

## DEI Considerations for RGD Conferences and Webinars

Please review [RGD's Event Code of Conduct](#).

### Accessibility

#### Do:

- Use appropriately accessible colour contrast.
  - Try [Colour Contrast Analyser by The Paciello Group](#).
- Use font sizes and choices that are accessible for those with slightly impaired vision.
- Use captioning for pre-recorded video for accessibility of V/O.
  - Closed-captioning will be initiated automatically through our event streaming platform for the rest of your presentation.
- Consider using described video for pre-recorded video for those with sight loss.
- Speak at an approximate pace of 150 to 160 words per minute to support processing of information.
- Check out [RGD's Accessibility Guidelines](#) for best practices in accessible design.

#### Do not:

- Use colour as the only way of identifying information.
- Use colour only as emphasis for text.
- Underline text in digital documents, unless it's a hyperlink.
- Add hyperlinks without meaningful text (e.g. don't add full URLs and generic text such as "click here").

### Inclusivity and Diversity

- RGD delivers a more general land acknowledgement at the beginning of our Conferences. Consider starting your presentation with a more personal, location-specific land acknowledgement.
  - Do a Google search on your city/location to determine whose land you occupy.

- Consider naming your privilege or the lens through which you experience the design world: design has been dominated by eurocentric values and approaches historically — brush up on notions of decolonizing design.
- Consider providing warnings for content that may be triggering for viewers (e.g., projects that are drugs/alcohol-related, trauma-related, violence-related, use flashing lights).
- Ensure your creative examples come from a diverse range of designers (race, age, gender, sexuality, ability, etc.). Challenge yourself to look past the ‘usual suspects’ from our repertoire of collective design heroes who tend to be from a uniform demographic. Who is innovating now? Whose voices can you amplify and support who get less ‘air time’ as others?
- Use inclusive language. What this looks like in action:
  - Do not default the gender in an example to “he.” Use “they/them” pronouns when you do not know the gender of a person, or consider using “they” instead of “he/she” to be inclusive of all genders. You may also simply say “people”!
  - When addressing the audience, use inclusive language such as “Hi everyone!”, “Hi folks!” or “Hey y’all!”. Avoid phrases like “Hi guys!” or “Hey guys and gals!”.
  - If you find yourself feeling for formalities, consider using the term “distinguished guests” or “audience members” instead of “ladies and gentlemen.”
- Consider that your audience comes from diverse backgrounds; consider whether or not your examples and perspectives prioritize a cishetero patriarchal and/or eurocentric viewpoint.

## Resources to get you started

- [BIPOC in Design](#)
- [BIPOC Resources for Creatives](#)
- [Black Designers of Canada](#)
- [Decolonizing Design](#)
- [Depatriarchise Design](#)
- [Queer Design Club](#)
- [The Conscious Creative: Practical Ethics for Purposeful Work](#)
- [Where are the Black Designers?](#)
- [Women in Design](#)
- [10 Indian Graphic Designers](#)