



**ASSOCIATION OF REGISTERED INTERIOR DESIGNERS OF ONTARIO  
MINUTES OF THE ANNUAL GENERAL MEETING  
VIRTUAL MEETING  
MARCH 26, 2020**

**WELCOME AND OPENING REMARKS**

Lucia De Biasio welcomed all members who joined the online meeting, explaining that with the current COVID-19 pandemic, the decision was made to move the AGM from an in-person meeting to a virtual one.

De Biasio then thanked the industry sponsor's for today's meeting.

The required quorum for the meeting was 228 Registered members. There were 337 Registered members participating online and represented by proxies. The meeting was therefore duly constituted and brought to order.

De Biasio introduced the current ARIDO Board of Management and Chapter Presidents, and thanked them for their commitment.

**APPROVAL OF THE 2019 AGM MINUTES**

**MOTION:** To approve the minutes of the March 27, 2019 Annual General Meeting as presented.

**Moved:** Karin Crawford

**Seconded:** David Gibbons

**Motion Carried**

**PRESIDENT'S REPORT**

Lucia De Biasio reported on the 2019 operational year. The 2019 Annual Report was posted on the ARIDO website for members to review.

**Provincial Regulatory Bodies**

De Biasio reported that the provinces had discussed the formation of a National Council, wherein every Provincial Regulatory Body would have a seat at the table to discuss regulatory matters related to the profession as a unified country. In 2019, the council was formalized and is now known as the Canadian Interior Design Regulatory Authorities (CIDRA). The council meets bi-monthly to discuss matters related to national standards required to become a part of the qualified profession, updates on all legislative pursuits in each province and support to assist other provinces align their operations and policies to that of a regulatory body. ARIDO having already undergone a regulatory transition, is able to provide leadership and share examples of existing regulatory infrastructure.

In October 2019, CIDRA met in Winnipeg to coincide with the Professional Interior Designers Institute of Manitoba (PIDIM's) 80<sup>th</sup> anniversary and their first Awards Gala. CIDRA discussed how the Provincial Regulatory Bodies and IDC can work more collaboratively together and in the best interest of the profession across Canada.

ARIDO and IDC have also been in discussions about ways to better work and collaborate. ARIDO and IDC are looking at reviving the Joint Committee, made up of the respective Executive Committees, in order to identify ways that the two organizations can collaborate.

## **ARIDO and the OAA**

De Biasio reported that there were several delays related to moving the Direct Regulation Model forward. A Cabinet Shuffle in June 2019 resulted in a change in the composition of Ministers in their cabinet. Staffing changes also occurred in several key Ministries. Several areas of provincial government were then required to restructure themselves in order to align with a new strategy from the leadership. This meant a pause in our efforts while we waited for the newly appointed Attorney General to get his bearings.

In 2019, we heard from several organizations opposing the Direct Regulation Model who were actively reaching out to government to express their opposition. Several stakeholder meetings were held to educate these individuals and companies on the model and the opportunities that existed within ARIDO's current path into membership for those individuals with the appropriate qualifications and training.

This group included individuals who carry out a scope of work that is not the full scope of interior design, along with individuals whose scope of practice is limited due to a different set of qualifications and training. This group also represented individuals with a direct financial interest as a business owner or whose business model differs from the typical design firm. These owners currently offer interior design services to the public, but are not trained practitioners, while other owners will need to requalify for ARIDO Registered membership.

While our efforts to move the Direct Regulation Model forward were placed on a temporary pause, the two organizations have remained committed to this partnership in order to further the work completed to date.

The work of the ARIDO/OAA Joint Task Force continued with a focus on the current requirements for Registered Membership. Development work on the supervised work experience requirement was needed prior to the model's implementation.

It was identified by the ARIDO/OAA Joint Task Force that two changes must occur:

- 1) The Supervised Work Experience Requirement needed to be reviewed in order to determine if it was currently robust enough in comparison to the OAA Intern Program;
- 2) ARIDO would need to be more accountable for overseeing, monitoring and enforcing the Supervised Work Experience Requirement.

As a result, the Competency Mapping for Interior Design Experience Requirements (CMIDER) project was launched in April 2019. The project team included ARIDO's Executive Director/Registrar, a competency consultant and a psychometrician from U of T. This development work aligns with Intern Competencies Review System (ICRS) to ensure it followed a competencies-based approach. This new competency framework will also serve as a temporary review assessment for individuals who will need to become Registered in order to obtain a license to practice from the OAA. This development work was a priority for 2019 so it could be in place when the model moves forward. The result of this work is a new self-reporting form that aligns competency mapping of work experience with ARIDO's Education Review (ICRS) framework.

## **2018/2019 ROI Charity Project, BridgeNorth**

The 2018/2019 ROI Charity Project was BridgeNorth, a human trafficking advocacy group. The ROI project is a rewarding volunteer opportunity, that brings members and the design community together to lend expertise and services to a worthy charity. This ROI shed light on human trafficking and gave survivors a voice, while bringing us closer together as a community, and strengthening our relationships with the industry. This project also allowed us to fully demonstrate the specialty of the profession by designing a new space that supports the very delicate needs of Ontario victims.

## **Membership**

De Biasio reported that the goal set for membership growth in the 2019-2020 Strategic Plan was 5%. The actual membership growth in 2019 was 16%.

ARIDO continues to grow Best Practice Tools for the membership including the newly Construction Lien Act Tool that informs and educates the membership on how the Interior Design profession is impacted by the act and when they can leverage it in certain parts of their business.

### **Provincial Advocacy Pillar**

The 2019/2020 Strategic Plan includes a new Provincial Advocacy pillar. It represents ARIDO's commitment to carrying out Regulatory Advocacy that serves to educate the public and industry stakeholders of the qualifications and training required in Ontario to become a qualified interior designer.

ARIDO participated in the Interior Design Show (IDS) in Toronto in both 2019 and 2020, allowing ARIDO to shape and influence a correction to misinformation the show is often known for. We monitored the programming and activities for the public days, enabling us to advise the show management of activities that need correcting. We were also involved in several speaking opportunities on both trade and public days that reinserted the ARIDO brand and identity back to the show.

We secured several partnerships with publications for advertising opportunities and the ability to contribute content written by Registered Interior Designers. We continue to build and grow Blog//ARIDO, the public facing platform that showcases the work of members and educates the public on the scope.

ARIDO continued to focus on advocating for the profession during 2019 by responding to the Ministry of Municipal Affairs and Housing (MMAH) proposal of a new Administrative Authority that would take over administration of all Building Code Services. ARIDO participated in Ministry and stakeholder consultations, consulted with BC practitioner counterparts and other industry stakeholders such as the OAA, Ontario Home Builders Association (OHBA) and the Ontario Building Officials Association (OBOA). As a Board, we reviewed the proposal and responded against the proposal.

The Ministry's proposal would add more layers to the permits process causing further delays, increased confusion related to your scope of practice and increased code interpretation inconsistency. It would have also attempted to streamline the prime consultant role. This would have had a direct and negative impact on the profession of Interior Design and members ability to practice. During the fall, the Board and staff made this matter a priority, ensuring to relay major concerns. While the industry expressed a lack of support for the proposed model, Government made amendments to the Building Code Act on March 12, 2020 to move this model forward. This amendment is enabling in nature and will allow for the future creation of an administrative authority to deliver delegated building code services. However, the MMAH will not be moving forward with the Certified Professional.

De Biasio thanked the Board of Management for their support, focus and dedication, during her presidency. De Biasio then recognized the hard work of the ARIDO staff, and introduced them.

## **FINANCIAL PRESENTATION**

### **2019 Audited Financial Statements**

Daniel Long, Vice-President of Finance presented the audited financial statements, for the year ending December 31, 2019. The financial statements were posted on the website prior to the meeting.

**MOTION:** I move that the 2019 Audited Financial Statements, prepared by Kriens~LaRose, be approved as presented.

**Moved:** Daniel Long

**Seconded:** Sheri Crawford

**Motion Carried**

### **2020 Operating Budget**

D. Long presented the 2020 Budget.

**MOTION:** I move that the 2020 Operating Budget, be approved as presented.

**Moved:** Daniel Long

**Seconded:** Karin Crawford

**Motion Carried**

### **Appointment of Auditors for 2020**

**MOTION:** I move that the firm Kriens~LaRose be appointed as auditors for ARIDO for the 2020 fiscal year.

**Moved:** Daniel Long

**Seconded:** Sheri Crawford

**Motion Carried**

Long thanked Thomas Kriens and Kriens~LaRose for their work and guidance through the years.

### **NOMINATING COMMITTEE REPORT**

Lucia De Biasio presented the Nominating Committee report on behalf of Deanna Hayko, Chair of the Board of Governors and Nominating Committee. De Biasio reported that, with the initial call for Nominations, four candidates put their name forward to serve on the Board. Three for the position of Director and one candidate for the position of President-elect. In accordance with the by-laws, the Nominating Committee put forward a slate of candidates which was emailed to the membership on January 24, 2020, with a call for further nominations. With the announcement of the slate, no further nominations were received, therefore the proposed slate was elected by acclamation.

De Biasio then introduced the new Directors who will serve on the Board for a three-year term and the President-elect.

Darryl Balaski, Director

Golnar Raissi-Dehkordi, Director

Karin Crawford, Director

Nadia Kuhni, President-elect

De Biasio thanked retiring Board members Dolores Pian and Chantal Phillippe, along with retiring Chapter Presidents Lynn Ferron, (EOC) Penny Fobler-Cressy, (SOC) Roberta Diachok, (GTA) and the GVC committee co-chairs, Rosemary Ratkaj and Emily Laroche.

### **INCOMING PRESIDENT'S REPORT**

David Gibbons was welcomed as incoming President. Gibbons spoke of his excitement in returning to the ARIDO Board of Management for a second term. Gibbons then thanked Lucia De Biasio for her leadership.

Gibbons reported that ARIDO's work ahead begins with the release of an updated, annual Strategic Plan for 2020/2021. Under the Provincial Advocacy Pillar, ARIDO will work to advance the understanding of the Interior Design profession in Ontario and continue to push the growth of a robust membership that finds value in ARIDO.

ARIDO will continue to work on the Direct Regulation model as a priority in 2020. ARIDO met with new policy advisors to the Attorney General, the Premier's office and senior policy staff within Municipal Affairs and Housing. The meetings provided ARIDO the opportunity to educate key government leads on the intent of the model and how it aligns with current government strategy.

ARIDO will continue to educate the public and other industry partners on the qualifications and competencies that interior designers must possess and help to raise awareness on the value that the profession brings to Ontario

ARIDO will work on a more intensive campaign around changes to legislation, by actively targeting seasoned designers in Ontario to advise them of changes to scope of practice, and licensing requirements. The transition required to implement the Direct Regulation Model will require an increase in operational capacity for ARIDO. A temporary transitional period of time will exist for non-members of ARIDO. These potential

members then can be assessed for their competencies (through the ICRS) or enter into the organization through the standard path.

ARIDO will advocate on the profession's behalf regarding the proposal by Ministry of Municipal Affairs and Housing (MMAH) to transfer building code services, and the administration and enforcement of the Building Code Identification Number (BCIN) to a new third-party Administrative Authority. This involves reminding the Ministry of the issues, members have faced as BCIN holders, where permit applications are denied, and members mandated to engage an architect when it is not necessarily required.

ARIDO is working on new releases to the Best Practices Tool Kit including a Marketing Tool Kit to support members in promoting the profession in Ontario. This will bring a more consistent approach to changing the conversation around interior design in Ontario.

We are also working on a Form 1000 primer to help educate members on the purpose of the form and the importance of complying with it, when asked. We are working in consultation with legal counsel and Prolink Insurance to develop this resource.

In 2020, we will enhance the Mentorship Program and implement an on-line platform called Mentor City, which will provide virtual ways for mentors and mentees to connect. Registered and Retired members were encouraged to get involved.

A new ARIDO website will be launched, one which will be easier to navigate and will enhance the membership gateway experience. It will include new features such as a career board for job postings and a PD opportunities board that will be a resource for CEU opportunities.

We will be sharing the Supervised Work Experience development work with the ARIDO/OAA Joint Task Force and the other provincial regulatory bodies for feedback. The development work will then be presented to the membership and the new supervised work experience model will be rolled out. ARIDO will build tools to guide Interns and Registered members acting as supervisors on the new program.

Gibbons reported that the ARIDO Board and staff will continue to monitor COVID-19's latest developments and stay abreast of the impact to the profession and industry. The Board will regroup in April to discuss ways the organization can support members and the profession during this time. The 2020/2021 Strategic Plan and Operating Budget will be reviewed to determine which 2020 priorities, can or should be adjusted to support the membership and the profession in Ontario. Some considerations will be to identify what is within ARIDO's control, what influence we have over certain matters, what partners we can align with, and what resources and support can be provided to the profession. ARIDO will report back with updates on additional support services.

The meeting adjourned at 7:30 PM.