Diversity, Equity, and Inclusion Group

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**Strategy – 2021/22**

### Focus

- To collaborate with the Section leadership and collect and track diversity metrics and best practices across the IEEE UK and Ireland.
- Create opportunities to encourage inclusive participation with the committee.
- Capture and harness lived experiences of beneficiaries to inform policies and practices.
- Co-create recommendations with beneficiaries and disseminate across chapters to bridge the gap between statistical data and actual practice on DEI.

### Provisional Plan

<table>
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<tr>
<th>Provisional Plan</th>
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<tbody>
<tr>
<td>A. Define activities and directions</td>
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<td>B. Data collection and DEI reporting (membership, recruitment, awards, activities)</td>
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<td>C. Committee recruitment and membership</td>
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<td>C.1. Consult and co-create with committee members</td>
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<td>C.2. Capture and utilise lived experiences</td>
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<td>D. Partnership and data led recommendations</td>
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### Activities

- Council Practice
- Mentoring and sponsorship
- Shadowing
- Leadership
- 'Human Library'
- Storytelling and artefacts