - October
- ▶ Report Findings, Observations, Recommendations - November

# Survey Participation

## *Trial Run – Region 3 ExCom*

- ▶ Schedule
  - Invitations Sent – **47** (9/22/2021)
  - Completed – **27** (10/5/2021)
- ▶ Initial Review of Region 3 ExCom
  - Is the question understandable
  - Does the question invoke any emotion
  - Answer the way you feel Now and not...
    - what should be,
    - could be,
    - might be
    - or is socially acceptable / expected

**Validated that the survey is suitable for distribution to R3 Members**

- ▶ Detailed Analysis – In process

# Survey Participation

## *All members in Region 3*

### ▶ Region 3 All Members

- Opted into Communications – **18,113** ( 5 October 2021)
- Completed – **2002** ( 28 October 2021)
- Initial Review – Started 8 November 2021
  - Summary of Results 137 pages
  - Significant amount of Text Comments (wide ranging)
- Detailed Analysis – In process  
R3 ExCom Survey and All Members Survey
- Final Report target ( 30 November 2021)  
Jill Gostin Director Region 3 (2020, 2021)  
Theresa Brunasso Director Region 3 (2022,2023)



Thanks to all members of the Committee  
for their work and dedication.

Special Recognition to the  
Survey Expertise of the  
IEEE Strategic Research Staff

Josephine Russo ...

**Questions ... Comments... ?**

