Region 3 – IDEA Ad Hoc Purpose and Status

Region 3 ExCom Meeting
20 September 2021

IEEE
Advancing Technology
for Humanity

Agenda

▸ Overview (50,000 ' Flyover)

▸ Action to date

▸ Surveying the Members in 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

IEEE Statement

Keep an Open Mind

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.

IDEA Purpose and Scope

Inclusion + Diversity + Equity in Action

Statement of Truth /Fact:

Diversity, Equity, and Inclusion are Foundational Elements and must be present and accepted for a culture of cooperation, collaboration, and solidarity of purpose are to exist in the organization and enable its people to advance technology to benefit humanity.

Inclusion is a choice

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 do not feel included in IEEE?

Perspectives

- Overall IEEE

- Region 3
  - Member
  - Leadership

- Glimpse of…
  - Section
  - Chapter
  - Student Branch

Methods

▸ Manage the scope (plan and schedule)

▸ Acquire, Store and Analyze Data
- Survey
- Individual Interviews
- Town hall or Focus Group
- Workshops
- Use OU Analytics for Statistics YP, WIE, etc.
  - in ExCom positions, Life Members, or Senior Grades / Fellows
  - Technical diversity in the Industries employing Members
  - Cultural diversity

▸ Develop periodic reports of Diversity and Inclusion as a part of an overall Region 3 Culture including …

   a Final Report with SWOT Analysis and Recommendations

Current Action Items

▸ Team in place and operational - June

▸ Phase 1 – IEEE Data Collection Complete - July

▸ Phase 2 – Region Survey (90%)

▸ Region 3 ExCom – Trial Run (Week of 9/20)

▸ Survey Members in Region 3 Early October

▸ Report Findings, Observations, Recommendations - November

ExCom Participation

Trial Run on Member Survey

▸ Put on your Member Hat

▸ Take the Survey and Give Feedback (Approx. 10 min)

- 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

▸ Remember we are trying to Assess Dimensions of Diversity / Levels of Inclusion

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Survey Schedule

▸ Invitation to Participate in Survey Wednesday 9/22/2021

▸ Complete Survey by Tuesday 9/28/2021 5:00PM EDT

▸ Preliminary review by IDEA Ad Hoc Team 9/29/2021

▸ Invitation to all Region 3 Members Week of October 4, 2021

▸ Survey complete by Members Week of October 18,2021

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Questions … Comments… ?

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