ENGINEERING SOCIETIES’ ACTIVITIES
IN PROMOTING DIVERSITY AND INCLUSION

NAE Workshop - Lightning Round
4 June 2018
University of Cincinnati
### Actions and Activities To-Date

<table>
<thead>
<tr>
<th>Complete</th>
<th>In progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>February 2017: Approval of formalized Technical Activities Board (TAB) Committee on Diversity &amp; Inclusion</td>
<td>Pilot project to collect diversity metrics from IEEE Societies/Technical Councils</td>
</tr>
<tr>
<td>February 2018: Approval of diversity recommendations (gender/region/sector) in charters of committees reporting to TAB</td>
<td>Evaluation of ethics and reporting processes for discrimination and harassment cases</td>
</tr>
<tr>
<td>February 2018: Approval of TAB statement reaffirming IEEE Codes of Ethics/Conduct and Nondiscrimination Policy (over half of the 46 Societies/Technical Councils have adopted)</td>
<td>Conference codes of conduct</td>
</tr>
<tr>
<td>May 2018: Membership sign-up and renewal pages require member read and sign off on core principles of IEEE codes.</td>
<td>IEEE Women in Tech Survey Project</td>
</tr>
<tr>
<td>Activities in Societies/Technical Councils</td>
<td></td>
</tr>
</tbody>
</table>
Women’s Experiences in Tech

In a recent IEEE survey, 6,579 women responded to questions on being a woman in tech. The detailed findings reveal discouraging experiences and perceptions within the industry.

73% have experienced negative outcomes in their careers attributed to being a woman.

71% said questions or comments were asked in a way that made them feel uncomfortable.

58% were passed over for promotions or positions.

39% were assigned lower-level tasks.

37% were excluded from networking opportunities.

28% have experienced sexual harassment.

86% of women felt they needed to work harder to be recognized.

58% of women felt they needed to work harder to be valued.

45% of women felt they were passed over for opportunities.

Women feel mistrusted.

Women report feeling a lack of trust from all levels across an organization.

Group differences.

Those in the US have more negative perceptions and are more likely to experience negative outcomes.

Women in private industry are more likely to have negative perceptions and experience negative outcomes.

Family matters.

51% felt need to speak less about family to be taken seriously.

38% of mothers on maternity leave returned only for fear of negatively impacting career.

For more information on this study, please contact:

womens-in-tech-project@ieee.org

Suggestions from respondents:

Raise awareness.

Respondents would like to see workplace training on the importance of diversity, equity, and inclusion. They would like to raise awareness of the challenges women face in the workplace and personal life, such as lack of support for maternity leave, lack of child care, guilt for working parents, and more. They would like opportunities to discuss how things would benefit all employees, such as benefit programs and individual income when working remotely.

Create a mentor program.

Respondents suggested the creation of a mentor program for women, either online or in-person at the local level. They explained that the mentor program could serve as an elementary school to middle school level to bring women into tech. Also, women could mentor working women, who often get pushed in their positions.

Promote people and organizations who are making change.

Respondents offered that women in tech should be identified, mentored, and rewarded for their achievements to raise the visibility of women’s contributions to tech. Individuals and organizations working toward positive change should be also be shared and acknowledged for such work.

Partner with other organizations who already work in this space.

Respondents would like professional associations to enhance current programs and work with other organizations to create new programs that address these issues.

Educate women on how to identify and navigate discrimination.

Respondents would like to see workplace training on the importance of diversity, equity, and inclusion. They would like opportunities to discuss how things would benefit all employees, such as benefit programs and individual income when working remotely.

Supports and tools.

Respondents suggested the creation of mentorship opportunities, such as specific conferences or scholarships for women to attend or build or coding programs.

Lobby the government for better laws around family leave.

Respondents would like to see laws improved, such as maternity leave, paternity leave, and other benefits. They suggested that laws should be more inclusive to women, such as lactation rooms and childcare, and that more funds be made available to support awareness of issues by hosting conferences and workshops.

For more information on this study, please contact:

womens-in-tech-project@ieee.org

1,442 people responded to that question.
IEEE Educational Activities

Pre-University Education
Mentoring the STEM Workforce of Tomorrow

- A STEM E-Mentoring Platform that matches students 1:1 with an industry mentor
- Targets 3rd to 5th graders in under resourced areas
- Provide students with the critical boost they need to fall in love with STEM and consider STEM careers in the future
- Piloted by IEEE in 2018

Improved STEM education for kids

http://tryengineeringtogether.com/

Meaningful micro-volunteering opportunity for employees

Helps build diverse future talent pool
Connecting Engineering to People to Inspire the Next Generation

I AM AN ENGINEER: Highlighting a Diverse Workforce enabling students to see themselves