IEEE Ad Hoc Committee on
Diversity, Inclusion, and Professional Ethics

Established on	17 February 2019
Established by	2019 IEEE President José M. F. Moura
Funding	**Expectation is that all meetings will be teleconference meetings; requests for funding must be routed to and approved by the IEEE President**
Expected duration	31 December 2019
Reporting requirements	-Mid-year written report due in June -Year-to-date report due in October -Both reports should be sent to: corp-agenda@ieee.org *Reports will be included in the materials reviewed by the IEEE Board of Directors. The President may request additional reports/updates/presentations.*

Scope/Charter	The 2019 IEEE Ad Hoc Committee on Diversity, Inclusion, and Professional Ethics is charged with developing and implementing mechanisms to improve diversity, inclusion, and professional ethics across all IEEE. The ad-hoc will be organized under three subcommittees.
	
	Main Tasks and Responsibilities
	• Subcommittee on diversity and inclusion:
	   o Develop and implement mechanisms to improve diversity and inclusion across all of the IEEE
	• Subcommittee on professional ethics:
	   o Streamline and merge all codes around ethics into 1 code with a few high-level principles to facilitate education of members and volunteers
	   o Develop education, training, and outreach to raise awareness among members and volunteers about IEEE code of ethics and their responsibility to uphold them, report violations, and prevent retaliation
	   o Develop professional ethics advice and support policies
	• Subcommittee on IEEE ethics processes:
	   o Develop a complete overhaul of IEEE ethics processes around reporting, mediation, adjudication, appeal, and sanctions incorporating best practices for confidential reporting, timeliness, tracking, and transparency
	   o Consider implementing ombudsperson and whistleblower programs

	Members of the Ad Hoc should be prepared to commit necessary time during this period to working with team members and liaising with core IEEE constituencies to ensure successful adoption of eventual recommendations. Liaison and collaboration with other committees/boards is encouraged, and, whenever possible can and should be reflected in any materials generated.

Membership	
Andrea Goldsmith (Chair)	Bruno Meyer
Kristina Agassi (Professional Staff)	Akinori Nishiara
Jack Bailey (Professional Staff)	Karen Pedersen
Marc Beebe (Professional Staff)	Jose´ Pinto (Young Professional)
Jennifer Bernhard	Teofilo Ramos
Walter Eden	Kristen Russell (Professional Staff)
Jerry Hudgins	Magdalena Salazar-Palma
Susan Kathy Land	