



Association for
Computing Machinery
University of Texas at Dallas

Director of Diversity and Inclusion

ACM Board of Directors

As our organization grows larger, we must systematically and explicitly address the many social issues that have become commonplace within school, workplaces, and society more broadly. Don't worry: current and former ACM officers will be with you every step of the way!

You will...

- Serve on the ECS Dean Adams Diversity Committee as a representative of ACM.
- Guide the creation of programs to reduce implicit bias, increase the representation of minorities, and provide for a welcoming ACM environment. This may include some of the following:

Focusing on forming a community within the ACM officer team:

- Have an on-boarding process for all the new officers and should have a short 10 minute convo about the do's and don'ts when interacting with other peers in the org and how to convey this message within their teams internally.
- Checking up on each officer and seeing how they are doing.
- Initiating a uniting topic in the general Slack so all the divisions are united as one rather than just sticking to their division.
- Celebrating each of our officers (either birthday or forming a recognition system - AKA ACM Banquet) so the officers feel valued for their work.
- Be available for any call if an ACM officer wants to share their experiences and listen to their perspectives.
- Should notify the President/VP about particular situations where certain officers do not feel belonged so that together they can brainstorm an issue on how to go about the situation and rectify it.
- Provide guidance to other members on ways they can form a more belonging environment within their divisions.
- Can create monthly surveys to keep track of how the officers are feeling.
- Also should help out with the point system and making sure if a certain strike is valid or not.



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Focusing on creating an inclusive environment outside the officer team:

- Meeting with other minority organizations on campus to determine the issues that need to be addressed and ways ACM can contribute in helping to form a diverse environment without overstepping what several of the other organizations are focusing on.
- Partner with IEEE newest diversity committee to form ways to work on this issue together
- Work with ACM Community on discord to have panels for people in the minority to just rant or share their imposter syndrome stories (have this director moderate the channel).
- Arrange talks on how to grow self-confidence and understand why you are worth it.
- Partner with diversity based organizations for certain events catered towards self-growth and gaining confidence and teaching ways to put themselves out there so they don't feel like the minority.
- Have continued socials within this community and partner with other organizations/divisions within ACM.

You are...

- Passionate about increasing the representation of minority groups.
- Someone with strong, non-confrontational conversational skills.
- Willing to help and good at listening to people express.
- Interested in cultivating a culture of healthy respect between members in the community.

You'll gain...

- Experience dealing with issues rarely talked about and extremely prevalent in the modern technology workspace.
- Significant experience and know-how regarding managing the personal and intellectual needs and problems of an ever-expanding organization with more than 60 officers.
- An ability to make a profound impact furthering the nature of inclusivity offered through ACM to a large and diverse audience.