Implications of IEEE SA Participation Policy Slides

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Overview

- On 2019-07-29, IEEE SA announced new educational materials on dominance and participant behavior, with slides on formatted for presentation at meetings.

- These cover much of the same material as the IEEE 802 Participation Slides https://mentor.ieee.org/802-ec/dcn/16/ec-16-0180.pptx, which are presented at meetings.

- Should we replace the IEEE 802 Participation Slides with the IEEE SA slides?

IEEE-SA Email of 2010-07-29

- As noted in 6.2 of the June 2019 IEEE-SA Standards Board (SASB) meeting minutes (see https://standards.ieee.org/content/dam/ieee-standards/standards/web/governance/sasb/06132019sasbmin.pdf), the SASB has approved educational materials on the topics of dominance and participant behavior.
- Please see FAQs on Dominance and Signs of Potential Dominance at https://standards.ieee.org/faqs/dominance.html
- Available from https://standards.ieee.org/content/ieee-standards/en/about/policies/index.html are slides on participant behavior:
- - Individual method at https://standards.ieee.org/content/dam/ieee-standards/standards/web/documents/other/Participant-Behavior-Individual-Method.pdf

Participant behavior in IEEE-SA activities is guided by the IEEE Codes of Ethics & Conduct

- All participants in IEEE-SA activities are expected to adhere to the core principles underlying the:
  – IEEE Code of Ethics
  – IEEE Code of Conduct

- The core principles of the IEEE Codes of Ethics & Conduct are to:
  – *Uphold the highest standards of integrity, responsible behavior, and ethical and professional conduct*
  – *Treat people fairly and with respect, to not engage in harassment, discrimination, or retaliation, and to protect people's privacy.*
  – *Avoid injuring others, their property, reputation, or employment by false or malicious action*

- The most recent versions of these Codes are available at http://www.ieee.org/about/corporate/governance

Participants in the IEEE-SA "*individual process*" shall act independently of others, including employers

- The IEEE-SA Standards Board Bylaws require that "*participants in the IEEE standards development individual process shall act based on their qualifications and experience*"

- This means participants:
  - **Shall act & vote** based on their personal & independent opinions derived from their expertise, knowledge, and qualifications
  - **Shall not act or vote** based on any obligation to or any direction from any other person or organization, including an employer or client, regardless of any external commitments, agreements, contracts, or orders
  - **Shall not direct** the actions or votes of other participants or retaliate against other participants for fulfilling their responsibility to act & vote based on their personal & independently developed opinions

- By participating in standards activities using the "*individual process*", you are deemed to accept these requirements; if you are unable to satisfy these requirements then you shall immediately cease any participation

IEEE-SA standards activities shall allow the fair & equitable consideration of all viewpoints

- The IEEE-SA Standards Board Bylaws (clause 5.2.1.3) specifies that "*the standards development process shall not be dominated by any single interest category, individual, or organization*"

  – This means no participant may exercise "*authority, leadership, or influence by reason of superior leverage, strength, or representation to the exclusion of fair and equitable consideration of other viewpoints*" or "*to hinder the progress of the standards development activity*"

- This rule applies equally to those participating in a standards development project and to that project's leadership group

- Any person who reasonably suspects that dominance is occurring in a standards development project is encouraged to bring the issue to the attention of the Standards Committee or the project's IEEE-SA Program Manager

Comparison

IEEE 802	IEEE SA, Slide 2
Participants in the IEEE standards development individual process shall act based on their qualifications and experience	participants in the IEEE standards development individual process shall act based on their qualifications and experience
IEEE 802 Working Group membership is by individual; "Working Group members shall participate in the consensus process in a manner consistent with their professional expert opinion as individuals, and not as organizational representatives".	Shall act & vote based on their personal & independent opinions derived from their expertise, knowledge, and qualifications
You have an obligation to act and vote as an individual and not under the direction of any other individual or group. Your obligation to act and vote as an individual applies in all cases, regardless of any external commitments, agreements, contracts, or orders.	Shall not act or vote based on any obligation to or any direction from any other person or organization, including an employer or client, regardless of any external commitments, agreements, contracts, or orders
You shall not direct the actions or votes of any other member of an IEEE 802 Working Group or retaliate against any other member for their actions or votes within IEEE 802 Working Group meetings	Shall not direct the actions or votes of other participants or retaliate against other participants for fulfilling their responsibility to act & vote based on their personal & independently developed opinions
By participating in IEEE 802 meetings, you accept these requirements. If you do not agree to these policies then you shall not participate.	By participating in standards activities using the "individual process", you are deemed to accept these requirements; if you are unable to satisfy these requirements then you shall immediately cease any participation

Recommendations

- Retire the IEEE 802 Participation Slides
  - Obsolete
  - Key points are covered by IEEE SA, Slide 2
- IEEE SA Slide 1 should be quick
- IEEE SA Slide 3 is useful to the participants, especially if they view the WG leadership as not sensitive to dominance issues
- WGs should present the IEEE SA Participation Slides once per session.
  - at the start of the Session; e.g. WG Opening Plenary
- Should update the 802 Chair's Guidelines.

2.19 Notification of IEEE 802 participation requirements

Fix link at IEEE 802 Participation policy:
http://www.ieee802.org/devdocs.shtml