Region 3 – IDEA Ad Hoc 2021

Briefing to ExCom

March 2022

Briefing Objectives

▸ Provide a Very Brief Overview of the IDEA Project

▸ Discuss Results / Observations …

▸ Set the Stage for the Future

IDEA Purpose and Scope

<u>I</u>nclusion + <u>D</u>iversity + <u>E</u>quity in <u>A</u>ction

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

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

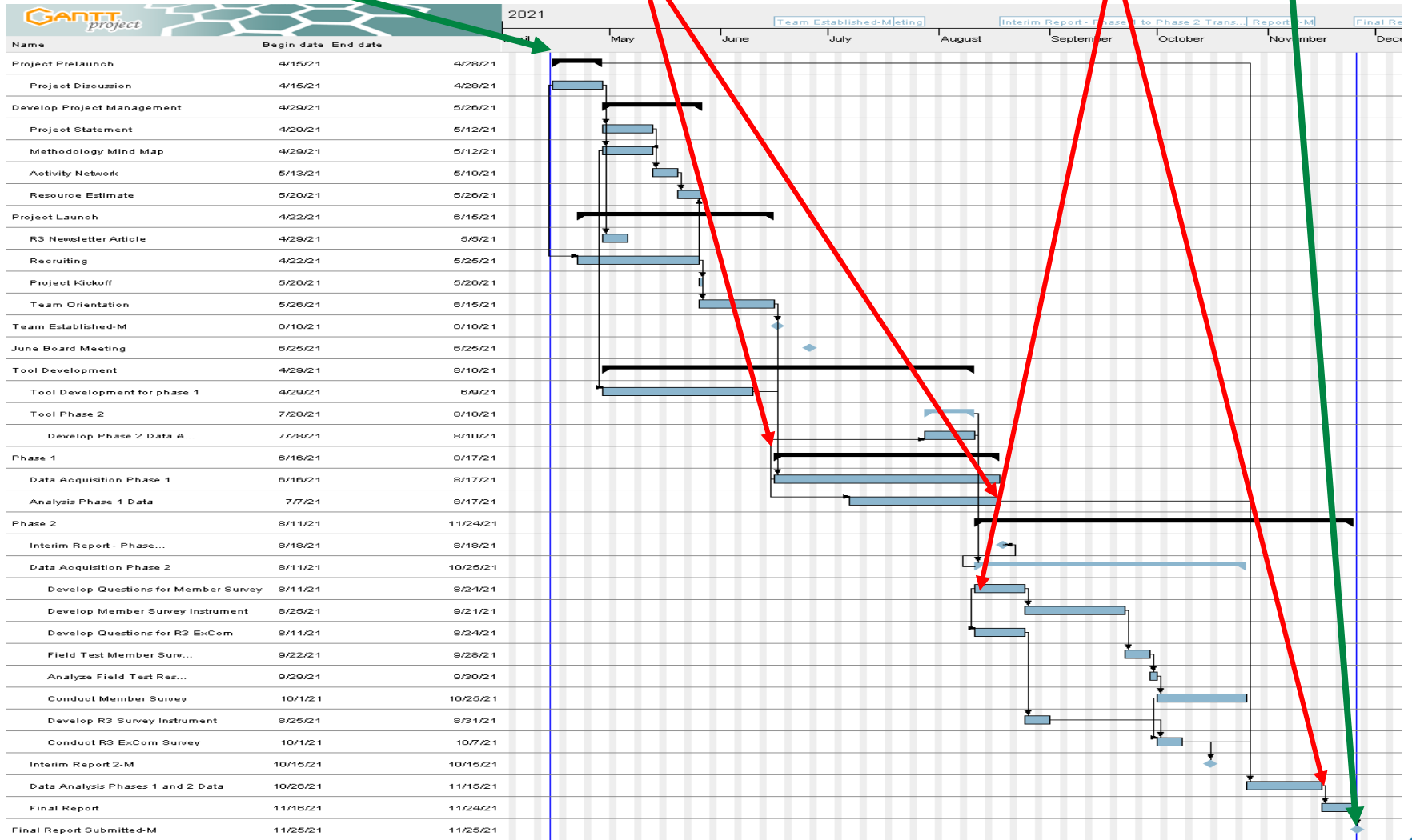Jill Gostin, Director, Region 3 Director 2020-2021

Theresa Brunasso, Region 3 Director-Elect 2020-2021

Name	Begin date	End date
Project Prelaunch	4/15/21	4/28/21
Project Discussion	4/15/21	4/28/21
Develop Project Management	4/29/21	5/26/21
Project Statement	4/29/21	5/12/21
Methodology Mind Map	4/29/21	5/12/21
Activity Network	5/13/21	5/19/21
Resource Estimate	5/20/21	5/26/21
Project Launch	4/22/21	6/15/21
R3 Newsletter Article	4/29/21	5/5/21
Recruiting	4/22/21	5/25/21
Project Kickoff	5/26/21	5/26/21
Team Orientation	5/26/21	6/15/21
Team Established-M	6/16/21	6/16/21
June Board Meeting	6/25/21	6/25/21
Tool Development	4/29/21	8/10/21
Tool Development for phase 1	4/29/21	6/9/21
Tool Phase 2	7/28/21	8/10/21
Develop Phase 2 Data A...	7/28/21	8/10/21
Phase 1	6/16/21	8/17/21
Data Acquisition Phase 1	6/16/21	8/17/21
Analysis Phase 1 Data	7/7/21	8/17/21
Phase 2	8/11/21	11/24/21
Interim Report - Phase...	8/18/21	8/18/21
Data Acquisition Phase 2	8/11/21	10/25/21
Develop Questions for Member Survey	8/11/21	8/24/21
Develop Member Survey Instrument	8/25/21	9/21/21
Develop Questions for R3 ExCom	8/11/21	8/24/21
Field Test Member Surv...	9/22/21	9/28/21
Analyze Field Test Res...	9/29/21	9/30/21
Conduct Member Survey	10/1/21	10/25/21
Develop R3 Survey Instrument	8/25/21	8/31/21
Conduct R3 ExCom Survey	10/1/21	10/7/21
Interim Report 2-M	10/15/21	10/15/21
Data Analysis Phases 1 and 2 Data	10/26/21	11/15/21
Final Report	11/16/21	11/24/21
Final Report Submitted-M	11/25/21	11/25/21

Observations / Conclusions

- Participation in the Survey
    - Sent to the 18,113 IEEE members opted into communication in Region 3
    - Response: 2,002 – Response rate of 11%
    - Opted out of receiving eMail in Region 3..

Current Member Grade	Total	# Do Not Contact	% Do Not Contact	All USA	All IEEE
Affiliate	452	57	13%	15%	12%
Associate Member	253	22	9%	11%	8%
Fellow	292	72	25%	26%	22%
Graduate Student Member	2,266	192	8%	9%	5%
Life Fellow	361	53	15%	14%	13%
Life Member	3,330	420	13%	12%	12%
Life Senior	1,461	138	9%	10%	10%
Member	11,993	1,867	16%	16%	11%
Senior Member	2,950	494	17%	16%	13%
Student Member	1,690	56	3%	4%	1%
Total	25,048	3,371	13%	14%	9%

- The survey represented a form of member engagement for some of the respondents.

Observations / Conclusions

- Significant Demographics
  - 87% of respondents are male, 8% are female and 5% preferred not to answer.
  - 15% of respondents are under 45, 11% are age 46-55, 20% are age 56-65, and nearly half (49%) are over 65.
  - 39% are retired, 2% unemployed

  Note: Since the survey results are somewhat weighted by population being older, another report was generated without those above 65 or retired included. No significate differences in results occurred (less than 10 percentage points)

- Majority responded that they are being included with
  - 62% respondents feel included to their expectations in their interactions with IEEE, but
  - 19% feel less or much less 9% included than they expected to be, and feel either more (7%) or much more (4%) included than they expected to be.

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Observations / Conclusions

- "One size does not fit all"
  - 45% of respondents say the topic of Diversity & Inclusion is important to them.
    Of those that value the topic, the dimensions of Diversity and Inclusion that are important to the most are race/ethnicity (important to 76%), age (important to 74%), and gender (important to 70%)
  - 30% say the topic of Diversity & Inclusion is not important to them and 25% are neutral.
- The need to optimize Diversity and Inclusion across the Whole / Entire IEEE not by organizational unit.
- There is a need to try to understand the "Implicit Bias" in all groups and geographical areas.
- Survey revealed No single focus for specific change but rather Areas of Opportunity

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Opportunities

- Review the Member Focus / guidelines/ content / frequency / member options
  - Remember that 18,113 IEEE members opted into communication in Region 3 (but over 3,000 have opted out)
  - 39% communicate monthly with their region, 35% with their Section or Student Branch, and 35% with their Society Chapter.
  - Region should find ways to improve support for Section communications with the Members
  - Continue to push for participation and emphasize the need for the individual member's engagement.
  - Continue to improve communications, discussion and dialog with all volunteers and members

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Opportunities

- Research the possibility for New Methods / Tools for Enhancing Inclusion, Engagement, and Participation
  - 53% of the respondents consider themselves not active and not engaged in IEEE today.
  - 69% of the respondents are satisfied overall with their IEEE membership
  - Consider use of Town Hall and Focus Groups for involving members in performance / satisfaction analysis, problem solving, and planning functions.
  - Consider improving mentoring and searching IEEE resources.
  - Continue to utilize Hybrid Participation (In Person and Remote) not just "watching"

Opportunities

- Review Education Material for diversity / inclusion / equality
  - Material on Relevancy, Implicit Bias (IEEE Training is being developed for Implicit Bias) …
  - Material on Motivating and Managing Volunteers

- Research the possibility for addressing (optimizing) the Whole rather than the individual parts of IEEE since Diversity and Inclusion are common characteristics desired throughout the organization.

- Develop Training programs for Members, Sections, Chapters and Region Leadership
  - How to engage and work with volunteers.
  - How to maneuver through the vast information sources available in IEEE.

- Define Areas of Concentration since "No single focus for specific change has been revealed".

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Opportunities

Utilize the Survey Results and Members of the Team

- Remember confidential nature of the survey results especially the comments.
    - With delivery of the report, access control was transferred to Region 3 Director

- Workspace Life Cycle unless needed for follow up
    - 2/1 Deactivate
    - 6/1 Delete

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 …

Wishing you a an outstanding and successful SoutheastCon 2022 in Mobile, AL

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Questions, Comments????