IEEE Women in Engineering

IEEE WIE Pledge

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What is the WIE Pledge?

▸ *"{{Insert OU}} pledges to work towards gender-diversified panels at all IEEE meetings, conferences, and events, including our own."*

▸ The Pledge was created from years of discussion among the WIE Committee, which includes representation from IEEE Regions, Societies, Councils, and other Organizational Units (OUs). The WIE Pledge was launched in April 2021. In a recent IEEE survey, 4,579 women responded to questions on being a woman in tech. The detailed findings reveal discouraging experiences and perceptions within the industry. Respondents were asked an open-ended question: "How might IEEE address the issues women face in the workplace or in the area of tech." 1,442 people responded to that question. One of the major emergent themes was to make conferences more inclusive, where respondents wished to see more women on organizing committees and featured as speakers.

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OUs that have taken the WIE Pledge Include:

Societies

Councils

Sections

Regions

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How to take the WIE Pledge

Please note that this process is not necessarily one where one size fits all, however the next slide offers a defined path forward.

For example, each OU may have its own required specifications, which can be inquired about and discussed with the OU's leadership.

Furthermore, certain Organizational Units are expanding the parameters of the Pledge to include factors such as ethnicity, age, and others. This is allowable on the condition that the pledge at its core maintains an obligation to strive for gender diversity and inclusivity.

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Steps to taking the WIE Pledge

- **1. Assessing Interest:** First, speak with your organization's leadership – including your WIE Committee representative, Diversity & Inclusion (D&I) representative, Vice President (VP), President, Director, or Steering Committee. Coordinate a meeting and share this prepared PowerPoint presentation including the attached FAQ document that offers detailed insights about the pledge, its ethos, impact, and the roles that the members may play.

- **2. Motion Presentation:** Once you receive positive feedback and a sufficient show of interest and commitment, a motion must be presented to your governing body for approval to take part in the WIE pledge. A motion template has been attached herein for your optional use. Please adjust the template as necessary, in alignment with your section, society, or region's guidelines.

- **3. Notification of Approval:** Upon the appropriate approval, kindly notify us via email at wie-pledge@ieee.org, containing the specifics of the agreed commitment and acceptance of the section, society, or region to use the WIE logo as part of the pledge.

- **4. Logo Exchange:** As part of completing the pledge, we will exchange logos for our respective websites, which will foster a sense of unity and encourage others to join in this initiative.

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Example of OUs expanding the WIE pledge:

IEEE Power Electronics Society: "The IEEE Power Electronics Society pledges to work toward diversified representation and participation at all IEEE PELS meetings, conferences, and events. All aspects of diversity will be considered, including: gender, regional, affiliation, racial, ethnicity and culture."

IEEE Signal Processing Society: "*The IEEE Signal Processing Society is committed to diversity, equity, and inclusion in all its operations. This includes boards, committees, panels involved in governance (BoG, ExCom, and nominations to BoG and ExCom), conferences (General Chairs and Organizing Committee members, Technical Program Chairs and members, panels), publications (Editors-in-chief and Associate Editors), technical committees, distinguished lecturers, chapter chairs, officers, and staff.*"

IEEE Photonics Society: "*The IEEE Photonics Society is committed to providing equal opportunity to scientists and engineers, regardless of ethnicity, race, nationality, disability, socioeconomic status, sexual orientation, religion, gender, age, and/or personal identity. Our policy is to continually improve our practices in order to build and maintain an environment that reflects the rich diversity of the photonics and optics scientific community.*"

Oceanic Engineering Society: "*Whereas, IEEE OES holds in high esteem the crucial role played by women scientists and engineers in the advancement of human civilization, and we are also mindful of the fact that unless we promote women in all our endeavors we cannot be fully successful; Resolved that we pledge to continue to ensure that all activities of our society have equitable gender participation. Further, we pledge to continue our focus on facilitating ease of participation for women in our events and meetings. We will continue to enable representation of women in all societal activities and at all levels of the administrative hierarchy of our society.*"

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- *WIE Pledge Logo Usage Guidelines*

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WIE Pledge Logo

- The WIE Pledge logo was created for those who choose to take on the WIE Pledge, to help show representation via their various communications channels

- The WIE Pledge logo can be displayed via the following communication channels i.e, website, email, presentations, social media channel, print collateral etc.

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Where can the WIE Pledge Logo be obtained?

▸ Upon the appropriate approval, kindly notify us via email at wie-pledge@ieee.org, containing the specifics of the agreed commitment and acceptance of the section, society, or region to use the WIE logo as part of the pledge. The WIE Pledge logo will then be provided to the requester.

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How can the WIE Pledge logo be used?

▸ The Logo can be used alone or alongside a society or organizational unit(OU)

WIE Pledge Logo

WIE Pledge Logo with identifier

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IEEE WIE Branding

◻ For more information on IEEE WIE Branding, visit the [WIE Brand Experience Page](#)

◻ Not allowed:
  ◻ Change the color of the WIE Pledge Logo
  ◻ Add additional text or images to the WIE Pledge logo.

◻ For questions regarding the WIE Pledge logo usage, email f.mercurio@ieee.org

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