



**ASSOCIATION OF REGISTERED INTERIOR DESIGNERS OF ONTARIO  
MINUTES OF THE 2023 ANNUAL GENERAL MEETING  
Thursday, March 30, 2023  
Hybrid – Virtual and  
Small Arms Inspection Building  
Mississauga, ON**

**WELCOME AND OPENING REMARKS**

Jennifer Warling, President welcomed all members who joined both in person and the online. The required quorum for the meeting was 233 Registered members. There were 252 Registered members participating online and represented by proxies. The meeting was therefore duly constituted and brought to order.

Warling then thanked the industry sponsors for today's meeting.

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

Warling explained that the agenda items would be presented in a specific order to allow voting on all motions to occur one after another. A member of the Executive Committee seconded the motions.

**APPROVAL OF THE 2022 AGM MINUTES**

**MOTION:** To approve the minutes of the March 31, 2022 Annual General Meeting as presented.

**Moved:** Bryan Wiens

**Seconded:** Sabrina Carinci

**Motion Carried**

**FINANCIAL PRESENTATION**

**2022 Audited Financial Statements**

Darryl Balaski, Vice-President of Finance presented the audited financial statements, for the year ending December 31, 2022. The financial statements were posted on the website prior to the meeting.

**MOTION:** I move that the 2022 Audited Financial Statements, prepared by Kriens-LaRose, be approved as presented.

**Moved:** Darryl Balaski

**Seconded:** Bryan Wiens

**Motion Carried**

**2023 Operating Budget**

Darryl Balaski presented the 2023 Operating Budget.

**MOTION:** I move that the 2023 Operating Budget, be approved as presented.

**Moved:** Darryl Balaski

**Seconded:** Nadia Kuhni

**Motion Carried**

**Appointment of Auditors for 2023**

**MOTION:** I move that the firm Kriens-LaRose be appointed as auditors for ARIDO for the 2023 fiscal year.

**Moved:** Darryl Balaski

**Seconded:** Sabrina Carinci

**Motion Carried**

Balaski thanked Thomas Kriens and Kriens-LaRose for their work and guidance through the years. Balaski also thanked Al Jones, ARIDO's Financial Advisor for his management of our portfolio, and his guidance and leadership to ensure that our investments continue to grow and meet the objectives of their intended purpose.

### **NOMINATING COMMITTEE REPORT**

David Gibbons, Nominating Committee Chair presented the Nominating Committee report. Gibbons reported that, with the initial call for Nominations, three candidates put their name forward to serve on the Board for the position of Director and no candidate for the position of President-elect. Sabrina Carinci had expressed her interest in extending her term and would serve a two-year term as President.

The Nominating Committee put forward a slate of candidates which was emailed to the membership on January 27, 2023, 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.

Gibbons then introduced the new Directors who will serve on the Board for a three-year term:

Beverly Horii, Director

Jeremy Cheff, Director

Neal Prabhu, Director, and

Sabrina Carinci, serving an extended term as President.

Warling thanked Board members, Karin Crawford, Golnar Raissi-Dehkordi, Darryl Balaski, and Intern Director, Jen Suljak, whose terms on the Board are ending. Warling also thanked Nadia Kuhni, who will now move to the Board of Governors Chair role, and David Gibbons, who has completed his term as Board of Governors Chair. Warling then thanked Chapter Presidents Izabela Cawricz, (SOC) Anna Kowalczyk, (GTA) and Jeremy Cheff, (EOC).

### **PRESIDENT'S REPORT**

Jennifer Warling reported on the 2022 operational year. The 2022 Annual Report was posted on the ARIDO website for members to review.

ARIDO's strategic plan for 2022/2023 focused its priorities on outcomes that aligned with the 2021 Dive.in survey responses from the members, This was in addition to the daily operations and activities of the organization which staff and volunteers work on.

### **Affinity Committees**

For 2022 the Affinity Committees continued their work and completed the following:

- Education Committee held several EDI focused sessions for the 2022 Summit along with the Learn the Lingo session held in November.
- Awareness Committee created and published an Awareness Calendar of key dates we all should observe.
- Foundation Committee began the development of a Diverse Supplier List; and
- Community Outreach Committee began development of an outreach plan to diverse communities.

### **The DEWA Audit**

The Diversity and Equity Workplace Audit, also known as the DEWA Audit, was an organizational audit into ARIDO's internal governance, marketing, communications, leadership processes, and policies through an equity lens.

This was Phase II of ARIDO's work in response to the recommendations outlined in the Phase 1 report released by Matrix360 in the fall of 2021 and the Matrix Dive.In™ survey results obtained in the spring of 2021. It uncovered insights through an examination of the organization's culture, demographics, leadership teams, employee and member perspectives, and policies and procedures.

The DEWA audit:

- Provided a snapshot of ARIDO's diversity and equity progress, and identified opportunities to create processes and policies that further expands ARIDO's commitment to a culture of excellence.
- It carefully reviewed, evaluated, and provided commentary on the current state of ARIDO's workplace and framework through uncovering any hidden gaps, blind spots and victories that are built into it.
- It identified improvements are needed to ARIDO's existing infrastructure and culture, and these improvements must be a priority to truly advance the current state for the entire ARIDO community.
- it revealed that ARIDO's current state is like many other organizations in relation to diversity, equity, and inclusion. We have lots of work to do:
- It identified that ARIDO is an organization that has true commitment to completing the work and is at the front end of our work and journey.

### **Advocacy**

ARIDO held the inaugural Interior Design Week in Ontario.

- ARIDO created its own public outreach platform where we did not have conflicting messages around what is a qualified interior designer and why it matters.
- ARIDO focused on educating the public on the value of working with a qualified interior designer.
- ARIDO presented both residential and commercial case studies that demonstrate the value of interior design and the difference a qualified interior designer brings.
- ARIDO reached out to high schools focussing on diverse students to promote Interior Design as a viable career path. A design charrette was held to give students insight on using the interior design process as a tool to solve challenges.

ARIDO participated in IDS 2023 with our involvement in the design of the IDS Gray Stage. This was an opportunity to collaborate with IDC, IDS and Gray Magazine. Several speaker sessions were held on the Gray Stage to showcase and deliver messaging around the importance of a qualified interior designer.

ARIDO developed and released several member tools. The first was the conflict of interest Best Practice Guide. It outlined what is currently mandated in the ARIDO Practice Standards as it relates to financial incentives, also known as "kick backs". It provided greater clarity to members on why the Practice Standards provide strict rules around how financial incentives create conflicts of interest for practitioners. It also outlined the risks associated with accepting kickbacks for specifying products or services.

ARIDO launched a LinkedIn Discussion Group that provides members with an opportunity to connect with each other directly and with ARIDO. It is an open forum where members can share insights, look to each other for information and practices or connect directly with ARIDO on important matters.

Chapter Strategy Sessions started in June 2022. The intent was a collaborative redesign of the chapters between ARIDO and the Chapters. This was to ensure that ARIDO included the voices and experiences of chapter leaders in this work. Focus on aligning Chapter activities to ARIDO priorities. The equity, diversity and inclusion work and mentorship programs are two examples. This work improved working relationships between ARIDO and Chapters, and increased communication between chapters themselves.

Warling reported that in late 2016, ARIDO received direction from provincial government that regulation was still feasible if we focused on working collaboratively with the Ontario Association of Architects (OAA) and used the Architect's Act as the legislative vehicle to get there. That was the first real direction we had received from the government in years. During the pandemic, legislative work slowed down as the government priorities shifted to focus on their response to the pandemic. 2022 also saw a pause due to the provincial election in June.

ARIDO pivoted its approach with the strategic plan to ensure we solicited our commitment to advancing equity, diversity, and inclusion. This meant looking at priorities and how to measure them through different

perspectives. It was no longer a numbers game related to how many new members we were recruiting and how many we retained. It was a collective agreement to evolve and grow as professionals.

ARIDO is working with municipalities on the barriers that exist for permit submission of our members. ARIDO is working with the Ministry of Municipal Affairs and Housing to represent the organization related to Ontario Building Code Changes and the BCIN qualifications program.

ARIDO also serves as leadership with the rest of Canada as Ontario sits at a national table with all other regulatory bodies to represent provincial membership. Your voice, input and work enable ARIDO's reach above and beyond what it takes to become qualified.

As ARIDO continues to move forward in working with the OAA towards legislation, we've arrived at that moment when our efforts will start to materialize. It will bring our work over the last several years to fruition.

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

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

Sabrina Carinci was welcomed as incoming President.

Carinci reported on what's ahead for the 2023/2024 strategic planning year, in addition to daily activities of the organization, noting the strategic plan has moved from a 1 year to a 2 year plan. The 2023 - 2025 Strategic Plan is ARIDO's long-term commitment with new priorities and goals added to it. The core of the plan continues to be the ARIDO Bold Statement, focusing on 3 priority areas:

- Fostering Community - fostering more diverse, inclusive, spaces for ALL.
- Reinforcing Value - reinforcing value within the interior design community, the general public and partners through increased awareness.
- Inclusive Engagement - accessible and inclusive spaces for our community to feel engaged, valued and participate the journey.

### **Foster Community**

ARIDO will execute recommendations and action items stemming from Diversity and Equity Workplace Audit, also known as the DEWA audit.

ARIDO will overhaul its marketing and communications in order to make ARIDO more inclusive and to set a new baseline for how we communicate.

ARIDO will continue working on developing a diverse supplier list.

ARIDO will continue community outreach by identifying and reaching out to organizations that are led by and focused on supporting black, indigenous, and people of colour centric communities.

ARIDO will finalize the development of its new Chapters model which will be called ARIDO Communities: Regional representation will remain but will have realigned priorities that mimic ARIDO's such as:

- public awareness locally in the regio.
- supporting career path to Registered members
- local mentorship programs in every region
- support for students finding coop placements
- local scholarships and community awards; and
- events and opportunities to obtain CEUs

ARIDO will be undergoing a Bylaw review with three core priorities:

- Updates required per Ontario Not-for-Profit Corporations Act (ONCA). Amendments to this legislation for not for profits occurred in 2021 and ARIDO needs to ensure its by-laws align with it.
- ARIDO will review the by-laws with an equity, diversity and inclusion lens. This is an action item in response to the DEWA audit mentioned earlier.
- ARIDO will review the current Chapter by-laws to identify amendments that are needed to implement the new model.
- ARIDO will present proposed by-law amendments to the membership for approval at the March 2024 ARIDO AGM. Communications will be sent out in advance to ensure the members have time to review all the proposed amendments.

### **Reinforcing Value**

ARIDO will execute the following Diversity and Equity Workplace Audit (DEWA) action items:

- The mentorship program will be overhauled with focus to support black, indigenous, people of colour, newcomers and LGBTQ2+S
- Scholarships will be overhauled with a focus to support black, indigenous, people of colour, newcomers and LGBTQ2+S
- ARIDO will review the Intern qualifications to identify if barriers to qualifying as Registered Interior Designer exist.

ARIDO will undergo a maintenance review of the Intern Competencies Review System (ICRS) and the Interior Design Experience Requirement (IDER) to determine if these programs are running appropriately.

ARIDO will be launching a new project which is the review and development of a Canadian alternative to the current NCIDQ exam requirement. This project work is required for the Direct Regulation Model with the OAA as both ARIDO and the OAA had agreed to this as part of the model development work back in 2019. To qualify as a licensed architect in Ontario, an Intern Architect can take one of two exams as the final requirement; the NCAARB which is a North American Architecture exam or the EXAC which is OAA's exam. As a result, ARIDO will aim to provide an alternative for the new model. This is also an opportunity for the profession to help ARIDO identify what is relevant and appropriate to demonstrate an Intern has met the requirements to practice unsupervised. In other words, to get to Registered. Other Canadian Provinces have indicated they are in support of ARIDO spearheading this work. The Development Group has been formed and will begin working towards the development of a solution in May. ARIDO will also ask other Provinces to bring interior designers from other jurisdictions forward to participate. This project will run 2023 to 2025.

### **Inclusive Engagement**

As things regarding Legislation and the ARIDO/OAA Direct Regulation Model are progressing again, coming out of a multi-year pandemic. ARIDO received feedback from the Attorney General's office and will be pushing the following priorities forward in 2023:

- ARIDO will work with the OAA to draft amendments to the Architect's Act and regulations in order to implement the Direct Regulation Model.
- Once the amendments are ready, ARIDO will push the Ontario senate to introduce it. The Attorney General's Office has provided recommendations on where these amendments can be introduced.
- ARIDO will need to hold stakeholder consultations prior to the amendments being introduced in the senate to ensure there is no opposition to the model. ARIDO will focus on decorators, non-qualified designers, technologists and former members.
- ARIDO will develop the Insurance requirement and coverage plan for licensed interior designers in the new Direct Regulation Model with the OAA.

In order to support ARIDO's transition and the work required to accomplish all this ARIDO has added a new staff person - Events Coordinator to streamline all events. ARIDO has increased communications staff support for advocacy and public awareness.

Carinci shared her excitement to take the seat at the helm of an organization she has supported her entire career. She then thanked the Executive Committee for being incredible Ambassadors within their own firms and in the design community. Carinci then thanked Jennifer Warling for serving as President and presented her with a gift.

Carinci thanked the event sponsors, and the members for participating, along with thanking speakers, volunteers and ARIDO staff.

The meeting adjourned at 7:40 pm.