

IEEE Diversity & Inclusion Strategic Plan

MISSION & VISION

Advancing diversity in the technical profession, and 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.



AREAS OF FOCUS

- Strategic planning
- Operational planning
- Reporting
- Visibility
- Communications & Outreach
- Data Collection & Establishing Metrics
- Website Content Development
- Board Collaboration
- Best Practices for IEEE & Its Units
- Support/Endorsement of Initiatives
- Partnerships

SHORT TERM



- Communicate goals, plans, actions to internal & external audiences
- Create framework and infrastructure across the entire organization for diversity & inclusion activities
- Generate best practices on how we get there
- Establish baseline for data

MIDTERM



- Roll out consistent policies, strategies, and diversity data collection processes
- Each unit clearly communicates any opportunities for improvement and has a plan in place to measure success
- Diversity & Inclusion website is highly accessed
- Establish training and mentoring for leadership, engagement, and communications

LONG TERM



- Diversity and inclusion are at the forefront of measuring progress for IEEE as an organization, and we have a framework to adapt to changing needs
- IEEE is model for real change in a global, complex organizations
- Defined path to sustainable diversity and inclusion programs
- Obtain leadership buy-in and committed resources
- Strong collaboration with internal and external partners

2022 ACCOMPLISHED

- Strategic & operational plan created
- Best practice established for forming Diversity, Equity, & Inclusion Committees in IEEE units
- Best practice established for award and recognition requirements
- New external resources added to website
- Over 33K unique visitors to our website, a 74% increase in traffic
- Over 20 stories published of actions IEEE is taking to address diversity, equity, & inclusion, and profiles of diverse members shared their experiences with us
- Contact form and website enhancements
- Co-sponsoring the Silicon Valley Industry Hub launch
- Published the IEEE Diversity Report for volunteers & staff
- Established baseline for data collection platforms
- Drafted resources for global demographic data collection
- Created 2023 internal communications plan
- Draft event criteria established