



Association  
of Registered  
Interior Designers  
of Ontario

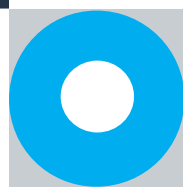
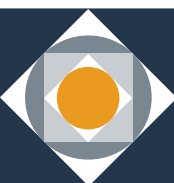
# 2020/21 annual report

Association of Registered Interior Designers of Ontario

# Content



Message from the President	3
Message from the President-Elect	5
Message from the Executive Director	7
ARIDO Staff	9
2021 Strategic Pillars	10
Communications	11
Professionalization	13
Membership	14
Provincial Advocacy	17
Protecting the Title	20
Equity, Diversity, Advancement and Accessibility	21
Financial Report	23
ARIDO Fellows, Life Members, Deceased Members	25
New Registered members	26
Student Scholarships	28
ARIDO Board of Management	30
ARIDO Committees and Members	31
Sponsors	35



# Message from the President

As I entered into the President role at the 2021 AGM, I reported to the membership on our priorities for the coming year. It's hard to believe that a year has passed, and here we are again reporting our accomplishments and the next set of priorities which are on the horizon.

We accomplished several goals outlined within the 2021 strategic plan, including the revamped and improved Awards Program which focuses on showcasing the talent of our members, the strength of the profession, and the impact that respected Canadian design continues to earn in the world market.

The journey for ARIDO this past year is one that was new, unknown, and exciting. We dug deep into the equity, diversity, and inclusion work. The Equity, Diversity, Accessibility, and Advancement committee worked with Matrix360 to survey the membership in order to better understand the diverse representation, perspectives, and needs of our members in a way never done before by the association. The survey results enabled the EDAA committee to focus on the people we support and the open feedback provided. It also enabled us to identify gaps and blind spots which became priority areas in the work ahead and influenced initial training for the Board, committee, and staff.

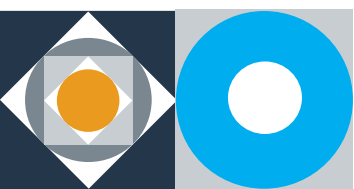
This important work led us into to a rebuilding year. While we kept the organization moving forward, including several key priorities outlined within the strategic plan, we joined the ever-growing global mandate to advance the reconciliation movement. From a Canadian perspective, reconciliation and healing as a country in 2021 centred around our dark history with the Indigenous Peoples of Canada. For ARIDO, reconciliation will need to focus on taking all blinders off and doing better as an association as we join the societal movement for our collective future. Reconciliation for ARIDO will need to include facing hard realities experienced by our membership, including their experiences within ARIDO and the profession.



As a result, and to prepare for our journey ahead, 2021 became the year that we strategically paused more often, taking moments to share personal stories and experiences; we ensured these moments included open and collective reflection in order to refocus and move forward in the right direction for all the right reasons.

These moments of consideration and reflection also allowed us to realize how some of our past accomplishments, while not originally intended to advance diversity, have set a foundation for a more inclusive and equitable path into the profession. The pathway to equity, diversity, and inclusion and our future partnership with the OAA and the direct regulation model must intersect with one another. It has never been more important to take the right next steps for a bright future for the profession which includes everyone and leaves no one behind. As the leaders and gatekeepers of design for the interior environment, the opportunity to influence better planning in areas of accessibility and ensuring good design is available to all remains within our grasp.

While the global pandemic continues, it has resulted in a pause on progress to move the direct regulation work forward with provincial government, but the commitment towards direct regulation has never waived. These moments to pause and reflect have, however, enabled us to envision how next steps, post-pandemic, will be important with a focus to move it forward in a more inclusive way. The pause in political momentum paired with our equity, diversity, and inclusion work will ensure a fruitful direction forward where we can ensure the future model is inclusive and fair and aligns with the direction of provincial government mandates.





## 2021 became the year that we strategically paused more often, taking moments to share personal stories and experiences ensuring these moments included open and collective reflection

This journey also influenced a new strategic planning process which occurred over two half day workshops. We saw an opportunity to approach the session by considering what the individuals in our organization feel, need, and rely on ARIDO for. The first session, facilitated by Decanthropy, a design equity consultancy led by Registered Interior Designer Ian Rolston, included a strategic planning studio focused on building better for the future with a value-based system in mind. The second session was a human-led conversation facilitated by Chief Dr. Robert Joseph, a Hereditary Chief of the Gwawae-nuk First Nation, Ambassador for Reconciliation Canada, and a residential school survivor, with a focus on engaging non-Indigenous leaders in healing and reconciliation within Canada.

For myself, these sessions renewed my sense of hope and promise for a better society for everyone as we focused on the human perspective. This has assisted ARIDO in identifying we need to change the lens through which we look at everything and make decisions within the organization. This journey has taught us how to move forward through even the most difficult personal experiences while remaining more mindful and present.

This profession already focuses on a human centred approach within the design process, but now the organization culture within ARIDO and our design firms also needs to shift focus in order to align with the same values. Personally, I cannot imagine a profession of people better suited to embrace this approach. I'm grateful for the opportunity to serve as President during this important moment and to watch the increased mindfulness and awareness for the association, Board, and staff.

Lastly, ARIDO has continued to play a strong leadership role both at the provincial and national level as we continued to advocate for the care, support, and elevation of our amazing profession. Our participation as a member of the Council of Interior

Design Regulation Authorities of Canada (CIDRAC) continues to strengthen our relationship with fellow provincial bodies as we all continue the pursuit of regulation and the recognition of the profession in each jurisdiction.

As I close my report, I want to emphasize that while this past year has been a journey of learning to become comfortable with the uncomfortable realities that exist we have learned so much during the journey to date and we know we have much work to do ahead. As we continue forward, it will be important and essential to our success that we, as an association, ensure that we do not leave anyone behind. The association's strength continues to be the people within who are committed to carrying out our mandate and strategies for the people within our community. The ongoing commitment of our volunteers has always and will continue to amaze me. Without the profession leading and guiding the organization, we would not be where we are today. Their vision and strategy are supported and executed by Sharon Portelli, Executive Director, and the dedicated staff who keep the association moving forward with vigor. Thank you.

I'm looking forward to following the association's next steps and continuing to cheer ARIDO on as it continues to evolve as a leader.



**President  
Nadia Kuhni**



# Message from the President-Elect



As I prepare to enter the role of President, I will remember this past year as an invaluable opportunity to be part of another important milestone for the association. A year spent supporting the organization as a volunteer, while it continued to navigate the ongoing global pandemic and as it took its first steps on an equity, diversity, and inclusion journey. It has been an interesting time to join the ranks of the Executive Committee of the Board. As the pandemic continued, uncertainty of the year ahead in relation to economic and construction impacts was a prevalent theme at the Board table.

As the equity, diversity, and inclusion work began; for some within the organization a sense of excitement for the road ahead and pride that the association, its Board, staff and Equity, Diversity, Accessibility and Advancement committee (EDAA), were venturing into a much-needed shift in cultural approach. Much needed, not due to the global demands by society that change must occur, but that it was ARIDO's moment to further grow and lean in to this important journey as leaders within the industry.

For many other organizations, their intent in taking up the equity, diversity, and inclusion work was done because their members and industry were watching. Watching intently to hold their organization accountable for either showing up as leaders truly desiring change; or for the unfortunate outcome of falling flat by continuing with complacency and "checking off" the boxes.

As ARIDO's journey continued throughout the year, you could feel a shift occurring. Our discus-

sions and sharing of personal stories and feelings, around uncomfortable conversations was providing space for the organization to see its future through a different lens.

This lens is a belief of where we can do better and truly make space for every individual within our organization, while paving a more inclusive path for those wishing to be a part of our community.

This shift in culture is represented in the strategic planning process deployed for 2022. In preparation for our annual planning session, it became increasingly apparent that the traditional process of planning for the year ahead, while serving the association well over the past six years, also required a pivot. The shift required a process that focused on a value-based, human centred approach. One that would envision a greater connection between the people within the organization and the people leading it.



**I'm excited to see the robust history of our organization intersect with the path forward towards a more diverse, inclusive and meaningful direction for all.**

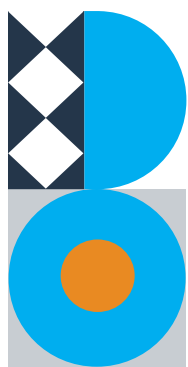
This shift in planning and visioning, was a vital step to ensure the path ahead was led by volunteers and staff who would start to think differently and foster that pivot to a new direction. I'm hopeful that this direction will result in the desires and needs of our members to be met in a way which has yet to be met by ARIDO. I'm also hopeful that it will create a more meaningful sense of community which is diverse, robust, and truly connected with one another on a human level. A community to which our members can envision themselves belonging and contributing in a way that is enriching for them as individuals and firms employing individuals.

As I step into the President role, I'm excited to see the vibrant history of our organization intersect with the path forward towards a more diverse, inclusive, and meaningful direction for all. I'm grateful for the past opportunities to be involved as Southern Ontario Chapter President and now as a President of ARIDO.

Passion for our past and current accomplishments, and for the journey ahead is only as successful as the people involved, at all levels. Our collective involvement and engagement continue to breathe life and build greater momentum into our collective journey ahead. I hope that many more members will make the time over the next year to join us on this journey and contribute to building our future together.



**President-elect  
Jennifer Warling**



# Message from the Executive Director

As we approach another annual meeting, we reflect on our journey in 2021. As the global pandemic continued, in Ontario we experienced sustained challenges from the halting of commercial construction to strained supply chains for materials and more. ARIDO simultaneously took its first steps on its journey to advance equity, diversity, and inclusion; work that is supported by our consultant, Matrix360.

We are fortunate to be working with a consultant who understands our culture and the impact we make as a profession in the design and construction sector. Led by Chandran Fernando, the volunteer members of the Equity, Diversity, Accessibility, and Advancement (EDAA) Committee began their journey in exploring a path for ARIDO and the profession. This work began with understanding our own individual biases, being more mindful of societal influences, and recognizing pre-determined perspectives in order to fully hear and see important issues that needed to be addressed. We learned to show up as the humans we are, first for each other, and subsequently to hear and embrace everyone's personal journey and experiences. Getting comfortable with the uncomfortable conversations around human issues became a focus. In time, we learned to trust and make space for one another, and to keep in mind that as humans, we still have so much learning to do. Our journey would be slow and steady which is necessary if we truly want to instil real, progressive change.



For me, as the Executive Director, it has been a journey of reflection related to our mandate as a regulatory body. Our necessary history as an association in pursuit of professional recognition and regulation is one that has been a long road for many. During my time at ARIDO, members have often been candid about their experiences and stories on this road. Some conversations highlighted the ongoing and universal lack of understanding of what our profession does, while others were opportunities to grow, learn, and move forward.

This past year, for me, has fostered gratitude for the opportunity to engage on a personal level with many of our members and to continue to be a sounding board and pillar of support. Members have shared professional experiences on current projects and clients, to challenges faced within the day to day practice, and even hopes for our collec-



**As we forge ahead together in 2022, I encourage our members and community at large to examine where you fit in ARIDO's strategy moving forward**

tive future, and I've been so fortunate to hear them. I've also heard personal stories, including difficult experiences such as racial and gender-based discrimination and even their experiences with harassment either on a personal or professional level. These moments provided greater insight into experiences that ARIDO has not previously touched upon. Members also made space for me to share my personal experience, stories, and hopes for ARIDO and our community with them.

This shift in interaction has been significant during our equity, diversity, and inclusion journey. As Executive Director, I often feel like the connective tissue of the organization. Connecting with members, volunteers, staff, and stakeholders from across the province is central to my daily work. The recurring realities of the pandemic continued this year and these exchanges have been a chance to discuss matters beyond the daily design grind.

Additionally, we've all had a glimpse into each other's personal lives. Home spaces converted into offices; partners, children, and pets have often become a regular part of ARIDO zoom calls. This silver lining of the pandemic has been a meaningful opportunity to connect outside of the business conversations and foster true human connections.

On October 25, 2021, I was appointed as Chair of Construction and Design Alliance of Ontario (CDAO). For several years, the CDAO has led the Design and Construction Procurement Project which has been the avenue wherein experts from the construction, design, and procurement sectors have gathered to exchange ideas, identify challenges, and ultimately find solutions in a collaborative environment.

The CDAO has launched the expansion of the Procurement Project through the development of a Guide to Construction and Design Procurement Best Practices. This Guide will serve as a roadmap to best practices in procurement, which the buyer sector can use as a resource to enhance procurement practices for current and future projects. I'm excited to serve as Chair and represent interior designers in such important work. I believe our inclusion in this guide will aid in our efforts to educate the industry and buyer sector on ways to improve procurement practices for interior design projects moving forward.

As we forge ahead together in 2022, I encourage our members and community at large to examine where you fit in ARIDO's strategy moving forward.

Is there a part of our plan that connects to you personally which you wish to join? The continued journey ahead can only be successful as a collective community and ARIDO's strength has always been its people: members, volunteers, staff, and partners. I look forward to continuing on this journey of growth and inclusion with you.



**Executive Director  
Sharon Portelli**





# ARIDO Staff



IRMA KEMP  
Executive Assistant



MAIA STAMATOV  
Communications  
Assistant



ALI MOENCK  
Communications  
Coordinator



SANDRA NOBLE  
Manager, Membership



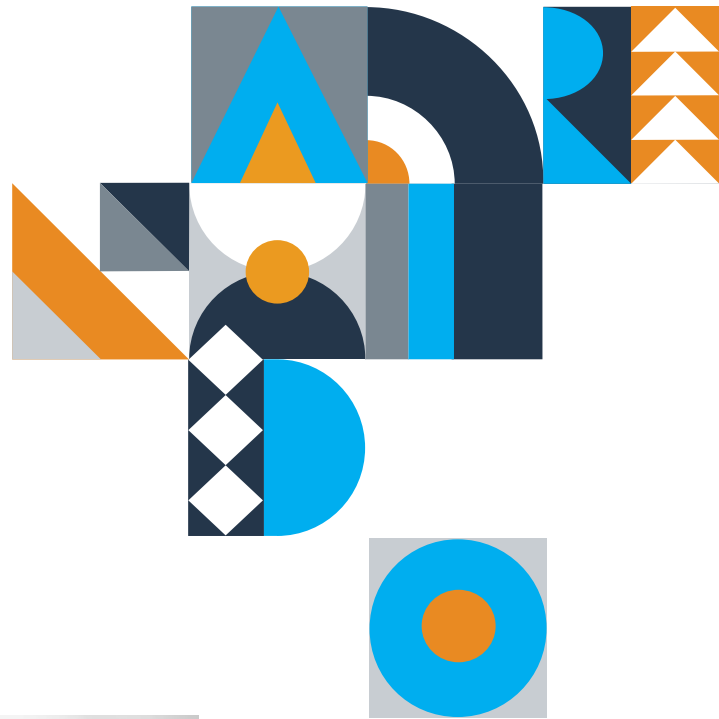
JOSE TANABE  
Regulatory Coordinator



MAYA VNUKOVSKY  
Membership Coordinator



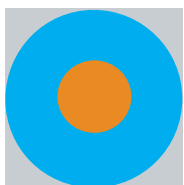
HARRISON ZHANG  
Manager, Accounting



# 2021 Strategic Pillars



Communications	11
Professionalization	13
Membership	14
Provincial Advocacy	17



# Communications

The ARIDO Communications Committee continued their work to provide members with regular, clear, and concise updates on the association, both the operations and special projects.

Communication with members and providing platforms for members to communicate with each other has been a major focus this year. The Communications Committee has worked to review several platforms to establish a private group on LinkedIn for members to connect and engage with each other. The committee reviewed other platform options and determined LinkedIn's purpose as a social network for professionals would accomplish the overall goals of this project.

The Committee also launched the Monthly Member Spotlight in the ARIDO Update to feature members from across the province and the diverse work they

carry out each day. The Member Spotlight profiles any type of ARIDO member and has featured five members from across Ontario. Nominations for the Member Spotlight can be submitted any time to [communications@arido.ca](mailto:communications@arido.ca)

The [BLOG//ARIDO Bootcamp](#) continued to be provided to members throughout 2021 and continues to be available as a Self Guided Bootcamp where members can guide themselves through this process using weekly email prompts.

The Job Board continues to be a popular listing for employers looking to find qualified talent. During 2021, the ARIDO Job Board received 82 posts and 50 were paid, meaning \$7,239 of new income for the association. An accompanying weekly email blast has also become a go-to resource for members seeking new roles. Sent each Friday, the blast

Some tools and resources  
produced by ARIDO in 2021

## Member Spotlight



**Mohamad Sabeh Ayoun**  
Interior Design & Brand Consultant at Mayhew  
Intern, ARIDO

If you could change one  
thing about  
communications from  
ARIDO what would it be?

The [BLOG//ARIDO](#)  
Bootcamp  
is back!

provides links to the posts made on the ARIDO Job Board that week.

In December, the committee also surveyed the membership on communications throughout 2021. A short survey was sent to the membership in early December to gain a greater insight on what members want to hear from ARIDO and in which formats. The survey results were published in the January ARIDO Update.

## What we heard from you

Members who responded feel informed or well informed by ARIDO communications overall

More than **50%** of respondents feel “fully informed” or “fairly well informed” by ARIDO

Generally, members are reading the communications, reading what’s important to them, or skimming for what they need to know.

ARIDO’s email marketing platform indicates that the email open rate is **53%**, (industry average is 28%) and click rate is **6%** (industry average is 4%), which is in keeping with the reported engagement of this campaign.

## Where we can improve

Providing more succinct communications, high level updates

Hear regular updates on committees / professionalization, even if work is progressing slowly

More personalized communications, communications more tailored for membership categories

Greater promotion on topics where ARIDO is currently running programs, e.g. NCIDQ study resources, CEUs, BLOG//ARIDO etc.

The Communications Committee is reviewing this data and finding strategies to address the feedback received. The complete survey has been compiled into a report which was published in the January ARIDO Update.

As the ongoing pandemic continued to delay political movement forward, development work on the Direct Regulation Model continued with a focus to further develop several key areas of the future model.

ARIDO launched the new Interior Design Experience Requirement, also known as IDER, in fall 2021. As the work for future regulation between ARIDO and the OAA continues, the development of elements needed to deploy the Direct Regulation Model will continue to be a priority.

In 2019, development work identified the need for greater accountability on behalf of ARIDO for the Supervised Work Experience requirement that will lead to future licensing. This resulted in a review of the current requirement and a set of recommendations to move towards a more robust, competency-based requirement.

The new requirement is a move away from hours-based to evidence-based reporting and requires the completion of mandatory tasks within each interior design phase.

For those Intern members who choose the IDER path, they will find the experience provides them with a greater understanding of their next steps on the interior design career path along with the empowerment of an identified roadmap for their career growth. While ARIDO will continue to allow the hours-based reporting for the next several years, IDER will become the sole experience requirement in ARIDO's future.



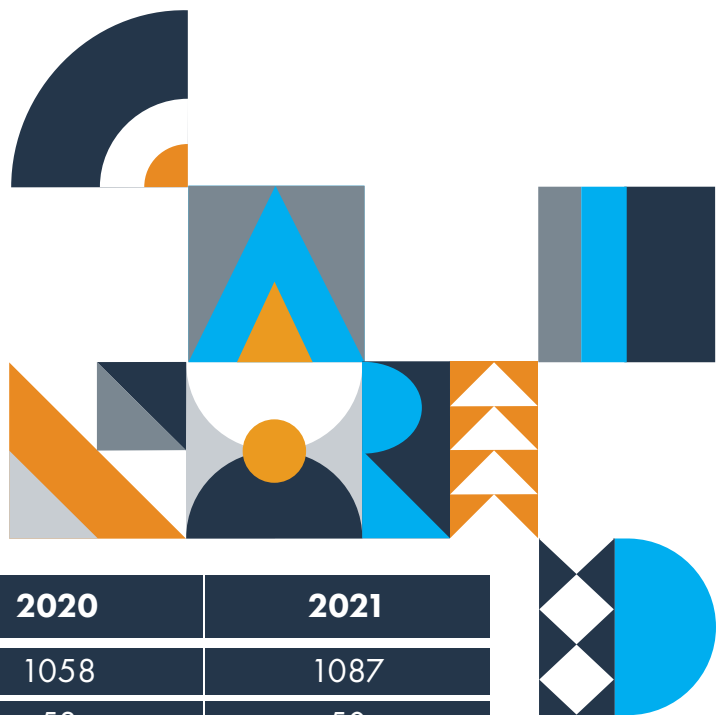
The Practice Advisory Committee, focused on the development of ARIDO Conflict of Interest Guidelines, specifically around financial incentives, informally known as “kickbacks”. The ARIDO Code of Ethics and Practice Standards have long prohibited ARIDO Members from accepting financial incentives for the specification of products and services. With future regulation in mind, ARIDO wanted to express to the next generation of interior designers and industry partners that accepting financial incentives is not only prohibited but is frowned upon throughout the industry and provide guidance on best practices in navigating these situations, should they arise.

This work was developed in collaboration with PROLINK Insurance. This position piece will provide better direction for existing members, emerging professionals and industry professionals on the expected ethical behaviour by all.



# Membership

ARIDO's focus on a robust and value-based recruitment and retention program with the goal of maintaining and attracting members in order to continue to strengthen the organization.



	2019	2020	2021
Registered	1072	1058	1087
Registered Non-Resident	55	53	50
Educator/Registered-Educator	33	34	33
Intern	517	591	580
Intern non-Resident	7	9	7
Retired	56	44	41
Life Member	203	226	243
Honorary	27	27	27
Inactive Registered	17	28	7
Inactive Intern	5	9	1
Total before students	1987	2079	2076
Student	785	846	985
Total Membership	<b>2772</b>	<b>2925</b>	<b>3061</b>

## MEMBERSHIP COMMITTEE

The ARIDO Membership Committee and the Intern Committee focussed on enhancements to the ARIDO Mentorship program in 2021. The Committees worked together to develop six comprehensive NCIDQ exam presentations which were hosted through the ARIDO Mentorship program to support our Intern members preparing for the exams.

The Committees also worked together to prepare a Mentorship Guides for the Mentors and Mentees with

information resources to help program participants plan a successful mentorship experience.

The Intern Committee has been preparing for an Intern AGM forum to engage our Intern members in the event and they are working on a speaker series to prepare Intern specific topics of interest.

The Career Xpress Committee organized and hosted their first virtual Portfolio Prep event in the fall of 2021

and prepared for a spring Portfolio Review event. These virtual events now enable access for students and Interns across Ontario.

The rollout of the Interior Design Experience Requirement (IDER) program went smoothly and membership staff are working with our Intern members to support the transition to the new reporting process.

ARIDO was pleased to launch the 'Perkopolis' affinity program in 2021. This new complementary benefit offers a wide range of discounts on products and services to our members.

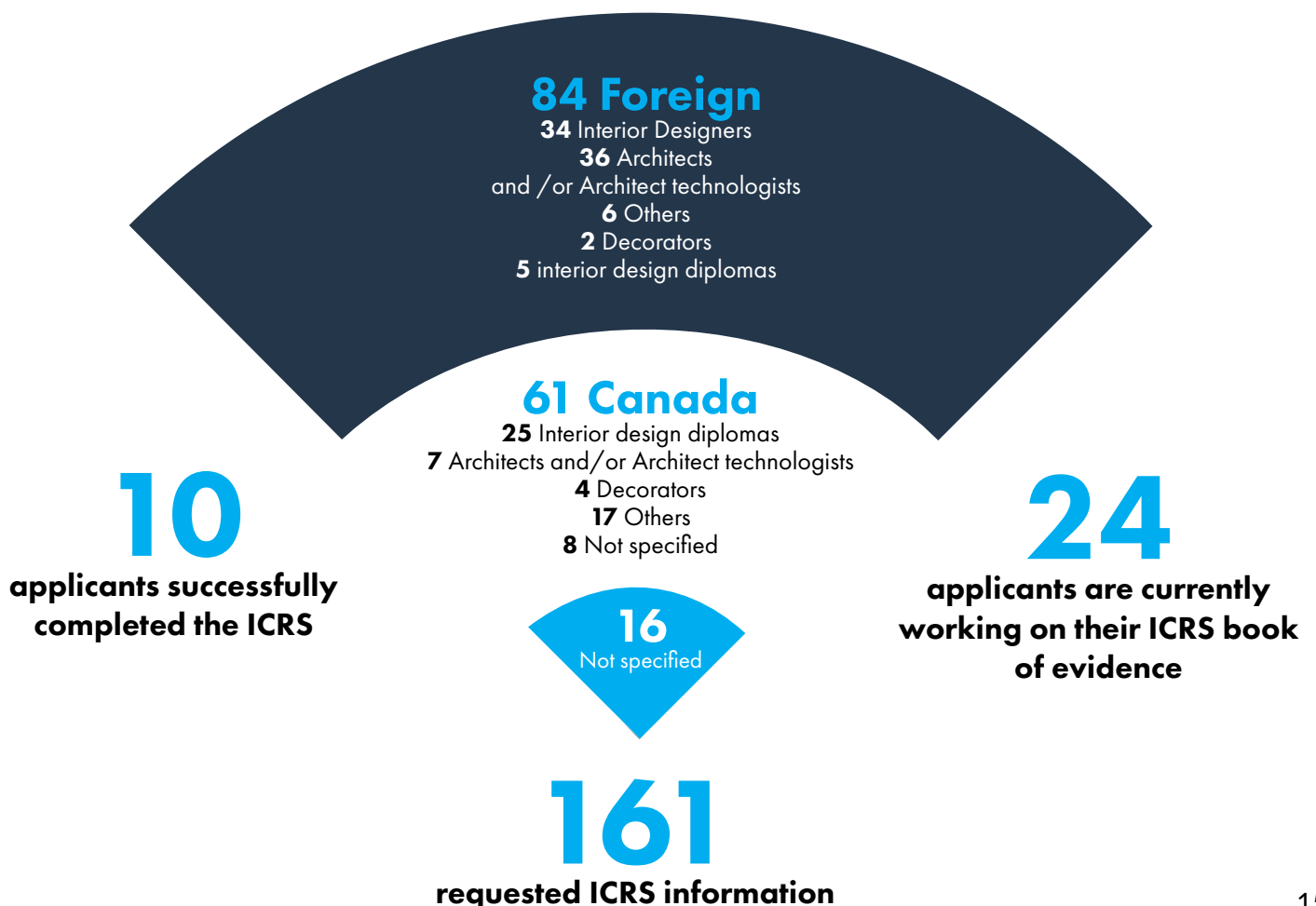
ARIDO worked with the Scholarship Committees to promote and support the Membership Pillar by administering the Norma Ruth Ridley Scholarship, the CTI Working Environments Scholarship and the ARIDO Art Appreciation Scholarship in partnership with Rachel Turrin, with active participation from students across Ontario.

Overall, ARIDO held a steady positive membership growth rate through focussed recruitment and retention efforts.

## INTERN COMPETENCIES REVIEW SYSTEM (ICRS)

The ICRS is the alternative pathway to Intern membership. It was developed to ensure fair access for all applicants. The current requirement for an ARIDO intern is a 4-year bachelor's degree in Interior Design from a CIDA accredited institution. The ICRS is a competency-based assessment to provide access to applicants without the minimum education requirement. To demonstrate the competencies, applicants have the option to submit pieces of evidence from relevant education and/or work experience.

New Brunswick and Manitoba are using the ICRS as an alternative pathway to Intern membership. The two provinces do the initial qualification assessment, applicants that required the alternative pathway will be directed to enroll directly to ARIDO. As an independent third party, we will handle all processing, questions, reviews, and final result notification to their respective province.



## PROFESSIONAL DEVELOPMENT

An audit was conducted on June 30, 2021, it was the end of the 2-year PD cycle. The audit was done to enforce compliance with the Professional Development requirements. Members required a total of 12 credits, out of 12 credits, at least 4 Health and Safety and 8 General Education.

ARIDO randomly selected 10% of our members for the compliance audit. Members required to complete PD are Registered, Interns, and Educators.

## Results from the 2021 PD audit

**155**  
members randomly selected

**111**  
members reported their PD credits

**3**  
members have to pay the PD fine

**21**  
members paid the PD fine

**8**  
members were granted an exception, they will be audited the next PD cycle

**5**  
members terminated

**5**  
members resigned





# Provincial Advocacy

## ARIDO AWARDS GALA

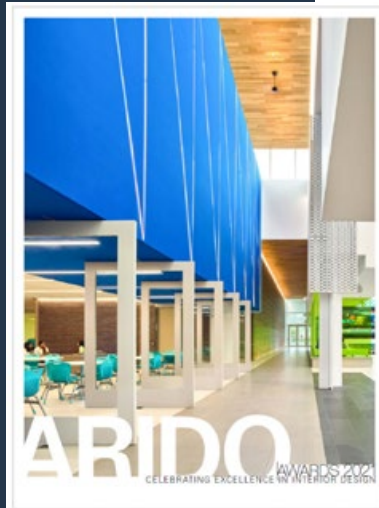
The Awards Gala made a triumphant return October 6th 2021 and was a celebration which brought together members and the wider interior design community. Hosted by Jennifer Valentyne, the livestream was beamed into homes and offices around Ontario, and recognized 19 projects with ARIDO Awards in the seven categories of 2021: WORK, EAT+STAY, LEARN, CARE, PRESERVE+RESTORE, DISTINCT, CRAFT. And the new Impact Award was awarded to Greg Parsons of DEXD (Danaie Experience Design Inc.).



**Award Gala Host  
Jennifer Valentyne**



**ARIDO  
Awards  
Magazine**



**Impact Award winner DS-09 Subway  
Station Design Standard by Greg  
Parsons, ARIDO of DEXD (Danaie  
Experience Design Inc.)**

Nine sponsors hosted satellite parties for members and industry and were a chance to gather and connect in small groups, while following COVID protocols. The Awards projects were also promoted on BLOG//ARIDO and throughout the ARIDO social media networks.

## TRANSITION OF ONTARIO BUILDING CODE SERVICES

ARIDO continued to advocate on behalf of Interior Designers with the Ministry of Municipal Affairs and Housing (MMAH). The Ministry continued stakeholder consultations on their proposed transition of building code services, including the BCIN, to a newly established Administrative Authority. ARIDO and many of our industry counterparts attended stakeholder consultations throughout 2020 and into early 2021. ARIDO remained concerned with several components of the proposed model along with how current issues related to the BCIN will be addressed or resolved.

In our discussions with many other industry organizations, it has been clear that the industry does not feel heard by government on this model. ARIDO therefore rallied throughout May to convene a meeting with all industry stakeholders to discuss our collective concerns and how we could potentially unite as an industry to address this with government. In March, ARIDO held a meeting and called industry partners to the table to discuss a particular approach as government has made this initiative a priority, and that its implementation may be moving quicker than we had all originally anticipated.

Following that meeting, the industry agreed to work together and submit a written position to government as a united front to outline our concern with the model presented and to demonstrate we collectively do not support the proposal as the only option.

Additionally, ARIDO and the OAA believed there was an opportunity to demonstrate that the Direct Regulation Model, if implemented, could address some of the current issues related to BCIN Large and public interest. The two organizations met with

Infographic  
created by the  
Provincial  
Advocacy  
Committee



MMAH to speak to the ministry's branch responsible for the Building Services Transition model to identify how the Direct Regulation Model can support specific issues the ministry wishes to address.

## ONTARIO BUILDING CODE CONSULTATIONS

In late 2021 The Ministry of Municipal Affairs and Housing launched a phase one public consultation on proposed changes for the next edition of Ontario's Building Code which included a focus to increase harmonization with National Construction Codes.

This consultation approach differed slightly from previous years as the Ministry focused on increasing harmonization of Ontario's Building Code with National Construction Codes. This work will support commitments made by provincial and federal governments through a Reconciliation Agreement under the Canadian Free Trade Agreement.

In early 2022, MMAH launched the second phase of public consultations with the continued focus on aligning with the 2020 National Construction Codes.

A Building Code Review Task Force was formed and worked with staff to review all proposed changes and provide feedback on behalf of the profession during the consultation phase.

## GUIDE TO PROCUREMENT BEST PRACTICES

In October 2021, Sharon Portelli, Executive Director and Registrar stepped into the role of Chair for the Construction and Design Alliance of Ontario (CDAO).

ARIDO has been a proud member of the Construction and Design Alliance of Ontario (CDAO) since 2010. The CDAO is comprised of 18 member associations that have mandates related to Ontario's infrastructure. For several years, the Design & Construction Procurement Project has been an important priority for CDAO. It has been the avenue wherein experts from the construction, design and procurement sectors have gathered to exchange ideas, present problems and ultimately find solutions in a collaborative environment.

The concept of the Procurement Project was formed during informal discussions with a number of Ontario-based professional associations representing general contractors, mechanical, and electrical trade contractors. These groups were discussing common concerns regarding the procurement of construction services. Missing from the conversation were integral partners in the procurement process, namely the owners and buyers, architects and consulting engineers, interior designers, and members of the risk management community.

More than 100 influential construction, design, and buyer professionals have come together for Procurement Day in past years. The event allowed for a candid discussion of the issues being faced by all sides of the procurement equation, with the goal of seeking common ground and identifying mutually satisfactory ways to address identified issues.

CDAO has begun work to expand the Procurement Project through the development of a Guide to Construction and Design Procurement Best Practices. This guide will serve as a road map to best practices in procurement, which the buyer sector can use as a resource to enhancing procurement practices for current and future projects. ARIDO is proud to be a partner in this work and we believe the guide will aid in our efforts to educate the industry and buyer sector on ways to improve procurement practices for interior design projects moving forward.

**A copy of the guide will be shared and released to the membership once it is completed. Anticipated completion date 2022.**



## NATIONAL ADVOCACY

ARIDO continues to be an active member of the Council of Interior Design Regulation Authorities of Canada (CIDRAC), which is comprised of the nine provincial regulators for interior design in Canada.

The provincial regulatory bodies set the professional standards for the profession and determine who meets the established qualifications in each jurisdiction. These provincial bodies individually regulate the practice of interior design in the interest of protecting the public.

As provincial authorities, the members of CIDRAC see value in a cohesive approach in the setting of professional standards across Canada and elevating the profession of interior design. In the spirit of collaboration, the members of CIDRAC cooperate on matters of mutual interest and concerns such as regulation of the profession, professional standards, and advocacy efforts.

## CO-LIVING PRESENTATION TO MMAH

ARIDO formed a working committee to develop a proposal on co-living as a viable approach to address the affordable housing crisis in Ontario. The proposal was created with ARIDO, Syllable Inc, and York University Interior Design students which included research which addressed the missing middle of co-living accommodations for seniors, millennials and people who cannot afford to purchase their own home in Greater Toronto Area due to the continuous rising real estate market.

This proposal was presented to the Ministry of Municipal Affairs and Housing (MMAH) in August 2021 in order to provide context of the current population growth and showcase how the building code and municipal laws need to be adapted for a different type of housing solutions.



# Protecting the Title

Registered letters were sent to individuals for unauthorized use to the titles 'Interior Designer' and 'A.R.I.D.O.'. In mid-2021, the cease and desist notices were switched mostly to emails, letters will be sent if the emails are not available. Many businesses or individuals are not listing their mailing addresses. Sending cease and desist notices via email is faster, and we can save the cost of mailing the registered letters.

## PROVINCIAL ADVOCACY COMMITTEE

The Provincial Advocacy committee continued its work throughout 2021, leading a brand refresh of the Association's logo and overall brand. The updated logo is easier to read, clearer, and uses a modern font for the accompanying text, conveying that ARIDO is a contemporary, professional association. The use of one brand blue further refines this message, and the retirement of the logo in multiple colours establishes one version the ARIDO logo.



Association  
of Registered  
Interior Designers  
of Ontario



Association  
of Registered  
Interior Designers  
of Ontario



The Committee also published an Infographic on the interior design process for members to use as part of promotion and advocacy. It provides a succinct and clear explanation of the process and can be used to explain the work a Registered Interior Designer will complete on a project in one page.

[This infographic](#) was used in the 2022 Ontario Design Sourcebook next to an article by ARIDO on the importance of working with a Registered Interior Designer.

Media outreach was also a focus for the PAC with a subcommittee working to submit a pitch to Ontario Today, the daily CBC radio program for the province.

# Equity, Diversity, Advancement and Accessibility

ARIDO's work in Equity, Diversity, Accessibility, and Advancement started in 2020 and continued throughout 2021. This work was led by the Equity, Diversity, Accessibility, and Advancement Committee.



## DIV.e.IN SURVEY

In April the DIV.e.IN Survey was sent to every ARIDO member to collect, analyse, and understand member's perspectives and experiences about diversity and equity.

The objectives of the survey were:

- 1** To collect sample data to better understand ARIDO members' perspectives, attitudes, and experiences about diversity and equity;
- 2** To provide reliable and timely data to the ARIDO Diversity, Equity, Accessibility and Advancement Committee, and Leadership teams;
- 3** To identify and capture key data on member demographics; and
- 4** To identify and capture key trends that will help build best practices around diversity and equity

The survey was sent to all 2,753 ARIDO members in spring 2021. The participation rate for the survey was 35%.

In September, the DIV.e.IN Survey Report was published by Matrix360 and shared with the membership and community. It detailed that the data reveals an association where a strong majority of members

are highly committed to diversity, however, were unsure if ARIDO's business framework and foundation is currently diverse and equitable.

The vast majority of members believe that in interactions with the association and events they can expect to feel safe, and where a large majority of members have not experienced any form of discrimination, harassment, bullying, or stereotypes. The assessment by Matrix360 was that the data seems to reveal a progressive, committed, and multi-generational membership that acknowledges there is room for improvement for access to opportunities for diverse equity-seeking groups.

The Chandy Principle™, Phase One Report Following the DIV.e.IN Survey, Matrix360 published the Chandy Principle™, Phase One Report which laid out a roadmap for the association with a series of actions to be incorporated in ARIDO's next steps. This work began in fall 2021, and is to continue for a 36-month period.

## ESTABLISHMENT OF AFFINITY GROUPS

As part of the The Chandy Principle™, Phase One Report, the ARIDO Equity, Diversity, Accessibility, and Advancement Committee established 4 sub-committees to form ARIDO's Affinity Groups.

These groups create opportunities for connecting members based on their commonalities while inten-



**There are four subcommittees which are assisting with the design, development, management, and execution of the Plan of Action: the Foundation Subcommittee, the Education Subcommittee, the Awareness Subcommittee, and the Community Outreach subcommittee.**

tionally embracing differences. This will strengthen what diversity is within ARIDO, and recognize the value of each members' experiences, identifies, skills, and competencies.

Currently, there are four subcommittees which are assisting with the design, development, management, and execution of the Plan of Action: the Foundation Subcommittee, the Education Subcommittee, the Awareness Subcommittee, and the Community Outreach subcommittee.

These committees were established in late fall 2021. They started to meet regularly at the end of 2021 and begin tackling their goals. The Education Subcommittee developed the programming for the 2022 Ontario Summit and work from the rest of the Subcommittees will be published throughout 2022.

## THE POWER OF COLOUR SERIES

In June 2021, ARIDO's Equity, Diversity, Accessibility, and Advancement Committee held a panel series The Power of Colour: Being Black in Design. It was a first of a series of exploratory town hall conversations led by our diverse members to share their experiences and perspectives working in the interior design field.

It aimed to address the barriers, challenges, and issues in the industry experienced by Black professionals and newcomers. Further, the series identified tangible actions, on how to begin a journey to address, cultivate, and build better opportunities that welcome and advance the richness of diversity.

ARIDO would like to thank those who shared their stories as panelists in these sessions:

### **Session 1: Diversity in Interior Design and the Education System**

Panelists: Alyssa Griffith, Robin Fraser, ARIDO

Moderator: Chandran Fernando, Matrix360

Welcome: Golnar Raissi-Dehkordi, ARIDO

### **Session 2: Hiring Practices & Newcomers to Ontario**

Panelists: Yasmien Fadl, ARIDO; Siné-Tibeb Workneh, ARIDO

Moderator: Chandran Fernando, Matrix360

Welcomes: Mahesh Babooram, Hon. ARIDO





# Financial Report

As we continued operations during the second year of an ongoing pandemic, the ARIDO staff, committees, and Board of Management continued a cautionary path of operations and strategies. The Board of Management prepared a conservative budget both from revenue and expenses. With membership as our primary source of revenue annually, we budgeted for a drop in dues due to economic impacts members would face such as loss of employment and continued disruptions to construction projects related to the pandemic. With a conservative approach, we ended the 2021 year exceeding our members revenue targets by \$78, 442.

The ARIDO offices remained closed for most of 2021 with staff continuing to run daily operations from home and all ARIDO meetings virtual along with events such as the AGM and Gala. While the AGM was fully virtual using Remo, the return of the Awards gala in a hybrid format allowed us to partner with many industry partners who stepped up to serve as hosts of small, intimate celebrations. This approach allowed us to continue to leverage existing and new technologies and forego large venue contracts and travel expenses; all of which enabled us to continue a lean operation and minimizing costs where possible.

This in turn enabled the organization to hold more affordable events from an operations perspective and resulted in the need for lower sponsorship amounts for our events to be financially supported. This approach allowed us to respect strained budgets faced by our industry partners while still providing opportunities for their involvement and support. By utilizing virtual platforms such as Remo, we were able to bring a new sense of networking, albeit virtually, to keep our members and larger community connected.

After the departure of our tenant in December 2020, we worked closely with our real estate broker to promote the space and search for a new tenant. Due to impacts on the real estate market and decreased demand for commercial space due to the ongoing pandemic, a new tenant was finally secured in October 2021 with a move in date of

February 1, 2022. While we are grateful to have secured a new tenant, this resulted in a loss of rental income for 2021.

We continued to access government assistance where applicable through Canada Emergency Wage Subsidy (CEWS) in the amount of \$86, 825 and the Canada Emergency Business Account (CEBA) for an additional \$20, 000 extension.

In 2020, although government assistance supported the organization a revenue shortfall was experienced wherein funds were withdrawn from existing investments. I'm happy to report that for 2021, we did not experience a similar shortfall in funds and did not find a need to utilize funds from our existing investment. Continuing our work with Financial Advisor, Al Jones, his efforts of monitoring our portfolio and ensuring our funds were invested in appropriate markets, resulted in a growth of \$171, 046 in interest on investments for 2021 ending December 31. This enabled us to replenish the funds withdrawn from investments the year prior along with some additional growth. Our work with Al Jones is a testament to the importance for organizations such as ARIDO to work with appropriate specialists to ensure the sustainability of the organization.

Our commitment to prioritize ARIDO's ability to support our valued membership continued in 2021. Like the previous year, the Board extended the renewal deadline of March 31st to June 30th to provide more time for members to renew prior to ARIDO proceeding with concluding membership for non-payment. We continued to focus on the realities of the ongoing pandemic and the impact it

had on our members, their practices, and projects through out all phases of design and construction.

ARIDO's work and commitment towards advancing equity, diversity, accessibility and inclusion within the organization and community ramped up compared to the previous year. With Matrix360 guiding our journey, ARIDO successfully deployed a survey of the membership, internal training for all levels within the organization and an action plan that set the stage for true, progressive work to begin. Our investment in this work will ensure ARIDO can honour its responsibility while building value for existing and new members, our partners, and the community at large.

Looking back on 2021 and our continued efforts to keep the organization on course, I am extremely pleased with the hard work and dedication by our staff, Board, and committee volunteers. Ending the year with a surplus speaks to the organizations focus on strategic decisions and a commitment to organizational stewardship to continue to strengthen the organization.

This past year in the role as VP, Finance I have had the opportunity to gain exposure to many aspects of the running of the organization such as monitoring the careful approach to spending by ARIDO staff and the Board and the creative use of virtual platforms for events to continue to connect all members. These accountabilities are not unfamiliar to me as the Principal-in-charge of finance at Figure3, we continued to learn how to manage our business through the many challenges of the global pandemic. Moving forward into 2022 and beyond we are cautiously optimistic our industry will thrive and grow.

In closing, I would like to thank the staff and Board for their contributions in keeping the organization moving forward.

Thank you,  
Regards,

Darryl Balaski,  
VP, Finance

# Revenue

Surpassed  
membership  
revenue targets by  
**\$78, 442**

Received  
**\$96, 825**  
in pandemic  
relief funding

Investment  
interest incurred  
**\$171, 046**

**\$120**  
contributed to the  
Building Fund

Loss of rental  
income

Under budget on  
expenses by  
**\$9, 711**

Registrar's Fund  
under utilized

2021 Virtual events totalled  
**\$40, 182**  
vs 2019 at  
**\$198, 908**

# Expenses



# ARIDO Fellows

Deanna Hayko – Past President

Sheri Crawford – Past President

Thomas Nater – Life member

Lisa Sandham – Registered member

Karen Holmberg-Cash – Educator Reg. member

Nella Fiorino – posthumously

Janet Gasparotto – posthumously

# Life Members

Barbara Angela

Maria Biber

Joanna Dzikowska

Susan Macarz

John McAuley

Caroline Pardu

Jennifer van der Put

Debbie Wilton

# Deceased Members

Nella Fiorino

William Kilborn





# New Registered Members

Meaghan Aikins  
Rasha AlNaqeeb  
Leticia Amaral  
Brooke Anderson  
Nisreen Balh  
Cole Barkman  
April Baxter  
Zinnia Bookwala  
Stephanie Bowles  
Emily Boychuk  
Kelly Breiter  
Jillian Brown  
Emily Brown  
Valerie Cardozo  
Katrina Clancy  
Megan Dougherty  
Martina D'Ulisse  
Cassandra Elson  
Thevaki Ganesharajah  
Marisa Giles  
Hilary Giroux  
Natalya Golovaneva  
Gabriella Gribbons  
Kathy Henriques  
Taylor Hunter  
Katherine Hurley

Christine Kang  
Hanan Kassem  
Minjung Kee  
Sunhwa Kim  
Alicia Kostyria  
Laura Kular  
Jennifer Kuwabara  
Kathryn Lawrence  
Jee Yoon (Joy) Lim  
Katherine Locker  
Alana Luscombe  
Sonia Mahoney  
Emilia Majerus  
Calei Marquez Garcia  
Doris Martin  
Jessica Mascarenhas  
Jacqueline Mauro  
Kathleen McCann  
Hannah Metcalf  
Frederic Morin  
Melissa Munroe  
Marianna Ng  
Angeline Pizolinas  
Tiam Rahmani  
Lauren Raskevicius  
Anitha Rasuratnam





# Student Scholarships

## THE NORMA RUTH RIDLEY SCHOLARSHIP

The Norma Ruth Ridley Scholarship, previously the ARIDO Provincial Scholarship, honours interior design students who display impeccable professionalism and ethics and who understand the importance of good business practices and professional standards. Applicants are judged in five areas: academic achievement, professionalism, community involvement, character and communication. Program Chairs from each ARIDO-recognized school may submit the name of one student to be considered for the \$2,000 scholarship, presented each year at the ARIDO's Annual General Meeting.

1st place  
**Lisa Jeans**, Yorkville University

2nd Place  
**Samantha McNair**, Sheridan College

3rd place  
**Michaela Hardy**, Algonquin College



## CTI SCHOLARSHIP

Funds for the CTI Working Environments scholarship are raised from the annual Signatures Event, where interior designers unleash their inner artist by painting ceramic dishware for auction.

**Lindsay Kelly**  
Eastern Ontario Chapter - Algonquin

**Sydney Detweiler**  
Grand Valley Chapter - Conestoga

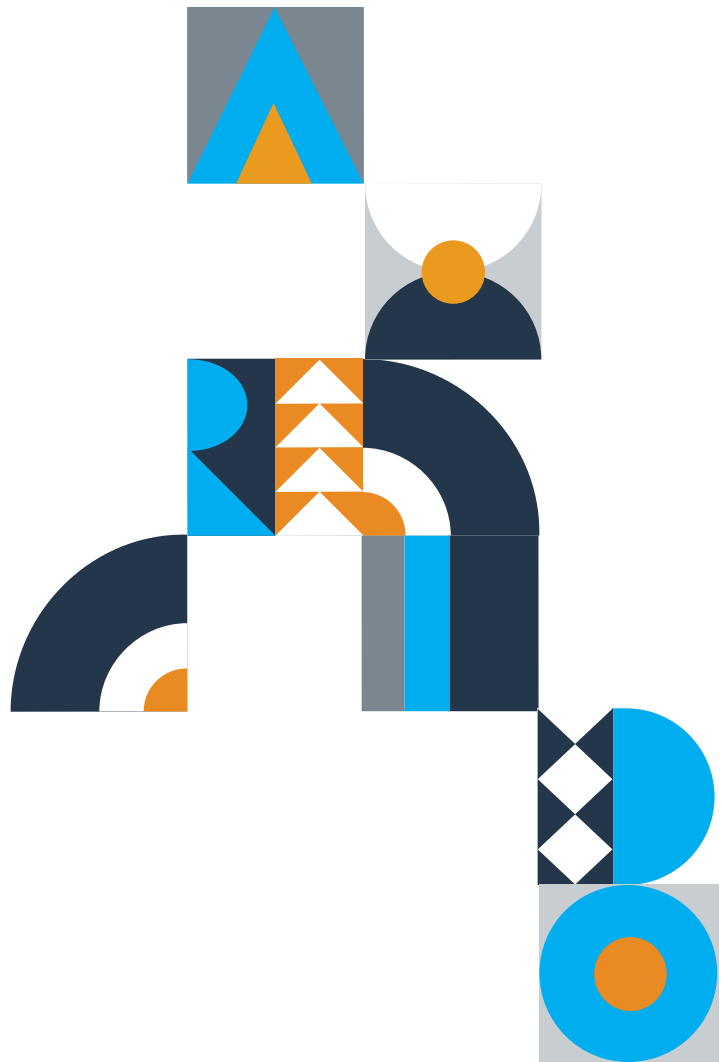
**Kylie Turnbull**  
Western Ontario Chapter - Fanshawe



## ARIDO ART APPRECIATION Scholarship in partnership with Doner Turrin Inc.

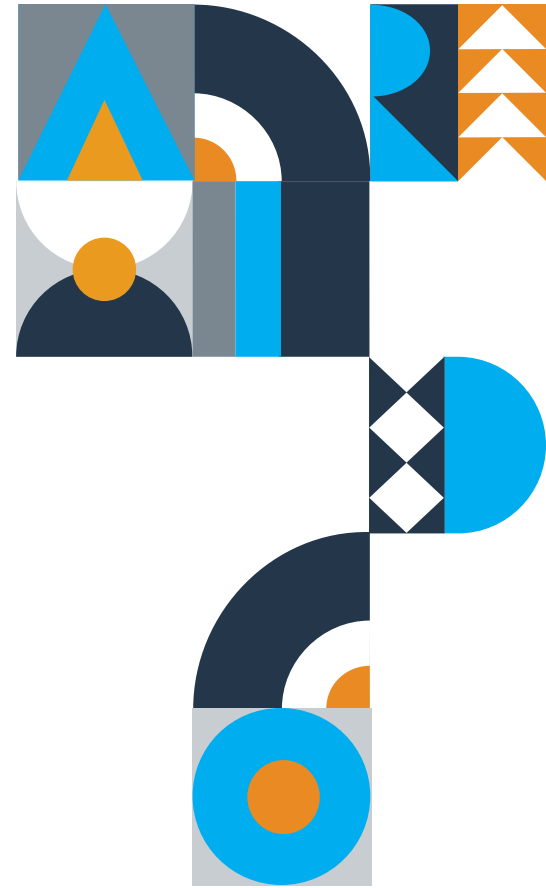
The ARIDO Art Appreciation Scholarship in partnership with Doner Turrin is intended to promote the appreciation of artwork within the Interior Design process and application. Interior Design students in the first year of their post-secondary program are invited to submit an application for a scholarship in the amount of \$500 provided by Rachel Turrin, Principal Art Consultant at Doner Turrin Inc.

**Feiga Werner**, Ryerson



# ARIDO Board of Management

Nadia Kuhni, President  
Jennifer Warling, President-elect  
David Gibbons, Past President  
Darryl Balaski, VP Finance  
Tatiana A. Soldatova, Secretary/Director  
Adrian Berry, Director  
Karin Crawford, Director  
Joanne Chan, Director  
Golnar Raissi-Dehkordi, Director  
Jude Kamal, Director  
Bryan Wiens, Director  
Neal Prabhu, Educator Director  
Jennifer Suljak, Intern, Intern Director  
Sharon Portelli, CAE, Executive Director/Registrar



## CHAPTER PRESIDENTS

Eastern Ontario Chapter - Juanita Dielschneider  
Greater Toronto Area - Anna Kowalczyk  
South Ontario Chapter - Izabela Cawricz  
Western Ontario Chapter - Lesley Mason - acting President as of January 2022  
Grand Valley Chapter - Vacant



# ARIDO 2021 /22 Committees and Members

## ARIDO-OAA Joint Task Force

David Gibbons  
Nadia Kuhn  
Jennifer Warling  
Sharon Portelli, Executive Director

## Finance Committee

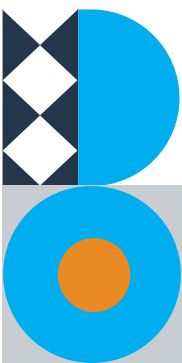
Darryl Balaski, Chair  
Karin Crawford  
David Gibbons  
Sharon Portelli, Executive Director  
Irma Kemp, Staff  
Harrison Zhang, Staff

## Property Committee

David Gibbons, Chair  
Neal Prabhu  
Tatiana Soldatova  
Sharon Portelli, Executive Director  
Irma Kemp, Staff  
Maya Vnukovsky, Staff

## Nominating Committee

Lucia De Biasio, Chair  
Sue Bennett  
Vicki Horobin  
Greg Quinn  
Judy Newcombe  
Bryan Stone  
Sharon Portelli, Executive Director  
Irma Kemp, Staff



## NRR Scholarship Committee

Anne Carlyle  
clinton hummel  
Theo West Parks  
Sandra Noble, Staff

## 2021 Awards Judges

Cara McBride  
Joseph Persia  
Paul Scornaienchi  
David Sheldon  
Tatiana Soldatova

## Board of Governors

Lucia De Biasio, Chair  
Colleen Baldwin  
Sue Bennett  
Robert Chaban  
Sheri Crawford  
Irving Ellman  
Peter Grimley  
Janine Grossman  
Allan Guinan  
Deanna Hayko  
Victoria Horobin  
Trevor Kruse  
Paul Maggiacomo  
Lynn McGregor  
Eliisa Peterson  
Joseph Pettipas  
Greg Quinn  
Franca Rezza  
Deborah Rutherford  
David Rollins  
Kelly Stobbe  
Theo West Parks

## ARIDO Awards Task Force

Lucia De Biasio, Chair  
Bryan Chartier  
Paul DaCunha  
Donna Dolan  
Victoria Horobin  
Neal Prabhu  
Robert Reid  
Maia Roffey  
Tatiana Soldatova  
Bryan Stone  
Isabelle Talbot  
Sharon Portelli, Executive Director  
Irma Kemp, Staff

## Board of Governors Task Force - IDC

Lucia De Biasio, Chair  
Sue Bennett  
Sheri Crawford  
Allan Guinan  
Vicki Horobin  
Franca Rezza  
Joe Pettipas  
Theo West Parks  
Sharon Portelli, Executive Director  
Irma Kemp, Staff

## Communications Committee

Golnar Raissi, Chair  
Brooke Anderson  
Mohamad Ayoun  
Mirijam Bruening  
Olga Evstifeeva  
Katherine McNabb  
Dolores Pian  
Ali Moenck, Staff

## Equity, Diversity, Accessibility and Advancement Committee

Golnar Raissi-Dehkordi, Co-Chair  
Mahesh Babooram, Co-Chair  
Lucia De Biasio  
Marina Fensham  
Kathryn Lawrence  
Jaenelle Murrell  
Maridee Osolinsky  
Amy Pothier  
Maia Roffey  
Farida Sadliwala  
Luipa Tamanna  
Siné-Tibeb Workneh  
Sharon Portelli, Executive Director  
Irma Kemp, Staff  
Ali Moenck, Staff





## Intern Committee

Jen Suljak, Co-Chair  
Jordan Fang, Co-Chair  
Emaa Abbood  
Rasha Al-Naqeeb  
Carley Berko  
Linda Bischoff  
Alyssa Buada  
Katherine Locker  
Oluwatofe Olatunde  
Merissa Reed  
Katie Tofigh  
Sandra Noble, Staff

## Membership Committee

Joanne Chan, Chair  
Allysson Darling-Beaudoin  
Vivian Lo  
Ioulia Pletneva  
Dana Seguin  
Sojung Yoo  
Sandra Noble, Staff

## Practice Advisory Committee

David Gibbons, Co-Chair  
Sheri Crawford, Co-Chair  
Mila Ashby  
Susan Brewster  
Danielle Campbell  
Jeremiah Gammond  
Sabrina Giacometti  
Janine Grossmann  
Cori Halpern  
Ioana Ionescu  
Kelly Jordan  
Michelle Mawby  
Heather Sarna  
Kelly Stobbe  
Susan Tienhaara  
Sharon Portelli, Executive Director  
Irma Kemp, Staff

## Provincial Advocacy Committee

Adrian Berry, Chair  
Tulin Artan  
Brenda Bjarnason  
Debra Fenwick  
Svetlana Pihut  
Stella Salvador  
Vitorhya Shields  
Melissa Tossell  
Ali Moenck, Staff  
Irma Kemp, Staff

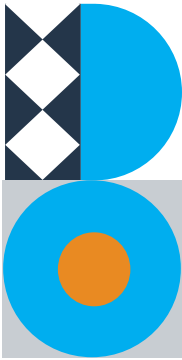
## Ontario Student Career Xpress Committee

Jude Kamal, Co-Chair  
Neal Prabhu, Co-Chair  
Helga Bastiaan  
Nicolas Burbano Diaz  
Brittany Dempsey  
Shaiye Laurente  
Gabrielle Leighton  
Armaan Mohamed  
Rachel Morris  
Nassila Oudahmane  
Bhairavi Patel  
Carina Redigonda  
Ria Rocha  
Luipa Tamanna  
Maya Vnukovsky, Staff

## EQUITY, DIVERSITY, ACCESSIBILITY AND ADVANCEMENT SUB-COMMITTEES

### Awareness Subcommittee Members

Farida Sadiwala, Chair  
Hani Ahani, Intern  
Shelly-Ann Cerrelli, Student  
Shana Davies, Intern  
Parastoo Hafez, Student  
Betul Kaya, Intern  
Marcia Mayhew, Non-member  
Maridee Osolinsky, Registered  
Ishika Sinha, Student  
Michael Serino, Registered  
Monique Tai, Student  
Rafaela Veloso, Student  
Siné-Tiebb Workneh, Registered  
Ali Moenck, Staff



## Community Outreach Subcommittee

Maia Roffey, Chair, Registered  
Saleem Akhtar, Intern  
Mahesh Babooram, Non-member  
Darilyn Coles, Non-Member  
Marissa Lee, Non-member  
Megan MacLaren, Student  
Armaan Mohamed, Intern  
Nitika Oberoi, Non-member  
Lana Pihut, Intern  
Naamveer Sond, Student  
Luipa Tamanna, Student  
Eduardo Torres, Registered  
Melissa Tossell, Registered  
Ying Yang, Intern

## Education Subcommittee

Jaenelle Murrell, Co-chair-Intern  
Kathryn Lawrence, Co-chair-Registered  
Saleem Akhtar, Intern  
Luciano Bonini, Non-member  
Zinnia Bookwala, Registered  
Marina Fensham, Registered  
Karen Holmberg-Cash, Educator, Registered  
Amy Pothier, Registered  
Mike Serino, Registered  
Jane Sleeth, Registered  
Negin Valizadeh, Intern  
Feiga Werner, Student

## Foundation Subcommittee

Golnar Raissi, Co-chair  
Mahesh Babooram, Co-chair  
Dayna Bradley, Non-member  
Danica Crouch, Non-member  
Lucia De Biasio, Registered  
Jordan Fang, Intern  
Cindy Huynh, Student  
Lisa McVicar, Non-member  
Sharon Portelli, Staff  
Irma Kemp, Staff



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# 2021 Annual Report

Association of Registered Interior Designers of Ontario

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