

Updates from R10 Ad-Hoc Committee on Diversity, Equity & Inclusion

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Shaw Center, Ottawa, Canada

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Key Activities

Developing and implementing strategies

- Developing and implementing strategies to increase diversity, equity, and inclusion within the IEEE Region 10.

Providing awareness

- to members of the organization or community on topics related to diversity, equity, and inclusion.

Advocating

- for underrepresented groups and ensuring that their voices are heard, and their needs are addressed.

Collaborating

- with other committees, groups, or organizations to promote DEI initiatives.

Monitoring progress and evaluating

- the effectiveness of DEI initiatives.

Communicating and increasing the public visibility

- to keep the community informed about the committee's work and the importance of DEI initiatives.

Framework

Mission

- The R10 Ad Hoc Committee on Diversity, Equity, and Inclusion (DEI) mission is to identify, assess, and address issues related to diversity, equity, and inclusion within IEEE Region 10 community.

Vision

- To promote a culture that values and respects diversity, promotes equity, and creates an inclusive environment for IEEE Region 10 members, volunteers, and OUs.



Plan for 2023 - 2024

Proactive

- A working group on addressing the socio-economic factors that related to STEM career/education hesitancy among students and young professionals in Region 10. (aim to get publish on IEEE Transactions on Education)

Reactive

- Conducting an analysis on IEEE Region 10 Membership Diversity and Inclusion based on geographic area, membership type and gender.

Passive

- R10 WIE Discussion articles related to DEI to be published in IEEE R10 Newsletters.
- Increasing public visibility to improve the image of women in engineering

A research-based activity to address the challenges of WIE in Region 10

Research questions:

1. Identify the motivators of female participation:

Why do women choose to study and work in engineering?

2. Identify the barriers to female participation:

What factors contribute to the low rate of female participation in engineering, and what stops women from remaining in the engineering profession?

3. Identify the initiatives for driving greater female participation:

What touchpoints and initiatives have the strongest potential to enhance the motivators and address the barriers?

Proposed AdHoc committee

Chair – Khanita D., IEEE Region 10 WIE Chair

Member

- Dr. Naila Mukhtar (IEEE WIE AC)
- Dr. Sherry Rhadwar (IEEE WIE AC)
- Dr. Beena Ahmed (IEEE WIE AC)
- Dr. Supavadee Aramvith (IEEE WIE AC)

Working Group

- IEEE WIE AG Chairs in IEEE Region 10



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