



## **AIGA Dallas Diversity Chair**

*Minimum Tenure: 2 years*

*Maximum Tenure: 4 years*

### **Role Purpose**

The Diversity Chair champions diversity, equity, and inclusion (DEI) within AIGA Dallas and the broader design and creative community. This role works to ensure that AIGA Dallas programs, leadership, and conversations reflect and support the full diversity of the DFW region and the design profession.

The Diversity Chair helps strengthen the relevance and impact of design by encouraging inclusive education, discourse, and practice—while celebrating designers and creatives from historically underrepresented identities.

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### **Mission**

Encourage diversity in design education, discourse, and practice to strengthen and expand the relevance of design and creativity in all areas of society. Champion diversity, equity, and inclusion within the design profession by supporting and celebrating a diverse array of designers. Augment ongoing AIGA programs with new ideas and resources by raising awareness, offering guidance to the organization and its members, and participating in purposeful dialogue and action.

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### **Core Responsibilities**

- Collaborate with program chairs and board members to ensure all initiatives are inclusive, equitable, and representative of the diversity of the DFW community
- Maintain awareness of the demographic makeup of the region, design industry, and AIGA Dallas membership, and actively seek ways to expand representation
- Identify, build, and maintain a list of leaders from underrepresented identities (e.g., women, BIPOC, LGBTQ+, differently-abled) to recommend as speakers, mentors, panelists, and collaborators
- Provide articles, resources, and thought leadership related to diversity in design for sharing across AIGA Dallas communication channels
- Identify moments where design diversity can be highlighted through custom blog posts, features, or spotlights



- Engage with the AIGA National DEI Task Force and collaborate with DEI leaders from other chapters
  - Commit to ongoing learning in areas such as ethnography, anthropology, cultural studies, social change, and civic engagement
  - Serve as a resource and guide for the board when DEI-related questions, opportunities, or challenges arise
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## **Engagement Expectations**

The Diversity Chair is an active, participatory role that requires consistent engagement and collaboration.

Expectations include:

- Regular participation in board meetings and program planning discussions
- Proactive collaboration with program chairs throughout the year
- Ongoing contribution of ideas, resources, and perspective related to DEI
- Helping ensure DEI principles are embedded, not siloed, across chapter initiatives

The role balances advocacy with collaboration, supporting progress through education, dialogue, and thoughtful action.

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## **Collaboration & Reporting**

- Reports to the Chapter President
  - Works closely with:
    - Program Chairs
    - Marketing & Communications Director
    - Membership & Community Director
  - Acts as a connector between local, regional, and national DEI efforts
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## **Time Commitment**

- Estimated 5–8 hours per month
- Additional time may be required around major programs or initiatives



- Attendance at monthly board meetings
  - Some evening or weekend availability for events or discussions
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## **Skills & Traits**

- Experience leading initiatives or guiding programs
  - Highly organized with the ability to manage multiple priorities
  - Familiarity with planning events and initiatives with many moving parts
  - Excellent verbal and written communication skills
  - Comfortable working remotely; resourceful, independent, and collaborative
  - Strong cross-cultural literacy and cultural awareness
  - Ability to facilitate thoughtful, respectful dialogue
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## **Measures of Success**

- DEI principles are consistently reflected across AIGA Dallas programming
  - Increased representation and visibility of underrepresented designers
  - Strong collaboration with board members and program chairs
  - Meaningful engagement with national and regional DEI initiatives
  - Positive community feedback around inclusivity and representation
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## **Why This Role Matters**

The Diversity Chair helps ensure AIGA Dallas remains relevant, responsible, and responsive to the evolving design community. By advocating for inclusion and equity, this role strengthens not only who is represented—but how design can positively impact society.