

TO: {{OU's Appropriate Governing Body}}

FROM: {{OU's Women in Engineering Committee}}

SUBJECT: {{Adoption of the IEEE WIE Pledge by the OU}}

DATE: {{Day Month, Year}}

EXECUTIVE SUMMARY:

The IEEE WIE 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 Committee has listened to our membership at local and global events, read and discussed their comments in our membership feedback surveys. In a recent IEEE survey, 4,579 women responded to questions on being a woman in tech, and the survey asked higher-grade members how IEEE might help address issues women face in the tech workplace. 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.

As a result, the WIE Pledge was created to provide an official steppingstone to IEEE OU's who wish to assist in achieving this goal.

OUs that take on the IEEE WIE Pledge will receive the WIE Pledge logo to display on their website and all other relevant content or channels owned by the OU.

PROPOSED ACTION:

Resolved that the {{Insert OU}} approves to undertake the following pledge:

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

Note: The pledge may be modified to extend beyond gender diversity. Here is an example of the pledge modified and taken by the 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."