



IEEE Adopts New Diversity Statement

At IEEE, diversity is an important and valued strength. IEEE is committed to maintaining an environment in which all are welcome to collaborate, to contribute to our community, to support the growth of our profession and our professional colleagues, and to advance technology for the benefit of humanity.

To that end, in February 2019, the IEEE Board of Directors formed an ad hoc committee to review the organization's focus on diversity, inclusion, and professional ethics. The ad hoc committee's work included efforts aimed at the continued improvement of awareness and understanding of IEEE's commitment to diversity, inclusion and professional ethics, and efforts focused on improving the processes by which IEEE members hold each other accountable for our commitments.

One of the recommendations from this committee was a proposal to include a

diversity statement as part of the IEEE policies. The IEEE Board of Directors considered the proposal and during its November meeting approved the following statement for incorporation into the IEEE policies:

IEEE's mission to foster technological innovation and excellence to benefit humanity requires the talents and perspectives of people with different personal, cultural, and disciplinary backgrounds. IEEE is committed to advancing diversity in the technical profession, and to promoting an inclusive and equitable culture in its activities and programs that welcomes, engages, and rewards those who contribute to the field without regard to race, religion, gender, disability, age, national origin, sexual orientation, gender identity, or gender expression.

This change to the IEEE policy reflects IEEE's long-standing commitment to ensure the engineering profession maximizes its impact and success by welcoming, engaging, and rewarding those who contribute to the field in an equitable manner.

—KATHY PRETZ

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IEEE's 2020–2025 Strategic Plan

The IEEE Strategic Plan 2020–2025

focuses on innovation through collaboration, with five key goals for the organization. Together with IEEE's steadfast mission, vision, and core values, the plan will guide the organization's priorities.

"Strategic planning is critical because it provides us with forward-looking goals and a sense of direction," says 2020 IEEE President and CEO Toshio Fukuda. "This plan will help guide us and communicate our shared goals across IEEE."

To gain input from stakeholders for the Strategic Plan, IEEE conducted surveys with IEEE members, volunteer leaders, and the IEEE Management Council. Qualitative, in-person focus groups were conducted around the world in order to identify the goals of IEEE as a member-focused global organization.

Delivering on this plan, IEEE will foster a collaborative environment that is open, inclusive, and free of bias and will continue to sustain the strength, reach, and vitality of our organization for future generations.

The five new goals state that IEEE will:

- Drive global innovation through broad collaboration and the sharing of knowledge.
- Enhance public understanding of engineering and technology and pursue standards for their practical application.
- Be a trusted source of educational service and resources to support lifelong learning.
- Provide opportunities for career and professional development.
- Inspire a worldwide audience by building communities that advance technical interest, inform public policy, and expand knowledge for the benefit of humanity.

—IEEE CORPORATE ACTIVITIES STRATEGIC PLANNING

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