

RGD

DESIGNERS
CONNECTING
DESIGNERS

Diversity & Inclusion Committee Annual General Meeting Report

Presented by: Victor Szeto
Date: Thursday, April 30, 2026

Accessibility

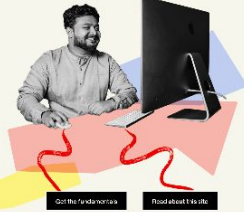
Resources

2 launched including the [AccessAbility site](#), the [self-directed course](#)

DesignThinkers venues

2 accessibility audits to Vancouver and Toronto, updated on the [Accessibility Policy page](#)

AccessAbility



This is a practical guide for creating accessible graphic design, including for the web and print. This resource brings together clear principles, examples, and tools to make accessibility part of our everyday work. Together, we can design a world which is more open, thoughtful, and forward looking.

Revised and updated in 2025

This accessibility guide is produced by the Association of Registered Graphic Designers (RGD), a non-profit, professional Association representing over 4,700 Members across Canada.

Who is this guide for?

This AccessAbility guide's main goal is to assist you in the process of designing communication materials as its writer and creator for a broad group of people, including professional designers, design clients, educators, students and anyone who cares about ensuring that everyone has access to information. Accessible design for everyone.

Creating for accessibility means making the digital content accessible to all people, not just those with disabilities. This inclusive approach benefits individuals with disabilities, people in particular, and those in diverse cultures, ages. Ultimately, it also means it is our future selves we will all experience ourselves as diverse and free.

Fundamentals

Accessibility in motion is... Accessible design is not a one-time effort but a continuous process.

Web accessibility

The web is a vibrant arena and including everyone in the digital conversation and participation requires web accessibility.

About

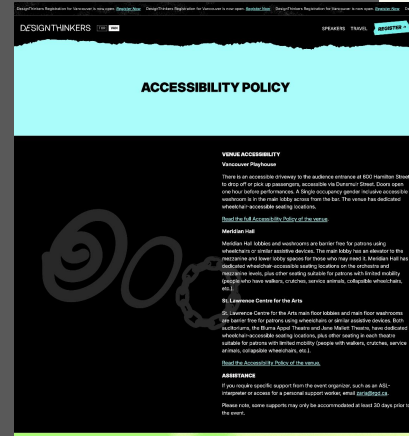
Based on the AccessAbility initiative, this site aims to make RGD's accessibility contributions self-accessible to everyone.

About the RGD



Through the RGD Canadian designers exchange ideas, educate and inspire, set professional standards and build a strong, supportive community dedicated to advancing the value of design.

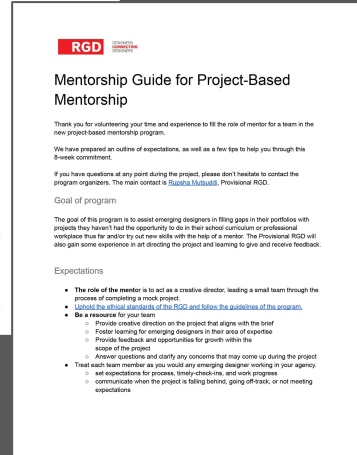
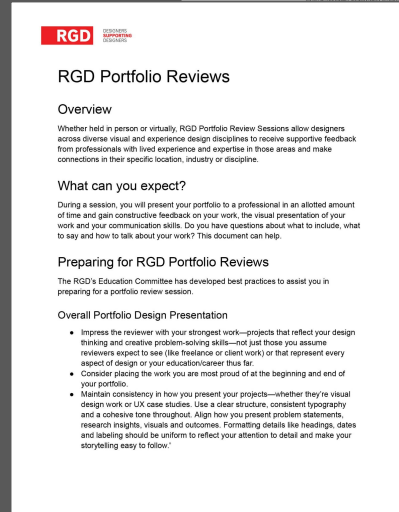
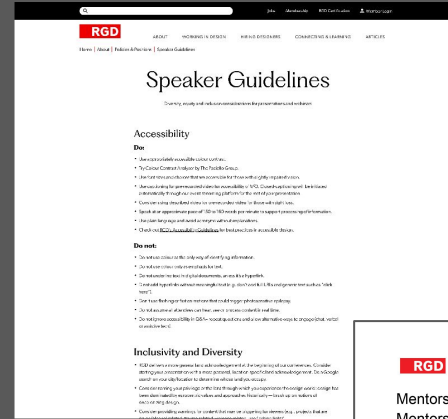
Find out more about the RGD



Resources & Communications Review

3 guidelines updated to be as inclusive as possible including:

1. [Virtual Portfolio Reviews](#)
2. [Speakers](#)
3. [Project-based Mentorship](#)



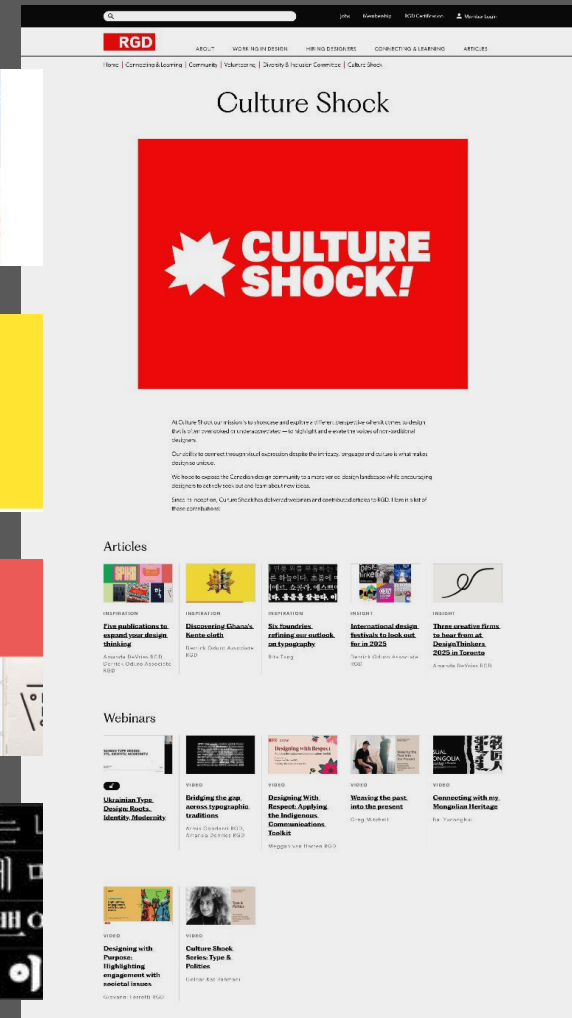
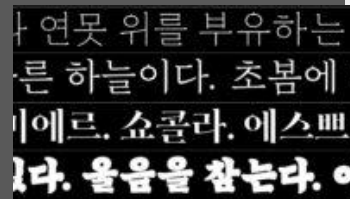
Culture Shock Series

5 articles

7 webinars

Now viewable at

rgd.ca/connecting-learning/community/volunteering/diversity-inclusion-committee/culture-shock



2026 Initiative

Resources

2 planned, including the SustainAbility Guide, and associated self-directed course.

This set of guidelines will follow the same general idea of the Accessibility Guide, in providing an overview and best practices for incorporation sustainability (both environmental and social) into your design practices. Set to be complete by the end of the year.

SustainAbility	
The RGD Guide to Sustainability in Design	
Sustain-Ability.....	1
The RGD Guide to Sustainability in Design.....	1
Introduction.....	8
Coleophon.....	8
Contributors.....	8
General Global Context.....	8
Why is Sustainability Important To Design.....	8
What This Guide Aims To Do.....	8
How This Supports You Developing A Sustainable Design Practice.....	8
What The Contents Are (Overview).....	8
Glossary.....	8
General Terms.....	8
Design.....	8
Measurement.....	8
Resources.....	8
Business Models.....	9
Strategies.....	9
Systems.....	9
Life Cycle.....	9
Principles of Sustainability.....	10
Environmental Sustainability.....	10
What is it.....	10
Why is it important (everything comes from nature, everything goes back to nature).....	10
How design affects environmental systems.....	10
Impacts of your design decisions on the environment.....	10
Environmentally sustainable design.....	10
Social Sustainability.....	10
What is it.....	10
Why is it important (everything is interconnected).....	10
How design affects social systems.....	10
Impacts of your design decisions on social systems.....	10
Design for social impact.....	10
Ethics.....	10
What is it.....	10
Why is it important.....	10
How it applies to design in general.....	10
Your code of ethics.....	10
Stewardship of your products & services.....	10
Community engagement.....	10
Justice.....	10
Equity.....	10
Code of ethics worksheet.....	10
Stewardship.....	10
What is it.....	10
Adopting the nature.....	11
Adopting embedded consciousness.....	11
Life cycle mapping templates.....	11
Sustainable Design Priorities.....	11
Climate positive design.....	11
Decisional design.....	11
Design for Purpose.....	11
Design for Social Sustainability.....	11
Design for Environmental Sustainability.....	11
Design thinking.....	11
Why is it important.....	12
How it applies to design in general.....	12
Approaches for regenerative design.....	12
Strategies for regenerative design.....	12

2025 Team

We couldn't have done
this without all of you.



rqd.ca/connecting-learning/community/volunteering/diversity-inclusion-committee/diversity-inclusion-committee-members

11 Active Members

Committee Chairs

Nicola Hamilton
Victor Szeto

Current Committee Members

Alan Joson
Amanda DeVries
Armis Goodarzi
Camille Clores
Derrick Oduro
Olivia Baker-Sullivan
Reesa Del Duca
Tara Jakubiec
Wendy Tabor

Past Committee Members

Arezu Ahmadi
Chris Dickert
Diana Campbell
Gopika Rajendran
Karen Mendoza
Kendra Legault
Magued Hanna
Mariane Gondim
Mark Rutledge
Rachael Seatvet
Sam Sporic
Samir Sajratul
Xandr Sutjiadi

Initial Outline

Achieved

- **Virtual Communities:** 3 ([BIPOC](#), [LGBTQ2S+](#), [Newcomers](#)) + forming an updated code of conduct (link?)
- **Accessibility resources:** 2 launched including the [general site](#), the [self-directed course](#)
- **DesignThinkers venues:** 2 accessibility audits to the Van and TO, updated on the [Accessibility Policy page](#)
- **Resources & Communications Review:** 3 completed, including the portfolio review guidelines, speaker guidelines and project-based mentorship guidelines to be up-to-date and as inclusive as possible
- **Culture Shock series:** The past 5 articles and 7 webinars are now aggregated on [its own page](#)

Coming this year

- **DEI Training Resources and articles:** Will cover topics that revolve around abilities, inclusivity, reading lists, Canada-specific, tools, and other useful resources for designers
- **DEIA Sample Forms and Policies:** Reviewed and will be re-developed this year
- **Case Studies:** will be adding more to [accessability.rgd.ca](#) and updates to the [AccessAbility Handbook](#)
- **Trailblazer Award:** Updates to the process and criteria through a D&I lens
- **Salary Survey:** Reviews and updates to include questions related to D&I